

RESEARCH & PLANNING: YOUR SOURCE FOR LABOR MARKET INFORMATION

Presented to SHRM, Gillette, WY

March 12, 2014

Research & Planning
Wyoming Department of Workforce Services

<http://wyomingLMI.gov>



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Wyoming DWS



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<http://doe.state.wy.us/LMI/oes.htm>

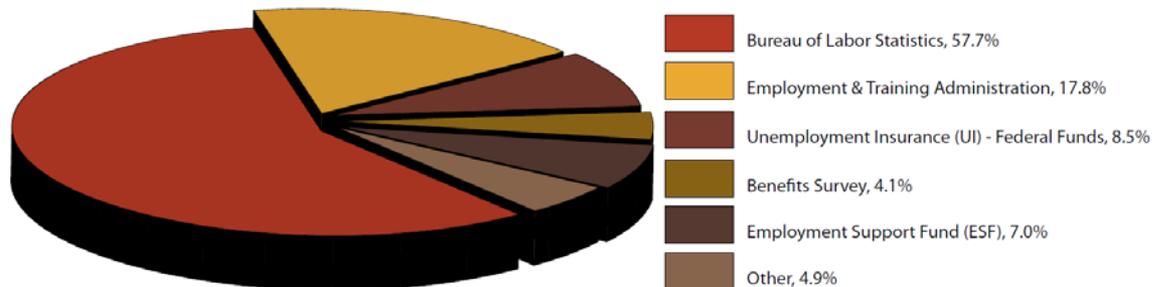
WHAT WE DO:

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.

Annual Budget: \$1.5 Million
As of August 31, 2011



Agenda

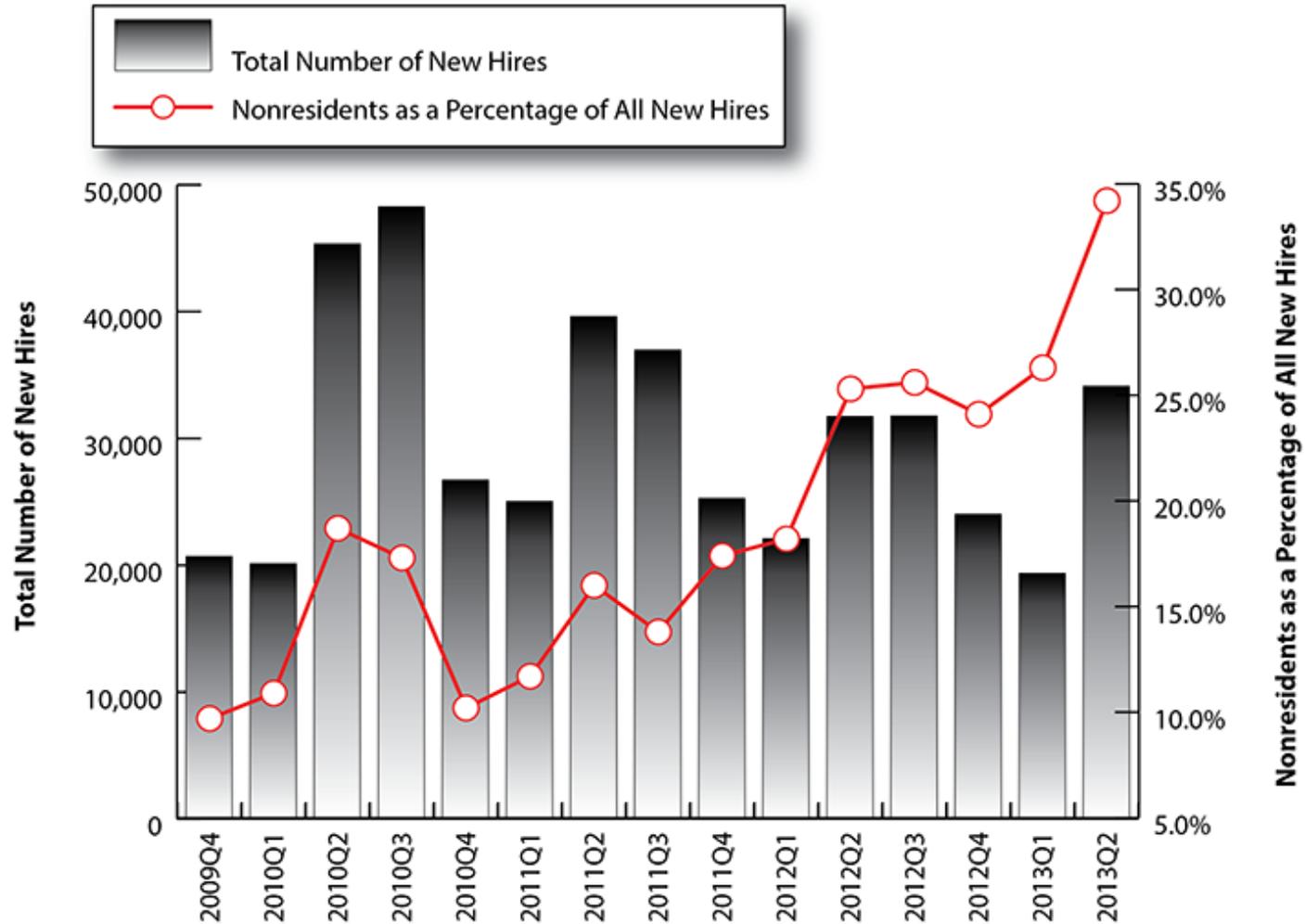
- Indicators of labor supply in Wyoming
- Indicators of labor demand in Wyoming
- Questions

Supply



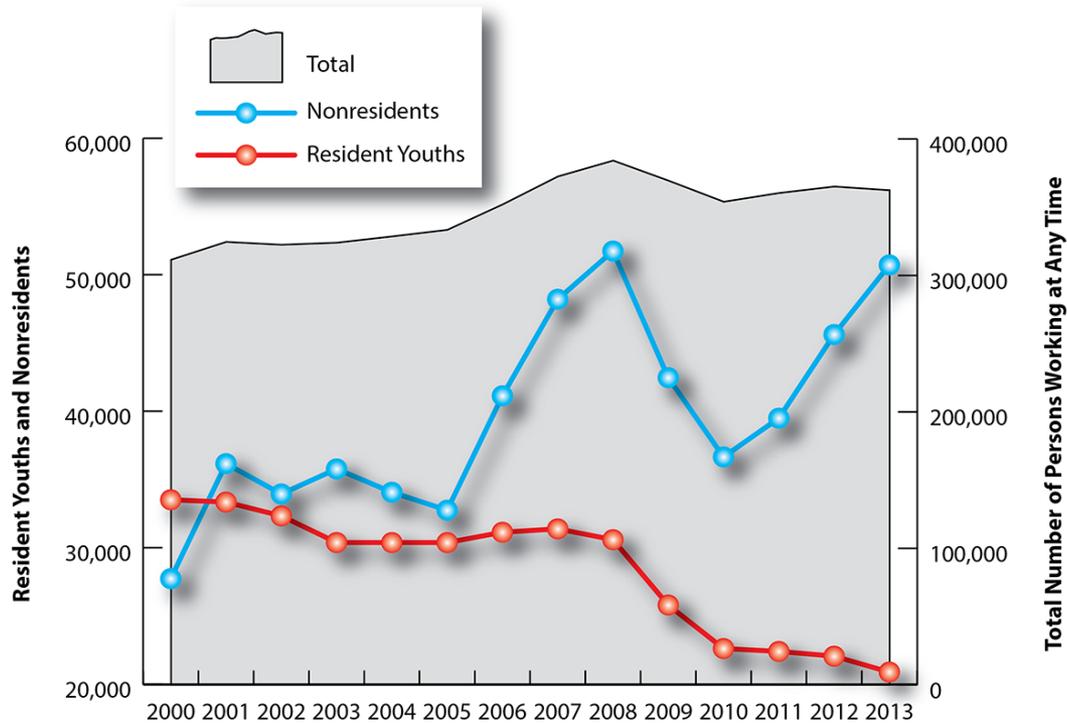
Nonresidents: The Disposable Workforce

Total Number of New Hires and Nonresidents as a Percentage of All New Hires in Wyoming, 2009Q4-2013Q2



Nonresidents and Resident Youths

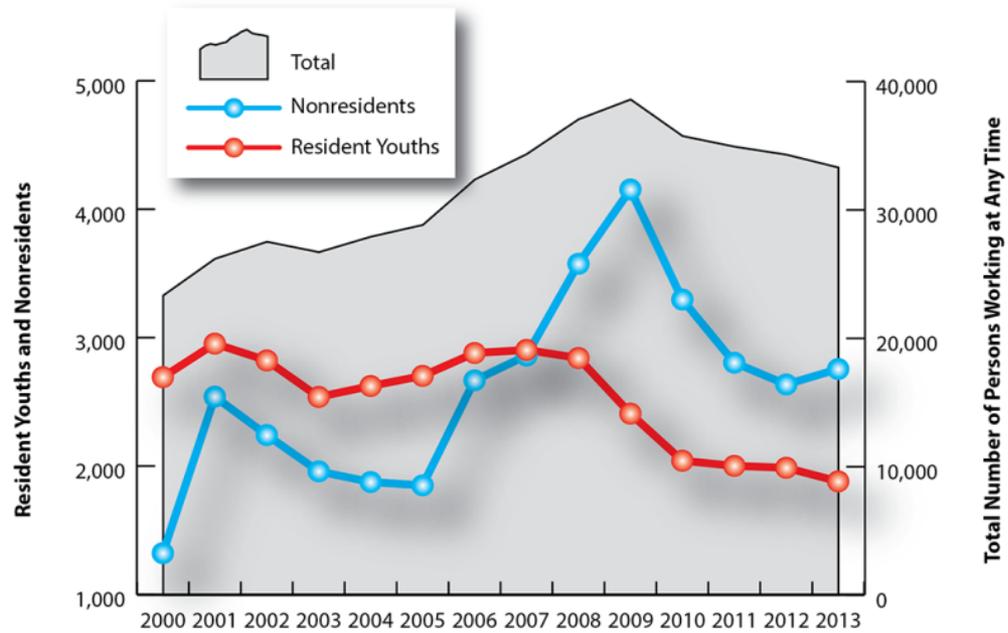
Total Number of Resident Youths and Nonresidents Working in Wyoming at Any Time, 2000-2013



Source: Earnings in Wyoming by County, Industry, Age and Gender, 2000-2013.
 Nonresidents: "individuals without a Wyoming-issued driver's license or at least four quarters of work history in Wyoming" (Jones, 2002).
 Resident Youths: Individuals 19 and younger who possess a Wyoming driver's license.

Nonresidents and Resident Youths

Total Number of Resident Youths and Nonresidents Working in Campbell County at Any Time, 2000-2013



Source: Earnings in Wyoming by County, Industry, Age and Gender, 2000-2013.
 Nonresidents: "individuals without a Wyoming-issued driver's license or at least four quarters of work history in Wyoming" (Jones, 2002).
 Resident Youths: Individuals 19 and younger who possess a Wyoming driver's license.

Potential Training Opportunities

Top 10 Occupations for Nonresident New Hires Requiring More than a High School Diploma, 2011-12

| Rank | SOC Code | Occupation | Education | Total | | | Wages | Turnover |
|--|----------|--|----------------|----------------|---------------|--------------|---------------------|---------------------------------|
| | | | | N | N | Row % | Average Hourly Wage | % Employed 1 Quarter After Hire |
| 1 | 47-2073 | Operating Engineers and Other Construction Equipment ... | Post Secondary | 3,614 | 705 | 19.5 | \$18.00 | 69.0% |
| 2 | 51-4121 | Welders, Cutters, Solderers, and Brazers | Post Secondary | 2,499 | 531 | 21.3 | \$18.00 | 73.3% |
| 3 | 47-2111 | Electricians | Post Secondary | 2,211 | 235 | 10.6 | \$24.00 | 65.8% |
| 4 | 11-1021 | General and Operations Managers | Associates | 1,354 | 177 | 13.1 | \$31.25 | 93.7% |
| 5 | 49-9071 | Maintenance and Repair Workers, General | Post Secondary | 1,590 | 165 | 10.4 | \$13.50 | 83.2% |
| 6 | 31-1014 | Nursing Assistants | Post Secondary | 1,958 | 135 | 6.9 | \$12.00 | 87.3% |
| 7 | 11-9021 | Construction Managers | Bachelors | 306 | 132 | 43.1 | \$43.26 | 86.1% |
| 8 | 17-3031 | Surveying and Mapping Technicians | Associates | 300 | 113 | 37.7 | \$16.00 | 69.7% |
| 9 | 49-9041 | Industrial Machinery Mechanics | Post Secondary | 859 | 111 | 13.0 | \$20.00 | 90.4% |
| 10 | 53-7021 | Crane and Tower Operators | Post Secondary | 379 | 108 | 28.4 | \$22.72 | 82.8% |
| Subtotal, All Occupations Requiring More than a High School Diploma | | | | 40,488 | 5,023 | 12.4% | | |
| Total, All Occupations | | | | 200,555 | 26,917 | 13.4% | \$14.50 | 76.4% |

At least 1 in 5 new hires for this occupation was a nonresident.

Local Area Unemployment Statistics (LAUS)

<http://doe.state.wy.us/LMI/laus.htm>

- Estimates the unemployment rate and a count of the labor force – employed and unemployed – in an area.
- LAUS is a count of persons, not jobs
- Based on where people live
- Answers:
 - ✓ How is my local economy doing?

Labor Market Information

www.wyomingLMI.gov

Wyoming Labor Market Information



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- Publications
- Publications Order Form
- Section 309 of the Workforce Investment Act
- Targeted Employment Areas
- Turnover
- Unemployment Insurance
- Wage Records Research
- Wyoming Labor Force Trends



"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.

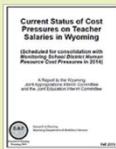
2013 TEACHER COST PRESSURES

Executive Summary

- [PDE](#)

Publication

Current Status of Cost Pressures on Teacher Salaries in Wyoming



Published October 2013.

- [PDE](#)

New *Travels*

November 2013

- What Do Wyoming Employers Want? Evidence from the New Hires Survey

Information for Job

NEW!

Labor Market Information — or — Wyoming at Work



- Dynamic data
- Industries
- Occupations
- Area Profiles

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Wyoming Department of Workforce Services

Research & Planning

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Local Area Unemployment Statistics <http://doe.state.wy.us/LMI/laus.htm>

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Local Area Unemployment Statistics (LAUS)

- [Monthly Estimates of Civilian Labor Force, Employment and Unemployment for Wyoming, Metropolitan Statistical Areas, and 23 counties](#)
- [Latest estimates of Civilian Labor Force and Unemployment for Wyoming \(News Release\)](#)
- [Map: Wyoming's 23 Counties and 3 Largest Cities](#)

NATIONAL

- [U.S. Bureau of Labor Statistics' LAUS website](#)
- [U.S. Bureau of Labor Statistics Glossary of Terms](#)

NEW!

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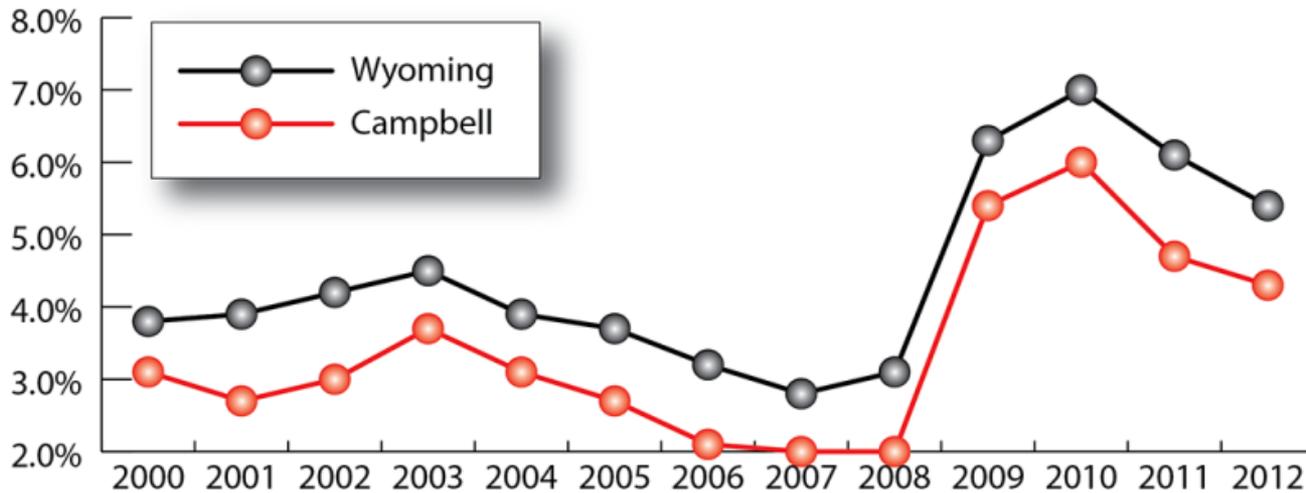


<http://doe.state.wy.us/lmi/laus.htm> [6/13/2013 10:25:46 AM]

Local Area Unemployment Statistics

<http://doe.state.wy.us/LMI/laus.htm>

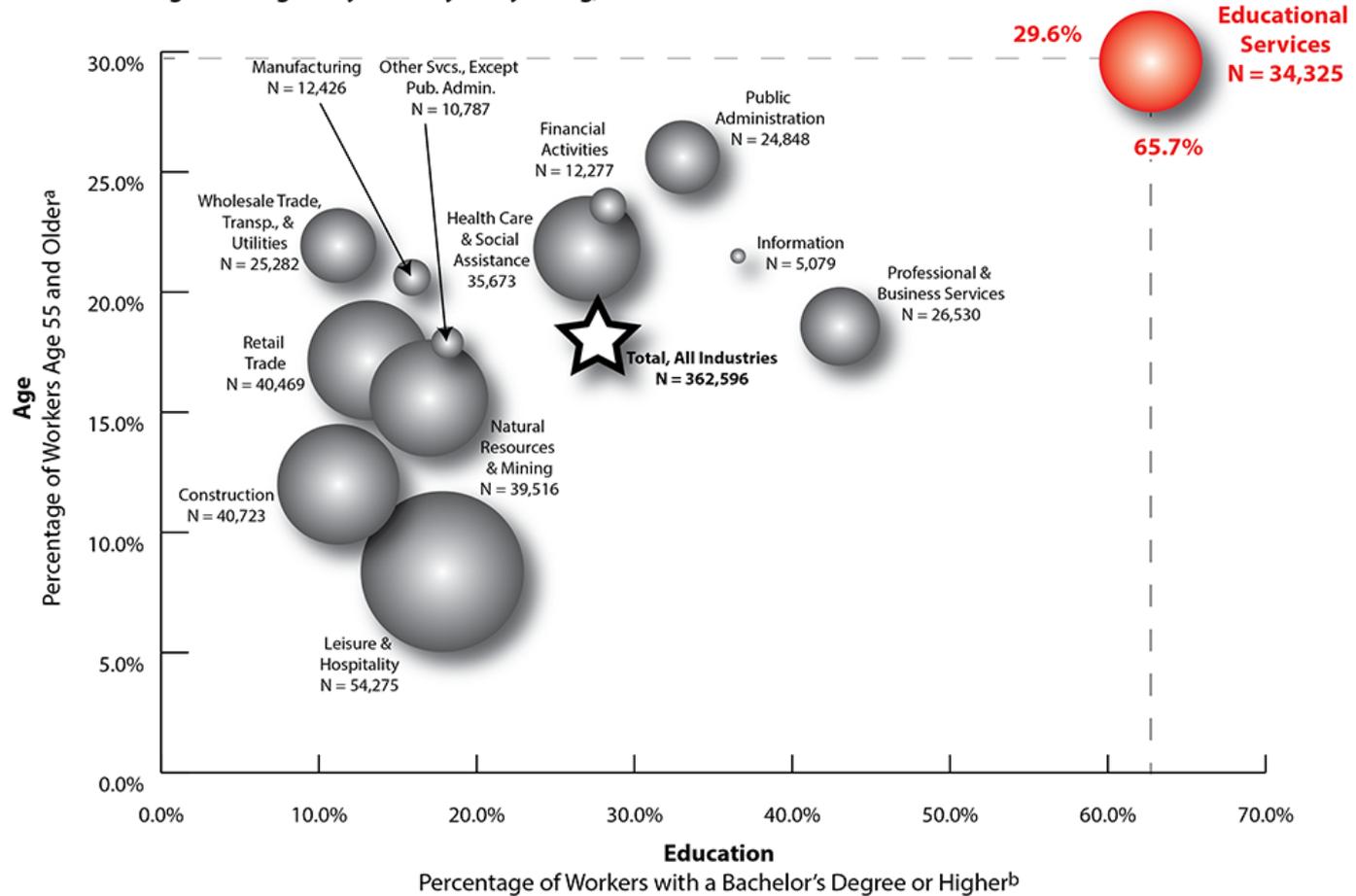
Unemployment Rates for Wyoming and Campbell County, 2000-2012



Source: Local Area Unemployment Statistics (LAUS).
Research & Planning, WY Department of Workforce Services.

Demographics and Educational Attainment

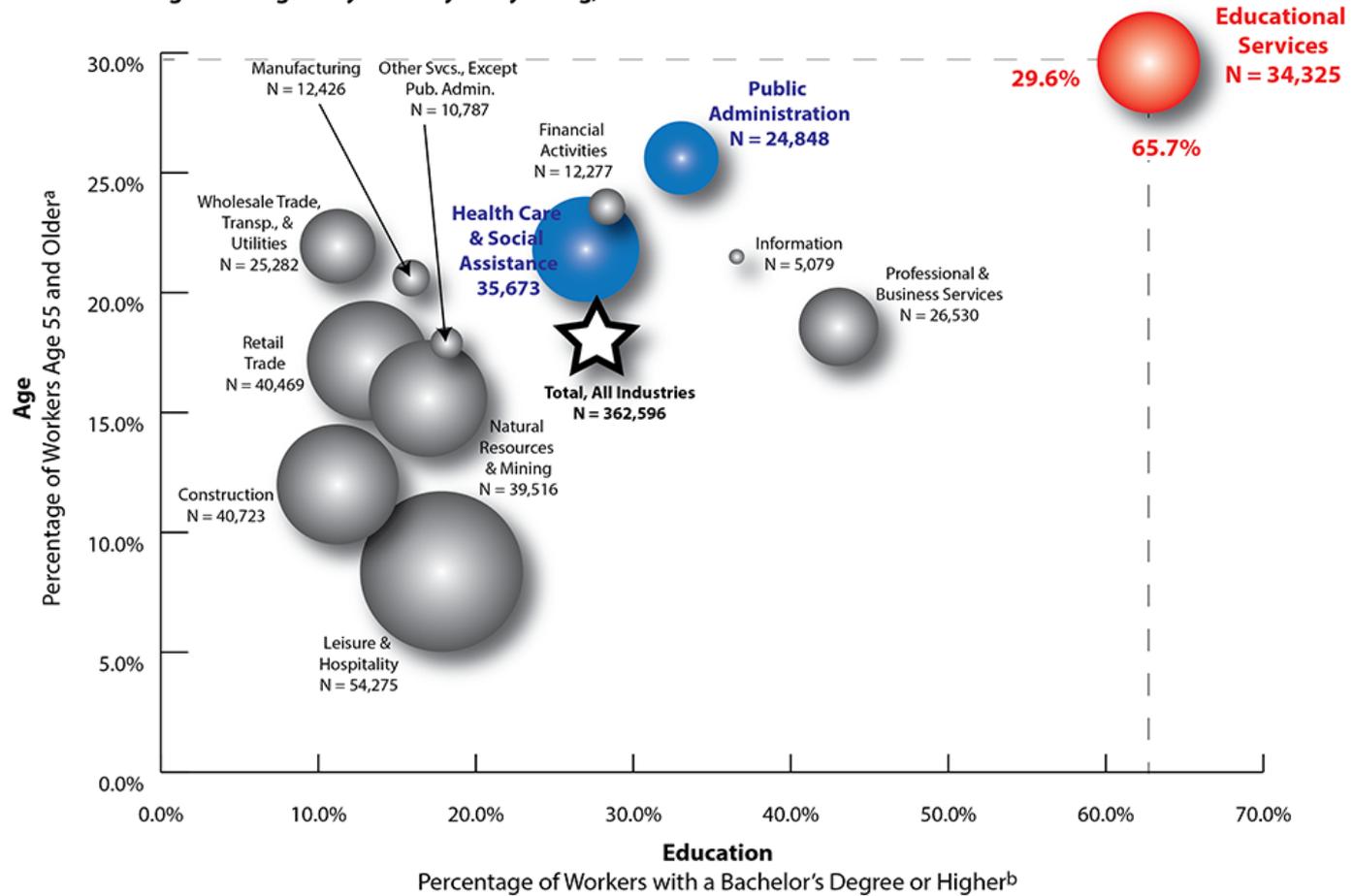
Figure: Percentage of Workers Age 55 and Older and Percentage of Workers with a Bachelor's Degree or Higher by Industry in Wyoming, 2011



^aSource: Wyoming Wages by County, Industry, Age, & Gender, 2000-2012, Research & Planning, Wyoming Department of Workforce Services.
^bSource: U.S. Census Bureau, American Community Survey (2011 3-Year Average).

Demographics and Educational Attainment

Figure: Percentage of Workers Age 55 and Older and Percentage of Workers with a Bachelor's Degree or Higher by Industry in Wyoming, 2011



^aSource: Wyoming Wages by County, Industry, Age, & Gender, 2000-2012, Research & Planning, Wyoming Department of Workforce Services.
^bSource: U.S. Census Bureau, American Community Survey (2011 3-Year Average).



Demand

Occupational Employment Statistics (OES) Wage and Staffing Employer Survey

<http://doe.state.wy.us/LMI/oes.htm>

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Occupations, Earnings, and Wages

OES

Occupational Employment Statistics (OES) in Wyoming

NEW: Statewide, Regional, County, and MSA Data (estimates for Wyoming wages for May 2011 updated using September 2012 Employment Cost Index) **See note about wage updating used to calculate estimates.**

See a [related article](#) in the June 2012 issue of *Wyoming Labor Force Trends*

Wyoming Wage Survey
Wages by Occupation-State/National Estimates (U.S. Bureau of Labor Statistics website)

Occupational staffing levels and wage rates for other states and the nation can be found [HERE](#).

DEMOGRAPHICS

Earnings in Wyoming by County, Industry, Age and Gender, 2000-2012

NEW!

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Occupational Employment Statistics

<http://doe.state.wy.us/LMI/oes.htm>

Estimated Employment and Mean Wage for Selected Occupations in Campbell County and Wyoming, September 2013

| Occupation | Occupation Code | Wyoming | | Campbell County | |
|--|-----------------|----------------------|----------------|----------------------|----------------|
| | | Estimated Employment | Mean Wage | Estimated Employment | Mean Wage |
| Transportation and Material Moving Occupations | 53-0000 | 23,160 | \$20.87 | 2,760 | \$22.31 |
| Heavy and Tractor-Trailer Truck Drivers | 53-3032 | 6,610 | \$22.44 | 820 | \$23.11 |
| Excavating and Loading Machine and Dragline Operators | 53-7032 | 1,080 | \$25.99 | 570 | \$28.82 |
| Laborers and Freight, Stock, and Material Movers, Hand | 53-7062 | 2320 | \$14.90 | 290 | \$16.73 |

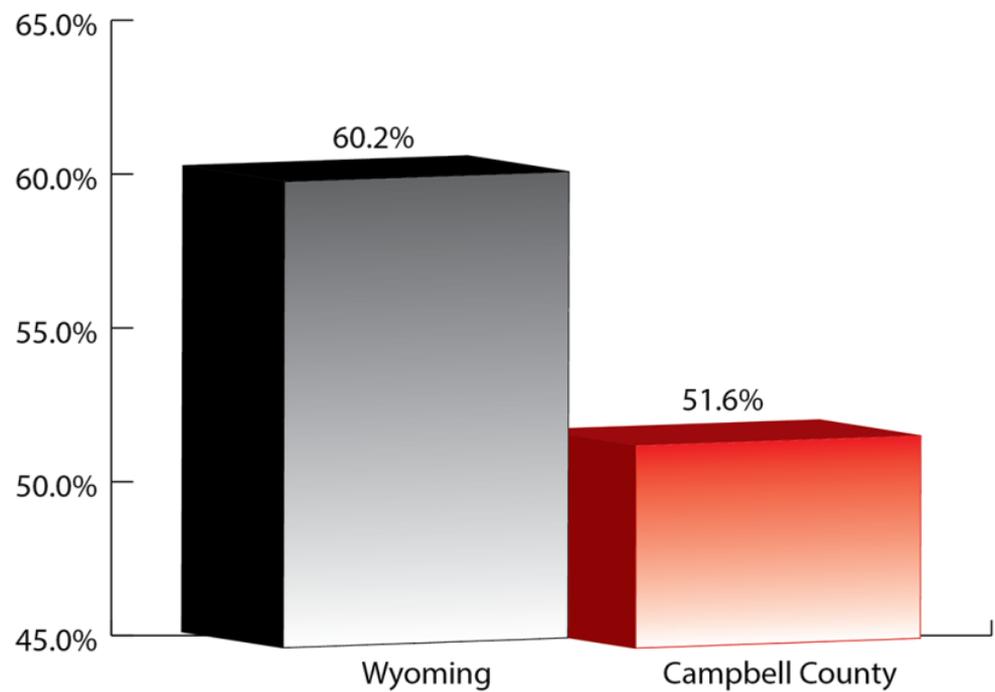
Source: Occupational Employment Statistics (OES).

Research & Planning, Wyoming Department of Workforce Services & U.S. Bureau of Labor Statistics.

Earnings by Gender in Campbell County

http://doe.state.wy.us/LMI/earnings_tables/2013/index.html

Gender Wage Gap
Females' Earnings as a Percentage of Males' Earnings
in Campbell County and Wyoming, 2013

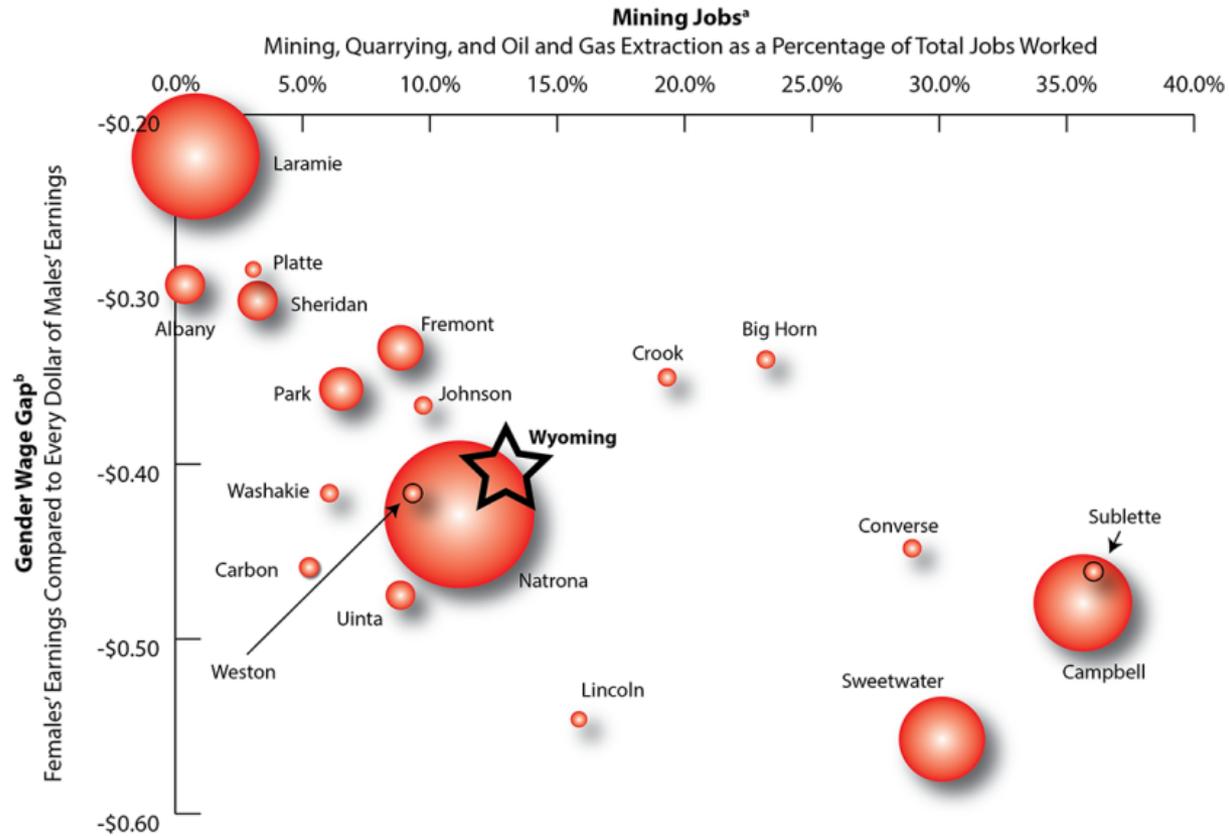


Source: Earnings in Wyoming by County, Industry, Age and Gender, 2000-2013
Research & Planning, WY Department of Workforce Services

Earnings by Gender, County, and Industry

http://doe.state.wy.us/LMI/earnings_tables/2013/index.html

Gender Wage Gap and Mining Jobs in Wyoming by County, 2012



Size of the bubble indicates total number of jobs worked. Natrona County = 35,244 (100.0%).
^aSource: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages.
^bSource: Research & Planning, WY DWS, Earnings in Wyoming by County, Industry, Age and Gender, 2000-2013.

Benefits in Wyoming

<http://doe.state.wy.us/LMI/benefits.htm>

Table 8: Percentage of Full- and Part-Time Workers Offered Selected Benefits in Wyoming by Number of Employees Per Firm, 2011

| Benefit Type | Number of Employees Per Firm | | | | |
|--------------------------------|------------------------------|-------|-------|-------|-------|
| | 1-4 | 5-9 | 10-19 | 20-49 | 50+ |
| Full-Time Employees | | | | | |
| Child Care | 1.2% | 3.1% | 2.0% | 3.6% | 13.4% |
| Dental Plan | 23.6% | 35.2% | 44.1% | 60.6% | 87.6% |
| Dependent Health Insurance | 26.0% | 40.5% | 49.6% | 63.4% | 90.6% |
| Educational/Tuition Assistance | 21.1% | 21.8% | 27.6% | 36.7% | 67.3% |
| Flexible Spending Account | 12.6% | 13.2% | 18.8% | 31.5% | 72.4% |
| Health Insurance | 33.9% | 49.0% | 58.3% | 69.8% | 91.8% |
| Life Insurance | 20.8% | 29.3% | 41.4% | 58.8% | 86.9% |
| Long-Term Disability | 11.8% | 8.0% | 14.7% | 24.5% | 67.3% |
| Paid Holidays | 54.8% | 62.0% | 62.2% | 72.1% | 88.5% |
| Paid Personal Leave | 18.6% | 23.2% | 26.9% | 28.0% | 41.9% |
| Paid Sick Leave | 24.7% | 31.2% | 32.5% | 36.2% | 63.4% |
| Paid Vacation | 45.2% | 59.5% | 63.5% | 76.1% | 78.9% |
| Retirement Plan | 31.3% | 40.2% | 50.1% | 66.5% | 88.6% |
| Short-Term Disability | 11.5% | 10.4% | 18.5% | 23.8% | 54.7% |
| Vision Plan | 10.7% | 18.6% | 27.8% | 48.7% | 73.4% |
| Part-Time Employees | | | | | |
| Child Care | 0.6% | 0.9% | 2.3% | 1.3% | 12.4% |
| Dental Plan | 1.5% | 2.2% | 3.3% | 4.4% | 17.5% |
| Dependent Health Insurance | 1.6% | 1.1% | 3.3% | 2.4% | 14.6% |
| Educational/Tuition Assistance | 6.6% | 7.5% | 11.0% | 7.9% | 17.7% |
| Flexible Spending Account | 0.8% | 0.6% | 2.5% | 1.6% | 22.4% |
| Health Insurance | 2.1% | 1.7% | 3.8% | 2.2% | 17.9% |
| Life Insurance | 1.2% | 0.6% | 0.9% | 7.8% | 16.1% |
| Long-Term Disability | 0.4% | 0.4% | 0.3% | 1.8% | 9.5% |
| Paid Holidays | 15.2% | 10.8% | 14.8% | 19.1% | 24.5% |
| Paid Personal Leave | 6.2% | 3.2% | 7.7% | 4.2% | 21.7% |
| Paid Sick Leave | 4.2% | 4.6% | 4.9% | 4.4% | 26.0% |
| Paid Vacation | 8.6% | 7.6% | 13.2% | 19.8% | 16.1% |
| Retirement Plan | 6.3% | 8.2% | 8.6% | 9.6% | 43.4% |
| Short-Term Disability | 0.4% | 1.1% | 0.5% | 2.6% | 8.2% |
| Vision Plan | 0.4% | 0.4% | 1.2% | 2.6% | 15.3% |

Industry and Occupational Projections

<http://doe.state.wy.us/LMI/projections.htm>

Industries and Occupations

Occupation: SOC^a 13-2011
Accountants and Auditors
Industry: NAICS^b 481
Air Transportation

Occupation: SOC 13-2011
Accountants and Auditors
Industry: NAICS 9992
State Govt.,
Excluding
Education
& Hospitals

Occupation: SOC 13-2011
Accountants and Auditors
Industry: NAICS 624
Social Assistance



Occupation: SOC 13-2011
Accountants and Auditors
Industry: NAICS 211
Oil & Gas Extraction

Occupation: SOC 13-2011
Accountants and Auditors
Industry: NAICS 541
Sporting Goods,
Hobby, Book,
& Music Stores

The North American Industry Classification System codes describe industries; it is not a system for classifying occupations.

- Example 1. An IT specialist who works for a police agency would be counted under police agencies, not IT companies.
- Example 2. If a report shows 100,000 workers in the Electrical Contracting industry, this does not mean that there are 100,000 people who work as electrical contractors. These firms may employ accountants, receptionists, and other workers who would be included in the 100,000 total.

^aStandard Occupational Classification.

^bNorth American Industry Classification System.

Source: Bureau of Labor Statistics.

Industry (NAICS):

The type of firm for which a person works

Occupation (SOC):

A specific task or set of tasks performed by an individual

Note: Projections based on historical trend line.
Cannot account for certain factors.

Projections

<http://doe.state.wy.us/LMI/projections.htm>

Cheyenne MSA Industry Occupational Projections 2012 to 2022.

| SOC Code | SOC Title | Base Employment 2012 | Projected Employment 2014 | Net Change 2012 to 2014 | Percent Change 2012 to 2014 | Projected Employment 2022 | Net Change 2012 to 2022 | Percent Change 2012 to 2022 | Annual Openings Net Change | Annual Openings Replacement Need |
|---|--|--|---------------------------|-------------------------|-----------------------------|---------------------------|-------------------------|-----------------------------|----------------------------|----------------------------------|
| 21-1012 | Educational, Vocational, and School Counselors | 188 | 198 | 10 | 5.3 | 237 | 49 | 26.3 | 5 | 20 |
| <i>Average Hourly Wage: \$30.85</i> <i>Average Annual Wage: \$64,161</i> | | <i>Typical Education: Masters Degree</i> <i>Under Educated: 2.7 Typically Educated: 96.8 Over Educated: 0.47</i> | | | | | | | | |
| 21-1021 | Child, Family, and School Social Workers | 121 | 128 | 7 | 5.7 | 156 | 35 | 28.6 | 3 | 13 |
| <i>Average Hourly Wage: \$22.35</i> <i>Average Annual Wage: \$46,485</i> | | <i>Typical Education: Bachelors Degree</i> <i>Under Educated: 0.1 Typically Educated: 63.4 Over Educated: 36.41</i> | | | | | | | | |

New Hires Survey

<http://doe.state.wy.us/LMI/newhires.htm>

- **What it is:** R&P survey, started in 2009
- Mailed quarterly to Wyoming employers
- Most recent data is through 2012Q3
- Focuses on the job, not the person
- New hire is someone who has not worked for that employer before

Answers:

- ✓ **What skills do employers value?**
- ✓ **What are employers paying new hires?**

New Hires

Top 5 Occupations for Wyoming New Hires by Educational Requirement, 2011-12

| SOC Code | Occupation | N | % |
|----------------------------|--|----------------|---------------|
| High School Diploma | | 159,860 | 79.7% |
| 41-2011 | Cashiers | 9,937 | |
| 53-3032 | Truck Drivers, Heavy and Tractor-Trailer | 8,810 | |
| 41-2031 | Retail Salespersons | 7,232 | |
| 37-2012 | Maids and Housekeeping Cleaners | 6,668 | |
| 35-3021 | Combined Food Preparation and Serving Workers | 6,347 | |
| Post Secondary | | 21,531 | 10.7% |
| 47-2073 | Operating Engineers and Other Construction Equipme | 3,614 | |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | 2,499 | |
| 47-2111 | Electricians | 2,211 | |
| 31-1014 | Nursing Assistants | 1,958 | |
| 49-9071 | Maintenance and Repair Workers, Gen | 1,590 | |
| Associate's Degree | | 5,670 | 2.8% |
| 11-1021 | General and Operations Managers | 1,354 | |
| 29-1141 | Registered Nurses | 1,321 | |
| 19-4041 | Geological and Petroleum Technicians | 569 | |
| 17-3031 | Surveying and Mapping Technicians | 300 | |
| 29-2021 | Dental Hygienists | 235 | |
| Bachelor's Degree | | 11,414 | 5.7% |
| 25-3098 | Substitute Teachers | 914 | |
| 39-9032 | Recreation Workers | 688 | |
| 21-1093 | Social and Human Service Assistants | 527 | |
| 27-2022 | Coaches and Scouts | 500 | |
| 25-2031 | Secondary School Teachers, Except Special and Voca | 372 | |
| All Other | | 2,080 | 1.0% |
| Total | | 200,555 | 100.0% |

How R&P's Data Can Help You Respond to Workforce Needs

- ✓ Summary statistics of skill sets at the occupational level can inform training programs and curriculum development
- ✓ Turnover trends can help employers anticipate future need
- ✓ Wage and Benefits surveys can help Wyoming employers prepare competitive compensation packages to retain talent

Wyoming Labor Force Trends

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



Monthly Features:

- Local Area Unemployment Statistics (LAUS)
- Employment statistics
- Economic indicators
- Unemployment Insurance (UI) claims

Quarterly Features:

- Quarterly Census of Employment & Wages (QCEW)
- Wage Records data
- Quarterly turnover statistics
- Workers' Compensation Claims

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Questions?

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