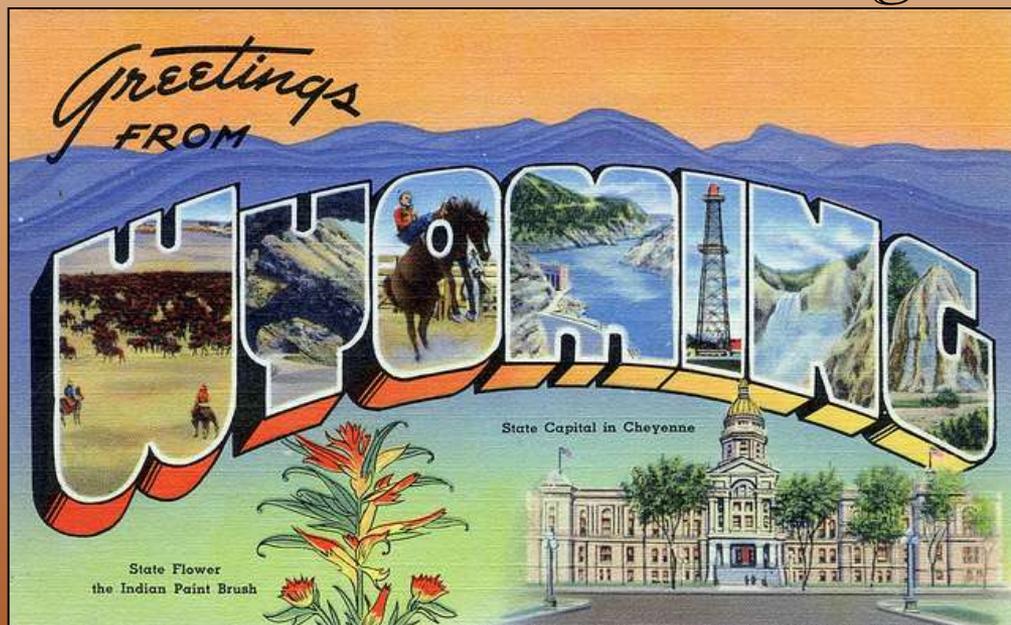


Wyoming Department of Workforce Services Research & Planning



Labor Market Information for Wyoming

Presented at the Other Ways to Win: Career Readiness
Seminar, Casper, WY

by Sara Saulcy, Senior Economist and
Patrick Manning, Principal Economist

December 1, 2012

Who is Research & Planning?

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.

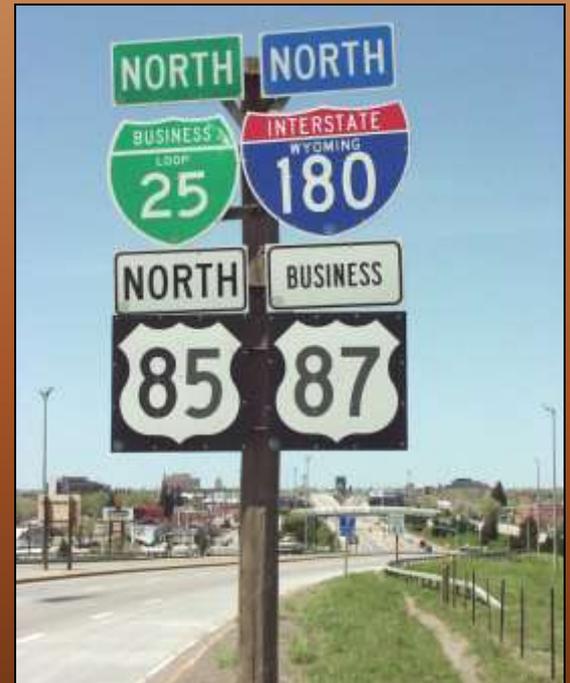
Presentation Road map

Sara Saulcy

- What's the difference between occupations and industries?
- Resources from:
 - Wyoming Department of Workforce Services (WY-DWS)
 - U.S. Department of Labor (USDOL)
 - Selected non-government resources

Pat Manning

- Projections
 - Factors which influence projections
 - Industry projections
 - Occupational projections
- Other factors to consider for careers
- Employer-provided benefits

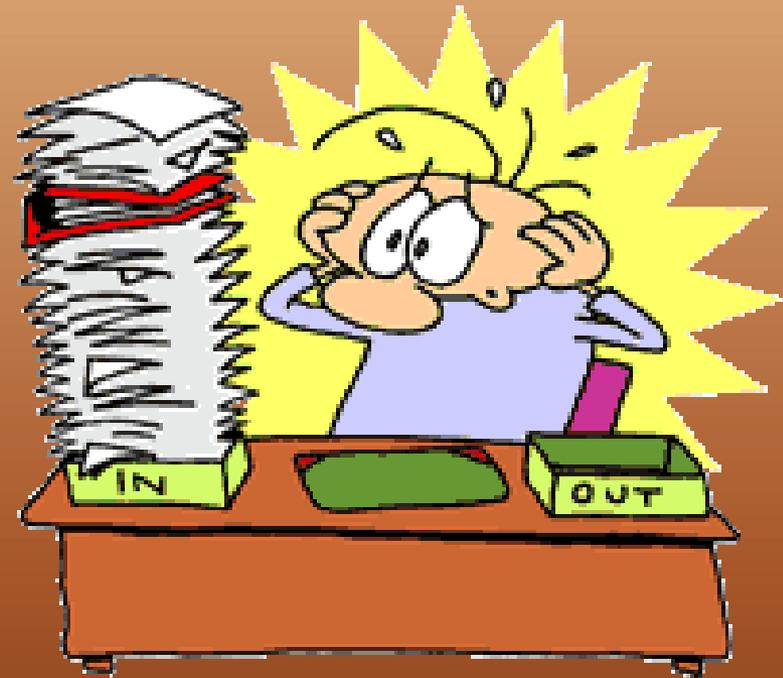


Occupations and Industries

What's the Difference?

Occupation: A set of activities or tasks that employees are paid to perform. Employees who perform essentially the same tasks are in the same occupation, whether or not they work in the same industry.

Industry: A group of similar establishments that produce similar products or provide similar services.



Occupations and Industries

What's the Difference?

- A single occupation may appear frequently across many industries.
- Example: Accountants work in virtually every industry, including:
 - Elementary and secondary schools
 - General freight trucking
 - Amusement parks & arcades
 - Oil & gas extraction.



Occupations and Industries

What's the Difference?

- The Wyoming Quarterly Census of Employment & Wages report for first quarter 2012 shows 18,642 jobs in the construction industry.
- Doesn't mean that all of these employees worked on a construction site.
- Firms in the construction industry may employ receptionists, human resource managers, computer support specialists, and other workers who are included in the total.

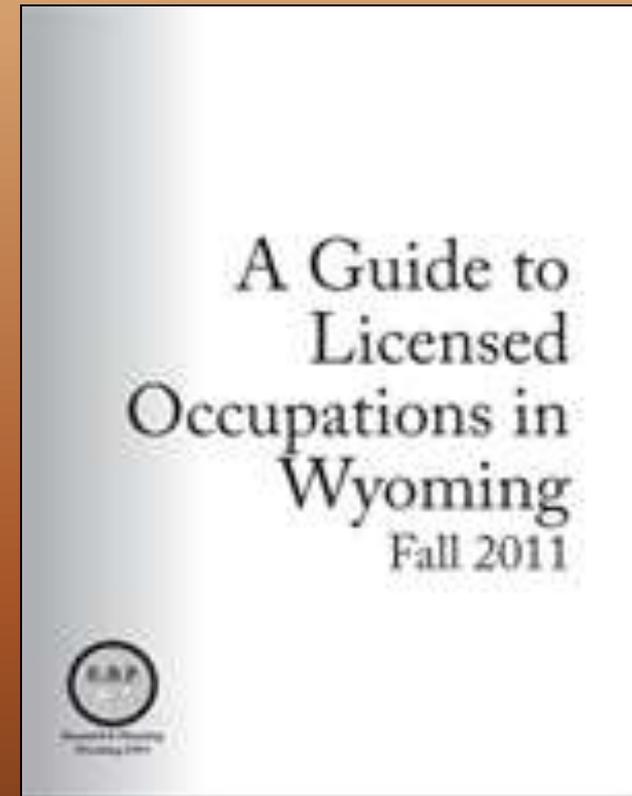
Career and Occupational Resources from WY-DWS

- **Wyoming Department of Workforce Services, Wyoming at Work site:**
<https://www.wyomingatwork.com/>
 - “One-stop shopping” for
 - Employers looking for workers, money to train workers, and other resources
 - Employees looking for career guidance, jobs, work or training resources
 - Includes a link to R&P’s labor market information site



Career and Occupational Resources from WY-DWS

- **Wyoming Department of Workforce Services, Research & Planning Career Information page:**
<http://doe.state.wy.us/lmi/career.htm>
 - Licensed occupations directory
 - Wyoming Career Explorer 2011
 - Links to Wyoming community colleges and the University of Wyoming



Career and Occupational Resources from WY-DWS

- **Occupational Employment Statistics:**

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

- Survey of employers about occupations and associated wages
- Data available for Wyoming and substate regions
- Wage data to be discussed later as part of projections

- **New hires survey:**

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

- Survey of employers about workers they've recently hired
 - Wages, benefits, other compensation
 - Importance of various job skills to employers
 - Demographic characteristics
 - Industries

Career and Occupational Resources from WY-DWS

- **Benefits survey:**
<http://doe.state.wy.us/lmi/benefits.htm>
 - Survey of employers about benefits they provide (or not) to their employees
 - Data by employer size and industry
- **Quarterly Census of Employment and Wages:**
http://doe.state.wy.us/lmi/toc_202.htm
 - Describes employment & wages in Wyoming by industry, county, and other characteristics
- **Growing and declining industries:**
<http://doe.state.wy.us/lmi/industries.htm>
 - Industries in which the employment level is increasing/decreasing by 5% or more for two quarters over the year period

Career and Occupational Resources from USDOL

- **Publication: “High Wages After High School – Without a Bachelor’s Degree,”** from the U.S. Department of Labor, Bureau of Labor Statistics:
www.bls.gov/opub/ooq/2012/summer/art03.pdf
 - Includes information about:
 - Occupations which have median annual wages of \$50,000 or higher as of May 2010 that don’t require a Bachelor’s degree
 - Work experience requirements and types of on-the-job training
 - Projected growth in the U.S. for these occupations

Career and Occupational Resources from USDOL

- **U.S. Department of Labor, Employment & Training Administration O*NET Resource Center:** <http://www.onetcenter.org/>
 - Good resource for learning about careers in general such as what types of knowledge, skills, and abilities are required
 - Information about national employment trends and wages.

Career and Occupational Resources from USDOL

- U.S. Department of Labor, Employment & Training Administration CareerOneStop site: <http://www.careeronestop.org/>
 - Provides guidance about career exploration, U.S. wage information, job search, and resume and interviewing skills.
 - Also on the site is information specific to “green” careers, e.g., wind turbine installers.



Non-Government Career and Occupational Resources

- **CareerPath.com:** <http://www.careerpath.com>
 - Associated with the Career Builder website
 - Provides career planning, tests, and advice
- **Forbes magazine online, “The Best Jobs That Don't Require A Bachelor's Degree:”**
<http://www.forbes.com/sites/jennagoudreau/2012/06/21/the-best-jobs-that-dont-require-a-bachelors-degree/>
 - Discusses the pitfalls of earning a Bachelor's degree
 - Refers readers to jobs which are high paying but don't require a Bachelor's

Non-Government Career and Occupational Resources

- Green Careers Guide:

<http://www.greencareersguide.com/#>

- Has a wide range of resources for individuals interested in pursuing “green” careers



~Projections

~Other Factors to Consider for a Career

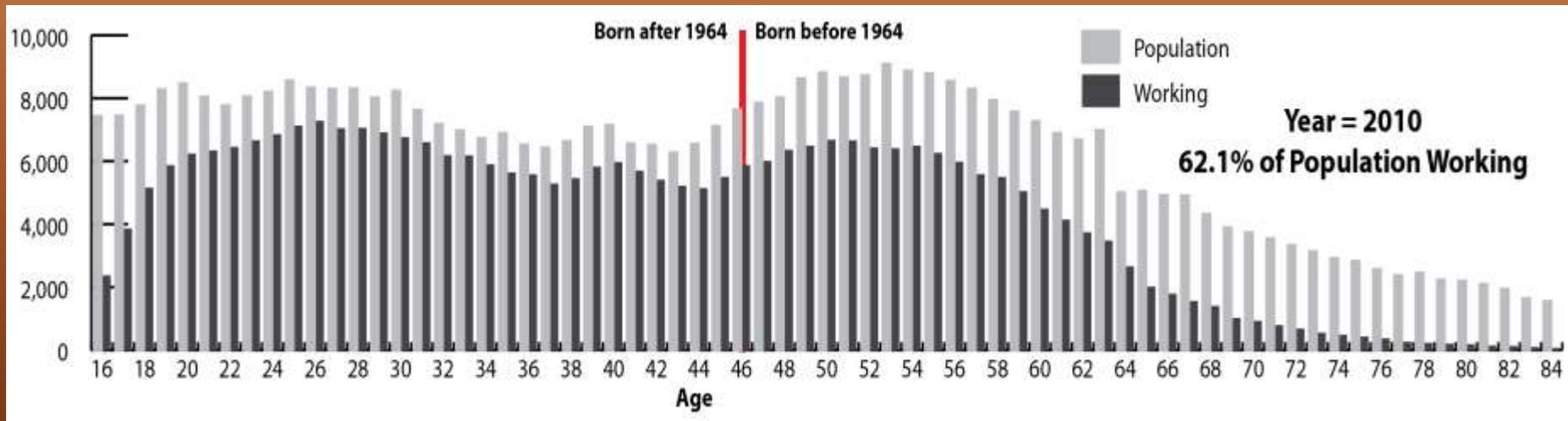
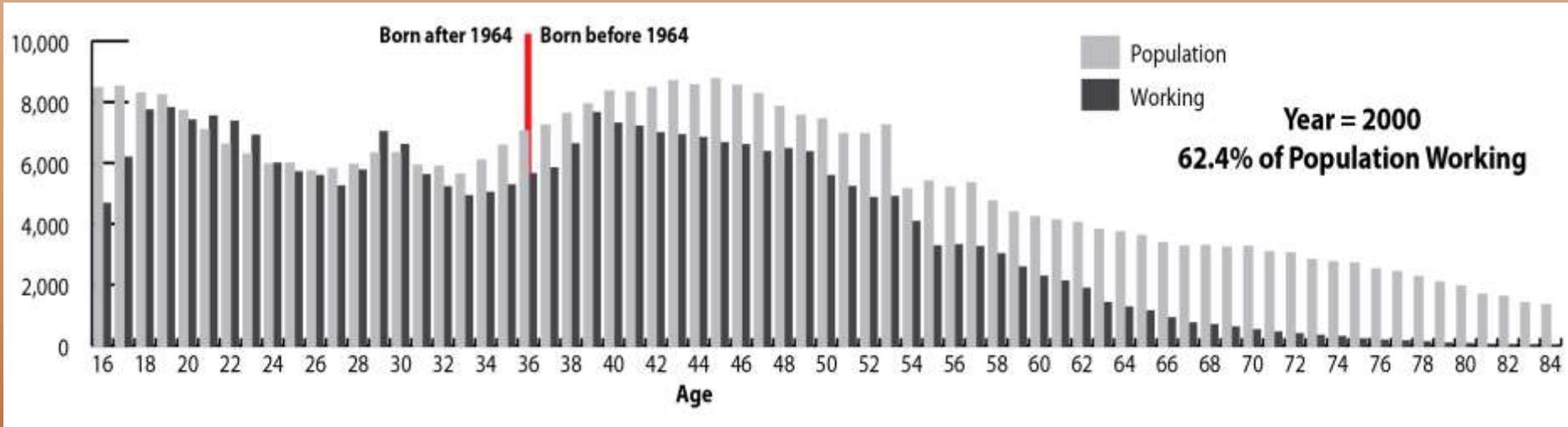
~Employer-Provided Benefits

Occupation Replacement Need and Projections

Replacement Need

- Due to the aging of the 'Baby Boom' generation (those born between 1946 and 1964) the average age of the United States workforce is increasing
- **The age of Wyoming's workforce is aging at a higher rate than the U.S. overall**
- Regardless of whether a particular occupation is expected to grow in terms of total employment, there is a substantial need to replace members of the 'Baby Boomer' generation that are retiring

Replacement need (cont.): Aging of WY workforce



Occupation Replacement Need and Projections (cont.)

Replacement Need versus Job Growth

- For example, for 'All Occupations', growth is expected to be 15% from 2011-2021 (1.5% per year).
- This corresponds to new annual openings of 4,087 per year due to growth
- However, due to replacement needs, there are expected to be 27,747 openings per year over this time period
 - Replacement Need is due to:
 - Retirement
 - People leaving the workforce for other reasons
 - People that leave industries and never come back

Projection Caveats

Many things can affect (or completely invalidate) various economic projections.

- **Unforeseen Events**

- (September 11, 2001)
 - Effects on security occupations (demand greatly increased)
 - Effects on airline occupations (demand decreased, at least in the short run)

- **Unusual disturbances in the business cycle (e.g. The Great Recession)**



Projection Caveats (cont.)

- Changes in Technology in Various Industries or Occupations
 - Various industries have become more capital-intensive and less labor intensive over time (e.g. row crop farming)
 - Web Developers did not exist 30 years ago
 - There are very few telegraph operators these days
- Changes in legislation
 - The Patient Protection and Affordable Care Act of 2010
 - American Recovery and Reinvestment Act of 2009

American Recovery and Reinvestment Act

- Legislation that injected funds into the U.S. economy in an attempt to stimulate an economic recovery
 - Education (e.g. state fiscal relief to prevent cuts in education aid and provide block grants)
 - Health Care (e.g. continued COBRA coverage for the involuntarily unemployed)
 - Public Works Projects (pictured below)



Projections

- Conducted for occupations and industries
- Short-term projections cover a 2-year period for industries only
- Long-term projections are for both industries and occupations and cover a 10-year period
- Long-term Sub-state projections are available by industry
- Projections are updated every other year
- <http://doe.state.wy.us/lmi/projections.htm>

Industry Projections (2011-2021)

Top 5 Industries in Terms of Overall Job Growth

1. Health Care and Social Assistance

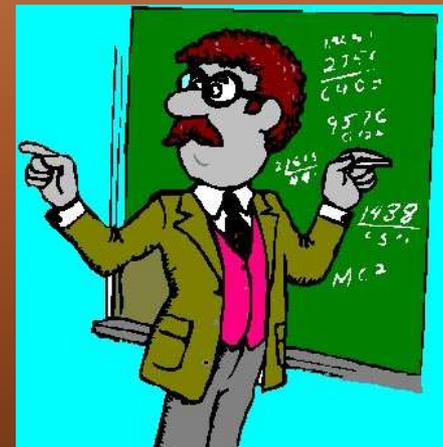
(926 openings/year, 3,591 replacement need/year)

2. Mining Industry

(846 openings/year, 2,455 replacement need/year)

3. Educational Services

(811 openings/year, 2,556 replacement need/year)



Industry Projections (2011-2021)

Top 5 Industries in Terms of Overall Job Growth

4. Public Administration

(288 openings/year, 2,220 replacement need/year)

5. Transportation and Warehousing

(274 openings/year, 1,153 replacement need/year)



Occupational Projections 2011-2021

Top 5 Occupations in terms of overall job growth

1. Operating Engineers and other construction equipment operators

- 151 openings/year, 447 replacement need/year
- Avg. wage \$47,929/year, moderate-term OJT

2. Registered Nurses

- 133 openings/year, 522 replacement need/year
- Avg. wage \$60,929/year, Associate's degree

3. Heavy & Tractor Trailer Truck Drivers

- 114 openings/year, 706 replacement need/year
- Avg. wage \$43,266/year, moderate-term OJT

Occupational Projections 2011-2021 (cont.)

Top 5 Occupations in terms of overall job growth

4. Teaching Assistants

- 109 openings/year, 333 replacement need/year
- Avg. wage \$25,469/year, short-term OJT)

5. Service Unit Operators, Oil, Gas, and Mining

- 99 openings/year, 334 replacement need/year
- Avg. wage \$46,984/year, moderate-term OJT)

Occupational Projections (2011-2021)

Other Health Care Occupations

- Dental Hygienists

- 12 openings/year, 45 replacement need/year
- Avg. wage \$66,556/year, Associate's degree)

- Licensed Practical Nurses

- 20 openings/year, 87 replacement need/year
- Avg. wage \$40,560/year, Postsecondary vocational award

- Respiratory Therapists

- 9 openings/year, 30 replacement need/year
- Avg. wage \$54,770/year, Associate's degree)



Other Factors to Consider Other Than Wages

- Work Environment: Questions a prospective worker may ask themselves
 - Do I enjoy working outdoors or in a climate-controlled environment?
 - Am I team-oriented or a lone wolf?
 - Is the occupation hazardous (e.g. truck driver in Wyoming relative to an administrative assistant)?
- Work Schedule: “Regular” office hours vs. shifting work schedules

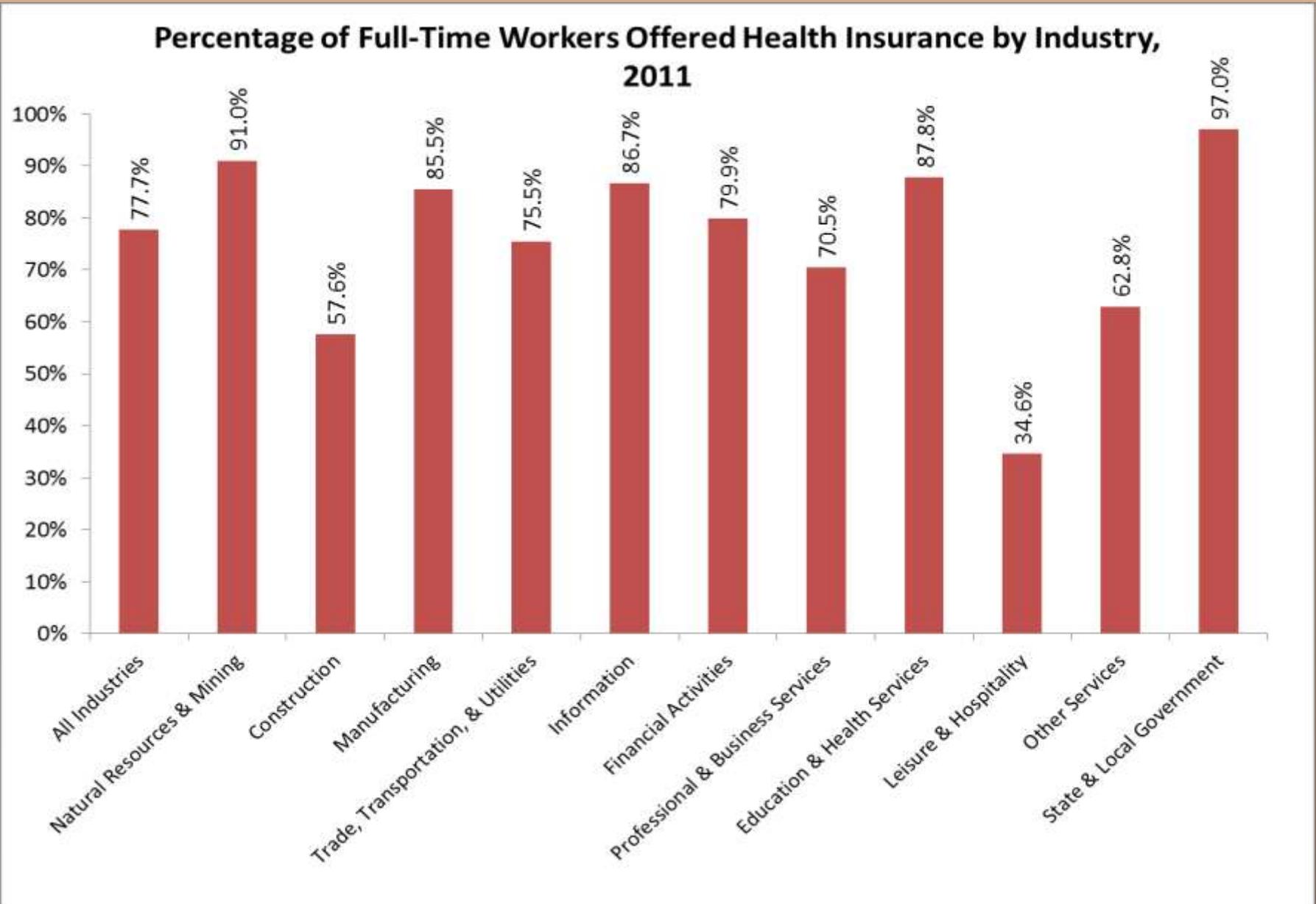
* According to Kiplinger.com

Other Factors to Consider Other Than Wages (cont.)

- Quality of Life
- Cost of Living (Assume a \$50,000/year salary)
 - Omaha, NE = not bad (10th lowest COL in U.S.*)
 - New York City, NY = not good (highest COL in U.S.*)
- Does the job provide any benefits? Examples include:
 - Health Insurance
 - Retirement Plans

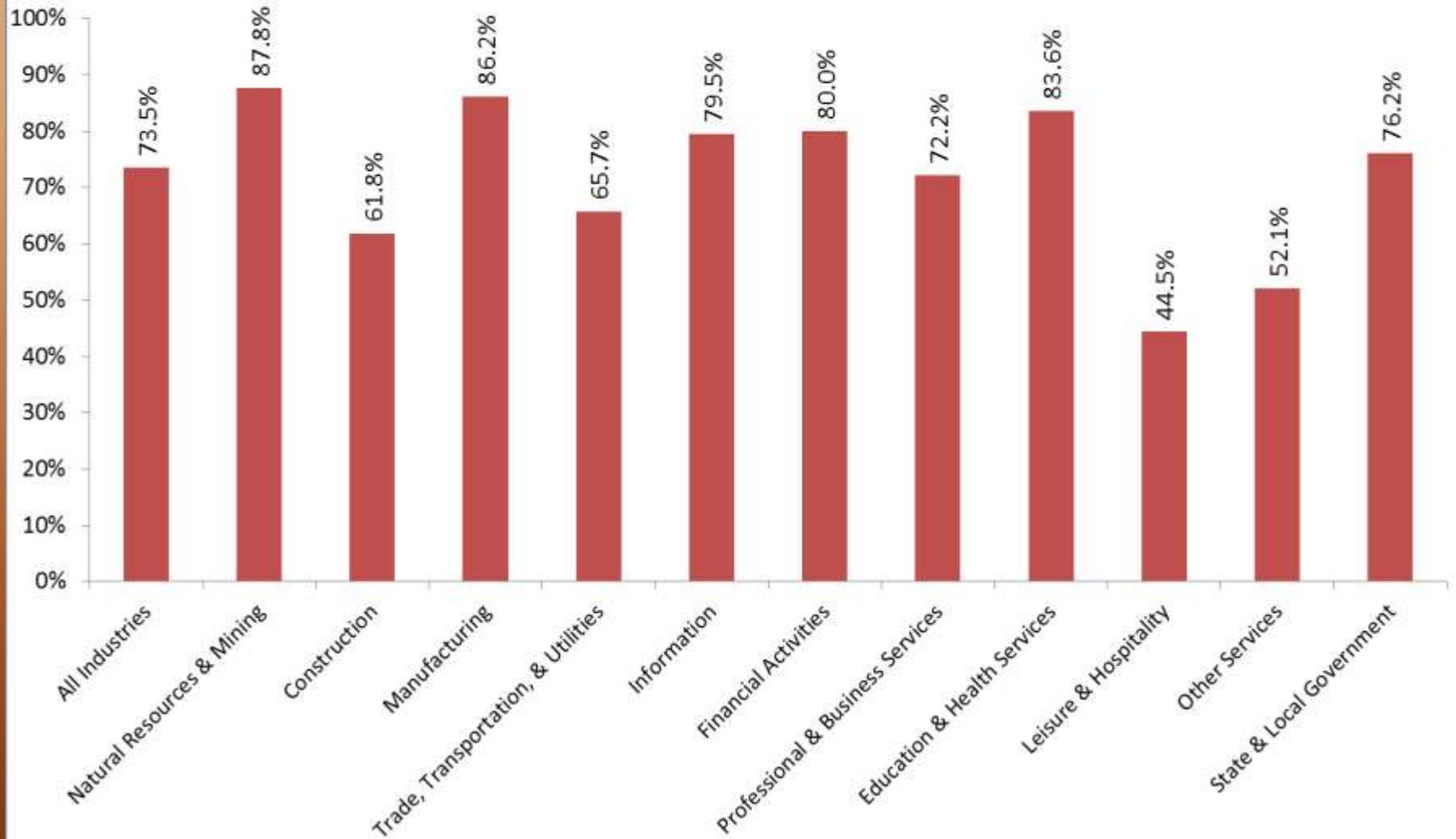
* According to Kiplinger.com

Health Insurance Provided by Industry



Retirement Plans Provided by Industry

Percentage of Full-Time Workers Offered a Retirement Plan by Industry, 2011



Summary

- A wide range of online resources are available to help facilitate career research.
- Much of what was presented can be applied to occupations which require a Bachelor's degree or higher.
- Occupational and industry projections, although useful, are not without caveats.
- Future employees ought to consider not only wages, but other factors, such as working conditions, when researching careers.
- Employer-provided benefits are often not meaningful for people coming right out of high school, but they will matter more to them as they age.

Contact Research & Planning

Please feel free to contact us if you need help finding or understanding occupational or other labor market information.

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