



Wyoming's Recession and Beyond

Presented by Michael Moore
and Phil Ellsworth

at the Wyoming Workforce Expos in
Casper and Douglas, Nov. 10, 2010
Rawlins and Laramie, Nov. 12, 2010



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



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.





What Happened?

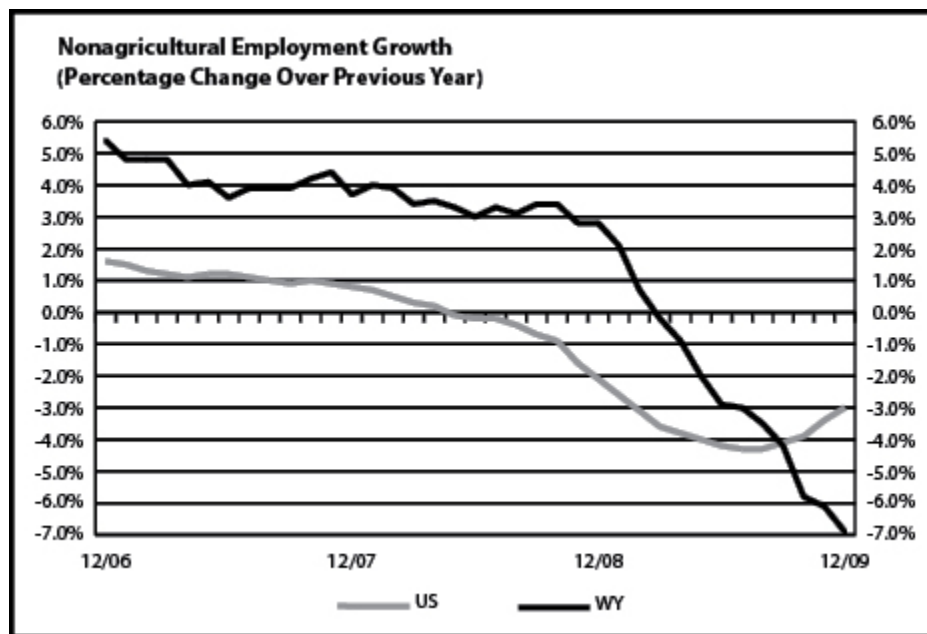
- Wyoming lost 20,600 jobs from December 2008 to December 2009
- Unemployment Insurance benefit payments reached a record high in 2009
- The average annual wage for men decreased in 2009
- Many of those who lost jobs in 2009 remained unemployed during first or second quarter 2010
- Creation of new businesses hit a seven-year low in fourth quarter 2009





Lost Jobs

- Employment decreased by 20,600 jobs from December 2008 to December 2009





Lost Jobs

From December 2008 to
December 2009:

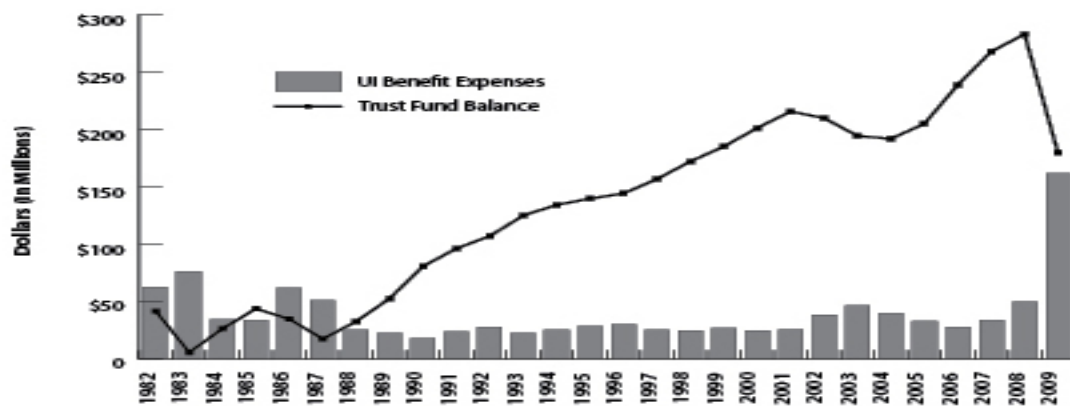
- Construction industry lost 6,800 jobs (-24.8%)
- Natural resources & mining industry lost 5,800 jobs (-19.2%)





Unemployment Insurance Benefit Payments Reach Record High in 2009

- 54,460 new UI claims in 2009
- 507,461 weeks claimed





Average Annual Wage for Men Decreases

- The average annual wage for men decreased from \$42,289 in 2008 to \$40,840 in 2009
- The number of resident male workers with jobs decreased by 9,514 (-5.7%)





Displaced Workers Have Difficulty Finding New Jobs

- 41.94% of those who filed Unemployment Insurance benefits claims in 2009 were not employed in Wyoming during first or second quarter 2010





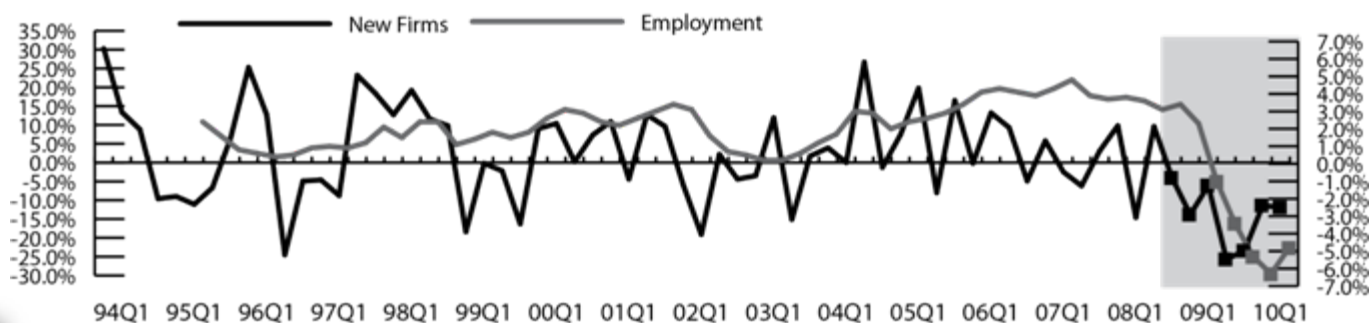
New Business Formation Declines in 2009

- From 2008Q3 to 2010Q1, Wyoming experienced 7 consecutive quarters of over-the-year declines in the formation of new businesses
- This started two quarters before Wyoming first experienced over-the-year declines in employment





Declines in New Business Formation





But All is Not Lost!

- Although employment levels haven't changed substantially, constant market churn means employers are adding new hires
- As older Wyoming workers retire, their jobs will need to be filled





Today's Employment Situation

- From September 2009 to September 2010, Wyoming added approximately 800 net jobs, a slight increase of 0.3%
- Natural resources & mining added 2,500 jobs, an increase of 10.3%





Today's Employment Situation



Industry	September 2009 to September 2010	
	n Change	% Change
Nat. Res. & Mining	2,500	10.3%
Construction	-1,000	-4.0%
Manufacturing	100	1.1%
Trade, Trans., Ware., & Util.	-200	-0.4%
Information	-100	-2.6%
Financial Activities	-300	-2.7%
Prof. & Bus. Services	-300	-1.7%
Ed. & Health Services	500	2.0%
Leisure & Hospitality	-700	-2.0%
Other Services	-400	-3.4%
Government	700	1.0%
All Industries	800	0.3%



Today's Employment Situation

- Even though net employment dropped in first quarter 2010, Wyoming employers added 26,329 new hires that were retained for more than one quarter
- Most were in leisure & hospitality, retail trade, health care & social assistance, and professional & business services
- Employers added an additional 10,093 new hires who were employed for one quarter or less during this period





Today's Employment Situation

New hires retained for more than one quarter



Industry	2008Q1	2009Q1	2010Q1
Agriculture, Forestry, Fishing, & Hunting	323	295	261
Natural Resources & Mining	3,303	1,658	1,836
Construction	5,296	3,805	3,282
Manufacturing	992	527	564
Wholesale Trade, Transportation, & Utilities	2,467	4,027	1,621
Retail Trade	5,253	1,717	2,895
Information	504	344	517
Financial Activities	1,292	895	937
Professional & Business Services	3,327	2,722	2,555
Educational Services	1,676	1,988	1,734
Health Care & Social Assistance	3,248	3,011	2,803
Leisure & Hospitality	7,542	6,166	5,066
Other Services Except Public Administration	1,253	1,099	996
Public Administration	1,174	1,149	1,087
Unclassified	26	19	175
All Industries	37,676	29,422	26,329



What are New Hires Earning?

- Research & Planning has been collecting data on new hires from Wyoming employers
- Current data is from 2009Q4
- New data available soon





What are New Hires Earning?

Occupation	n observed	Mean Wage
Truck Driver, Heavy & Tractor Trailer	145	\$17.12
Secretary, except Legal, Medical & Executive	74	\$13.18
Retail Salespersons	66	\$9.86
Cashiers	62	\$8.75
Education, Training, and Library Workers, All Other	60	\$11.38
Janitors & Cleaners, except Maids & Housekeeping Cleaners	57	\$11.54
Waiters and Waitresses	57	\$7.08
Combined Food Prep and Serving Workers	50	\$8.07
Bookkeeping, Accounting, & Auditing Clerks	43	\$14.89
Construction Laborers	43	\$14.50

Based on a 10% sample of all new hires





New Hires by Industry

From the responses we received, these industries accounted for the most hires:

- Health Care & Social Assistance (8.5%)
- Accommodation & Food Services (7.7%)
- Construction (7.3%)
- Retail Trade (6.9%)
- Education (6.7%)





What Does the Future Hold?



What Does the Future Hold?

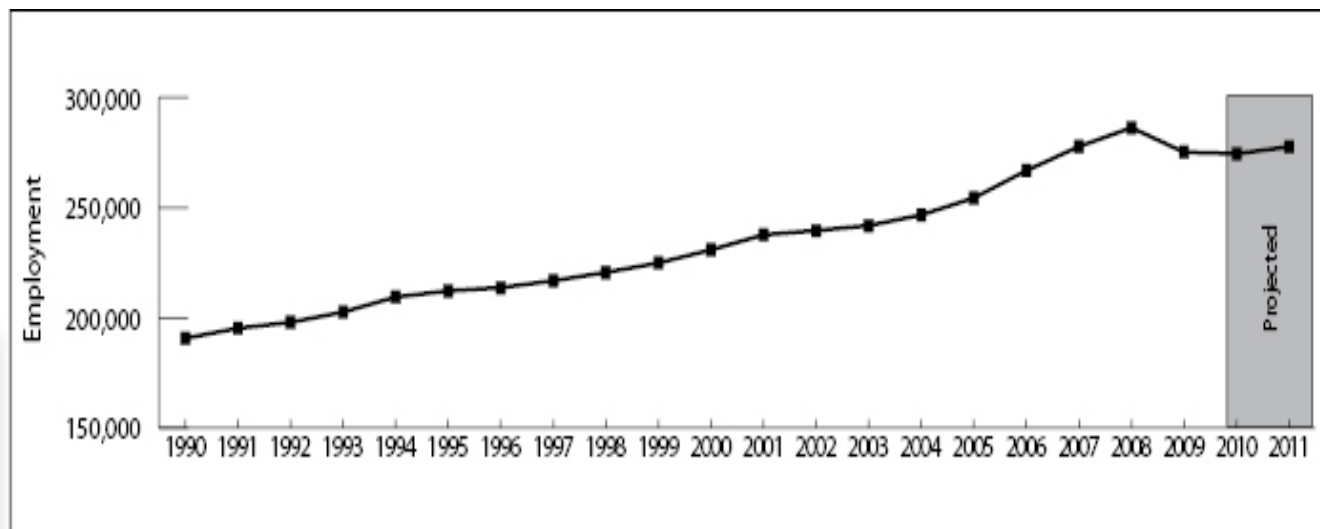
- Job gains projected to be modest through 2011
- Addition of new hires will continue
- Long-term projections forecast more substantial employment increases





Short-term Projections

- Wyoming is projected to gain 2,475 net jobs compared to 2009 through 2011



http://doe.state.wy.us/lmi/projections/proj2010_2011.pdf



Long-term Projections

- Wyoming is projected to add 5,304 net jobs from 2008 to 2018
- Health care jobs dominate list of occupations in demand
- Most jobs require vocational training or on-the-job training



http://doe.state.wy.us/LMI/projections/LT_occ_0818.htm



Health Care Jobs in Demand

4 of the top 5 jobs with the highest projected growth:

- Registered nurses
- Home health aides
- Nursing aides, orderlies, & attendants
- Personal home care aides





Health Care Jobs in Demand

- The American Recovery and Reinvestment Act of 2009 allocates funding for the development of electronic medical records technology, which opens the door for the creation of new jobs in Wyoming



<http://healthit.hhs.gov/portal/server.pt?open=512&objID=1432&mode=2>



Allied Health Care

- Many of these jobs don't require extensive education, and can be gateways to long-term careers
 - Many require on-the-job training, a certificate, vocational education, or a two-year degree
- Some examples include diagnostic medical sonographers, cardiovascular technologists & technicians, and surgical technologists



<http://wdr.doleta.gov/directives/attach/TEN/ten2010/ten10-10a1.pdf>



Other jobs in demand

- Outside of the health care industry, the jobs projected to see the highest growth include retail salespersons, combined food preparation & serving workers, elementary school teachers, and bookkeeping, accounting, & auditing clerks





Job Replacement and Wyoming's Aging Work Force



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Wyoming's Aging Work Force

- Wyoming has an older work force, with 15.9% of employees across all industries age 55 and older
- As these workers move into retirement, their jobs will need to be filled
- Which industries rely heaviest on older workers?





Wyoming's Aging Work Force



Industry	% of Workers Age 55+
Natural Resources & Mining	14.1%
Construction	9.3%
Manufacturing	19.6%
Wholesale Trade, Transportation, & Utilities	19.5%
Retail Trade	15.4%
Information	18.4%
Financial Activities	20.1%
Professional & Business Services	16.1%
Educational Services	26.4%
Health Care & Social Assistance	18.5%
Leisure & Hospitality	7.0%
Other Services Except Public Administration	15.9%
Public Administration	22.6%
All Industries	15.9%



Wyoming's Aging Work Force

The industries with largest population of workers age 55 and older are:

- Educational Services (26.4%)
- Public Administration (22.6%)
- Financial Activities (20.1%)
- Manufacturing (19.6%)
- Wholesale Trade, Transportation, & Utilities (19.5%)





Exploring Your Options



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Wyoming at Work

- Wyoming employers post jobs they need filled (job orders)
- In second quarter 2010, there were 6,702 new job orders, the highest amount since third quarter 2008



<http://www.wyomingatwork.com>



Wyoming at Work

Top 10 job orders for 2010Q2



Occupation	Job Orders
Truck Drivers, Heavy & Tractor Trailer	335
Customer Service Representatives	252
Maids & Housekeeping Cleaners	237
Construction Laborers	237
Laborers & Freight, Stock, & Material Movers	186
Landscaping & Groundskeeping Workers	171
Retail Salespersons	128
Cashiers	116
Welders, Cutters, Solderers, & Brazers	114
Demonstrators & Product Promoters	106
Operating Engineers & Other Construction Equipment Operators	103
Helpers — Production Workers	102
All Occupations	6,702



Staffing patterns

- Download the database (requires Microsoft Access)
- Click “Analyze Industries by Occupation”
- Select an occupation and a number of workers



http://doe.state.wy.us/LMI/cust_staff.htm



Staffing Patterns

- Industries in which these jobs are found
- How wages compare for the same job across industries
- How frequently a specific occupation is found in a particular industry



http://doe.state.wy.us/LMI/cust_staff.htm



Staffing Patterns Example: Electricians

If there are 25 electricians:

- They are spread out among 10 industries
- 11 are found in the specialty trade contractors industry
- Electricians in federal government have highest average hourly wage



http://doe.state.wy.us/LMI/cust_staff.htm



Assessing your Job Skills

- O*NET OnLine provides descriptions on different occupations and the skills they require
- Select your skills to see which jobs might be a good fit for you



<http://online.onetcenter.org>



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