

# TRENDS

## Evidence from the New Hires Survey: Education and Opportunity in Wyoming's Labor Market

by: Michael Moore, Editor

*In 2014, Wyoming employers in the private sector and local government added an estimated 110,105 new hires, according to Research & Planning's (R&P) administrative databases. R&P conducts the New Hires Job Skills Survey, a sample survey of new hires identified in administrative databases that makes it possible to analyze employers' workforce needs each quarter of the calendar year. The purpose of this article is to explain how New Hires Job Skills Survey data can be used to identify trends in Wyoming's labor market by understanding employers' hiring practices: which types of jobs are filled, how much employers pay, benefits they offer, skills employers are seeking, and employers' reported satisfaction with the skills of new hires.*

The Research & Planning (R&P) section of the Wyoming Department of Workforce Services, through access to administrative records, publishes turnover data on a quarterly basis (see <http://doe.state.wy.us/LMI/turnover.htm>). As shown in the Box, there are four components to turnover: hires, exits, both hires and exits, and continuous employment. This article focuses on a specific type of hires: new hires, which are defined as individuals who, during a particular quarter, started

working for an employer he or she had not worked for since at least 1992, the first year for which R&P has wage records (Knapp, 2011).

In fourth quarter 2009 (2009Q4), R&P began administering a New Hires Job Skills Survey (New Hires Survey) in order to broaden and enhance the organization's understanding of Wyoming's labor market. The New Hires

(Text continued on page 3)

## HIGHLIGHTS

- The proportion of Wyoming jobs that were offered health insurance benefits dropped each quarter after 2013Q3. ... *page 17*
- Wyoming's occupational employment grew from 245,040 in 2004 to 282,680 in 2014, an increase of 37,640 jobs, or 15.4%. ... *page 28*



(Text continued from page 1)

Survey allows R&P to collect rich survey detail not previously available, such as occupation, rate of compensation, benefits, important job skills, employer satisfaction with a new hire’s skills, retention, and more. R&P is able to link New Hires Survey data to existing administrative databases, such as Unemployment Insurance Wage Records and Wyoming Department of Transportation driver’s license files. By linking results of the New Hires Survey with several administrative databases, R&P is also able to identify new hires characteristics such as age and gender.

The New Hires Survey is sent to a random sample of hires by employers in the private sector and local government each quarter. Since the start of the survey, R&P has attained at least a 70% response rate per quarter. Based on these quarterly samples of hires, R&P estimates the characteristics of all new hires. For example, in 2014Q2, Wyoming employers made 75,662 hires. Of those, 34,138 (45.1%) were new hires, or individuals who were hired by an employer for which they had never before worked. R&P

then surveyed a random sample of the employers who employed new hires. The estimates of the characteristics of new hires that are presented in this article

are based on New Hires Survey data collected over a two-year period from third quarter 2012 (2012Q3) through second quarter 2014 (2014Q2). The questionnaire R&P mails to employers is available at [http://doe.state.wy.us/LMI/new\\_hires/NH\\_Quest\\_V3.pdf](http://doe.state.wy.us/LMI/new_hires/NH_Quest_V3.pdf). Information on the methodology used for this survey and full statistical results are available at <http://doe.state.wy.us/LMI/newhires.htm>.

**Turnover Definitions**

**Hire**  
An individual who started working for an employer in the reference quarter.

**Exit**  
Someone who left an employer at some point during the reference quarter.

**Both**  
An individual who was hired by and left the same employer during the reference quarter.

**Continuous**  
Individuals who were found with the same employer in the prior, reference, and subsequent quarters.

**Turnover Rate**  

$$\frac{\text{Hires} + \text{Exits} + \text{Both}}{\text{Total (Hires} + \text{Exits} + \text{Both} + \text{Continuous})}$$

In 2014, Wyoming employers added 110,105 new hires based on unemployment insurance (UI) tax and wage administrative records. As shown in Figure 1 (see page 4), the majority (91,969, or 83.5%) of these new hires occurred among occupations requiring no formal education beyond a high school diploma. However, as shown in Figure 2 (see page 5), as educational requirements increased, so too did compensation. The average hourly wage increased with the level of education, and occupations requiring more than a high school diploma were more likely to be offered benefits such as health insurance, paid leave, and a retirement plan.

## Education, Opportunity, and Wages

Table 1 (see page 6) shows employment and wage estimates for the five most frequently occurring occupations for each level of educational requirement, which is identified by the U.S. Bureau of Labor Statistics as the typical education required to enter a given occupation. Of the estimated 91,969 new hires in jobs requiring no more than a high school diploma (83.5% of all new hires; see Figure 1), many were hired to fill lower paying occupations such as food preparation & serving workers (5,769 new

hires, \$8.00 per hour), retail salespersons (4,447 new hires, \$9.00 per hour), and cashiers (4,102 new hires, \$8.75 per hour). The average hourly wage for new hires jobs requiring no more formal education than a high school diploma was \$12.00.

In 2014, Wyoming employers added an estimated 7,839 new hires (7.1% of all new hires) to fill occupations requiring a postsecondary non-degree award or some college and no degree. The average hourly wage for these occupations was \$16.70, significantly higher than the \$12.00 per hour average wage for occupations

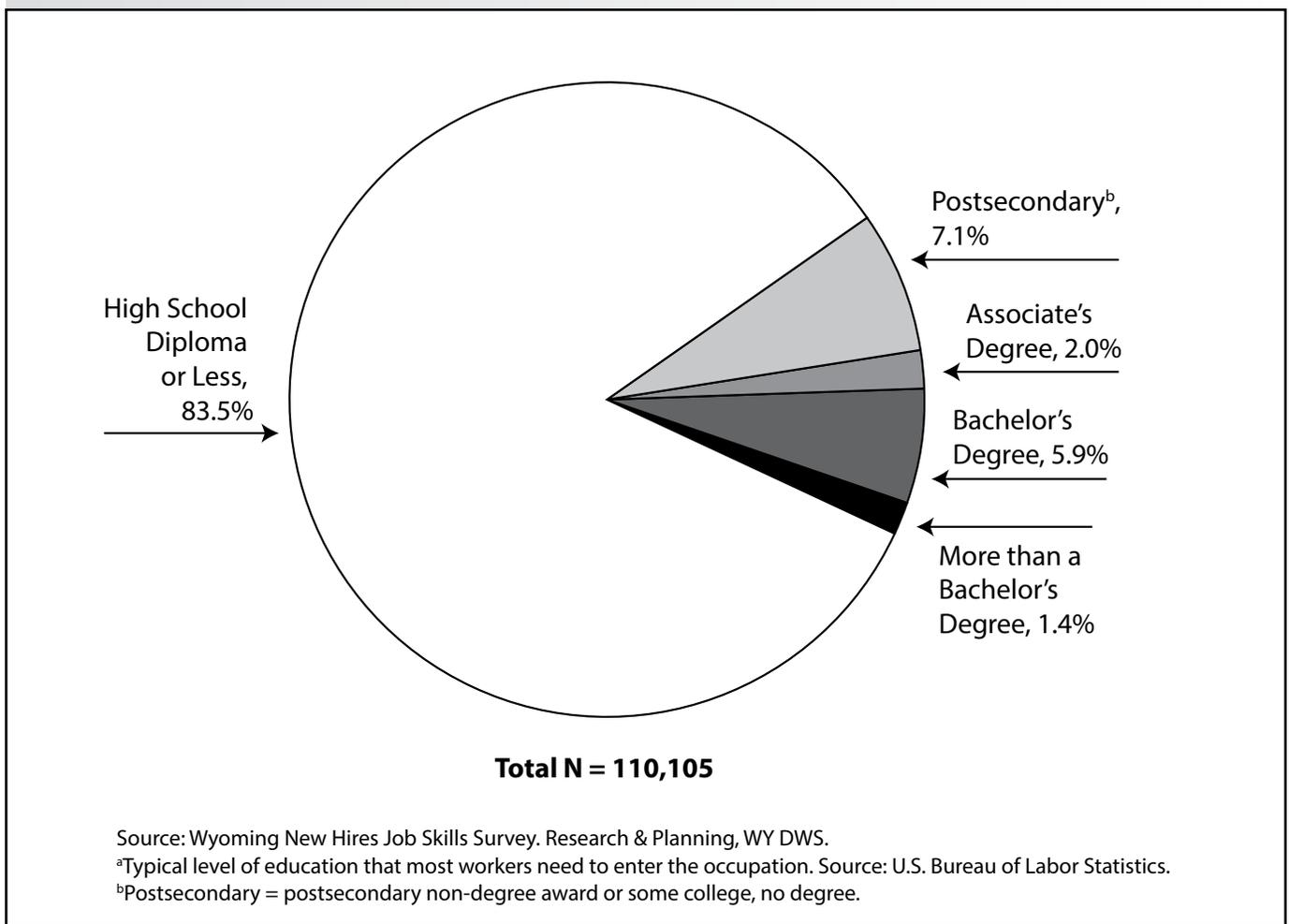


Figure 1: Wyoming New Hires Occupations by Typical Level of Education that Most Workers Need to Enter the Occupation<sup>a</sup>, 2014

requiring no more than a high school diploma. The most frequently occurring occupation in this group was truck drivers, heavy & tractor-trailer (4,482 new hires, \$19.00 per hour). As shown in Table 1, many of the occupations in this group were related to health care, such as nursing assistants (703 new hires, \$11.75 per hour), medical assistants (329 new hires, \$10.50 per hour), and dental assistants (184 new hires, \$13.00 per hour).

degree made up 2.0% (2,234) of all Wyoming new hires jobs in 2014, and many of these occupations offered substantially higher wages than those requiring a high school diploma or postsecondary education. The average hourly wage for occupations in this category was \$22.70. The three most frequently occurring occupations were registered nurses (1,023 new hires, \$27.21 per hour), geological & petroleum technicians (197 new hires, \$22.55 per hour), and dental hygienists (172 new hires, \$30.00 per hour).

Occupations requiring an associate's

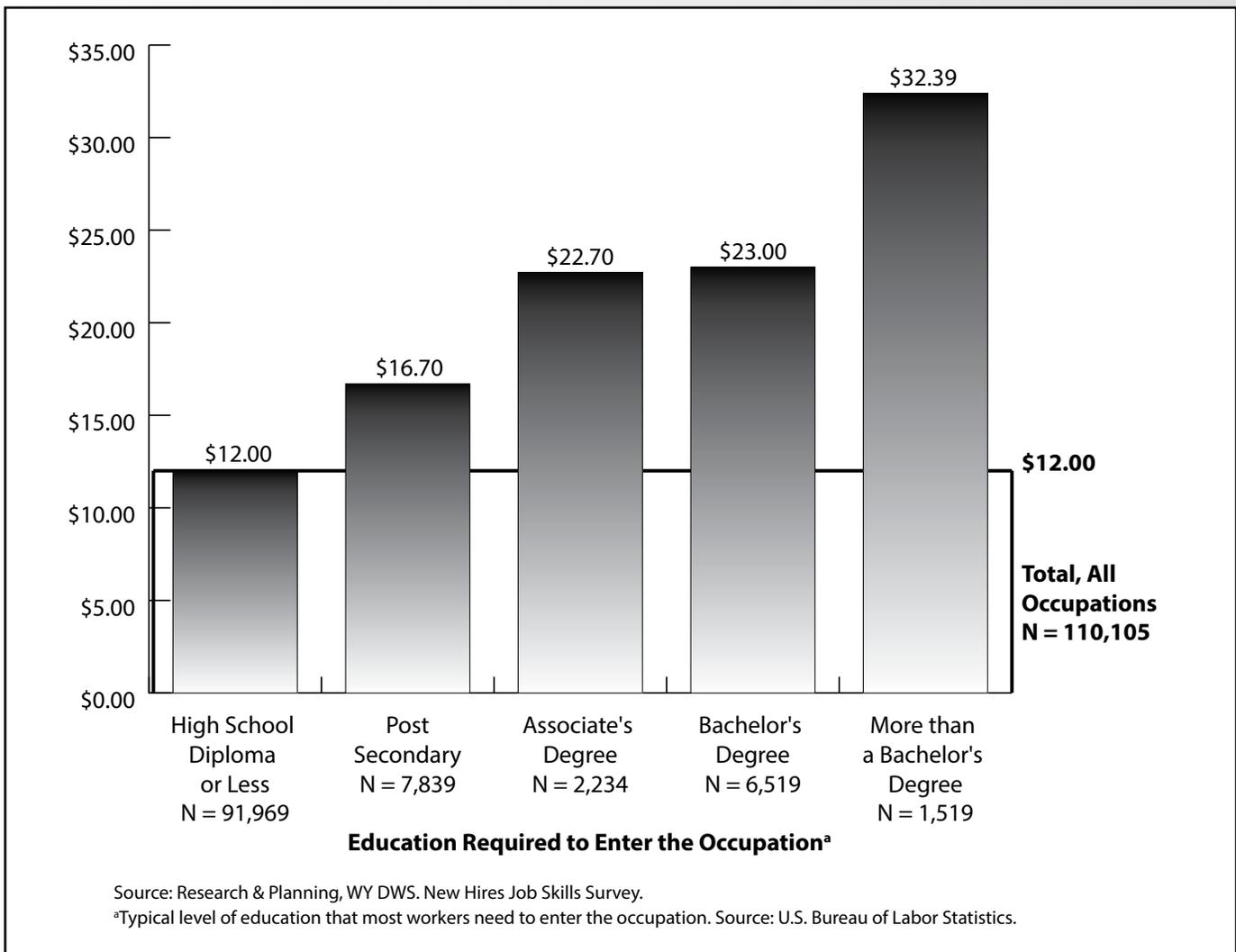


Figure 2: Average Hourly Wage for Wyoming New Hires Occupations by Typical Level of Education that Most Workers Need to Enter the Occupation, 2014

Occupations requiring a bachelor's degree accounted for 5.9% (6,519) of all new hires jobs in 2014, with an average hourly wage of \$23.00. Many of the most frequently occurring occupations in this group were relatively low paying, such

as substitute teachers (639 new hires, \$12.38 per hour), coaches & scouts (372 new hires, \$12.50 per hour), and lodging managers (296 new hires, \$15.00 per hour). Higher paying jobs in this group included general & operations managers

**Table 1: Number of New Hires, Average Hourly Wage, and Hours Worked in the 5 Most Frequently Occurring Occupations by Educational Requirement<sup>a</sup> in Wyoming, 2014**

SOC <sup>b</sup> Code	Occupation	N	Average Hourly Wage	Hours Worked		
				0-20	21-35	36 or More
<b>High School Diploma or Less (N = 91,969, or 83.5%)</b>						
35-3021	Combined Food Preparation & Serving Workers	5,769	\$8.00	40.1	38.8	19.5
41-2031	Retail Salespersons	4,447	\$9.00	37.6	29.2	33.2
47-2061	Construction Laborers	4,279	\$14.00	1.6	20.0	78.4
41-2011	Cashiers	4,102	\$8.75	24.7	54.4	20.8
35-3031	Waiters & Waitresses <sup>c</sup>	3,861	\$3.25	44.6	37.8	17.6
<b>Total, All Occupations</b>		<b>91,969</b>	<b>\$12.00</b>	<b>20.7</b>	<b>26.8</b>	<b>52.2</b>
<b>Postsecondary Non-Degree Award or Some College, No Degree (N = 7,839, or 7.1%)</b>						
53-3032	Truck Drivers, Heavy & Tractor-Trailer	4,482	\$19.00	2.9	10.6	86.5
31-1014	Nursing Assistants	703	\$11.75	15.6	46.7	37.8
25-9041	Teacher Assistants	559	\$11.84	13.2	57.8	27.6
31-9092	Medical Assistants	329	\$10.50	16.8	8.4	74.8
31-9091	Dental Assistants	184	\$13.00	6.7	86.7	6.7
<b>Total, All Occupations</b>		<b>7,839</b>	<b>\$16.70</b>	<b>7.8</b>	<b>19.2</b>	<b>72.6</b>
<b>Associate's Degree (N = 2,234, or 2.0%)</b>						
29-1141	Registered Nurses	1,023	\$27.21	15.6	23.5	60.9
19-4041	Geological & Petroleum Technicians	197	\$22.55	0.0	0.0	100.0
29-2021	Dental Hygienists	172	\$30.00	46.2	46.2	7.7
25-2011	Preschool Teachers, Except Special Education	148	\$10.41	0.0	40.5	59.5
19-4091	Environmental Science & Protection Technicians	108	\$15.00	10.5	31.4	58.1
<b>Total, All Occupations</b>		<b>2,234</b>	<b>\$22.70</b>	<b>12.7</b>	<b>22.5</b>	<b>63.6</b>
<b>Bachelor's Degree (N = 6,519, or 5.9%)</b>						
11-1021	General & Operations Managers	1,168	\$31.21	0.0	1.0	99.0
25-3098	Substitute Teachers	639	\$12.38	84.2	14.0	1.8
27-2022	Coaches & Scouts	372	\$12.50	79.7	14.7	5.6
11-9081	Lodging Managers	296	\$15.00	0.0	0.0	100.0
25-2021	Elementary School Teachers, Exc. Special Ed.	191	\$21.48	22.2	14.8	63.0
<b>Total, All Occupations</b>		<b>6,519</b>	<b>\$23.00</b>	<b>23.7</b>	<b>7.6</b>	<b>67.8</b>
<b>Master's Degree or Doctorate (N = 1,519, or 1.4%)</b>						
23-1011	Lawyers	121	\$31.25	8.6	0.0	91.4
19-3022	Survey Researchers	116	\$10.00	0.0	100.0	0.0
29-1051	Pharmacists	111	\$55.00	19.8	59.4	20.8
29-1123	Physical Therapists	99	\$42.00	13.1	12.4	74.5
21-1014	Mental Health Counselors	98	\$25.00	37.5	0.0	62.5
<b>Total, All Occupations</b>		<b>1,519</b>	<b>\$32.39</b>	<b>12.3</b>	<b>23.5</b>	<b>62.5</b>
<b>Total (N = 110,105, or 100.0%)</b>						
<b>Total, All Occupations</b>		<b>110,105</b>	<b>\$12.00</b>	<b>19.7</b>	<b>24.7</b>	<b>55.6</b>

Source: Research & Planning, WY DWS. New Hires Job Skills Survey.

<sup>a</sup>Typical level of education that most workers need to enter the occupation. Source: U.S. Bureau of Labor Statistics.

<sup>b</sup>Standard Occupational Classification.

<sup>c</sup>These estimates only include base pay and do not include tips.

(1,168 new hires, \$31.21 per hour) and elementary school teachers, except special education (191 new hires, \$21.48 per hour).

Occupations requiring more than a bachelor’s degree (master’s degree or doctorate) made up just 1.4% (1,519) of all new hires jobs in 2014, with an average hourly wage of \$32.39. This group included occupations such as lawyers (121 new hires, \$31.25 per hour), pharmacists (111 new hires, \$55.00 per hour), physical therapists (99 new hires, \$42.00 per hour), and mental health counselors (98 new hires, \$25.00 per hour).

The New Hires Survey also collects information on the average number of hours worked for any given occupation. The questionnaire that is sent to employers asks, “On average, how many hours were worked in this job each week during the reference period?” and then given a space to write in the number of hours. The number of hours may vary from quarter to quarter, especially with part-time or seasonal jobs. Averages for each educational requirement group are shown in Figure 3 (see page 7). Occupations requiring a postsecondary non-degree award or some college had the highest percentage of new hires working 36 or more hours per week on average

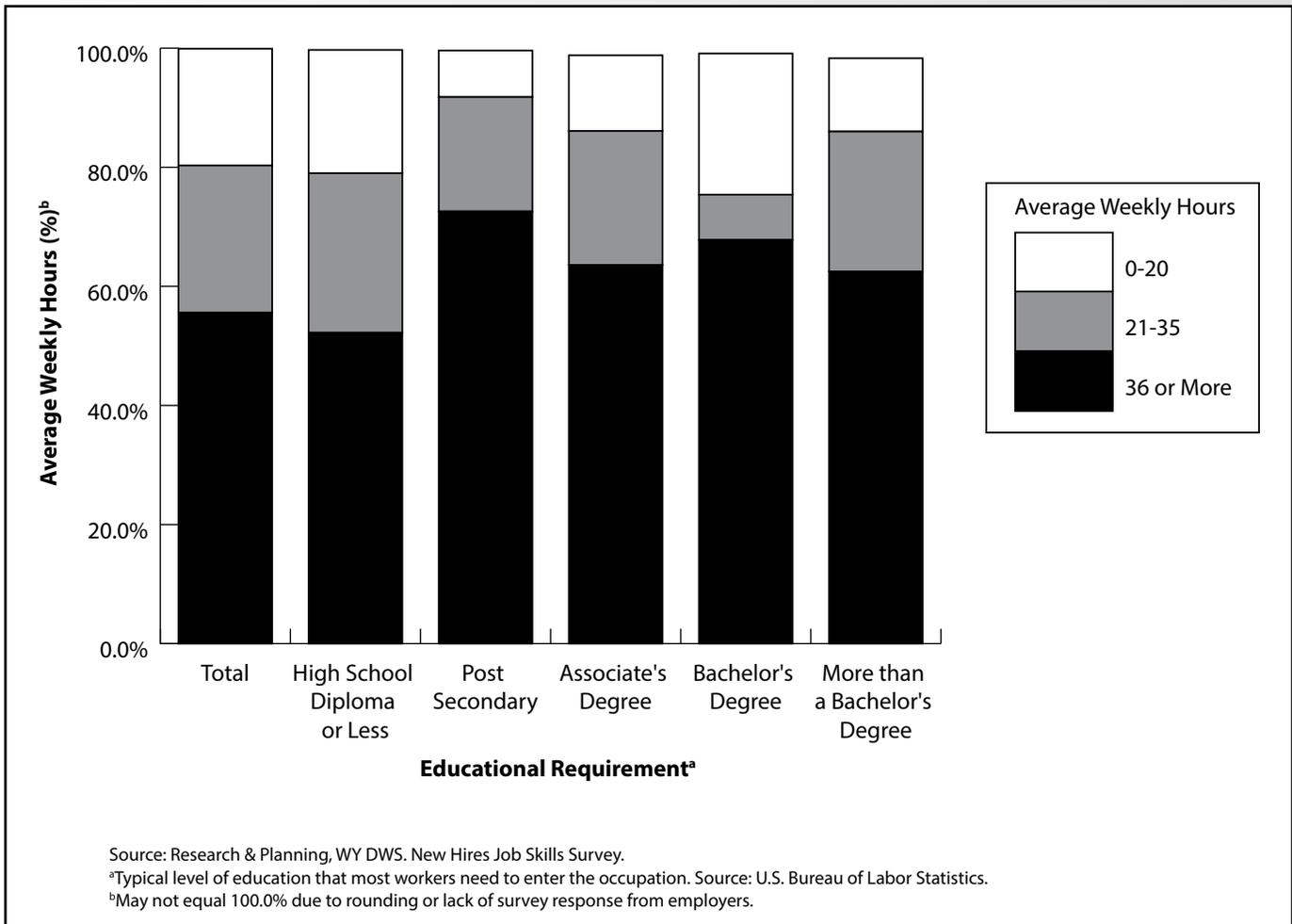


Figure 3: Average Weekly Hours Worked by Wyoming New Hires by Educational Requirement, 2014

(72.6%), while jobs requiring a high school diploma or less had the lowest (52.2%).

Occupations requiring a bachelor's degree had the highest percentage of new hires working 20 hours or less (23.7%) and the lowest percentage working 21-35 hours (7.6%). As shown in Table 1,

this may be due in part to the large number of new hires in education-related occupations that worked 20 hours or less per week, such as substitute teachers (639 new hires, 84.2% 20 hours or less) and coaches & scouts (372 new hires, 79.7% 20 hours or less). On the other hand, an estimated 74.5% of physical

**Table 2: Number of New Hires and Percent Offered Selected Benefits Offered in the 5 Most Frequently Occurring Occupations by Educational Requirement<sup>a</sup> in Wyoming, 2014**

SOC <sup>b</sup> Code	Occupation	N	% Offered Selected Benefits		
			Health Insurance	Retirement Plan	Paid Leave
<b>High School Diploma or Less (N = 91,969, or 83.5%)</b>					
35-3021	Combined Food Preparation & Serving Workers	5,769	13.5	11.9	15.8
41-2031	Retail Salespersons	4,447	25.5	15.4	22.4
47-2061	Construction Laborers	4,279	28.1	20.9	18.7
41-2011	Cashiers	4,102	19.2	12.9	18.3
35-3031	Waiters & Waitresses	3,861	3.8	3.0	6.7
<b>Total, All Occupations</b>		<b>91,969</b>	<b>32.1</b>	<b>24.9</b>	<b>31.2</b>
<b>Postsecondary Non-Degree Award or Some College, No Degree (N = 7,839, or 7.1%)</b>					
53-3032	Truck Drivers, Heavy & Tractor-Trailer	4,482	57.1	40.9	46.8
31-1014	Nursing Assistants	703	59.6	45.7	57.3
25-9041	Teacher Assistants	559	53.2	56.7	61.6
31-9092	Medical Assistants	329	26.1	18.7	44.8
31-9091	Dental Assistants	184	40.0	26.7	46.7
<b>Total, All Occupations</b>		<b>7,839</b>	<b>55.5</b>	<b>42.9</b>	<b>50.5</b>
<b>Associate's Degree (N = 2,234, or 2.0%)</b>					
29-1141	Registered Nurses	1,023	63.0	62.6	62.2
19-4041	Geological & Petroleum Technicians	197	71.4	56.1	71.4
29-2021	Dental Hygienists	172	14.3	28.6	21.4
25-2011	Preschool Teachers, Except Special Education	148	42.0	25.5	66.9
19-4091	Environmental Science & Protection Technicians	108	41.2	54.8	54.8
<b>Total, All Occupations</b>		<b>2,234</b>	<b>55.1</b>	<b>53.3</b>	<b>58.5</b>
<b>Bachelor's Degree (N = 6,519, or 5.9%)</b>					
11-1021	General & Operations Managers	1,168	78.3	63.7	78.9
25-3098	Substitute Teachers	639	0.0	0.0	0.0
27-2022	Coaches & Scouts	372	1.8	3.5	1.2
11-9081	Lodging Managers	296	0.0	0.0	72.1
25-2021	Elementary School Teachers, Exc. Special Ed.	191	79.3	82.8	86.2
<b>Total, All Occupations</b>		<b>6,519</b>	<b>53.1</b>	<b>46.4</b>	<b>58.5</b>
<b>Master's Degree or Doctorate (N = 1,519, or 1.4%)</b>					
23-1011	Lawyers	121	81.7	77.6	91.9
19-3022	Survey Researchers	116	0.0	0.0	0.0
29-1051	Pharmacists	111	60.4	60.4	60.4
29-1123	Physical Therapists	99	49.7	49.7	49.7
21-1014	Mental Health Counselors	98	62.5	50.0	62.5
<b>Total, All Occupations</b>		<b>1,519</b>	<b>55.7</b>	<b>50.4</b>	<b>49.8</b>
<b>Total (N = 110,105, or 100.0%)</b>					
<b>Total, All Occupations</b>		<b>110,105</b>	<b>35.8</b>	<b>28.4</b>	<b>35.0</b>

Source: Research & Planning, WY DWS. New Hires Job Skills Survey.

<sup>a</sup>Typical level of education that most workers need to enter the occupation. Source: U.S. Bureau of Labor Statistics.

<sup>b</sup>Standard Occupational Classification System.

therapists worked an average of 36 hours or more per week.

### Benefits

As previously mentioned, new hires in occupations requiring more than a high school diploma were more likely to be offered access to selected benefits, such as health insurance, a retirement plan, and paid leave (see Figure 4, page 7). For example, as shown in Table 2 (see page 8), 32.1% of all new hires jobs requiring a high school

diploma or less were offered access to health insurance, compared to between 53% and 55% of new hires jobs requiring some education beyond a high school diploma. In addition, only 24.9% of new hires in occupations requiring a high school diploma or less were offered access to a retirement plan, compared to 53.3% of new hires in occupations requiring an associate's degree. The low rate at which benefits were offered to occupations requiring a high school diploma or less may be related to the number of seasonal jobs in this category.

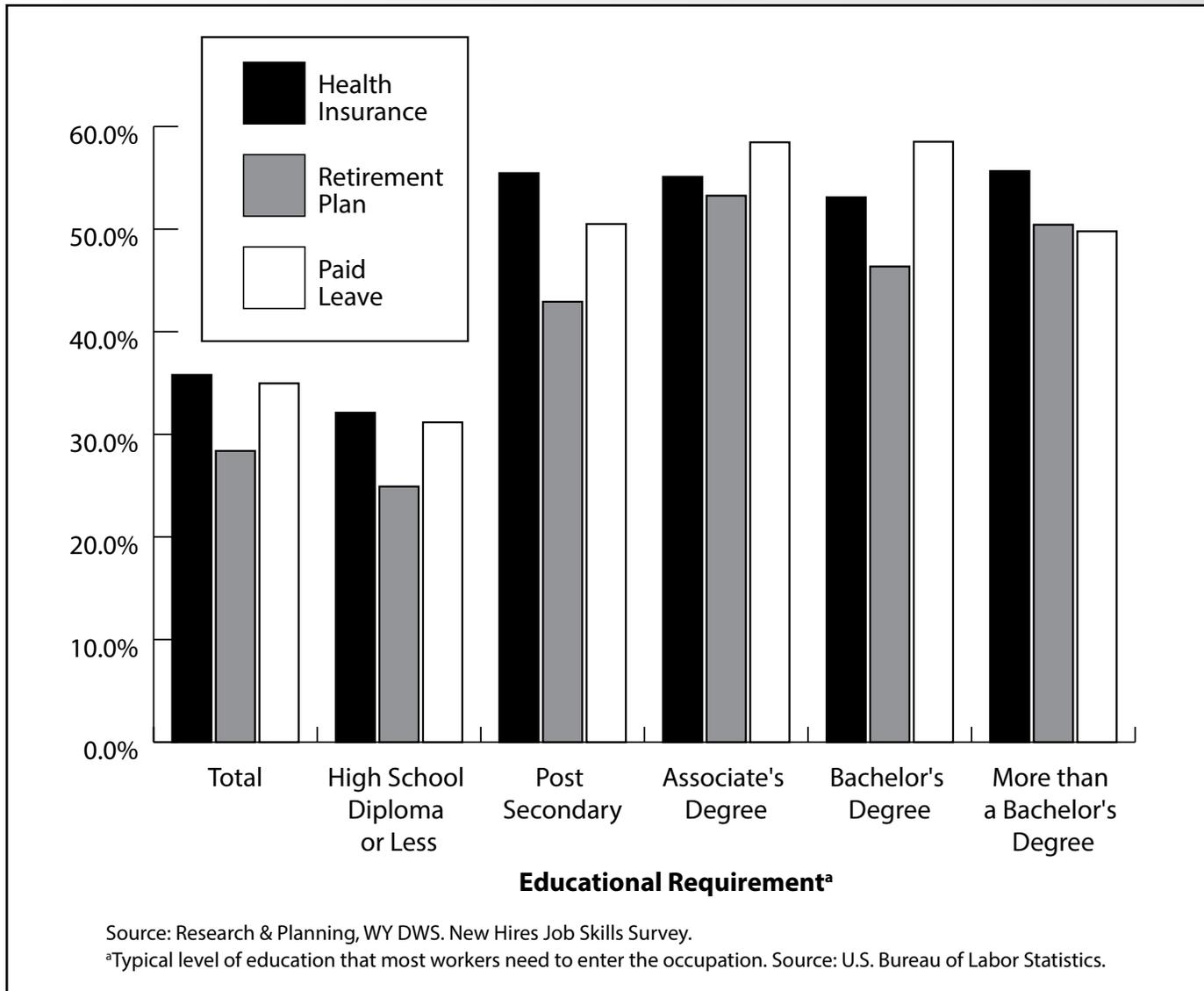


Figure 4: Percentage of Wyoming New Hires Offered Selected Benefits by Educational Requirement, 2014

**Box: Job Skills Definitions**

**Service Orientation:** Actively looking for ways to help people.

**Critical Thinking:** Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

**Reading Comprehension:** Understanding written sentences and paragraphs in work related documents.

**Technology Design:** Generating or adapting equipment and technology to serve user needs.

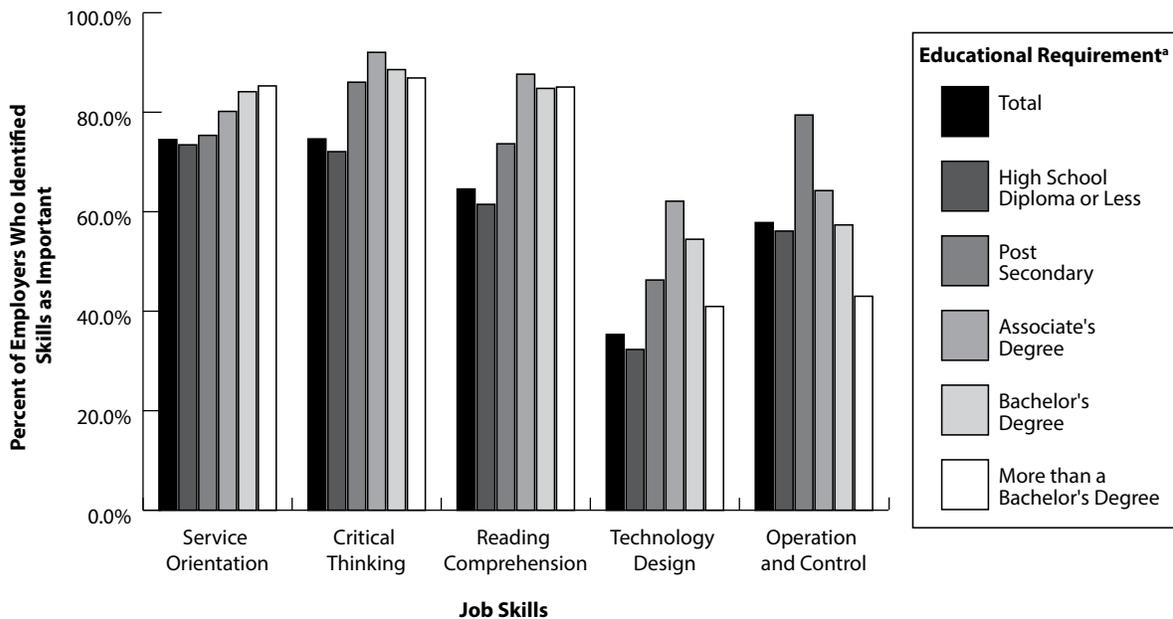
**Operation and Control:** Controlling operations of equipment or systems.

Source: O\*Net Online.

**Job Skills**

The New Hires Survey asks employers to rate the importance of five selected job skills for the occupation: service orientation, critical thinking, reading comprehension, technology design, and operation & control (see Box). Employers are asked to identify these skills as “unimportant,” “neither important nor unimportant,” or “important.” The types of job skills that Wyoming employers identified as important varied by the level of education required to enter the occupation.

For example, technology design is defined as “generating or adapting equipment and technology to serve user needs.” As shown in Figure 5, technology design was most important within occupations requiring an associate’s degree (62.1%). This is consistent with the information presented in Table 3, as



Source: Research & Planning, WY DWS, New Hires Job Skills Survey.  
 \*Typical level of education that most workers need to enter the occupation. Source: U.S. Bureau of Labor Statistics.

**Figure 5: Percentage of Employers Who Identified Selected Job Skills as Important for Wyoming New Hires by Educational Requirement, 2014**

many of the most frequently occurring occupations requiring an associate's degree at the time of hire are those that may need to adapt to new and emerging technologies, specifically dental hygienists

(92.9% important) and environmental science & protection technicians (81.9%).

Operation & control, defined as "controlling operations of equipment

**Table 3: Number of New Hires and Important Job Skills the 5 Most Frequently Occuring Occupations by Educational Requirement<sup>a</sup> in Wyoming, 2014**

SOC <sup>b</sup> Code	Occupation	N	% of Employers Who Identified Job Skills as Important				
			Service Orientation	Critical Thinking	Reading Comp.	Technology Design	Operation and Control
<b>High School Diploma or Less (N = 91,969, or 83.5%)</b>							
35-3021	Combined Food Preparation & Serving Workers	5,769	91.3	60.3	63.0	18.4	44.9
41-2031	Retail Salespersons	4,447	93.9	73.0	71.5	38.1	48.8
47-2061	Construction Laborers	4,279	41.9	61.8	37.2	24.5	50.0
41-2011	Cashiers	4,102	92.8	67.1	63.0	30.2	50.0
35-3031	Waiters & Waitresses	3,861	86.1	68.5	56.5	14.8	25.1
<b>Total, All Occupations</b>		<b>91,969</b>	<b>73.4</b>	<b>72.1</b>	<b>61.5</b>	<b>32.3</b>	<b>56.1</b>
<b>Postsecondary Non-Degree Award or Some College, No Degree (N = 7,839, or 7.1%)</b>							
53-3032	Truck Drivers, Heavy & Tractor-Trailer	4,482	63.4	83.7	65.5	35.8	94.0
31-1014	Nursing Assistants	703	95.8	97.6	85.4	63.0	56.9
25-9041	Teacher Assistants	559	93.1	88.2	92.0	28.4	21.3
31-9092	Medical Assistants	329	100.0	70.9	88.8	59.0	56.0
31-9091	Dental Assistants	184	100.0	86.7	73.3	60.0	80.0
<b>Total, All Occupations</b>		<b>7,839</b>	<b>75.3</b>	<b>86.0</b>	<b>73.7</b>	<b>46.3</b>	<b>79.4</b>
<b>Associate's Degree (N = 2,234, or 2.0%)</b>							
29-1141	Registered Nurses	1,023	89.2	91.5	90.2	52.2	57.1
19-4041	Geological & Petroleum Technicians	197	61.1	94.9	72.1	55.9	82.2
29-2021	Dental Hygienists	172	100.0	92.9	64.3	92.9	85.7
25-2011	Preschool Teachers, Except Special Education	148	91.7	100.0	91.7	16.6	16.6
19-4091	Environmental Science & Protection Technicians	108	32.1	91.0	100.0	81.9	68.3
<b>Total, All Occupations</b>		<b>2,234</b>	<b>80.2</b>	<b>92.0</b>	<b>87.6</b>	<b>62.1</b>	<b>64.2</b>
<b>Bachelor's Degree (N = 6,519, or 5.9%)</b>							
11-1021	General & Operations Managers	1,168	90.9	95.3	95.7	68.6	80.2
25-3098	Substitute Teachers	639	78.3	88.7	89.7	27.8	23.7
27-2022	Coaches & Scouts	372	91.2	70.7	31.5	7.1	21.7
11-9081	Lodging Managers	296	100.0	39.9	39.9	88.0	96.1
25-2021	Elementary School Teachers, Exc. Special Ed.	191	100.0	100.0	100.0	69.0	13.8
<b>Total, All Occupations</b>		<b>6,519</b>	<b>84.1</b>	<b>88.6</b>	<b>84.8</b>	<b>54.5</b>	<b>57.3</b>
<b>Master's Degree or Doctorate (N = 1,519, or 1.4%)</b>							
23-1011	Lawyers	121	95.9	100.0	100.0	8.1	20.3
19-3022	Survey Researchers	116	0.0	0.0	0.0	0.0	0.0
29-1051	Pharmacists	111	100.0	79.2	100.0	60.4	100.0
29-1123	Physical Therapists	99	100.0	100.0	100.0	75.2	100.0
21-1014	Mental Health Counselors	98	100.0	100.0	100.0	37.5	12.5
<b>Total, All Occupations</b>		<b>1,519</b>	<b>85.3</b>	<b>86.9</b>	<b>85.1</b>	<b>41.0</b>	<b>43.0</b>
<b>Total (N = 110,105, or 100.0%)</b>							
<b>Total, All Occupations</b>		<b>110,105</b>	<b>74.5</b>	<b>74.6</b>	<b>64.6</b>	<b>35.3</b>	<b>57.8</b>

Source: Research & Planning, WY DWS. New Hires Job Skills Survey.

<sup>a</sup>Typical level of education that most workers need to enter the occupation. Source: U.S. Bureau of Labor Statistics.

<sup>b</sup>Standard Occupational Classification System.

or systems,” was most important in occupations requiring a postsecondary non-degree award or some college and no degree (79.4%). A high percentage of employers identified this skill as important

for occupations such as truck drivers, heavy & tractor-trailer (94.0%), computer user support specialists (96.5%), and telecommunications equipment installers & repairers (100.0%).

Employers who added new hires for occupations requiring a high school diploma or less placed the greatest emphasis on service orientation (73.4%), while only 32.3% identified technology design as an important skill. Many of the most frequently occurring occupations in the category are those that would require the jobholder to possess customer service or service orientation skills, such as combined food preparation & serving workers, retail salespersons, cashiers, and waiters & waitresses.

**Table 4: Number of New Hires, Retention Rate, and Employer Satisfaction for the 10 Most Frequently Occurring Occupations by Educational Requirement<sup>a</sup> in Wyoming, 2014**

SOC Code <sup>b</sup>	Occupation	N	% of Employers Satisfied with New Hires' Job Skills	% of New Hires Working for Same Employer 1 Quarter After Hire
<b>High School Diploma or Less (N = 91,969, or 83.5%)</b>				
35-3021	Combined Food Prep. & Serving Workers	5,769	24.2	59.9
41-2031	Retail Salespersons	4,447	38.9	76.2
47-2061	Construction Laborers	4,279	36.6	63.6
41-2011	Cashiers	4,102	33.3	73.8
35-3031	Waiters & Waitresses	3,861	35.9	71.1
37-2012	Maids & Housekeeping Cleaners	3,259	33.5	57.2
35-2014	Cooks, Restaurant	2,736	29.2	73.7
43-9061	Office Clerks, General	2,673	48.2	84.0
37-3011	Landscaping & Groundskeeping Workers	2,613	31.6	69.2
37-2011	Janitors & Cleaners, Exc. Maids & Housekeeping	2,379	37.6	69.0
<b>Total, All Occupations</b>		<b>91,969</b>	<b>37.3</b>	<b>74.2</b>
<b>Postsecondary Non-Degree Award or Some College, No Degree (N = 7,839, or 7.1%)</b>				
53-3032	Truck Drivers, Heavy & Tractor-Trailer	4,482	40.8	77.8
31-1014	Nursing Assistants	703	52.8	87.8
25-9041	Teacher Assistants	559	65.5	89.4
31-9092	Medical Assistants	329	63.1	63.4
31-9091	Dental Assistants	184	66.7	100.0
39-5012	Hairdressers, Hairstylists, & Cosmetologists	142	43.5	78.3
15-1151	Computer User Support Specialists	142	52.0	94.3
29-2041	Emergency Medical Tech. & Paramedics	137	73.1	94.1
49-2022	Telecom. Equipment Installers & Repair	131	38.8	33.6
49-2011	Computer, Automated Teller & Office Mach. Repairer	114	58.8	80.7
<b>Total, All Occupations</b>		<b>7,839</b>	<b>47.1</b>	<b>81.1</b>

N/D = Not discloseable due to confidentiality.

Source: Research & Planning, WY DWS. New Hires Job Skills Survey.

<sup>a</sup>Typical level of education that most workers need to enter the occupation.

Source: U.S. Bureau of Labor Statistics.

<sup>b</sup>Standard Occupational Classification.

(Table continued on page 13)

## Retention and Employer Satisfaction

Employer feedback from the New Hires Survey provides R&P with an idea of employers' satisfaction of new hires' job skills. By linking survey data from the New Hires Survey to wage records, R&P is also able to determine which new hires were still working for the same employer in every quarter after hire. Information on tenure with the hiring employer is presented in Table 4 and illustrated in Figure 6 (see page 14).

For the purpose of this article, retention rate is defined as the percentage of new hires still working

for the same employer one quarter after hire. For all new hires in 2014, the average retention rate was 76.1%. At the educational requirement level, the retention rate varied from 74.2% for occupations requiring a high school diploma or less to 91.6% for occupations requiring an associate's degree.

Employer satisfaction rate is defined as the percentage of employers who indicated they were satisfied with their new hire's job skills; for all new hires in 2014, the employer satisfaction rate was 39.2%. The employer satisfaction rate varied from 37.3% for occupations requiring a high school diploma or less to 51.5% for occupations requiring a master's degree or doctorate.

Retention rate and employer satisfaction rate both appear to be related to an occupation's educational requirement. Employers may spend more time recruiting, screening, and training new hires for occupations that require education beyond a high school diploma in order to make sure those individuals meet their needs. Because of this, employers may be more satisfied with the skills of workers they have spent more time, money, and effort hiring, and these workers may be retained at a higher rate. Conversely,

(Table continued from page 12)

**Table 4: Number of New Hires, Retention Rate, and Employer Satisfaction for the 10 Most Frequently Occurring Occupations by Educational Requirement<sup>a</sup> in Wyoming, 2014**

SOC Code <sup>b</sup>	Occupation	N	% of Employers Satisfied with New Hires' Job Skills	% of New Hires Working for Same Employer 1 Quarter After Hire
<b>Associate's Degree (N = 2,234, or 2.0%)</b>				
29-1141	Registered Nurses	1,023	51.2	96.4
19-4041	Geological & Petroleum Technicians	197	38.9	84.7
29-2021	Dental Hygienists	172	78.6	85.7
25-2011	Preschool Teachers, Exc. Special Education	148	45.9	100.0
19-4091	Environmental Science & Protection Tech.	108	54.5	58.8
17-3011	Architectural & Civil Drafters	69	35.7	85.7
23-2011	Paralegals & Legal Assistants	50	50.0	80.0
49-2021	Radio Mechanics	N/D	6.6	100.0
31-2011	Occupational Therapist Assistants	N/D	33.3	100.0
19-4099	Life, Physical & Social Science Tech., Other	N/D	27.3	70.9
<b>Total, All Occupations</b>		<b>2,234</b>	<b>50.7</b>	<b>91.6</b>
<b>Bachelor's Degree (N = 6,519, or 5.9%)</b>				
11-1021	General & Operations Managers	1,168	42.4	93.2
25-3098	Substitute Teachers	639	44.4	83.5
27-2022	Coaches & Scouts	372	52.1	57.3
11-9081	Lodging Managers	296	36.0	96.1
39-9032	Recreation Workers	271	64.5	82.1
25-2021	Elementary School Teachers, Exc. Special Ed.	191	55.2	93.1
11-3031	Financial Managers	178	56.1	98.2
13-2011	Accountants & Auditors	175	64.9	91.6
29-9011	Occupational Health & Safety Specialists	161	47.9	96.9
25-2031	Secondary School Teachers, Exc. Special & Voc.	152	56.5	100.0
<b>Total, All Occupations</b>		<b>6,519</b>	<b>49.6</b>	<b>89.9</b>
<b>Master's Degree or Doctorate (N = 1,519, or 1.4%)</b>				
23-1011	Lawyers	121	38.8	87.8
19-3022	Survey Researchers	116	0.0	50.0
29-1051	Pharmacists	111	69.8	80.2
29-1123	Physical Therapists	99	78.9	75.2
21-1014	Mental Health Counselors	98	37.5	100.0
29-1071	Physician Assistants	98	50.0	100.0
29-1171	Nurse Practitioners	86	42.9	100.0
21-1099	Community & Social Service Spec., Other	66	63.0	100.0
19-3031	Clinical, Counseling, & School Psychologists	55	65.6	100.0
29-1081	Podiatrists	50	25.0	100.0
<b>Total, All Occupations</b>		<b>1,519</b>	<b>51.5</b>	<b>83.7</b>
<b>Total (N = 110,105, or 100.0%)</b>				
<b>Total, All Occupations</b>		<b>110,105</b>	<b>39.2</b>	<b>76.1</b>

N/D = Not discloseable due to confidentiality.

Source: Research & Planning, WY DWS. New Hires Job Skills Survey.

<sup>a</sup>Typical level of education that most workers need to enter the occupation.

Source: U.S. Bureau of Labor Statistics.

<sup>b</sup>Standard Occupational Classification.

employers may not be as selective when filling low-paying or temporary jobs. An alternative or complementary idea is that formal education may be associated with greater opportunity to learn social skills that lead to greater employer satisfaction.

For example, in 2014 Wyoming employers added an estimated 4,279 new hires as construction laborers, but only 63.6% of those new hires were still working for the same employer one quarter after hire. This lower retention rate may be a function of the type of job for which workers were hired. The employer may have hired construction

laborers specifically for July and August; in that case, those construction laborers would be identified as new hires for that employer during third quarter (July, August, and September) but would not show up in R&P's Wage Records database with that employer in fourth quarter (October, November, and December) as the outdoor construction season tends to come to a close.

In contrast, occupations such as dental assistants (postsecondary non-degree award) and registered nurses (associate's degree) had higher retention rates (100.0% and 96.4%, respectively) and employer satisfaction rates

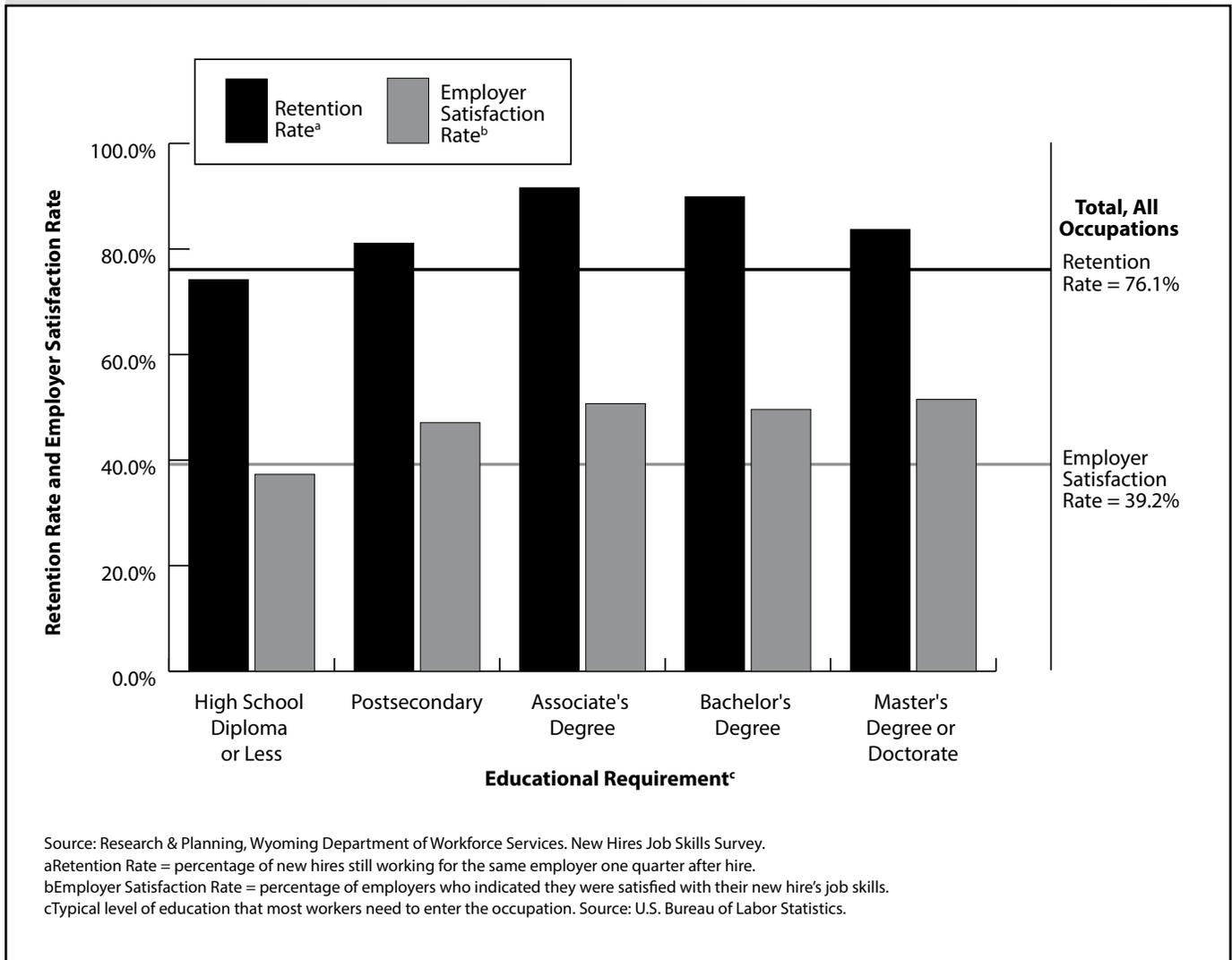


Figure 6: Retention Rate and Employer Satisfaction Rate for Wyoming New Hires by Educational Requirement, 2014

(66.7% and 51.2%, respectively). Employers who were looking to fill these types of jobs may have been more selective about the workers they hired in order to find the individuals who best fit their needs.

## Gender and Age

New Hires Survey results linked to administrative databases can be used to identify demographic trends in Wyoming's labor market. Across all occupations and education levels, 48.2% of all new hires were males and 35.3% were females. However, as shown in Table 5 (see page 16) gender and age varied by educational requirement and occupation. For example, the majority of occupations requiring an associate's degree (62.1%) were filled by female new hires. This is likely due to the fact that registered nurses accounted for nearly half (45.8%) of all new hires occupations requiring an associate's degree, and 80.2% of all newly hired registered nurses were females.

The majority of all new hires were younger, and in many occupations the 25-34 age group accounted for the largest proportion of new hires; 22.6% of all new hires fell in the 25-34 age range. In some cases, however, Wyoming employers turned to older workers to fill jobs. For example, 16.5% of all new hires occupations requiring a master's degree or doctorate were filled by individuals ages 55-64. These included pharmacists (19.8%), physical therapists (29.2%), and mental health counselors (37.5%).

Demographic data for the remaining 17.1% of all new hires are not available; for the purpose of this article, these individuals are referred to as nonresidents. These are individuals for whom demographic data could not be found in any of R&P's administrative databases, such as the

driver's license file obtained through a memorandum of understanding with the Wyoming Department of Transportation. Nonresidents are often hired to fill seasonal jobs that do not require any education beyond a high school diploma. This can be seen in Table 5, which shows that in 2014, 26.2% of all construction laborers and 21.9% of waiters & waitresses were nonresidents. Wyoming employers also hire nonresidents during periods of economic expansion after they have exhausted the local labor supply (Leonard, 2010).

Summary data from the New Hires Survey can be used to identify potential training needs for Wyoming educators and training providers (Knapp and Moore, 2014). For example, 26.3% of newly hired geological & petroleum technicians (associate's degree) and 30.0% of newly hired survey researchers (master's degree) were nonresidents. This may be an indication that Wyoming employers are not finding enough trained candidates to fill these jobs locally, and are recruiting from other states to fill them.

## Conclusion and Future Research

Research & Planning has now collected more than five years' worth of New Hires Survey data. As more data are collected, R&P will be able to identify hiring trends and determine how these patterns have changed over time and with economic conditions. For example, R&P began collecting New Hires Survey data in 2009Q4, when Wyoming was entering an economic downturn. Since then, much of the data was collected as the state recovered from that downturn. However, as noted by Liu (2015), lower oil and natural gas prices and the decline in the number of drilling rigs exploring for oil and natural

(Text continued on page 17)

Table 5: Number of New Hires by Gender and Age for the 5 Most Frequently Occurring Occupations by Educational Requirement<sup>a</sup> in Wyoming, 2014

SOC <sup>b</sup> Code	Occupation	N	Gender			Age Group							
			Female	Male	Non. <sup>c</sup>	19 and Younger	20- 24	25- 34	35- 44	45- 54	55- 64	65 and Older	Non. <sup>c</sup>
<b>High School Diploma or Less (N = 91,969, or 83.5%)</b>													
35-3021	Combined Food Preparation & Serving Workers	5,769	41.3	37.0	21.7	31.3	17.0	15.9	8.3	4.2	1.0	0.0	22.3
41-2031	Retail Salespersons	4,447	49.5	36.8	13.7	17.1	22.0	20.8	10.7	11.0	3.3	1.5	13.7
47-2061	Construction Laborers	4,279	3.6	70.2	26.2	5.9	17.3	19.3	14.2	12.6	4.4	0.1	26.2
41-2011	Cashiers	4,102	53.9	29.6	16.4	16.0	16.9	20.1	12.6	10.4	6.9	0.1	17.0
35-3031	Waiters & Waitresses	3,861	56.6	21.5	21.9	17.3	19.1	21.9	9.2	4.0	4.7	0.9	22.8
<b>Total, All Occupations</b>		<b>91,969</b>	<b>34.3</b>	<b>48.4</b>	<b>17.3</b>	<b>12.8</b>	<b>17.1</b>	<b>21.7</b>	<b>13.4</b>	<b>10.5</b>	<b>5.6</b>	<b>1.0</b>	<b>18.0</b>
<b>Postsecondary Non-Degree Award or Some College, No Degree (N = 7,839, or 7.1%)</b>													
53-3032	Truck Drivers, Heavy & Tractor-Trailer	4,482	6.7	81.6	11.7	1.8	9.5	23.1	21.5	17.7	12.2	2.5	11.7
31-1014	Nursing Assistants	703	90.2	2.3	7.5	15.1	22.7	20.6	15.7	11.0	4.0	3.5	7.5
25-9041	Teacher Assistants	559	78.6	16.8	4.6	12.5	18.4	33.3	11.3	9.4	8.1	1.2	5.8
31-9092	Medical Assistants	329	70.9	3.7	25.4	3.7	14.9	37.3	0.0	3.7	14.9	0.0	25.4
31-9091	Dental Assistants	184	100.0	0.0	0.0	6.7	33.3	26.7	20.0	6.7	6.7	0.0	0.0
<b>Total, All Occupations</b>		<b>7,839</b>	<b>31.5</b>	<b>57.4</b>	<b>11.1</b>	<b>4.4</b>	<b>14.0</b>	<b>26.4</b>	<b>17.6</b>	<b>14.3</b>	<b>9.9</b>	<b>1.9</b>	<b>11.3</b>
<b>Associate's Degree (N = 2,234, or 2.0%)</b>													
29-1141	Registered Nurses	1,023	80.2	12.9	6.9	2.4	8.1	25.2	25.8	19.1	11.3	0.0	8.1
19-4041	Geological & Petroleum Technicians	197	5.0	68.7	26.3	0.0	20.4	7.6	40.7	2.5	2.5	0.0	26.3
29-2021	Dental Hygienists	172	100.0	0.0	0.0	0.0	7.1	57.1	7.1	21.4	7.1	0.0	0.0
25-2011	Preschool Teachers, Except Special Education	148	83.4	8.3	8.3	8.3	24.8	24.8	0.0	21.0	12.7	0.0	8.3
19-4091	Environmental Science & Protection Technicians	108	27.1	54.5	18.3	0.0	27.1	45.5	4.5	0.0	4.5	0.0	18.3
<b>Total, All Occupations</b>		<b>2,234</b>	<b>62.1</b>	<b>28.3</b>	<b>9.6</b>	<b>2.8</b>	<b>14.5</b>	<b>29.3</b>	<b>19.5</b>	<b>14.4</b>	<b>8.5</b>	<b>0.8</b>	<b>10.3</b>
<b>Bachelor's Degree (N = 6,519, or 5.9%)</b>													
11-1021	General & Operations Managers	1,168	24.1	61.2	14.8	5.7	7.8	21.2	19.7	12.9	15.2	2.7	14.8
25-3098	Substitute Teachers	639	74.2	17.5	8.3	4.1	24.7	22.7	18.6	13.4	6.2	2.1	8.3
27-2022	Coaches & Scouts	372	45.2	38.4	16.4	5.9	17.4	21.7	12.3	7.0	12.2	3.5	19.9
11-9081	Lodging Managers	296	48.0	36.0	15.9	0.0	12.0	12.0	24.0	12.0	12.0	0.0	27.9
25-2021	Elementary School Teachers, Exc. Special Ed.	191	79.3	17.2	3.4	0.0	24.1	37.9	24.1	10.3	0.0	0.0	3.4
<b>Total, All Occupations</b>		<b>6,519</b>	<b>41.1</b>	<b>45.4</b>	<b>13.6</b>	<b>3.0</b>	<b>13.5</b>	<b>26.0</b>	<b>19.0</b>	<b>12.8</b>	<b>9.5</b>	<b>1.7</b>	<b>14.5</b>
<b>Master's Degree or Doctorate (N = 1,519, or 1.4%)</b>													
23-1011	Lawyers	121	29.7	54.1	16.2	0.0	0.0	35.8	21.7	14.8	8.1	3.4	16.2
19-3022	Survey Researchers	116	20.0	50.0	30.0	0.0	0.0	30.0	30.0	10.0	0.0	0.0	30.0
29-1051	Pharmacists	111	50.0	50.0	0.0	0.0	0.0	19.8	30.2	30.2	19.8	0.0	0.0
29-1123	Physical Therapists	99	37.9	49.7	12.4	8.7	0.0	37.3	0.0	12.4	29.2	0.0	12.4
21-1014	Mental Health Counselors	98	62.5	25.0	12.5	0.0	0.0	25.0	0.0	25.0	37.5	0.0	12.5
<b>Total, All Occupations</b>		<b>1,519</b>	<b>52.4</b>	<b>33.5</b>	<b>14.1</b>	<b>1.0</b>	<b>4.5</b>	<b>31.8</b>	<b>13.2</b>	<b>17.4</b>	<b>16.5</b>	<b>1.9</b>	<b>13.8</b>
<b>Total (N = 110,105, or 100.0%)</b>													
<b>Total, All Occupations</b>		<b>110,105</b>	<b>35.3</b>	<b>48.2</b>	<b>16.5</b>	<b>11.2</b>	<b>16.4</b>	<b>22.6</b>	<b>14.1</b>	<b>11.1</b>	<b>6.4</b>	<b>1.1</b>	<b>17.1</b>

Source: Research &amp; Planning, WY DWS. New Hires Job Skills Survey.

<sup>a</sup>Typical level of education that most workers need to enter the occupation. Source: U.S. Bureau of Labor Statistics.<sup>b</sup>Standard Occupational Classification.<sup>c</sup>Non. = nonresidents, individuals who do not possess a Wyoming driver's license and for whom demographic data are not available.

(Text continued from page 15)

gas resulted in job losses in Wyoming's natural resources & mining industry during the first half of 2015. R&P will be able to determine how this slowdown impacted employers and jobseekers once New Hires Survey data are collected and reviewed for the first and second quarters of 2015.

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## Benefits Survey 2014: Fewer Jobs Offered Access to Benefits

by: Lisa Knapp, Senior Research Analyst

*This article, based on the Wyoming Employer Benefits Survey, examines employer-provided benefits in Wyoming. The data for this report are intended to provide a small example of the data available from this survey. Estimates for these data are calculated for employer class size, industry, region, and as a 20-quarter moving average, and are available online at <http://doe.state.wy.us/LMI/benefits.htm>.*

Total employee compensation is a combination of direct compensation from wages and indirect compensation, which consists of any combination of benefits an employer may offer. These benefits may include health, dental, and vision insurance, retirement plans, and paid time off. Studies show that employees who are satisfied with the benefits they receive at work are also more likely to be satisfied with their jobs (Graves, 2015). Overall, employees tend to indicate that health insurance is the most important benefit an employer can offer

(Fronstin & Helman, 2014).

As noted in the 2013 Wyoming Benefits publication (Knapp, 2014), the Patient Protection and Affordable Care Act (ACA) was signed into law in 2010. This law is intended to provide affordable health insurance options to people, especially those without access to employer-sponsored insurance (Buchmueller, Carey, & Levy, 2013). According to the most recent report by the U.S. Census Bureau (Smith & Medalia, 2015), the overall proportion of uninsured people

in Wyoming dropped from 13.4% in 2013 to 12.0% in 2014. However, as shown in the results presented in this article, the proportion of Wyoming jobs that were offered health insurance benefits dropped during the same time period. The drop in jobs with access to health insurance benefits seems to be concentrated more among part-time jobs than full-time jobs (see Appendix at <http://doe.state.wy.us/LMI/benefits.htm>). Although there are penalties for larger employers who don't offer benefits to their employees, the laws governing those penalties went into effect in 2015 for employers with 100 or more employees and won't go into effect until 2016 for employers with 50 to 99 employees. Employers with fewer than 50 employees won't face financial penalties for not providing health insurance (Blumenthal & Collins, 2014). Until these laws have been in effect for a period of time, it will be difficult to analyze what effect, if any, the ACA has on how employers offer workplace benefits.

The Wyoming Benefits Survey collects data on workforce benefits such as health insurance, paid leave benefits, dental and vision insurance, life and disability benefits, child care and education reimbursement, and retirement benefits. Retirement benefits are broken out into defined-contribution plans and defined-benefit plans. In a defined-contribution plan, employees and/or employers make specific contributions, such as a certain percentage of wages from each pay period. In contrast, defined-benefit plans (also known as pensions) specify the level of benefits retirees receive based upon the employee's years of service and highest salary. For further discussion on the differences between these plans, please see [http://doe.state.wy.us/LMI/benefits2012/health\\_and\\_retire.htm](http://doe.state.wy.us/LMI/benefits2012/health_and_retire.htm).

This article examines the proportion of full- and part-time jobs that were offered benefits in 2014; it also examines how the percentage of jobs that have been offered benefits has changed over the most recent five years, using a quarterly moving average. Tables and figures showing benefits offered by employer size class, industry, and geographic region for 2014 are available online at <http://doe.state.wy.us/LMI/benefits.htm>.

## Methodology

The Wyoming Benefits Survey is designed to collect data from Wyoming employers about the workplace benefits they offer their employees. The survey questionnaire is sent to a random sample of employers every quarter, and typically at least 71.0% of the questionnaires are completed and returned (see Table 1, page 19). The resulting estimates are based on the average employment in the state each quarter and the preceding seven quarters. The Benefits Survey is not structured to be a true time series, which would collect data from the same employers every quarter; rather, it collects data from a different sample of employers every quarter. A moving average of the results allows the data to be viewed over time to analyze changes in the way benefits are offered. For more information on the sampling and estimation process used to create the benefits survey estimates, please see [http://doe.state.wy.us/LMI/benefits2013/benefits\\_2013.pdf](http://doe.state.wy.us/LMI/benefits2013/benefits_2013.pdf).

This year, rather than a large, stand-alone *Benefits* publication, Research & Planning has decided to present the data and findings from this survey in this *Wyoming Labor Force Trends* article that provides an overview of the major trends in employer-sponsored workforce benefits.

More detailed tables and graphs include breakdowns of benefits offered by full- and part-time jobs, employer size class, industry, and region, and can be found in an appendix at <http://doe.state.wy.us/LMI/benefits.htm>.

### Analysis

Approximately three-fourths of jobs in Wyoming are considered full-time (see Table 2, page 20). The number of jobs in these tables is roughly equal to the corresponding number of jobs counted by the Quarterly Census of Employment and Wages program

for each quarter. There is some difference due to rounding error since these are employment estimates created from a sample survey. The proportion of full- and part-time employees is determined by how employers responded to the related question on the survey instrument.

Table 3 (see page 20) shows the proportion of Wyoming employers who offered selected benefits as well as the proportion of jobs that were offered these benefits during the third quarter 2014. Just over one-third (34.1%) of employers offered medical insurance to their workers, nearly one-quarter (24.8%) offered

**Table 1: Wyoming Benefits Survey Employer Response Rates by Survey Quarter, 2008Q4 to 2014Q3**

Year and Quarter	Total N	Responded, Operating		Insufficient Address Information		Refused		Temporarily Closed		Permanently Out of Business		No Employees During Reference Period		Net Useable Surveys and Response Rate	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
2008Q4	679	544	80.1	2	0.3	11	1.6	10	1.5	27	4.0	2	0.3	627	86.8
2009Q1	685	526	76.8	12	1.8	25	3.6	16	2.3	24	3.5	24	3.5	584	90.1
2009Q2	670	503	75.1	12	1.8	36	5.4	13	1.9	21	3.1	18	2.7	570	88.2
2009Q3	748	499	66.7	13	1.7	12	1.6	17	2.3	68	9.1	38	5.1	600	83.2
2009Q4	742	565	76.1	11	1.5	49	6.6	14	1.9	42	5.7	18	2.4	608	92.9
2010Q1	708	536	75.7	8	1.1	11	1.6	9	1.3	14	2.0	19	2.7	647	82.8
2010Q2	675	515	76.3	33	4.9	21	3.1	15	2.2	20	3.0	23	3.4	563	91.5
2010Q3	656	498	75.9	12	1.8	15	2.3	8	1.2	21	3.2	35	5.3	565	88.1
2010Q4	673	501	74.4	11	1.6	10	1.5	8	1.2	18	2.7	26	3.9	600	83.5
2011Q1	682	504	73.9	16	2.3	23	3.4	15	2.2	11	1.6	26	3.8	591	85.3
2011Q2	675	503	74.5	3	0.4	35	5.2	16	2.4	25	3.7	28	4.1	568	88.6
2011Q3	675	505	74.8	10	1.5	32	4.7	8	1.2	24	3.6	28	4.1	573	88.1
2011Q4	697	519	74.5	12	1.7	14	2.0	9	1.3	14	2.0	33	4.7	615	84.4
2012Q1	686	517	75.4	6	0.9	16	2.3	11	1.6	18	2.6	25	3.6	610	84.8
2012Q2	629	445	70.7	67	10.7	56	8.9	10	1.6	21	3.3	19	3.0	456	97.6
2012Q3	638	460	72.1	4	0.6	21	3.3	9	1.4	32	5.0	11	1.7	561	82.0
2012Q4	659	541	82.1	0	0.0	0	0.0	12	1.8	16	2.4	3	0.5	628	86.1
2013Q1	629	455	72.3	39	6.2	54	8.6	27	4.3	38	6.0	14	2.2	457	99.6
2013Q2	633	483	76.3	30	4.7	61	9.6	14	2.2	36	5.7	9	1.4	483	100.0
2013Q3	624	473	75.8	60	9.6	47	7.5	7	1.1	24	3.8	6	1.0	480	98.5
2013Q4	675	349	51.7	11	1.6	22	3.3	18	2.7	37	5.5	54	8.0	533	65.5
2014Q1	622	422	67.8	12	1.9	10	1.6	13	2.1	22	3.5	32	5.1	533	79.2
2014Q2	1,077	692	64.3	4	0.4	26	2.4	9	0.8	29	2.7	42	3.9	967	71.6
2014Q3	1,078	686	63.6	15	1.4	35	3.2	15	1.4	38	3.5	44	4.1	931	73.7

Source: Wyoming Benefits Survey, Research & Planning, WY DWS.

**Table 2: Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2009Q4 to 2014Q3**

Year and Quarter	Full-Time Jobs		Part-Time Jobs		Total
	N	%	N	%	N
2009Q4	205,245	76.6	62,823	23.4	268,068
2010Q1	197,764	76.3	61,472	23.7	259,236
2010Q2	205,498	75.6	66,325	24.4	271,823
2010Q3	207,664	75.0	69,215	25.0	276,879
2010Q4	205,286	75.7	65,883	24.3	271,169
2011Q1	196,242	74.9	65,875	25.1	262,117
2011Q2	202,899	74.1	70,884	25.9	273,783
2011Q3	208,113	74.1	72,658	25.9	280,771
2011Q4	206,662	74.7	70,120	25.3	276,782
2012Q1	200,983	74.8	67,720	25.2	268,703
2012Q2	209,985	75.1	69,681	24.9	279,666
2012Q3	213,094	75.4	69,549	24.6	282,643
2012Q4	209,574	75.5	67,854	24.5	277,428
2013Q1	203,518	75.6	65,822	24.4	269,340
2013Q2	212,078	75.7	68,124	24.3	280,202
2013Q3	213,295	75.1	70,558	24.9	283,853
2013Q4	211,156	75.6	68,063	24.4	279,219
2014Q1	206,658	75.9	65,747	24.1	272,405
2014Q2	216,924	76.0	68,655	24.0	285,579
2014Q3	216,698	75.0	72,213	25.0	288,911

Source: Wyoming Benefits Survey, Research &amp; Planning, WY DWS.

**Table 3: Percentage of Employers Offering Selected Benefits and Percent of Full- and Part-Time Jobs Offered Selected Benefits, 2014Q3**

Benefit	% Employers Offering Benefit	% Full-Time Jobs Offered Benefit	% Part-Time Jobs Offered Benefit
Child Care Assistance	2.5	8.8	3.1
Dental Plan	24.8	73.6	11.9
Dependent Medical Insurance	28.2	77.9	11.0
Tuition Assistance	14.6	47.7	12.8
Flexible Spending	12.2	55.3	11.0
Hiring Bonus	4.7	26.1	6.0
Life Insurance	22.2	72.2	10.1
Long-Term Disability	11.1	53.1	8.3
Medical Insurance	34.1	78.6	12.1
Paid Holidays	41.4	77.0	17.6
Paid Personal Leave	25.9	42.0	12.5
Paid Sick Leave	21.8	54.3	13.4
Paid Vacation Leave	38.4	74.3	19.1
Retirement Plan	29.7	74.8	21.9
Defined Benefit Retirement Plan	4.3	23.9	7.4
Defined Contribution Retirement Plan	28.8	68.1	20.5
Short-Term Disability	11.4	44.5	8.4
Vision Plan	17.7	64.9	10.5

Source: Wyoming Benefits Survey, Research &amp; Planning, WY DWS.

a dental plan, and 17.7% offered a vision plan. Not quite one-third of employers offered a retirement plan (29.7%); the largest proportion of employers offering retirement plans offered a defined contribution plan (28.8%). Paid holiday leave (41.4%) and paid vacation leave (38.4%) were offered by the largest proportion of employers.

More than three-fourths of full-time jobs were offered medical insurance (78.6%) while nearly three-quarters were offered a dental plan and 64.9% were offered vision insurance. A retirement plan was offered to 74.8% of full-time jobs and a defined-contribution retirement plan was offered to a larger proportion of jobs (68.1%) than a defined-benefit plan (23.9%). Paid holiday leave (77.0%) and paid vacation leave (74.3%) were offered to a larger proportion of full-time jobs than paid personal leave (42.0%) or paid sick leave (54.3%).

Benefits were offered to a smaller proportion of part-time jobs. Only 12.1% of these jobs were offered medical insurance while 11.9% were offered dental plans and 10.5% were offered vision plans. One-fifth (21.9%) of these jobs were offered a retirement plan. Defined-contribution

retirement plans were offered to a larger proportion of part-time jobs (20.5%). Paid holiday leave was offered to 17.6% of part-time jobs and paid vacation leave was offered to 19.1% of part-time jobs.

Figures 1-6 contain four-quarter moving averages for the distribution of selected benefits based on 20 quarters (five years) of survey data from fourth quarter 2009 (2009Q4) to third quarter 2014 (2014Q3). The data collected with the benefits survey are not a true-time series but these moving averages offer an alternative to the time-series.

Figure 1 contains the moving average over 20 quarters for Wyoming employers offering selected medical benefits. Approximately 37.0% of employers offered medical insurance between 2009Q4 and 2012Q4 but that proportion began to decline and, by 2014Q3, 34.1% of employers offered the benefit. Approximately 30.0% of employers offered dependent medical insurance to employees until 2013Q4 when that proportion began to fall. In 2014Q3, only 28.2% offered the benefit. Around one-fourth (24.3%) of employers offered dental plans in 2009Q4. That proportion increased to 27.0% in 2012Q3 before dropping back to 24.8% in 2014Q3. The proportion of employers who offered vision plans increased from 14.6% in 2009Q4 to 17.7% in 2014Q3.

The proportion of jobs offered medical insurance (see Figure 2, page 21) dropped from 68.6% in 2009Q4 to 62.0% in 2014Q3. Similarly, the proportion of jobs offered dependent medical insurance dropped from 66.1% to 61.2% in 2014Q3. Approximately 60.5% of all jobs were offered dental plans in 2009Q4 compared to 58.2% that were offered the benefit in 2014Q3. The proportion of jobs offered vision plans increased from 46.8% in

2009Q4 to 51.3% in 2014Q3.

Between 2009Q4 and 2014Q3, the proportion of employers offering retirement plans dropped from 31.8% to 29.7% (see Figure 3, page 22). The proportion of employers offering life insurance declined from 23.9% in 2009Q4 to 22.2% in 2014Q3. There was very little change in the proportion of employers who offered long-term or short-term disability insurance during this 20-quarter time frame.

In comparison, the proportion of jobs offered retirement plans declined from 67.8% in 2009Q4 to 61.6% in 2014Q3 (see Figure 4, page 22). The proportion of jobs offered life insurance was 60.9% in 2009Q4 and remained relatively steady until 2014Q3 when it dropped to 56.7%. There was very little change in the proportion of jobs offered long-term disability insurance during this period, but the proportion offered short-term disability insurance increased from 31.8% in 2009Q4 to 35.5% in 2014Q3.

As shown in Figure 5 (see page 23), the proportion of employers who offered paid holiday leave declined from 46.1% in 2009Q4 to 41.4% in 2014Q3. The proportion of employers who offered paid vacation leave also declined, from 45.8% in 2009Q4 to 38.4% in 2014Q3. The proportion of employers who offered paid sick leave remained relatively unchanged during this time, but the proportion who offered paid personal leave increased from 23.1% in 2009Q4 to 25.9% in 2014Q3.

There was some fluctuation in the proportion of jobs offered paid vacation leave, but that proportion stayed mostly steady with 60.4% of jobs offered the

(Text continued on page 25)

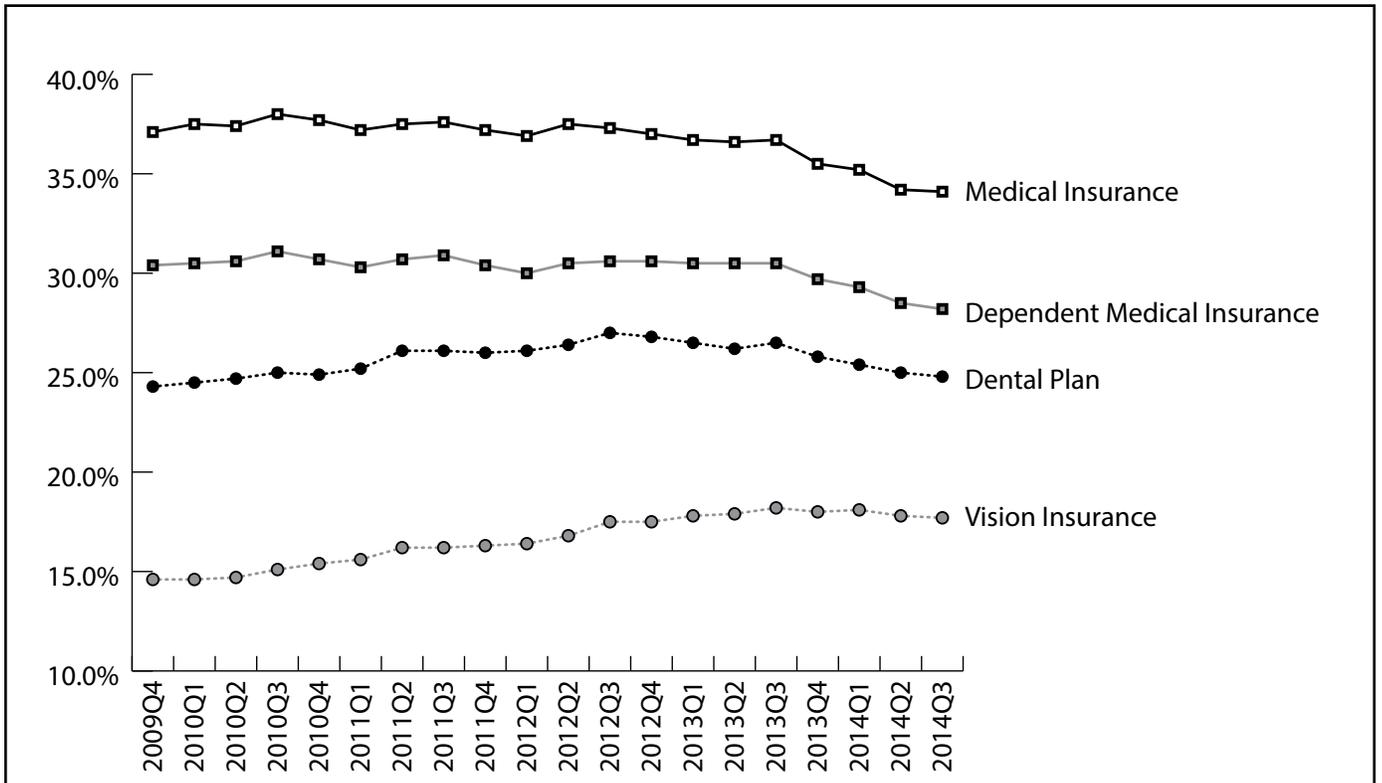
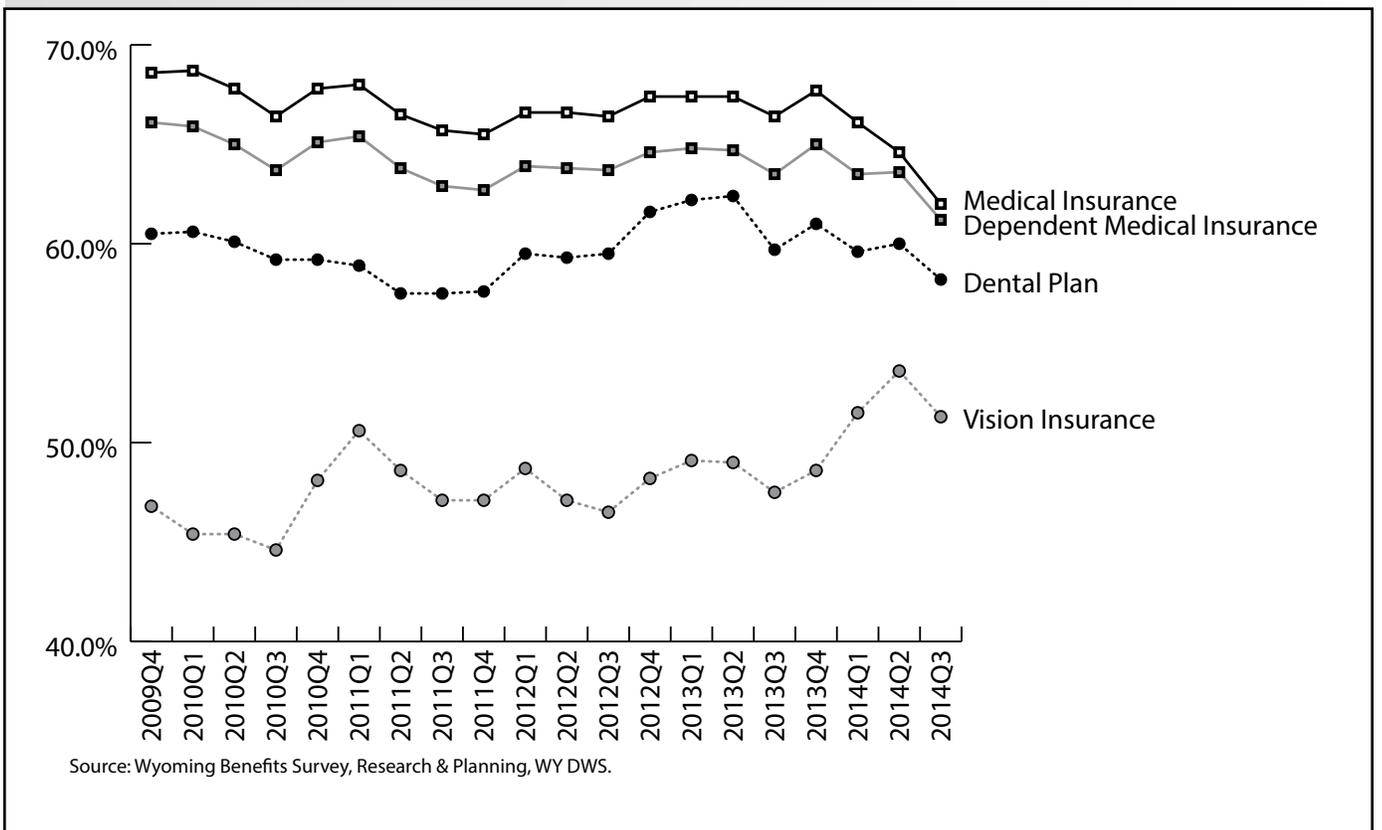


Figure 1: Percent of Wyoming Employers Offering Selected Medical Benefits, 2009Q4-2014Q3 (20-Quarter Time Series)



Source: Wyoming Benefits Survey, Research & Planning, WY DWS.

Figure 2: Percent of Wyoming Jobs Offered Selected Medical Benefits, 2009Q4-2014Q3 (20-Quarter Time Series)

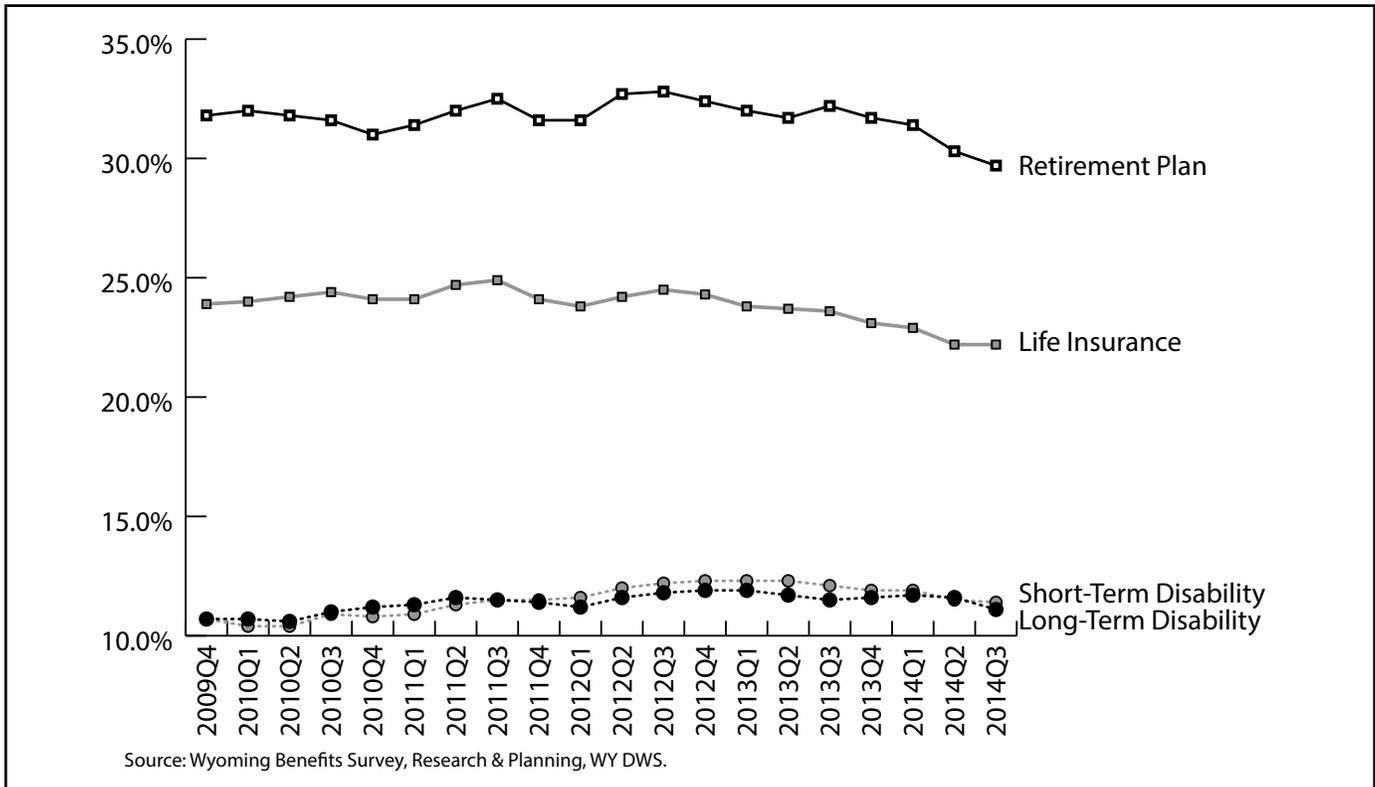


Figure 3: Percent of Wyoming Employers Offering Selected Retirement and Insurance Benefits, 2009Q4-2014Q3 (20-Quarter Time Series)

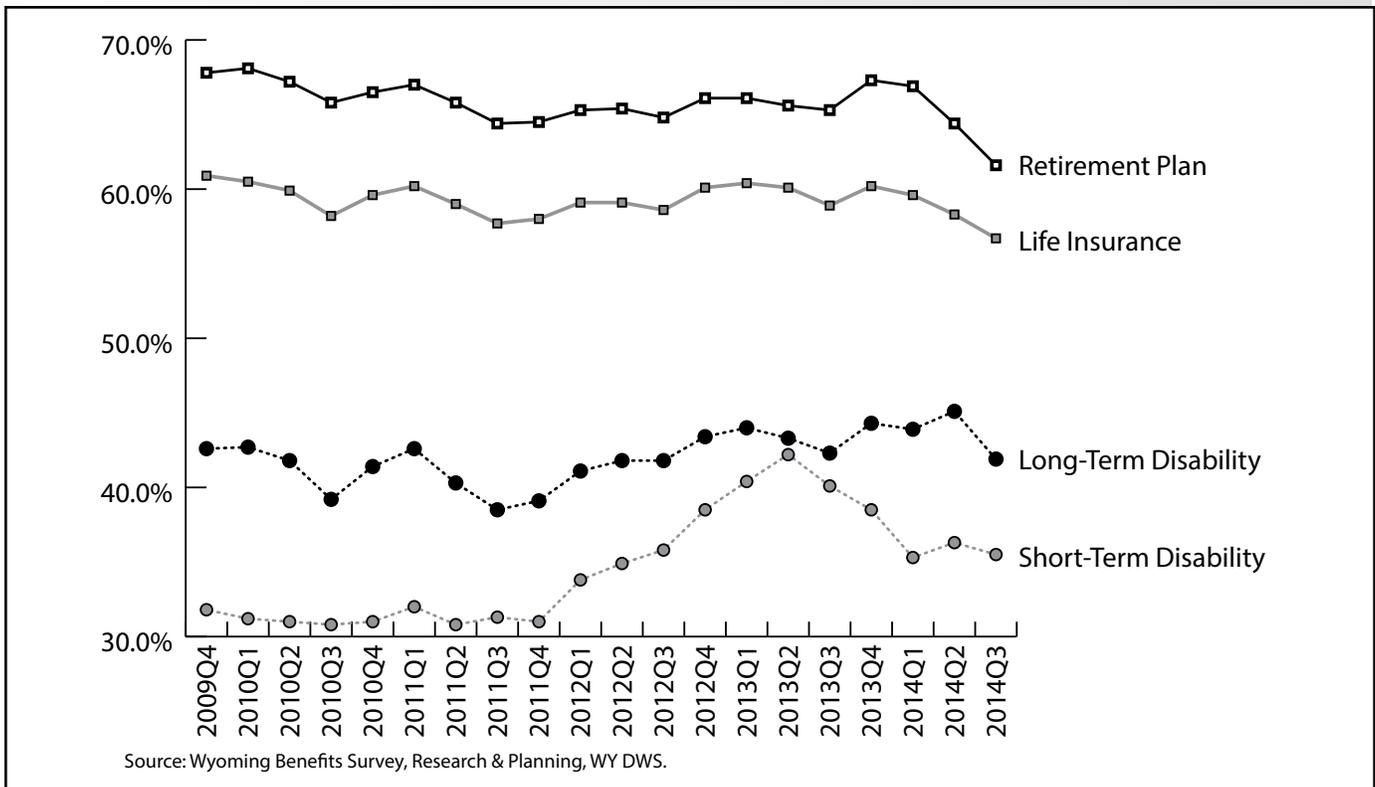


Figure 4: Percent of Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2009Q4-2014Q3 (20-Quarter Time Series)

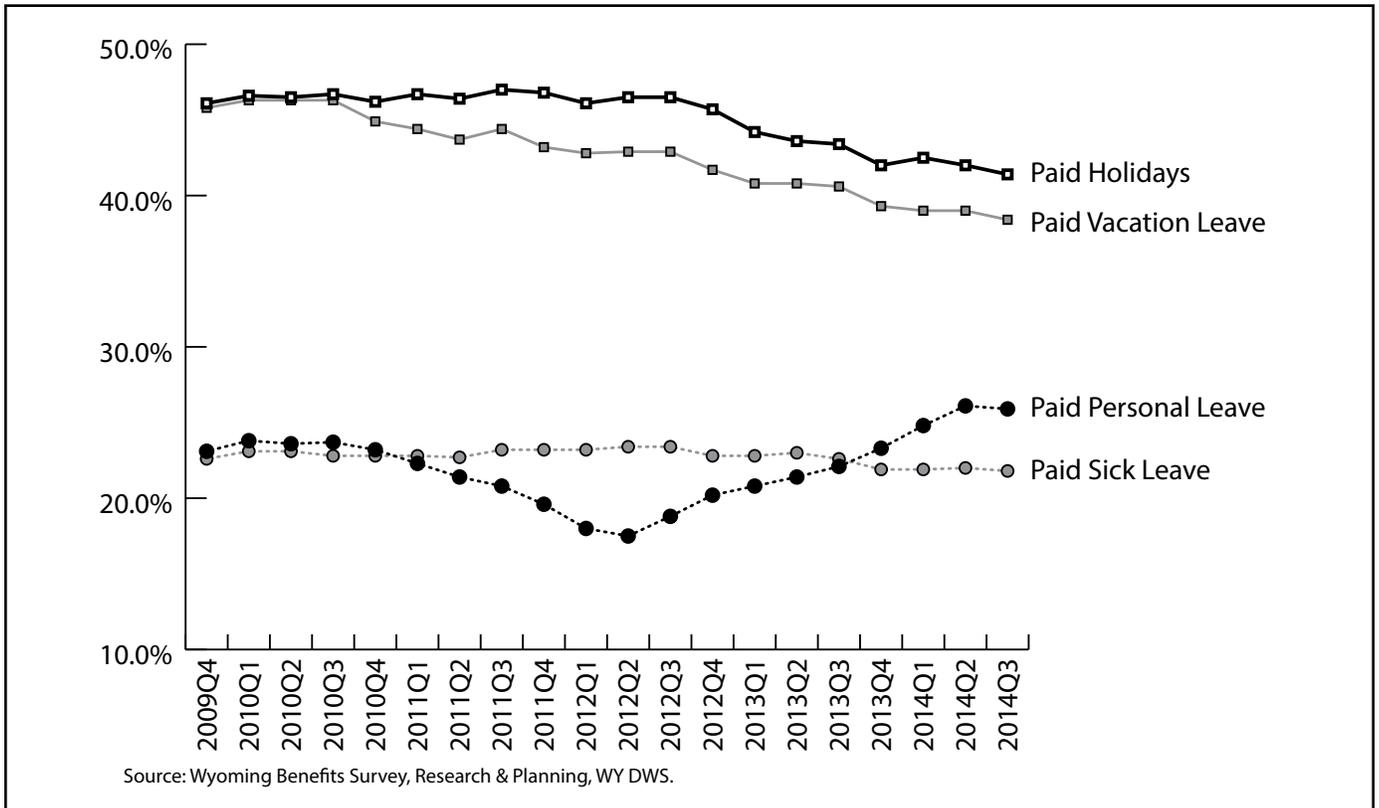


Figure 5: Percent of Wyoming Employers Offering Selected Paid Work Leave, 2009Q4-2014Q3 (20-Quarter Time Series)

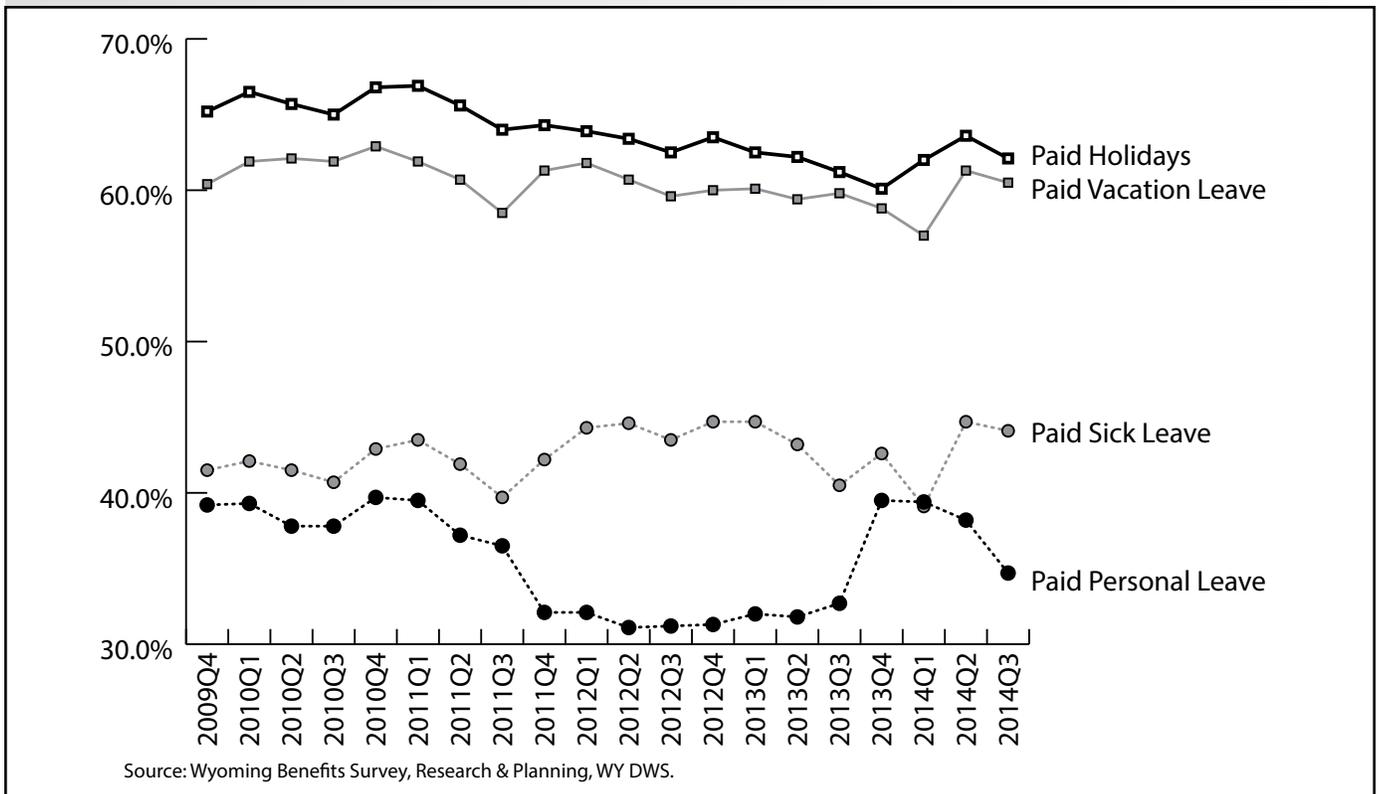


Figure 6: Percent of Wyoming Jobs Offered Selected Paid Leave, 2009Q4-2014Q3 (20-Quarter Time Series)

(Text continued from page 21)

benefit in 2009Q4 and 60.5% in 2014Q3 (see Figure 6, page 23. During the same time, the proportion of jobs offered paid holiday leave declined from 65.2% in 2009Q4 to 62.1% in 2014Q3, and the proportion of jobs offered paid personal leave declined from 39.2% in 2009Q4 to a low of 31.1% in 2012Q2 before increasing to 38.2% in 2014Q2. The proportion of jobs offered paid sick leave increased from 41.5% in 2009Q4 to 44.1% in 2014Q3.

## Conclusions

Overall, employer-sponsored workplace benefits were offered to a greater proportion of full-time jobs than part-time jobs. During the 20-quarter period between 2009Q4 and 2014Q3, there were declines in the proportion of jobs offered several benefits. These included health insurance, dependent medical insurance, dental insurance, retirement plans, and life insurance. These declines became more apparent after mid-2013. In contrast, there was an increase in the proportion of jobs that were offered short-term disability insurance and vision insurance.

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## 2015 Publications from Research & Planning

Research & Planning produced a variety of reports and publications in 2015. Many are available in print, and all may be found online at <http://doe.state.wy.us/LMI>. For print copies, call (307) 473-3814 or e-mail [michael.moore@wyo.gov](mailto:michael.moore@wyo.gov).

### WYOMING LABOR FORCE TRENDS

January 2015 through December 2015	Monthly publication with current employment, unemployment, employment growth, unemployment insurance claims, county and regional data, and analysis of workforce topics.	324 pages (12-month total)	<a href="http://doe.state.wy.us/LMI/trends.htm">http://doe.state.wy.us/LMI/trends.htm</a>
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Trends Issue Date	Feature Articles
December 2015	Evidence from the New Hires Survey: Education and Opportunity in Wyoming's Labor Market; Benefits Survey 2014: Fewer Jobs Offered Access to Benefits; Wyoming's Occupational Employment Grew by 15.4% from 2004 to 2014
November 2015	WE Connect: Employment, Earnings, and Postsecondary Enrollment of Wyoming High School Students; Methodological Note: Changes to Projections
October 2015	Local Jobs and Payroll in Wyoming in First Quarter 2015: Job Losses Appear in the Oil & Gas Sector; Wyoming Occupational Fatalities Increase to 37 in 2014
September 2015	Unemployment Insurance Benefits: What Proportion of Wyoming Workers Would be Eligible if They Lost Their Jobs?
August 2015	Understanding Wyoming's Growing Education and Employment Database
July 2015	Local Jobs and Payroll in Wyoming in Fourth Quarter 2014: Slight Slowdown in Payroll and Job Growth; Research & Planning Publishes New Hires Estimates for 2014; Continued Unemployment Insurance Claims Increase in 2015; Research & Planning Offers County-Level Turnover Data
June 2015	Planning vs. Performance: Why Outcome Wages May Fall Short of Accountability Measures; Employment and Wage Data for the Nonprofit Sector; Employment and Wage Changes in Wyoming's Private Coal Mining Sector; Which Occupations Could Be Affected by a Minimum Wage Increase?; New Demographics and Earnings Tables Available from R&P; Workers' Compensation Claims Continue Downward Trend
May 2015	Youth Transitions: Life Events and Labor Market Behavior
April 2015	Local Jobs and Payroll in Wyoming in Third Quarter 2014: Nearly Half of New Jobs Are in Construction; Understanding How Commuting Flows and Job Losses in Other States Could Affect Wyoming's Unemployment Rate
March 2015	Fewer Youth Working in Wyoming; Research & Planning Publishes Community College Market Pay Study
February 2015	Wyoming New Business Formation in 2012 and 2013; The Survey of Occupational Injuries and Illnesses for 2013
January 2015	Local Jobs and Payroll in Wyoming in Second Quarter 2014: Construction Leads Job Growth; The Recent Labor Market Downturn as a Natural Experiment, Part 3: Previous Unemployment Insurance (UI) Spells as a Predictor of the Length of Future UI Benefit Collection

### NEWS RELEASES & PUBLICATIONS

	DESCRIPTION	URL
<i>Labor Force Estimates – January 2015 through December 2015</i>	Updates on the labor force in Wyoming, including statewide and county unemployment rates.	<a href="http://doe.state.wy.us/LMI/news_archive.htm">http://doe.state.wy.us/LMI/news_archive.htm</a>

(Table continued on page 27)

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NEWS RELEASES & PUBLICATIONS	DESCRIPTION	URL
<i>Quarterly Covered Employment and Wages</i>	Employment and payroll news by industry and county, updated quarterly.	<a href="http://doe.state.wy.us/LMI/QCEW/toc.htm">http://doe.state.wy.us/LMI/QCEW/toc.htm</a>
<i>Census of Fatal Occupational Injuries</i>	Wyoming occupational fatality rates by industry.	<a href="http://doe.state.wy.us/LMI/CFOI/toc.htm">http://doe.state.wy.us/LMI/CFOI/toc.htm</a>
<i>Survey of Occupational Injuries and Illnesses</i>	Nonfatal work-related injuries and illnesses, including incidence rates by industry and details of the cases with days away from work.	<a href="http://doe.state.wy.us/LMI/OSH/toc.htm">http://doe.state.wy.us/LMI/OSH/toc.htm</a>
<i>Unemployment Insurance (UI) Claims</i>	UI claims by county, industry, and place of residence of claimant.	<a href="http://doe.state.wy.us/LMI/ui.htm">http://doe.state.wy.us/LMI/ui.htm</a>
<b>Projections</b>		
<i>Wyoming Industry and Occupational Projections (Short-Term, 2014-2016)</i>	Short-term projections for Wyoming employment by industry and occupation for 2014 to 2016.	<a href="http://doe.state.wy.us/LMI/projections.htm">http://doe.state.wy.us/LMI/projections.htm</a>
<i>Wyoming Long-Term Sub-State Occupational Projections 2012-2022</i>	Long-term projections for Wyoming employment by occupation at the sub-state region level for 2012 to 2022.	<a href="http://doe.state.wy.us/LMI/projections.htm">http://doe.state.wy.us/LMI/projections.htm</a>
<i>Projections Methodological Note</i>	On October 26, 2015, the long-term substate industry projections were removed from Research & Planning's website. This was done in light of the recent declines in crude oil and natural gas prices and the associated changes in the state's economy.	<a href="http://doe.state.wy.us/LMI/projections.htm">http://doe.state.wy.us/LMI/projections.htm</a>
<b>Wages</b>		
<i>Occupational Employment Statistics (OES) in Wyoming</i>	Occupational wage data for Wyoming at the statewide, county, and metropolitan statistical area (MSA) levels.	<a href="http://doe.state.wy.us/LMI/OES_toc.htm">http://doe.state.wy.us/LMI/OES_toc.htm</a>
<i>Earnings in Wyoming by County, Industry, Age, &amp; Gender</i>	Provides wage and salary earnings by demographics from 2000 to 2014.	<a href="http://doe.state.wy.us/LMI/earnings_tables/2015/index.htm">http://doe.state.wy.us/LMI/earnings_tables/2015/index.htm</a>
<b>Other Publications and Research</b>		
<i>Wyoming Workforce Annual Report 2015</i>	Offers an overview of Wyoming's economy and workforce in 2014	<a href="http://doe.state.wy.us/LMI/annual-report/2015/2015_Annual_Report.pdf">http://doe.state.wy.us/LMI/annual-report/2015/2015_Annual_Report.pdf</a>
<i>Workforce Data Quality Initiative Report No. 1 for Wyoming: School Attendance and Employment, 2006 to 2013</i>	This report is the first of its kind produced by R&P and represents an attempt to describe, in statistical form, the numbers of high school students working in Wyoming and what they earn, on average.	<a href="http://doe.state.wy.us/LMI/education_we_connect/WDQI_Pub1.pdf">http://doe.state.wy.us/LMI/education_we_connect/WDQI_Pub1.pdf</a>

**Wyoming Labor Market Information**  
<http://doe.state.wy.us/LMI/>

## Wyoming's Occupational Employment Grew by 15.4% from 2004 to 2014

by: Deana Hauf, Senior Statistician

Wyoming's occupational employment grew from 245,040 in 2004 to 282,680 in 2014, an increase of 37,640 jobs, or 15.4%. During that period, Wyoming's population grew at approximately the same rate (15.3%), from an estimated 506,529 in 2004 to an estimated 584,153 in 2014 (U.S. Census Bureau, 2015). As illustrated in the Figure, Wyoming's occupational employment grew rapidly from 2004 to 2009 (15.3%) and then remained flat from 2009 to 2014 (0.1%).

From 2004 to 2014, only two occupational categories experienced a decrease in employment: management occupations (-890, or -6.8%) and farming, fishing & forestry occupations (-10, or -2.0%). All other occupational categories experienced an increase in employment during this period.

Five of the 22 occupational groups experienced an increase in employment of 2,000 jobs or more in the past 10 years: construction & extraction occupations (8,850, or 36.9%); installation, maintenance & repair

occupations (4,540, or 32.6%); education, training, & library occupations (4,070, or 25.9%); health care practitioners & technical occupations (3,440, or 32.5%); and business & financial operations (2,600, or 43.8%).

The median hourly wage across all occupations also steadily increased over the past 10 years, from \$12.70 in 2004 to \$16.20 in 2009 and to \$18.16 in 2014.

A longer version of this article, with additional tables and figures, is available online at <http://doe.state.wy.us/LMI/trends/1215/toc.htm>.

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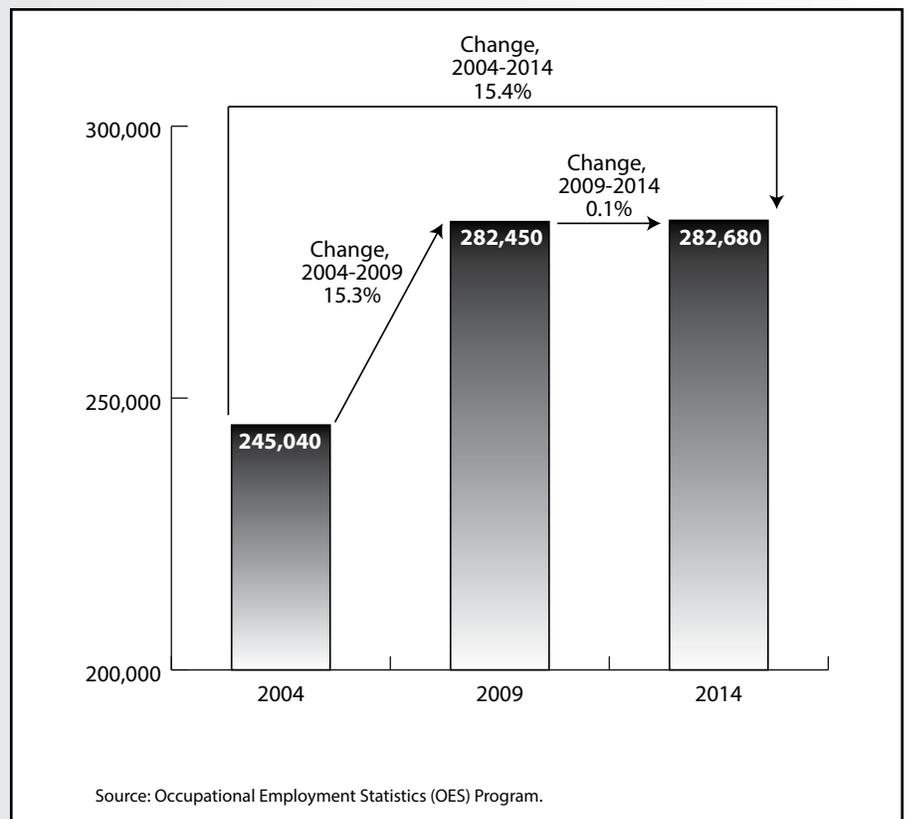


Figure: Estimated Occupational Employment for Selected Years in Wyoming, 2004-2014

# Wyoming Unemployment Rate Unchanged at 4.0% in October 2015

by: David Bullard, Senior Economist

The Research & Planning section of the Wyoming Department of Workforce Services reported that the state’s seasonally adjusted<sup>1</sup> unemployment rate was unchanged from September to October at 4.0%. Wyoming’s unemployment rate was slightly lower than its October 2014 level of 4.3% and significantly lower than the current U.S. unemployment rate of 5.0%. Seasonally adjusted employment of Wyoming residents decreased, falling by an estimated 956 individuals (-0.3%) from September to October.

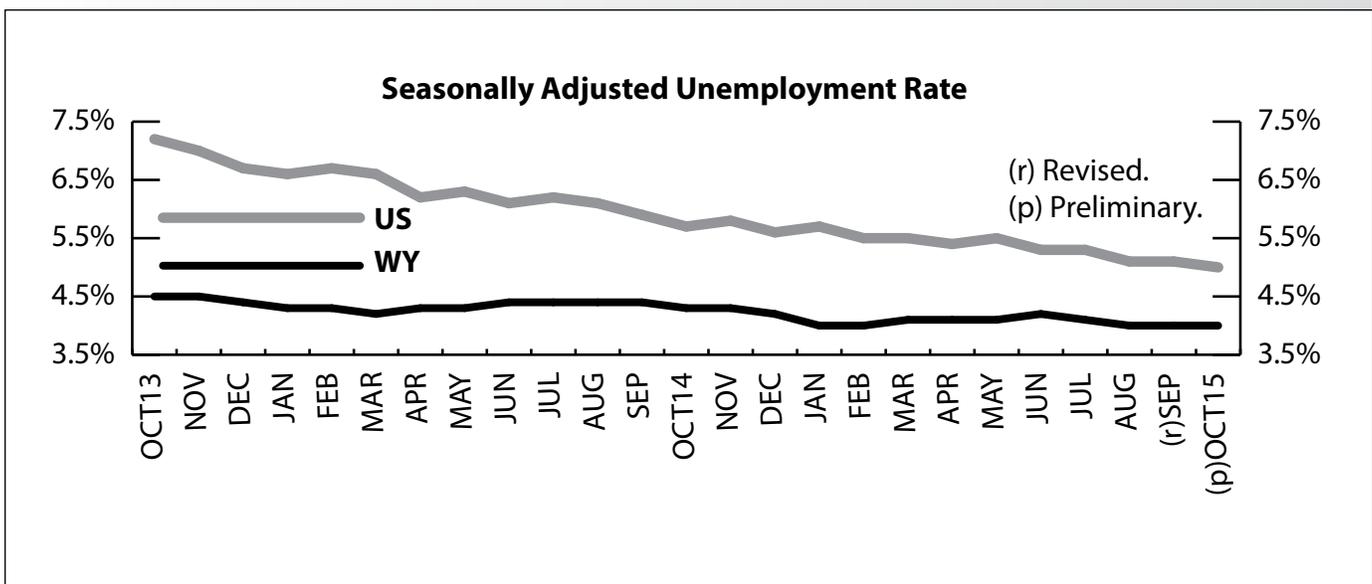
From September to October, nearly all county unemployment rates followed their normal seasonal pattern and increased. As fall weather arrives, employment tends to decrease in leisure & hospitality, construction, and professional & business services. The largest unemployment rate

increases occurred in Teton (up from 2.2% to 3.7%), Carbon (up from 2.8% to 3.5%), Niobrara (up from 2.3% to 2.8%), Park (up from 3.2% to 3.7%), and Sheridan (up from 3.2% to 3.7%) counties.

From October 2014 to October 2015, unemployment rates fell in 15 counties and rose in eight counties. The largest increases occurred in Natrona (up from 3.8% to 4.7%), Sweetwater (up from 3.8% to 4.4%), Campbell (up from 3.2% to 3.7%), and Converse (up from 2.9% to 3.3%) counties. Large decreases were seen in Teton (down from 4.9% to 3.7%), Lincoln (down from 4.7% to 4.0%), Washakie (down from 3.7% to 3.2%), Laramie (down from 4.0% to 3.5%), and Albany (down from 3.3% to 2.8%) counties.

Total nonfarm employment (measured by place of work) rose very slightly from 295,800 in October 2014 to 296,300 in October 2015, a gain of 500 jobs (or 0.2%; not a statistically significant change).

<sup>1</sup> Seasonal adjustment is a statistical procedure to remove the impact of normal regularly recurring events (such as weather, major holidays, and the opening and closing of schools) from economic time series to better understand changes in economic conditions from month to month.



# Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, October 2015

by: David Bullard, Senior Economist

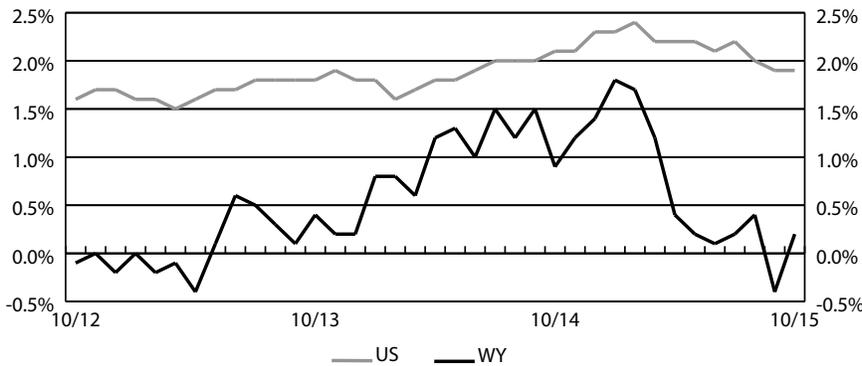
Industry Sector	Research & Planning's Short-Term Projections	Current Employment Statistics (CES) Estimates	N Difference	% Difference
<b>Total Nonfarm Employment</b>	<b>291,710</b>	<b>296,300</b>	<b>4,590</b>	<b>1.5%</b>
Natural Resources & Mining	22,036	22,900	864	3.8%
Construction	24,068	25,700	1,632	6.4%
Manufacturing	10,196	10,200	4	0.0%
Wholesale Trade	9,401	9,100	-301	-3.3%
Retail Trade	30,787	29,900	-887	-3.0%
Transportation & Utilities	15,653	15,600	-53	-0.3%
Information	3,736	3,700	-36	-1.0%
Financial Activities	10,980	11,700	720	6.2%
Professional & Business Services	18,719	19,500	781	4.0%
Educational & Health Services	27,547	28,200	653	2.3%
Leisure & Hospitality	36,270	37,000	730	2.0%
Other Services	9,823	9,600	-223	-2.3%
Government	72,494	73,200	706	1.0%

Projections were run in October 2015 and based on QCEW data through June 2015.

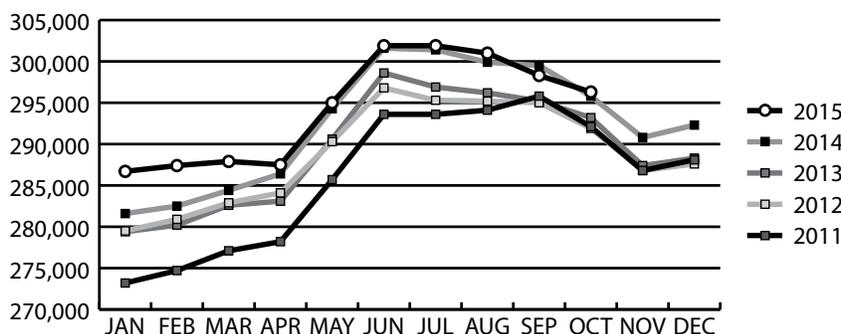
## State Unemployment Rates October 2015 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	12.4
West Virginia	6.9
New Mexico	6.8
District of Columbia	6.6
Nevada	6.6
Alaska	6.4
Louisiana	6.2
Arizona	6.1
Oregon	6.0
Alabama	5.9
Mississippi	5.9
California	5.8
Georgia	5.7
North Carolina	5.7
South Carolina	5.6
Tennessee	5.6
Illinois	5.4
New Jersey	5.4
Rhode Island	5.3
Washington	5.2
Arkansas	5.1
Connecticut	5.1
Delaware	5.1
Florida	5.1
Maryland	5.1
Pennsylvania	5.1
Michigan	5.0
Missouri	5.0
<b>United States</b>	<b>5.0</b>
Kentucky	4.9
New York	4.8
Massachusetts	4.6
Indiana	4.4
Ohio	4.4
Texas	4.4
Maine	4.3
Oklahoma	4.3
Wisconsin	4.3
Virginia	4.2
Kansas	4.1
Montana	4.1
Idaho	4.0
<b>Wyoming</b>	<b>4.0</b>
Colorado	3.8
Minnesota	3.7
Vermont	3.7
Utah	3.6
Iowa	3.5
Hawaii	3.3
New Hampshire	3.3
South Dakota	3.2
Nebraska	2.9
North Dakota	2.8

### Nonagricultural Employment Growth (Percentage Change Over Previous Year)



### Wyoming Nonagricultural Wage and Salary Employment



# Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

## State Unemployment Rates October 2015 (Not Seasonally Adjusted)

	Employment in Thousands			% Change Total Employment	
	Oct 15	Sep 15	Oct 14	Oct 15 Sep 15	Oct 15 Oct 14
	Oct 15	Sep 15	Oct 14	Sep 15	Oct 14
<b>CAMPBELL COUNTY</b>					
<b>TOTAL NONAG. WAGE &amp; SALARY EMPLOYMENT</b>	<b>28.5</b>	<b>28.4</b>	<b>29.6</b>	<b>0.4</b>	<b>-3.7</b>
<b>TOTAL PRIVATE</b>	<b>23.2</b>	<b>23.3</b>	<b>24.4</b>	<b>-0.4</b>	<b>-4.9</b>
<b>GOODS PRODUCING</b>	<b>10.6</b>	<b>10.7</b>	<b>11.6</b>	<b>-0.9</b>	<b>-8.6</b>
Natural Resources & Mining	7.3	7.4	8.3	-1.4	-12.0
Construction	2.7	2.7	2.7	0.0	0.0
Manufacturing	0.6	0.6	0.6	0.0	0.0
<b>SERVICE PROVIDING</b>	<b>17.9</b>	<b>17.7</b>	<b>18.0</b>	<b>1.1</b>	<b>-0.6</b>
Trade, Transportation, & Utilities	5.8	5.8	5.8	0.0	0.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.7	0.0	0.0
Professional & Business Services	1.6	1.6	1.7	0.0	-5.9
Educational & Health Services	1.1	1.1	1.1	0.0	0.0
Leisure & Hospitality	2.4	2.4	2.4	0.0	0.0
Other Services	0.8	0.8	0.9	0.0	-11.1
<b>GOVERNMENT</b>	<b>5.3</b>	<b>5.1</b>	<b>5.2</b>	<b>3.9</b>	<b>1.9</b>
<b>SWEETWATER COUNTY</b>					
<b>TOTAL NONAG. WAGE &amp; SALARY EMPLOYMENT</b>	<b>24.4</b>	<b>24.6</b>	<b>25.1</b>	<b>-0.8</b>	<b>-2.8</b>
<b>TOTAL PRIVATE</b>	<b>19.5</b>	<b>19.7</b>	<b>20.2</b>	<b>-1.0</b>	<b>-3.5</b>
<b>GOODS PRODUCING</b>	<b>7.9</b>	<b>8.0</b>	<b>8.6</b>	<b>-1.3</b>	<b>-8.1</b>
Natural Resources & Mining	4.9	4.9	5.5	0.0	-10.9
Construction	1.7	1.8	1.7	-5.6	0.0
Manufacturing	1.3	1.3	1.4	0.0	-7.1
<b>SERVICE PROVIDING</b>	<b>16.5</b>	<b>16.6</b>	<b>16.5</b>	<b>-0.6</b>	<b>0.0</b>
Trade, Transportation, & Utilities	5.1	5.1	5.0	0.0	2.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.9	0.9	0.9	0.0	0.0
Professional & Business Services	1.0	1.0	1.1	0.0	-9.1
Educational & Health Services	1.3	1.3	1.3	0.0	0.0
Leisure & Hospitality	2.4	2.5	2.4	-4.0	0.0
Other Services	0.7	0.7	0.7	0.0	0.0
<b>GOVERNMENT</b>	<b>4.9</b>	<b>4.9</b>	<b>4.9</b>	<b>0.0</b>	<b>0.0</b>
<b>TETON COUNTY</b>					
<b>TOTAL NONAG. WAGE &amp; SALARY EMPLOYMENT</b>	<b>19.2</b>	<b>21.0</b>	<b>18.8</b>	<b>-8.6</b>	<b>2.1</b>
<b>TOTAL PRIVATE</b>	<b>16.7</b>	<b>18.4</b>	<b>16.3</b>	<b>-9.2</b>	<b>2.5</b>
<b>GOODS PRODUCING</b>	<b>2.3</b>	<b>2.2</b>	<b>2.2</b>	<b>4.5</b>	<b>4.5</b>
Natural Resources, Mining & Construction	2.1	2.1	2.1	0.0	0.0
Manufacturing	0.2	0.1	0.1	100.0	100.0
<b>SERVICE PROVIDING</b>	<b>16.9</b>	<b>18.8</b>	<b>16.6</b>	<b>-10.1</b>	<b>1.8</b>
Trade, Transportation, & Utilities	2.7	2.9	2.6	-6.9	3.8
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.9	0.9	0.9	0.0	0.0
Professional & Business Services	1.9	1.9	1.9	0.0	0.0
Educational & Health Services	1.1	1.1	1.1	0.0	0.0
Leisure & Hospitality	7.1	8.7	6.9	-18.4	2.9
Other Services	0.5	0.5	0.5	0.0	0.0
<b>GOVERNMENT</b>	<b>2.5</b>	<b>2.6</b>	<b>2.5</b>	<b>-3.8</b>	<b>0.0</b>

State	Unemp. Rate
Puerto Rico	14.2
District of Columbia	6.7
New Mexico	6.6
Louisiana	6.4
Nevada	6.2
Alaska	6.1
Arizona	6.1
Mississippi	5.9
South Carolina	5.8
California	5.7
Georgia	5.7
Alabama	5.6
West Virginia	5.6
North Carolina	5.5
Oregon	5.4
Tennessee	5.4
Illinois	5.3
Maryland	5.2
Delaware	5.1
Florida	5.1
Michigan	5.0
New Jersey	5.0
Washington	5.0
Connecticut	4.8
<b>United States</b>	<b>4.8</b>
Rhode Island	4.7
Arkansas	4.6
Pennsylvania	4.6
Massachusetts	4.5
New York	4.5
Texas	4.5
Kentucky	4.3
Missouri	4.3
Indiana	4.2
Ohio	4.2
Oklahoma	4.2
Virginia	4.1
<b>Wyoming</b>	<b>3.9</b>
Kansas	3.7
Montana	3.7
Maine	3.6
Wisconsin	3.6
Idaho	3.5
Hawaii	3.4
Colorado	3.3
Utah	3.3
Iowa	3.2
Vermont	3.2
Minnesota	3.0
New Hampshire	3.0
Nebraska	2.6
South Dakota	2.5
North Dakota	2.0

## Economic Indicators

by: David Bullard, Senior Economist

*The amount of benefits paid by Wyoming Unemployment Insurance increased 78.7% from October 2014 to October 2015.*

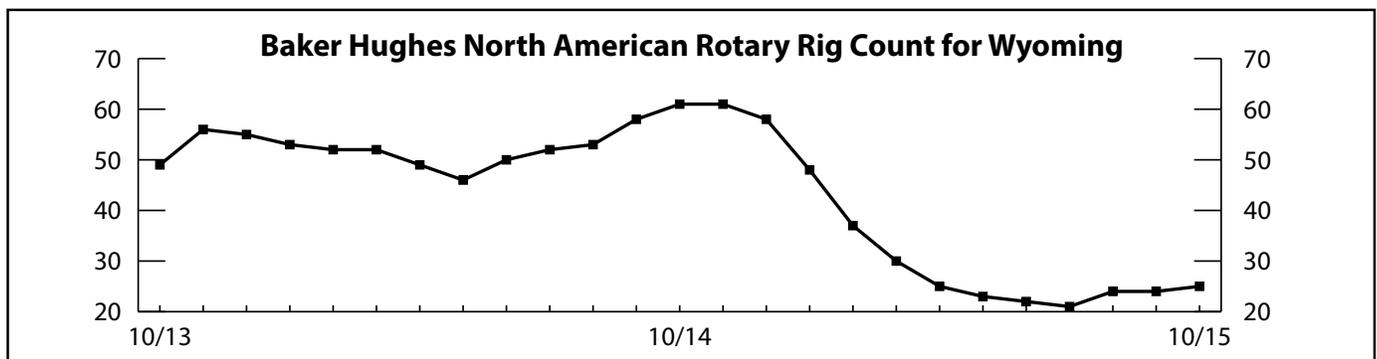
	Oct 2015(p)	Sep 2015(r)	Oct 2014 (b)	Percent Change Month	Year
<b>Wyoming Total Nonfarm Employment</b>	<b>296,300</b>	<b>298,300</b>	<b>295,800</b>	<b>-0.7</b>	<b>0.2</b>
Wyoming State Government	16,200	16,000	15,900	1.3	1.9
Laramie County Nonfarm Employment	47,600	47,400	47,400	0.4	0.4
Natrona County Nonfarm Employment	42,700	42,500	43,600	0.5	-2.1
<b>Selected U.S. Employment Data</b>					
U.S. Multiple Jobholders	7,620,000	7,297,000	7,773,000	4.4	-2.0
As a percent of all workers	5.1%	4.9%	5.3%	N/A	N/A
U.S. Discouraged Workers	665,000	635,000	770,000	4.7	-13.6
U.S. Part Time for Economic Reasons	5,536,000	5,693,000	6,787,000	-2.8	-18.4
<b>Wyoming Unemployment Insurance</b>					
Weeks Compensated	13,757	15,772	8,724	-12.8	57.7
Benefits Paid	\$5,508,549	\$6,427,855	\$3,082,414	-14.3	78.7
Average Weekly Benefit Payment	\$400.42	\$407.55	\$353.33	-1.7	13.3
State Insured Covered Jobs <sup>1</sup>	279,937	282,882	275,838	-1.0	1.5
Insured Unemployment Rate	1.9%	1.8%	1.1%	N/A	N/A
<b>Consumer Price Index (U) for All U.S. Urban Consumers</b> (1982 to 1984 = 100)					
All Items	237.8	237.9	237.4	0.0	0.2
Food & Beverages	248.6	248.1	244.8	0.2	1.6
Housing	239.4	239.7	234.4	-0.1	2.1
Apparel	129.4	128.5	132.0	0.7	-1.9
Transportation	195.9	197.6	212.6	-0.9	-7.9
Medical Care	450.1	447.3	437.0	0.6	3.0
Recreation (Dec. 1997=100)	116.1	116.0	115.4	0.1	0.6
Education & Communication (Dec. 1997=100)	139.3	139.1	138.0	0.2	1.0
Other Goods & Services	418.0	416.3	410.3	0.4	1.9
<b>Producer Prices (1982 to 1984 = 100)</b>					
All Commodities	187.7	189.1	203.4	-0.7	-7.7
<b>Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized)</b>					
Total Units	127	131	140	-3.1	-9.3
Valuation	\$37,630,000	\$32,556,000	\$32,219,000	15.6	16.8
Single Family Homes	118	123	113	-4.1	4.4
Valuation	\$36,805,000	\$31,838,000	\$31,101,000	15.6	18.3
Casper MSA <sup>2</sup> Building Permits	20	28	18	-28.6	11.1
Valuation	\$3,267,000	\$7,081,000	\$3,388,000	-53.9	-3.6
Cheyenne MSA Building Permits	24	24	22	0.0	9.1
Valuation	\$4,789,000	\$2,044,000	\$4,786,000	134.3	0.1
<b>Baker Hughes North American Rotary Rig Count for Wyoming</b>	<b>25</b>	<b>24</b>	<b>61</b>	<b>4.2</b>	<b>-59.0</b>

(p) Preliminary. (r) Revised. (b) Benchmarked.

<sup>1</sup>Local Area Unemployment Statistics Program estimates.

<sup>2</sup>Metropolitan Statistical Area.

Note: Production worker hours and earnings data have been dropped from the Economic Indicators page because of problems with accuracy due to a small sample size and high item nonresponse. The Bureau of Labor Statistics will continue to publish these data online at <http://www.bls.gov/eag/eag.wy.htm>.



## Wyoming County Unemployment Rates

by: Carola Cowan, BLS Programs Supervisor

From September to October, nearly all county unemployment rates followed their normal seasonal pattern and increased.

REGION County	Labor Force			Employed			Unemployed			Unemployment Rates		
	Oct 2015 (p)	Sep 2015 (r)	Oct 2014 (b)									
<b>NORTHWEST</b>	<b>48,905</b>	<b>49,275</b>	<b>48,585</b>	<b>46,877</b>	<b>47,395</b>	<b>46,528</b>	<b>2,028</b>	<b>1,880</b>	<b>2,057</b>	<b>4.1</b>	<b>3.8</b>	<b>4.2</b>
Big Horn	5,730	5,740	5,764	5,514	5,531	5,535	216	209	229	3.8	3.6	4.0
Fremont	20,713	20,453	20,465	19,722	19,530	19,543	991	923	922	4.8	4.5	4.5
Hot Springs	2,375	2,423	2,398	2,284	2,339	2,300	91	84	98	3.8	3.5	4.1
Park	15,686	16,354	15,622	15,099	15,826	14,974	587	528	648	3.7	3.2	4.1
Washakie	4,401	4,305	4,336	4,258	4,169	4,176	143	136	160	3.2	3.2	3.7
<b>NORTHEAST</b>	<b>53,741</b>	<b>54,011</b>	<b>54,578</b>	<b>51,805</b>	<b>52,271</b>	<b>52,670</b>	<b>1,936</b>	<b>1,740</b>	<b>1,908</b>	<b>3.6</b>	<b>3.2</b>	<b>3.5</b>
Campbell	25,729	25,921	26,457	24,777	25,061	25,622	952	860	835	3.7	3.3	3.2
Crook	3,686	3,750	3,719	3,576	3,652	3,595	110	98	124	3.0	2.6	3.3
Johnson	4,198	4,353	4,417	4,034	4,198	4,248	164	155	169	3.9	3.6	3.8
Sheridan	16,089	16,007	16,012	15,500	15,489	15,360	589	518	652	3.7	3.2	4.1
Weston	4,039	3,980	3,973	3,918	3,871	3,845	121	109	128	3.0	2.7	3.2
<b>SOUTHWEST</b>	<b>60,228</b>	<b>62,124</b>	<b>60,125</b>	<b>57,701</b>	<b>59,940</b>	<b>57,496</b>	<b>2,527</b>	<b>2,184</b>	<b>2,629</b>	<b>4.2</b>	<b>3.5</b>	<b>4.4</b>
Lincoln	8,560	8,587	8,216	8,219	8,278	7,830	341	309	386	4.0	3.6	4.7
Sublette	4,708	4,839	4,921	4,499	4,640	4,720	209	199	201	4.4	4.1	4.1
Sweetwater	22,817	22,981	23,086	21,817	22,064	22,198	1,000	917	888	4.4	4.0	3.8
Teton	14,365	15,437	14,090	13,831	15,097	13,396	534	340	694	3.7	2.2	4.9
Uinta	9,778	10,280	9,812	9,335	9,861	9,352	443	419	460	4.5	4.1	4.7
<b>SOUTHEAST</b>	<b>84,270</b>	<b>82,483</b>	<b>83,268</b>	<b>81,499</b>	<b>79,931</b>	<b>80,149</b>	<b>2,771</b>	<b>2,552</b>	<b>3,119</b>	<b>3.3</b>	<b>3.1</b>	<b>3.7</b>
Albany	21,886	20,665	21,162	21,284	20,121	20,466	602	544	696	2.8	2.6	3.3
Goshen	7,290	7,124	7,377	7,066	6,924	7,131	224	200	246	3.1	2.8	3.3
Laramie	48,850	48,277	48,657	47,124	46,670	46,692	1,726	1,607	1,965	3.5	3.3	4.0
Niobrara	1,353	1,365	1,362	1,315	1,333	1,320	38	32	42	2.8	2.3	3.1
Platte	4,891	5,052	4,710	4,710	4,883	4,540	181	169	170	3.7	3.3	3.6
<b>CENTRAL</b>	<b>60,142</b>	<b>59,381</b>	<b>59,974</b>	<b>57,559</b>	<b>57,001</b>	<b>57,770</b>	<b>2,583</b>	<b>2,380</b>	<b>2,204</b>	<b>4.3</b>	<b>4.0</b>	<b>3.7</b>
Carbon	8,578	8,368	8,359	8,282	8,131	8,048	296	237	311	3.5	2.8	3.7
Converse	8,413	8,442	8,384	8,133	8,183	8,143	280	259	241	3.3	3.1	2.9
Natrona	43,151	42,571	43,231	41,144	40,687	41,579	2,007	1,884	1,652	4.7	4.4	3.8
<b>STATEWIDE</b>	<b>307,286</b>	<b>307,275</b>	<b>306,530</b>	<b>295,441</b>	<b>296,539</b>	<b>294,613</b>	<b>11,845</b>	<b>10,736</b>	<b>11,917</b>	<b>3.9</b>	<b>3.5</b>	<b>3.9</b>
Statewide Seasonally Adjusted .....										4.0	4.0	4.3
U.S. ....										4.8	4.9	5.5
U.S. Seasonally Adjusted .....										5.0	5.1	5.7

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/2015. Run Date 11/2015.

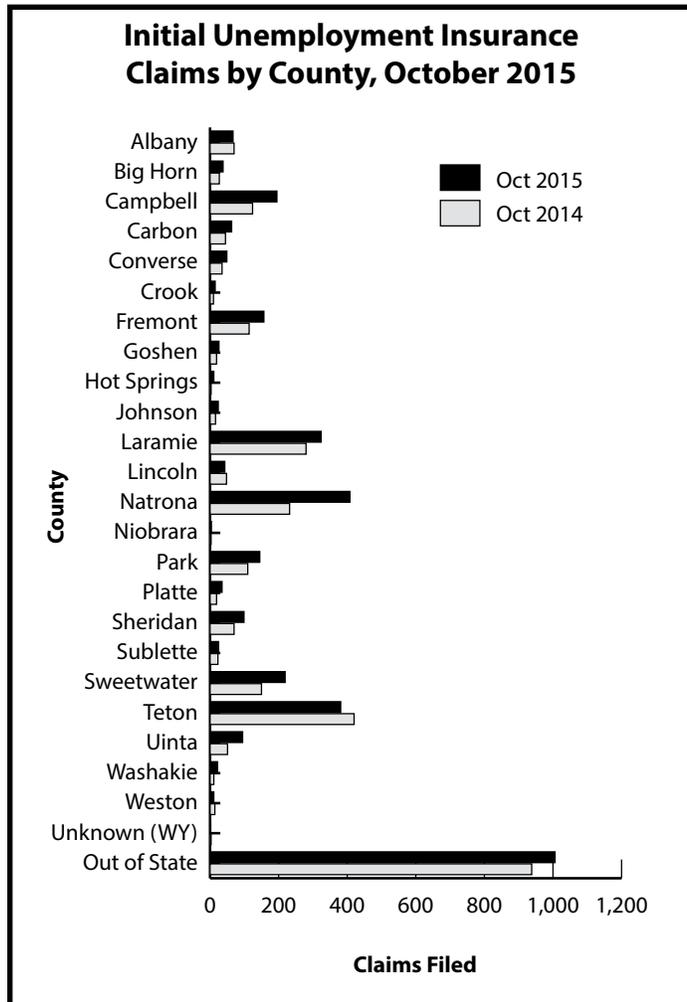
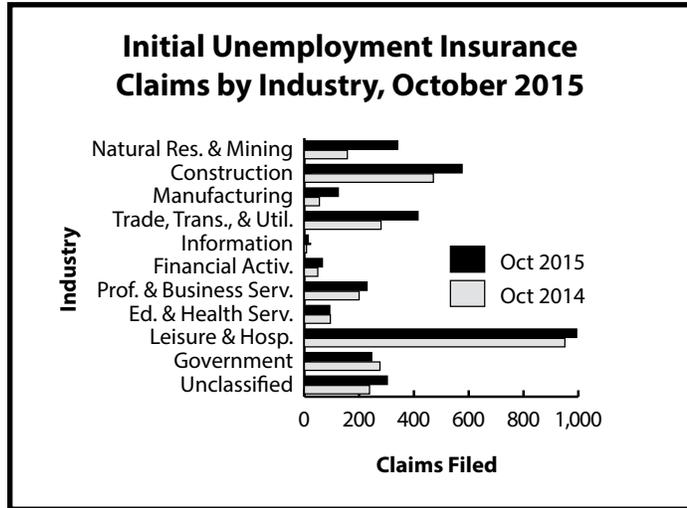
Data are not seasonally adjusted except where otherwise specified.

(p) Preliminary. (r) Revised. (b) Benchmarked.

# Wyoming Normalized<sup>a</sup> Unemployment Insurance Statistics: Initial Claims

by: Sherry Wen, Principal Economist

Initial claims in mining increased 135.2% from October 2014 to October 2015.



Initial Claims	Claims Filed		Percent Change Claims Filed		
	Oct 15	Sep 15	Oct 15	Oct 15	
<b>Wyoming Statewide</b>	<b>3,461</b>	<b>2,011</b>	<b>2,835</b>	<b>72.1</b>	<b>22.1</b>
<b>TOTAL CLAIMS FILED</b>					
TOTAL GOODS-PRODUCING	1,043	824	685	26.6	52.3
Natural Res. & Mining	341	363	157	-6.1	117.2
Mining	334	352	142	-5.1	135.2
Oil & Gas Extraction	37	22	11	68.2	236.4
Construction	576	381	471	51.2	22.3
Manufacturing	124	78	55	59.0	125.5
TOTAL SERVICE-PROVIDING	1,868	831	1,635	124.8	14.3
Trade, Transp., & Utilities	415	283	280	46.6	48.2
Wholesale Trade	73	65	47	12.3	55.3
Retail Trade	189	112	131	68.8	44.3
Transp., Warehousing & Utilities	153	106	102	44.3	50.0
Information	14	7	8	100.0	75.0
Financial Activities	66	38	49	73.7	34.7
Prof. and Business Svcs.	229	146	200	56.8	14.5
Educational & Health Svcs.	93	97	95	-4.1	-2.1
Leisure & Hospitality	994	214	951	364.5	4.5
Other Svcs., exc. Public Admin.	50	38	45	31.6	11.1
TOTAL GOVERNMENT	246	113	276	117.7	-10.9
Federal Government	149	32	167	365.6	-10.8
State Government	18	26	30	-30.8	-40.0
Local Government	79	53	78	49.1	1.3
Local Education	17	13	14	30.8	21.4
UNCLASSIFIED	303	242	238	25.2	27.3

Laramie County					
<b>TOTAL CLAIMS FILED</b>	<b>323</b>	<b>226</b>	<b>279</b>	<b>42.9</b>	<b>15.8</b>
TOTAL GOODS-PRODUCING	126	81	108	55.6	16.7
Construction	109	60	89	81.7	22.5
TOTAL SERVICE-PROVIDING	165	118	125	39.8	32.0
Trade, Transp., & Utilities	56	38	28	47.4	100.0
Financial Activities	17	9	8	88.9	112.5
Prof. & Business Svcs.	58	41	59	41.5	-1.7
Educational & Health Svcs.	16	17	24	-5.9	-33.3
Leisure & Hospitality	21	15	14	40.0	50.0
TOTAL GOVERNMENT	17	17	32	0.0	-46.9
UNCLASSIFIED	14	9	13	55.6	7.7

Natrona County					
<b>TOTAL CLAIMS FILED</b>	<b>408</b>	<b>316</b>	<b>232</b>	<b>29.1</b>	<b>75.9</b>
TOTAL GOODS-PRODUCING	190	139	110	36.7	72.7
Construction	71	60	77	18.3	-7.8
TOTAL SERVICE-PROVIDING	197	158	105	24.7	87.6
Trade, Transp., & Utilities	72	68	30	5.9	140.0
Financial Activities	18	7	4	157.1	350.0
Prof. & Business Svcs.	28	24	24	16.7	16.7
Educational & Health Svcs.	17	15	17	13.3	0.0
Leisure & Hospitality	42	25	17	68.0	147.1
TOTAL GOVERNMENT	10	6	7	66.7	42.9
UNCLASSIFIED	9	11	7	-18.2	28.6

<sup>a</sup>An average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.

# Wyoming Normalized<sup>a</sup> Unemployment Insurance Statistics: Continued Claims

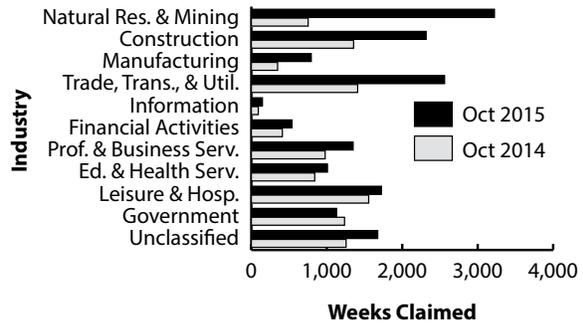
by: Sherry Wen, Principal Economist

The total number of unique claimants increased 75.3% from October 2014 to October 2015.

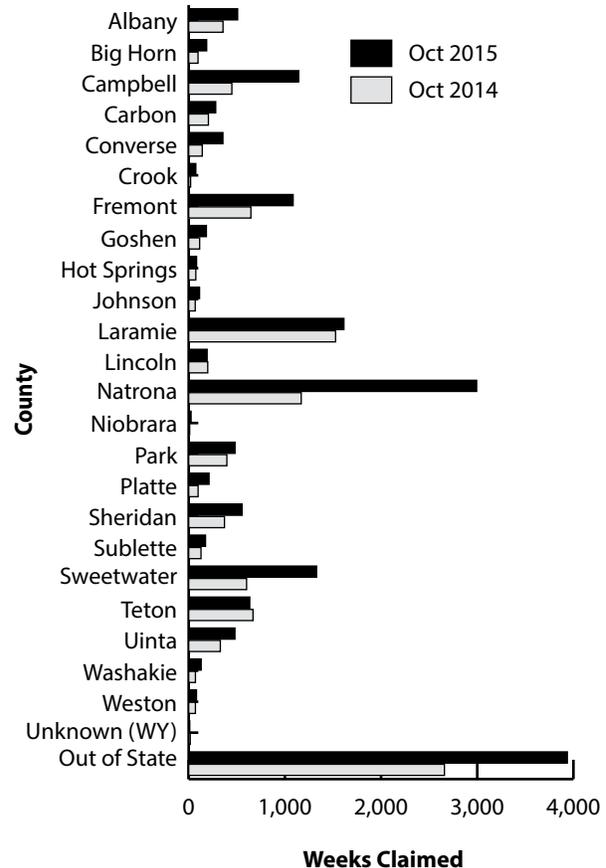
## Continued Claims

	Claims Filed			Percent Change Claims Filed	
	Oct 15	Sep 15	Oct 14	Oct 15	Oct 14
<b>Wyoming Statewide</b>					
<b>TOTAL WEEKS CLAIMED</b>	<b>16,870</b>	<b>16,134</b>	<b>10,486</b>	<b>4.6</b>	<b>60.9</b>
<b>TOTAL UNIQUE CLAIMANTS<sup>b</sup></b>	<b>5,107</b>	<b>4,021</b>	<b>2,914</b>	<b>27.0</b>	<b>75.3</b>
Benefit Exhaustions	402	439	215	-8.4	87.0
Benefit Exhaustion Rates	7.9%	10.9%	7.4%	-3.0%	0.5%
<b>TOTAL GOODS-PRODUCING</b>					
Natural Res. & Mining	6,335	6,629	2,457	-4.4	157.8
Mining	3,222	3,415	753	-5.7	327.9
Oil & Gas Extraction	3,184	3,357	679	-5.2	368.9
Oil & Gas Extraction	267	272	90	-1.8	196.7
Construction	2,317	2,407	1,355	-3.7	71.0
Manufacturing	794	806	348	-1.5	128.2
<b>TOTAL SERVICE-PROVIDING</b>					
Trade, Transp., & Utilities	7,729	6,714	5,536	15.1	39.6
Wholesale Trade	2,561	2,511	1,409	2.0	81.8
Retail Trade	745	776	297	-4.0	150.8
Transp., Warehousing & Utilities	904	840	665	7.6	35.9
Information	912	895	447	1.9	104.0
Financial Activities	147	146	92	0.7	59.8
Prof. & Business Svcs.	539	597	411	-9.7	31.1
Educational & Health Svcs.	1,349	1,278	978	5.6	37.9
Leisure & Hospitality	1,009	1,024	840	-1.5	20.1
Other Svcs., exc. Public Admin.	1,725	727	1,555	137.3	10.9
Other Svcs., exc. Public Admin.	390	424	245	-8.0	59.2
<b>TOTAL GOVERNMENT</b>					
Federal Government	1,130	1,045	1,235	8.1	-8.5
State Government	286	192	381	49.0	-24.9
Local Government	201	193	201	4.1	0.0
Local Education	641	659	652	-2.7	-1.7
Local Education	182	225	158	-19.1	15.2
UNCLASSIFIED	1,675	1,745	1,256	-4.0	33.4
<b>Laramie County</b>					
<b>TOTAL WEEKS CLAIMED</b>	<b>1,614</b>	<b>1,518</b>	<b>1,526</b>	<b>6.3</b>	<b>5.8</b>
<b>TOTAL UNIQUE CLAIMANTS</b>	<b>490</b>	<b>387</b>	<b>397</b>	<b>26.6</b>	<b>23.4</b>
<b>TOTAL GOODS-PRODUCING</b>					
Construction	429	389	345	10.3	24.3
<b>TOTAL SERVICE-PROVIDING</b>					
Trade, Transp., & Utilities	299	262	203	14.1	47.3
Financial Activities	927	861	929	7.7	-0.2
Prof. & Business Svcs.	287	254	268	13.0	7.1
Educational & Health Svcs.	103	80	121	28.8	-14.9
Leisure & Hospitality	254	259	327	-1.9	-22.3
TOTAL GOVERNMENT	176	182	175	-3.3	0.6
UNCLASSIFIED	81	61	79	32.8	2.5
<b>Natrona County</b>					
<b>TOTAL WEEKS CLAIMED</b>	<b>2,994</b>	<b>3,033</b>	<b>1,169</b>	<b>-1.3</b>	<b>156.1</b>
<b>TOTAL UNIQUE CLAIMANTS</b>	<b>893</b>	<b>733</b>	<b>328</b>	<b>21.8</b>	<b>172.3</b>
<b>TOTAL GOODS-PRODUCING</b>					
Construction	1,373	1,437	327	-4.5	319.9
<b>TOTAL SERVICE-PROVIDING</b>					
Trade, Transp., & Utilities	345	366	194	-5.7	77.8
Financial Activities	1,489	1,462	744	1.8	100.1
Professional & Business Svcs.	615	593	235	3.7	161.7
Educational & Health Svcs.	119	153	44	-22.2	170.5
Leisure & Hospitality	235	253	165	-7.1	42.4
TOTAL GOVERNMENT	189	194	164	-2.6	15.2
UNCLASSIFIED	182	134	65	35.8	180.0
<b>TOTAL GOVERNMENT</b>					
UNCLASSIFIED	56	65	47	-13.8	19.1
UNCLASSIFIED	74	67	50	10.4	48.0

## Continued Unemployment Insurance Claims by Industry, October 2015



## Continued Unemployment Insurance Claims by County, October 2015



<sup>a</sup>An average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.

<sup>b</sup>Does not include claimants receiving extended benefits.

**Wyoming Department of Workforce  
Services, Research & Planning  
P.O. Box 2760  
Casper, WY 82602**

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