Wyoming Quarterly Turnover Report

2026Q1

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Research & Planning, Wyoming Department of Workforce Services

Published November 2026

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Published November 2026.
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R&P Website: https://doe.state.wy.us/LMI/
Turnover Data: https://doe.state.wy.us/LMI/turnover.htm
URL for this report: https://doe.state.wy.us/LMI/turnover/wy_turnover_26Q1.pdf

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Who We Are

Research & Planning (R&P) functions as an exclusively statistical entity within the Wyoming Department of Workforce Services. R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards. We work to make the labor market more efficient by providing the public and the public's representatives with the information needed for evidence-based, informed decision making.

Wyoming Quarterly Turnover Report, 2026Q1

Turnover Rate Down, Even as Total Employment Increases

by: Michael Moore, Research Supervisor

Wyoming's turnover rate for first quarter 2026 (2026Q1) was 23.0% (see Table 1, page 6), up slightly from 22.6% in first quarter 2025 (2025Q1). In other words, nearly one in four of all persons working in Wyoming in 2026Q1 were in non-continuous employment, indicating they were a *hire* or an *exit*, or *both* (see Definitions, page 4).

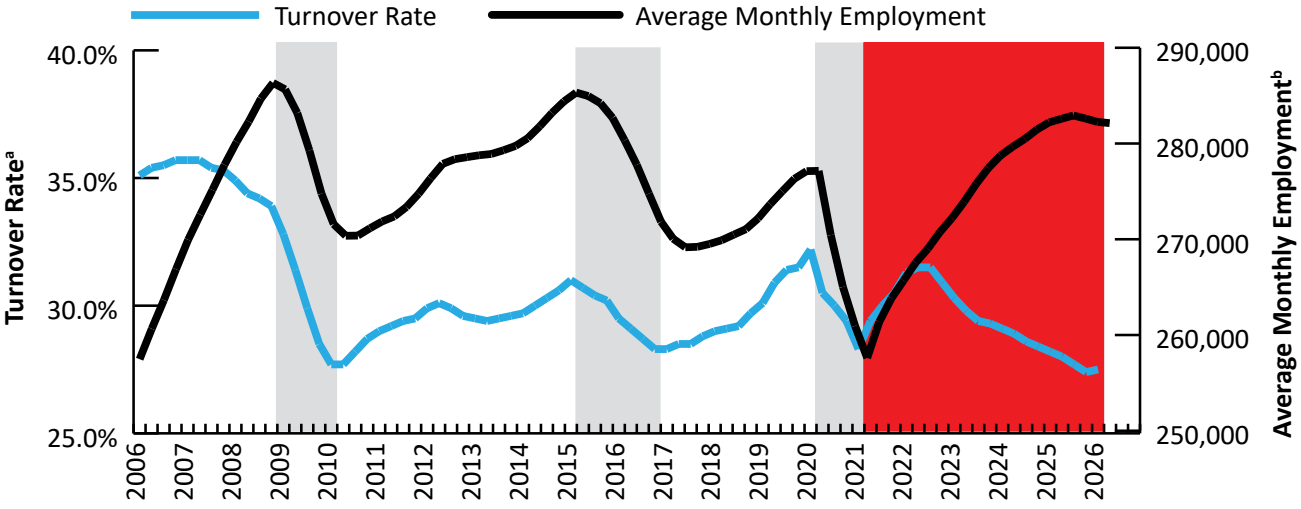
Historically, Wyoming's turnover rate has followed generally the same pattern as the state's average monthly employment, or number of jobs (see Figure 1). During periods of economic growth, the turnover rate increased as the state added more jobs. During periods of economic downturn, the turnover rate decreased, since workers did not have as many options to change jobs. The Research & Planning (R&P) section of the Wyoming Department of Workforce Services has defined an economic downturn as a period of at least two consecutive quarters of over-the-year decreases in average monthly employment and total wages based on data from the Quarterly Census of Employment and Wages (QCEW).

Turnover Data

Quarterly turnover statistics for Wyoming are available online at https://doe.state.wy.us/LMI/turnover.htm.

In the years since the pandemic and the most recent downturn, however, Wyoming has seen a bit of an anomaly.

(Text continued on page 5)



Four-quarter moving averages.
Shaded areas indicate periods of economic downturn: 2009Q1-2010Q1, 2015Q2-2016Q4, and 2020Q2-2021Q1.
Red area indicates the post-pandemic period: 2021Q2-2026Q1.
[a]Source: Quarterly turnover data from Wyoming Wage Records.
[b]Source: Quarterly Census of Employment and Wages.
Prepared by M. Moore, Research & Planning, WY DWS, 11/16/26.

Figure 1: Average Monthy Employment and Turnover Rate for Wyoming, 2006Q1-2026Q1 (4-Quarter Moving Averages)

Introduction to Wage Records

Wage records represent an individual's wage history based on employers' quarterly wage and employment reports to the Unemployment Insurance (UI) tax section of the Wyoming Department of Workforce Services. Bullard (2015) noted that UI covered employment represents approximately 91.5% of Wyoming's total wage and salary employment.

As noted by Gosar (1995):

> "Wage records are an administrative database used to calculate UI benefits for employees who have been laid-off through no fault of their own. By law, each employer who has covered employees, must submit tax reports to the state showing each employee's wage. The required information on this tax report includes social security number (SSN) for each covered employee, year, quarter, and wages earned in the quarter."

References

Bullard, D. (2015). Local jobs and payroll in Wyoming in second quarter 2014: construction leads job growth. *Wyoming Labor Force Trends, 52*(1). Retrieved November 17, 2026, from https://doe.state.wy.us/LMI/trends/0115/qcew.htm

Gosar, W. (1995). Wyoming unemployment insurance wage record summary statistics: a new way to look at *Wyoming. Wyoming Labor Force Trends, 32*(5). Retrieved November 17, 2026, from https://doe.state.wy.us/LMI/0595/0595a2.htm

Turnover Definitions

Hire
An individual who was not employed the prior quarter and was recently hired into an industry.

Exit
An individual who left employment in an industry who worked at least one prior quarter.

Both
An individual who was hired and exited an industry in the same quarter.

Total Hires
All hires (*hires* + *both*).

Total Exit
All exits (*exits* + *both).*

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

Non-Continuous
The sum of individuals categorized as hire, both, and exit.

Total
The total number of wage records in any given quarter (Hires, Exits, Both, and Total).

Turnover Rate

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

(Text continued from page 3)

From 2023 to mid-2025, the turnover rate decreased even as the number of jobs gradually increased. The number of individuals continuously employed steadily increased to a 20-year high of 235,307 (or 70.8% of all persons working) in 2025Q3. From 2023 to 2025, much of Wyoming's job growth was in construction, particularly large-scale projects like pipelines or wind farms, which were temporary jobs by nature. With job growth driven by temporary construction jobs, people who were continuously employed may have had less incentive to change jobs.

This report introduces the reader to the type of quarterly turnover data for Wyoming that are available from The Research & Planning (R&P) section of the Wyoming Department of Workforce Services. The data presented in this report come from Wyoming wage records, which are a representation of an individual's employment and wage history (see Introduction to Wage Records, page 4).

Methodology

Essentially, the word *turnover* refers to "the rate at which employees leave a company and are replaced by other people" (Oxford University Press, 2020). Glover (2001) defined turnover as "the churning that occurs in the labor market. In more specific terms, turnover analysis assigns a category representing an individual's relationship with an employer at a point [in] time." Glover (2001) identified the four components of turnover that are currently used by R&P: hires, exits, both hires and exits, and continuous (see Definitions, page 4). Turnover is the sum of non-continuous employment: hires, exits, and both.

The *turnover rate* is calculated by dividing the total turnover sum by the total number of wage records; as shown in the Turnover Definitions (see page 4) and Table 2 (see page 7), this formula is written as (H) + (E) + (B) divided by (H) + (E) + (B) + (C).

The components of turnover are illustrated in Figure 2, which shows four hypothetical individuals employed by the fictitious Employer XYZ during the last three quarters of 2025. Susan was continuously employed during all three quarters (C). Bob was hired (H) during 2025Q4. Pat had been continuously employed (C) in 2025Q2 but exited employment (E) in 2025Q3. Jamie was both a hire and an exit (B) in 2025Q3; this person did not work for Employer XYZ in the quarter before or after.

This report focuses on turnover at the employer level. For example,

Hypothetical Turnover Example

Susan, Bob, Pat, and Jamie work for Employer ZYZ.

Employee	2025Q2	2025Q3	2025Q4
Susan	C	C	C
Bob			H
Pat	C	E	
Jamie		B	

Susan was continuously employed (C) from 2024Q4 to 2024Q4.
Bob was hired (H) in 2024Q4.
Pat was continuously employed (C) in 2024Q2, then exited (E) employment in 2024Q3.
Jamie was both a hire and and exit (B) in 2024Q3.

Figure 2: Hypothetical Turnover Example, 2025Q2-2025Q4

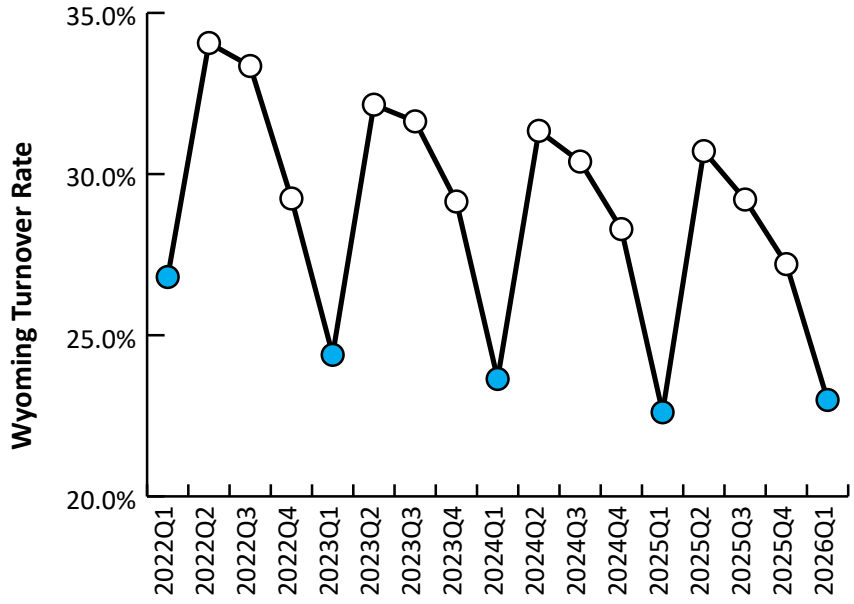
continuous employment refers to one person working for the same employer for all three quarters. A person who worked for three different employers in consecutive quarters would not be considered continuously employed.

Also, it should be noted that individuals may be counted more than once. If a person worked all three quarters for one employer but was hired by another employer for a second job, they would be counted twice. The numbers presented in this article do not refer to unique individuals, but the total number of wage records generated.

Table 1: Selected Turnover Statistics for Wyoming, 2025Q1 and 2026Q1

Turnover Components	2026Q1	2025Q1	N	%
Hires	28,620	29,965	-1,345	-4.5
Exits	30,113	28,473	1,640	5.8
Both	10,456	10,050	406	4.0
Continuous	231,739	234,431	-2,692	-1.1
Total Wage Records	**300,928**	**302,919**	**-1,991**	**-0.7**
Turnover Rate	**23.0**	**22.6**	**0.4**	**1.7**

Source: Wyoming Quarterly Turnover Data, Research & Planning, WY DWS.
Prepared by M. Moore, Research & Planning, WY DWS, 11/16/26.



Blue circles represent first quarter.
Source: Wyoming Quarterly Turnover Data, Research & Planning, WY DWS.
Prepared by M. Moore, Research & Planning, WY DWS, 11/16/26.

Figure 3: Wyoming Quarterly Turnover Rate, 2022Q1-2026Q1

Current Turnover

Table 1 shows selected turnover statistics for Wyoming for 2025Q1 and 2026Q1. Over the year, the number of hires decreased by 1,345 (-4.5%), while the number of exits increased by 1,640 (5.8%). The number of individuals who were both a hire and an exit increased by 406 (4.0%). Continuous employment decreased by 2,692 (-1.1%). Overall, the total number of wage records in Wyoming decreased by 1,991 (-0.7%) over the year.

As previously mentioned, the turnover rate for 2026Q1 was 23.0%, meaning nearly one in four of all persons working in Wyoming were in some stage of turnover (hire, exit, or both). The remaining 77.0% were continuously employed in 2026Q1 from the prior quarter (2025Q4) and still employed in the subsequent quarter (2026Q2).

As illustrated in Figure 3, Wyoming's turnover rate tends to follow a quarterly seasonal pattern. The turnover rate is lowest during first quarter, when employment is lowest. The turnover rate then peaks during second quarter, when

(Text continued on page 9)

Table 2: Quarterly Turnover Statistics in Wyoming by Industry, 2026Q1

Sector	Industry		(H) Hire Only	(H)+(B) Total Hires	(B) Both Hire and Exit	(E) Exit Only	(E)+(B) Total Exits	(C) Continuous Employment	(H+E+B+C) Total	Turnover Rate[a]	Turnover Change Prior Year
Goods Producing	Agriculture, Forestry, Fishing, & Hunting	Transactions[b]	324	394	70	184	254	2,322	2,900	19.9	2.2
		Rates	11.2	13.6	2.4	6.3	8.8	80.1	100.0		
	Mining	Transactions	1,207	1,677	470	1,827	2,297	13,030	16,534	21.2	5.2
		Rates	7.3	10.1	2.8	11.0	13.9	78.8	100.0		
	Construction	Transactions	3,368	4,527	1,159	3,131	4,290	18,823	26,481	28.9	-0.8
		Rates	12.7	17.1	4.4	11.8	16.2	71.1	100.0		
	Manufacturing	Transactions	813	1,173	360	923	1,283	9,254	11,350	18.5	-2.0
		Rates	7.2	10.3	3.2	8.1	11.3	81.5	100.0		
Service Providing	Wholesale Trade, Transp., Utilities, & Warehousing	Transactions	1,594	2,078	484	2,229	2,713	17,879	22,186	19.4	-3.5
		Rates	7.2	9.4	2.2	10.0	12.2	80.6	100.0		
	Retail Trade	Transactions	3,378	4,655	1,277	4,743	6,020	25,359	34,757	27.0	1.1
		Rates	9.7	13.4	3.7	13.6	17.3	73.0	100.0		
	Information	Transactions	262	312	50	286	336	3,418	4,016	14.9	0.9
		Rates	6.5	7.8	1.2	7.1	8.4	85.1	100.0		
	Financial Activities	Transactions	847	1,033	186	752	938	9,898	11,683	15.3	-1.7
		Rates	7.2	8.8	1.6	6.4	8.0	84.7	100.0		
	Professional & Business Services	Transactions	3,356	4,734	1,378	2,748	4,126	18,513	25,995	28.8	0.6
		Rates	12.9	18.2	5.3	10.6	15.9	71.2	100.0		
	Educational Services	Transactions	1,906	2,644	738	1,976	2,714	27,666	32,286	14.3	2.2
		Rates	5.9	8.2	2.3	6.1	8.4	85.7	100.0		
	Health Services	Transactions	3,733	4,625	892	3,157	4,049	32,273	40,055	19.4	0.1
		Rates	9.3	11.5	2.2	7.9	10.1	80.6	100.0		
	Leisure & Hospitality	Transactions	5,919	8,814	2,895	6,341	9,236	28,040	43,195	35.1	1.8
		Rates	13.7	20.4	6.7	14.7	21.4	64.9	100.0		
	Other Services	Transactions	892	1,158	266	849	1,115	6,315	8,322	24.1	-1.8
		Rates	10.7	13.9	3.2	10.2	13.4	75.9	100.0		
	Public Admin.	Transactions	995	1,236	241	997	1,238	18,755	20,988	10.6	-1.1
		Rates	4.7	5.9	1.1	4.8	5.9	89.4	100.0		
	Unclassified	Transactions	3	6	3	7	10	12	25	52.0	4.2
		Rates	12.0	24.0	12.0	28.0	40.0	48.0	100.0		
Total		**Transactions**	**28,597**	**39,066**	**10,469**	**30,150**	**40,619**	**231,557**	**300,773**	**23.0**	**0.4**
		Rates	**9.5**	**13.0**	**3.5**	**10.0**	**13.5**	**77.0**	**100.0**		

(H) Hire Only. (B) Both Hire and Exit. (E) Exit Only. (C) Continuous Employment.
[a]Turnover rate equals (H+E+B)/Total.
[b]Jobs worked at any time during the quarter.
Historical turnover data can be found online at http://doe.state.wy.us/LMI/turnover.htm.
Source: Wyoming Quarterly Turnover Data, Research & Planning, WY DWS.
Prepared by M. Moore, Research & Planning, WY DWS, 11/16/26.

Table 3: Quarterly Turnover Statistics in Wyoming by County of Employment, 2026Q1

County of Employment	Row	(H) Hire Only	(H)+(B) Total Hires	(B) Both Hire and Exit	(E) Exit Only	(E)+(B) Total Exits	(C) Continuous Employ-ment	(H+E+B+C) Total	Turnover Rate[a]	Turnover Change Prior Year
Albany	Transactions	1,747	2,209	462	1,701	2,163	13,431	17,341	22.5	0.6
	Rates	10.1	12.7	2.7	9.8	12.5	77.5	100.0		
Big Horn	Transactions	316	410	94	390	484	3,761	4,561	17.5	-0.1
	Rates	6.9	9.0	2.1	8.6	10.6	82.5	100.0		
Campbell	Transactions	2,268	3,131	863	2,458	3,321	21,160	26,749	20.9	-1.2
	Rates	8.5	11.7	3.2	9.2	12.4	79.1	100.0		
Carbon	Transactions	550	754	204	586	790	5,231	6,571	20.4	-1.6
	Rates	8.4	11.5	3.1	8.9	12.0	79.6	100.0		
Converse	Transactions	497	689	192	599	791	4,983	6,271	20.5	-1.9
	Rates	7.9	11.0	3.1	9.6	12.6	79.5	100.0		
Crook	Transactions	208	279	71	224	295	2,187	2,690	18.7	-2.0
	Rates	7.7	10.4	2.6	8.3	11.0	81.3	100.0		
Fremont	Transactions	1,571	2,149	578	1,537	2,115	12,678	16,364	22.5	1.4
	Rates	9.6	13.1	3.5	9.4	12.9	77.5	100.0		
Goshen	Transactions	352	470	118	332	450	3,399	4,201	19.1	1.6
	Rates	8.4	11.2	2.8	7.9	10.7	80.9	100.0		
Hot Springs	Transactions	192	239	47	145	192	1,561	1,945	19.7	-0.6
	Rates	9.9	12.3	2.4	7.5	9.9	80.3	100.0		
Johnson	Transactions	264	364	100	314	414	2,732	3,410	19.9	1.0
	Rates	7.7	10.7	2.9	9.2	12.1	80.1	100.0		
Laramie	Transactions	4,758	6,568	1,810	4,842	6,652	38,528	49,938	22.8	-1.0
	Rates	9.5	13.2	3.6	9.7	13.3	77.2	100.0		
Lincoln	Transactions	672	894	222	625	847	6,129	7,648	19.9	-0.1
	Rates	8.8	11.7	2.9	8.2	11.1	80.1	100.0		
Natrona	Transactions	4,380	5,999	1,619	4,617	6,236	33,200	43,816	24.2	0.8
	Rates	10.0	13.7	3.7	10.5	14.2	75.8	100.0		
Niobrara	Transactions	30	48	18	53	71	636	737	13.7	-8.4
	Rates	4.1	6.5	2.4	7.2	9.6	86.3	100.0		
Park	Transactions	1,103	1,445	342	1,100	1,442	10,947	13,492	18.9	-3.0
	Rates	8.2	10.7	2.5	8.2	10.7	81.1	100.0		
Platte	Transactions	260	356	96	317	413	2,762	3,435	19.6	-1.4
	Rates	7.6	10.4	2.8	9.2	12.0	80.4	100.0		
Sheridan	Transactions	1,378	1,863	485	1,418	1,903	11,764	15,045	21.8	-1.1
	Rates	9.2	12.4	3.2	9.4	12.6	78.2	100.0		
Sublette	Transactions	282	443	161	336	497	3,204	3,983	19.6	-1.0
	Rates	7.1	11.1	4.0	8.4	12.5	80.4	100.0		
Sweetwater	Transactions	1,817	2,310	493	2,247	2,740	17,021	21,578	21.1	2.0
	Rates	8.4	10.7	2.3	10.4	12.7	78.9	100.0		
Teton	Transactions	2,361	3,339	978	2,462	3,440	17,773	23,574	24.6	2.2
	Rates	10.0	14.2	4.1	10.4	14.6	75.4	100.0		
Uinta	Transactions	691	955	264	1,364	1,628	6,263	8,582	27.0	7.3
	Rates	8.1	11.1	3.1	15.9	19.0	73.0	100.0		
Washakie	Transactions	269	375	106	367	473	2,953	3,695	20.1	1.0
	Rates	7.3	10.1	2.9	9.9	12.8	79.9	100.0		
Weston	Transactions	249	310	61	193	254	1,995	2,498	20.1	1.5
	Rates	10.0	12.4	2.4	7.7	10.2	79.9	100.0		
Nonclassified	Transactions	2,382	3,467	1,085	1,923	3,008	7,259	12,649	42.6	0.6
	Rates	18.8	27.4	8.6	15.2	23.8	57.4	100.0		
Total	**Transactions**	**28,597**	**39,066**	**10,469**	**30,150**	**40,619**	**231,557**	**300,773**	**23.0**	**0.4**
	Rates	**9.5**	**13.0**	**3.5**	**10.0**	**13.5**	**77.0**	**100.0**		

(H) Hire Only. (B) Both Hire and Exit. (E) Exit Only. (C) Continuous Employment.
[a]Turnover rate equals (H+E+B)/Total.
Transactions = Jobs worked at any time during the quarter.
Historical turnover data can be found online at https://doe.state.wy.us/LMI/turnover.htm.
Prepared by M. Moore, Research & Planning, WY DWS, 11/16/26.

(Text continued from page 6)

employers began adding jobs for the upcoming summer months. The turnover rate remains high during the warm summer months of third quarter, and then drops in fourth quarter as employment drops and there are fewer jobs for displaced seasonal workers.

Table 2 (see page 7) shows turnover statistics for Wyoming by industry in 2026Q1. Some industries have higher turnover rates due to the nature of their business. For example, the turnover rate for the leisure & hospitality sector was the highest of all industries at 35.1%. Other industries with higher turnover rates included construction (28.9%) and professional & business services (28.8%). The lowest turnover rates were found in public administration (10.6%) and educational services (14.3%).

As shown in Table 3 (see page 8) and Figure 4, Wyoming's turnover rate also varies by county of employment. Counties with higher turnover rates in 2026Q1 included Uinta (27.0%), Teton (24.6%), and Natrona (24.2%). Many of the counties with the lowest turnover rates were among Wyoming's least populous, including Niobrara (13.7%), Big Horn (17.5%), and Crook (18.7%).

Because of the seasonal component of turnover previously discussed and illustrated in Figure 3, there is less variation in turnover between counties and industries during first quarter, when turnover is low. During second quarter, when turnover peaks, there is often more variation. For example, in 2025Q2, the state's overall turnover rate was 30.7%. Turnover ranged from a low of 17.0% in mining (including oil & gas) and 18.3% in public administration to highs of 52.9% in leisure & hospitality and 38.1% in construction.

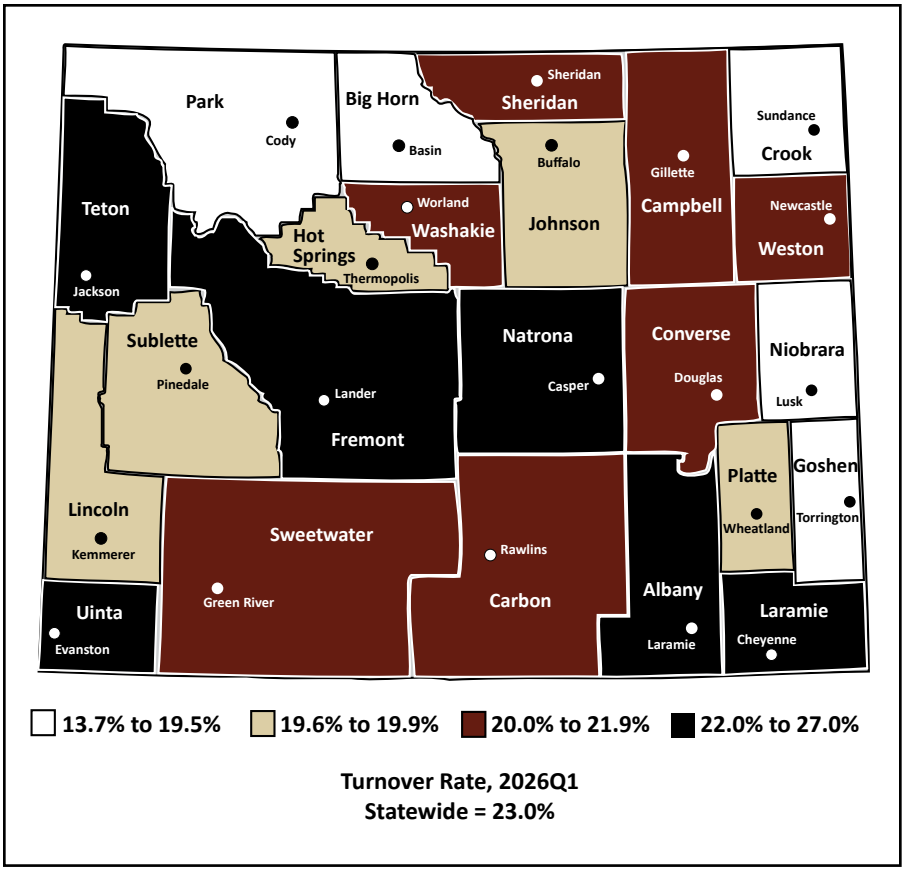


Figure 4: Wyoming Turnover Rate by County, 2026Q1

Historical Turnover

Figure 5 (see page 10) shows the total number of wage records in Wyoming from 2016Q1 to 2026Q1. The total number of wage records decreased during the economic downturn from 2015Q2 to 2016Q4, and then increased for several years before declining again during the 2020Q2-2021Q1 downturn and the Covid-19 pandemic. The total number of wage

records consistently increased from 2021Q2 to 2025Q1, before declining slightly in 2025Q3 and 2025Q4.

As previously discussed, Wyoming's turnover rate has decreased since 2022, despite moderate job growth. As a result, the number of individuals continuously employed has consistently increased, as seen in Figure 6 (see page 11).

Finally, Figure 7 (see page 11) shows the number of total hires and total exits from 2016Q1 to 2026Q1. The number of total hires typically exceeds the number of total exits during periods of growth. However, during periods of economic downturn, the number of total exits exceeds the number of total hires as employers shed jobs faster than they replace them. Most recently, total exits exceeded total hires in late 2025 and early 2026.

More information about turnover in Wyoming, including prior research and publications, can be found online at https://doe.state.wy.us/LMI/turnover.htm.

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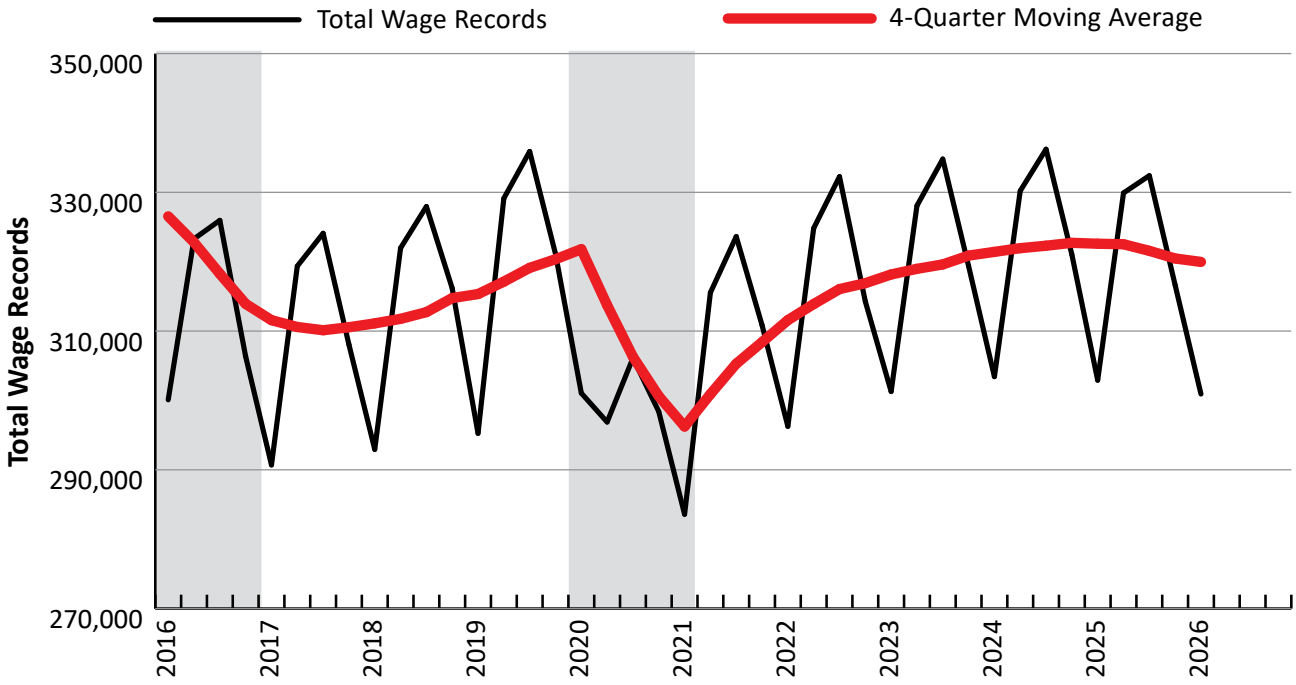
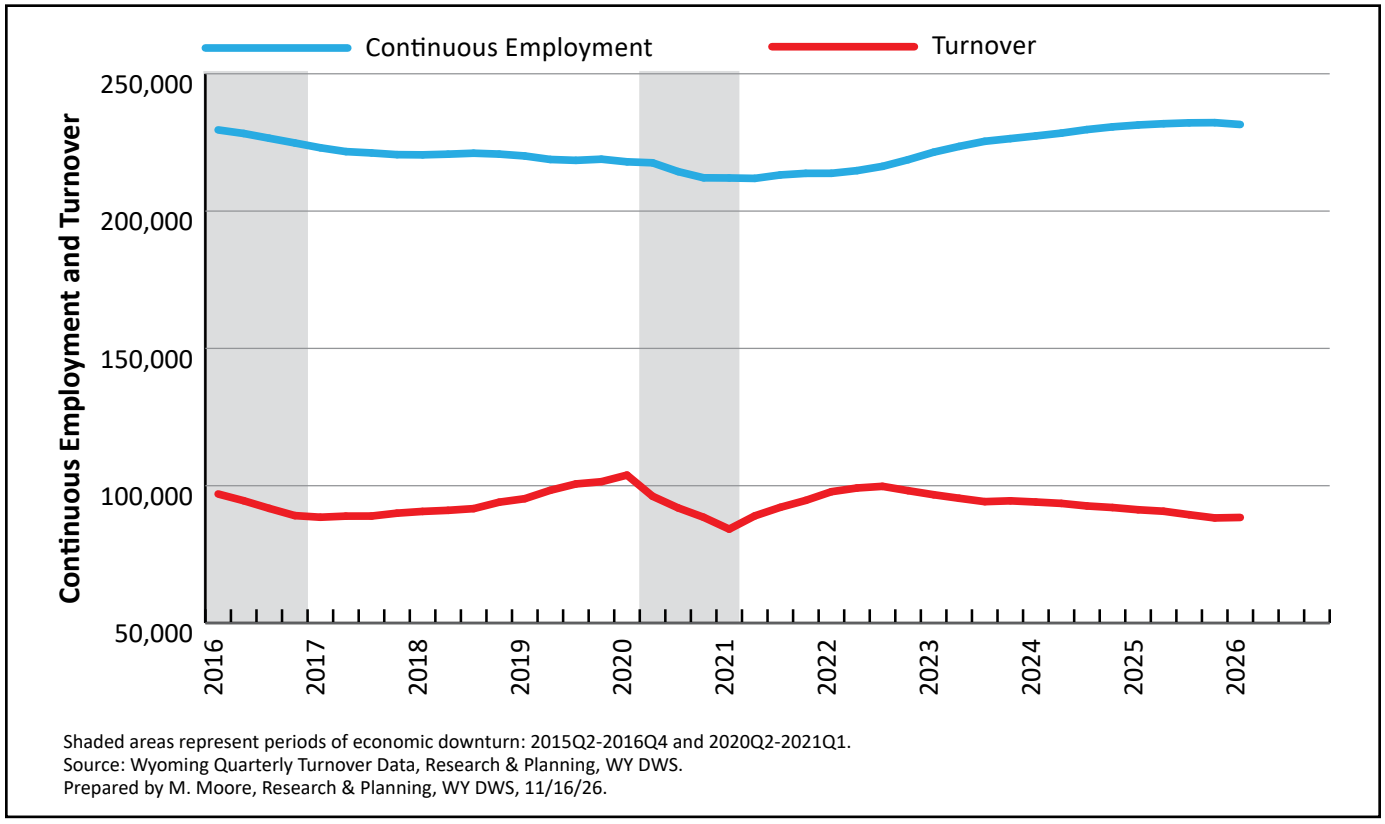


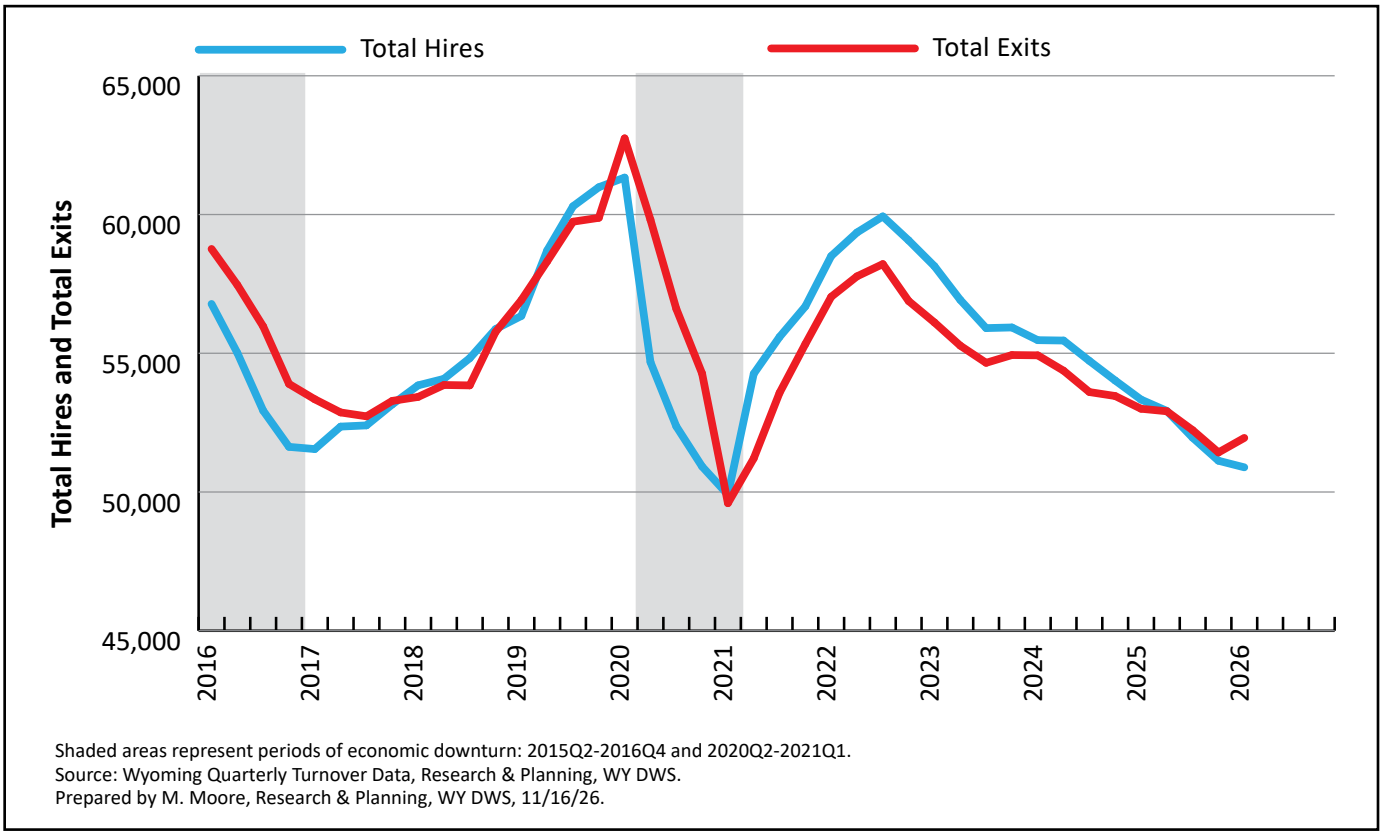
Shaded areas represent periods of economic downturn: 2015Q2-2016Q4 and 2020Q2-2021Q1.
Source: Wyoming Quarterly Turnover Data, Research & Planning, WY DWS.
Prepared by M. Moore, Research & Planning, WY DWS, 11/16/26.

Figure 5: Total Wage Records in Wyoming by Year and Quarter, 2016Q1-2026Q1



Shaded areas represent periods of economic downturn: 2015Q2-2016Q4 and 2020Q2-2021Q1.
Source: Wyoming Quarterly Turnover Data, Research & Planning, WY DWS.
Prepared by M. Moore, Research & Planning, WY DWS, 11/16/26.

Figure 6: Continuous Employment and Turnover in Wyoming by Year and Quarter, 2016Q1-2026Q1 (4-Quarter Moving Average)



Shaded areas represent periods of economic downturn: 2015Q2-2016Q4 and 2020Q2-2021Q1.
Source: Wyoming Quarterly Turnover Data, Research & Planning, WY DWS.
Prepared by M. Moore, Research & Planning, WY DWS, 11/16/26.

Figure 7: Total Hires and Total Exits in Wyoming by Year and Quarter, 2016Q1-2026Q1 (4-Quarter Moving Average)

This publicaton was produced by the Research & Planning section of the Wyoming Department of Workforce Services.

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