

Wyoming Quarterly Turnover Report

2025Q1

by: Michael Moore, Editor

Methodologist: Tony Glover, Manager

Research & Planning, Wyoming Department of Workforce Services

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R&P Website: <https://doe.state.wy.us/LMI/>**Turnover Data:** <https://doe.state.wy.us/LMI/turnover.htm.htm>**URL for this report:** https://doe.state.wy.us/LMI/turnover/wy_turnover_25Q1.pdf**"Your Source for Wyoming Labor Market Information"**

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, 2025Q1

Wyoming's Turnover Rate Declines in Recent Years

by: Michael Moore, Editor

Wyoming's turnover rate for first quarter 2025 (2025Q1) was 22.8% (see Table 1, page 5), down from 23.6% in first quarter 2024 (2024Q1). In other words, more than one in five (22.8%) of all persons found working in Wyoming in 2025Q1 were in non-continuous employment, indicating they were a *hire* or an *exit* (see Definitions, page 4).

Turnover typically increases during periods of economic growth, as workers have more incentive to change jobs (see Figure 1). During economic downturns, turnover tends to decline, since workers don't have as many options to change jobs. The Research & Planning (R&P) section of the Wyoming Department of Workforce Services defines *economic downturn* as a period of at least two consecutive quarters

Turnover Data

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

of over-the-year decreases in average monthly employment and total wages based on data from the Quarterly Census of Employment and Wages. During the last 10 years, Wyoming had economic downturns from 2015Q2 to 2016Q4 and 2020Q2 to 2021Q1.

However, despite moderate job growth over the last several years, Wyoming's turnover rate has declined, a notable

(Text continued on page 5)

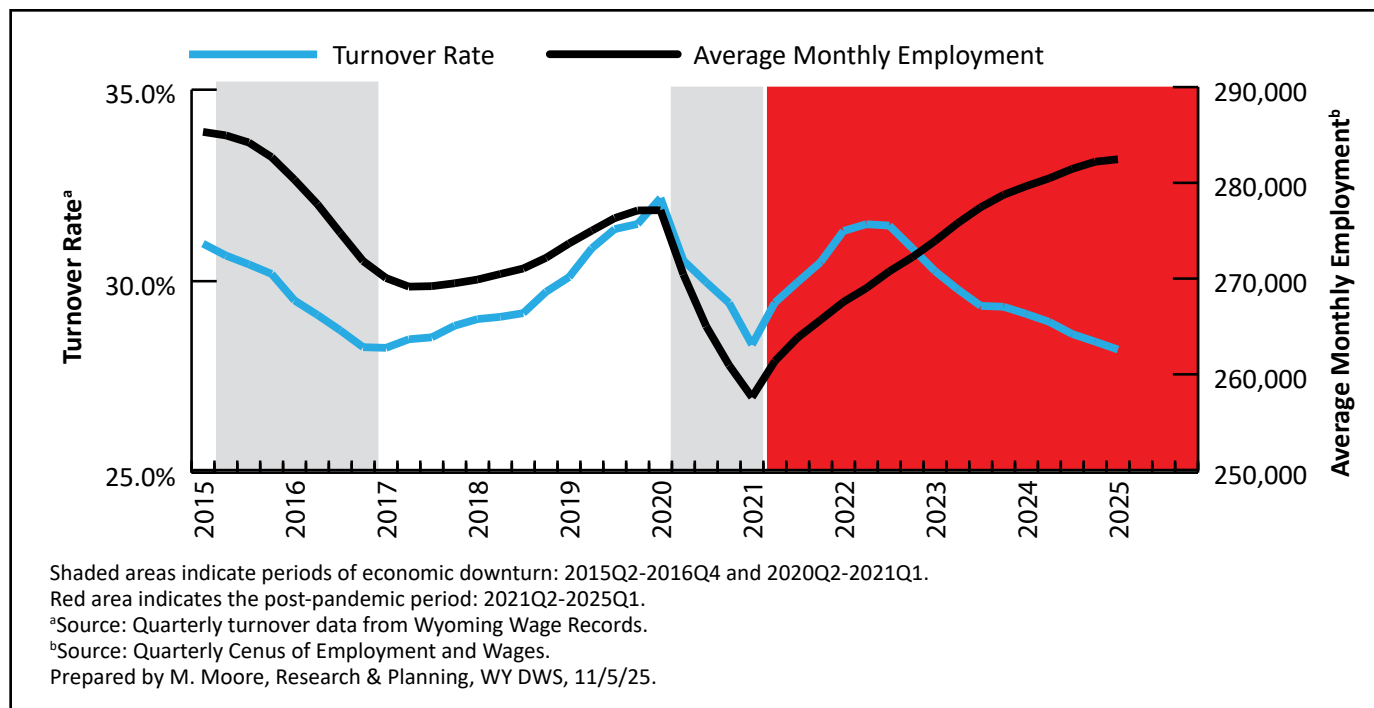


Figure 1: Average Monthly Employment and Turnover Rate for Wyoming, 2015Q1-2024Q4 (4-Quarter Moving Averages)

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 10, 2025, from <https://doe.state.wy.us/LMI/trends/0115/qcew.htm>
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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

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

(Text continued from page 3)

change in the relationship between employment growth and turnover.

This report introduces the type of quarterly turnover data for Wyoming that are available from R&P. 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 identified the four components of turnover that are currently used by the 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), 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 2024. Susan was continuously employed during all three quarters (C). Bob was hired (H) during 2024Q4. Pat had been continuously employed (C) in 2024Q2 but exited employment (E) in 2024Q3. Jamie was both a hire and an exit (B) in 2024Q3; 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, *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 Table 1 (see page 6) do not refer to unique individuals, but the total number of wage records generated.

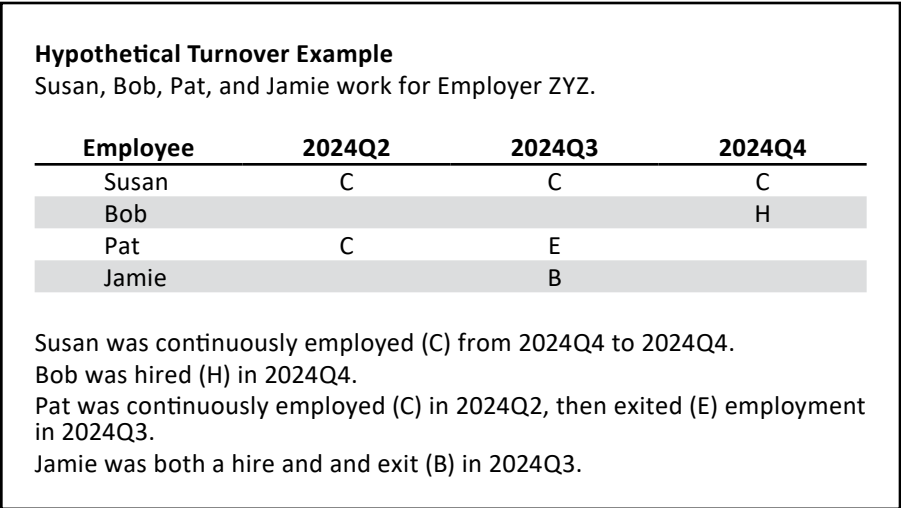


Figure 2: Hypothetical Turnover Example, 2024Q2-2024Q4

Current Turnover

Table 1 shows selected turnover statistics for Wyoming for 2024Q1 and 2025Q1. Over the year, the number of hires decreased by 2,726 (8.7%), while the number of exits increased by 736 (2.5%). The number of

individuals who were both a hire and an exit decreased by 1,243 (10.9%). Continuous employment remained largely unchanged (49, or 0.0%). Overall, the total number of wage records in Wyoming decreased by 3,184 (1.0%) over the year.

As previously mentioned, the turnover

rate for 2025Q1 was 22.8%, meaning more than one in five of all persons working in Wyoming were in some stage of turnover (hire, exit, or both). The remaining 77.2% were continuously employed in 2025Q1 from the prior quarter (2024Q4).

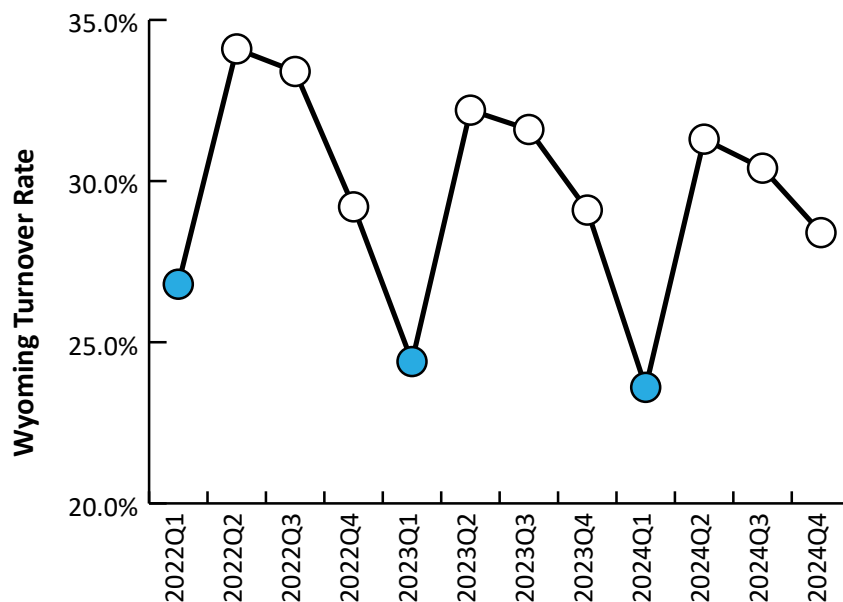
As illustrated in Figure 3, Wyoming's turnover rate tends to follow a quarterly seasonal pattern. The turnover rate is lowest during first quarter, when employment is lowest. The turnover rate then peaks during second quarter, when employers began adding jobs for the upcoming summer months. The turnover rate remains relatively 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 2025Q1. Some industries have higher turnover rates due to the nature for their business. For example, the turnover rate for the leisure & hospitality sector was the highest of all industries at 33.8%. Other industries with higher turnover rates

Table 1: Selected Turnover Statistics for Wyoming, 2024Q1 and 2025Q1

Turnover Components	2025Q1	2024Q1	N	%
Hires	28,617	31,343	-2,726	-8.7
Exits	29,704	28,968	736	2.5
Both	10,174	11,417	-1,243	-10.9
Continuous	231,752	231,703	49	0.0
Total Wage Records	300,247	303,431	-3,184	-1.0
Turnover Rate	22.8	23.6	-0.8	-3.4

Source: Wyoming Quarterly Turnover Data, Research & Planning, WY DWS.
Prepared by M. Moore, Research & Planning, WY DWS, 11/5/25.



Blue circles represent first quarter.

Source: Wyoming Quarterly Turnover Data, Research & Planning, WY DWS.
Prepared by M. Moore, Research & Planning, WY DWS, 11/5/25.

Figure 3: Wyoming Quarterly Turnover Rate, 2022Q1-2025Q1

(Text continued on page 9)

Table 2: Quarterly Turnover Statistics in Wyoming by Industry, 2025Q1

Sector	Industry		(H)	(H)+(B)	(B)	(E)	(E)+(B)	(C)	(H+E+B+C)	Turnover	
			Hire Only	Total Hires	Both Hire and Exit	Exit Only	Total Exits	Continuous Employment	Total	Rate ^a	Change Prior Year
Goods Producing	Agriculture, Forestry, Fishing, & Hunting	Transactions ^b	248	308	60	182	242	2,247	2,737	17.9	-3.3
		Rates	9.1	11.3	2.2	6.6	8.8	82.1	100.0		
	Mining	Transactions	1,053	1,471	418	1,421	1,839	14,228	17,120	16.9	-1.7
		Rates	6.2	8.6	2.4	8.3	10.7	83.1	100.0		
	Construction	Transactions	3,209	4,479	1,270	3,410	4,680	18,458	26,347	29.9	-0.3
		Rates	12.2	17.0	4.8	12.9	17.8	70.1	100.0		
	Manufacturing	Transactions	1,005	1,284	279	1,094	1,373	9,152	11,530	20.6	3.2
		Rates	8.7	11.1	2.4	9.5	11.9	79.4	100.0		
	Wholesale Trade, Transp., Utilities, & Warehousing	Transactions	1,921	2,442	521	2,708	3,229	16,975	22,125	23.3	3.6
		Rates	8.7	11.0	2.4	12.2	14.6	76.7	100.0		
Service Providing	Retail Trade	Transactions	3,716	4,859	1,143	4,155	5,298	25,980	34,994	25.8	-3.0
		Rates	10.6	13.9	3.3	11.9	15.1	74.2	100.0		
	Information	Transactions	211	278	67	223	290	3,181	3,682	13.6	-1.5
		Rates	5.7	7.6	1.8	6.1	7.9	86.4	100.0		
	Financial Activities	Transactions	805	1,180	375	845	1,220	9,835	11,860	17.1	1.0
		Rates	6.8	9.9	3.2	7.1	10.3	82.9	100.0		
	Professional & Business Services	Transactions	2,997	4,206	1,209	2,782	3,991	17,874	24,862	28.1	-2.6
		Rates	12.1	16.9	4.9	11.2	16.1	71.9	100.0		
	Educational Services	Transactions	1,859	2,504	645	1,413	2,058	28,339	32,256	12.1	-0.5
		Rates	5.8	7.8	2.0	4.4	6.4	87.9	100.0		
	Health Services	Transactions	3,520	4,345	825	3,356	4,181	31,471	39,172	19.7	-0.6
		Rates	9.0	11.1	2.1	8.6	10.7	80.3	100.0		
	Leisure & Hospitality	Transactions	5,869	8,522	2,653	6,240	8,893	28,952	43,714	33.8	-3.0
		Rates	13.4	19.5	6.1	14.3	20.3	66.2	100.0		
	Other Services	Transactions	1,015	1,433	418	781	1,199	6,298	8,512	26.0	2.1
		Rates	11.9	16.8	4.9	9.2	14.1	74.0	100.0		
	Public Admin.	Transactions	1,176	1,455	279	1,090	1,369	18,744	21,289	12.0	0.8
		Rates	5.5	6.8	1.3	5.1	6.4	88.0	100.0		
	Unclassified	Transactions	13	25	12	4	16	18	47	61.7	11.7
		Rates	27.7	53.2	25.5	8.5	34.0	38.3	100.0		
Total	Transactions		28,617	38,791	10,174	29,704	39,878	231,752	300,247	22.8	-0.8
	Rates		9.5	12.9	3.4	9.9	13.3	77.2	100.0		

(H) Hire Only. (B) Both Hire and Exit. (E) Exit Only. (C) Continuous Employment.

^aTurnover rate equals (H+E+B)/Total.^bJobs 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, 11/5/25.

Table 3: Quarterly Turnover Statistics in Wyoming by County of Employment, 2025Q1

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 Employment	(H+E+B+C) Total	Turnover Rate ^a	Change Prior Year
Albany	Transactions	1,677	2,148	471	1,552	2,023	13,183	16,883	21.9	-0.2
	Rates	9.9	12.7	2.8	9.2	12.0	78.1	100.0		
Big Horn	Transactions	339	424	85	356	441	3,736	4,516	17.3	-4.4
	Rates	7.5	9.4	1.9	7.9	9.8	82.7	100.0		
Campbell	Transactions	2,471	3,319	848	2,657	3,505	21,309	27,285	21.9	-1.8
	Rates	9.1	12.2	3.1	9.7	12.8	78.1	100.0		
Carbon	Transactions	625	840	215	714	929	5,041	6,595	23.6	-0.4
	Rates	9.5	12.7	3.3	10.8	14.1	76.4	100.0		
Converse	Transactions	566	780	214	584	798	4,941	6,305	21.6	-3.3
	Rates	9.0	12.4	3.4	9.3	12.7	78.4	100.0		
Crook	Transactions	233	302	69	251	320	2,062	2,615	21.1	1.9
	Rates	8.9	11.5	2.6	9.6	12.2	78.9	100.0		
Fremont	Transactions	1,465	1,948	483	1,500	1,983	12,828	16,276	21.2	-0.6
	Rates	9.0	12.0	3.0	9.2	12.2	78.8	100.0		
Goshen	Transactions	313	427	114	373	487	3,418	4,218	19.0	-4.0
	Rates	7.4	10.1	2.7	8.8	11.5	81.0	100.0		
Hot Springs	Transactions	157	206	49	177	226	1,630	2,013	19.0	-2.1
	Rates	7.8	10.2	2.4	8.8	11.2	81.0	100.0		
Johnson	Transactions	277	372	95	268	363	2,725	3,365	19.0	-1.4
	Rates	8.2	11.1	2.8	8.0	10.8	81.0	100.0		
Laramie	Transactions	4,974	6,828	1,854	5,246	7,100	37,985	50,059	24.1	-0.9
	Rates	9.9	13.6	3.7	10.5	14.2	75.9	100.0		
Lincoln	Transactions	627	865	238	638	876	6,125	7,628	19.7	-0.9
	Rates	8.2	11.3	3.1	8.4	11.5	80.3	100.0		
Natrona	Transactions	4,462	5,819	1,357	4,468	5,825	33,469	43,756	23.5	0.5
	Rates	10.2	13.3	3.1	10.2	13.3	76.5	100.0		
Niobrara	Transactions	81	121	40	56	96	630	807	21.9	3.2
	Rates	10.0	15.0	5.0	6.9	11.9	78.1	100.0		
Park	Transactions	1,215	1,747	532	1,160	1,692	10,552	13,459	21.6	1.1
	Rates	9.0	13.0	4.0	8.6	12.6	78.4	100.0		
Platte	Transactions	324	405	81	312	393	2,758	3,475	20.6	-1.6
	Rates	9.3	11.7	2.3	9.0	11.3	79.4	100.0		
Sheridan	Transactions	1,564	2,193	629	1,380	2,009	11,262	14,835	24.1	1.1
	Rates	10.5	14.8	4.2	9.3	13.5	75.9	100.0		
Sublette	Transactions	386	509	123	340	463	3,319	4,168	20.4	-1.1
	Rates	9.3	12.2	3.0	8.2	11.1	79.6	100.0		
Sweetwater	Transactions	1,703	2,268	565	2,090	2,655	17,439	21,797	20.0	-1.5
	Rates	7.8	10.4	2.6	9.6	12.2	80.0	100.0		
Teton	Transactions	2,112	2,977	865	2,460	3,325	18,433	23,870	22.8	-2.0
	Rates	8.8	12.5	3.6	10.3	13.9	77.2	100.0		
Uinta	Transactions	701	929	228	737	965	7,054	8,720	19.1	-2.0
	Rates	8.0	10.7	2.6	8.5	11.1	80.9	100.0		
Washakie	Transactions	263	370	107	303	410	2,888	3,561	18.9	-1.6
	Rates	7.4	10.4	3.0	8.5	11.5	81.1	100.0		
Weston	Transactions	195	249	54	218	272	2,047	2,514	18.6	-1.5
	Rates	7.8	9.9	2.1	8.7	10.8	81.4	100.0		
Nonclassified	Transactions	1,887	2,745	858	1,864	2,722	6,918	11,527	40.0	-4.7
	Rates	16.4	23.8	7.4	16.2	23.6	60.0	100.0		
Total	Transactions	28,617	38,791	10,174	29,704	39,878	231,752	300,247	22.8	-0.8
	Rates	9.5	12.9	3.4	9.9	13.3	77.2	100.0		

(H) Hire Only. (B) Both Hire and Exit. (E) Exit Only. (C) Continuous Employment.

^aTurnover 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>.

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(Text continued from page 6)

included construction (29.9%) and professional & business services (28.1%). The lowest turnover rates were found in public administration (12.0%) and educational services (12.1%).

As shown in Table 3 (see page 8) and Figure 4 (see page 9), Wyoming's turnover rate also varies by county of employment. Counties with turnover rates higher than the statewide average included Laramie (24.1%), Sheridan (24.1%), Carbon (23.6%), and Natrona (23.5%). Many of

the counties with the lowest turnover rates were among Wyoming's least populous, including Big Horn (17.3%), Weston (18.6%), Washakie (18.9%), and Goshen (19.0%).

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 2024Q2, the state's overall turnover rate was 31.7%. Turnover

ranged from a low of 27.1% for Weston County to a high of 43.9% for Teton County as seasonal hiring picked up (Moore, 2025).

Historical Turnover

Figure 5 (see page 10) shows the total number of wage records (or persons working) in Wyoming from 2015Q1 to 2025Q1. 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 economic downturn and the Covid-19 pandemic. Since then, the total number of wage records consistently increased, but has not returned to pre-pandemic levels, and remains considerably lower than the levels seen prior to 2015Q2.

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). It could be that the types of jobs Wyoming has added since the pandemic

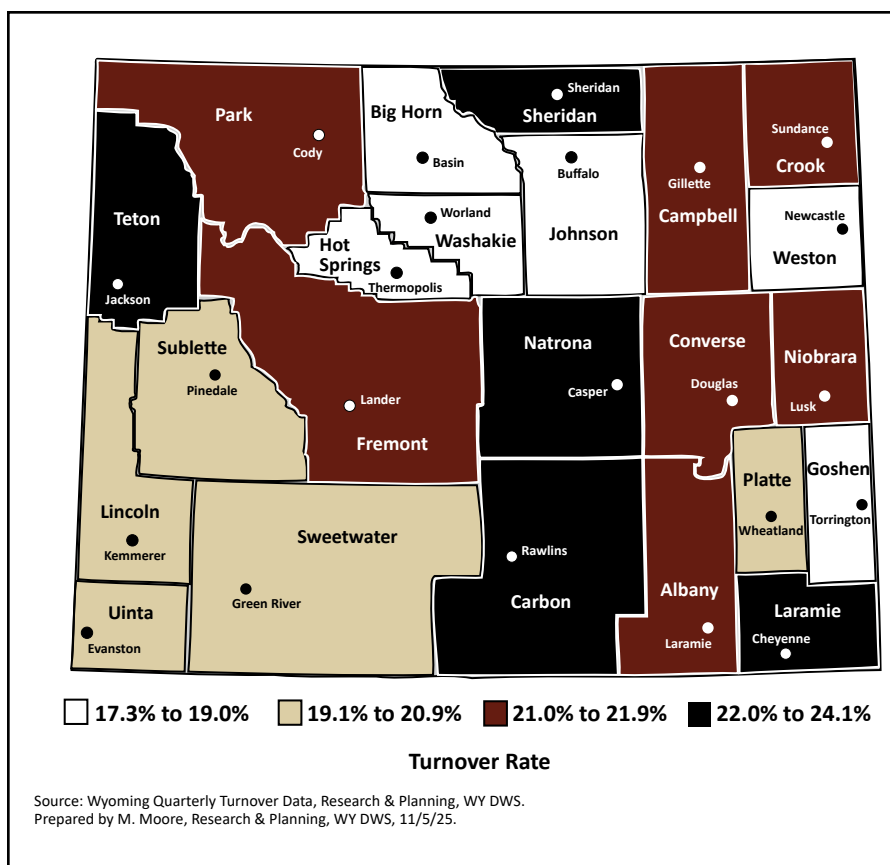


Figure 4: Wyoming Turnover Rate by County, 2025Q1

have not been enough to lure workers away from their existing employment.

Finally, Figure 7 (see page 11) shows the number of total hires and total exits from 2015Q1 to 2025Q1. As illustrated in this figure, 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. The greatest example of this was in 2015Q4, when Wyoming had nearly 12,000 more total exits than total hires.

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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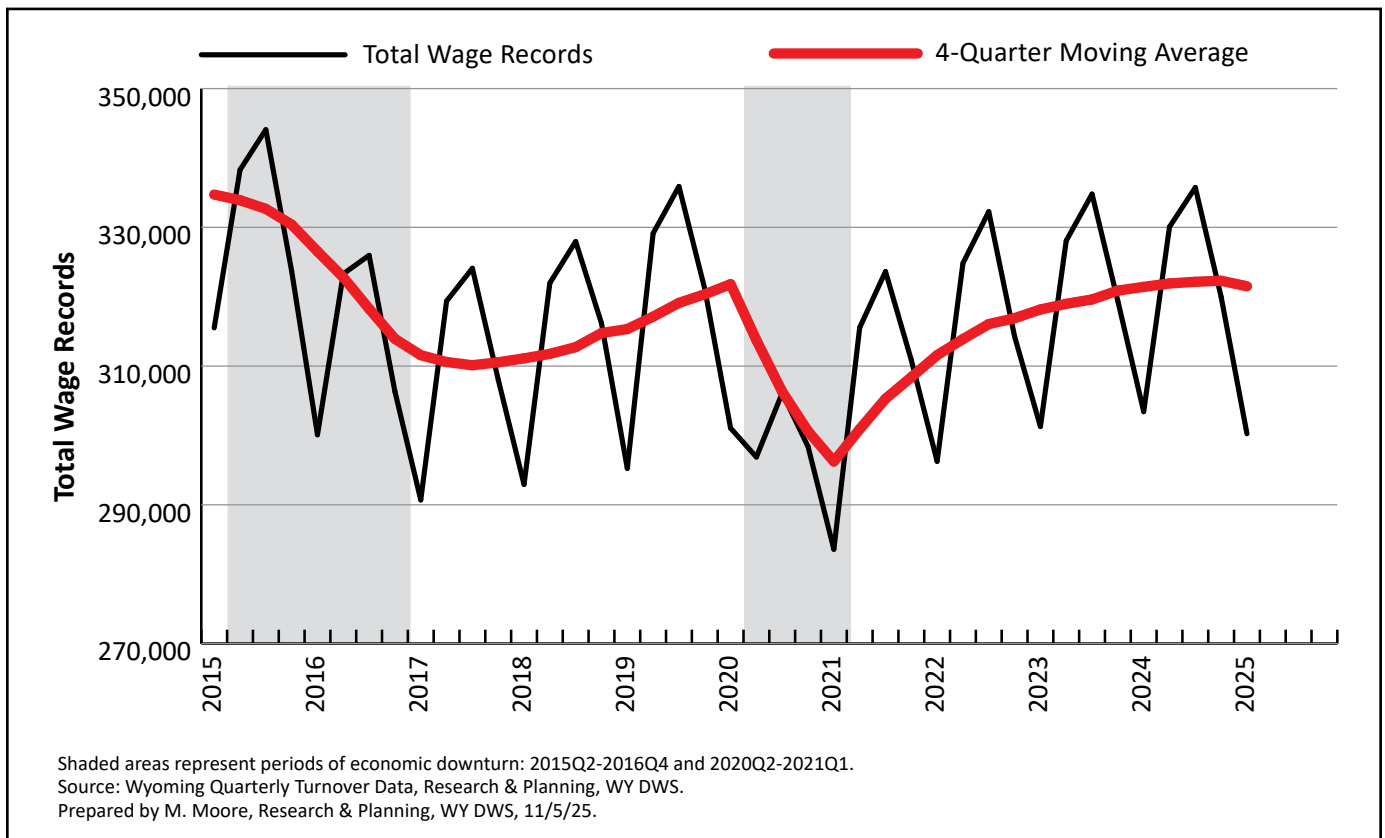


Figure 5: Total Wage Records in Wyoming by Year and Quarter, 2015Q1-2025Q1

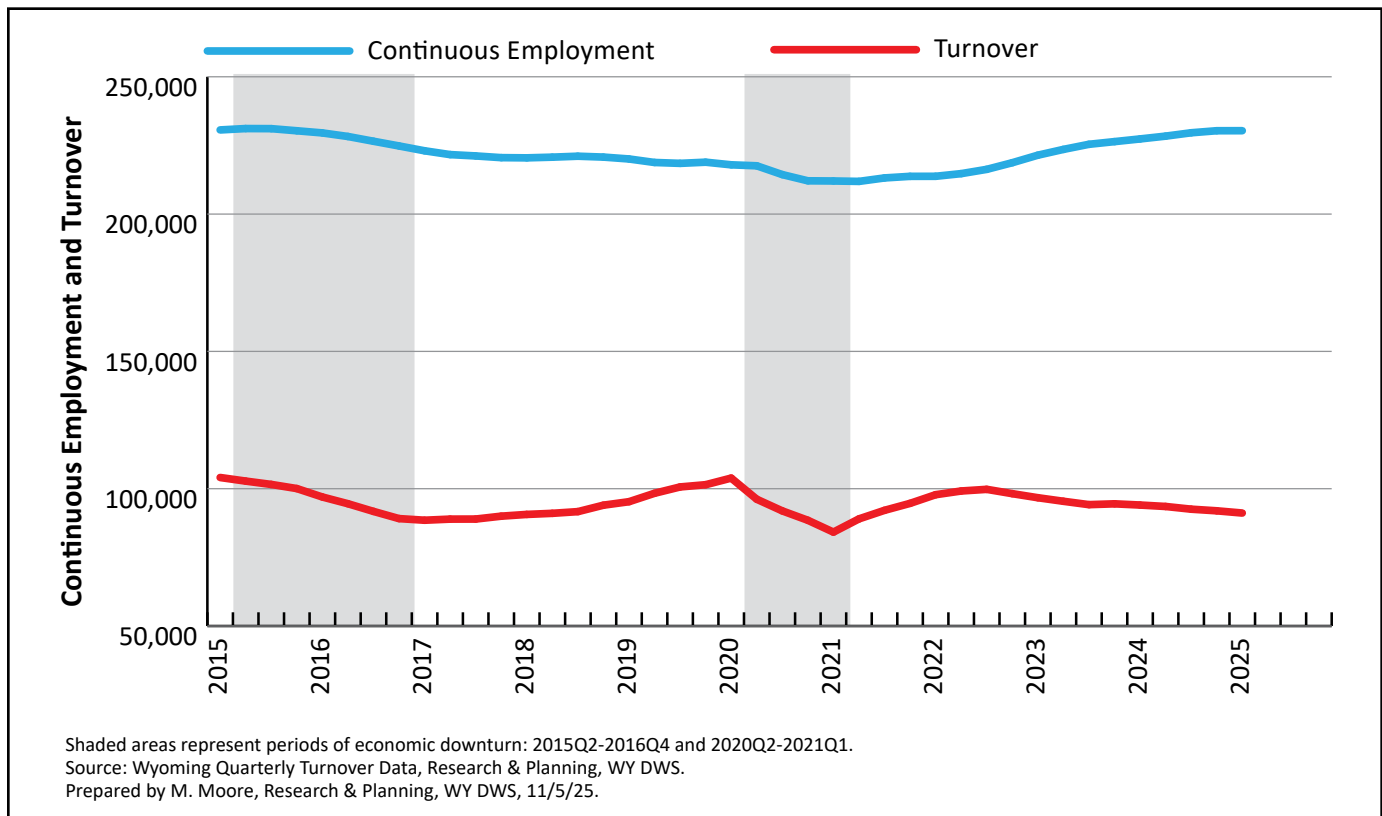


Figure 6: Continuous Employment and Turnover in Wyoming by Year and Quarter, 2015Q1-2025Q1 (4-Quarter Moving Average)

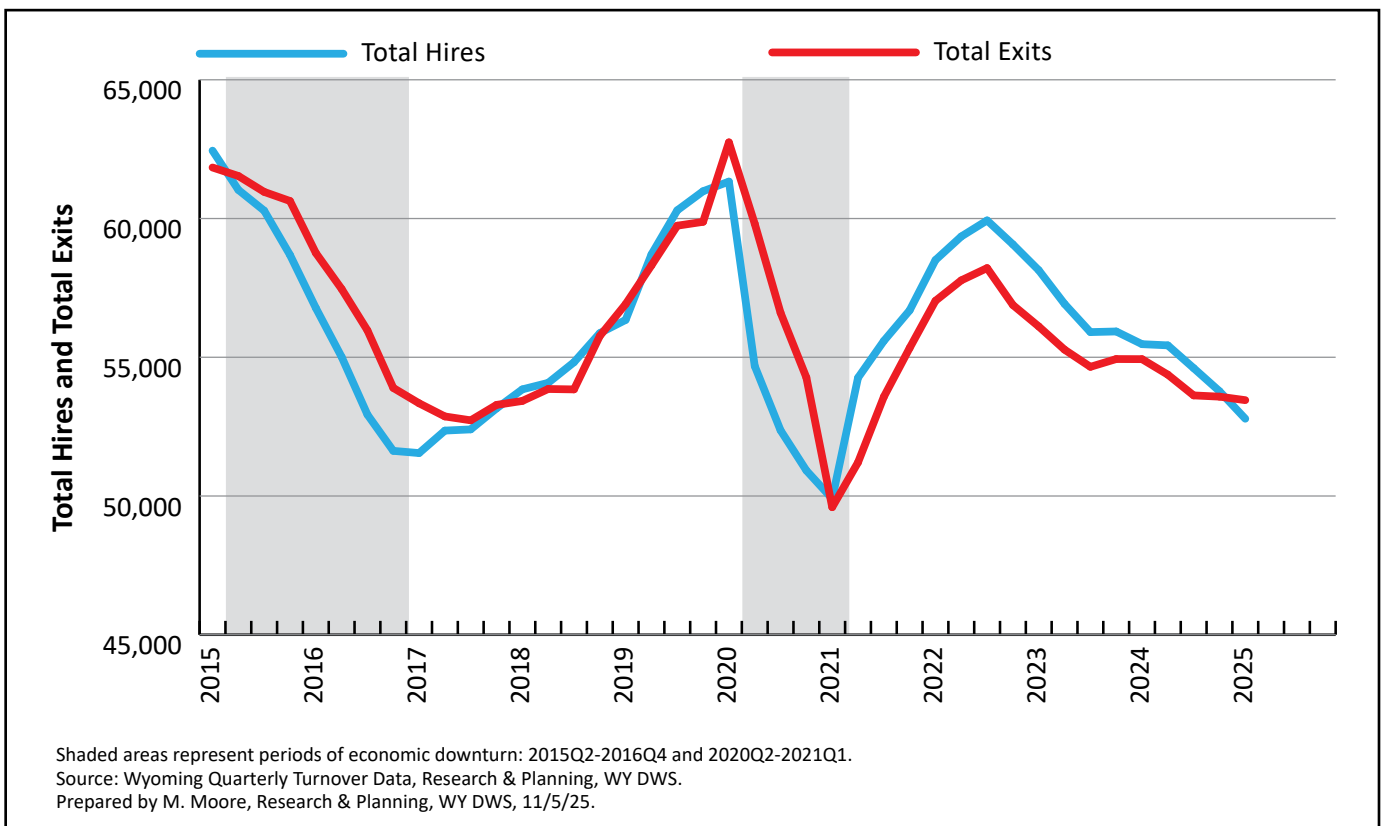


Figure 7: Total Hires and Total Exits in Wyoming by Year and Quarter, 2015Q1-2025Q1 (4-Quarter Moving Average)

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