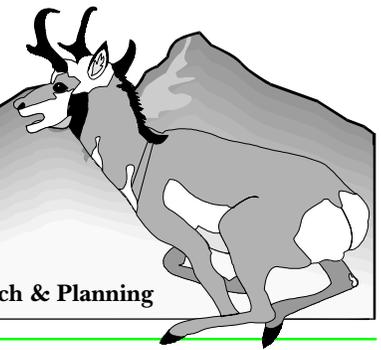


Wyoming Labor Force TRENDS



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Who Are Wyoming's New Hires?

by: Valerie A. Davis, Senior Statistician

tables by: Mike Evans, Tony Glover and G. Lee Saathoff

"The proportion of jobs held by new hires is increasing [in Wyoming]. Young adults make up the majority of new hires ..."

This is the last *Wyoming Labor Force Trends* article in a five-part series dealing with Wyoming labor market transactions. This article examines new hires—individuals who have not worked in Wyoming for the previous two years—and their degree of contact with Employment Services. We examine new hires in the labor market for the years 1994 through 1997 using several

databases. Table 1 lists the databases and the information they provide. New hires represent a very large component of total labor market transactions. Their incidental contact with Employment Services and other programs is unexplored and deserves further analysis.

Who are new hires? We define **new hires** as people working in the

Wyoming labor market in each of the years 1994-97 who have not worked in Wyoming for the previous eight quarters. If an individual's Social Security Number (SSN) is found on wage records in any quarter in 1994 and is not found in 1992 and 1993, s/he is considered a new hire. The year 1994, in this case, is the **reference year**. New hires can take newly created positions or replace other workers.

Table 1: Databases, Years of Available Data and Data Provided

Databases	Years	Data Provided
UI* Wage Records	1994-1997	People who are working
Quarterly UI employer	1994-1997	Number of jobs worked
Driver's license	1994-1997	Demographic information
Combined database	1992-1998	Employment Services--applicants into the workforce UI Claims--unemployed University of Wyoming--students

* Unemployment Insurance

What is the "jobs worked" total? The **jobs worked** total for each year is the sum of the monthly job totals reported by employers every quarter divided by 12. Examination of this measure shows a general trend over time. Analysis also shows that as many employees leave the labor

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market as enter it throughout the year. Mike Evans wrote, "A firm may turn over its entire workforce in the course of two years and still be classified as stable growth compared to high turnover."¹ This can be seen in Table 2. Whereas the number of Construction jobs increased from 13,708 in 1994 to 15,051 in 1997 (1,343 jobs or 9.8%), that industry's ratio of new hires to jobs runs from 62.4 percent in 1994 to 100.4 percent in 1997. Similarly, the number of new hires in Retail Trade, at 48.2 percent of jobs in 1994, ballooned to 64.3 percent in 1995

and increased in each succeeding year. Figure 1 (see page 3) shows that the total number of new hires in nine out of ten industries relative to jobs worked has also been increasing each year.

Is there a relationship between industry and new hires? Analysis of Table 2 demonstrates a relationship between new hires and industries. More new hires work in Services, Retail Trade and Construction. Not only is there a higher incidence of new hires relative to jobs in these industries but also a steady increase

in each industry for each successive year. Correspondingly, according to previous research by Sherry Yu, most new businesses also start in Services, Construction and Retail Trade².

Why do new hires enter the Wyoming labor market? New hires can be young people starting their first jobs or homemakers who need an outside job to boost family incomes. From the article by Sharon Ehli, "Some of those who

(Continued on page 3)

Table 2: Wyoming New Hires and Jobs Worked* by Industry 1994-97

Industry	1994			1995			1996			1997		
	New Hires	Jobs	Row %	New Hires	Jobs	Row %	New Hires	Jobs	Row %	New Hires	Jobs	Row %
Agriculture	1,671	2,821	59.2	2,140	2,946	72.6	2,688	3,051	88.1	3,053	3,163	96.5
Mining	2,896	17,749	16.3	3,032	16,947	17.9	3,764	15,884	23.7	5,676	16,832	33.7
Construction	8,549	13,708	62.4	10,369	14,195	73.0	12,090	14,233	84.9	15,117	15,051	100.4
Manufacturing	2,761	10,017	27.6	2,956	9,720	30.4	3,734	10,791	34.6	4,190	10,743	39.0
TCPU**	2,344	11,560	20.3	2,706	11,231	24.1	3,166	11,035	28.7	3,688	11,015	33.5
Wholesale Trade	1,532	7,184	21.3	1,935	7,447	26.0	2,179	7,365	29.6	2,821	7,732	36.5
Retail Trade	20,727	42,970	48.2	28,463	44,231	64.3	33,469	44,795	74.7	38,894	44,840	86.7
FIRE***	1,509	7,843	19.2	1,857	7,855	23.6	2,106	7,901	26.7	2,690	8,127	33.1
Services	25,380	42,433	59.9	32,200	44,662	72.1	38,221	45,652	83.7	42,013	46,641	90.1
Public Administration	3,068	53,142	5.8	2,597	52,982	4.9	3,418	52,993	6.5	3,500	52,915	6.6
Unknown	755	N/A	N/A	749	N/A	N/A	1,004	N/A	N/A	725	N/A	N/A
Total	71,192	209,431	34.0	89,004	212,217	41.9	105,839	213,699	49.5	122,367	217,060	56.4

* The sum of monthly job totals for each year from the ES-202 Quarterly Unemployment Insurance (QUI) employer file divided by 12.

** Transportation, Communication & Public Utilities

*** Finance, Insurance & Real Estate

**** Not Applicable.

Please note: Totals may not sum due to rounding.

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entered the labor market were . . . older men and women who had retired or been laid off, and students. Some people start working to . . . supplement retirement savings, or [save] for a future event such as college. Federal welfare system changes have increased the number of entrants coming into the labor market as welfare recipients are being pushed off rolls and into work."³

What are some of the new hires' demographics? Table 3 shows demographic variables for new hires such as their average age, as well as gender and origin of Social Security Number (SSN)⁴. New hires with out-of-state SSN's and Wyoming driver's licenses have an average age of 31.8. The average age of Wyoming SSN's with Wyoming driver's licenses is 25.7. Analysis of this average shows that the age of out-of-state new hires exceeds the majority of Wyoming SSN new hires by six years. Young adults make up the majority of Wyoming SSN new hires starting their first jobs. When age is used as a proxy for experience, the increased ages of out-of-state SSN new hires indicate previous experience in the labor market. The more experienced out-of-state new hires move to this state in order to work in their industry, i.e., Construction.

As shown in Table 3, more males with out-of-state SSN's enter Wyoming's labor market than females. Male-dominated industries in Wyoming attract males from out-of-state. Construction is a male-dominated industry according to an article in the May 1996 issue of *Trends*⁵, and it has the third largest number of new hires entering it each year.

Analysis of out-of-state SSN's shows only where people obtained their SSN's, not necessarily from

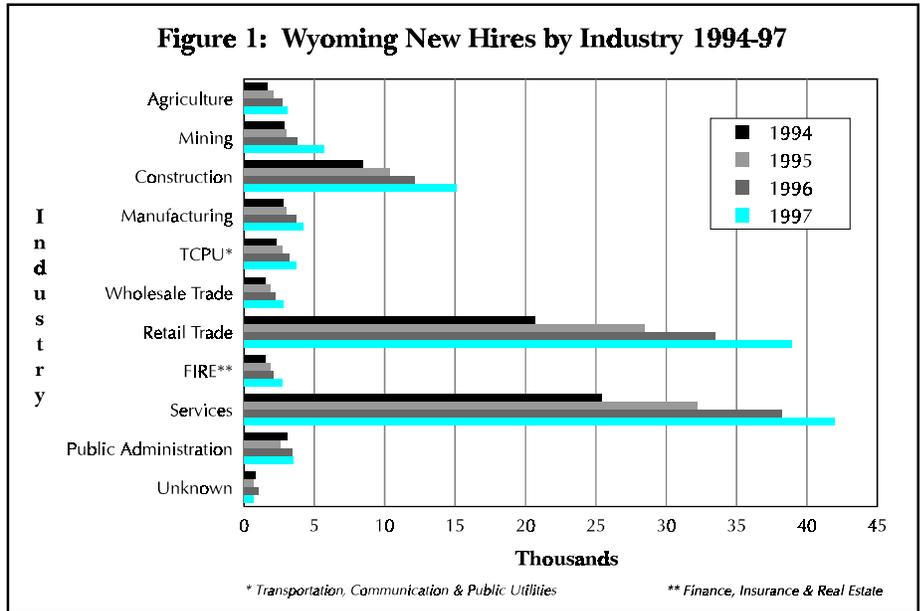


Table 3: Wyoming New Hires by Origin of Social Security Number and Gender 1994-97

Type/Gender	1994	1995	1996	1997
Wyoming SSN's	19,396	25,648	32,919	40,945
Out-of-State SSN's	51,796	63,356	72,920	81,422
Total	71,192	89,004	105,839	122,367
With Wyoming Driver's Licenses				
Male	17,682	25,311	29,563	31,782
Female	16,003	21,890	26,515	28,333
No Gender Specified	17	24	65	70
Total	33,702	47,225	56,143	60,185
Average Age	29.2 With a Standard Deviation of 13.7			
Includes Only Wyoming SSN's				
Male	7,022	9,504	11,586	13,497
Female	7,033	9,044	11,103	12,860
No Gender Specified	3	1	8	18
Total	14,058	18,549	22,697	26,375
Average Age	25.7 With a Standard Deviation of 13.1			
Includes Only Out-of-State SSN's				
Male	10,660	15,807	17,977	18,285
Female	8,970	12,846	15,412	15,473
No Gender Specified	14	23	57	52
Total	19,644	28,676	33,446	33,810
Average Age	31.8 With a Standard Deviation of 13.6			

where they moved (refer to "The Dynamic Composition of the Wyoming Workforce: A Study of Origins," page 7). The difference between total workers in 1994 with out-of-state SSN's and Wyoming

driver's licenses (19,644) and total 1994 out-of-state SSN's (51,796) illustrates that many people who come to Wyoming either do not

(Continued on page 4)

have a license or do not want to give up their out-of-state driver's license until it expires. The number of new hires with out-of-state SSN's exceeds the number with Wyoming SSN's. However, the percentage of Wyoming SSN new hires has increased each year. Table 3 (see page 3) shows that 27.2 percent of all 1994 new hires had Wyoming SSN's. By 1997, 33.5 percent of new hires held Wyoming SSN's.

An article by Jeff Hadland reveals that a "strong national economy slowed migration into Alaska, reducing competition for the jobs

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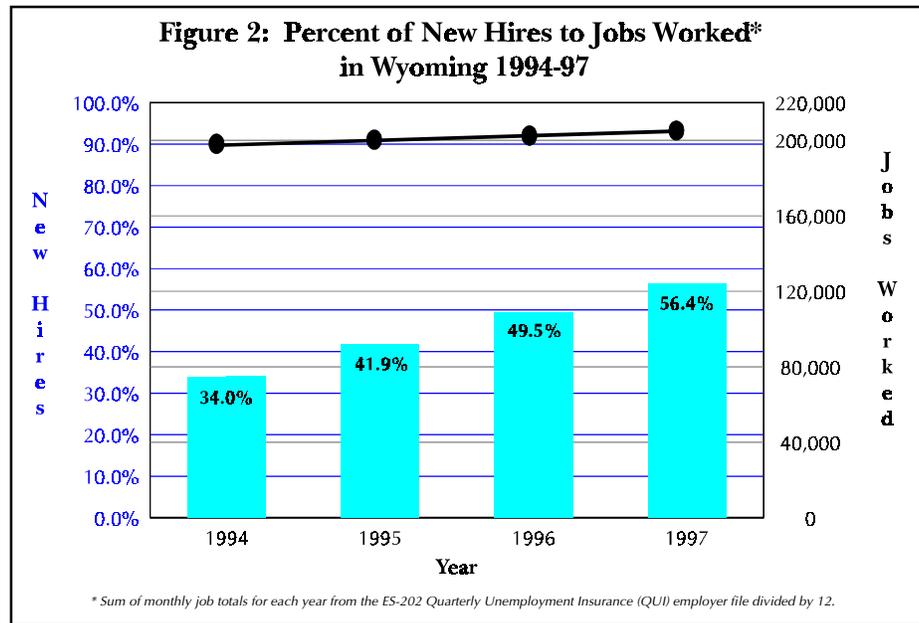


Table 4: Wyoming New Hires and Jobs Worked* by Region and County 1994-97

REGION COUNTY	1994			1995			1996			1997		
	New Hires	Jobs	Row %	New Hires	Jobs	Row %	New Hires	Jobs	Row %	New Hires	Jobs	Row %
Northwest	7,974	32,775	24.3	10,298	33,497	30.7	12,876	33,946	37.9	14,195	34,212	41.5
Big Horn	754	3,321	22.7	1,013	3,385	29.9	1,400	3,528	39.7	1,784	3,812	46.8
Fremont	3,091	12,779	24.2	4,032	13,042	30.9	4,777	13,245	36.1	5,156	13,200	39.1
Hot Springs	486	2,075	23.4	505	1,940	26.0	1,016	2,044	49.7	763	1,975	38.6
Park	2,922	11,040	26.5	3,936	11,509	34.2	4,589	11,461	40.0	5,100	11,501	44.3
Washakie	721	3,560	20.3	812	3,621	22.4	1,094	3,668	29.8	1,392	3,724	37.4
Northeast	7,244	32,191	22.5	9,055	32,593	27.8	10,741	32,781	32.8	12,835	33,235	38.6
Campbell	3,149	15,640	20.1	4,058	15,736	25.8	4,817	15,988	30.1	6,171	16,353	37.7
Crook	509	1,806	28.2	608	1,915	31.7	716	1,882	38.0	850	1,883	45.1
Johnson	718	2,413	29.8	856	2,369	36.1	1,061	2,484	42.7	1,194	2,513	47.5
Sheridan	2,406	10,189	23.6	2,980	10,385	28.7	3,563	10,298	34.6	3,925	10,363	37.9
Weston	462	2,143	21.6	553	2,188	25.3	584	2,129	27.4	695	2,123	32.7
Southwest	15,728	47,427	33.2	19,633	47,814	41.1	22,575	47,425	47.6	25,989	47,975	54.2
Lincoln	1,244	4,638	26.8	1,724	4,695	36.7	2,141	4,776	44.8	2,114	4,802	44.0
Sublette	663	2,023	32.8	808	1,993	40.5	1,006	2,021	49.8	1,150	2,042	56.3
Sweetwater	4,253	19,935	21.3	4,486	19,638	22.8	4,787	18,963	25.2	5,975	19,040	31.4
Teton	7,596	13,107	58.0	9,848	13,541	72.7	11,249	13,658	82.4	12,992	14,095	92.1
Uinta	1,972	7,724	25.5	2,767	7,947	34.8	3,392	8,007	42.4	3,758	7,996	47.0
Southeast	12,023	53,961	22.3	15,365	54,780	28.0	18,014	55,203	32.6	20,012	55,685	35.9
Albany	2,719	12,897	21.1	3,489	13,225	26.4	4,085	13,518	30.2	4,450	13,565	32.8
Goshen	927	3,966	23.4	1,216	3,993	30.5	1,465	3,914	37.4	1,613	4,010	40.2
Laramie	7,269	33,436	21.7	9,506	33,768	28.1	11,163	33,934	32.9	12,098	34,138	35.4
Niobrara	180	758	23.7	205	795	25.8	265	821	32.3	294	788	37.3
Platte	928	2,904	32.0	949	2,999	31.6	1,036	3,016	34.3	1,557	3,184	48.9
Central	8,326	38,884	21.4	10,283	39,401	26.1	12,406	38,983	31.8	14,501	40,058	36.2
Carbon	1,713	6,692	25.6	1,933	6,595	29.3	2,272	6,396	35.5	2,356	6,348	37.1
Converse	852	3,978	21.4	1,030	4,041	25.5	1,429	4,124	34.6	1,710	4,238	40.3
Natrona	5,761	28,214	20.4	7,320	28,765	25.4	8,705	28,463	30.6	10,435	29,472	35.4
Multi-County	17,280	N/A**	N/A	21,275	N/A	N/A	24,088	N/A	N/A	30,213	N/A	N/A
Unknown	2,617	4,191	62.4	3,095	4,131	74.9	5,139	5,363	95.8	4,622	5,895	78.4
Total	71,192	209,431	34.0	89,004	212,217	41.9	105,839	213,699	49.5	122,367	217,060	56.4
Net New Jobs/% Change		N/A	N/A		2,786	1.3		1,482	0.7		3,361	1.5
Net New Hires/% Change		N/A	N/A		17,812	20.0		16,835	15.9		16,528	13.5

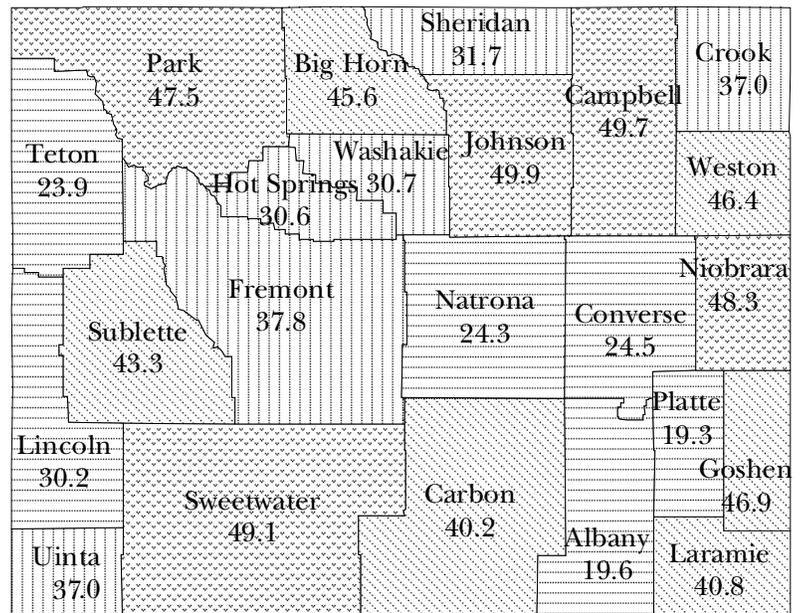
** Not Applicable.

* The sum of monthly job totals for each year from the ES-202 Quarterly Unemployment Insurance (QUI) employer file divided by 12.

Please Note: Totals may not sum due to rounding.

created by Alaska’s moderate, steady growth.”⁶ Nonresidents entering Alaska decreased from 1996 to 1997. Hadland also writes that “fewer seasonal jobs and more year-round jobs meant that fewer workers were needed during the peak summer hiring season.”⁷ The same reasons apply to Wyoming due to the seasonality of certain occupations in industries that no longer singularly dominate Wyoming’s economy (oil industry). Less migration into Wyoming by nonresidents boosts the likelihood that more residents obtain work here. Hadland goes on to say that “[t]raining programs produced Alaskan graduates with the needed skills to fill many more of the jobs available in 1997.”⁸ The opposite is the case with Wyoming. Over half of the new hires each year are workers

Map: Percent of 1997 New Hires Utilizing Employment Services 1992-98 by County



(Continued on page 6)

Table 5: Wyoming New Hires by Industry, Year and Employment Services (ES) Utilization 1992-98

Industry	1994			1995			1996			1997		
	ES	New Hires	Row %	ES	New Hires	Row %	ES	New Hires	Row %	ES	New Hires	Row %
Agriculture	496	1,671	29.7	672	2,140	31.4	791	2,688	29.4	964	3,053	31.6
Mining	1,090	2,896	38.0	1,210	3,032	39.9	1,628	3,764	43.2	2,585	5,676	45.5
Construction	3,259	8,549	38.1	4,465	10,369	43.1	4,976	12,090	41.2	6,264	15,117	41.4
Manufacturing	1,335	2,761	48.3	1,541	2,956	52.1	1,831	3,734	49.0	2,018	4,190	48.2
TCPU*	874	2,344	37.3	1,171	2,706	43.3	1,280	3,166	40.4	1,542	3,688	41.8
Wholesale Trade	581	1,532	37.9	842	1,935	43.5	921	2,179	42.3	1,191	2,821	42.2
Retail Trade	9,282	20,727	44.8	13,334	28,463	46.8	15,037	33,469	44.9	16,395	38,894	42.2
FIRE**	587	1,509	38.9	776	1,857	41.8	823	2,106	39.1	1,017	2,690	37.8
Services	8,438	25,380	33.2	11,891	32,200	36.9	14,058	38,221	36.8	15,403	42,013	36.7
Public Administration	1,108	3,068	36.1	1,227	2,597	47.2	1,355	3,418	39.6	1,367	3,500	39.1
Unknown	387	755	51.3	349	749	46.6	429	1,004	42.7	307	725	42.3
Total	27,437	71,192	38.5	37,478	89,004	42.1	43,129	105,839	40.7	49,053	122,367	40.1

* Transportation, Communication & Public Utilities

** Finance, Insurance & Real Estate

Table 6: Wyoming New Hires by Industry, Year and Unemployment Insurance (UI) Claim Filing 1992-98

Industry	1994			1995			1996			1997		
	Claims	New Hires	Row %	Claims	New Hires	Row %	Claims	New Hires	Row %	Claims	New Hires	Row %
Agriculture	132	1,671	7.9	177	2,140	8.3	221	2,688	8.2	246	3,053	8.1
Mining	455	2,896	15.7	532	3,032	17.5	735	3,764	19.5	1,068	5,676	18.8
Construction	1,446	8,549	16.9	2,275	10,369	21.9	2,544	12,090	21.0	2,826	15,117	18.7
Manufacturing	491	2,761	17.8	562	2,956	19.0	666	3,734	17.8	614	4,190	14.7
TCPU*	321	2,344	13.7	457	2,706	16.9	491	3,166	15.5	513	3,688	13.9
Wholesale Trade	194	1,532	12.7	276	1,935	14.3	301	2,179	13.8	321	2,821	11.4
Retail Trade	2,363	20,727	11.4	3,179	28,463	11.2	3,319	33,469	9.9	3,205	38,894	8.2
FIRE**	147	1,509	9.7	199	1,857	10.7	217	2,106	10.3	253	2,690	9.4
Services	2,314	25,380	9.1	3,253	32,200	10.1	3,839	38,221	10.0	3,827	42,013	9.1
Public Administration	954	3,068	31.1	392	2,597	15.1	433	3,418	12.7	382	3,500	10.9
Unknown	286	755	37.9	204	749	27.2	198	1,004	19.7	118	725	16.3
Total	9,103	71,192	12.8	11,506	89,004	12.9	12,964	105,839	12.2	13,373	122,367	10.9

* Transportation, Communication & Public Utilities

** Finance, Insurance & Real Estate

with out-of-state SSN's.

What about the state's economic picture? As shown in Figure 2 (see page 4), the ratio of new hires to total jobs worked was 56.4% in 1997. What explains this? The state of the economy (i.e., more businesses starting up, special projects in Construction and Mining) impacts the number of new hires. Employers in Agriculture, Retail Trade and Services do not need as many highly skilled employees as required by other industries and consequently they pay less. However, positions within these industries experience higher turnover. Analysis of Table 4 (see page 4) shows that the number of jobs in some counties increases at a significantly lower rate than the number of new hires entering the local labor market. For example, in Teton County, with a higher percentage of tourism as evidenced by the numbers of employees in Retail Trade and Services, new hires jumped from 9,848 to 11,249 (an increase of 14.2%), but jobs increased by only 117 (0.9%) from 1995 to 1996.

What about new hires and program utilization? Out of the total number of 1997 new hires (122,367), those who utilized any of the following programs some time during 1992 -1998 has been determined: Employment Services (49,053), Unemployment Insurance (13,373) and the University of Wyoming (5,085). Regardless of whether a person utilized one or

more programs more than once, each person is counted only one time⁹. Whether they utilized a program before, during or after employment cannot be determined from the combined database. Analysis of the Map and Table 5 (see page 6) shows that over 30.0 percent of 1997 new hires in 18 out of 23 counties and all of the industries utilized Employment Services sometime during 1992-1998. Employment Services include inquiries about jobs, unemployment insurance and training programs. Less than 13.0 percent of the total new hires filed UI claims as shown in Table 6 (see page 6). Less than seven percent of new hires in any industry attended the University of Wyoming. The overall picture shows that, at some point, a big percentage of new hires utilize one or more of these programs.

What can we conclude about new hires? The proportion of jobs held by new hires is increasing. Young adults make up the majority of new hires with Wyoming SSN's. Older, more experienced males make up the majority of out-of-state SSN new hires. In 1997, more than 30.0 percent of new hires utilized Employment Services. This information could assist Employment Services, as well as other programs in how to reach new hires in the future.

1 Mike Evans, "Job Turnover and Hire Rates in Wyoming," *Wyoming*

Labor Force Trends, May 1999, pp. 1-5.

2 Sherry Yu, "Update: New Business Formation in Wyoming," *Wyoming Labor Force Trends*, January 1999 pp. 1-9.

3 Sharon Ehli, "Recent trend indicates an increase in the number of workers," *South Dakota Labor Bulletin*, January 1998, (<http://www.state.sd.us/dol/lmic/lbartlfent.htm>).

4 Mike Evans, "Where Does the Wyoming Worker Come From?" *Wyoming Labor Force Trends*, November 1996, pp. 1-6.

5 Brett Judd and Gregg Detweiler, "The Relation of Age and Gender to Employment in Wyoming," *Wyoming Labor Force Trends*, May 1996, pp. 1-4.

6 Jeff Hadland, "Resident/ Nonresident Hire," *Alaska Economic Trends*, February 1999, p. 11.

7 *Ibid*, p. 11.

8 *Ibid*, p. 11.

9 Tony Glover, "Employment Service Utilization for Individuals with Multiple Employers," *Wyoming Labor Force Trends*, May 1999, p. 8.



Wyoming Employment Projections by County have just been updated through the year 2000!

These data are available exclusively on the Internet (<http://lmi.state.wy.us/county/toc.htm>). Wyoming's counties with the largest projected percent changes in employment in the year 2000 are Teton, Big Horn and Campbell (+3.7%, +2.6% and +2.1%, respectively). Carbon County is projected to have the smallest percent change in employment (-0.6%). If you need more information, please contact Gregg Detweiler (Telephone: 307-473-3817 Email: wdetwe@missc.state.wy.us).

The Dynamic Composition of the Wyoming Workforce: A Study of Origins

by: Gayle C. Edlin, Economist

"... native Wyomingites tend to stay in the Wyoming workforce longer while Out-of-Staters are more likely to enter and leave within a relatively short period of time."

How many of Wyoming's workers originally came from outside the state? Over time, who is more likely to remain part of the Wyoming workforce: native Wyomingites or Out-of-Staters? This analysis suggests that native Wyomingites are more attached to the Wyoming labor market and tend to remain in it longer than Out-of-Staters.

The first three digits of a Social Security Number (SSN) indicate the state shown in the mailing address of an individual's original SSN application¹. For example, if your SSN begins with 520, you received your SSN while a resident of the state of Wyoming. The widespread use of SSN's for tax and identification purposes has resulted in assignment of numbers earlier and earlier in an individual's life. In the past, the most likely time for an individual to apply for a Social Security Number (SSN) was when s/he was seeking her/his first job. Now, with tax deductions requiring dependent's SSN's, it is becoming the norm for children to receive their SSN's at birth or very shortly thereafter. For the purposes of this article, we use each SSN as a proxy for an individual's native state (state of origin). Thus, we can begin to see the dynamics of the Wyoming workforce's changing composition over time by examining the information available from Unemployment Insurance (UI) **wage records**².

Native Wyomingites, for the sake of this discussion, are those individuals whose SSN begins with 520. Unique three-digit codes distinguish **Out-of-Staters** as well

(e.g., native South Dakotans have SSN's beginning with 503 or 504). Research and Planning's UI wage record file contains information about Wyoming work history by SSN beginning in 1992, and is currently final³ through 1997. This study compared 1996 wage record data with the base year of 1992, and 1997 wage record data with the base year of 1993. The two four-year study periods were selected based on available data.

The **cohorts** (common groups of individuals) under study in this case included those individuals who worked at any time during 1992 (**1992 cohort**) and those individuals

who worked at any time during 1993 (**1993 cohort**). Individuals were identified by their unique SSN's. A total of 267,453 SSN's were present in the 1992 cohort (see Table 1, page 8) and 271,622 in the 1993 cohort (see Table 2, page 8). Native Wyomingites comprised the largest single group among individuals present in both cohorts. Native Coloradans and Californians came in a distant second and third in both cohorts.

The Tables (see page 8) show how the Wyoming workforce changed during the 1992-96 and

(Continued on page 9)

The Origins of Wyoming's Steady Workers

by: Gayle C. Edlin, Economist

Steady workers (those individuals who continuously worked for the same employer between 1992 to 1997) represent another source of information in understanding the origins of Wyoming's workforce. The database, created for demographic and wage analysis by industry¹, was queried to determine the proportion of native Wyomingites among steady workers. Of 44,267 steady workers in Wyoming² from 1992-1997, 21,843 were Out-of-Staters and 22,424 were native Wyomingites.

The 1992 cohort in the preceding article included 149,446 Out-of-Staters and 118,007 native Wyomingites. Proportionately, native Wyomingites increased from

44.1 percent among the general cohort in 1992 to 50.7 percent among steady workers by the end of 1997. This fact supports the premise that native Wyomingites are more attached to the Wyoming workforce—and tend to remain in it longer—than Out-of-Staters.

¹ Gregg Detweiler, "Industry Variations in Wyoming's Steady Workers," *Wyoming Labor Force Trends*, May 1999, pp. 1-6.

² In the study, "Industry Variations in Wyoming's Steady Workers," the researcher discussed 44,265 steady workers. Two individuals were excluded from analysis due to industrial confidentiality considerations.

Table 1: Four-Year Changes in the 1992 Wyoming Workforce Cohort (Absent in 1996: 104,519)

State of Origin	Year		Percent Change
	1992	1996	1992-96
Wyoming	118,007	84,669	-28.3%
Colorado	13,690	7,713	-43.7%
California	12,459	6,206	-50.2%
Montana	9,070	5,176	-42.9%
South Dakota	8,601	5,488	-36.2%
Utah	8,580	4,615	-46.2%
Nebraska	8,513	5,135	-39.7%
Texas	6,207	2,612	-57.9%
Illinois	5,230	2,808	-46.3%
Idaho	4,937	2,526	-48.8%
North Dakota	4,530	2,628	-42.0%
Minnesota	4,486	2,568	-42.8%
Iowa	3,979	2,294	-42.3%
Michigan	3,878	2,078	-46.4%
New York	3,857	1,963	-49.1%
Ohio	3,572	1,843	-48.4%
Pennsylvania	3,548	1,943	-45.2%
Kansas	3,532	1,909	-46.0%
Wisconsin	3,094	1,760	-43.1%
Missouri	3,034	1,532	-49.5%
Washington	2,947	1,344	-54.4%
Oklahoma	2,679	1,240	-53.7%
Oregon	2,410	1,146	-52.4%
New Mexico	2,395	1,198	-50.0%
Arizona	2,353	1,093	-53.5%
Indiana	1,974	1,001	-49.3%
Florida	1,837	787	-57.2%
New Jersey	1,537	808	-47.4%
Massachusetts	1,426	689	-51.7%
Louisiana	1,308	470	-64.1%
Virginia	1,164	515	-55.8%
Nevada	1,054	556	-47.2%
Maryland	947	464	-51.0%
Arkansas	921	356	-61.3%
Alabama	868	275	-68.3%
Connecticut	849	396	-53.4%
North Carolina	828	283	-65.8%
Tennessee	814	307	-62.3%
Georgia	809	257	-68.2%
Kentucky	757	308	-59.3%
West Virginia	686	351	-48.8%
Mississippi	636	228	-64.2%
South Carolina	438	149	-66.0%
Maine	436	196	-55.0%
Alaska	417	205	-50.8%
New Hampshire	407	189	-53.6%
Hawaii	290	135	-53.4%
<i>Invalid SSN's</i>	<i>279</i>	<i>27</i>	<i>-90.3%</i>
Vermont	268	129	-51.9%
<i>Railroad Retirement</i>	<i>240</i>	<i>105</i>	<i>-56.3%</i>
District of Columbia	217	71	-67.3%
Rhode Island	170	78	-54.1%
Delaware	112	59	-47.3%
Puerto Rico	94	23	-75.5%
Pacific Islands	57	24	-57.9%
Virgin Islands	25	6	-76.0%
Total Out-of-State	149,446	78,265	-47.6%
Total	267,453	162,934	-39.1%

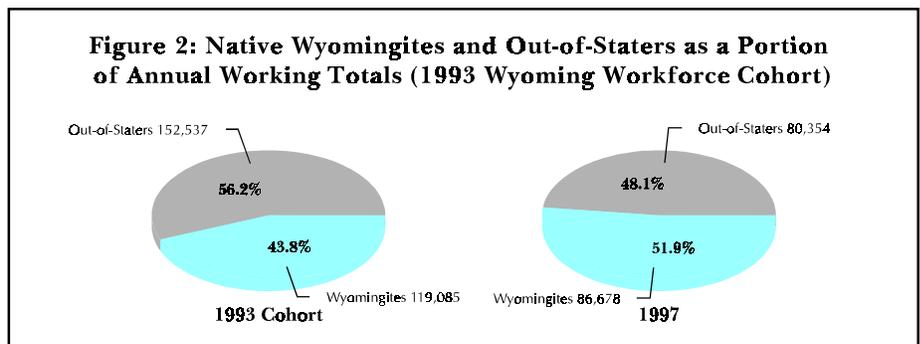
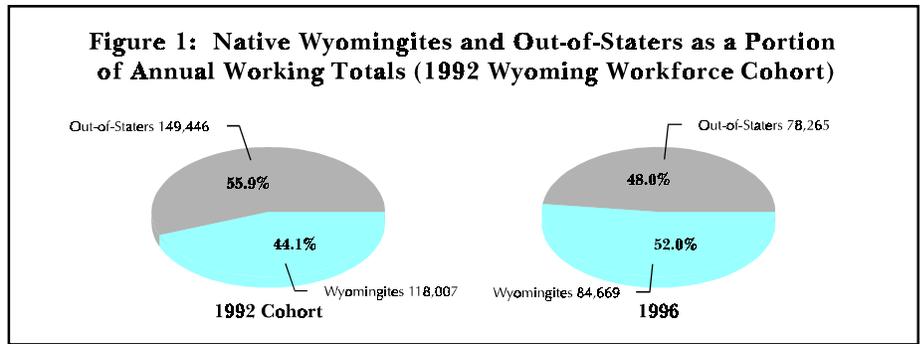
Table 2: Four-Year Changes in the 1993 Wyoming Workforce Cohort (Absent in 1997: 104,590)

State of Origin	Year		Percent Change
	1993	1997	1993-97
Wyoming	119,085	86,678	-27.2%
Colorado	13,781	7,867	-42.9%
California	13,600	6,711	-50.7%
Montana	9,272	5,304	-42.8%
Utah	8,744	4,692	-46.3%
South Dakota	8,600	5,569	-35.2%
Nebraska	8,427	5,167	-38.7%
Texas	6,248	2,658	-57.5%
Illinois	5,273	2,903	-44.9%
Idaho	5,075	2,589	-49.0%
North Dakota	4,465	2,681	-40.0%
Minnesota	4,448	2,555	-42.6%
New York	4,047	2,057	-49.2%
Michigan	3,954	2,108	-46.7%
Iowa	3,935	2,313	-41.2%
Pennsylvania	3,632	2,018	-44.4%
Ohio	3,603	1,867	-48.2%
Kansas	3,523	1,906	-45.9%
Washington	3,129	1,445	-53.8%
Wisconsin	3,079	1,739	-43.5%
Missouri	2,999	1,515	-49.5%
Oklahoma	2,679	1,242	-53.6%
Oregon	2,601	1,194	-54.1%
Arizona	2,462	1,160	-52.9%
New Mexico	2,410	1,227	-49.1%
Indiana	2,062	1,065	-48.4%
Florida	1,954	822	-57.9%
New Jersey	1,575	833	-47.1%
Massachusetts	1,498	723	-51.7%
Louisiana	1,247	492	-60.5%
Virginia	1,238	498	-59.8%
Nevada	1,108	587	-47.0%
Maryland	1,015	499	-50.8%
Georgia	895	294	-67.2%
Connecticut	894	437	-51.1%
Arkansas	874	338	-61.3%
North Carolina	863	315	-63.5%
Tennessee	820	298	-63.7%
Alabama	818	269	-67.1%
Kentucky	723	311	-57.0%
West Virginia	701	350	-50.1%
Mississippi	598	222	-62.9%
Maine	471	213	-54.8%
Alaska	455	233	-48.8%
South Carolina	436	153	-64.9%
New Hampshire	397	194	-51.1%
<i>Invalid SSN's</i>	<i>334</i>	<i>51</i>	<i>-84.7%</i>
Hawaii	310	145	-53.2%
Vermont	309	151	-51.1%
<i>Railroad Retirement</i>	<i>234</i>	<i>94</i>	<i>-59.8%</i>
District of Columbia	220	72	-67.3%
Rhode Island	171	79	-53.8%
Delaware	130	71	-45.4%
Puerto Rico	109	30	-72.5%
Pacific Islands	66	23	-65.2%
Virgin Islands	26	5	-80.8%
Total Out-of-State	152,537	80,354	-47.3%
Total	271,622	167,032	-38.5%

1993-97 time periods. Over one-third of the cohorts did not appear in the Wyoming workforce after four years (39.1% of the 1992 cohort were absent from the 1996 Wyoming workforce and 38.5% of the 1993 cohort were absent from the 1997 Wyoming workforce). Even the number of native Wyomingites decreased dramatically, down 28.3 percent from 1992-96 and down 27.2 percent from 1993-97. In fact, natives of only one other state, South Dakota, declined at a lesser rate (-36.2% from 1992-96 and -35.2% from 1993-97) than did the cohorts in general. In other words, only native Wyomingites and South Dakotans were more likely than average to still be working in Wyoming after four years.

The Figures present an interesting distinction between native Wyomingites and Out-of-Staters. The pie charts show that as time progressed, native Wyomingites represented a greater proportion of Wyoming UI wage records than Out-of-Staters in both the 1992 and 1993 cohorts. To rephrase, the number of native Wyomingites who remained in the Wyoming workforce after four years was greater than the number of Out-of-Staters who did the same.

In general, it would appear that native Wyomingites are more attached to the Wyoming labor market than Out-of-Staters. While the overall composition of the Wyoming workforce remains fairly steady with native Wyomingites comprising 45.5 to 47.1 percent of those individuals included in UI wage records⁴, this research indicates that native Wyomingites tend to stay in the Wyoming workforce longer while Out-of-Staters are more likely to enter and leave within a relatively short period of time. It will be interesting to see



if these patterns hold in the future, and over longer time periods.

1 **Social Security: Your Number**, SSA Publication No. 05-10002, February 1998 (<http://www.ssa.gov/pubs/10002.html>).

2 Wayne M. Gosar, "Wyoming Unemployment Insurance Wage Record Summary Statistics: A New Way to Look at Wyoming," **Wyoming Labor Force Trends**, May 1995, pp. 4-5.

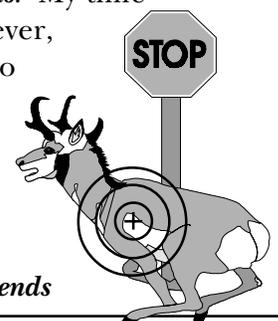
3 Wage records are updated for six

quarters before becoming finalized. The last quarter of 1997 (fourth quarter; October, November and December 1997) will undergo one more update before it is complete. However, preliminary records for the last quarter of 1998 were already available as of April 1999.

4 Quarterly UI wage record data from first quarter 1992 to fourth quarter 1997 show that native Wyomingites made up a low of 45.5 percent of the total number of individuals in third quarter 1995 and a high of 47.1 percent in first quarter 1997.

Parting Shot: When I began working at Research & Planning in March 1994, I had no idea that I would end up spending nearly four years as the Editor of *Wyoming Labor Force Trends*. My time in Wyoming has been a great adventure ... however, circumstances demand that I must now return to my native state of Wisconsin and seek new adventures there. I am grateful to have had the experience of serving as the *Trends* Editor, and wish my successors the best of luck!

—Gayle C. Edlin, Editor, *Wyoming Labor Force Trends*



Tough Times for Texas Oil*

by: Larry Jones and Mark Dermit

introduction by: Carol Kjar, Statistical Technician

"According to the Energy Information Administration, a slight rise in oil prices from their historically low levels is anticipated."

In the course of our research, we often compare the economies and industries of Wyoming with other states. For example, consider the similarities and differences between Texas and Wyoming oil industries. There are counties in Texas that are heavily dependent on the oil industry and have been seriously affected by the low oil prices of the past year. The following article describes the economic situations in those counties. While Wyoming has a large oil industry as well, we also have large quantities of natural gas and coal that are helping our economy remain more stable than in parts of Texas. Economic diversity appears to counterbalance industry fluctuations. Without this stabilizing influence, some of Wyoming's counties could face the same economic declines as certain counties in Texas.

At the beginning of this century, in January of 1901, when the historic Spindletop well gushed its first of many millions of barrels of oil, the Texas oil industry was in its infancy, and the price of oil soon plummeted to a mere three cents per barrel. Having reached a peak of \$38 per barrel in the early 1980s, the posted price for West Texas Intermediate crude has now fallen to a modern-day low of \$9.30 for the month of February 1999. In turn, this has had a drastic effect on local labor markets and economies hard hit by the dismal state of world oil prices and associated layoffs.

This current state of affairs was precipitated by events largely external to Texas, as North Sea oil producers stepped up their output along with others in South America, Africa, and to a lesser extent, the Middle East. This, combined with the less-than-normal demand for home heating oil across North America during the fall and winter of 1998-1999, has led to far-reaching effects here in Texas. Finally, several mergers of some of the world's largest oil companies have resulted in consolidations, which potentially will cause more layoffs.

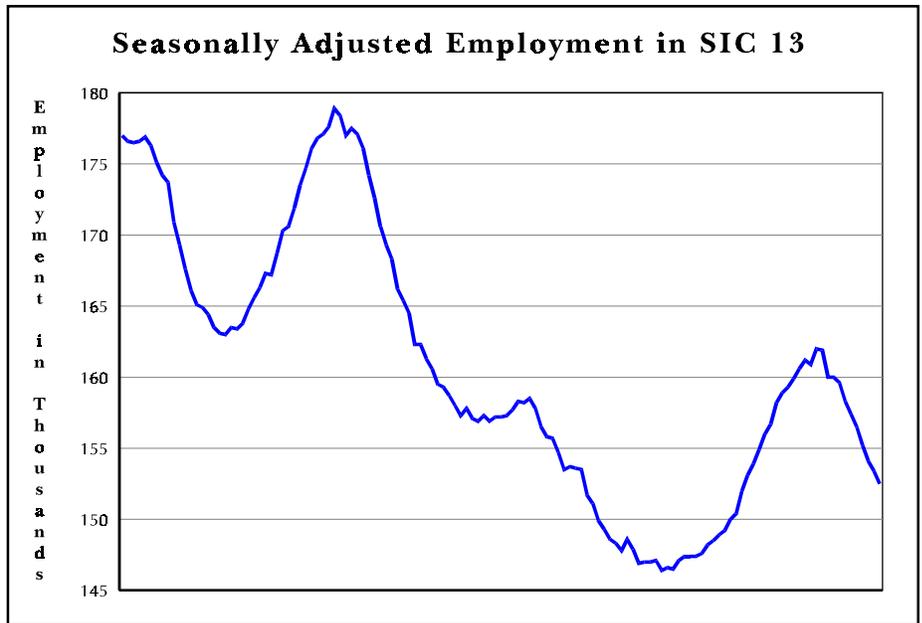
The oil and gas industry, Standard Industrial Classification (SIC) 13, includes both the exploration for, and extraction of, oil and natural gas, the production of oil and gas from various sources up to the point of shipment, and oil and gas field services. Employment in the Texas oil and gas industry hit its heyday in January 1982 with a peak of 313,700 jobs out of 6,271,400 total Nonagricultural Wage and Salary jobs statewide. This represented fully 5.0 percent of the total Texas labor market. Ensuing worldwide competition in oil production and increased efficiencies in exploration and drilling techniques have subsequently caused a significant drop in Texas oil and gas industry employment since that period. In fact, in January 1999, employment had fallen by more than half to 152,300 jobs while Total Nonagricultural Wage and Salary Employment grew by more than 2.7 million jobs to a total of 8,988,200. Today, the oil and gas industry accounts for only 1.7 percent of the total. One of the principal indicators of the health of the oil and gas industry along with employment is the oil and gas drilling rig count. Understandably, the rig count closely mirrored employment in the

oil and gas industry, peaking in 1981 at nearly 1,450 rigs in service. That figure fell to as little as 380 in March 1998 (its high point for the year) and now stands at a paltry 199, a 47.6 percent drop in eleven months. Oil and gas losses in some West Texas counties have been severe recently, affecting not just the level of employment, but adversely impacting property appraisals as well. The loss of tax revenues has a domino effect on the local community, which will constrain local government budgets including numerous independent school districts. These effects are often most prominent in counties which have a less-diversified economy and which have small or medium-sized populations.

The sudden upturn in unemployment is now having a detrimental impact on local communities. This includes not only the obvious effects of idled rigs, businesses cutting back, and people being laid off and filing claims for unemployment insurance benefits or public assistance, but other not-so-obvious consequences. As previously mentioned, local tax revenues in parts of the state are

(Continued on page 11)

being severely affected by this downturn. Several independent school districts in West Texas are estimating their losses upwards of \$5,000,000. In addition, some rural hospitals supported by county budgets are being hard hit by the reduction in revenue, and will have to consider alternative funding or cutbacks. Likewise, some city and county governments will have to trim budgets, and perhaps services, to account for the expected loss in revenue. Finally, many private individuals in Texas will suffer losses of revenue from oil leases and royalties.



Is there room for optimism? According to the Energy Information Administration, a slight rise in oil prices from their historically low levels is anticipated. Domestic producers have stated they need at least \$12 to \$15 per barrel to break even and considerably above that to begin new drilling. Aided by increased demand from recovering Asian markets and from other emerging economies, the world price for crude oil is expected to rise to \$14.25 per barrel by the year

2000. Some state revenue estimators have echoed that forecast, predicting that prices could increase by as much as 25 percent by the end of the year. Beyond the millenium, economists are predicting gradual but steady growth in world demand. Along with increased demand though, will come an increase in the world supply as North Sea producers, some South American countries,

and offshore production near Africa and Asia will all contribute added output. In short, if world demand grows faster than world supply, the Texas oil and gas industry can presumably hold its own, but any recovery from our current position will likely occur over a matter of years and not months.



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Changing Times for Women's Wages?

by: Gayle C. Edlin, Economist

" ... women under age 25 earned 91.3 percent as much as men in the same age group [in 1998]."

Is the "gender gap" finally narrowing? A recently released report¹ indicates that the 1998 female-to-male earnings ratio (76.3%) has improved substantially from 1979 (62.5%), when comparable wage data was first available. Analysis of earnings by gender and age suggests that the gender-based wage disparity has

been notably reduced in recent years, especially in certain demographic groups.

Women under age 25 earned 91.3 percent as much as men in the same age group in 1998. And although women's wages were much lower than men's in older age groups, the earnings ratio is still

advancing (up to an all-time high of 75.9% in 1998). Thus far, the overall gains of the 1990's (4.4 percentage points) are somewhat less than those of the 1980's (5.8 percentage points).

1 Bureau of Labor Statistics Report 928, *Highlights of Women's Earnings in 1998*, April 1999.

Covered Employment and Wages for Fourth Quarter 1998

by: Gayle C. Edlin, Economist

tables by: Nancy Brennan, Economist

"Average weekly wages increased ... across all industries, and the statewide total increased by \$24 per week [from fourth quarter 1997 to 1998]."

Preliminary Covered Employment and Wages (ES-202) data show that Wyoming's monthly employment for 1998 ranged between a low of 209,695 and a high of 227,917 (see Table 1). In comparison with 1997 data¹, monthly employment was an average of 3,623 higher in 1998 than in 1997. This difference is only slightly higher than the 3,361 increase from 1996 to 1997.

Only three industries experienced decreases in average monthly employment from fourth quarter 1997 to 1998 (see Table 2, page 13). The largest of these decreases occurred in Mining (-1,132 or -6.5%). State Government and Wholesale Trade also had declines in average monthly employment over this time (-189 or -1.6% and -82 or -1.0%, respectively). The Services industry had the largest numeric increase in average monthly employment (up 1,501 or 3.3%).

Total payroll was up in every industry except Mining and Wholesale Trade from fourth quarter 1997 to 1998 (-\$7,881,521 or -3.7% and -\$302,146 or -0.5%, respectively). Average weekly wages increased without exception across all industries, and the statewide total increased by \$24 per week. The largest gains were made in the Manufacturing and Finance, Insurance & Real Estate (FIRE) industries (\$59 or 9.6% and \$53 or 9.2%, respectively).

Average monthly employment in Wyoming increased by 2,691 or 1.2 percent from fourth quarter 1997 to 1998 (see Table 3, page 13). However, a number of Wyoming's counties experienced small numeric declines in average monthly employment (less than 200) over this time. The largest such decrease occurred in Platte County (-162 or -5.0%). Regionally, only the Northwest and Northeast showed slower average monthly

employment changes than the state as a whole (295 or 0.9% and 189 or 0.6%, respectively).

Total payroll increased for nearly every county from fourth quarter 1997 to 1998. Crook and Hot Springs Counties were the only exceptions (-\$805,764 or -7.2% and -\$46,171 or -0.5%, respectively). Statewide, total payroll was up substantially (increasing \$85,583,479 or 6.2%). Average weekly wages increased for most counties in Wyoming over this time as well, with only Crook, Park and Lincoln Counties showing decreases (-\$19 or -4.2%, -\$8 or -1.8% and -\$1 or -0.1%, respectively).

1 Research & Planning, *Wyoming Annual Covered Employment and Wages*, 1997, p. 21.



Table 1: Wyoming Monthly Employment for 1998 by Industry

	1998 Monthly Employment											
	January	February	March	April	May	June	July	August	September	October	November	December
Total	210,244	209,695	210,977	214,856	224,886	231,339	227,724	227,917	227,733	224,132	219,362	219,334
Total Private	156,955	156,211	157,060	160,463	169,321	177,465	180,408	180,247	173,715	169,631	164,967	165,135
Agriculture	2,487	2,505	2,708	3,210	3,661	3,902	3,901	3,693	3,387	3,354	2,960	2,820
Mining	17,421	17,061	16,895	16,442	16,769	17,138	17,266	17,232	16,825	16,375	16,282	16,356
Construction	13,204	12,947	13,284	14,663	17,270	17,614	17,916	18,030	17,564	17,134	16,538	15,501
Manufacturing	10,626	10,599	10,437	10,573	10,719	11,027	11,124	11,175	11,124	11,420	11,230	11,098
TCPU*	10,763	10,850	10,810	10,842	11,023	11,195	11,310	11,346	11,231	11,248	11,197	11,418
Wholesale Trade	7,618	7,670	7,766	7,796	7,915	7,972	7,920	7,820	7,682	7,740	7,726	7,847
Retail Trade	42,406	42,112	42,288	43,152	45,534	47,432	48,091	48,273	46,496	45,434	44,744	45,020
FIRE**	8,254	8,261	8,361	8,432	8,579	8,723	8,780	8,756	8,635	8,584	8,532	8,598
Services	44,176	44,206	44,511	45,353	47,851	52,462	54,100	53,922	50,771	48,342	45,758	46,477
Total Government	53,289	53,484	53,917	54,393	55,565	53,874	47,316	47,670	54,018	54,501	54,395	54,199
Local Government	35,116	35,462	35,871	36,167	36,698	34,634	27,843	28,210	34,918	35,993	36,082	36,049
State Government	11,525	11,453	11,461	11,543	11,718	11,635	11,704	11,675	11,610	11,439	11,425	11,383
Federal Government	6,648	6,569	6,585	6,683	7,149	7,605	7,769	7,785	7,490	7,069	6,888	6,767

* Transportation, Communication & Public Utilities

** Finance, Insurance & Real Estate

Table 2: Wyoming Average Monthly Employment, Total Payroll and Average Weekly Wages for Fourth Quarter 1998 by Industry

	Average Monthly Employment				Total Payroll				Average Weekly Wage			
	Fourth Quarter		Change		Fourth Quarter		Change		Fourth Quarter		Change	
	1998	1997	No.	Percent	1998	1997	No.	Percent	1998	1997	No.	Percent
Total	220,943	218,252	2,691	1.2%	\$1,470,815,995	\$1,385,232,516	\$85,583,479	6.2%	\$512	\$488	\$24	4.9%
Total Private	166,578	164,138	2,440	1.5%	\$1,109,769,072	\$1,040,190,176	\$69,578,896	6.7%	\$512	\$487	\$25	5.1%
Agriculture	3,045	2,980	65	2.2	15,546,719	14,196,893	1,349,826	9.5	393	367	26	7.2
Mining	16,338	17,470	-1,132	-6.5	206,209,205	214,090,726	-7,881,521	-3.7	971	943	28	3.0
Construction	16,391	15,656	735	4.7	119,615,342	108,278,614	11,336,728	10.5	561	532	29	5.5
Manufacturing	11,249	11,082	167	1.5	98,709,803	88,759,823	9,949,980	11.2	675	616	59	9.6
TCPU*	11,288	11,085	203	1.8	105,715,292	97,745,017	7,970,275	8.2	720	678	42	6.2
Wholesale Trade	7,771	7,853	-82	-1.0	62,756,244	63,058,390	-302,146	-0.5	621	618	4	0.6
Retail Trade	45,066	44,466	600	1.3	171,505,156	152,128,764	19,376,392	12.7	293	263	30	11.2
FIRE**	8,571	8,187	384	4.7	70,343,632	61,527,634	8,815,998	14.3	631	578	53	9.2
Services	46,859	45,358	1,501	3.3	259,367,679	240,404,315	18,963,364	7.9	426	408	18	4.4
Total Government	54,365	54,114	251	0.5%	\$361,046,923	\$345,042,340	\$16,004,583	4.6%	\$511	\$490	\$20	4.2%
Local Government	36,041	35,638	404	1.1	210,693,539	198,418,723	12,274,816	6.2	450	428	21	5.0
State Government	11,416	11,605	-189	-1.6	80,835,248	77,688,262	3,146,986	4.1	545	515	30	5.8
Federal Government	6,908	6,871	37	0.5	69,518,136	68,935,355	582,781	0.8	774	772	2	0.3

* Transportation, Communication & Public Utilities

** Finance, Insurance & Real Estate

Table 3: Wyoming Average Monthly Employment, Total Payroll and Average Weekly Wages for Fourth Quarter 1998 by Region and County

	Average Monthly Employment				Total Payroll				Average Weekly Wage			
	Fourth Quarter		Change		Fourth Quarter		Change		Fourth Quarter		Change	
	1998	1997	No.	Percent	1998	1997	No.	Percent	1998	1997	No.	Percent
Total	220,943	218,252	2,691	1.2%	\$1,470,815,995	\$1,385,232,516	\$85,583,479	6.2%	\$512	\$488	\$24	4.9%
Northwest	34,423	34,128	295	0.9%	\$208,273,291	\$194,199,208	\$14,074,083	7.2%	\$465	\$438	\$28	6.3%
Big Horn	3,897	3,974	-77	-1.9	24,594,223	23,646,163	948,060	4.0	485	458	28	6.1
Fremont	13,636	13,392	243	1.8	86,423,627	73,364,616	13,059,011	17.8	488	421	66	15.7
Hot Springs	1,911	1,939	-28	-1.4	9,251,029	9,297,200	-46,171	-0.5	372	369	3	0.9
Park	11,135	10,920	215	2.0	64,648,502	64,546,592	101,910	0.2	447	455	-8	-1.8
Washakie	3,845	3,903	-58	-1.5	23,355,910	23,344,637	11,273	0.0	467	460	7	1.6
Northeast	33,845	33,655	189	0.6%	\$236,197,948	\$226,888,449	\$9,309,499	4.1%	\$537	\$519	\$18	3.5%
Campbell	16,924	16,627	297	1.8	138,832,105	134,320,267	4,511,838	3.4	631	621	10	1.5
Crook	1,857	1,918	-61	-3.2	10,319,586	11,125,350	-805,764	-7.2	427	446	-19	-4.2
Johnson	2,490	2,487	3	0.1	12,333,185	12,043,428	289,757	2.4	381	373	9	2.3
Sheridan	10,440	10,429	11	0.1	62,861,290	57,745,133	5,116,157	8.9	463	426	37	8.7
Weston	2,134	2,195	-61	-2.8	11,851,782	11,654,271	197,511	1.7	427	408	19	4.6
Southwest	47,835	47,206	629	1.3%	\$354,081,012	\$334,866,066	\$19,214,946	5.7%	\$569	\$546	\$24	4.3%
Lincoln	4,819	4,719	100	2.1	30,374,257	29,785,220	589,037	2.0	485	485	-1	-0.1
Sublette	2,051	1,985	66	3.3	12,124,546	11,352,717	771,829	6.8	455	440	15	3.4
Sweetwater	19,459	19,566	-107	-0.5	167,576,579	162,742,227	4,834,352	3.0	662	640	22	3.5
Teton	13,378	12,760	618	4.8	92,123,523	81,899,534	10,223,989	12.5	530	494	36	7.3
Uinta	8,129	8,176	-47	-0.6	51,882,107	49,086,368	2,795,739	5.7	491	462	29	6.3
Southeast	57,326	56,572	754	1.3%	\$350,945,324	\$328,686,623	\$22,258,701	6.8%	\$471	\$447	\$24	5.4%
Albany	14,212	13,831	381	2.8	79,541,145	73,884,725	5,656,420	7.7	431	411	20	4.8
Goshen	4,141	4,246	-105	-2.5	20,702,265	20,328,893	373,372	1.8	385	368	16	4.4
Laramie	35,035	34,410	626	1.8	228,618,381	212,613,661	16,004,720	7.5	502	475	27	5.6
Niobrara	839	824	15	1.8	3,640,839	3,467,138	173,701	5.0	334	324	10	3.1
Platte	3,099	3,261	-162	-5.0	18,442,694	18,392,206	50,488	0.3	458	434	24	5.5
Central	41,144	40,531	613	1.5%	\$273,980,393	\$258,241,390	\$15,739,003	6.1%	\$512	\$490	\$22	4.5%
Carbon	6,403	6,312	91	1.4	39,855,870	36,973,092	2,882,778	7.8	479	451	28	6.3
Converse	4,390	4,265	125	2.9	30,102,684	28,111,099	1,991,585	7.1	528	507	20	4.0
Natrona	30,352	29,955	397	1.3	204,021,839	193,157,199	10,864,640	5.6	517	496	21	4.2
Nonclassified	6,369	6,159	210	3.4%	\$47,338,027	\$42,350,780	\$4,987,247	11.8%	\$572	\$529	\$43	8.1%

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

data produced by: Krista R. Shinkle, Senior Statistician

"While Wyoming statewide continued claims in Mining continue to decrease over the month (-26.4% from April to May 1999), they are still up over the year (+71.5% from May 1998 to 1999)."

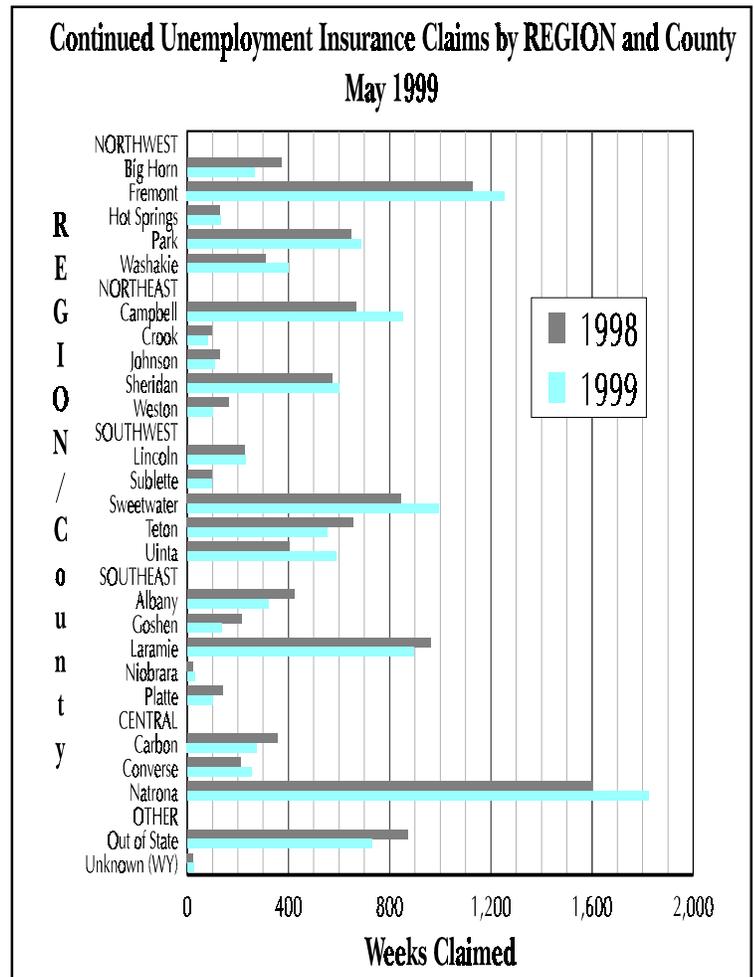
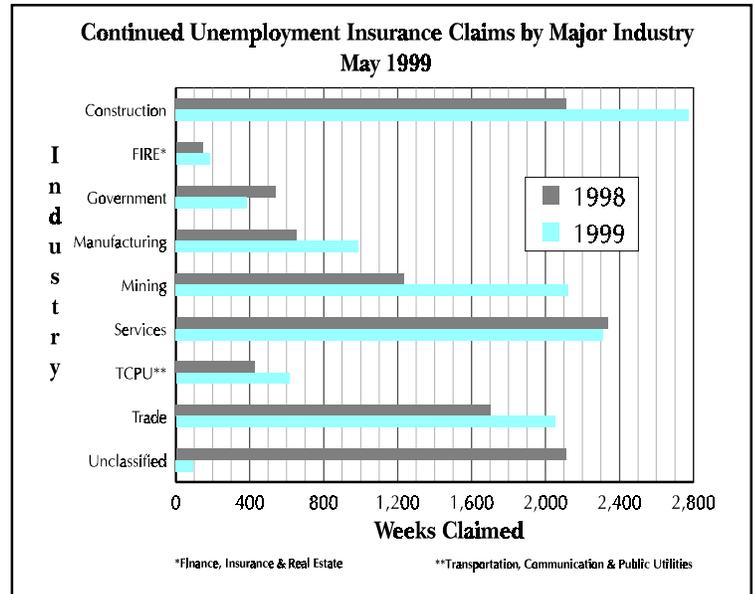
	WEEKS CLAIMED			Percent Change Weeks Claimed	
	MAY 99	APR 99	MAY 98	MAY 99	MAY 98
	WYOMING STATEWIDE				
TOTAL WEEKS CLAIMED	11,522	16,066	11,260	-28.3	2.3
TOTAL UNIQUE CLAIMANTS	3,898	5,148	3,630	-24.3	7.4
TOTAL GOODS PRODUCING	5,882	8,403	4,003	-30.0	46.9
Manufacturing	986	1,324	652	-25.5	51.2
Mining	2,122	2,883	1,237	-26.4	71.5
Oil & Gas Extraction	2,012	2,722	1,150	-26.1	75.0
Construction	2,774	4,196	2,114	-33.9	31.2
TOTAL SERVICE PRODUCING	5,543	7,494	5,148	-26.0	7.7
Transportation, Communication & Public Utilities	612	855	425	-28.4	44.0
Transportation	494	712	338	-30.6	46.2
Communications & Public Utilities	118	143	88	-17.5	34.1
Trade	2,051	2,555	1,704	-19.7	20.4
Wholesale Trade	327	393	250	-16.8	30.8
Retail Trade	1,724	2,162	1,454	-20.3	18.6
Finance, Insurance & Real Estate	184	224	144	-17.9	27.8
Services	2,312	3,241	2,337	-28.7	-1.1
Personal & Business Services	527	792	629	-33.5	-16.2
Health Services	302	384	266	-21.4	13.5
Government	384	619	538	-38.0	-28.6
Local Government	223	385	329	-42.1	-32.2
Local Education	61	103	88	-40.8	-30.7
UNCLASSIFIED	97	169	2,109	-42.6	-95.4

LARAMIE COUNTY

TOTAL WEEKS CLAIMED	896	1,236	963	-27.5	-7.0
TOTAL UNIQUE CLAIMANTS	320	407	314	-21.4	1.9
TOTAL GOODS PRODUCING	382	520	247	-26.5	54.7
Manufacturing	52	57	37	-8.8	40.5
Mining	26	28	14	-7.1	85.7
Oil & Gas Extraction	26	24	14	8.3	85.7
Construction	304	435	196	-30.1	55.1
TOTAL SERVICE PRODUCING	503	697	518	-27.8	-2.9
Transportation, Communication & Public Utilities	86	122	27	-29.5	218.5
Transportation	47	91	21	-48.4	123.8
Communications & Public Utilities	39	31	6	25.8	550.0
Trade	199	247	157	-19.4	26.8
Wholesale Trade	31	36	8	-13.9	287.5
Retail Trade	168	211	149	-20.4	12.8
Finance, Insurance & Real Estate	48	53	22	-9.4	118.2
Services	142	236	248	-39.8	-42.7
Personal & Business Services	52	105	84	-50.5	-38.1
Health Services	37	52	48	-28.8	-22.9
Government	28	39	64	-28.2	-56.3
Local Government	11	18	23	-38.9	-52.2
Local Education	6	8	13	-25.0	-53.8
UNCLASSIFIED	11	19	198	-42.1	-94.4

NATRONA COUNTY

TOTAL WEEKS CLAIMED	1,824	2,180	1,599	-16.3	14.1
TOTAL UNIQUE CLAIMANTS	582	698	499	-16.6	16.6
TOTAL GOODS PRODUCING	934	1,094	533	-14.6	75.2
Manufacturing	142	140	68	1.4	108.8
Mining	371	469	210	-20.9	76.7
Oil & Gas Extraction	338	423	197	-20.1	71.6
Construction	421	485	255	-13.2	65.1
TOTAL SERVICE PRODUCING	875	1,065	757	-17.8	15.6
Transportation, Communication & Public Utilities	73	94	70	-22.3	4.3
Transportation	55	80	51	-31.3	7.8
Communications & Public Utilities	17	14	19	21.4	-10.5
Trade	322	388	253	-17.0	27.3
Wholesale Trade	71	108	78	-34.3	-9.0
Retail Trade	250	279	175	-10.4	42.9
Finance, Insurance & Real Estate	44	58	31	-24.1	41.9
Services	395	469	366	-15.8	7.9
Personal & Business Services	104	155	132	-32.9	-21.2
Health Services	101	110	100	-8.2	1.0
Government	41	56	37	-26.8	10.8
Local Government	32	43	32	-25.6	0.0
Local Education	11	24	9	-54.2	22.2
UNCLASSIFIED	15	21	309	-28.6	-95.1

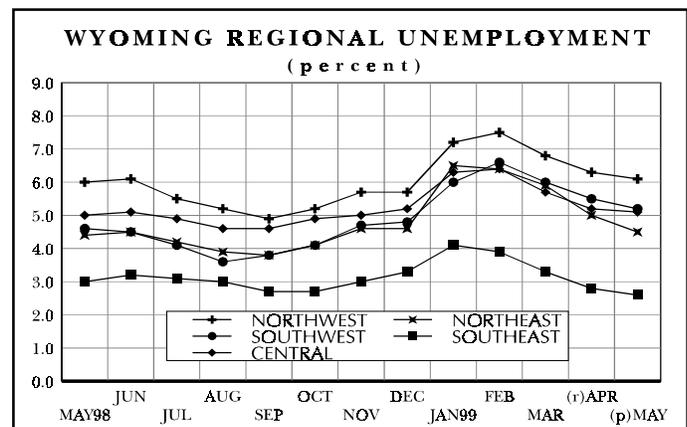
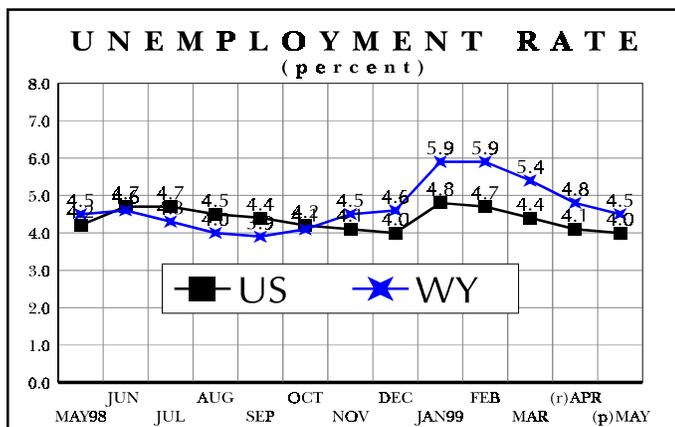


Wyoming Economic Indicators

"After a large increase from March to April 1999 (up 0.7%; see the June 1999 issue of *Wyoming Labor Force Trends*, page 8), the Consumer Price Index (CPI) was unchanged from April to May 1999."

	May 1999 (p)	April 1999 (r)	May 1998 (b)	Percent Change Month	Year
Wyoming Total Civilian Labor Force (1)	260,700	259,597	256,599	0.4	1.6
Unemployed	11,853	12,414	11,465	-4.5	3.4
Employed	248,847	247,183	245,134	0.7	1.5
Wyoming Unemployment Rate/Seas. Adj.	4.5%/4.9%	4.8%/4.5%	4.5%/4.9%	N/A	N/A
U.S. Unemployment Rate/Seas. Adj.	4.0%/4.2%	4.1%/4.3%	4.2%/4.4%	N/A	N/A
U.S. Multiple Jobholders	7,895,000	7,648,000	8,126,000	3.2	-2.8
As a percent of all workers	5.9%	5.8%	6.2%	N/A	N/A
U.S. Discouraged Workers	256,000	245,000	268,000	4.5	-4.5
U.S. Part Time for Economic Reasons	3,281,000	3,316,000	3,602,000	-1.1	-8.9
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	\$851.20	\$918.34	\$856.49	-7.3	-0.6
Average Weekly Hours	44.8	44.3	45.9	1.6	-0.9
U.S. Mining					
Average Weekly Earnings	\$739.72	\$731.81	\$738.48	1.1	0.2
Average Weekly Hours	43.9	43.2	44.3	1.6	-0.9
Wyoming Manufacturing					
Average Weekly Earnings	\$615.94	\$629.84	\$608.19	-2.2	1.3
Average Weekly Hours	40.1	40.4	40.6	-0.7	-1.2
U.S. Manufacturing					
Average Weekly Earnings	\$577.13	\$574.08	\$563.46	0.5	2.4
Average Weekly Hours	41.7	41.6	41.8	0.2	-0.2
Wyoming Unemployment Insurance					
Weeks Compensated (2)	11,639	15,008	9,605	-22.4	21.2
Benefits Paid	\$2,152,076	\$2,744,491	\$1,658,839	-21.6	29.7
Average Weekly Benefit Payment	\$184.90	\$182.87	\$172.71	1.1	7.1
State Insured Covered Jobs (1)	213,788	204,522	210,683	4.5	1.5
Insured Unemployment Rate	1.5%	1.9%	1.7%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100)					
All Items	166.2	166.2	162.8	0.0	2.1
Food & Beverages	164.2	163.9	160.7	0.2	2.2
Housing	163.0	163.0	159.7	0.0	2.1
Apparel	134.2	135.2	135.3	-0.7	-0.8
Transportation	144.2	144.3	142.0	-0.1	1.5
Medical Care	249.5	249.1	241.4	0.2	3.4
Recreation (Dec. 1997=100)	102.2	102.0	101.0	0.2	1.2
Education & Communication (Dec. 1997=100)	100.4	100.7	100.1	-0.3	0.3
Other Goods & Services	255.8	256.1	236.7	-0.1	8.1
Producer Prices (1982 to 1984 = 100)					
All Commodities	124.5	123.5	125.1	0.8	-0.5

(p) Preliminary. (r) Revised. (b) Benchmarked.
 (1) Local Area Unemployment Statistics Program estimates. (2) Not Normalized.



Wyoming County Unemployment Rates

data produced by: David Bullard, Economist

"Almost every county in the Southwest region of Wyoming had higher unemployment in May 1999 than 1998. It appears that much of the increase in this area and others is associated with job losses in the oil and gas industry."

REGION COUNTY	<u>Labor Force</u>			<u>Employed</u>			<u>Unemployed</u>			<u>Unemployment Rates</u>		
	May 1999 (p)	Apr 1999 (r)	May 1998 (b)	May 1999 (p)	Apr 1999 (r)	May 1998 (b)	May 1999 (p)	Apr 1999 (r)	May 1998 (b)	May 1999 (p)	Apr 1999 (r)	May 1998 (b)
Northwest	46,377	45,433	46,391	43,541	42,574	43,598	2,836	2,859	2,793	6.1	6.3	6.0
Big Horn	5,859	5,874	5,861	5,489	5,516	5,479	370	358	382	6.3	6.1	6.5
Fremont	17,864	17,829	17,732	16,565	16,518	16,396	1,299	1,311	1,336	7.3	7.4	7.5
Hot Springs Park	2,481	2,515	2,465	2,355	2,387	2,339	126	128	126	5.1	5.1	5.1
Washakie	15,132	14,173	15,386	14,456	13,460	14,720	676	713	666	4.5	5.0	4.3
	5,041	5,042	4,947	4,676	4,693	4,664	365	349	283	7.2	6.9	5.7
Northeast	43,535	43,559	42,707	41,572	41,371	40,816	1,963	2,188	1,891	4.5	5.0	4.4
Campbell	19,541	19,689	18,942	18,571	18,612	18,064	970	1,077	878	5.0	5.5	4.6
Crook	2,974	2,907	3,042	2,855	2,754	2,901	119	153	141	4.0	5.3	4.6
Johnson	3,767	3,611	3,815	3,656	3,487	3,692	111	124	123	2.9	3.4	3.2
Sheridan	13,845	13,903	13,621	13,248	13,269	13,015	597	634	606	4.3	4.6	4.4
Weston	3,408	3,449	3,287	3,242	3,249	3,144	166	200	143	4.9	5.8	4.4
Southwest	52,987	52,094	51,505	50,236	49,211	49,122	2,751	2,883	2,383	5.2	5.5	4.6
Lincoln	6,123	6,059	6,256	5,756	5,645	5,869	367	414	387	6.0	6.8	6.2
Sublette	3,107	2,944	3,059	2,970	2,780	2,968	137	164	91	4.4	5.6	3.0
Sweetwater	22,349	22,012	21,314	21,093	20,838	20,269	1,256	1,174	1,045	5.6	5.3	4.9
Teton	10,363	10,017	10,224	10,067	9,590	9,948	296	427	276	2.9	4.3	2.7
Uinta	11,045	11,062	10,652	10,350	10,358	10,068	695	704	584	6.3	6.4	5.5
Southeast	69,116	69,813	68,297	67,292	67,850	66,261	1,824	1,963	2,036	2.6	2.8	3.0
Albany	17,271	17,573	16,817	16,975	17,218	16,494	296	355	323	1.7	2.0	1.9
Goshen	6,349	6,512	6,533	6,166	6,316	6,264	183	196	269	2.9	3.0	4.1
Laramie	39,359	39,785	38,787	38,214	38,596	37,572	1,145	1,189	1,215	2.9	3.0	3.1
Niobrara	1,339	1,380	1,309	1,303	1,344	1,272	36	36	37	2.7	2.6	2.8
Platte	4,798	4,563	4,851	4,634	4,376	4,659	164	187	192	3.4	4.1	4.0
Central	48,686	48,702	47,701	46,206	46,179	45,339	2,480	2,523	2,362	5.1	5.2	5.0
Carbon	8,311	8,216	8,189	7,908	7,791	7,777	403	425	412	4.8	5.2	5.0
Converse	6,403	6,394	6,476	6,116	6,104	6,183	287	290	293	4.5	4.5	4.5
Natrona	33,972	34,092	33,036	32,182	32,284	31,379	1,790	1,808	1,657	5.3	5.3	5.0
Statewide	260,700	259,597	256,599	248,847	247,183	245,134	11,853	12,414	11,465	4.5	4.8	4.5
Statewide Seasonally Adjusted										4.9	4.5	4.9
U.S.....										4.0	4.1	4.2
U.S. Seasonally Adjusted.....										4.2	4.3	4.4

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/99. Run Date 05/99.
Data are not seasonally adjusted except where otherwise specified.

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

NOTE: The Current Population Survey (CPS) estimated the 1998 annual average Wyoming unemployment rate at 4.8 percent.

The 90 percent confidence interval for this estimate suggests that in 9 out of 10 cases, the interval 4.2 to 5.4 percent would contain the actual rate.

State Unemployment Rates May News

May 1999

(Not Seasonally Adjusted)

by: David Bullard, Economist

"Despite large gains in employment over the month, Wyoming's annual growth rate remains slow."

State	Unemp. Rate
Puerto Rico	11.0
Alaska	6.4
West Virginia	6.4
District of Columbia	6.2
New Mexico	6.0
Hawaii	5.5
California	4.9
Mississippi	4.9
New York	4.9
Montana	4.7
Oregon	4.7
Idaho	4.6
Texas	4.6
Arizona	4.5
Wyoming	4.5
New Jersey	4.4
Alabama	4.3
Kentucky	4.3
Washington	4.3
Arkansas	4.1
Illinois	4.1
Nevada	4.1
United States	4.0
Florida	3.9
Louisiana	3.9
Maine	3.9
Pennsylvania	3.9
South Carolina	3.8
Ohio	3.7
Maryland	3.6
Oklahoma	3.6
Georgia	3.5
Michigan	3.5
Tennessee	3.4
Connecticut	3.3
Rhode Island	3.3
Kansas	3.2
Delaware	3.1
Missouri	3.1
Wisconsin	3.1
Colorado	3.0
Utah	3.0
Massachusetts	2.9
North Carolina	2.9
Virginia	2.9
Indiana	2.8
Vermont	2.7
Nebraska	2.5
North Dakota	2.5
New Hampshire	2.3
Iowa	2.2
South Dakota	2.1
Minnesota	2.0

Warmer weather and the start of the tourist season brought large over-the-month employment gains to Wyoming in May. Nonagricultural employment, as measured by the establishment survey, increased by 9,400 jobs or 4.2 percent from April to May (see page 19). This large increase in employment was associated with a decrease in the unemployment rate (see page 17) and the number of Unemployment Insurance (UI) claims (see pages 14 and 15).

The largest over-the-month employment gains were in Construction (up 2,500 jobs or 16.4%), Retail Trade (up 2,200 jobs or 5.1%) and Hotels and other Lodging Places (up 2,000 jobs or 28.2%). Eating and Drinking Places added 900 jobs (+5.7%) and Business Services was up 500 jobs or (+7.6%).

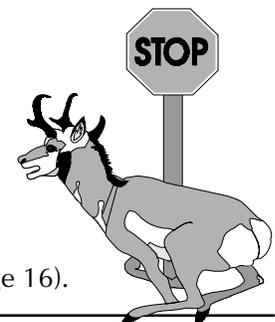
Mining added 400 (+2.5%) jobs from April to May but remained below its May 1998 level of 16,800 jobs (down 200 jobs or -1.2% over the year). Mining UI Claims contin-

ued to show large increases when compared with 1998 data. There were 2,122 Mining claims in May 1999 compared to 1,237 claims in May 1998, an increase of 71.5 percent (see page 15).

Wyoming's unemployment rate (not seasonally adjusted) fell from 4.8 to 4.5 percent in May. It remained above the U.S. unemployment rate of 4.0 percent. Civilian labor force grew by 4,101 individuals or 1.6 percent in May (see page 16).

Despite large gains in employment over the month, Wyoming's annual growth rate remains slow. In over-the-year comparisons, employment increased by 1,200 jobs or 0.5 percent (see page 19).

In contrast, employment growth in the U.S. has been averaging above two percent for the past few years (see page 16).



Now Available from Research & Planning: *Assessing the Impact of Raising Wyoming's Minimum Wage*

This report investigates the minimum wage increases from the viewpoint of the traditional economic model of supply and demand. Alternatively, using a subset of Wyoming fast food restaurants as a case study, the report explores the issue of a minimum wage increase within a broader context of current national and international research. Wyoming is one of the eight states that currently has a minimum wage below the Federal minimum. *Coming soon to the Internet also!*

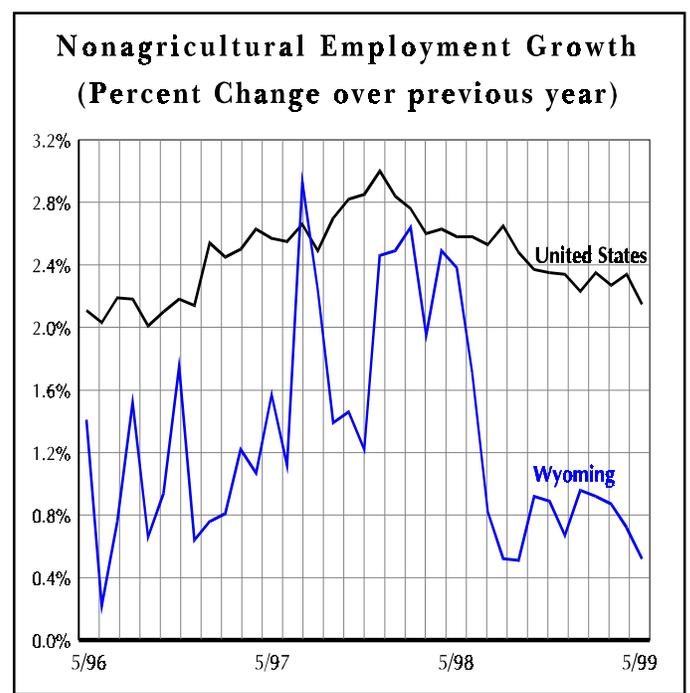
To receive your copy of this publication, or for more information, please contact Tony Glover (Telephone: 307-473-3837 Email: wglover@missc.state.wy.us).

Wyoming Nonagricultural Wage and Salary Employment¹

data produced by: Gregg Detweiler, Senior Economist

"Wyoming's total nonagricultural employment increased noticeably over the month (+4.2% from April to May 1999) but was only up slightly over the year (+0.5% from May 1998 to 1999)."

WYOMING STATEWIDE*	Employment in Thousands					Percent Change Total Employment		LARAMIE COUNTY	Employment in Thousands					Percent Change Total Employment	
	MAY 99(p)	APR 99(r)	MAY 98	MAY 99	MAY 98	APR 99	MAY 98		MAY 99(p)	APR 99(r)	MAY 98	MAY 99	MAY 98	MAY 99	
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	233.6	224.2	232.4	4.2	0.5			36.5	35.7	36.1	2.2	1.1			
TOTAL GOODS PRODUCING	45.2	42.1	44.8	7.4	0.9			4.2	4.1	4.1	2.4	2.4			
Mining	16.6	16.2	16.8	2.5	-1.2			2.5	2.4	2.4	4.2	4.2			
Coal Mining	4.6	4.5	4.5	2.2	2.2			1.7	1.7	1.7	0.0	0.0			
Oil & Gas Extraction	8.3	8.1	8.5	2.5	-2.4			0.8	0.8	0.8	0.0	0.0			
Crude Petrol-Natural Gas	2.5	2.5	2.6	0.0	-3.8			2.6	2.5	2.4	4.0	8.3			
Oil & Gas Field Services	5.8	5.6	5.9	3.6	-1.7			8.3	8.0	8.5	3.8	-2.4			
Nonmetallic Minerals	3.1	3.0	3.2	3.3	-3.1			0.8	0.8	0.8	0.0	0.0			
Construction	17.7	15.2	17.2	16.4	2.9			7.5	7.2	7.7	4.2	-2.6			
General Building Contractors	4.3	3.9	4.0	10.3	7.5			2.3	2.3	2.2	0.0	4.5			
Heavy Construction	5.3	4.2	5.1	26.2	3.9			7.7	7.4	7.7	4.1	0.0			
Special Trade Construction	8.1	7.1	8.1	14.1	0.0			11.3	11.2	11.2	0.9	0.9			
Manufacturing	10.9	10.7	10.8	1.9	0.9			2.4	2.4	2.4	0.0	0.0			
Durable Goods	5.1	5.0	5.1	2.0	0.0			3.3	3.3	3.4	0.0	-2.9			
Nondurable Goods	5.8	5.7	5.7	1.8	1.8			5.5	5.5	5.4	0.0	1.9			
Printing & Publishing	1.7	1.7	1.6	0.0	6.3										
Petroleum & Coal Products	1.3	1.2	1.3	8.3	0.0										
TOTAL SERVICE PRODUCING	188.4	182.1	187.6	3.5	0.4			31.9	31.0	31.3	2.9	1.9			
Transportation & Public Utilities	14.0	13.8	13.9	1.4	0.7			5.8	5.3	5.7	9.4	1.8			
Transportation	8.9	8.7	8.8	2.3	1.1			1.5	1.5	1.5	0.0	0.0			
Railroad Transportation	2.9	2.9	2.9	0.0	0.0			1.9	1.9	2.0	0.0	-5.0			
Trucking & Warehousing	3.6	3.5	3.6	2.9	0.0			2.4	1.9	2.2	26.3	9.1			
Communications	2.2	2.1	2.0	4.8	10.0			26.1	25.7	25.6	1.6	2.0			
Telephone Communications	1.0	1.0	0.9	0.0	11.1			1.8	1.8	1.7	0.0	5.9			
Electric, Gas & Sanitary Services	3.0	3.0	3.1	0.0	-3.2			1.2	1.2	1.1	0.0	9.1			
Electric Services	2.0	1.9	2.0	5.3	0.0			0.6	0.6	0.6	0.0	0.0			
Trade	53.5	51.1	53.3	4.7	0.4			8.6	8.4	8.5	2.4	1.2			
Wholesale Trade	8.0	7.8	7.9	2.6	1.3			2.4	2.4	2.3	0.0	4.3			
Durable Goods	4.5	4.4	4.4	2.3	2.3			6.2	6.0	6.2	3.3	0.0			
Nondurable Goods	3.5	3.4	3.5	2.9	0.0			1.3	1.2	1.2	8.3	8.3			
Retail Trade	45.5	43.3	45.4	5.1	0.2			8.7	8.7	8.6	0.0	1.2			
Building Materials & Garden Supply	2.2	2.1	2.1	4.8	4.8			1.8	1.8	1.8	0.0	0.0			
General Merchandise Stores	5.0	4.6	5.1	8.7	-2.0			2.7	2.7	2.7	0.0	0.0			
Department Stores	3.9	3.8	3.9	2.6	0.0			5.7	5.6	5.6	1.8	1.8			
Food Stores	5.5	5.5	5.5	0.0	0.0			4.3	4.2	4.2	2.4	2.4			
Auto Dealers & Service Stations	8.1	7.9	7.9	2.5	2.5			3.0	2.9	2.9	3.4	3.4			
Gas Stations	4.3	4.2	4.2	2.4	2.4										
Apparel & Accessory Stores	1.5	1.3	1.6	15.4	-6.3										
Furniture & Home Furnishing Stores	1.5	1.5	1.5	0.0	0.0										
Eating & Drinking Places	16.6	15.7	16.7	5.7	-0.6										
Miscellaneous Retail	5.1	4.7	5.0	8.5	2.0										
Finance, Insurance & Real Estate	8.8	8.7	8.7	1.1	1.1										
Depos-Nondepos & Security Brokers	4.1	4.0	4.0	2.5	2.5										
Depository Institutions	3.3	3.2	3.2	3.1	3.1										
Insurance	2.4	2.4	2.4	0.0	0.0										
Services	51.0	48.6	50.4	4.9	1.2										
Hotels & Other Lodging Places	9.1	7.1	9.3	28.2	-2.2										
Personal Services	1.8	2.0	1.8	-10.0	0.0										
Business Services	7.1	6.6	6.8	7.6	4.4										
Automotive & Misc. Repair Services	2.8	2.8	2.8	0.0	0.0										
Amusements (Rec Services & Mot. Pics.)	3.1	3.3	3.0	-6.1	3.3										
Health Services	10.3	10.3	10.3	0.0	0.0										
Offices of Doctors of Medicine	2.2	2.2	2.2	0.0	0.0										
Legal Services	1.3	1.3	1.3	0.0	0.0										
Social Services	5.7	5.6	5.4	1.8	5.6										
Membership Organizations	3.3	3.2	3.3	3.1	0.0										
Engineering & Management	3.5	3.6	3.4	-2.8	2.9										
Government	61.1	59.9	61.3	2.0	-0.3										
Total Federal Government	7.1	6.7	7.2	6.0	-1.4										
Department of Defense	0.9	0.9	0.9	0.0	0.0										
Total State Government	13.8	13.7	13.9	0.7	-0.7										
State Education	5.5	5.5	5.5	0.0	0.0										
Total Local Government	40.2	39.5	40.2	1.8	0.0										
Local Hospitals	5.2	5.1	5.1	2.0	2.0										
Local Education	22.4	22.3	22.4	0.4	0.0										



(1) Current Employment Statistics (CES) estimates include all full- and part-time wage and salary workers in nonagricultural establishments who worked or received pay during the week which includes the 12th of the month. Self-employed, domestic services, and personnel of the armed forces are excluded. Data are not seasonally adjusted.

* Published in cooperation with the Bureau of Labor Statistics.

(p) Subject to revision. (r) Revised.

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