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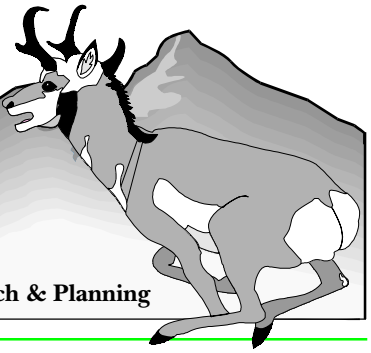

Performance Accountability in the Workforce Investment Act:

An Application with Division of Vocational Rehabilitation Data Part One

by: **Tony Glover, Senior Analyst**

"[Performance accountability] requires . . . a belief in the utility of meshing different kinds of professional knowledge and expertise to accomplish common goals, and an organizational commitment to do so." - Ann Blalock

The first of a three part series, this article applies the performance accountability methods specified in the Workforce Investment Act (WIA) of 1998[1] to Wyoming's Division of Vocational Rehabilitation (DVR) program data. Performance accountability studies demonstrate the connection between program participation and success in the labor market. DVR's particular mission is to advance employment and independent living opportunities for persons with disabilities in Wyoming. This article discusses the history behind the implementation of the WIA, explains the difference between evaluation research and performance management, describes the methods used to calculate results for three of four core indicators of performance as specified by the WIA and interprets the results. Part Two (to be published in ***Wyoming Labor Force Trends***,

(Continued on page 2)

*The special additions to this month's **Wyoming Labor Force Trends** come from the University of Wyoming and the **South Dakota Labor Bulletin**.*

Employment and Unemployment on the Wind River Indian Reservation

by: Garth Massey and Audie Blevins, Department of Sociology, University of Wyoming, Laramie, WY 82071
October 6, 1999

"Fremont County consistently has the state's highest rate of unemployment (see page 17), much of which can be attributed to the exceedingly high unemployment of persons living on the Wind River Indian Reservation."

Although there are significant exceptions, American Indian reservations are characterized by a high level of poverty and unemployment, long-term joblessness, low educational attainment, and the myriad social problems associated with a lack of resources and gainful employment. Nationally the poverty rate on American Indian reservations is 50.7 percent, while official unemployment is 25.6 percent. The Bureau of Indian Affairs estimated in 1995 that nationally 51 percent of the potential labor force of Indians living on or near reservations were employed, up from 43 percent in 1993. Reservation employment reflects not only a shortage of jobs but heavy dependence on

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December 1999) addresses additional information gained from applying evaluation research methods across several cohorts of DVR's program. Part Three will look at work behaviors of DVR clients, the control group and population analyzed in Part Two.

History of WIA

The Government Performance and Results Act (GPRA) of 1993 set in motion the process of holding federally funded programs accountable for performance. The purposes section of GPRA outlines several goals.[2] Central to the development of WIA's performance accountability system is "systematically holding Federal agencies accountable for achieving program results."[3] Furthermore, GPRA specifies improvement of "Federal program effectiveness and public accountability by promoting a new focus on results, service quality, and customer satisfaction."[4] Simply put, GPRA attempts to assess the value of the federally funded programs relative to actual program costs.

WIA addresses the goals of GPRA by specifying core indicators of performance. **Core indicators** are the measures by which workforce investment activity is assessed. They include entry, retention, earnings received in unsubsidized employment and credential attainment rates (i.e., a training license). The core indicators shift accountability focus from client inputs to outcomes, from process to results and from management control to continuous improvement. The core indicators represent the foundation of the performance accountability system and are calculated for clients receiving the following workforce investment activities: services requiring registration, intensive employment planning services and training.[5] Consequently, core indicators do not consider the intrinsic value to the client of these types of services, especially in the absence of other support networks.

Performance Management versus Performance Evaluation

The WIA sets standards for performance management by specifying the core indicators used to track and implement a continuous improvement strategy. Where this article focuses on the indicators used for performance management, Part Two of the series takes this process a step further into the realm of evaluation research. The differences between the two are more clearly defined by considering that performance management primarily concerns program monitoring and operational efficiency. Evaluation research, on the other hand, assesses year-to-year program performance, uses control groups and takes into account other influences such as changes in the economy.[6] For example, knowing that the percent of clients entering employment from year one to year two decreases from 38 to 25 percent, in itself, does not inform

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one whether or not the decrease was due to poor program management practices or a competing explanation such as the economy. Knowing, however, that during the same period the entered employment rate of a representative sub-group of the general population decreased from 30 to 15 percent, makes it apparent that results calculated for the program were not determined by program management but rather economic changes.

Evaluation research offers performance management a reference point for interpreting results. As a tool, performance management provides important information for tracking progress against goals and focuses on outcome measures. Evaluation research, on the other hand, provides unbiased information on system efficiency and effectiveness in light of surrounding conditions. Using both procedures concurrently ensures a clear understanding of a program's activity and performance.

Methods for Calculating Performance Indicators

It is important to understand the methods used to calculate the first three performance indicators as defined by WIA. The next article in this series introduces the concept of using a randomly selected, matched control group from the general population of individuals found in the Department of Employment's (DOE) administrative databases. In Part One, I suggest limitations to interpretation of the performance indicators and build a foundation for the application of evaluation research discussed in Part Two.

This article uses three complete years of DVR data, calendar years (CY) 1994, 1995 and 1996. After consultation with Steve Miedziak[7] of DVR, participants who had a case closure status of either closed "rehabilitated," closed "not rehabilitated after program initialized" or closed "not rehabilitated before program initialized" were included in the analysis. The closure statuses chosen identify participants who received some level of services and exclude participants not accepted into the program (status 2, 6 & 8). The resulting cohorts for this analysis were CY94 (n=1,308), CY95 (n=1,256) and CY96 (n=1,397).

In March 1999, the Federal Register released a consultation paper on performance accountability measurement for WIA, outlining methods for calculating the core indicators.[5] The definitions given below reflect necessary adaptations of the calculation of core indicators. Core indicator 1 uses a subset of clients who were not employed at application. Two options were available to determine employment status at application. The first used **wage records**[8] to ascertain if the participant had wages the quarter prior to application. The second involved DVR staff recording employment status during the application interview. Wage records data offer the advantage of representing the view of an objective third party (the employer who reports the data). Wage records data collected quarterly do not allow for a direct determination of the employment status at application. Participants who worked only part of a quarter are determined employed, when in fact they have no job at application. The determination of "not employed at application" in the DVR database is input by caseworkers in field offices and only considers whether or not the individual had worked in the week prior to application. This, of course, leads to subjective inconsistencies in the collection of employment status at application. For example, "Are you employed?", "Have you worked in the last week?" and "Do you have a job?" lead to different answers depending on who asks the question and who answers.

Using wage records to determine prior employment has numerous advantages; consistency and reliability of data collection, objectivity of reporting source, and foremost, the ability to apply the method to comparable groups who are not asked their employment status (i.e., control groups and population). For this analysis, wage records data determine employment status prior to application (Part Three of this series will use the alternative method).

Calculations for core indicators 2 & 3 include participants who entered employment, discussed in the previous paragraph, and incumbent workers. **Incumbent workers** are those who had employment in both the quarter prior to application and the quarter following closure.

Until now, the discussion has been about the determination of employment status prior to application. Wage records determine employment status

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following closure, too. The Federal Register document outlining the performance measures of the WIA dictates that wage records be used for follow-up employment data.

The reference period (period in which the clients received services) for DVR clients varies. For example, some client's duration of services spanned six quarters, but most clients completed the program within four quarters. In the case of the client whose participation spanned six quarters, the four quarters prior to application and the four quarters subsequent to closure were used to calculate all core indicators.

Core Indicator 1: Entry into Unsubsidized Employment (Entered Employment Rate)

Workforce investment activity aims at placing clients in employment not dependent on public assistance. Unsubsidized employment is employment which no longer has support from the program, in this case DVR. For the purposes of this article, an individual was ascertained to have entered unsubsidized employment if s/he had no earnings in wage records in the quarter prior to the reference period and had earnings in the first quarter following the reference period.

The entered employment rate is calculated as a ratio of those not employed in the quarter prior to application and employed in the quarter following program closure, divided by all the individuals not employed in the quarter prior to application.

Formula 1: Entered Employment Rate

$$\text{Entered Employment Rate} = \frac{\text{Individuals not employed 1 Qtr prior and employed 1 Qtr following}}{\text{All individuals not employed 1 Qtr prior}}$$

Core Indicator 2: Retention in Unsubsidized Employment Six Months After (Six Month Retention Rate)

A second goal of workforce investment activity is not only to place the clients in employment but to assure that clients retain employment. Those who entered employment (the previous indicator) and incumbent workers are considered together for determining retention in employment.

For this indicator and core indicator 3 that follows, the calculations become more difficult, because different quarters are used in the calculations for the entered employment group and the incumbent workers group.

Formula 2: Six Month Retention Rate

$$\text{Six Month Retention Rate} = \frac{\begin{array}{l}\text{(Entered Employment)} \\ \text{Those not employed 1 Qtr prior,} \\ \text{employed 1 Qtr after and still} \\ \text{employed in 3rd Qtr after}\end{array} + \begin{array}{l}\text{(Incumbent Workers)} \\ \text{Those employed 1 Qtr prior,} \\ \text{employed 1 Qtr after and still} \\ \text{employed in 4th Qtr after}\end{array}}{\text{All employed 1 Qtr after}}$$

Core Indicator 3: Earnings Received in Unsubsidized Employment Six Months After (Average Earnings Change in Six Months)

Core indicator 3 calculates the average change in six month earnings of participants. This is done by contrasting half of the wages earned by participants in the year prior to the reference year with the earnings of two quarters following the reference year. As mentioned earlier, the two subsequent quarters used for the calculations differ for participants who entered employment and incumbent workers.

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Formula 3a: Six Month Earnings Gain (Participants Who Entered Employment)

Six Month Earnings Gain = Post program (Wages Q1 + Wages Q2) - Pre program (Wages year prior/2)

Formula 3b: Six Month Earnings Gain (Incumbent Workers)

Six Month Earnings Gain = Post program (Wages Q2 + Wages Q3) - Pre program (Wages year prior/2)

Formula 3c: Six Month Average Earnings Gain of Participants

$$\text{Six Month Average Earnings Gain} = \frac{\sum \text{Earnings gain for participants who entered employment and incumbent workers}}{\text{All employed 1 Qtr After}}$$

Results

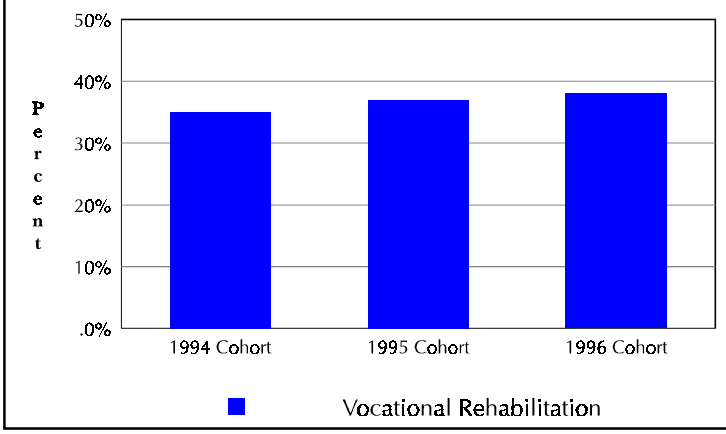
The Table and Figures 1, 2 and 3 (see page 6) show the results of the core indicator calculations for three cohorts of DVR participants. Note:

Table: DVR's Core Indicator Results

Core Indicator	CY94		CY95		CY96	
Entered Employment Rate	35%	(n=916)	37%	(n=837)	38%	(n=887)
Retention in Employment	75%	(n=554)	77%	(n=563)	77%	(n=641)
Earnings Gained in Employment	$2,503	(n=554)	$2,113	(n=563)	$2,136	(n=641)

Nationally, state Vocational Rehabilitation Agencies are not required to utilize WIA's state adjusted levels of performance. The Federal Rehabilitation Services Administration has publicized (draft) evaluation standards and performance indicators which will apply to state Vocational Rehabilitation Agencies.

Figure 1: DVR's Entered Employment Rate



The entered employment rate shows a steady increase. This meets the continuous improvement requirements specified in the WIA. A variation on the calculation of this indicator uses the DVR case management database to determine employment status at the time of application. As it turns out, doing this increases the percent entering employment by four percent across all cohorts. However, due to the method of obtaining this information, and lack of consistency across different programs, (i.e., Job Training Partnership Act - JTPA, Employment Services), I recommend using wage records data to determine prior employment status.

The six month retention rate for employment shows an increase from cohort 1994 to cohort 1995, then levels off. This indicator measures the retention of employment by participants, once employed. It includes both participants who enter employment as well as those who maintain employment during the program. Strictly defined and interpreted, retention rate results do not meet continuous improvement requirements. However, the DVR program did not display a decrease in performance for this indicator, and an additional year's data would be needed to determine if the stagnation in performance continued.

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Figure 2: DVR's Six Month Retention Rate

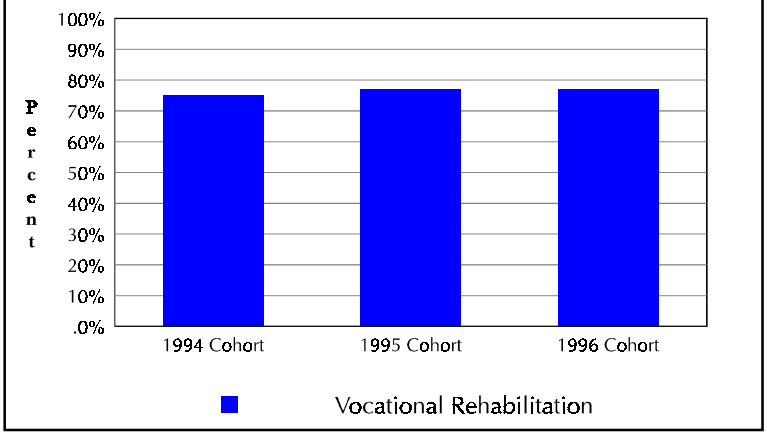
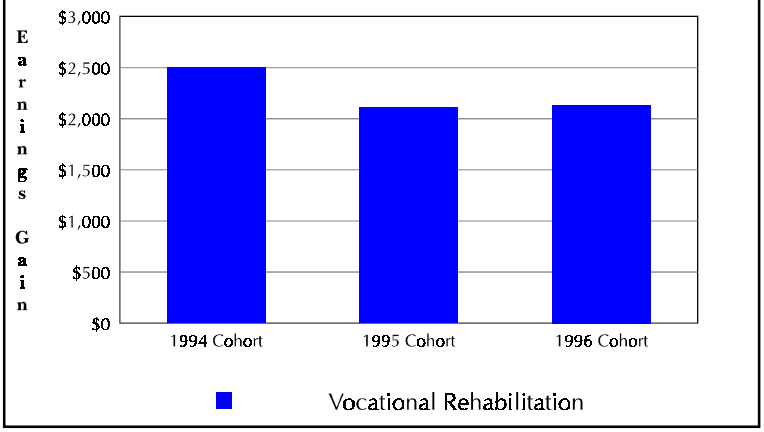


Figure 3: DVR's Six Month Earnings Gain



The six month earnings gain shows a decrease in performance from cohort 1994 to cohort 1995 and a slight increase from cohort 1995 to cohort 1996. However, even with the increase of the last cohort, the earnings gain fell 15 percent below the first cohort's performance level. This is the worst case scenario from the performance management perspective mentioned in the introduction of this article. WIA outlines the continuous improvement requirements and a Department of Labor working paper states that

In an effort to drive positive results and continuous improvement, the Act contains strong ties between performance and funding. If a State fails to meet its expected level of performance in any year, it can request technical assistance from the Department of Labor. If a State continues to fail to meet its agreed-upon performance levels for a second year – its funding can be decreased by up to 5 percent.[9]

Based on the performance management analysis results, DVR is not meeting the continuous improvement requirements of the WIA for core indicator 3. Equally important, though, the limit of this analysis is that it fails to offer an explanation of the decreasing performance. Programmatic changes might have led to the decrease in performance. However, competing explanations, such as economic changes, need further investigation (Part Two of this series).

Conclusions

The performance management processes addressed in this article should be uniformly applied within any Federal program under the WIA. The DVR case management system contains data on the severity of the participant's disability, age, sex and race. Participant characteristics would easily allow breaking the program into different levels of analysis. The DVR databases also contain data on the services provided, and the cost and duration of those services. Contrasting the participant's characteristics with the service received and varied outcomes create the opportunity to manage programs more effectively. For example, participants with severe disabilities may benefit from On-the-Job training more than Classroom training. An inherent danger to this type of analysis, selection bias (creaming), occurs when participants are selected on the qualities that ensure a successful outcome. Awareness of this danger protects the program's integrity in light of the program's mission.

The degree of comparability across employment service activities (i.e., JTPA) relies on clear, concise definitions of outcome measures and consistency of data collection methods. For example, the defining factor of a participant's employment status at application, in this article, was having no wages in the quarter prior to services. This definition may adequately determine prior employment status across all employment service activities.

As mentioned in the introduction, this article is an applied "performance management" analysis of the WIA's "Performance Accountability System." Part Two of this series

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takes this process to the next logical step. It is not enough to know how the DVR program performed relative to itself. Left with only the conclusions generated in this article, DVR would face the situation of explaining the decrease in performance for the earnings gained in employment (Core Indicator 3). However, the DVR program, as well as other workforce investment activity, does not operate in a vacuum. Part Two applies "performance evaluation" methods in an attempt to discover factors that explain the decrease in performance, that are external to the DVR program and not in its control with regards to the earnings gained in employment. Part Two also addresses issues of how the DVR program increased the entered employment rate for three consecutive years, during a period when Wyoming's economy was slowing down and overall employment opportunities decreased.

1 The Workforce Investment Act of 1998, Pub. L. No. 105-220 (1998). Sec. 136

2 Government Performance and Results Act, Pub. L. No. 103-162 (1993).

3 Government Performance and Results Act, Pub. L. No. 103-162 (1993). Sec. 2(b)(1)

4 Government Performance and Results Act, Pub. L. No. 103-162 (1993). Sec. 2(b)(3)

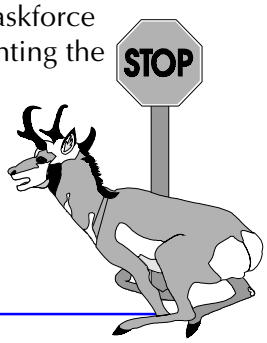
5 "Consultation Paper on Performance Accountability Measurement for the Workforce Investment System Under Title 1 of the Workforce Investment Act; Notice" ***Federal Register*** March 24, 1999.

6 Ann Blalock. "Evaluation Research and the Performance Management Movement: From Estrangement to Useful Integration?" ***Evaluation, The International Journal of Theory, Research and Practice 5, no. 2*** (1999).

7 Steve Miedziak. Interviewed by Tony Glover in Casper, Wyoming. February 3, 1999 and June 3, 1999.

8 **Wage records** form the administrative database used to calculate UI benefits. By law, each employer who has covered employees must submit reports to the state showing each employee's wage by quarter.

9 U.S. Department of Labor, Workforce Investment Act Implementation Taskforce Office. "Implementing the Workforce Investment Act of 1998." ***White Paper Draft***, October 1998.



*(Continued from page 1- **Wind River Indian Reservation**)*

government employment. Nationally, 45.6 percent of all jobs held by Native American residents on reservations are with a local, tribal, state or federal government.

The Wind River Indian Reservation (WRIR - see Map, page 8) is no exception to the national picture. Educational attainment on the WRIR is 11.7 years for persons 25 years of age and older, more than one year less than the U.S. population. Not counting individuals currently enrolled in school, 37 percent of persons age 25 or older have attended a post-high school educational institution. Nationally this figure was 48.3, but for Black Americans the figure is 39 percent. Of those who went on to college, 18.2 percent received an associate degree, 13.3 percent received a BA or BS degree, and 5.9 percent hold a graduate degree. Nationally 23.9 percent of adults 25 and older hold a bachelor's degree but for Black Americans the figure is 13.3.

In the 1990 U.S. Census, Indian residents made up 18.5 percent of the total population of Fremont County. The low income of households on the WRIR meant that they contributed only 8.5 percent of the county's total household income. In the 1990s, Fremont County has been one of Wyoming's more economically depressed areas. Its 1989 per capita income was 80 percent of the state average. Fremont County consistently has the state's highest rate of unemployment, much of which can be attributed to the exceedingly high unemployment of persons living on the Wind River Indian Reservation.

WINDS-2 Project.

The Wyoming Indian Needs Determination Survey of 1998 (WINDS-2) is the second major census of the Wind River Indian

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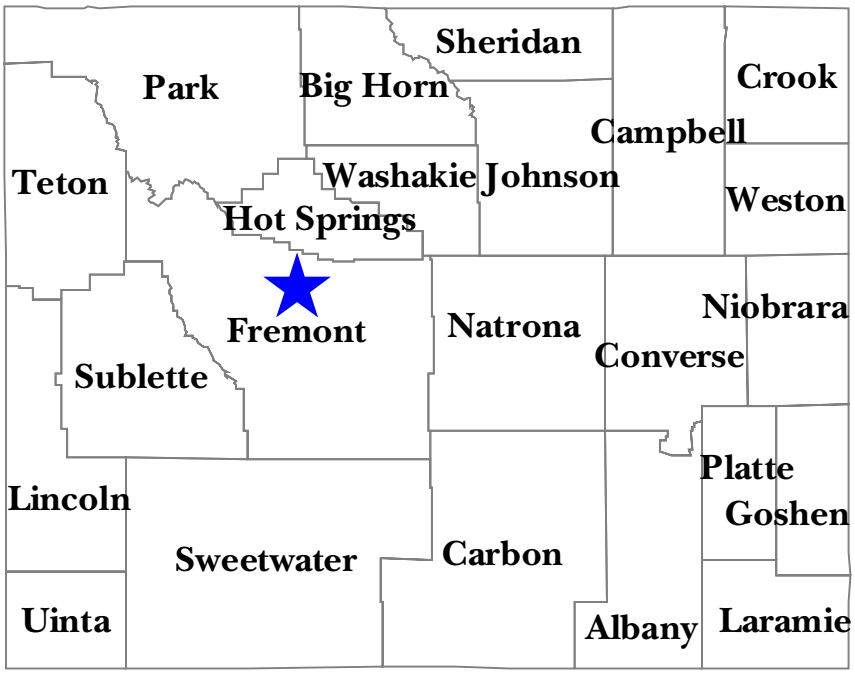
Wind River Indian Reservation



Reservation (WRIR) carried out on behalf of the Joint Business Council of the Eastern Shoshone and Northern Arapaho Tribes. The first WINDS Project was conducted in 1987. By 1998, many things had changed on the Reservation and new information was needed. WINDS-2 was authorized by the Joint Business Council to meet this need.

Excluding the Bureau of Reclamation area in the center of the WRIR and the city of Riverton which lies within the boundary of the reservation, the WINDS-2 project estimates that approximately 7,680 reside on the 2.1 million acres of the WRIR. Of these, 1,580 are non-Indians. Among the Indians, 3,810 are members of the Northern Arapaho tribe and 1,630 are members of the Eastern Shoshone tribe.

The WINDS-2 project was carried out in 1998 and 1999. In the last seven months of 1998, interviews were sought with an adult member of each family on the WRIR. Interviews were conducted in 82 percent of all Indian residences and 56 percent of all non-Indian residences. The survey gathered information on family composition, health, education, employment, job training, personal security, housing, recreation, transportation, income, social services, and media use. The project provides the most accurate and complete picture to date of employment and unemployment on the WRIR.

Employment.

More than half of all adults age 18-64 living on the Reservation are employed. Two-thirds of employed persons work 40 hours per week, while 17.7 percent work less than 40 hours per week and 15.5 percent work more than 40 hours per week.

Table 1 (see page 9) shows the percent of employed WRIR residents by occupational category. It also distinguishes between Indians and non-Indians. There are few differences between these two groups. Non-Indians are more likely than Indians to be private managers, professionals, teachers, and health technicians. We estimate that half of all employed persons are working for a tribal, local, state or federal entity, approximately the same as Indians living on reservations nationwide.

Table 2 (see page 10) shows the rate of adult participation in the paid labor force for persons 18 to 64 living on the WRIR. Differences between Indians and non-Indians are obvious. Slightly less than half of all Indian adults are working for a wage or salary, while nearly 71 percent of non-Indians are employed. There is a significant difference between Indians and non-Indians of both sexes, though the difference is not as pronounced for women as it is for men. In looking at age groups, the trend is similar, with Indians and non-Indians more likely to be employed if they are age 35 to 54, while they are less likely to be working if they are older or younger. Non-participation in paid labor is particularly pronounced for young adult Indians.

Not surprisingly, as education increases so does

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Table 1. Job Category of Employed Persons Living on the Wind River Indian Reservation. (N=1,355)

Job Category	Percent Employed		
	All Persons	Indians	Non-Indians
Public Manager	1.5	2.0	0.8
Private Manager	2.9	1.3	5.9
Professional - not teacher	3.5	1.6	6.7
Teacher	5.7	4.3	8.0
Health tech	1.3	0.2	2.9
Science tech	0.7	0.9	0.2
Other tech	1.1	1.3	0.8
Sales supervisor	2.4	1.9	3.5
Sales worker	5.1	4.9	5.3
Supervisor or Operator	2.1	2.9	0.6
Secretary, clerical	11.7	13.3	9.0
Health service	6.8	7.6	5.1
Protective service	1.7	2.0	1.2
Elderly service	0.4	0.6	0.0
Recreation service	1.6	2.2	0.6
Food service	5.3	4.5	6.5
Cleaning service	6.4	8.2	3.3
Juvenile service	2.1	2.8	0.8
Education service	3.7	4.6	2.0
Social service	3.5	4.5	1.6
Precision manual	2.5	1.3	4.5
Skilled construction	3.6	3.9	3.3
Semi-skilled construction	4.1	4.7	3.1
Skilled extractive	0.7	0.7	0.8
Semi-skilled extractive	3.1	2.9	3.5
Machine operator	0.6	0.6	0.6
Transport worker	3.6	2.5	5.7
Handler, laborer	2.4	2.5	2.4
Private farmer	1.9	1.2	3.3
Farm manager	0.4	0.5	0.2
Farm laborer-logger	3.1	3.3	2.9
Groundskeeper	0.7	0.9	0.2
Crafts maker	0.5	0.6	0.4
Unskilled self-employed	3.2	2.6	4.3
TOTAL	**100.0**	**100.0**	**100.0**

participation in the labor force. The difference between Indians and non-Indians is small for individuals who have not completed high school. It increases for high school graduates and persons with the Graduate Equivalency Degree (GED) and is equally wide (a difference of about 25 percent) for persons with some college. Employment of non-Indians age 18-64 who hold an associate, bachelor's or post-graduate degree is higher than the national average (75.0 percent), while employment of similarly educated Indians is five percent lower.

Married persons are the most likely to be in the work force. More than three in five married Indians and nearly three in four married non-Indians are employed. With the exception of those who are widowed and in most cases between the ages of 55 and 64, single Indians are least likely (fewer than two in five) to be working for a wage or salary.

Unemployment.

To be unemployed means that one is *employable* but does not have paid work. Only unemployed persons who could reasonably be expected to have a job--but do not--are considered unemployed. Unemployed persons may be seeking work or may be discouraged workers who have given up trying to find a job. Persons who work seasonally but are not working at the time of the interview are also included among the unemployed.

There are several reasons an adult may be temporarily or permanently *unemployable*. Some have full-time responsibilities caring for another person, such as primary responsibility for young children, a disabled family member, or an elderly person in the family in need of, but without, accessible home health care or daycare. Unemployable persons also include those who:

- consider themselves full-time homemakers
- are disabled or have debilitating medical problems

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Table 2. Percent of Persons 18-64 Employed and Unemployed on the Wind River Indian Reservation, by Selected Characteristics. (N=2,767)

	All		Indians		Non-Indians	
	% Employed	% Unemployed	% Employed	% Unemployed	% Employed	% Unemployed
All Adults	**53.3**	**32.2**	**46.7**	**34.8**	**70.8**	**17.8**
Sex						
Males	55.0	30.0	45.5	34.3	79.9	9.9
Females	51.8	31.2	48.0	34.9	61.7	23.2
Age						
18-24	38.1	44.3	32.4	48.4	72.1	19.1
25-29	47.8	40.5	44.1	43.8	68.2	22.7
30-34	56.1	32.2	50.7	37.0	78.2	12.7
35-39	60.6	30.1	53.8	35.2	84.2	10.5
40-44	59.4	26.0	49.1	29.0	81.0	14.3
45-49	66.0	19.5	58.6	22.0	80.6	12.2
50-54	62.8	16.6	56.6	16.4	72.6	15.0
55-59	52.9	23.6	48.9	22.4	57.9	24.2
60-64	36.5	23.2	35.6	24.6	38.5	20.5
Education						
Less than 12 years	28.5	42.8	28.2	44.6	30.4	32.6
12 years or GED*	47.7	35.8	41.0	40.1	65.1	22.0
Some college	62.5	20.4	56.9	24.7	80.2	6.6
14 years or More	74.5	14.6	69.9	16.8	82.0	11.4
Marital Status						
Married	61.6	24.1	54.4	27.6	73.3	15.3
Single	43.6	36.5	39.9	39.0	65.7	19.0
Divorced	50.7	30.0	47.6	31.9	65.8	21.1
Widowed	35.6	30.1	34.9	29.9	38.5	30.4

* Graduate Equivalency Degree.

- are elderly non-working adults
- consider themselves retired from the paid labor force
- are students

Of the 46.7 percent of persons age 18-64 who are not in the paid labor force, more than two in five are currently *unemployable*. These persons are **not** counted among the unemployed.

Unemployment figures are shown also in Table 2. The unemployment rate--unemployed but employable persons as a percent of all persons--of persons age 18 to 64 is 32.2 percent. It is nearly twice as high for Indians as for non-Indians. Like employment, the difference in unemployment rates between Indians and non-Indians is more extreme for males than for females, with a difference of 3.4 times for males.

Young Indians have a very high rate of unemployment, and it declines for each consecutive age group until age 55-59. A similar pattern holds for non-Indians, but with the 25-29 age group most likely to be unemployed.

Unemployment is inversely related to educational attainment, with a dramatic difference between Indians and non-Indians who have attended some but less than two years of college. Interestingly, for non-Indians with an associate, bachelor's or post-graduate degree the rate of unemployment is nearly twice that of persons with only some college and only about five percent less than Indians with equivalent educational attainment. Indians and non-Indians have a similar pattern of unemployment by marital status.

(Continued on page 11)

Table 3. Reasons for Non-Participation in Paid Labor Force of Persons 18-64 on the Wind River Indian Reservation, by Selected Characteristics. (N=634)

	Reasons for Non-Participation in Paid Labor Force							
	Can't Find Work	Retired	Poor Health	Home-maker	Seasonal Worker	Student	Other	Total %
All Persons	**45.6**	**10.1**	**20.5**	**11.8**	**3.2**	**2.7**	**6.2**	
Sex								
Males	52.5	8.3	26.6	2.2	4.7	1.8	4.0	**100.0**
Females	40.0	11.5	15.8	19.4	2.0	3.4	7.9	**100.0**
Age								
18-24	60.8		3.1	10.3	4.1	9.3	1.4	**100.0**
25-29	60.3		6.8	15.1	2.7	6.8	8.2	**100.0**
30-34	60.7		14.3	8.9	5.4		10.7	**100.0**
35-39	64.9	2.7	16.2	8.1	5.4		2.7	**100.0**
40-44	54.2		22.9	15.7	1.2		6.0	**100.0**
45-49	48.1		25.0	13.5	5.8	1.9	5.8	**100.0**
50-54	27.5	10.1	40.6	20.3		1.4		**100.0**
55-59	17.1	34.3	32.9	11.4		1.4	2.9	**100.0**
60-64	3.3	51.7	31.7	3.3	5.0		5.0	**100.0**
Education								
Less than 12 years	41.6	12.4	27.3	13.0	0.6	0.6	4.3	**100.0**
12 years or GED	47.6	7.8	19.9	9.8	5.4	2.7	6.8	**100.0**
Some College	52.1	5.5	15.1	17.8	1.4	4.1	4.1	**100.0**
14 years or More	41.7	16.7	12.5	12.5	2.1	5.2	9.4	**100.0**
N=	**291**	**256**	**156**	**84**	**22**	**18**	**40**	

The median length of unemployment is more than one year, but varies widely across the WRIR population, with many people experiencing unemployment for more than five years.

As shown in Table 3, "not able to find work" is the most frequent reason for not being in the paid labor force. The next most common reasons, in order of frequency, are: poor health, homemaker, retired, and student. A number of personal reasons for not being employed do not fall neatly into one of the above categories. These persons, along with seasonally unemployed workers and those who cannot find work, are considered employable. Men are more likely than women to say that they cannot find work, while women are much more likely to refer to their responsibilities as homemakers and persons on whom others are dependent for care that obviates their working outside the home. Men are also more likely to cite poor health.

Younger and middle aged persons are most likely to express an inability to find work, while poor health and retirement vary directly with age. Interestingly, being a full-time homemaker is a reason more often given by older women than younger women or women 35 to 44. This is probably due to dependent care responsibilities for aged relatives as well as for grandchildren.

Poor health and the inability to find work vary with educational attainment, the former inversely and the latter directly, up to the final group who have at least an associate degree. Retirement is often cited by those with less than 12 years of schooling, probably reflecting lower educational attainment among older persons. That 16.7 percent of those with 14 or more years of education should cite retirement can be explained by their working until they choose to retire, rather than leaving the workforce for another reason.

Off-Reservation Employment.

Among all adults, we estimate that 35.6 percent have left the WRIR at some time in order to be gainfully employed, with no significant difference for Indians and non-Indians. Among the unemployed, 67.5 percent are *willing* to work off the WRIR in order to find work, while only 64.3 percent are currently *able* to leave the WRIR for work.

Job Training.

Job training is widespread on the WRIR. Forty percent

(Continued on page 12)

of adults indicate they have received job training at some time, while one in one hundred were currently in some kind of job training situation. It is possible that fewer people were in job training programs during the summer months (when most WINDS-2 interviews were done), contributing to this low figure.

The most common type of training is for secretarial and office skills (22.1 percent), followed by health care provider (15.3 percent) and construction skills (14.3 percent). Job Training Partnership Act training is the most often cited source of training (21.1 percent), followed by training provided by the firm or on-the-job-training programs (14.3 percent).

Three-quarters (77.6 percent) of those who had training found a job following job training. Nearly two in five persons (39.1 percent) are currently in a job for which they received job training. Of those who did not find a job, most said they were not able to find a suitable job.

Among the unemployed, 54.3 percent would like to receive job training, while nearly a third of the unemployed think they are too old to benefit from job training.

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"Indian Service Population and Labor Force Estimates." U.S. Department of the Interior: Bureau of Indian Affairs, 1995.

"Educational Attainment in the United States: March 1997. Jennifer Day and Andrea Curry. U.S. Census Bureau, ***Current Population Reports*** P20-505, May 1998.

Addendum: About the WINDS-2 Project.

The Joint Business Council (JBC) established the agenda for WINDS-2 and authorized its conduct. An advisory council composed of JBC members, individuals from WRIR offices, and State of Wyoming offices was established to help design and approve the survey instrument. The University of Wyoming's Wind River Initiative supported contacts between University of Wyoming (UW) and the WRIR, and UW became a partner in WINDS-2. Dr. Audie Blevins and Dr. Garth Massey coordinated the WINDS-2 Project. Molly O'Neal Holt was the WRIR Coordinator of the survey. All interviewing was done by residents of the WRIR.

Direct financial support came from the Northern Arapaho Business Council and the Eastern Shoshone Business Council, the Indian Health Service, the State of Wyoming Division of Aging, Department of Family Services, and Department of Employment. Generous financial and advisory support also came from the Community Service Office and its Director, Gary Maier. The Dean of the College of Arts and Sciences at the University of Wyoming and UW's Office of Research and the Provost's office provided additional financial support, as did UW's Wind River Initiative. The Johns Hopkins School of Public Health partnered in this project and provided financial support for a portion of the survey that gathered information important to its "Native Vision" Project. The WINDS-2 Project received support from the Fremont County Commissioners and valuable assistance from the Fremont County Planning Office and Mapping Office.

Trained interviewers conducted face-to-face interviews with an adult member of a household, usually the person described as head of household. Interviews lasted between 30 and 75 minutes, depending on the size of the household. Interviews were voluntary; families and persons were not identified by name on the interview form. The one exception to this was individuals age 55 or older who signed a release form to have their health and nutrition information released to the Division of Aging. Numerical values were assigned to answers given in the interview. A computer-readable data file was created and analysis was performed by means of the Statistical Package for the Social Sciences at the University of Wyoming.

The following August 1999 article is South Dakota's research about various program graduates, whether they are employed and what their average wages are. It has been edited by Research & Planning's Carol Kjar, Administrative Assistant.

Follow that graduate

Most parents, relatives, education planners and policy makers are very interested in what happens to students after they graduate or complete a training program. To answer questions about programs, the South Dakota (SD) Department of Labor has implemented a program called the South Dakota Follow-Up Project. The project is administered by the Labor Market Information Center (LMIC) of the SD Department of Labor.

The Follow-Up Project is designed as a statistical research project and not to gather data for enforcement of laws and regulations. The reports provided to the participating educational institutions and agencies are tabulated by program. Information about individual graduates is not released. The LMIC is the caretaker of all the data collected and the confidentiality and privacy of these data are guarded very closely by agreements among all participants.

The basic methodology is to search for individuals on the wage records and payrolls for the U.S. Post Office, U.S. Department of Defense and the U.S. Office of Personnel Management. Colorado, Iowa, Kansas and North Dakota have agreed as well to provide employment data on South Dakota graduates and completers. In the near future, Nebraska, Montana and Wyoming are expected to start participating. One of the basic premises behind the Follow-Up Project is to look at placement results approximately one year after graduation, giving the graduate or completer time to find a job. Because of the one-year time lag, the latest placement data available is for 1997 graduates.

During the latest round of the Follow-Up Project, data were collected on 10,443 graduates. The total included graduates from corrections training programs (64), Adult Basic Education (ABE)/Graduate Equivalency Degree (GED) programs (1,464), Job Corps (134), Job Training Partnership Act (JTPA - 1,687), public universities (4,879), rehabilitation services and services to the blind and visually impaired (825) and technical institutes (1,390). The majority (51% or 5,372) of the graduates and completers were found on the SD wage record files as wage and salaried workers in SD businesses. The 5,372 graduates worked for 2,378 different employers, averaging about 2.3 graduates per employer.

Since self-employed graduates and completers do not show up on wage records and payrolls; other sources of data had to be consulted to find the self-employed. SD Department of Commerce and Regulation provided LMIC with driver's license and licensing/certification data. Those records indicated that 63.7 percent of the graduates and completers were still in the state, with technical institute graduates having the highest percentage of residents.

Using the various sources of information previously discussed, LMIC was able to account for about 79 percent of the graduates and completers, including some who had left the state. Many of them were in jobs with higher than average wages. As expected, the graduates with the most education were in the best paying jobs. The Table shows the average wages for graduates or completers in the different educational and training programs. Technical institute wages include diploma and associate programs.

(Continued on page 18)

Table: 1997 Data from the SD Follow-Up Project

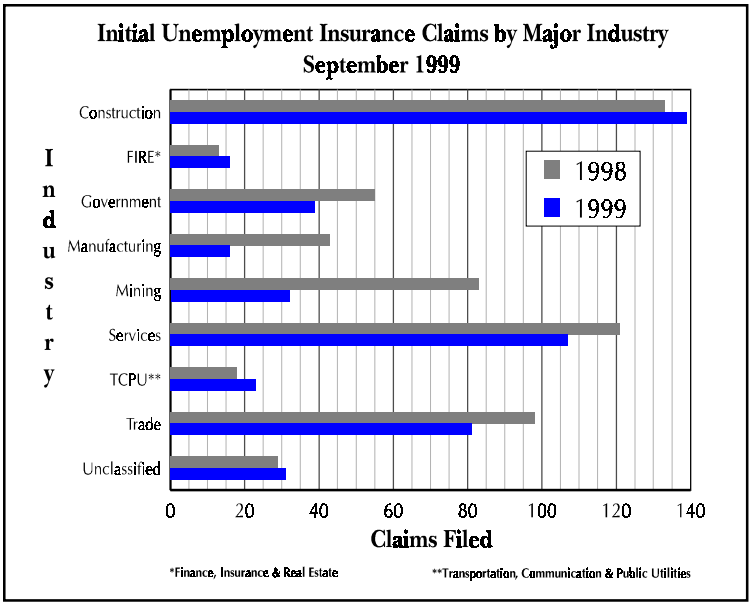
Program	Grads With Wage Data	Average Wage*
Higher Education	1,827	$13.15
Technical Institutes	854	9.25
GED	579	7.12
Vocational Rehab & SBVI	371	7.92
JTPA	918	7.86
All Graduates	**4,557**	**$10.15**

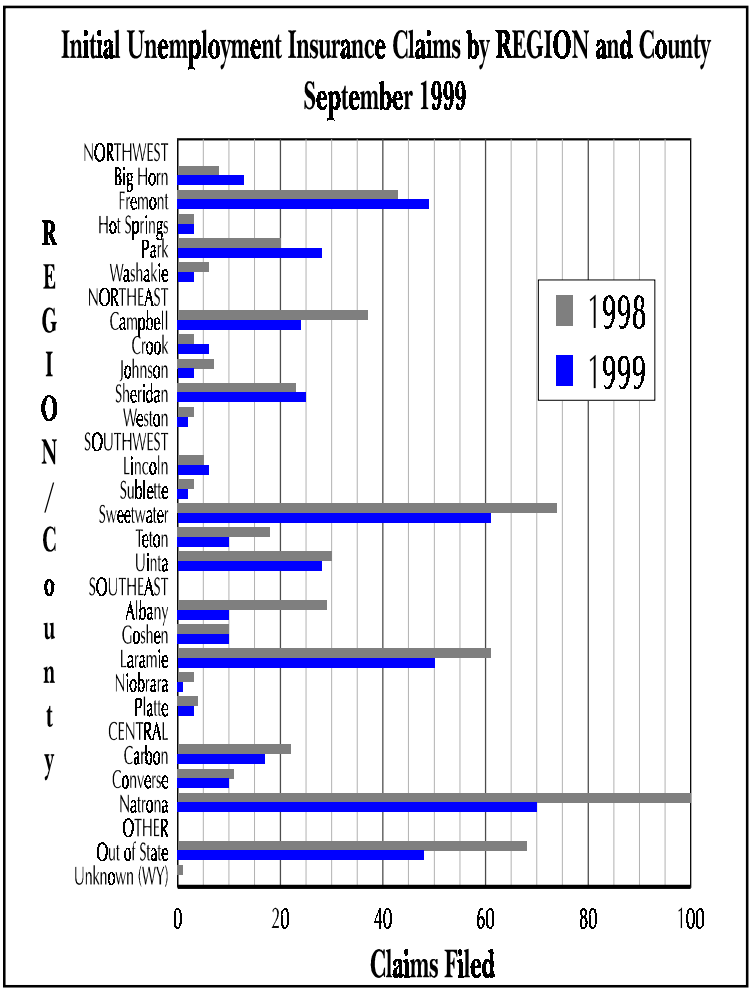
** Note: The hourly wages do not include the value of benefits received.*

Wyoming Normalized Unemployment Insurance Statistics: Initial Claims

data produced by: **Krista R. Shinkle, Senior Statistician**

"Wyoming statewide initial claims decreased 18.4 percent from September 1998 to September 1999."





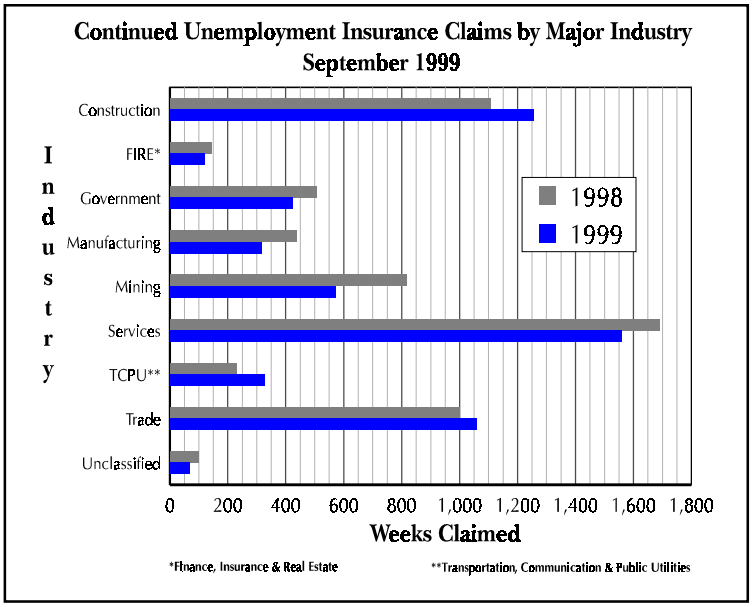
	CLAIMS FILED			Percent Change Claims Filed	
	SEP99	AUG99	SEP98	AUG99 SEP99	SEP98 SEP99
WYOMING STATEWIDE					
TOTAL CLAIMS FILED	484	490	593	-1.2	-18.4
TOTAL GOODS PRODUCING	187	190	259	-1.6	-27.8
Manufacturing	16	32	43	-50.0	-62.8
Mining	32	42	83	-23.8	-61.4
Oil & Gas Extraction	29	38	74	-23.7	-60.8
Construction	139	116	133	19.8	4.5
TOTAL SERVICE PRODUCING	266	276	305	-3.6	-12.8
Transportation, Communication & Public Utilities	23	30	18	-23.3	27.8
Transportation	19	15	15	26.7	26.7
Communications & Public Utilities	3	15	3	-80.0	0.0
Trade	81	94	98	-13.8	-17.3
Wholesale Trade	13	15	25	-13.3	-48.0
Retail Trade	68	79	73	-13.9	-6.8
Finance, Insurance & Real Estate	16	10	13	60.0	23.1
Services	107	113	121	-5.3	-11.6
Personal & Business Services	25	39	38	-35.9	-34.2
Health Services	17	19	23	-10.5	-26.1
Government	39	29	55	34.5	-29.1
Local Government	22	15	29	46.7	-24.1
Local Education	11	4	11	175.0	0.0
UNCLASSIFIED	31	24	29	29.2	6.9
LARAMIE COUNTY					
TOTAL CLAIMS FILED	49	57	61	-14.0	-19.7
TOTAL GOODS PRODUCING	12	14	21	-14.3	-42.9
Manufacturing	2	3	2	-33.3	0.0
Mining	0	0	1	N/A	N/A
Oil & Gas Extraction	0	0	1	N/A	N/A
Construction	10	11	18	-9.1	-44.4
TOTAL SERVICE PRODUCING	32	41	38	-22.0	-15.8
Transportation, Communication & Public Utilities	4	3	2	33.3	100.0
Transportation	3	2	2	50.0	50.0
Communications & Public Utilities	1	1	0	0.0	N/A
Trade	10	14	14	-28.6	-28.6
Wholesale Trade	0	1	1	N/A	N/A
Retail Trade	10	13	13	-23.1	-23.1
Finance, Insurance & Real Estate	5	1	3	400.0	66.7
Services	10	15	16	-33.3	-37.5
Personal & Business Services	2	5	6	-60.0	-66.7
Health Services	1	3	3	-66.7	-66.7
Government	3	8	3	-62.5	0.0
Local Government	1	2	0	-50.0	N/A
Local Education	1	1	0	0.0	N/A
UNCLASSIFIED	5	2	2	150.0	150.0
NATRONA COUNTY					
TOTAL CLAIMS FILED	71	95	101	-25.3	-29.7
TOTAL GOODS PRODUCING	20	29	38	-31.0	-47.4
Manufacturing	2	6	7	-66.7	-71.4
Mining	2	8	17	-75.0	-88.2
Oil & Gas Extraction	2	8	16	-75.0	-87.5
Construction	16	15	14	6.7	14.3
TOTAL SERVICE PRODUCING	49	65	60	-24.6	-18.3
Transportation, Communication & Public Utilities	7	10	3	-30.0	133.3
Transportation	5	1	2	400.0	150.0
Communications & Public Utilities	2	9	2	-77.8	0.0
Trade	14	28	20	-50.0	-30.0
Wholesale Trade	3	9	10	-66.7	-70.0
Retail Trade	11	19	10	-42.1	10.0
Finance, Insurance & Real Estate	7	1	2	600.0	250.0
Services	19	24	25	-20.8	-24.0
Personal & Business Services	8	11	4	-27.3	100.0
Health Services	3	5	4	-40.0	-25.0
Government	2	2	10	0.0	-80.0
Local Government	2	2	5	0.0	-60.0
Local Education	0	0	3	N/A	0.0
UNCLASSIFIED	2	1	3	100.0	-33.3

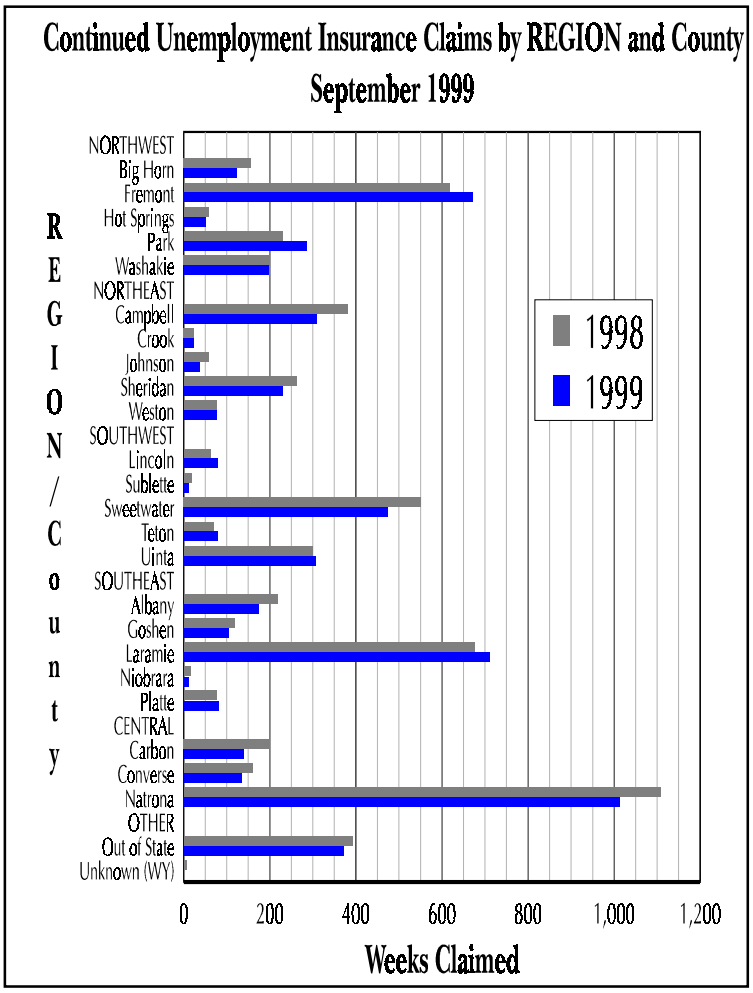
Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

data produced by: **Krista R. Shinkle, Senior Statistician**

"Wyoming statewide continued claims decreased by 5.5 percent from September 1998 to September 1999."

	WEEKS CLAIMED			Percent Change Weeks Claimed	
	SEP99	AUG99	SEP98	AUG99 SEP99	SEP98 SEP99
WYOMING STATEWIDE					
TOTAL WEEKS CLAIMED	5,696	6,532	6,029	-12.8	-5.5
TOTAL UNIQUE CLAIMANTS	**1,664**	**2,189**	**1,755**	**-24.0**	**-5.2**
TOTAL GOODS PRODUCING	2,142	2,399	2,357	-10.7	-9.1
Manufacturing	315	360	436	-12.5	-27.8
Mining	573	645	816	-11.2	-29.8
Oil & Gas Extraction	512	590	695	-13.2	-26.3
Construction	1,254	1,394	1,105	-10.0	13.5
TOTAL SERVICE PRODUCING	3,487	4,068	3,573	-14.3	-2.4
Transportation, Communication & Public Utilities	328	326	230	0.6	42.6
Transportation	238	232	154	2.6	54.5
Communications & Public Utilities	90	94	76	-4.3	18.4
Trade	1,058	1,217	1,001	-13.1	5.7
Wholesale Trade	189	239	237	-20.9	-20.3
Retail Trade	869	977	764	-11.1	13.7
Finance, Insurance & Real Estate	120	139	145	-13.7	-17.2
Services	1,559	1,955	1,691	-20.3	-7.8
Personal & Business Services	404	420	443	-3.8	-8.8
Health Services	231	237	310	-2.5	-25.5
Government	422	431	506	-2.1	-16.6
Local Government	265	286	345	-7.3	-23.2
Local Education	132	168	174	-21.4	-24.1
UNCLASSIFIED	67	65	99	3.1	-32.3
LARAMIE COUNTY					
TOTAL WEEKS CLAIMED	713	786	677	-9.3	5.3
TOTAL UNIQUE CLAIMANTS	**202**	**249**	**191**	**-18.9**	**5.8**
TOTAL GOODS PRODUCING	189	197	193	-4.1	-2.1
Manufacturing	30	42	23	-28.6	30.4
Mining	7	11	7	-36.4	0.0
Oil & Gas Extraction	7	11	7	-36.4	0.0
Construction	152	144	163	5.6	-6.7
TOTAL SERVICE PRODUCING	517	584	475	-11.5	8.8
Transportation, Communication & Public Utilities	34	48	33	-29.2	3.0
Transportation	24	35	21	-31.4	14.3
Communications & Public Utilities	10	13	12	-23.1	-16.7
Trade	196	217	137	-9.7	43.1
Wholesale Trade	26	35	20	-25.7	30.0
Retail Trade	170	182	117	-6.6	45.3
Finance, Insurance & Real Estate	35	37	31	-5.4	12.9
Services	172	217	223	-20.7	-22.9
Personal & Business Services	55	32	87	71.9	-36.8
Health Services	23	34	55	-32.4	-58.2
Government	80	65	51	23.1	56.9
Local Government	26	22	22	18.2	18.2
Local Education	14	17	16	-17.6	-12.5
UNCLASSIFIED	7	5	9	40.0	-22.2
NATRONA COUNTY					
TOTAL WEEKS CLAIMED	1,015	1,145	1,107	-11.4	-8.3
TOTAL UNIQUE CLAIMANTS	**289**	**382**	**312**	**-24.3**	**-7.4**
TOTAL GOODS PRODUCING	383	406	358	-5.7	7.0
Manufacturing	55	50	67	10.0	-17.9
Mining	111	145	189	-23.4	-41.3
Oil & Gas Extraction	95	130	161	-26.9	-41.0
Construction	217	211	102	2.8	112.7
TOTAL SERVICE PRODUCING	631	735	736	-14.1	-14.3
Transportation, Communication & Public Utilities	65	63	36	3.2	80.6
Transportation	34	37	16	-8.1	112.5
Communications & Public Utilities	31	26	20	19.2	55.0
Trade	191	248	214	-23.0	-10.7
Wholesale Trade	58	70	70	-17.1	-17.1
Retail Trade	132	178	144	-25.8	-8.3
Finance, Insurance & Real Estate	26	22	36	18.2	-27.8
Services	315	347	379	-9.2	-16.9
Personal & Business Services	119	102	108	16.7	10.2
Health Services	68	70	81	-2.9	-16.0
Government	34	55	71	-38.2	-52.1
Local Government	11	27	57	-59.3	-80.7
Local Education	4	21	31	-81.0	-87.1
UNCLASSIFIED	1	4	13	-75.0	-92.3



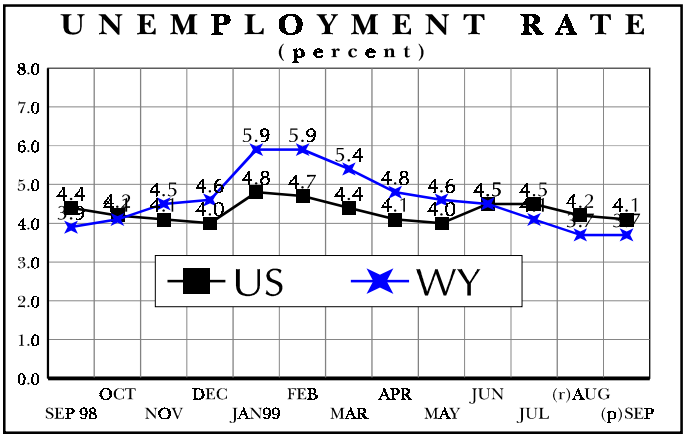


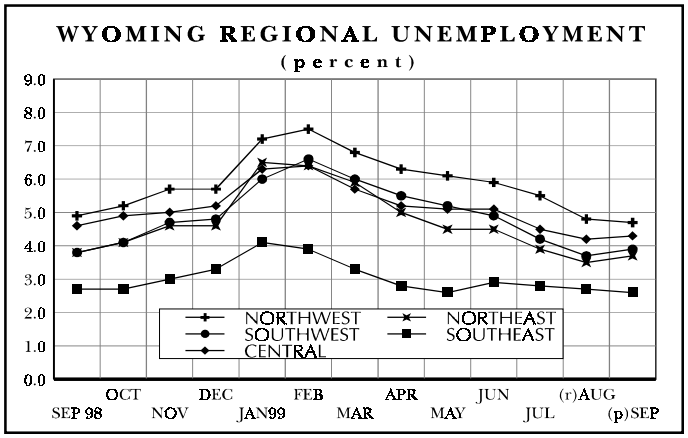
Wyoming Economic Indicators

"In September, the Producer Price Index for commodities rose faster (3.4%) than the Consumer Price Index (2.6%)."

	September 1999 (p)	August 1999 (r)	September 1998 (b)	Percent Change Month	Percent Change Year
Wyoming Total Civilian Labor Force (1)	262,224	264,884	259,264	-1.0	1.1
Unemployed	9,766	9,791	9,992	-0.3	-2.3
Employed	252,458	255,093	249,272	-1.0	1.3
Wyoming Unemployment Rate/Seas. Adj.	3.7%/4.6%	3.7%/4.5%	3.9%/4.8%	N/A	N/A
U.S. Unemployment Rate/Seas. Adj.	4.1%/4.2%	4.2%/4.2%	4.4%/4.5%	N/A	N/A
U.S. Multiple Jobholders	7,584,000	7,298,000	7,906,000	3.9	-4.1
As a percent of all workers	5.7%	5.4%	6.0%	N/A	N/A
U.S. Discouraged Workers	289,000	265,000	317,000	9.1	-8.8
U.S. Part Time for Economic Reasons	2,948,000	3,238,000	3,112,000	-9.0	-5.3
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	$862.00	$865.93	$830.76	-0.5	3.8
Average Weekly Hours	43.1	43.8	43.0	-1.6	0.2
U.S. Mining					
Average Weekly Earnings	$754.55	$758.28	$734.02	-0.5	2.8
Average Weekly Hours	44.1	44.5	42.9	-0.9	2.8
Wyoming Manufacturing					
Average Weekly Earnings	$600.96	$573.92	$622.75	4.7	-3.5
Average Weekly Hours	38.4	38.7	40.1	-0.8	-4.2
U.S. Manufacturing					
Average Weekly Earnings	$587.39	$583.11	$564.40	0.7	4.1
Average Weekly Hours	41.6	41.8	41.5	-0.5	0.2
Wyoming Unemployment Insurance					
Weeks Compensated (2)	5,666	7,508	6,688	-24.5	-15.3
Benefits Paid	$1,043,915	$1,367,306	$1,176,684	-23.7	-11.3
Average Weekly Benefit Payment	$184.24	$182.11	$175.94	1.2	4.7
State Insured Covered Jobs (1)	218,805	219,639	215,281	-0.4	1.6
Insured Unemployment Rate	0.8%	0.9%	0.8%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100)					
All Items	167.9	167.1	163.6	0.5	2.6
Food & Beverages	165.1	164.7	161.5	0.2	2.2
Housing	165.2	165.0	161.5	0.1	2.3
Apparel	131.8	127.5	133.6	3.4	-1.3
Transportation	146.5	145.7	140.7	0.5	4.1
Medical Care	252.3	251.9	243.9	0.2	3.4
Recreation (Dec. 1997=100)	101.7	102.2	101.3	-0.5	0.4
Education & Communication (Dec. 1997=100)	101.9	101.2	100.9	0.7	1.0
Other Goods & Services	262.6	257.6	240.4	1.9	9.2
Producer Prices (1982 to 1984 = 100)					
All Commodities	128.0	126.8	123.8	0.9	3.4
Wyoming Building Permits					
New Privately Owned Housing Units Authorized	137	175	147	-21.7	-6.8
Valuation	$22,693,000	$26,835,000	$19,914,000	-15.4	14.0

(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**

"Wyoming's statewide unemployment rate held steady at 3.7 percent, down from 3.9 percent in September 1998."

	Labor Force			Employed			Unemployed			Unemployment Rates		
REGION COUNTY	Sept 1999 (p)	Aug 1999 (r)	Sept 1998 (b)	Sept 1999 (p)	Aug 1999 (r)	Sept 1998 (b)	Sept 1999 (p)	Aug 1999 (r)	Sept 1998 (b)	Sept 1999 (p)	Aug 1999 (r)	Sept 1998 (b)
Northwest	**46,789**	**47,731**	**46,460**	**44,582**	**45,454**	**44,193**	**2,207**	**2,277**	**2,267**	**4.7**	**4.8**	**4.9**
Big Horn	5,679	5,582	5,945	5,410	5,292	5,633	269	290	312	4.7	5.2	5.2
Fremont	17,834	17,539	17,587	16,786	16,426	16,531	1,048	1,113	1,056	5.9	6.3	6.0
Hot Springs	2,404	2,381	2,402	2,296	2,299	2,311	108	82	91	4.5	3.4	3.8
Park	15,961	17,251	15,558	15,442	16,722	15,067	519	529	491	3.3	3.1	3.2
Washakie	4,911	4,978	4,968	4,648	4,715	4,651	263	263	317	5.4	5.3	6.4
Northeast	**42,979**	**43,611**	**43,059**	**41,408**	**42,064**	**41,421**	**1,571**	**1,547**	**1,638**	**3.7**	**3.5**	**3.8**
Campbell	19,210	19,840	18,883	18,433	19,056	18,080	777	784	803	4.0	4.0	4.3
Crook	3,054	3,024	3,114	2,962	2,932	2,997	92	92	117	3.0	3.0	3.8
Johnson	3,838	3,894	3,857	3,749	3,790	3,750	89	104	107	2.3	2.7	2.8
Sheridan	13,599	13,710	13,797	13,116	13,261	13,309	483	449	488	3.6	3.3	3.5
Weston	3,278	3,143	3,408	3,148	3,025	3,285	130	118	123	4.0	3.8	3.6
Southwest	**54,735**	**55,935**	**54,069**	**52,605**	**53,838**	**52,008**	**2,130**	**2,097**	**2,061**	**3.9**	**3.7**	**3.8**
Lincoln	6,684	6,482	6,308	6,368	6,209	5,972	316	273	336	4.7	4.2	5.3
Sublette	3,198	3,302	3,363	3,134	3,220	3,270	64	82	93	2.0	2.5	2.8
Sweetwater	20,864	20,406	21,518	19,877	19,412	20,571	987	994	947	4.7	4.9	4.4
Teton	12,736	14,592	11,848	12,600	14,447	11,731	136	145	117	1.1	1.0	1.0
Uinta	11,253	11,153	11,032	10,626	10,550	10,464	627	603	568	5.6	5.4	5.1
Southeast	**68,947**	**68,862**	**67,835**	**67,163**	**67,031**	**66,009**	**1,784**	**1,831**	**1,826**	**2.6**	**2.7**	**2.7**
Albany	17,646	17,458	17,196	17,413	17,195	16,921	233	263	275	1.3	1.5	1.6
Goshen	6,183	6,109	6,237	6,011	5,916	6,024	172	193	213	2.8	3.2	3.4
Laramie	39,399	39,697	38,560	38,198	38,524	37,424	1,201	1,173	1,136	3.0	3.0	2.9
Niobrara	1,320	1,309	1,319	1,295	1,278	1,298	25	31	21	1.9	2.4	1.6
Platte	4,399	4,289	4,523	4,246	4,118	4,342	153	171	181	3.5	4.0	4.0
Central	**48,777**	**48,747**	**47,838**	**46,702**	**46,708**	**45,641**	**2,075**	**2,039**	**2,197**	**4.3**	**4.2**	**4.6**
Carbon	8,378	8,305	8,534	8,073	8,018	8,169	305	287	365	3.6	3.5	4.3
Converse	6,761	6,748	6,662	6,489	6,492	6,382	272	256	280	4.0	3.8	4.2
Natrona	33,638	33,694	32,642	32,140	32,198	31,090	1,498	1,496	1,552	4.5	4.4	4.8
Statewide	**262,224**	**264,884**	**259,264**	**252,458**	**255,093**	**249,272**	**9,766**	**9,791**	**9,992**	**3.7**	**3.7**	**3.9**
Statewide Seasonally Adjusted										4.6	4.5	4.8
U.S.										4.1	4.2	4.4
U.S. Seasonally Adjusted										4.2	4.2	4.5

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/99. Run Date 10/99.
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
September 1999
(Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	12.1
District of Columbia	6.1
West Virginia	5.9
New Mexico	5.8
Hawaii	5.5
Oregon	5.2
New York	5.1
Louisiana	5.0
Mississippi	4.8
Alabama	4.7
Arizona	4.7
California	4.7
Alaska	4.5
Texas	4.5
New Jersey	4.4
Washington	4.4
Pennsylvania	4.3
Illinois	4.2
Montana	4.2
Ohio	4.2
South Carolina	4.2
Florida	4.1
Kentucky	4.1
Nevada	4.1
United States	**4.1**
Arkansas	4.0
Georgia	4.0
Idaho	4.0
Rhode Island	3.9
Wyoming	**3.7**
Maryland	3.3
Utah	3.3
Tennessee	3.2
Kansas	3.1
Maine	3.1
Missouri	3.1
Oklahoma	3.1
Massachusetts	3.0
Michigan	3.0
Virginia	3.0
Colorado	2.8
Delaware	2.8
North Carolina	2.8
Indiana	2.7
Minnesota	2.6
Vermont	2.6
North Dakota	2.4
Nebraska	2.2
Connecticut	2.1
Iowa	2.1
South Dakota	2.0
Wisconsin	2.0
New Hampshire	1.9

September News

by: **Mike Evans, Bureau of Labor Statistics Program Supervisor**

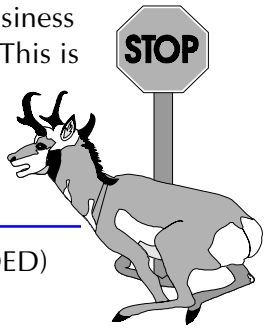
"Oil & gas extraction (-5.8%) and manufacturing of petroleum, coal & plastics (-7.7%) are the only industries with substantial loss of jobs over the year."

Wyoming's rate of total nonagricultural employment growth increased 1.5 percent (3,500 jobs) in September when compared with September 1998 (see page 19), while employed labor force increased 1.3 percent (2,960 people - see page 16).

The unemployment rate remained at 3.7 percent from August 1999 and decreased slightly from 3.9 percent in September 1998 (see page 17). It remained below the national average of 4.1 percent for the third month in a row, although the seasonally adjusted rate of 4.6 percent for September is higher than the national average of 4.2 percent due to the seasonal nature of the Wyoming economy. Unemployment insurance initial and continued claims data continued showing decreases from the previous year by 18.7 and 5.5 percent, respectively (see pages 14 and 15).

Employment growth continues in the Construction industry with 1,000 more jobs than the previous year (5.7%) and Service industry with 1,500 jobs (2.8%), while specific industries like general building contractors (11.9%), telephone communications (10.0%), heavy construction (7.4%), and business services (7.1%) having the largest increases over the previous year. Oil & gas extraction (-5.8%) and manufacturing of petroleum, coal & plastics (-7.7%) are the only industries with substantial loss of jobs over the year.

Casper (3.9%) and Cheyenne (2.2%) continue to have strong job growth over the previous year, with the majority of Casper's growth in Construction (30.0%) and personal & business services (10.5%). This is due to housing construction and new business formation.



(Continued from page 13

This project will be beneficial to public agencies, universities, programs, states, job seekers, counselors, students, parents and employers in making decisions about programs. LMIC is working with the post-secondary institutions to determine which job placements are related to the educational program. The reports are also provided to the Governor's Office of Economic Development (GOED) and the State Occupational Information Coordinating Committee (SOICC). The GOED uses the data to make decisions about education and training programs relative to state economic development. The SOICC uses the data to improve the quality of career information for job seekers, students and others making decisions about career choices and programs.

Wyoming Nonagricultural Wage and Salary Employment[1]

data produced by: **Gregg Detweiler, Senior Economist**

"The most predominant industries showing annual growth are Services, Construction, and Government. These industries accounted for 89 percent of the annual growth."

WYOMING STATEWIDE*	Employment in Thousands			Percent Change Total Employment	
	SEP 99(p)	AUG 99(r)	SEP 98	AUG 99 SEP 99	SEP 98 SEP 99
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	238.0	237.0	234.5	0.4	1.5
TOTAL GOODS PRODUCING	46.2	47.0	45.4	-1.7	1.8
Mining	16.3	16.7	16.8	-2.4	-3.0
Coal Mining	4.5	4.6	4.4	-2.2	2.3
Oil & Gas Extraction	8.1	8.3	8.6	-2.4	-5.8
Crude Petrol-Natural Gas	2.5	2.5	2.5	0.0	0.0
Oil & Gas Field Services	5.6	5.8	6.1	-3.4	-8.2
Nonmetallic Minerals	3.0	3.1	3.1	-3.2	-3.2
Construction	18.5	18.8	17.5	-1.6	5.7
General Building Contractors	4.7	4.7	4.2	0.0	11.9
Heavy Construction	5.8	5.9	5.4	-1.7	7.4
Special Trade Construction	8.0	8.2	7.9	-2.4	1.3
Manufacturing	11.4	11.5	11.1	-0.9	2.7
Durable Goods	5.2	5.3	5.2	-1.9	0.0
Nondurable Goods	6.2	6.2	5.9	0.0	5.1
Printing & Publishing	1.7	1.7	1.6	0.0	6.3
Petroleum & Coal Products	1.2	1.3	1.3	-7.7	-7.7
TOTAL SERVICE PRODUCING	191.8	190.0	189.1	0.9	1.4
Transportation & Public Utilities	14.5	14.5	14.1	0.0	2.8
Transportation	9.2	9.2	9.0	0.0	2.2
Railroad Transportation	3.0	3.0	2.9	0.0	3.4
Trucking & Warehousing	3.8	3.8	3.7	0.0	2.7
Communications	2.2	2.2	2.1	0.0	4.8
Telephone Communications	1.1	1.1	1.0	0.0	10.0
Electric, Gas & Sanitary Services	3.0	3.1	3.0	-3.2	0.0
Electric Services	2.0	2.0	1.9	0.0	5.3
Trade	54.6	56.3	54.2	-3.0	0.7
Wholesale Trade	7.7	7.8	7.7	-1.3	0.0
Durable Goods	4.3	4.4	4.3	-2.3	0.0
Nondurable Goods	3.4	3.4	3.4	0.0	0.0
Retail Trade	46.9	48.5	46.5	-3.3	0.9
Building Materials & Garden Supply	2.2	2.3	2.1	-4.3	4.8
General Merchandise Stores	4.9	5.4	4.9	-9.3	0.0
Department Stores	4.0	4.0	3.9	0.0	2.6
Food Stores	5.6	5.7	5.5	-1.8	1.8
Auto Dealers & Service Stations	8.3	8.4	8.3	-1.2	0.0
Gas Stations	4.5	4.5	4.5	0.0	0.0
Apparel & Accessory Stores	1.5	1.6	1.5	-6.3	0.0
Furniture & Home Furnishing Stores	1.5	1.5	1.5	0.0	0.0
Eating & Drinking Places	17.9	18.4	17.7	-2.7	1.1
Miscellaneous Retail	5.0	5.2	5.0	-3.8	0.0
Finance, Insurance & Real Estate	8.5	8.6	8.7	-1.2	-2.3
Depos-Nondepos & Security Brokers	4.0	4.1	4.0	-2.4	0.0
Depository Institutions	3.2	3.3	3.2	-3.0	0.0
Insurance	2.4	2.4	2.4	0.0	0.0
Services	54.7	57.9	53.2	-5.5	2.8
Hotels & Other Lodging Places	11.3	13.6	11.0	-16.9	2.7
Personal Services	1.9	1.9	1.9	0.0	0.0
Business Services	7.5	7.6	7.0	-1.3	7.1
Automotive & Misc. Repair Services	2.9	2.9	2.9	0.0	0.0
Amusements (Rec Services & Mot. Pics.)	3.6	4.1	3.5	-12.2	2.9
Health Services	10.3	10.4	10.2	-1.0	1.0
Offices of Doctors of Medicine	2.3	2.3	2.3	0.0	0.0
Legal Services	1.3	1.3	1.3	0.0	0.0
Social Services	5.7	5.6	5.5	1.8	3.6
Membership Organizations	3.3	3.4	3.3	-2.9	0.0
Engineering & Management	3.6	3.6	3.5	0.0	2.9
Government	59.5	52.7	58.9	12.9	1.0
Total Federal Government	7.5	7.8	7.5	-3.8	0.0
Department of Defense	0.9	0.9	0.9	0.0	0.0
Total State Government	13.2	12.8	13.0	3.1	1.5
State Education	4.9	4.5	4.8	8.9	2.1
Total Local Government	38.8	32.1	38.4	20.9	1.0
Local Hospitals	5.2	5.2	5.1	0.0	2.0
Local Education	21.0	12.9	20.9	62.8	0.5

(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.

LARAMIE COUNTY	Employment in Thousands			Percent Change Total Employment	
	SEP 99(p)	AUG 99(r)	SEP 98	AUG 99 SEP 99	SEP 98 SEP 99
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	36.7	36.7	35.9	0.0	2.2
TOTAL GOODS PRODUCING	4.4	4.4	4.2	0.0	4.8
Mining & Construction	2.6	2.6	2.4	0.0	8.3
Manufacturing	1.8	1.8	1.8	0.0	0.0
TOTAL SERVICE PRODUCING	32.2	32.3	31.8	-0.3	1.3
Transportation & Public Utilities	2.7	2.7	2.6	0.0	3.8
Trade	8.5	8.6	8.4	-1.2	1.2
Wholesale Trade	0.8	0.8	0.8	0.0	0.0
Retail Trade	7.7	7.8	7.6	-1.3	1.3
Finance, Insurance & Real Estate	2.2	2.3	2.2	-4.3	0.0
Services	7.7	7.9	7.5	-2.5	2.7
Total Government	11.1	10.8	11.1	2.8	0.0
Federal Government	2.5	2.5	2.5	0.0	0.0
State Government	3.3	3.3	3.3	0.0	0.0
Local Government	5.3	5.0	5.3	6.0	0.0

NATRONA COUNTY*					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	32.2	31.9	31.0	0.9	3.9
TOTAL GOODS PRODUCING	6.2	6.3	5.7	-1.6	8.8
Manufacturing	1.6	1.6	1.5	0.0	6.7
Mining	2.0	2.0	2.2	0.0	-9.1
Construction	2.6	2.7	2.0	-3.7	30.0
TOTAL SERVICE PRODUCING	26.0	25.6	25.3	1.6	2.8
Transportation & Public Utilities	1.8	1.8	1.8	0.0	0.0
Transportation	1.2	1.2	1.2	0.0	0.0
Communications & Public Utilities	0.6	0.6	0.6	0.0	0.0
Trade	8.6	8.5	8.3	1.2	3.6
Wholesale Trade	2.4	2.4	2.3	0.0	4.3
Retail Trade	6.2	6.1	6.0	1.6	3.3
Finance, Insurance & Real Estate	1.3	1.3	1.3	0.0	0.0
Services	8.9	9.1	8.6	-2.2	3.5
Personal & Business Services	2.1	2.1	1.9	0.0	10.5
Health Services	2.7	2.7	2.7	0.0	0.0
Government	5.4	4.9	5.3	10.2	1.9
Local Government	4.1	3.5	3.9	17.1	5.1
Local Education	2.7	2.0	2.6	35.0	3.8

After 5 Days Return to:
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Employment Resources Division
Research & Planning
P.O. Box 2760
Casper, WY 82602

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