

WYOMING BENEFITS SURVEY 2025



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Wyoming Benefits Survey 2025

Wyoming Department of Workforce Services

Elizabeth Gagen, Director

Research & Planning

Tony Glover, Manager

Carola Cowan, BLS Programs Supervisor

Michael Moore, Research Supervisor

Prepared by:

Lisa Knapp, Senior Research Analyst

Jaime Cruz, Multimedia Specialist

Editorial Committee:

David Bullard, Jaime Cruz, Matthew Halama, Lisa Knapp, Chris McGrath, Michael Moore, and Laura Yetter

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Research & Planning

P.O. Box 2760

Casper, WY 82602

Phone: (307) 473-3807

Fax: (307) 473-3834

R&P Website: <https://doe.state.wy.us/LMI/>

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Who We Are

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



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Wyoming Benefits Survey 2025: Introduction

by: Lisa Knapp, Senior Research Analyst

This publication examines the prevalence of employer-provided benefits such as medical insurance, retirement plans, and paid leave in Wyoming. These benefits are analyzed in several ways: by full- and part-time employment status, employer size class, industry, and by Wyoming sub-state region.

The Research & Planning (R&P) section of the Wyoming Department of Workforce Services conducts the Benefits Survey on the quarterly basis. This survey is designed to collect information about the types of benefits Wyoming employers offer their employees. The questionnaire is sent to a random sample of employers drawn from the Quarterly Census of Employment and Wages (QCEW) database.

These estimates are based on the average employment in the state during the target survey quarter and the preceding seven quarters and are calculated using data collected during those eight quarters. This survey was not conducted during 2019Q4 and 2020Q1 due to the coronavirus pandemic in 2020 because so many businesses were closed or operating with a limited number of staff. As such, there is a break in the publishable data between 2019Q3 and 2022Q1, which is observable in the time series section of this report. The estimates in this publication are for 2025Q1 and were calculated using data collected between 2023Q2 and 2025Q1. For more information about the sampling and estimation process used to create the benefits survey estimates, please see http://doe.state.wy.us/LMI/benefits2013/benefits_2013.pdf.

A selection of tables containing data for employers and the total number of jobs or workers, broken out by full- and

part-time work status, employer size class (the number of employees working for a business), industry, and Wyoming sub-state region are presented in this publication. The tables and figures include:

1. Total number of jobs and total number of employees offered selected benefits by full- and part-time status.
2. Percent of employers offering selected benefits to their full-time, part-time, and total employees.
3. Percent of full-time, part-time, and total employees offered selected benefits.
4. Percent of full-time, part-time, and total employees offered and enrolled in selected benefits (take-up rate).

Analysis

Full- and Part-Time Employees (see Tables 1-4 and Figures 1-3, pages 14-19)

Historically, full-time jobs have made up about three-fourths of Wyoming employment (see Figure A, page 8, and Table A, page 9). Table 1 (see page 14) shows how many employers in Wyoming offered benefits to their employees based on full- or part-time employment. In general, a larger proportion of employers offered benefits to their full-time employees than to their part-time

employees. For example, 48.5% of employers offered medical insurance to their full-time employees, compared to 5.8% offering the benefit to their part-time employees. More than half (55.4%) of employers offered retirement plans to their full-time employees, compared to 20.0% that offered retirement plans to their part-time employees, and 38.0% offered vision plans to their full-time employees compared to 4.6% that offered the benefit to their part-time employees.

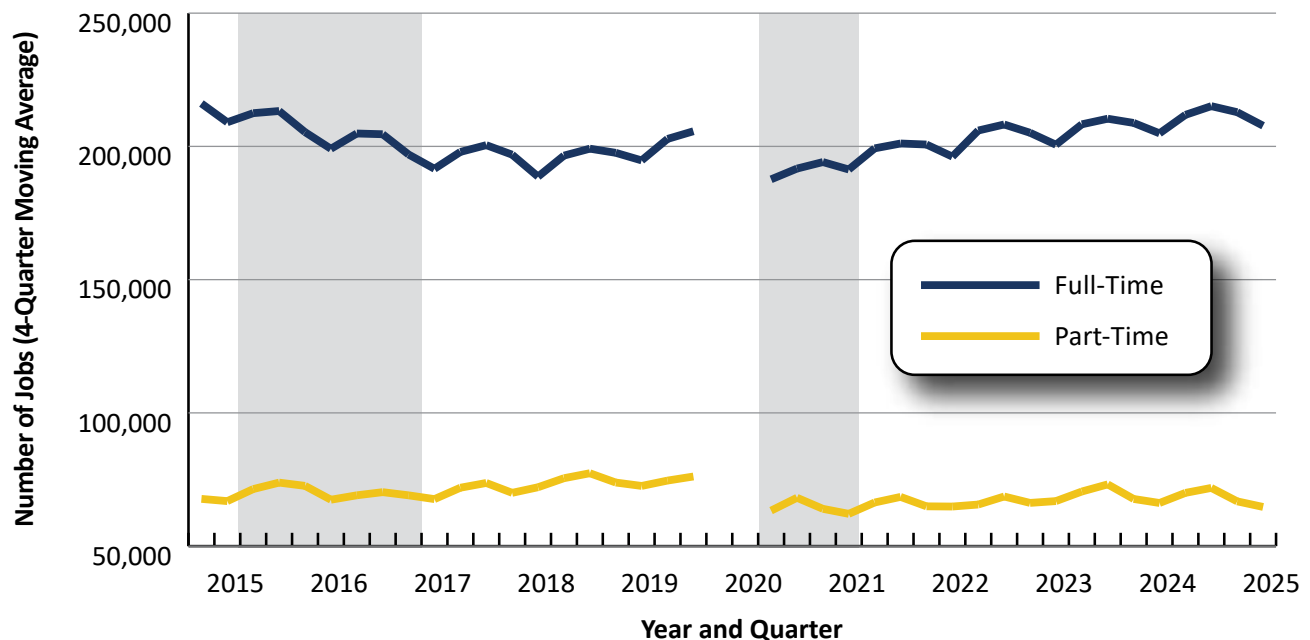
Similarly, a larger proportion of full-time employees were offered benefits compared to part-time employees (see Table 2, page 16). While 82.6% of full-time employees were offered medical insurance, only 11.4% of part-time employees were offered the benefit. Three-quarters or more of full-time employees were offered dental plans (80.4%), dependent medical

insurance (80.9%), paid holidays (76.7%), retirement plans (82.7%), and vision plans (74.6%). The largest proportions of part-time employees were offered retirement plans (31.7%), paid personal leave (19.3%), and paid holidays (19.2%).

Full-time employees were more likely to enroll in benefits when offered. As shown in Table 4 (see page 18), 67.7% of full-time employees enrolled in medical insurance plans, 74.5% enrolled in dental plans, and 70.8% enrolled in vision plans. Among part-time employees, 20.9% enrolled in medical insurance, 25.0% enrolled in dental plans, and 24.5% enrolled in vision plans.

Employer Size Class (see Tables 5-10 and Figures 4 and 5, pages 20-24)

In general, as an employer's size class



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates for 2019Q4 and 2020Q1 are not available. Shaded areas indicate periods of economic downturn in Wyoming: 2015Q2-2016Q4 and 2020Q2-2021Q1. Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey. Source: Wyoming Benefits Survey 2025. Prepared by L. Knapp and J. Cruz, Research & Planning, WY DWS, 5/6/26.

Figure A: Total Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2014Q4 to 2025Q1

(or number of employees) increased, so did the proportion of employers offering benefits to their workers (see Table 5, page 20). For example, 29.6% of employers with one to four employees offered medical insurance, compared to 48.8% of those with 10-19 employees and 91.0% of those with 50 or more employees. Just over one-fourth (26.0%) of employers in the smallest size class offered dental plans while 43.3% of those with 10-19 employees and 89.1% of those in the largest size class offered the benefit. Approximately 35.6% of employers with fewer than five employees offered retirement plans compared to 55.1% of employers with 10-19 employees and 86.8% of those with 50 or more employees.

The proportion of workers offered benefits also increased with employer size (see Table 6, page 20). Approximately 31.5% of workers in companies with one to four employees were offered medical insurance but 44.9% of those working for companies with 10-19 employees and 81.7% of those working for companies with 50 or more employees were offered the benefit. Although 85.9% of employees working

Table A: Total Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2014Q4 to 2025Q1

Year & Quarter	Full-Time Jobs ^a		Part-Time Jobs		Total Jobs	
	N	%	N	%	N	%
2014Q4	216,099	76.1	67,727	23.9	283,826	100.0
2015Q1	209,050	75.8	66,894	24.2	275,944	100.0
2015Q2	212,468	74.8	71,411	25.2	283,879	100.0
2015Q3	213,275	74.3	73,835	25.7	287,110	100.0
2015Q4	205,363	73.9	72,618	26.1	277,981	100.0
2016Q1	199,104	74.7	67,415	25.3	266,519	100.0
2016Q2	204,838	74.8	69,072	25.2	273,910	100.0
2016Q3	204,560	74.4	70,255	25.6	274,815	100.0
2016Q4	196,963	74.0	69,062	26.0	266,025	100.0
2017Q1	191,597	73.9	67,645	26.1	259,242	100.0
2017Q2	197,927	73.3	71,917	26.7	269,844	100.0
2017Q3	200,471	73.1	73,701	26.9	274,172	100.0
2017Q4	196,891	73.8	70,000	26.2	266,891	100.0
2018Q1	188,650	72.3	72,099	27.7	260,749	100.0
2018Q2	196,539	72.3	75,486	27.7	272,025	100.0
2018Q3	199,142	72.0	77,354	28.0	276,496	100.0
2018Q4	197,590	72.8	73,865	27.2	271,455	100.0
2019Q1	194,739	72.8	72,589	27.2	267,328	100.0
2019Q2	202,802	73.1	74,600	26.9	277,402	100.0
2019Q3*	205,685	73.0	76,127	27.0	281,812	100.0
2020Q2	187,640	74.8	63,327	25.2	250,967	100.0
2020Q3	191,671	73.8	68,152	26.2	259,823	100.0
2020Q4	194,118	75.2	63,998	24.8	258,116	100.0
2021Q1	191,333	75.5	62,117	24.5	253,450	100.0
2021Q2	199,262	75.0	66,375	25.0	265,637	100.0
2021Q3	201,088	74.6	68,474	25.4	269,562	100.0
2021Q4	200,702	75.6	64,936	24.4	265,638	100.0
2022Q1	196,165	75.2	64,857	24.8	261,022	100.0
2022Q2	205,954	75.8	65,607	24.2	271,561	100.0
2022Q3	208,223	75.2	68,624	24.8	276,847	100.0
2022Q4	205,113	75.6	66,223	24.4	271,336	100.0
2023Q1	200,624	75.0	66,900	25.0	267,524	100.0
2023Q2	208,285	74.7	70,493	25.3	278,778	100.0
2023Q3	210,386	74.2	73,177	25.8	283,563	100.0
2023Q4	208,809	75.5	67,704	24.5	276,513	100.0
2024Q1	204,904	75.6	66,191	24.4	271,095	100.0
2024Q2	211,834	75.2	69,979	24.8	281,813	100.0
2024Q3	215,103	75.0	71,847	25.0	286,950	100.0
2024Q4	212,833	76.1	66,802	23.9	279,635	100.0
2025Q1	207,747	76.3	64,705	23.7	272,452	100.0

^aFull-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

*Data unavailable for 2019Q4 and 2020Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/1/26.

for the largest employers were offered retirement plans, only 39.4% of those working for the smallest companies were offered the benefit. An estimated 27.7% of people working for companies with one to four employees were offered dental plans compared to 41.2% of those with 10-19 employees and 81.4% of workers at companies with 50 or more employees.

The percentage of employees that enrolled in selected benefits varied by employer size class but did not seem directly related to company size (see Table 10, page 24). Only 61.1% of people working for companies with 50 or more employees chose to enroll in medical insurance plans while 69.2% of those working for companies with 10-19 employees and 86.8% of those working for the smallest companies enrolled in the benefit. A larger proportion of people working for companies with fewer than five employees enrolled in dental plans (88.7%) than in companies with 10-19 employees (67.1%) and companies with 50 or more employees (72.4%).

Industry (see Tables 11-16 and Figures 6 and 7, pages 25-32)

The proportion of employers offering benefits varied by industry (see Table 11, page 25). Overall, a larger percentage of employers in natural resources & mining, wholesale trade, information, education, and state and local government offered their employees benefits, with a smaller percentage of employers in construction, leisure & hospitality, and other services offering benefits to their workers. For example, 59.2% of employers in natural resources & mining, 68.6% of those in wholesale and trade, and 57.8% of those in information offered medical insurance compared to 19.6% of those

in leisure & hospitality and 24.6% of those in construction. Similarly, 55.8% of employers in natural resources & mining, 68.3% of employers in wholesale trade, and 61.5% of employers in information offered retirement plans while only 15.7% of those in leisure & hospitality and 29.6% of those in construction offered the benefit to their employees.

There were also industry differences for which employees were offered benefits (see Table 12, page 26). A larger proportion of employees working in natural resources & mining, manufacturing, wholesale trade, transportation & utilities, education, and state and local government were offered benefits while the smallest percentages of employees offered benefits worked in construction, leisure & hospitality, and other services. Medical insurance was offered to 90.3% of natural resources & mining employees, 84.4% of transportation & utilities employees, and 83.7% of employees working in wholesale trade. In comparison, this benefit was offered to 29.0% of employees in leisure & hospitality and 43.9% of those working in other services. Retirement plans were offered to more than three-quarters of workers in natural resources & mining (78.2%), manufacturing (78.9%), wholesale trade (85.1%), transportation & utilities (86.7%), information (77.5%), financial activities (76.9%), education (88.3%), and state and local government (85.1%).

The percentage of employees who enrolled in medical insurance benefits was highest for those working in natural resources & mining (83.3%), transportation & utilities (89.2%), and information (89.3%; see Table 16, page 32). It was lowest for those working in construction (59.2%) and other services (49.7%). An estimated 91.1 % of workers

in information, 87.7% of those in transportation & utilities, and 82.5% of workers in financial activities enrolled in dental plans compared to 48.0% of people working in retail trade and 54.0% of people working in construction.

Sub-state Region (see Tables 17-22 and Figures 8 and 9, pages 33-41)

For the purposes of this research, the state of Wyoming is divided into six sub-state regions, which include the Casper and Cheyenne metropolitan statistical areas (MSAs; see Map, page 33). In some cases, a firm's jobs were spread across several areas; these employers and jobs were combined into a seventh category called statewide. In 2025Q1, the largest share of all jobs were found in the statewide category (29.5%; see Figure B), followed by the southwest (16.4%) and northeast (11.0%), and the Cheyenne (11.4%) and Casper (9.9%) MSAs.

Just over one-third of employers in each sub-state region aside from the statewide region offered their employees medical insurance (see Table 17, page 34). Approximately 40% or more of employers in each region offered

retirement plans, including 44.0% of employers in the Casper MSA and 43.7% of those in the Cheyenne MSA.

The largest proportion of employees who were offered medical insurance worked in the Casper MSA (60.7%), Cheyenne MSA (61.8%), and northeast region (60.2%; see Table 18, page 35). Similarly, a larger proportion of employees offered retirement plans worked in the Casper

MSA (67.7%) and Cheyenne MSA (68.8%) as well as in the northwest region (64.9%). An estimated 58.1% of employees in the northeast region were offered dental plans, as were 58.9% of those in the Casper MSA, 60.0% of those in the Cheyenne MSA, and 56.5% of workers in the northwest region.

As shown in Table 22 (see page 41), a larger proportion of workers enrolled in

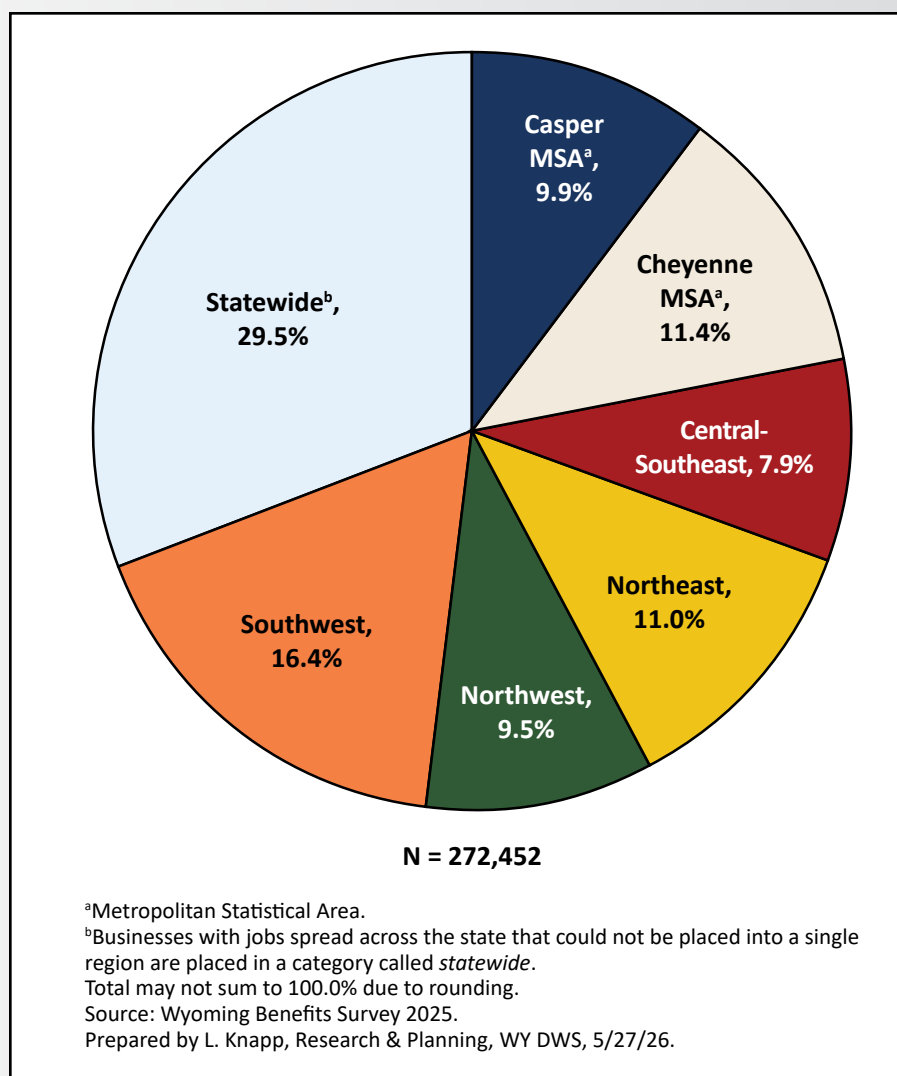


Figure B: Total Employees in Wyoming by Substate Region, 2025Q1

medical insurance in the Cheyenne region (83.4%), northeast region (76.0%), and northwest region (84.7%). The largest percentages of employees who enrolled in dental plans worked in the northwest region (82.9%), Cheyenne MSA (80.1%), and northeast region (79.1%). More than three-quarters of employees enrolled in vision plans in the northwest region (83.0%), northeast region (78.5%), Cheyenne MSA (75.9%), and Casper MSA (76.7%).

Medical Care Benefits Changes Over Time (see Tables 23-26 and Figures 10-13, pages 42-46)

As shown in Table 23 (see page 42) and Figure 10 (see page 43), the percentage of employers offering medical-related insurance to their employees increased in recent years. Between 2015Q2 and 2025Q1 the percentage of employers offering medical insurance increased from 32.8% to 37.3%. The percentage of employers offering dental insurance increased from 23.8% to 33.1%, and the percentage offering vision insurance increased from 16.7% to 28.9%.

The proportion of workers offered medical-related benefits also increased in recent years (see Table 24, page 42, and Figure 11, page 43). The proportion of workers offered medical insurance increased from 62.4% in 2015Q2 to 65.7% in 2025Q1. The proportion of those offered dental insurance increased from 56.8% to 64.0% during this time and the proportion offered vision plans increased from 50.5% to 59.3%.

Changes in Other Benefits Over Time (see Tables 27-30 and Figures 14-17, pages 46-49)

Between 2015Q2 and 2025Q1

the percentage of employers offering retirement plans, life insurance, short-term disability insurance, and long-term disability insurance increased (see Table 27, page 46, and Figure 14, page 47). For example, in 2015Q2, 30.0% of employers offered retirement plans and in 2025Q1 43.1% offered the benefit. The percentage of employers that offered life insurance increased from 21.3% to 27.2% and the percentage offering short-term disability insurance increased from 11.2% to 19.9% during this time period. The percentage of employers offering long-term disability insurance increased from 10.4% to 18.5%,

The percentage of employees offered retirement plans, life insurance, long-term disability insurance and short-term disability insurance also increased somewhat between 2015Q2 and 2025Q1 (see Table 28, page 46, and Figure 15, page 47). The percentage of employees offered retirement plans increased from 63.5% to 71.2% during this timeframe. The percentage of employees offered life insurance increased from 57.0% to 59.0%. The percentage of workers offered long-term disability insurance increased from 39.0% to 41.9% and the proportion offered short-term disability insurance increased from 35.2% to 40.0%.

Paid Leave Benefits Changes Over Time (see Tables 31-34 and Figures 18-21, pages 50-53)

As shown in Table 31 (see page 50) and Figure 18 (see page 51), between 2015Q2 and 2025Q1 the percentage of employers offering paid sick leave remained relatively the same with 20.9% offering the benefit in 2015Q2 and 19.9% offering the benefit in 2025Q1. The proportion of employers offering their employees paid vacation leave decreased from 37.4% in 2015Q2 to

29.5% in 2025Q1. However, the proportion of employers that offered paid personal leave, which is a pool of paid time off that the employee can use for either vacation or sick leave, increased from 26.9% in 2015Q2 to 38.7% in 2025Q1. The percentage of employees offered paid holidays increased from 40.9% in 2015Q2 to 45.6% in 2025Q1.

The proportion of employees offered paid vacation leave decreased from 56.6% in 2015Q2 to 51.6% in 2025Q1 and the proportion offered paid sick leave decreased from 42.0% in 2015Q2 to 35.1% in 2025Q1 (see Table 32, page 50, and Figure 19, page 51). However, the proportion of employers offering paid personal leave increased from 39.1% in 2015Q2 to 52.7% in 2025Q1. The percentage of workers offered paid holiday leave changed very little between 2015Q2 (63.3%) and 2025Q1 (63.1%).

Conclusions

Overall, a larger percentage of employers offered benefits to their full-time employees. A larger proportion of employers in larger companies offered benefits compared to those with smaller companies. A larger proportion of employers offered benefits in industries

such as natural resources & mining, wholesale trade, information, and education, while the smallest percentages of employers offering benefits were in leisure & hospitality and construction.

Likewise, a larger proportion of full-time employees were offered benefits, and the proportion of employees offered benefits increased as the size of the company increased. The largest percentage of employees offered benefits worked in natural resources & mining, manufacturing, wholesale trade, transportation & utilities, and educational services, while the smallest percentage of employees offered benefits worked in leisure & hospitality, construction, and other services.

The percentage of employers offering most benefits — including medical insurance, dental insurance, retirement plans, and disability insurance — increased between 2015Q2 and 2025Q1, as did the percentage of employees offered the benefits. Employers seem to be moving more towards a single pool of paid time off rather than separate allotments of paid sick leave and paid vacation leave. The percentage of employers offering and employees offered sick and vacation leave decreased between 2015 and 2025 while the percentage of offered paid personal leave increased.

I. Statewide Benefits

Table 1: Percent of Employers Offering Selected Benefits to Their Full- and Part-Time Employees, 2025Q1

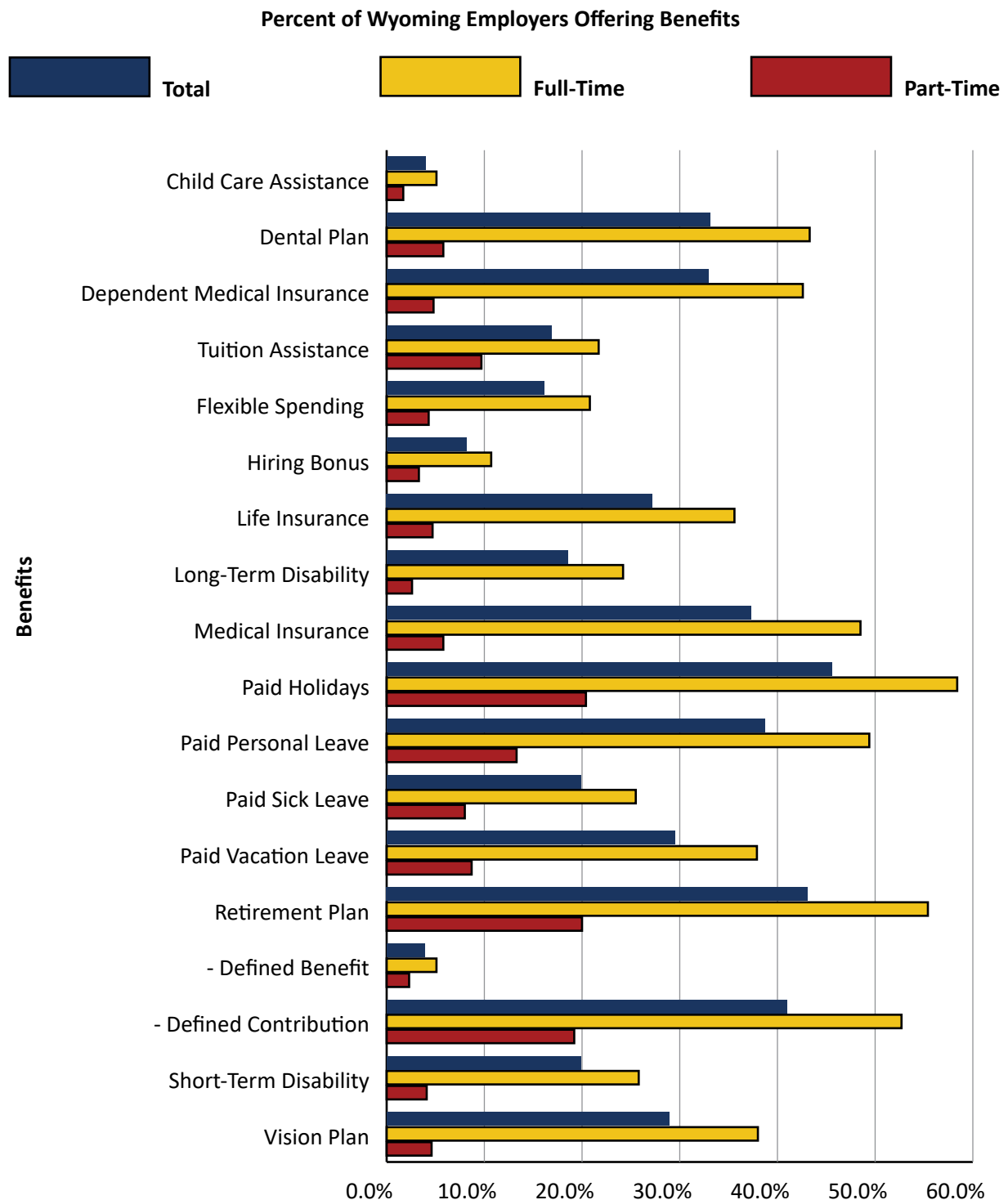
Benefit	Full-Time	Part-Time	Total
Child Care Assistance	5.1	1.7	4.0
Dental Plan	43.3	5.8	33.1
Dependent Medical Insurance	42.6	4.8	32.9
Tuition Assistance	21.7	9.7	16.9
Flexible Spending	20.8	4.3	16.1
Hiring Bonus	10.7	3.3	8.2
Life Insurance	35.6	4.7	27.2
Long-Term Disability	24.2	2.6	18.5
Medical Insurance	48.5	5.8	37.3
Paid Holidays	58.4	20.4	45.6
Paid Personal Leave	49.4	13.3	38.7
Paid Sick Leave	25.5	8.0	19.9
Paid Vacation Leave	37.9	8.7	29.5
Retirement Plan	55.4	20.0	43.1
Defined Benefit Retirement Plan	5.1	2.3	3.9
Defined Contribution Retirement Plan	52.7	19.2	41.0
Short-Term Disability	25.8	4.1	19.9
Vision Plan	38.0	4.6	28.9

Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/1/26.



Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/6/26.

Figure 1: Percent of Wyoming Employers Offering Selected Benefits to Their Full- and Part-Time Employees, 2025Q1

Table 2: Percentage of Full- and Part-Time Employees Offered Selected Benefits in Wyoming, 2025Q1

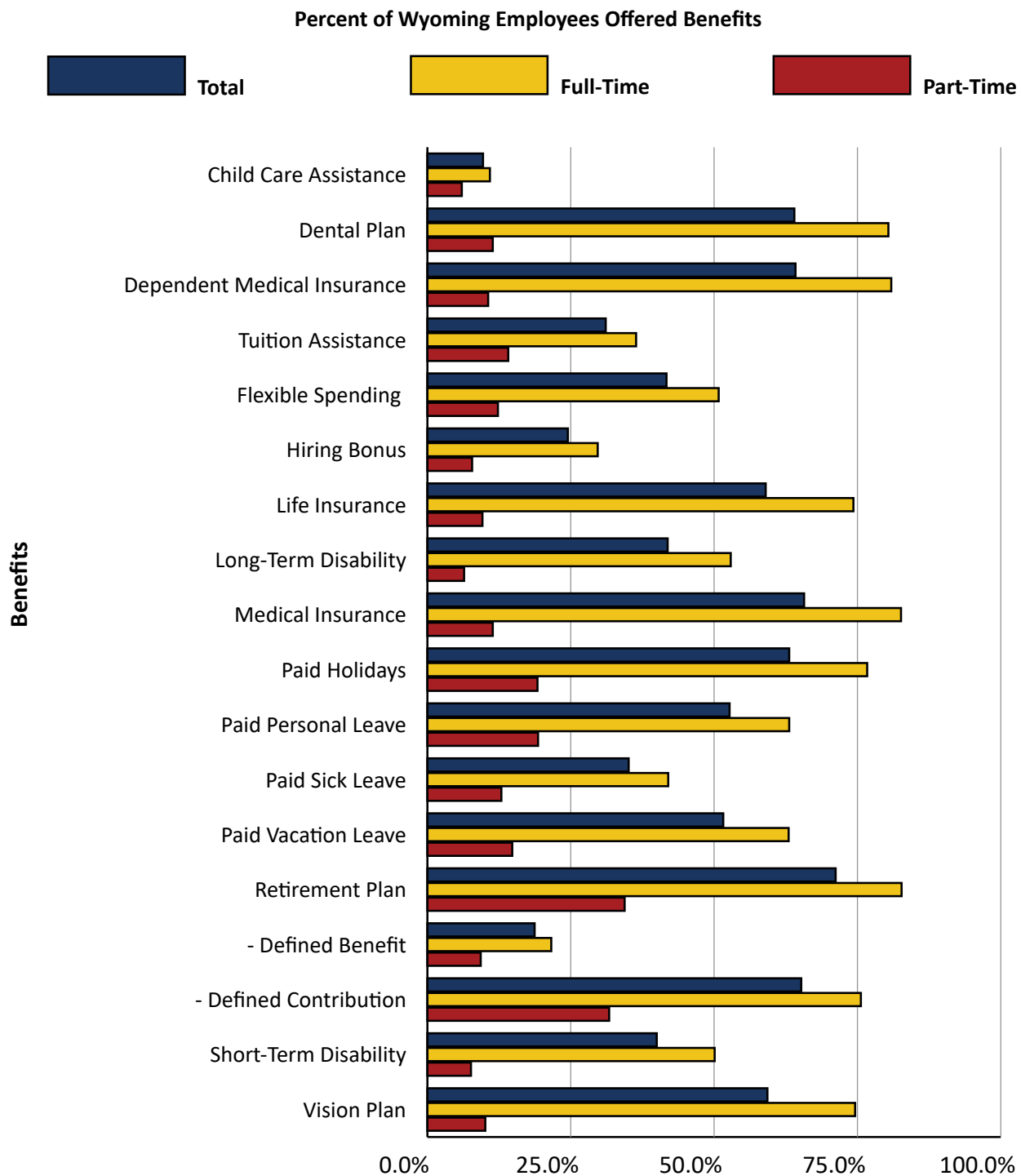
Benefit	Full-Time	Part-Time	Total
Child Care Assistance	10.9	6.0	9.7
Dental Plan	80.4	11.4	64.0
Dependent Medical insurance	80.9	10.6	64.2
Tuition Assistance	36.4	14.1	31.1
Flexible Spending	50.8	12.3	41.7
Hiring Bonus	29.7	7.8	24.5
Life Insurance	74.3	9.6	59.0
Long-Term Disability	52.9	6.4	41.9
Medical insurance	82.6	11.4	65.7
Paid Holidays	76.7	19.2	63.1
Paid Personal Leave	63.1	19.3	52.7
Paid Sick Leave	42.0	12.9	35.1
Paid Vacation Leave	63.0	14.8	51.6
Retirement Plan	82.7	34.4	71.2
Defined Benefit Retirement Plan	21.6	9.3	18.7
Defined Contribution Retirement Plan	75.6	31.7	65.2
Short-Term Disability	50.1	7.6	40.0
Vision Plan	74.6	10.1	59.3

Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/1/26.



Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/6/26.

Figure 2: Percent of Full- and Part-Time Employees Offered Selected Benefits in Wyoming, 2025Q1

Table 3: Number of Full- and Part-Time Employees Offered Selected Benefits in Wyoming, 2025Q1

Benefit	Full-Time	Part-Time	Total
Total Employees	207,747	64,705	272,452
Child Care Assistance	22,674	3,879	26,554
Dental Plan	167,080	7,375	174,455
Dependent Medical Insurance	167,977	6,860	174,837
Tuition Assistance	75,586	9,114	84,700
Flexible Spending	105,574	7,944	113,519
Hiring Bonus	61,725	5,049	66,773
Life Insurance	154,458	6,207	160,665
Long-Term Disability	109,934	4,139	114,073
Medical Insurance	171,697	7,401	179,098
Paid Holidays	159,369	12,422	171,791
Paid Personal Leave	131,185	12,465	143,650
Paid Sick Leave	87,348	8,372	95,720
Paid Vacation Leave	130,976	9,585	140,561
Retirement Plan	171,858	22,233	194,090
Defined Benefit Retirement Plan	44,826	6,019	50,845
Defined Contribution Retirement Plan	157,048	20,498	177,546
Short-Term Disability	104,177	4,910	109,086
Vision Plan	154,899	6,558	161,457

Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/1/26.

Table 4: Percent of Full- and Part-Time Wyoming Employees Offered and Enrolled in Selected Benefits, 2025Q1

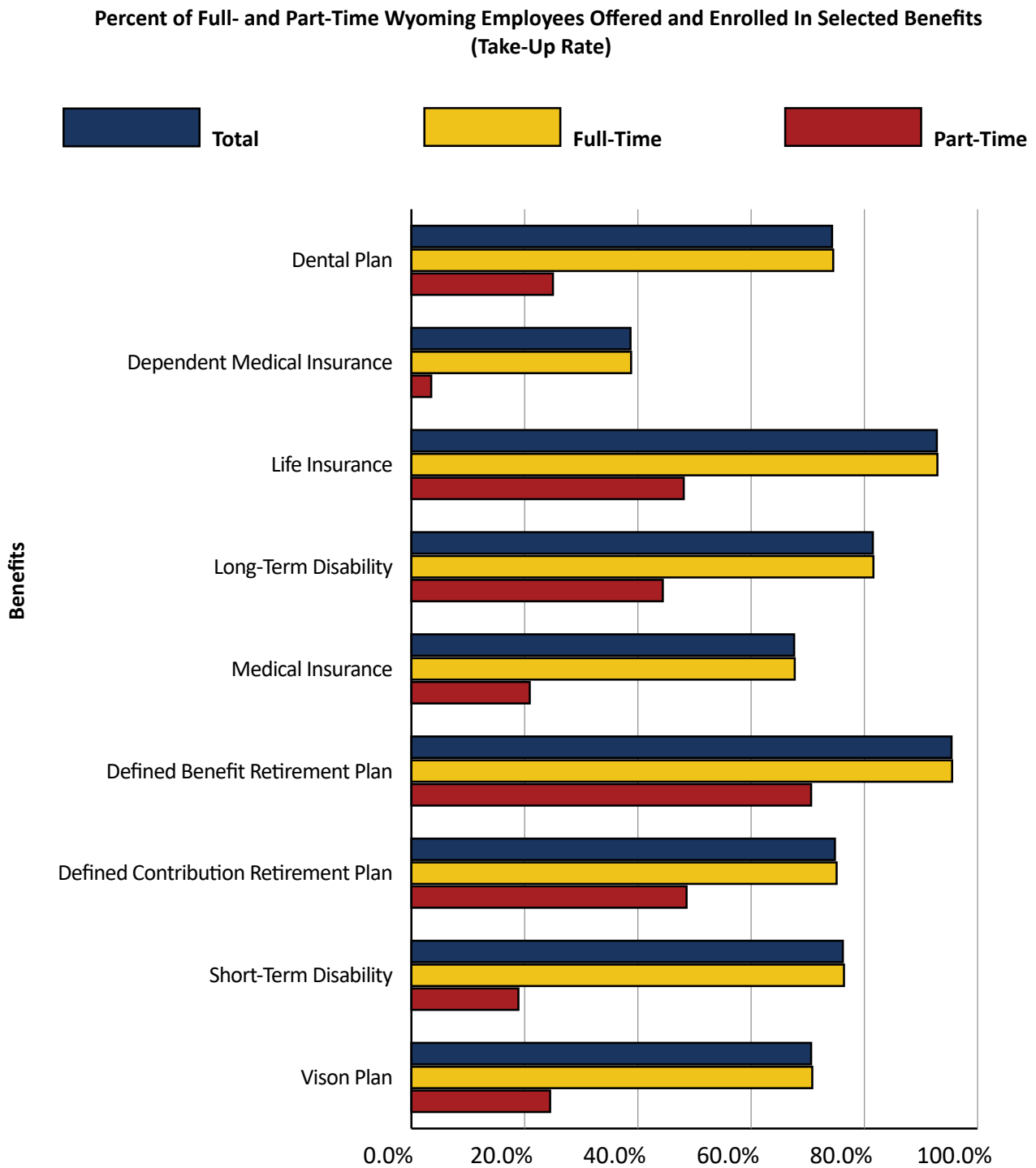
Benefit	Full-Time	Part-Time	Total
Dental Plan	74.5	25.0	74.3
Dependent Medical insurance	38.8	3.5	38.7
Life Insurance	92.9	48.1	92.8
Long-Term Disability	81.6	44.4	81.5
Medical insurance	67.7	20.9	67.6
Defined Benefit Retirement Plan	95.5	70.6	95.4
Defined Contribution Retirement Plan	75.1	48.6	74.8
Short-Term Disability	76.4	18.9	76.2
Vision Plan	70.8	24.5	70.6

Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/1/26.



Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/6/26.

Figure 3: Percent of Full- and Part-Time Wyoming Employees Offered and Enrolled in Selected Benefits, 2025Q1

II. Benefits by Firm Size

Table 5: Percent of Employers Offering Selected Benefits by Firm Size Class, 2025Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	3.7	3.2	4.7	4.4	11.2	4.0
Dental Plan	26.0	27.6	43.3	65.4	89.1	33.1
Dependent Medical insurance	25.0	28.7	44.8	64.7	90.1	32.9
Tuition Assistance	14.9	14.1	18.8	24.9	41.2	16.9
Flexible Spending	14.0	10.8	15.6	27.8	53.7	16.1
Hiring Bonus	6.0	7.0	10.3	16.5	29.5	8.2
Life Insurance	21.5	20.9	33.9	52.7	83.6	27.2
Long-Term Disability	16.5	11.8	18.2	33.0	55.3	18.5
Medical insurance	29.6	33.9	48.8	68.5	91.0	37.3
Paid Holidays	37.7	51.9	56.4	66.3	78.2	45.6
Paid Personal Leave	31.9	44.4	49.5	57.4	61.2	38.7
Paid Sick Leave	17.5	21.2	20.6	27.3	38.0	19.9
Paid Vacation Leave	22.3	34.8	40.4	47.6	60.6	29.5
Retirement Plan	35.6	42.6	55.1	69.9	86.8	43.1
Defined Benefit Retirement Plan	2.3	3.4	5.2	7.7	22.6	3.9
Defined Contribution Retirement Plan	33.7	40.3	53.4	67.9	79.8	41.0
Short-Term Disability	17.6	14.7	22.4	31.4	52.7	19.9
Vision Plan	22.9	21.7	36.5	60.2	83.0	28.9

Estimates based on employment between 2023Q2 and 2025Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

Table 6: Percent of All Employees Offered Selected Benefits by Firm Size Class, 2025Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	4.0	3.1	4.8	4.1	14.2	9.7
Dental Plan	27.7	26.9	41.2	58.9	81.4	64.0
Dependent Medical insurance	26.3	27.3	41.8	57.3	82.1	64.2
Tuition Assistance	16.8	14.2	18.7	23.5	40.5	31.1
Flexible Spending	15.2	10.0	14.9	27.2	60.0	41.7
Hiring Bonus	6.7	6.8	9.8	16.9	35.0	24.5
Life Insurance	22.8	19.6	32.3	48.7	78.8	59.0
Long-Term Disability	16.9	11.5	17.8	31.7	58.0	41.9
Medical insurance	31.5	32.6	44.9	60.9	81.7	65.7
Paid Holidays	42.5	50.9	53.4	60.1	70.9	63.1
Paid Personal Leave	35.6	42.3	46.0	48.4	59.5	52.7
Paid Sick Leave	19.3	20.2	19.0	23.0	46.5	35.1
Paid Vacation Leave	25.0	32.2	37.1	41.8	64.3	51.6
Retirement Plan	39.4	40.9	53.8	65.5	85.9	71.2
Defined Benefit Retirement Plan	3.2	3.1	4.5	7.9	29.2	18.7
Defined Contribution Retirement Plan	37.3	39.1	52.6	63.6	76.5	65.2
Short-Term Disability	18.0	13.8	21.7	30.6	53.8	40.0
Vision Plan	24.1	20.8	35.0	54.4	76.8	59.3

Estimates based on employment between 2023Q2 and 2025Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

Table 7: Percent of Full-Time Employees Offered Selected Benefits by Firm Size Class, 2025Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	5.3	3.7	6.0	5.3	15.0	10.9
Dental Plan	36.7	36.8	57.1	78.8	97.1	80.4
Dependent Medical Insurance	34.9	38.2	58.2	77.7	98.0	80.9
Tuition Assistance	19.5	17.7	24.4	29.3	45.2	36.4
Flexible Spending	20.0	13.4	20.5	34.8	69.7	50.8
Hiring Bonus	9.1	9.0	11.7	20.6	40.9	29.7
Life Insurance	30.7	27.2	44.7	65.6	94.4	74.3
Long-Term Disability	22.7	15.9	24.6	42.2	70.0	52.9
Medical Insurance	41.5	45.4	62.3	81.6	97.5	82.6
Paid Holidays	53.5	64.8	69.5	77.6	82.7	76.7
Paid Personal Leave	45.4	54.6	60.3	62.6	67.5	63.1
Paid Sick Leave	24.1	27.0	24.0	29.3	53.0	42.0
Paid Vacation Leave	32.1	43.1	48.9	54.0	75.0	63.0
Retirement Plan	48.8	53.8	69.4	83.3	93.7	82.7
Defined Benefit Retirement Plan	4.1	4.1	6.1	9.7	32.1	21.6
Defined Contribution Retirement Plan	46.2	51.4	67.8	80.9	83.2	75.6
Short-Term Disability	23.8	18.7	29.8	40.7	64.2	50.1
Vision Plan	32.3	28.6	48.4	72.5	92.0	74.6

Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

Table 8: Percent of Part-Time Employees Offered Selected Benefits by Firm Size Class, 2025Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	0.6	1.4	1.8	1.1	11.2	6.0
Dental Plan	3.5	3.3	2.4	6.3	19.4	11.4
Dependent Medical Insurance	3.1	1.2	1.7	3.6	19.5	10.6
Tuition Assistance	9.6	5.9	4.9	8.0	21.8	14.1
Flexible Spending	2.1	1.8	1.1	7.1	21.9	12.3
Hiring Bonus	0.0	1.7	5.2	7.1	11.8	7.8
Life Insurance	1.8	1.4	2.0	4.2	17.2	9.6
Long-Term Disability	1.3	1.2	1.5	4.1	10.9	6.4
Medical Insurance	4.6	2.0	2.3	6.4	19.5	11.4
Paid Holidays	12.8	17.7	13.9	13.8	24.4	19.2
Paid Personal Leave	9.1	13.0	11.2	11.2	28.1	19.3
Paid Sick Leave	6.2	3.9	6.7	6.3	20.6	12.9
Paid Vacation Leave	6.0	6.1	8.5	9.9	22.3	14.8
Retirement Plan	14.0	10.1	15.8	18.8	55.2	34.4
Defined Benefit Retirement Plan	0.8	0.6	0.6	3.2	17.8	9.3
Defined Contribution Retirement Plan	13.4	9.8	15.7	18.2	50.0	31.7
Short-Term Disability	2.4	2.1	1.8	4.2	12.8	7.6
Vision Plan	1.9	2.1	2.3	6.6	17.2	10.1

Estimates based on employment between 2023Q2 and 2025Q1.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

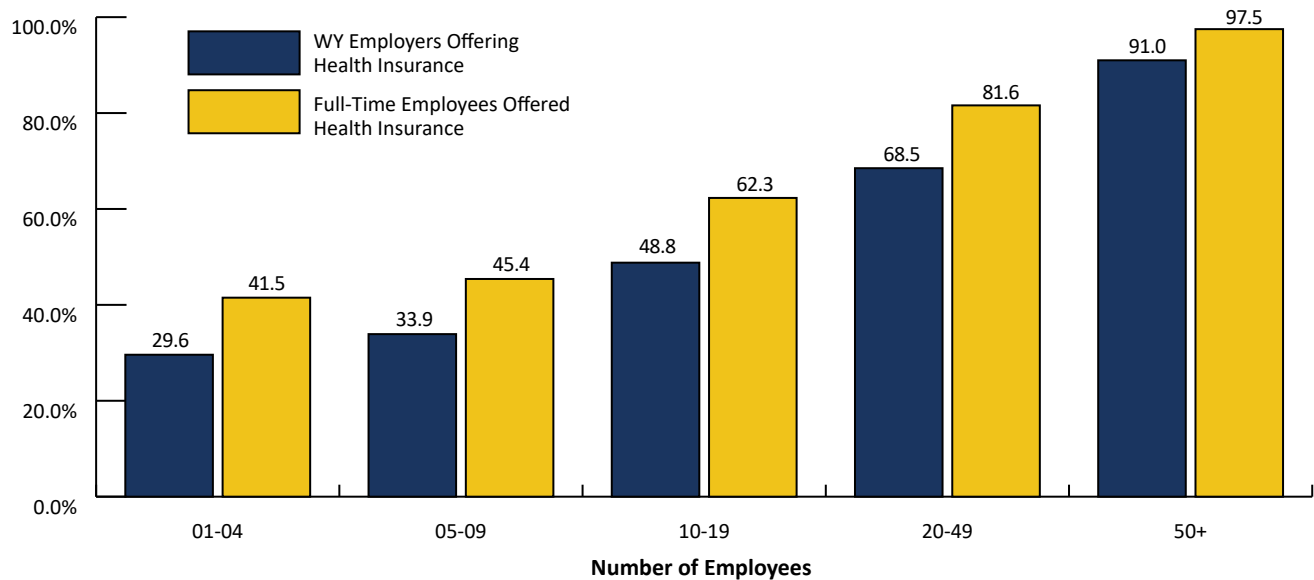
Table 9: Number of All Employees Offered Selected Benefits by Firm Size Class, 2025Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Total	23,885	23,910	29,668	42,303	152,685	272,452
Child Care Assistance	962	730	1,419	1,739	21,703	26,554
Dental Plan	6,620	6,430	12,210	24,906	124,289	174,455
Dependent Medical Insurance	6,273	6,528	12,390	24,242	125,405	174,837
Tuition Assistance	4,021	3,390	5,561	9,930	61,799	84,700
Flexible Spending	3,622	2,388	4,409	11,500	91,599	113,519
Hiring Bonus	1,593	1,627	2,915	7,145	53,492	66,773
Life Insurance	5,458	4,677	9,576	20,615	120,339	160,665
Long-Term Disability	4,031	2,760	5,294	13,417	88,572	114,073
Medical Insurance	7,530	7,786	13,316	25,757	124,709	179,098
Paid Holidays	10,149	12,170	15,835	25,411	108,226	171,791
Paid Personal Leave	8,492	10,124	13,661	20,495	90,878	143,650
Paid Sick Leave	4,601	4,820	5,627	9,724	70,949	95,720
Paid Vacation Leave	5,969	7,687	11,019	17,704	98,182	140,561
Retirement Plan	9,408	9,779	15,960	27,728	131,215	194,090
Defined Benefit Retirement Plan	768	741	1,330	3,356	44,649	50,845
Defined Contribution Retirement Plan	8,916	9,348	15,618	26,923	116,741	177,546
Short-Term Disability	4,299	3,302	6,438	12,951	82,096	109,086
Vision Plan	5,750	4,968	10,391	23,011	117,337	161,457

Estimates based on employment between 2023Q2 and 2025Q1.

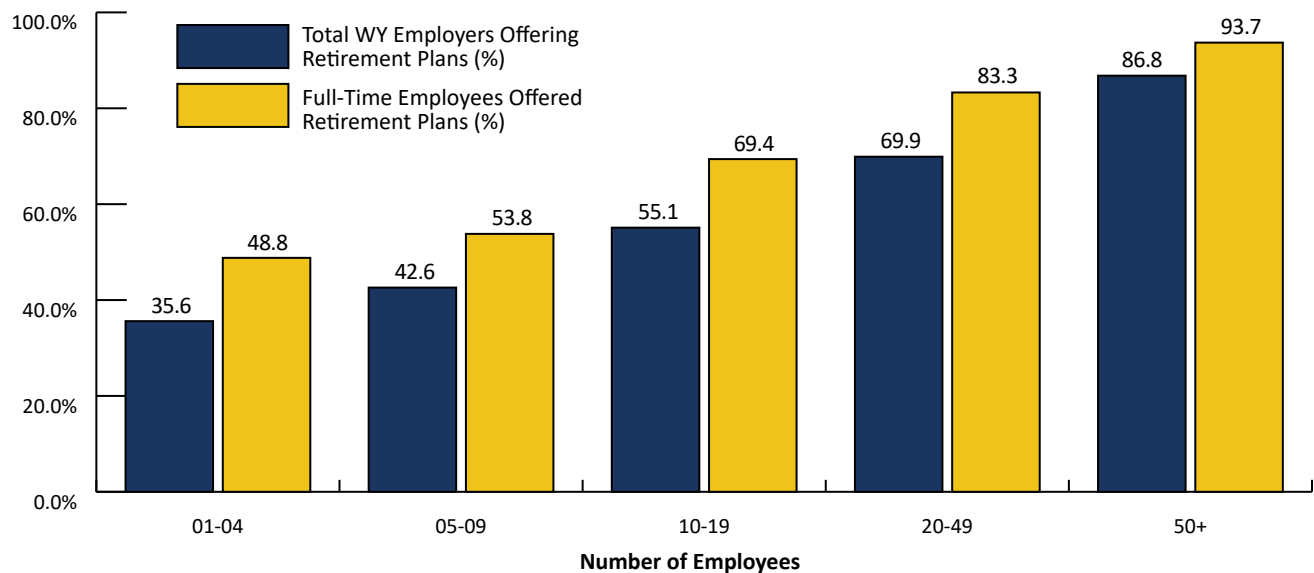
Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates for 2019Q4 and 2020Q1 are not available. Estimates based on employment between 2023Q2 and 2025Q1. Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey. Source: Wyoming Benefits Survey 2025. Prepared by L. Knapp, Research & Planning, WY DWS, 5/6/26.

Figure 4: Percent of Wyoming Employers Offering and Percent of Full-Time Employees Offered Medical insurance by Firm Size Class, 2025Q1



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates for 2019Q4 and 2020Q1 are not available. Estimates based on employment between 2023Q2 and 2025Q1. Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey. Source: Wyoming Benefits Survey 2025. Prepared by L. Knapp, Research & Planning, WY DWS, 5/6/26.

Figure 5: Percent of Wyoming Employers Offering and Percent of Full-Time Employees Offered a Retirement Plan by Firm Size Class, 2025Q1

Table 10: Percent of Total Employees Enrolled in Selected Benefits by Employer Size Class, 2025Q1

Benefit	Firm Size Class (Number of Employees)					Total
	1-4	5-9	10-19	20-49	50+	
Dental Plan	88.7	75.2	67.1	71.5	72.4	74.3
Dependent Medical insurance	26.2	42.4	32.7	40.3	41.6	38.7
Life Insurance	97.6	93.3	78.8	95.6	91.8	92.8
Long-Term Disability	95.7	59.3	55.7	74.9	82.5	81.5
Medical insurance	86.8	66.1	69.2	72.7	61.1	67.6
Defined Benefit Retirement Plan	100.0	100.0	96.8	88.3	95.6	95.4
Defined Contribution Retirement Plan	88.1	73.1	67.5	75.1	69.0	74.8
Short-Term Disability	94.9	88.2	42.7	64.6	76.1	76.2
Vision Plan	90.2	72.7	67.0	63.2	68.7	70.6

Estimates based on employment between 2023Q2 and 2025Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/25.

III. Benefits by Industry

Table 11: Percent of Wyoming Employers Offering Selected Benefits by Industry, 2025Q1

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	2.9	2.8	1.7	9.3	2.4	4.7	10.1	2.7	3.6	14.5	7.1	1.6	2.0	3.5	4.0
Dental Plan	54.8	20.3	39.6	63.1	28.9	36.0	57.5	36.1	34.5	46.0	27.5	15.8	25.2	78.3	33.1
Dependent Medical Insurance	54.4	21.3	38.8	64.8	29.9	37.5	56.5	30.5	35.2	46.0	25.1	16.8	24.7	76.6	32.9
Tuition Assistance	13.7	11.6	13.4	30.2	6.8	13.1	26.8	18.3	23.5	30.2	20.4	4.5	9.9	23.2	16.9
Flexible Spending	23.4	8.2	12.9	36.0	9.1	18.0	30.3	18.0	20.7	38.1	12.4	4.9	8.5	31.4	16.1
Hiring Bonus	13.2	4.1	5.5	17.2	6.3	12.3	13.2	7.6	10.9	12.3	8.3	3.7	4.6	4.2	8.2
Life Insurance	46.8	15.6	30.3	58.9	20.7	33.1	53.6	31.4	29.1	43.0	18.0	9.9	19.3	72.8	27.2
Long-Term Disability	27.1	9.5	18.4	46.9	12.4	20.4	37.2	21.4	24.0	32.5	12.0	5.2	11.5	25.6	18.5
Medical Insurance	59.2	24.6	42.7	68.6	33.5	42.4	57.8	35.1	41.0	49.3	30.6	19.6	28.6	83.8	37.3
Paid Holidays	56.5	38.9	53.1	69.4	41.3	41.4	59.5	46.7	48.3	49.6	48.8	15.5	44.6	88.1	45.6
Paid Personal Leave	46.4	32.9	38.8	58.1	33.1	31.6	51.7	40.6	43.2	41.4	44.0	22.1	32.2	41.1	38.7
Paid Sick Leave	23.7	8.5	18.2	27.8	17.7	17.1	28.8	21.9	21.5	33.0	21.4	7.1	18.1	80.1	19.9
Paid Vacation Leave	39.6	24.5	38.8	42.5	32.5	31.1	27.6	28.5	26.5	34.9	28.1	17.1	30.0	82.2	29.5
Retirement Plan	55.8	29.6	44.2	68.3	34.1	44.3	61.5	45.1	51.8	53.2	42.7	15.7	35.4	87.7	43.1
Defined Benefit Retirement Plan	2.8	2.3	2.1	8.5	0.8	4.2	0.7	2.5	1.4	18.1	2.9	0.6	4.2	55.1	3.9
Defined Contribution Retirement Plan	56.2	28.4	43.7	66.9	33.8	43.2	60.8	43.9	49.3	44.5	40.7	15.4	33.4	61.9	41.0
Short-Term Disability	30.8	12.0	18.0	46.0	15.9	19.6	36.4	21.0	25.2	25.6	15.0	6.9	14.7	23.4	19.9
Vision Plan	48.8	17.7	33.7	56.2	23.6	34.3	54.2	33.6	30.4	45.1	21.1	12.3	19.6	75.1	28.9

Estimates based on employment between 2023Q2 and 2025Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

Table 12: Percent of All Employees Offered Selected Benefits by Industry, 2025Q1

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	17.1	2.6	3.2	8.7	7.8	3.9	15.6	3.2	5.9	9.4	17.8	12.1	10.5	9.8	9.7
Dental Plan	89.6	48.0	81.4	75.6	57.0	82.7	72.9	70.8	52.7	78.5	71.4	28.5	42.7	82.2	64.0
Dependent Medical Insurance	89.6	51.7	80.3	81.5	60.8	83.2	75.1	69.4	53.7	78.4	68.9	26.2	40.4	81.8	64.2
Tuition Assistance	29.4	24.5	30.0	42.0	18.1	30.7	24.3	38.2	27.6	43.9	58.6	8.2	17.9	30.6	31.1
Flexible Spending	44.6	18.9	50.7	41.8	26.2	32.9	37.7	47.5	34.1	76.2	49.7	16.3	20.1	67.9	41.7
Hiring Bonus	31.1	10.7	17.7	27.0	14.7	43.2	18.8	27.7	20.9	42.0	52.1	6.9	13.1	7.8	24.5
Life Insurance	85.8	39.6	76.9	70.3	51.6	76.9	71.0	65.3	49.3	78.2	63.4	21.5	31.5	81.0	59.0
Long-Term Disability	69.1	21.0	59.7	55.5	32.2	53.2	58.1	55.0	38.0	61.8	44.8	16.1	19.0	47.5	41.9
Medical Insurance	90.3	55.1	73.3	83.7	62.3	84.4	75.9	70.5	58.4	78.7	70.7	29.0	43.9	82.5	65.7
Paid Holidays	86.1	53.3	84.5	89.2	64.3	60.3	83.8	80.4	63.9	73.1	62.9	15.1	60.5	83.0	63.1
Paid Personal Leave	73.0	48.2	54.5	63.1	33.5	63.6	58.1	61.2	55.8	85.2	72.4	20.6	42.7	33.5	52.7
Paid Sick Leave	37.7	9.3	27.4	25.3	25.5	20.1	34.5	34.6	24.6	51.9	47.1	13.2	27.4	79.6	35.1
Paid Vacation Leave	64.9	38.0	70.8	41.9	47.8	65.6	39.6	38.9	39.7	73.7	47.4	25.0	40.7	81.9	51.6
Retirement Plan	78.2	59.8	78.9	85.1	68.7	86.7	77.5	76.9	66.8	88.3	82.2	33.0	55.7	85.1	71.2
Defined Benefit Retirement Plan	19.3	2.6	2.4	9.3	0.9	4.6	1.7	6.0	0.8	64.8	10.2	0.6	7.5	71.8	18.7
Defined Contribution Retirement Plan	78.8	59.2	78.8	82.9	72.7	86.1	75.8	74.9	65.8	54.6	77.2	33.2	53.5	68.3	65.2
Short-Term Disability	69.8	24.8	58.3	60.9	40.4	51.4	55.1	45.0	32.7	43.8	44.2	15.9	22.9	45.1	40.0
Vision Plan	85.2	41.0	68.0	70.7	45.9	80.4	71.5	67.3	49.8	75.6	68.7	24.4	37.4	80.1	59.3

Estimates based on employment between 2023Q2 and 2025Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

Table 13: Percent of Full-Time Employees Offered Selected Benefits by Industry, 2025Q1

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	17.7	2.8	3.5	9.3	8.3	4.1	18.1	3.8	7.3	10.7	17.5	22.0	10.6	12.2	10.9
Dental Plan	92.5	52.5	88.0	80.5	79.0	87.3	86.1	81.3	65.1	98.3	83.0	63.3	56.5	99.0	80.4
Dependent Medical Insurance	92.5	56.5	86.9	86.4	84.9	88.1	88.9	79.7	66.2	98.1	80.6	58.9	53.6	98.7	80.9
Tuition Assistance	30.2	26.5	31.9	44.9	22.8	32.4	27.7	43.4	31.2	50.8	64.2	8.4	19.6	36.8	36.4
Flexible Spending	45.9	20.7	54.9	44.3	34.5	34.6	44.5	54.5	41.5	91.4	56.0	34.7	26.6	80.4	50.8
Hiring Bonus	32.0	11.6	19.1	28.7	21.0	45.8	21.9	31.5	25.9	54.1	57.6	7.5	13.3	9.5	29.7
Life Insurance	88.6	43.1	82.9	75.2	71.3	81.2	84.0	74.9	60.8	97.3	76.3	47.9	41.5	97.8	74.3
Long-Term Disability	71.2	22.9	64.6	59.3	46.1	56.3	68.7	63.1	47.0	77.3	54.5	35.1	24.9	55.7	52.9
Medical Insurance	93.3	60.2	79.3	88.8	86.7	89.3	89.9	81.0	71.5	98.4	82.6	63.9	58.0	99.4	82.6
Paid Holidays	88.5	57.1	90.4	93.9	85.5	63.1	94.0	87.8	75.7	91.0	70.2	24.9	75.2	97.5	76.7
Paid Personal Leave	74.9	52.4	58.3	67.1	46.8	66.8	67.0	68.2	68.1	93.4	79.8	35.7	54.0	40.4	63.1
Paid Sick Leave	38.4	10.1	29.4	26.7	35.9	21.1	40.7	38.0	29.5	60.0	52.2	25.9	35.2	93.2	42.0
Paid Vacation Leave	66.2	41.4	76.0	44.2	67.2	69.4	46.9	42.9	48.3	89.9	53.0	46.2	52.8	96.2	63.0
Retirement Plan	80.3	64.7	83.9	89.8	76.9	90.6	89.3	83.5	79.2	98.4	90.0	52.6	67.7	99.6	82.7
Defined Benefit Retirement Plan	20.0	2.8	2.6	9.6	0.9	4.7	2.0	6.8	0.9	72.4	11.3	1.5	8.4	83.4	21.6
Defined Contribution Retirement Plan	80.9	63.9	83.7	87.5	80.4	89.9	87.2	81.3	77.9	60.7	84.5	52.3	66.0	79.5	75.6
Short-Term Disability	71.9	27.1	63.1	65.1	55.0	54.3	65.1	51.9	40.1	55.3	51.9	35.0	30.2	52.1	50.1
Vision Plan	88.0	44.9	73.4	75.3	66.1	84.9	84.6	77.2	61.9	94.3	79.7	53.8	49.4	96.4	74.6

Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26

Table 14: Percent of Part-Time Employees Offered Selected Benefits by Industry, 2025Q1

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	0.0	0.0	0.0	0.0	6.6	0.5	2.1	0.0	0.1	5.4	19.0	4.6	10.1	1.9	6.0
Dental Plan	1.3	0.9	1.8	3.9	9.5	5.4	3.5	5.7	4.0	19.2	29.9	2.4	1.6	25.4	11.4
Dependent Medical Insurance	0.7	0.9	1.4	10.1	9.0	1.8	2.1	5.8	4.7	19.2	27.0	1.5	0.9	24.7	10.6
Tuition Assistance	5.3	3.6	7.2	0.0	8.0	2.4	6.1	6.7	13.5	23.0	38.8	8.1	12.9	9.6	14.1
Flexible Spending	5.3	0.7	0.0	6.2	8.2	4.6	1.6	4.5	4.8	30.7	27.3	2.4	0.6	26.0	12.3
Hiring Bonus	5.1	0.9	1.6	1.6	1.0	0.5	2.1	4.1	1.5	5.5	32.4	6.4	12.7	1.8	7.8
Life Insurance	0.7	2.7	4.3	0.0	9.3	5.3	2.1	5.9	3.9	20.7	17.3	1.6	1.8	24.1	9.6
Long-Term Disability	5.3	1.2	0.4	0.0	2.3	1.9	2.1	4.9	2.5	15.3	10.2	1.7	1.3	19.9	6.4
Medical Insurance	0.7	0.9	1.4	10.1	9.8	1.8	2.1	5.8	6.7	19.2	28.0	2.7	1.8	25.1	11.4
Paid Holidays	11.3	12.0	12.9	20.4	18.9	14.3	30.3	34.7	17.5	19.1	37.0	7.7	16.4	34.2	19.2
Paid Personal Leave	15.4	3.7	8.9	5.4	4.9	9.4	11.4	17.8	7.0	60.3	46.1	9.3	9.1	10.0	19.3
Paid Sick Leave	15.8	1.1	4.0	4.2	3.0	2.8	1.6	13.8	5.5	27.4	28.8	3.7	4.1	33.6	12.9
Paid Vacation Leave	23.9	1.7	7.2	7.6	6.0	2.8	1.2	14.1	5.6	25.1	27.2	9.1	4.6	33.8	14.8
Retirement Plan	14.4	9.0	19.4	15.9	51.2	22.7	15.7	36.0	17.9	57.7	54.5	18.3	20.0	36.2	34.4
Defined Benefit Retirement Plan	0.7	0.0	0.3	6.2	0.9	1.5	0.0	0.6	0.2	42.0	6.0	0.0	4.7	32.7	9.3
Defined Contribution Retirement Plan	15.6	9.0	19.4	15.9	56.3	21.3	15.7	35.3	18.2	36.2	51.3	18.7	16.4	30.6	31.7
Short-Term Disability	5.3	0.6	0.4	0.0	8.8	1.9	2.1	2.7	3.4	9.3	16.7	1.5	1.1	21.7	7.6
Vision Plan	0.7	0.6	2.5	2.8	2.5	5.3	2.1	5.7	2.4	19.2	29.5	2.4	1.6	25.2	10.1

Estimates based on employment between 2023Q2 and 2025Q1.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

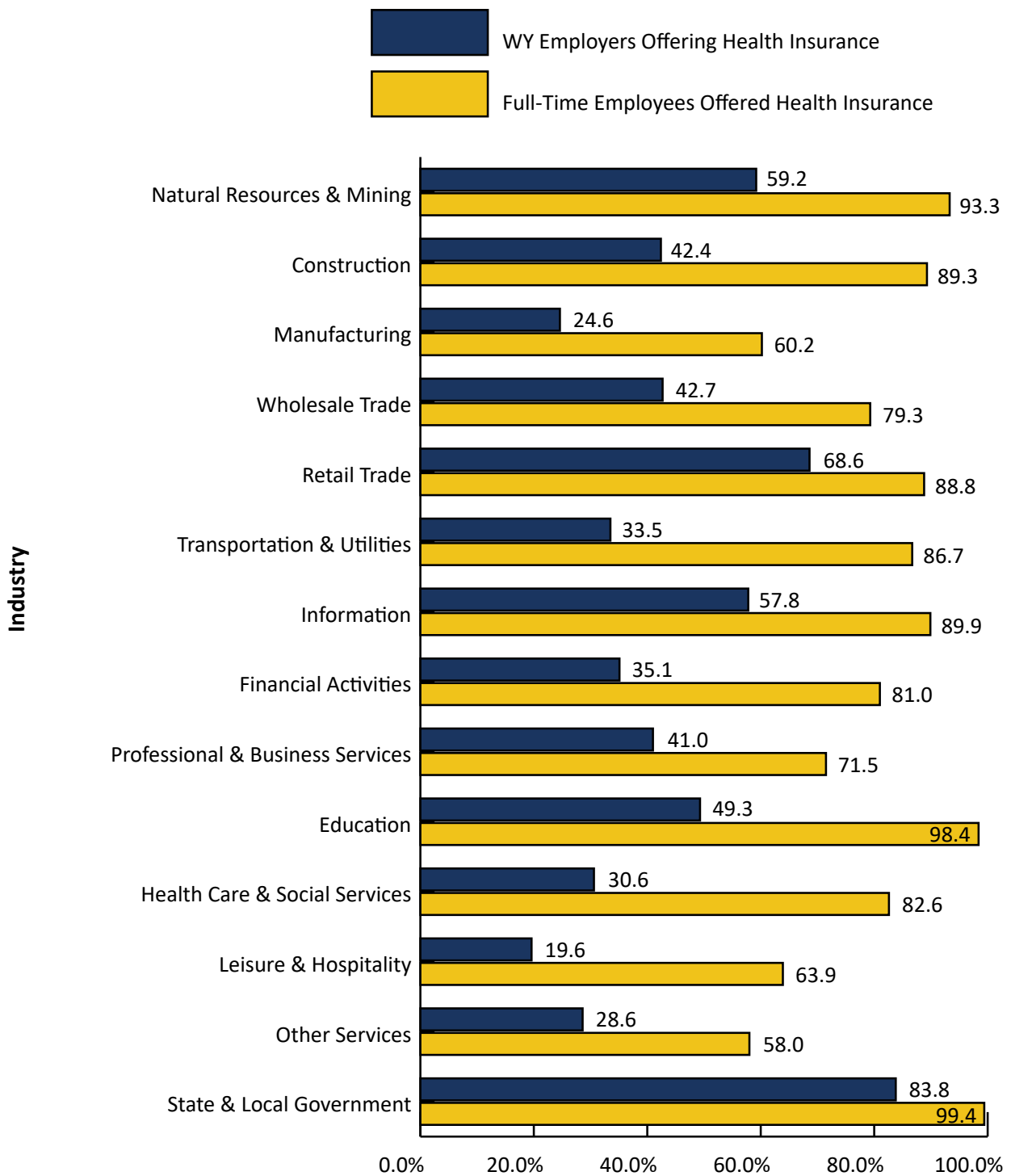
Table 15: Total Number of Employees Offered Benefits by Industry, 2025Q1

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Total Employees	15,289	21,807	10,534	8,044	30,300	11,837	3,002	10,869	21,583	30,200	37,794	35,389	7,339	28,465	272,452
Child Care Assistance	2,621	566	342	698	2,352	465	468	353	1,264	2,843	6,739	4,285	769	2,791	26,554
Dental Plan	13,696	10,478	8,572	6,077	17,257	9,792	2,189	7,693	11,376	23,720	26,976	10,097	3,132	23,401	174,455
Dependent Medical insurance	13,699	11,277	8,460	6,557	18,410	9,851	2,253	7,542	11,597	23,677	26,025	9,255	2,962	23,272	174,837
Tuition Assistance	4,500	5,349	3,160	3,376	5,484	3,638	729	4,157	5,965	13,243	22,156	2,915	1,317	8,713	84,700
Flexible Spending	6,819	4,127	5,343	3,365	7,936	3,892	1,131	5,167	7,358	23,020	18,786	5,761	1,473	19,340	113,519
Hiring Bonus	4,756	2,334	1,870	2,172	4,443	5,119	563	3,008	4,522	12,686	19,685	2,443	963	2,210	66,773
Life Insurance	13,124	8,641	8,101	5,657	15,646	9,104	2,130	7,093	10,638	23,624	23,945	7,599	2,312	23,051	160,665
Long-Term Disability	10,561	4,577	6,287	4,462	9,747	6,300	1,744	5,978	8,200	18,672	16,935	5,687	1,391	13,532	114,073
Medical insurance	13,813	12,009	7,724	6,733	18,877	9,991	2,279	7,666	12,595	23,759	26,709	10,252	3,219	23,471	179,098
Paid Holidays	13,161	11,613	8,901	7,172	19,495	7,140	2,517	8,737	13,798	22,074	23,783	5,329	4,437	23,633	171,791
Paid Personal Leave	11,162	10,515	5,740	5,079	10,142	7,525	1,744	6,646	12,034	25,716	27,377	7,307	3,134	9,529	143,650
Paid Sick Leave	5,764	2,029	2,887	2,033	7,714	2,379	1,035	3,760	5,310	15,673	17,794	4,676	2,010	22,657	95,720
Paid Vacation Leave	9,920	8,280	7,456	3,368	14,469	7,766	1,189	4,223	8,559	22,272	17,900	8,860	2,983	23,316	140,561
Retirement Plan	11,959	13,052	8,314	6,844	20,830	10,267	2,328	8,357	14,417	26,654	31,084	11,679	4,087	24,220	194,090
Defined Benefit	2,957	560	254	751	274	540	51	649	172	19,577	3,842	225	550	20,443	50,845
Defined Contribution	12,044	12,905	8,301	6,665	22,041	10,187	2,277	8,142	14,200	16,491	29,190	11,732	3,928	19,443	177,546
Short-Term Disability	10,670	5,416	6,138	4,902	12,232	6,081	1,654	4,892	7,048	13,223	16,688	5,619	1,679	12,844	109,086
Vision Plan	13,033	8,950	7,164	5,684	13,909	9,523	2,145	7,311	10,750	22,824	25,965	8,646	2,745	22,808	161,457

Estimates based on employment between 2023Q2 and 2025Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.



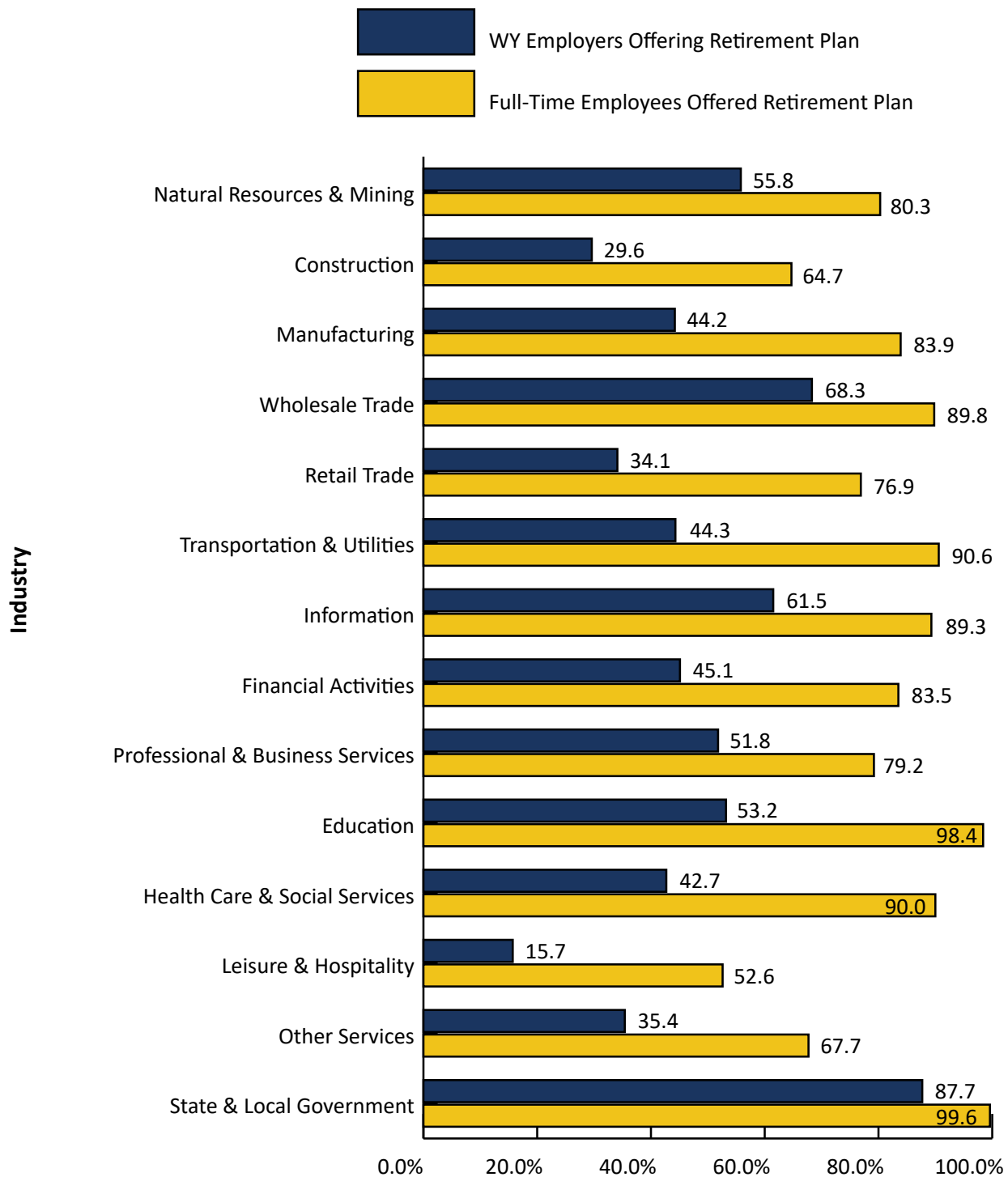
Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/11/26.

Figure 6: Percent of Wyoming Employers Offering and Percent of Full-Time Employees Offered Medical insurance by Industry, 2025Q1



Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/18/26.

Figure 7: Percent of Wyoming Employers Offering and Percent of Full-Time Employees Offered a Retirement Plan by Industry, 2025Q1

Table 16: Percent of Total Employees Offered and Enrolled in Selected Benefits by Employer Industry, 2025Q1

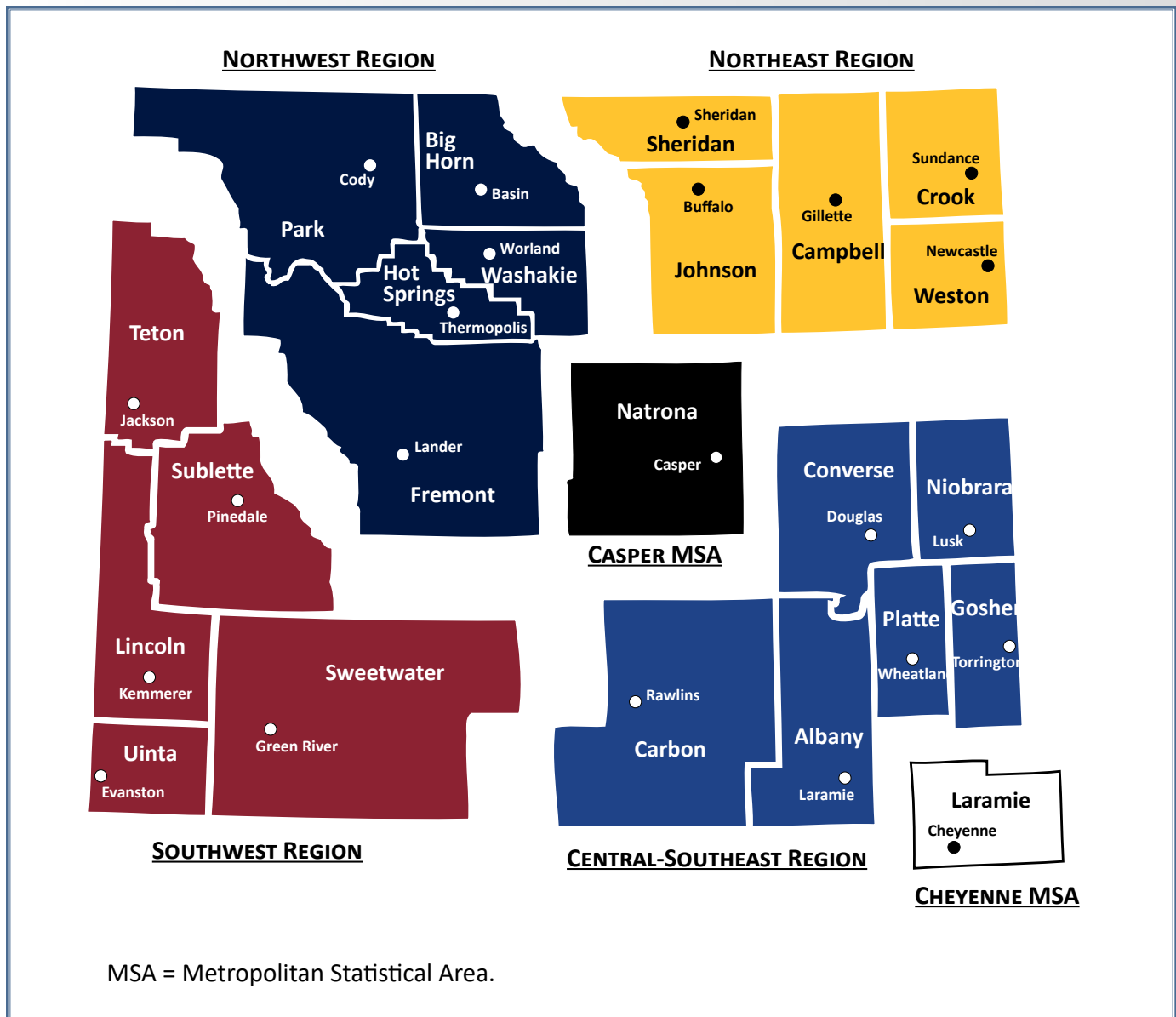
Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Dental Plan	74.9	54.0	76.5	78.9	48.0	87.7	91.1	82.5	75.9	74.0	70.3	69.5	73.1	73.1	74.3
Dependent Medical insurance	44.6	22.7	38.4	46.0	19.4	73.8	22.9	30.0	38.8	59.3	29.0	17.8	42.2	44.5	38.7
Life Insurance	98.8	94.8	86.6	83.7	90.0	99.3	100.0	97.2	85.4	98.6	92.6	85.0	97.6	68.0	92.8
Long-Term Disability	95.3	31.3	82.6	61.2	27.8	99.8	100.0	75.9	74.9	85.5	87.2	23.2	45.1	32.2	81.5
Medical insurance	83.3	59.2	41.3	72.5	59.5	89.2	89.3	77.8	74.6	66.1	62.9	77.8	49.7	59.9	67.6
Defined Benefit Retirement Plan	100.0	100.0	0.0	82.8	0.0	100.0	0.0	100.0	0.0	97.4	94.1	59.4	100.0	91.0	95.4
Defined Contribution Retirement Plan	68.8	61.2	78.8	76.1	55.7	99.5	92.4	92.2	69.8	43.7	69.0	65.8	75.6	47.6	74.8
Short-Term Disability	100.0	31.3	82.6	73.0	25.5	99.6	100.0	49.0	69.3	95.5	30.0	24.2	94.1	29.0	76.2
Vision Plan	70.4	52.3	75.7	74.5	42.1	76.9	92.3	80.5	72.8	68.3	65.8	49.4	67.9	70.0	70.6

Estimates based on employment between 2023Q2 and 2025Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

IV. Benefits by Sub-state Region



Map: Wyoming's Sub-state Regions

Table 17: Percent of Total Wyoming Employers Offering Selected Benefits by Sub-state Region, 2025Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	4.3	4.2	3.7	3.8	3.7	3.7	7.1	4.0
Dental Plan	33.7	32.9	30.7	31.9	29.6	30.6	63.3	33.1
Dependent Medical insurance	33.3	32.4	30.4	31.6	29.3	30.2	64.5	32.9
Tuition Assistance	17.3	17.7	15.6	15.8	15.1	15.9	28.1	16.9
Flexible Spending	16.2	16.3	14.8	14.9	14.0	14.7	33.3	16.1
Hiring Bonus	8.5	8.4	7.4	7.7	6.8	7.4	17.7	8.2
Life Insurance	27.4	27.0	25.1	25.8	23.9	24.8	56.4	27.2
Long-Term Disability	18.9	19.0	16.9	17.1	16.0	16.9	37.2	18.5
Medical insurance	37.8	37.0	34.9	36.1	33.8	34.7	67.6	37.3
Paid Holidays	46.9	45.7	43.3	44.8	43.0	43.1	68.3	45.6
Paid Personal Leave	40.0	39.2	36.8	38.2	36.2	37.2	54.0	38.7
Paid Sick Leave	19.8	19.9	19.5	19.2	19.5	18.5	30.6	19.9
Paid Vacation Leave	30.0	28.6	28.3	29.2	28.3	27.8	47.1	29.5
Retirement Plan	44.0	43.7	40.7	41.9	39.4	40.7	69.4	43.1
Defined Benefit Retirement Plan	3.3	3.4	3.9	3.5	4.3	3.2	10.9	3.9
Defined Contribution Retirement Plan	42.3	41.7	38.4	40.0	37.0	38.8	65.7	41.0
Short-Term Disability	20.3	20.3	18.2	18.8	17.3	18.4	37.4	19.9
Vision Plan	29.2	28.7	26.9	27.6	25.6	26.6	57.6	28.9

^aMetropolitan Statistical Area.

Estimates based on employment between 2023Q2 and 2025Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

Table 18: Percent of Total Wyoming Employees Offered Selected Benefits by Sub-state Region, 2025Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	8.3	8.2	7.2	8.0	7.8	8.9	12.7	9.7
Dental Plan	58.9	60.0	54.5	58.1	56.5	55.4	76.7	64.0
Dependent Medical insurance	58.7	59.6	53.9	57.9	56.0	55.0	77.9	64.2
Tuition Assistance	29.6	31.6	27.7	26.0	29.7	27.0	35.7	31.1
Flexible Spending	36.3	38.3	35.8	32.7	38.7	34.3	53.8	41.7
Hiring Bonus	22.7	25.3	20.6	19.5	22.0	20.4	28.8	24.5
Life Insurance	52.6	54.2	48.9	51.9	51.3	49.4	73.3	59.0
Long-Term Disability	37.4	37.9	34.2	37.0	35.5	34.8	52.2	41.9
Medical insurance	60.7	61.8	56.3	60.2	58.2	57.6	77.9	65.7
Paid Holidays	61.2	60.3	57.7	62.5	59.7	55.8	70.1	63.1
Paid Personal Leave	53.6	54.6	51.1	52.3	52.5	50.5	52.6	52.7
Paid Sick Leave	30.3	32.5	32.5	29.4	35.7	30.2	43.3	35.1
Paid Vacation Leave	48.0	48.3	46.6	47.4	49.3	45.8	60.5	51.6
Retirement Plan	67.7	68.8	62.7	64.3	64.9	63.1	82.8	71.2
Defined Benefit Retirement Plan	14.9	16.8	19.3	14.5	22.5	15.7	23.9	18.7
Defined Contribution Retirement Plan	61.9	62.0	55.0	60.4	55.8	57.6	76.3	65.2
Short-Term Disability	35.4	35.4	31.4	36.9	32.8	33.3	50.3	40.0
Vision Plan	53.9	55.7	50.3	53.3	52.3	51.1	71.2	59.3

^aMetropolitan Statistical Area.

Estimates based on employment between 2023Q2 and 2025Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

Table 19: Percent of Full-Time Wyoming Employees Offered Selected Benefits by Sub-state Region, 2025Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	9.2	9.2	8.6	9.4	9.0	10.5	13.7	10.9
Dental Plan	74.4	75.7	71.3	72.5	72.5	72.2	93.9	80.4
Dependent Medical insurance	74.5	75.5	70.9	72.5	72.2	72.1	95.4	80.9
Tuition Assistance	34.6	36.9	33.6	30.5	35.4	32.4	40.9	36.4
Flexible Spending	44.6	46.8	45.2	39.9	48.0	43.3	64.0	50.8
Hiring Bonus	27.2	30.5	25.9	23.3	27.2	25.2	34.6	29.7
Life Insurance	66.8	68.9	64.3	65.0	66.2	64.7	90.0	74.3
Long-Term Disability	47.4	48.1	44.8	46.2	45.6	45.5	64.6	52.9
Medical insurance	76.9	78.1	73.8	75.2	74.8	75.3	95.4	82.6
Paid Holidays	74.6	73.5	72.8	75.5	74.2	70.0	83.4	76.7
Paid Personal Leave	64.0	65.1	62.7	62.6	63.2	62.2	62.1	63.1
Paid Sick Leave	36.2	38.6	40.1	35.0	43.3	37.1	51.0	42.0
Paid Vacation Leave	58.9	59.2	58.9	57.5	61.4	57.6	72.5	63.0
Retirement Plan	79.9	81.2	76.7	76.3	77.6	76.3	91.7	82.7
Defined Benefit Retirement Plan	17.1	19.2	23.1	17.0	26.5	18.9	27.1	21.6
Defined Contribution Retirement Plan	73.3	73.4	67.5	71.9	67.0	69.7	84.0	75.6
Short-Term Disability	44.7	44.5	41.0	45.9	41.9	43.4	61.3	50.1
Vision Plan	68.1	70.2	65.6	66.5	66.9	66.6	87.7	74.6

^aMetropolitan Statistical Area.

Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

Table 20: Percent of Part-Time Wyoming Employees Offered Selected Benefits by Sub-state Region, 2025Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	5.6	5.2	3.6	3.0	4.4	4.6	9.3	6.0
Dental Plan	9.0	11.0	9.5	7.5	11.5	8.4	16.1	11.4
Dependent Medical insurance	7.9	9.8	8.3	6.2	10.4	7.4	16.1	10.6
Tuition Assistance	13.7	14.8	11.6	10.0	13.4	12.0	17.3	14.1
Flexible Spending	9.7	11.7	10.6	7.2	12.4	9.1	17.7	12.3
Hiring Bonus	8.4	8.8	6.4	5.9	7.3	7.0	8.5	7.8
Life Insurance	7.2	8.6	7.7	5.8	9.4	6.8	14.6	9.6
Long-Term Disability	5.2	6.1	5.9	4.7	7.0	5.1	8.5	6.4
Medical insurance	8.9	10.9	9.4	7.4	11.4	8.5	16.4	11.4
Paid Holidays	18.0	18.8	16.9	16.6	18.8	16.2	23.1	19.2
Paid Personal Leave	20.2	21.8	19.8	15.7	22.6	17.8	19.0	19.3
Paid Sick Leave	11.2	13.4	12.2	10.0	14.4	10.7	15.8	12.9
Paid Vacation Leave	12.9	14.2	13.4	11.7	15.2	13.0	18.5	14.8
Retirement Plan	28.8	30.0	25.4	21.7	28.9	26.2	51.2	34.4
Defined Benefit Retirement Plan	8.0	9.2	9.2	6.0	11.2	6.8	12.7	9.3
Defined Contribution Retirement Plan	25.4	26.3	21.7	19.8	24.4	23.7	49.4	31.7
Short-Term Disability	5.6	6.8	5.8	5.1	7.2	5.3	11.6	7.6
Vision Plan	8.6	10.5	9.1	7.1	11.0	8.0	13.1	10.1

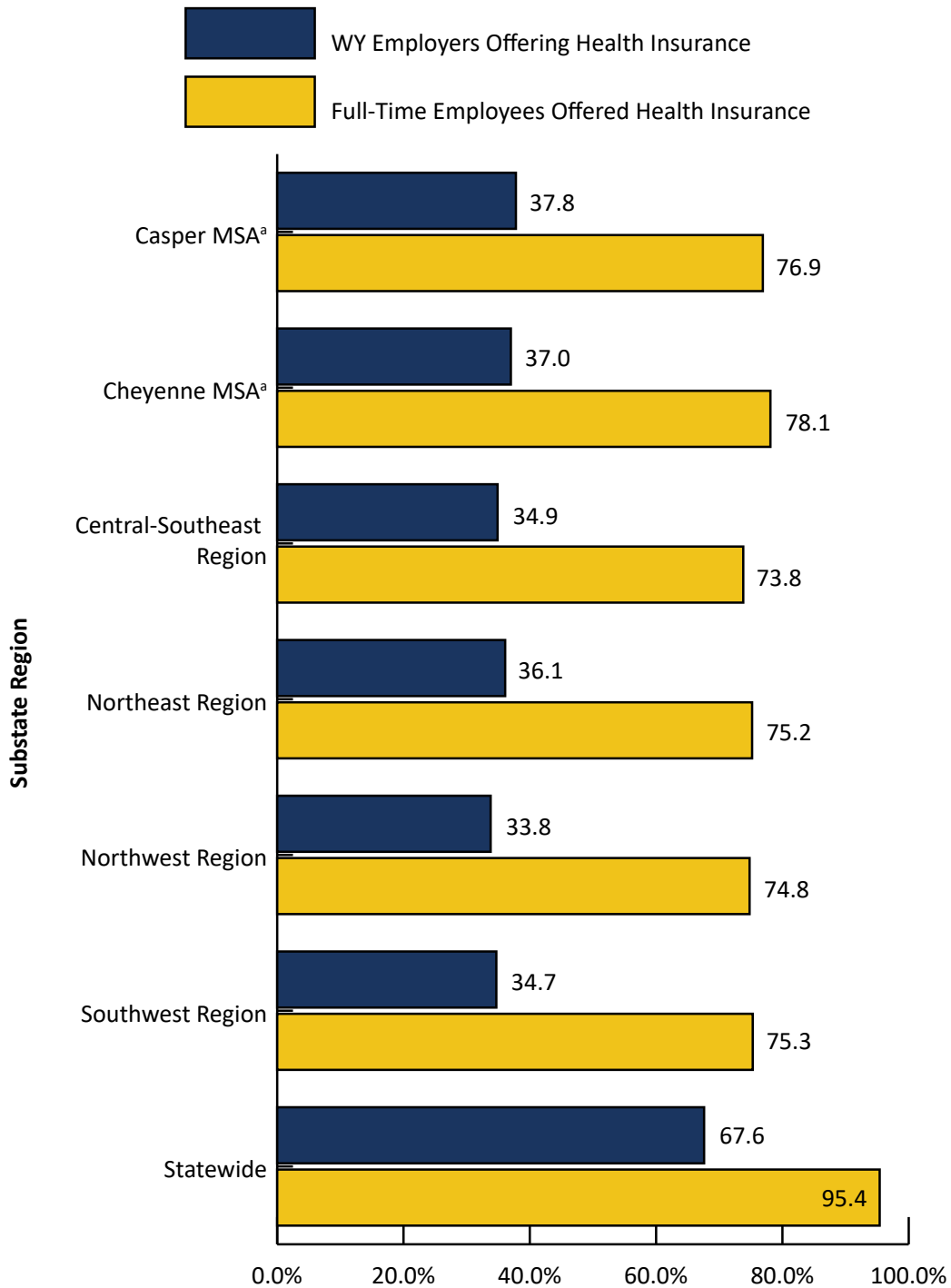
^aMetropolitan Statistical Area.

Estimates based on employment between 2023Q2 and 2025Q1.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.



^aMetropolitan Statistical Area.

^bBusinesses with jobs spread across the state that could not be placed into a single region.

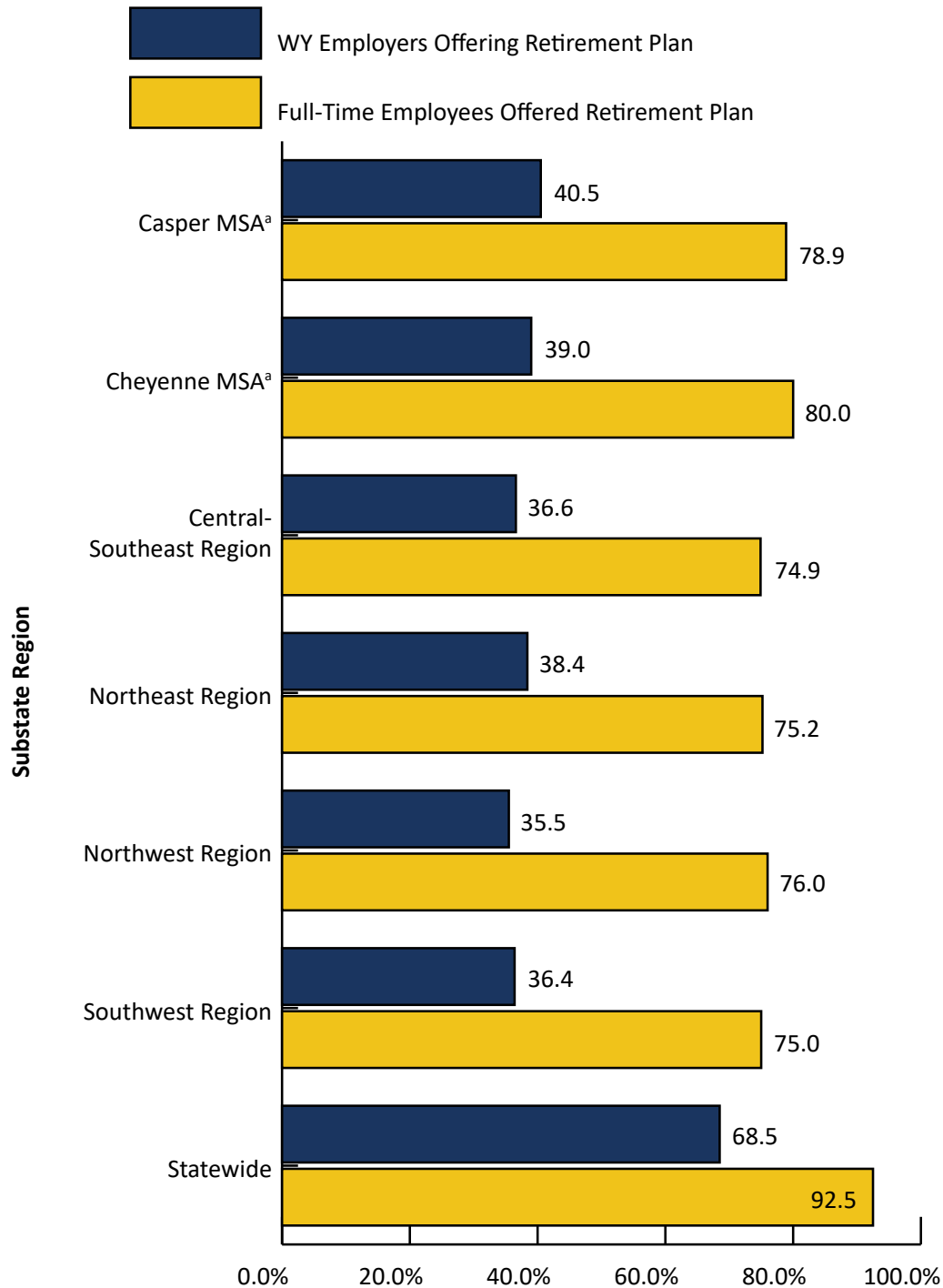
Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/18/26.

Figure 8: Percent of Wyoming Employers Offering and Percent of Full-Time Employees Offered Medical insurance by Sub-state Region, 2025Q1



^aMetropolitan Statistical Area.

^bBusinesses with jobs spread across the state that could not be placed into a single region.

Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/20/26.

Figure 9: Percent of Wyoming Employers Offering and Percent of Full-Time Employees Offered Retirement Benefits by Sub-state Region, 2025Q1

Table 21: Total Number of Full-Time Employees Offered Selected Benefits by Sub-state Region, 2025Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Total	27,061	31,099	21,667	30,098	26,013	44,844	80,405	272,452
Child Care Assistance	2,251	2,554	1,570	2,415	2,021	4,007	10,222	26,554
Dental Plan	15,928	18,666	11,809	17,492	14,700	24,843	61,673	174,455
Dependent Medical insurance	15,882	18,536	11,672	17,417	14,568	24,676	62,625	174,837
Tuition Assistance	8,019	9,818	5,995	7,826	7,719	12,114	28,696	84,700
Flexible Spending	9,833	11,917	7,755	9,846	10,059	15,364	43,225	113,519
Hiring Bonus	6,142	7,853	4,460	5,867	5,722	9,147	23,188	66,773
Life Insurance	14,234	16,871	10,602	15,629	13,356	22,160	58,977	160,665
Long-Term Disability	10,111	11,782	7,415	11,143	9,241	15,614	41,979	114,073
Medical insurance	16,433	19,232	12,198	18,133	15,134	25,847	62,645	179,098
Paid Holidays	16,549	18,748	12,492	18,821	15,522	25,037	56,327	171,791
Paid Personal Leave	14,508	16,991	11,065	15,734	13,669	22,641	42,276	143,650
Paid Sick Leave	8,192	10,106	7,050	8,858	9,294	13,525	34,777	95,720
Paid Vacation Leave	12,982	15,018	10,093	14,270	12,829	20,554	48,665	140,561
Retirement Plan	18,333	21,398	13,595	19,339	16,870	28,286	66,540	194,090
Defined Benefit Retirement Plan	4,037	5,221	4,185	4,379	5,851	7,046	19,215	50,845
Defined Contribution Retirement Plan	16,760	19,285	11,924	18,175	14,526	25,812	61,372	177,546
Short-Term Disability	9,578	11,004	6,805	11,100	8,541	14,949	40,421	109,086
Vision Plan	14,593	17,334	10,889	16,054	13,597	22,914	57,237	161,457

^aMetropolitan Statistical Area.

Estimates based on employment between 2023Q2 and 2025Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/4/26.

Table 22: Percent of Total Employees Offered and Enrolled in Selected Benefits by Wyoming Sub-state Region, 2025Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Dental Plan	78.8	80.1	59.0	79.1	82.9	73.2	70.1	74.3
Dependent Medical insurance	39.1	56.5	31.4	37.9	25.1	28.5	42.1	38.7
Life Insurance	88.6	97.1	76.4	96.0	95.1	91.3	95.2	92.8
Long-Term Disability	70.5	78.2	67.3	44.8	98.1	46.5	89.4	81.5
Medical Insurance	49.9	83.4	57.0	76.0	84.7	69.9	63.1	67.6
Defined Benefit Retirement Plan	92.1	100.0	87.3	95.4	89.6	74.2	97.4	95.4
Defined Contribution Retirement Plan	74.8	82.4	48.7	71.0	88.7	52.6	82.3	74.8
Short-Term Disability	82.1	83.7	56.1	52.7	91.7	44.2	73.9	76.2
Vision Plan	76.7	75.9	57.1	78.5	83.0	63.2	64.7	70.6

^aMetropolitan Statistical Area.

Estimates based on employment between 2023Q2 and 2025Q1.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.

V. Benefits Offered Over Time: 2015Q2-2025Q1

Health Care Benefits

Table 23: Percent of Wyoming Employers Offering Selected Health Care Benefits, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

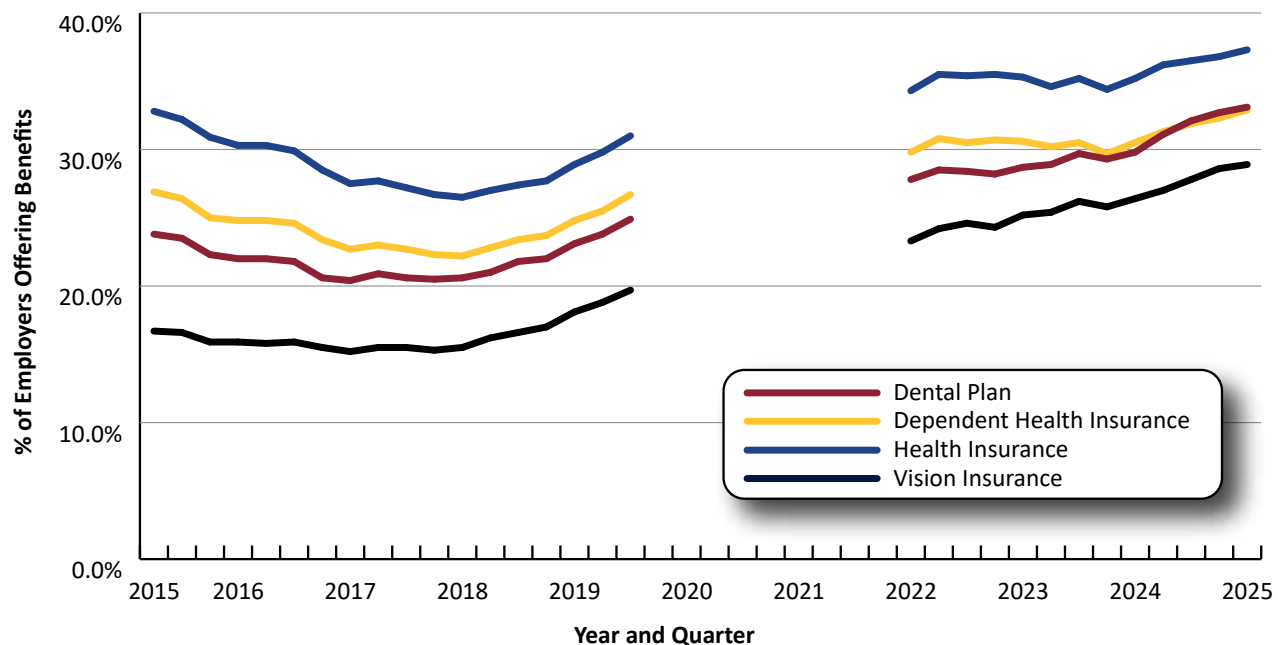
Year and Quarter	Dental Plan	Dependent Medical insurance	Medical insurance	Vision Insurance
2015Q2	23.8	26.9	32.8	16.7
2015Q3	23.5	26.4	32.2	16.6
2015Q4	22.3	25.0	30.9	15.9
2016Q1	22.0	24.8	30.3	15.9
2016Q2	22.0	24.8	30.3	15.8
2016Q3	21.8	24.6	29.9	15.9
2016Q4	20.6	23.4	28.5	15.5
2017Q1	20.4	22.7	27.5	15.2
2017Q2	20.9	23.0	27.7	15.5
2017Q3	20.6	22.7	27.2	15.5
2017Q4	20.5	22.3	26.7	15.3
2018Q1	20.6	22.2	26.5	15.5
2018Q2	21.0	22.8	27.0	16.2
2018Q3	21.8	23.4	27.4	16.6
2018Q4	22.0	23.7	27.7	17.0
2019Q1	23.1	24.8	28.9	18.1
2019Q2	23.8	25.5	29.8	18.8
2019Q3	24.9	26.7	31.0	19.7
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	27.8	29.8	34.3	23.3
2022Q2	28.5	30.8	35.5	24.2
2022Q3	28.4	30.5	35.4	24.6
2022Q4	28.2	30.7	35.5	24.3
2023Q1	28.7	30.6	35.3	25.2
2023Q2	28.9	30.2	34.6	25.4
2023Q3	29.7	30.5	35.2	26.2
2023Q4	29.3	29.7	34.4	25.8
2024Q1	29.8	30.5	35.2	26.4
2024Q2	31.1	31.3	36.2	27.0
2024Q3	32.1	31.9	36.5	27.8
2024Q4	32.7	32.3	36.8	28.6
2025Q1	33.1	32.9	37.3	28.9

Source: Wyoming Benefits Survey 2025.
Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.

Table 24: Percent of All Employees Offered Selected Health Care Benefits, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

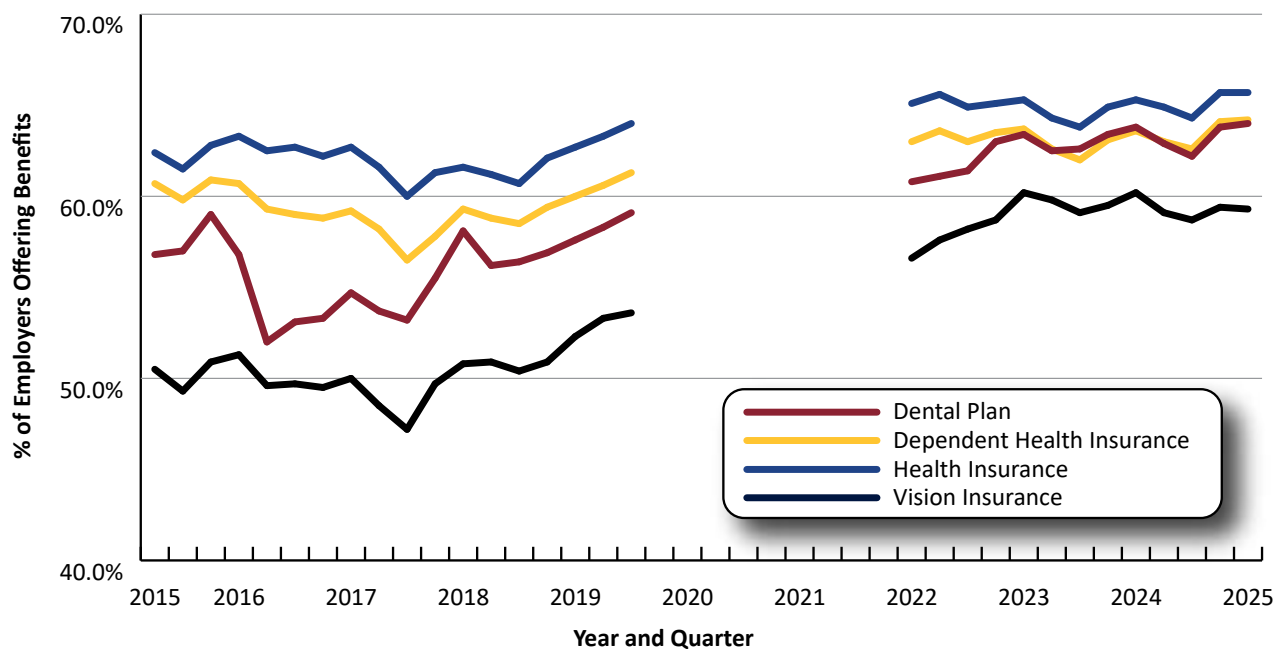
Year and Quarter	Dental Plan	Dependent Medical insurance	Medical insurance	Vision Insurance
2015Q2	56.8	60.7	62.4	50.5
2015Q3	57.0	59.8	61.5	49.3
2015Q4	59.0	60.9	62.8	50.9
2016Q1	56.8	60.7	63.3	51.3
2016Q2	52.0	59.3	62.5	49.6
2016Q3	53.1	59.0	62.7	49.7
2016Q4	53.3	58.8	62.2	49.5
2017Q1	54.7	59.2	62.7	50.0
2017Q2	53.7	58.2	61.6	48.5
2017Q3	53.2	56.5	60.0	47.2
2017Q4	55.5	57.8	61.3	49.7
2018Q1	58.1	59.3	61.6	50.8
2018Q2	56.2	58.8	61.2	50.9
2018Q3	56.4	58.5	60.7	50.4
2018Q4	56.9	59.4	62.1	50.9
2019Q1	57.6	60.0	62.7	52.3
2019Q2	58.3	60.6	63.3	53.3
2019Q3	59.1	61.3	64.0	53.6
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	60.8	63.0	65.1	56.6
2022Q2	61.1	63.6	65.6	57.6
2022Q3	61.4	63.0	64.9	58.2
2022Q4	63.0	63.5	65.1	58.7
2023Q1	63.4	63.7	65.3	60.2
2023Q2	62.5	62.6	64.3	59.8
2023Q3	62.6	62.0	63.8	59.1
2023Q4	63.4	63.1	64.9	59.5
2024Q1	63.8	63.6	65.3	60.2
2024Q2	62.9	63.0	64.9	59.1
2024Q3	62.2	62.6	64.3	58.7
2024Q4	63.8	64.1	65.7	59.4
2025Q1	64.0	64.2	65.7	59.3

Source: Wyoming Benefits Survey 2025.
Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.
 Source: Wyoming Benefits Survey 2025.
 Prepared by L. Knapp, Research & Planning, WY DWS, 5/20/26.

Figure 10: Percent of Wyoming Employers Offering Selected Health Care Benefits, 2015Q2-2025Q1



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.
 Source: Wyoming Benefits Survey 2025.
 Prepared by L. Knapp, Research & Planning, WY DWS, 5/20/26.

Figure 11: Percent of All Employees Offered Selected Health Care Benefits, 2015Q2-2025Q1

Table 25: Percent of Full-Time Employees Offered Selected Health Care Benefits, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Dental Plan	Dependent Medical insurance	Medical insurance	Vision Insurance
2015Q2	71.7	77.1	79.3	63.5
2015Q3	72.7	76.8	79.0	62.7
2015Q4	73.9	77.0	79.7	63.4
2016Q1	71.2	76.5	79.9	63.8
2016Q2	66.3	76.1	80.5	63.0
2016Q3	67.9	76.0	80.7	63.3
2016Q4	68.3	76.2	80.6	63.2
2017Q1	69.7	76.8	81.1	63.8
2017Q2	69.1	76.2	80.4	62.6
2017Q3	68.4	74.0	78.2	60.9
2017Q4	70.0	74.6	79.1	62.8
2018Q1	73.4	76.5	79.5	64.0
2018Q2	71.3	76.4	79.3	64.5
2018Q3	71.2	75.9	78.9	63.8
2018Q4	71.6	76.6	79.6	64.0
2019Q1	73.2	77.6	80.6	65.9
2019Q2	73.9	78.0	81.0	67.0
2019Q3	75.1	79.3	82.4	67.6
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	76.0	80.1	82.6	70.8
2022Q2	75.5	79.9	82.4	71.3
2022Q3	76.4	80.1	82.5	72.3
2022Q4	78.6	80.7	82.8	73.0
2023Q1	78.9	80.8	82.8	74.7
2023Q2	78.2	79.8	81.8	74.6
2023Q3	79.1	79.8	82.1	74.4
2023Q4	79.3	80.1	82.3	74.0
2024Q1	79.8	80.5	82.6	74.9
2024Q2	79.4	80.3	82.6	74.2
2024Q3	79.4	80.0	82.0	74.6
2024Q4	80.0	80.5	82.4	74.4
2025Q1	80.4	80.9	82.6	74.6

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.

Table 26: Percent of Part-Time Employees Offered Selected Health Care Benefits, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Dental Plan	Dependent Medical insurance	Medical insurance	Vision Insurance
2015Q2	12.3	11.8	12.1	11.8
2015Q3	11.4	10.6	10.8	10.7
2015Q4	16.7	15.4	15.2	15.6
2016Q1	14.6	14.0	14.0	14.2
2016Q2	9.6	9.7	9.3	9.8
2016Q3	10.0	9.6	10.2	10.1
2016Q4	10.6	9.1	9.9	10.3
2017Q1	12.1	9.4	10.7	10.7
2017Q2	11.3	8.6	9.8	9.7
2017Q3	11.8	8.9	10.4	9.9
2017Q4	14.7	10.3	11.4	13.0
2018Q1	18.1	14.0	14.8	16.2
2018Q2	16.8	13.1	14.2	15.6
2018Q3	18.4	13.5	13.8	15.8
2018Q4	17.3	13.5	15.2	16.1
2019Q1	15.7	12.6	14.5	15.9
2019Q2	16.0	13.1	15.1	16.1
2019Q3	15.8	12.6	14.5	15.7
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	14.8	11.3	12.0	13.6
2022Q2	15.7	12.5	13.2	14.8
2022Q3	15.9	11.1	11.6	15.2
2022Q4	14.9	10.0	10.4	14.3
2023Q1	16.9	12.3	12.6	16.9
2023Q2	16.2	11.8	12.2	16.0
2023Q3	15.2	10.6	11.3	15.0
2023Q4	14.4	10.6	11.3	14.6
2024Q1	14.2	11.2	11.9	14.7
2024Q2	12.9	10.6	11.3	13.3
2024Q3	10.9	10.4	11.2	11.1
2024Q4	12.3	11.7	12.5	11.6
2025Q1	11.4	10.6	11.4	10.1

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.

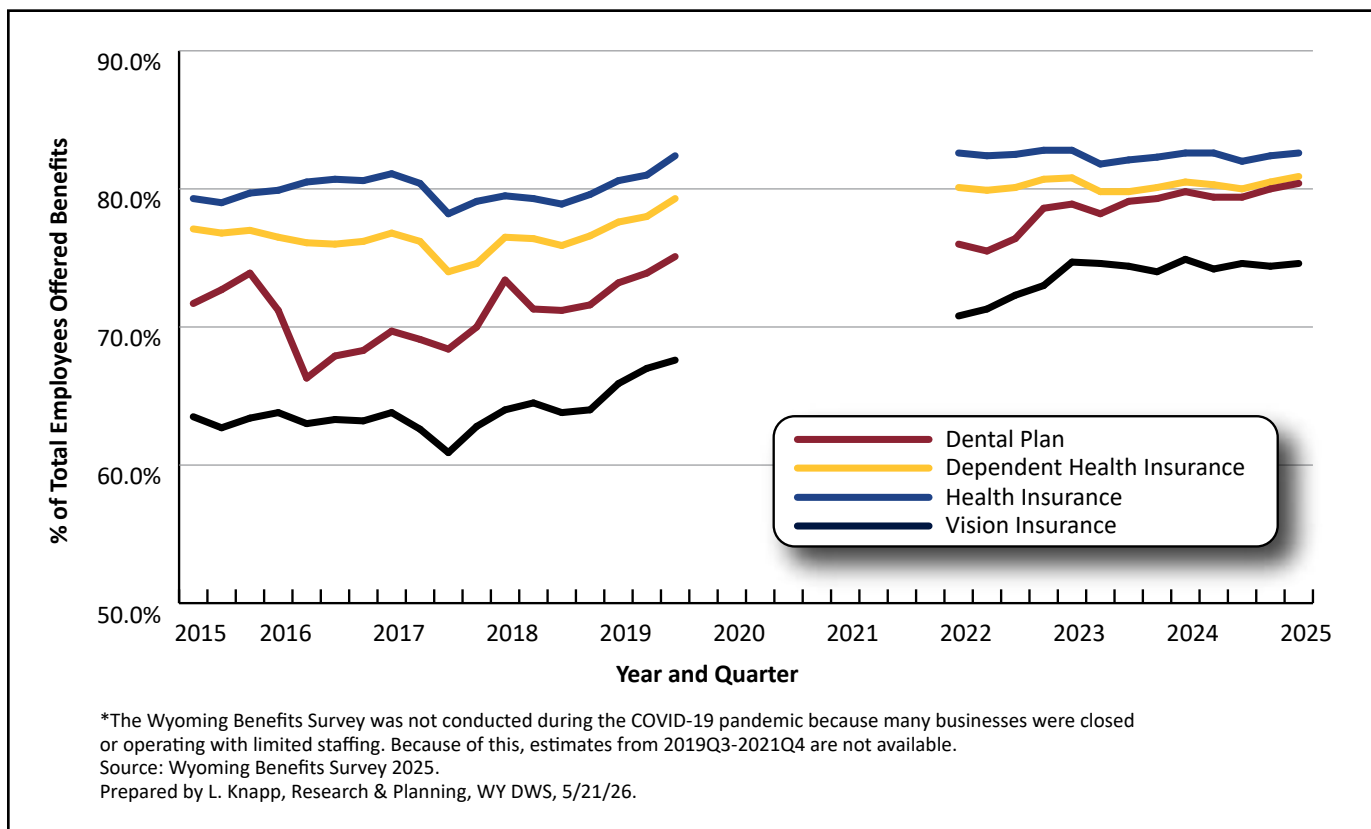


Figure 12: Percent of Full-Time Wyoming Employees Offered Selected Health Care Benefits, 2015Q2-2025Q1

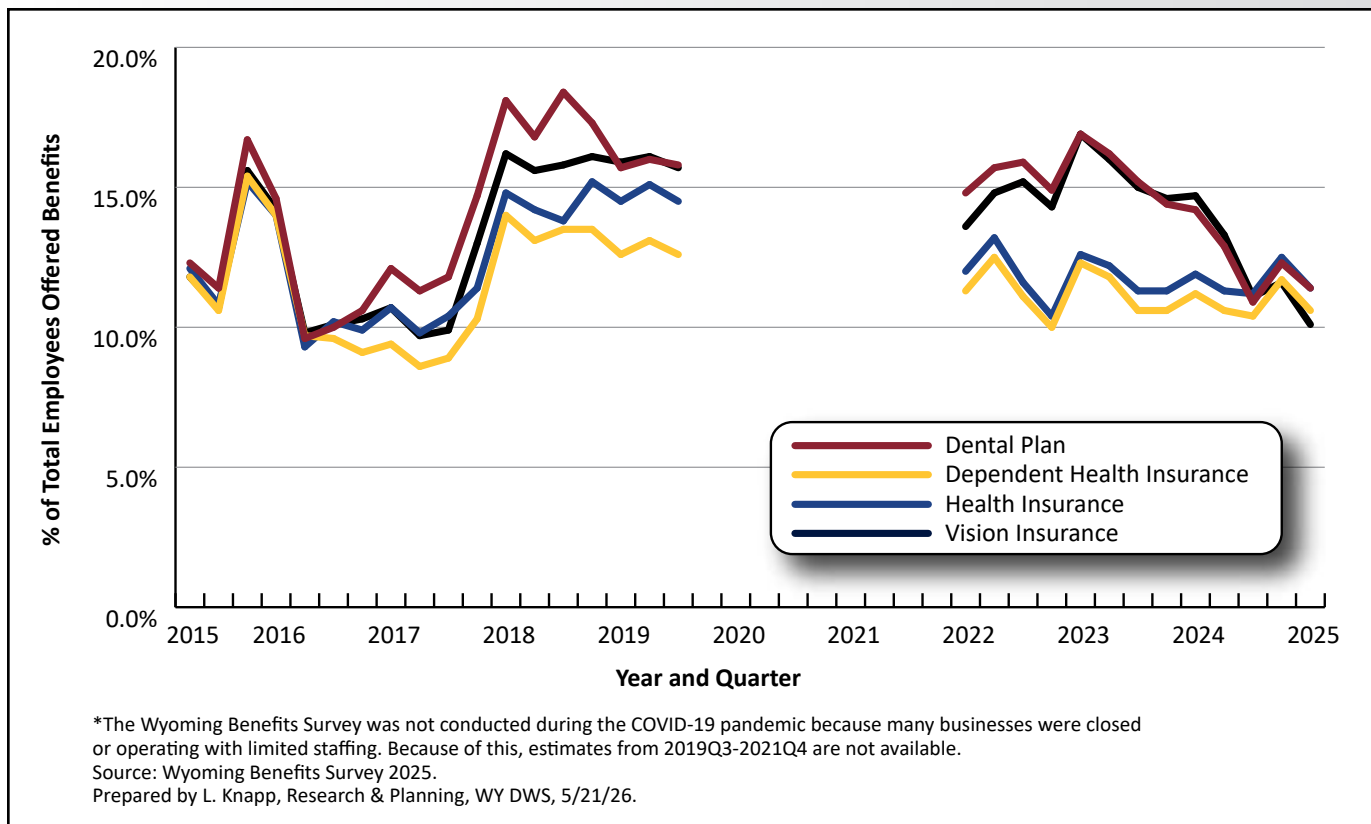


Figure 13: Percent of Part-Time Wyoming Employees Offered Selected Health Care Benefits, 2015Q2-2025Q1

Table 27: Percent of Employers Offering Selected Retirement and Insurance Benefits, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2015Q2	21.3	10.4	30.0	11.2
2015Q3	21.2	10.8	29.4	11.6
2015Q4	20.2	10.2	28.4	10.9
2016Q1	20.1	10.6	28.1	11.2
2016Q2	20.0	10.6	27.5	11.2
2016Q3	19.7	10.7	27.3	11.2
2016Q4	18.7	10.5	26.3	10.9
2017Q1	18.2	10.5	25.3	10.8
2017Q2	18.5	10.6	25.6	11.0
2017Q3	18.2	10.1	25.5	10.5
2017Q4	17.9	10.1	25.1	10.5
2018Q1	17.9	9.9	25.5	10.3
2018Q2	18.1	9.9	26.6	10.4
2018Q3	18.7	10.4	27.6	10.5
2018Q4	19.0	10.5	28.0	10.7
2019Q1	19.9	11.1	29.6	11.2
2019Q2	20.4	11.6	30.7	11.6
2019Q3	21.3	12.4	32.2	12.3
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	22.2	14.1	38.5	14.7
2022Q2	22.9	14.3	39.9	14.9
2022Q3	23.3	14.6	39.8	15.4
2022Q4	23.5	14.7	40.0	15.5
2023Q1	23.9	15.1	39.6	15.8
2023Q2	23.7	15.4	39.0	16.2
2023Q3	24.6	16.1	39.1	17.2
2023Q4	24.3	15.9	38.8	17.0
2024Q1	24.8	16.2	39.3	17.5
2024Q2	25.3	16.5	40.4	17.9
2024Q3	26.2	17.1	41.3	18.4
2024Q4	26.7	17.8	42.1	19.4
2025Q1	27.2	18.5	43.1	19.9

Source: Wyoming Benefits Survey 2025.
Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.

Table 28: Percent of All Employees Offered Selected Retirement and Insurance Benefits, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2015Q2	57.0	39.0	63.5	35.2
2015Q3	55.9	38.2	62.4	35.7
2015Q4	57.1	39.7	61.1	39.7
2016Q1	57.0	40.9	62.0	38.7
2016Q2	55.2	38.5	62.4	30.9
2016Q3	55.0	37.9	64.3	31.5
2016Q4	54.8	38.9	63.7	31.2
2017Q1	55.4	40.5	63.8	31.8
2017Q2	53.9	38.1	62.8	29.2
2017Q3	52.3	35.9	61.8	30.2
2017Q4	54.2	38.5	63.9	30.4
2018Q1	55.1	39.1	64.6	31.3
2018Q2	54.6	39.1	64.8	30.4
2018Q3	53.9	39.4	64.2	31.3
2018Q4	54.0	41.1	65.8	32.5
2019Q1	53.8	41.6	66.9	33.6
2019Q2	54.2	41.6	67.7	34.2
2019Q3	54.3	40.5	69.0	33.1
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	58.2	41.4	71.1	33.5
2022Q2	58.3	42.3	70.9	33.6
2022Q3	58.2	41.0	70.6	36.1
2022Q4	59.0	41.1	71.1	36.5
2023Q1	59.8	41.0	70.9	36.6
2023Q2	58.8	41.8	69.6	38.0
2023Q3	57.9	40.4	68.8	38.5
2023Q4	59.1	41.7	70.3	39.5
2024Q1	59.4	41.1	69.6	40.2
2024Q2	58.6	40.5	69.8	39.4
2024Q3	57.4	40.7	69.1	38.2
2024Q4	59.0	41.8	70.7	40.8
2025Q1	59.0	41.9	71.2	40.0

Source: Wyoming Benefits Survey 2025.
Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.

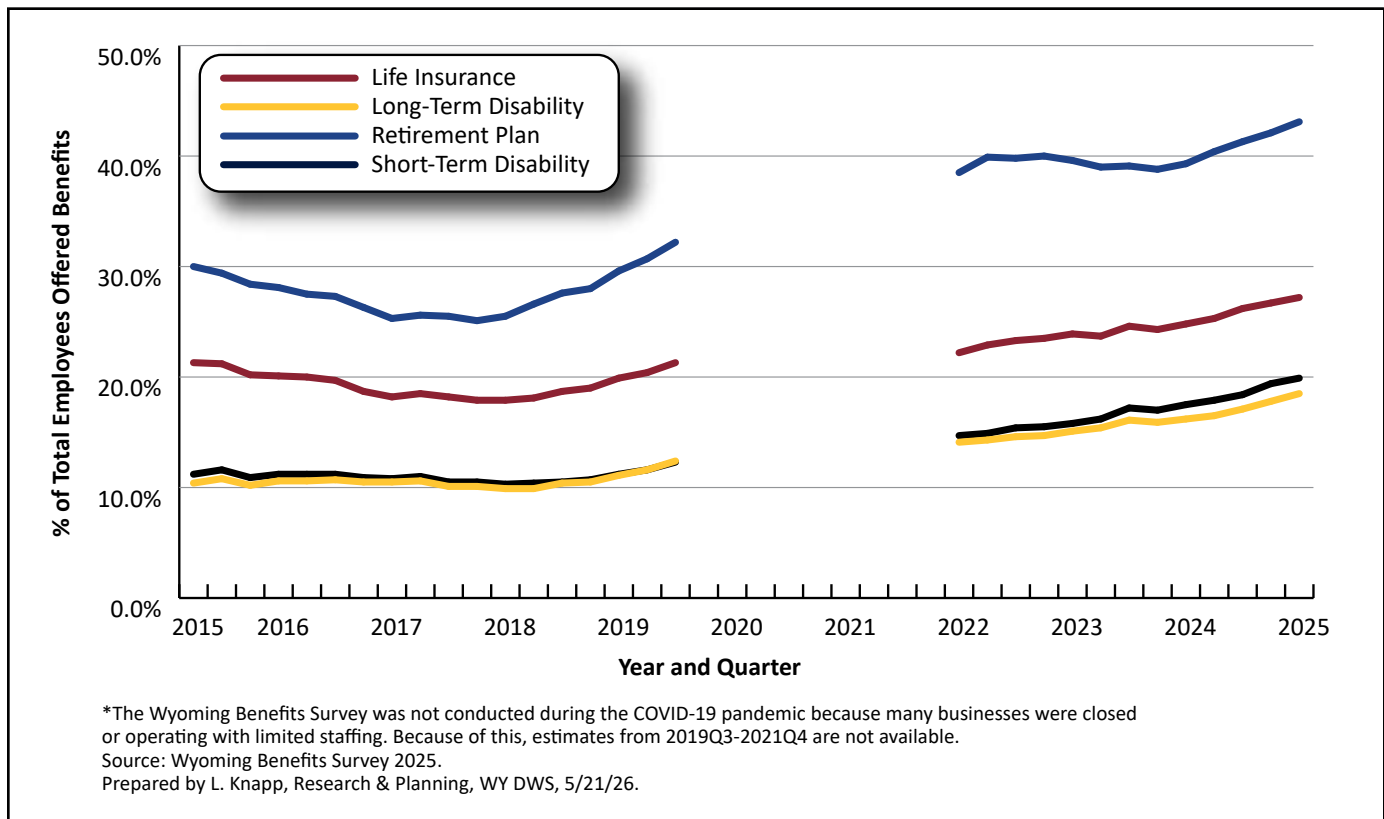


Figure 14: Percent of Employers Offering Selected Insurance, Disability, and Retirement Benefits, 2015Q2-2025Q1

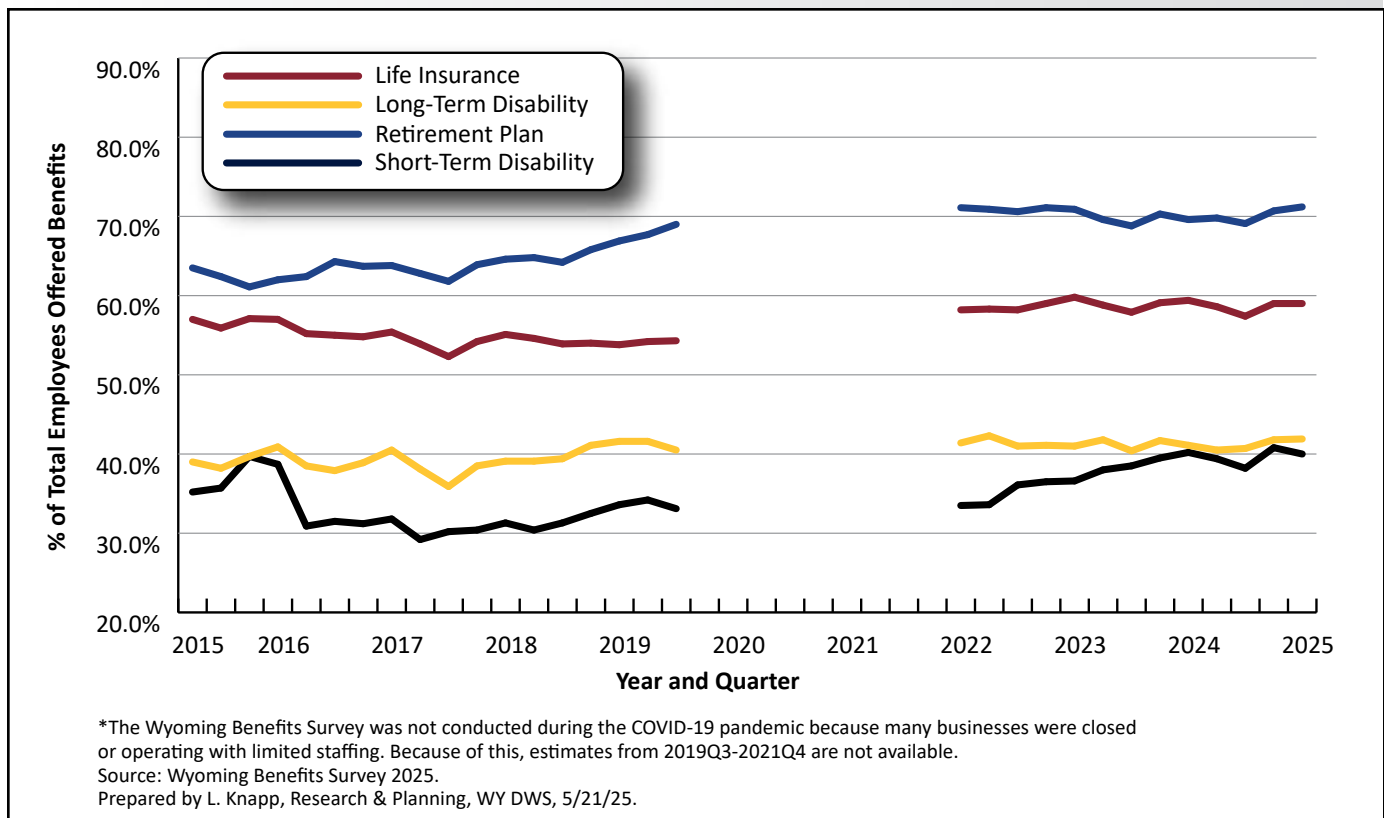


Figure 15: Percent of All Employees Offered Selected Insurance, Disability, and Retirement Benefits, 2015Q2-2025Q1

Table 29: Percent of Full-Time Employees Offered Selected Retirement and Insurance Benefits, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2015Q2	71.9	48.6	76.2	43.7
2015Q3	71.3	48.2	75.6	45.0
2015Q4	71.7	49.1	75.6	48.9
2016Q1	71.6	50.5	75.9	47.6
2016Q2	70.8	48.7	75.1	39.3
2016Q3	70.7	48.3	76.0	40.4
2016Q4	70.7	49.8	76.0	40.3
2017Q1	71.3	51.8	76.3	41.1
2017Q2	70.2	49.3	75.7	38.2
2017Q3	68.0	46.4	74.2	39.2
2017Q4	69.7	49.2	75.9	39.1
2018Q1	70.6	49.4	76.7	39.6
2018Q2	70.4	49.8	77.5	38.8
2018Q3	69.5	50.4	77.0	39.8
2018Q4	69.0	52.2	78.4	41.1
2019Q1	69.1	53.2	80.0	43.0
2019Q2	69.6	53.3	81.0	43.9
2019Q3	70.1	51.8	82.4	42.3
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	73.6	52.8	83.6	41.9
2022Q2	73.2	53.6	83.1	42.1
2022Q3	73.3	52.7	83.4	45.1
2022Q4	74.0	52.6	83.7	46.2
2023Q1	74.6	52.7	83.6	46.4
2023Q2	73.8	54.2	82.8	48.5
2023Q3	73.4	52.9	82.6	49.7
2023Q4	73.6	53.3	83.1	49.7
2024Q1	74.2	52.8	82.2	50.7
2024Q2	73.7	51.9	82.4	49.8
2024Q3	73.2	52.4	81.6	49.1
2024Q4	73.8	52.7	82.4	51.0
2025Q1	74.3	52.9	82.7	50.1

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.

Table 30: Percent of Part-Time Employees Offered Selected Retirement and Insurance Benefits, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2015Q2	12.4	10.4	25.5	9.7
2015Q3	11.5	9.3	24.1	8.8
2015Q4	15.8	13.2	20.0	13.6
2016Q1	13.8	12.6	21.0	12.5
2016Q2	9.0	8.0	24.6	6.1
2016Q3	9.3	7.8	30.3	5.8
2016Q4	9.6	7.9	28.6	5.1
2017Q1	10.4	8.4	28.3	5.3
2017Q2	9.2	7.3	27.4	4.3
2017Q3	9.6	7.3	28.0	5.7
2017Q4	10.5	8.4	30.4	5.9
2018Q1	14.6	12.2	33.1	9.7
2018Q2	13.7	11.2	31.8	8.6
2018Q3	13.8	11.1	31.1	9.3
2018Q4	13.8	11.2	32.0	9.3
2019Q1	12.7	10.4	31.8	8.5
2019Q2	12.4	9.7	31.6	8.0
2019Q3	11.8	10.1	32.8	8.4
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	11.5	6.8	33.5	8.3
2022Q2	11.5	6.9	32.6	6.8
2022Q3	12.5	5.5	31.6	8.6
2022Q4	12.6	5.3	32.0	6.5
2023Q1	15.3	6.0	32.6	7.1
2023Q2	14.4	5.4	30.3	7.0
2023Q3	13.1	4.4	29.2	6.4
2023Q4	14.5	6.1	30.7	7.9
2024Q1	13.7	5.2	30.7	7.7
2024Q2	12.8	5.8	31.9	8.1
2024Q3	10.1	5.9	31.6	5.5
2024Q4	11.8	7.1	33.4	8.3
2025Q1	9.6	6.4	34.4	7.6

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.

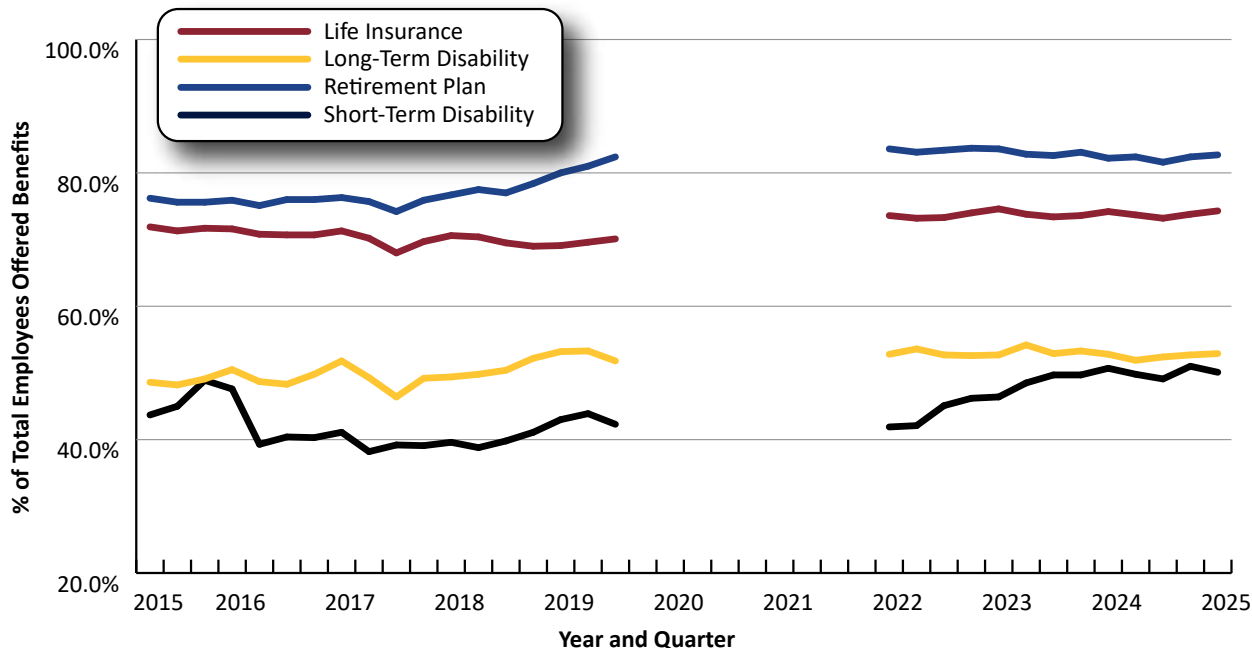


Figure 16: Percent of Full-Time Employees Offered Selected Insurance, Disability, and Retirement Benefits, 2015Q2-2025Q1

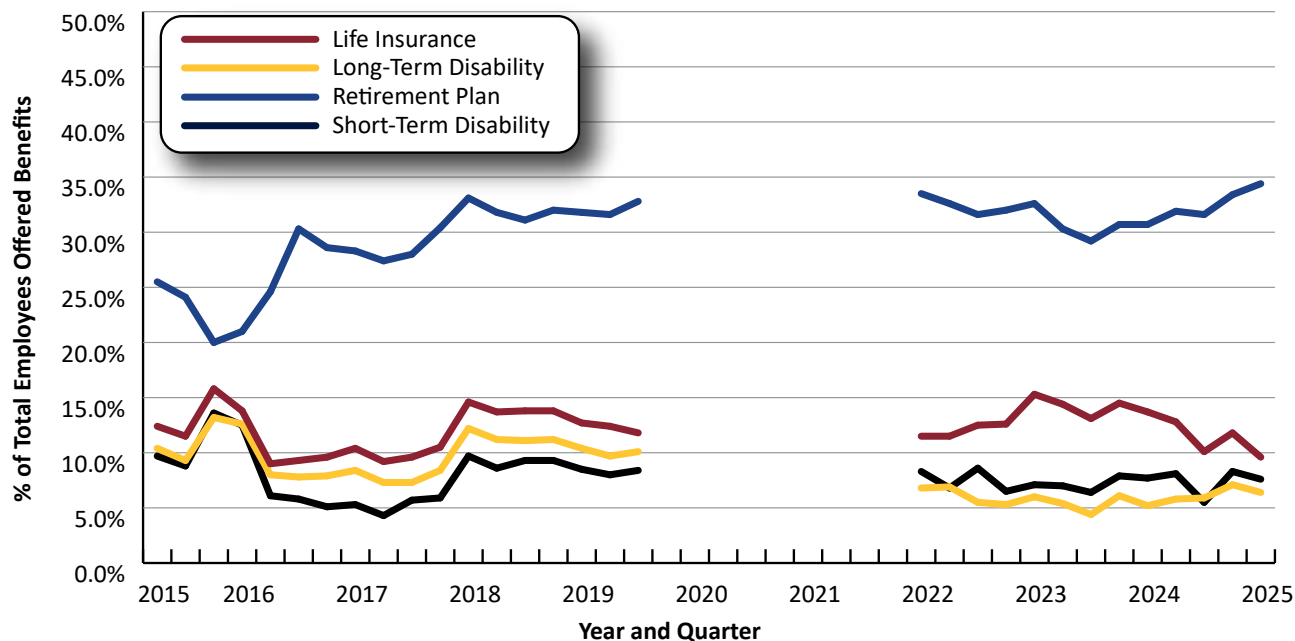


Figure 17: Percent of Part-Time Employees Offered Selected Insurance, Disability, and Retirement Benefits, 2015Q2-2025Q1

Table 31: Percent of Employers Offering Selected Paid Work Leave, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

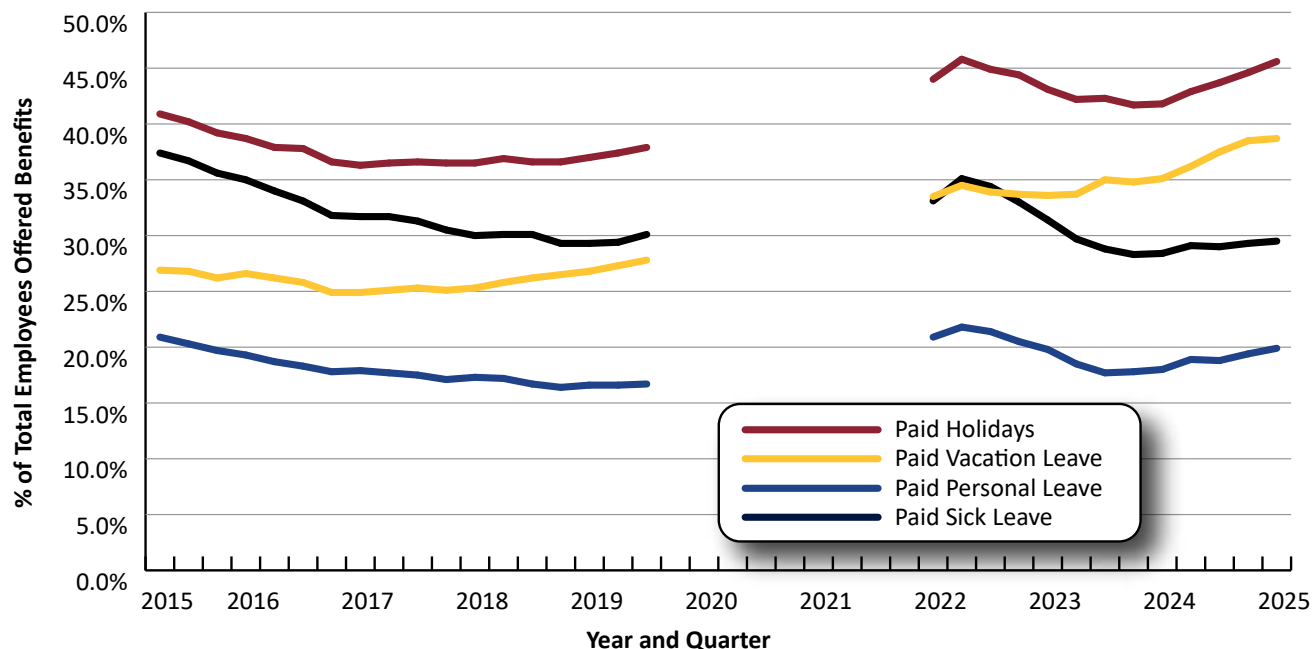
Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2015Q2	40.9	26.9	20.9	37.4
2015Q3	40.2	26.8	20.3	36.7
2015Q4	39.2	26.2	19.7	35.6
2016Q1	38.7	26.6	19.3	35.0
2016Q2	37.9	26.2	18.7	34.0
2016Q3	37.8	25.8	18.3	33.1
2016Q4	36.6	24.9	17.8	31.8
2017Q1	36.3	24.9	17.9	31.7
2017Q2	36.5	25.1	17.7	31.7
2017Q3	36.6	25.3	17.5	31.3
2017Q4	36.5	25.1	17.1	30.5
2018Q1	36.5	25.3	17.3	30.0
2018Q2	36.9	25.8	17.2	30.1
2018Q3	36.6	26.2	16.7	30.1
2018Q4	36.6	26.5	16.4	29.3
2019Q1	37.0	26.8	16.6	29.3
2019Q2	37.4	27.3	16.6	29.4
2019Q3	37.9	27.8	16.7	30.1
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	44.0	33.5	20.9	33.1
2022Q2	45.8	34.5	21.8	35.1
2022Q3	44.9	33.9	21.4	34.4
2022Q4	44.4	33.7	20.5	33.0
2023Q1	43.1	33.6	19.8	31.4
2023Q2	42.2	33.7	18.5	29.7
2023Q3	42.3	35.0	17.7	28.8
2023Q4	41.7	34.8	17.8	28.3
2024Q1	41.8	35.1	18.0	28.4
2024Q2	42.9	36.2	18.9	29.1
2024Q3	43.7	37.5	18.8	29.0
2024Q4	44.6	38.5	19.4	29.3
2025Q1	45.6	38.7	19.9	29.5

Source: Wyoming Benefits Survey 2025.
Prepared by L. Knapp, Research & Planning, WY DWS,
5/5/26.

Table 32: Percent of All Employees Offered Selected Paid Work Leave, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2015Q2	63.3	39.1	42.0	56.6
2015Q3	62.4	38.4	41.1	56.2
2015Q4	64.1	36.9	41.8	57.4
2016Q1	63.9	38.6	42.9	57.4
2016Q2	63.0	43.0	39.9	54.2
2016Q3	64.1	43.1	39.8	54.1
2016Q4	64.0	45.0	40.5	53.9
2017Q1	65.0	45.1	41.2	55.1
2017Q2	63.7	44.1	40.0	54.9
2017Q3	62.4	42.8	38.7	53.5
2017Q4	63.8	45.4	41.0	54.6
2018Q1	64.1	46.8	40.9	54.0
2018Q2	63.3	45.8	41.1	54.6
2018Q3	61.2	45.3	37.6	52.4
2018Q4	62.2	45.8	39.3	52.9
2019Q1	62.0	47.9	38.9	51.5
2019Q2	62.3	48.5	38.3	50.9
2019Q3	61.9	47.8	36.2	49.2
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	64.6	49.3	39.3	53.9
2022Q2	65.7	50.1	39.0	55.0
2022Q3	63.1	49.2	37.5	53.0
2022Q4	63.6	49.2	36.7	52.4
2023Q1	62.8	49.4	39.3	50.7
2023Q2	62.0	49.9	38.0	48.5
2023Q3	60.8	49.9	35.4	47.7
2023Q4	62.5	50.9	37.3	49.8
2024Q1	63.1	52.0	36.8	49.5
2024Q2	60.4	51.5	36.3	48.9
2024Q3	60.7	51.2	35.4	49.0
2024Q4	61.8	53.2	34.9	50.1
2025Q1	63.1	52.7	35.1	51.6

Source: Wyoming Benefits Survey 2025.
Prepared by L. Knapp, Research & Planning, WY DWS,
5/5/26.

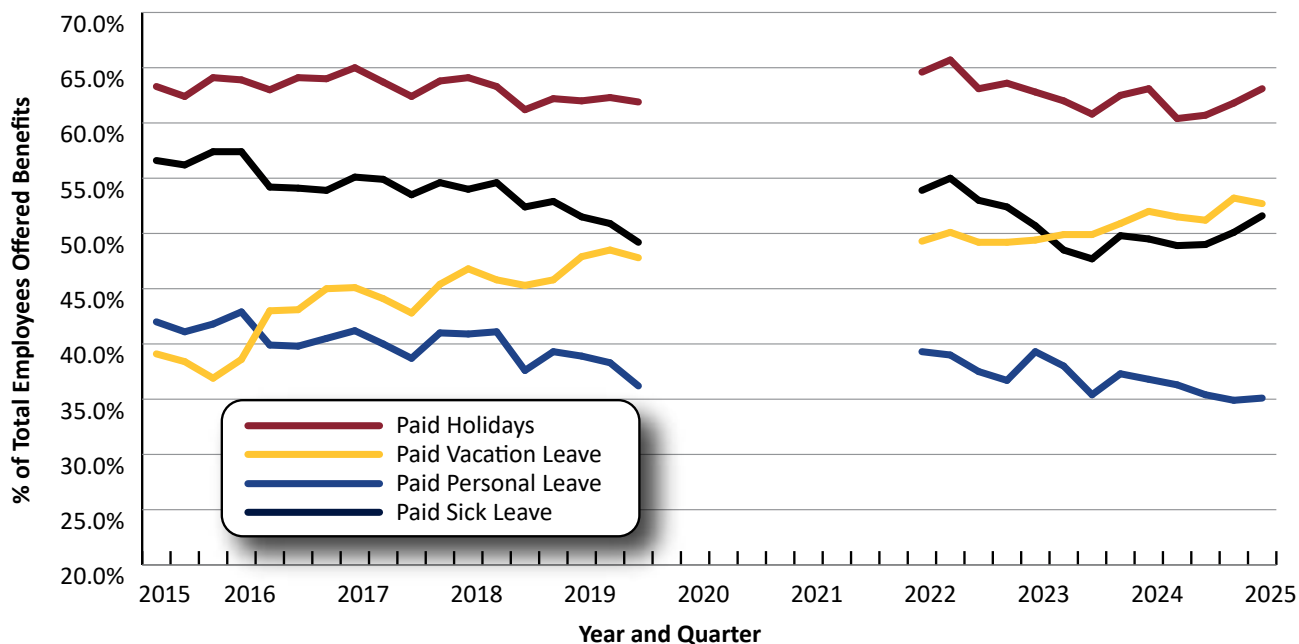


*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/21/26.

Figure 18: Percent of Employers Offering Selected Paid Work Leave, 2015Q2-2025Q1



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/21/26.

Figure 19: Percent of All Employees Offered Selected Paid Work Leave, 2015Q2-2025Q1

Table 33: Percent of Full-Time Employees Offered Selected Paid Work Leave, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2015Q2	77.8	47.0	51.0	69.4
2015Q3	77.5	46.9	50.5	69.6
2015Q4	78.6	45.5	50.8	70.4
2016Q1	78.2	47.3	52.2	70.5
2016Q2	78.2	52.3	49.2	67.7
2016Q3	79.0	51.7	49.5	67.9
2016Q4	79.1	54.2	50.4	68.0
2017Q1	80.4	54.2	51.6	69.2
2017Q2	79.3	53.6	50.7	69.3
2017Q3	77.4	52.0	49.1	67.2
2017Q4	78.5	54.2	51.3	68.0
2018Q1	78.9	55.8	50.0	66.5
2018Q2	78.2	55.1	50.6	67.9
2018Q3	75.9	55.0	45.9	64.7
2018Q4	77.0	55.0	47.6	65.2
2019Q1	77.3	58.3	47.4	64.2
2019Q2	77.9	58.8	46.3	63.5
2019Q3	78.0	58.0	44.0	61.9
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	78.9	58.7	47.9	67.1
2022Q2	80.1	59.3	47.1	67.4
2022Q3	77.8	59.5	46.2	65.8
2022Q4	78.5	59.7	45.0	65.5
2023Q1	78.3	60.1	48.4	63.5
2023Q2	77.9	61.4	47.1	61.3
2023Q3	77.1	62.3	44.8	60.8
2023Q4	77.9	62.7	46.3	62.2
2024Q1	78.6	64.1	45.5	61.9
2024Q2	75.3	63.5	44.8	61.7
2024Q3	75.5	63.1	43.8	61.5
2024Q4	75.9	64.2	42.3	61.8
2025Q1	76.7	63.1	42.0	63.0

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.

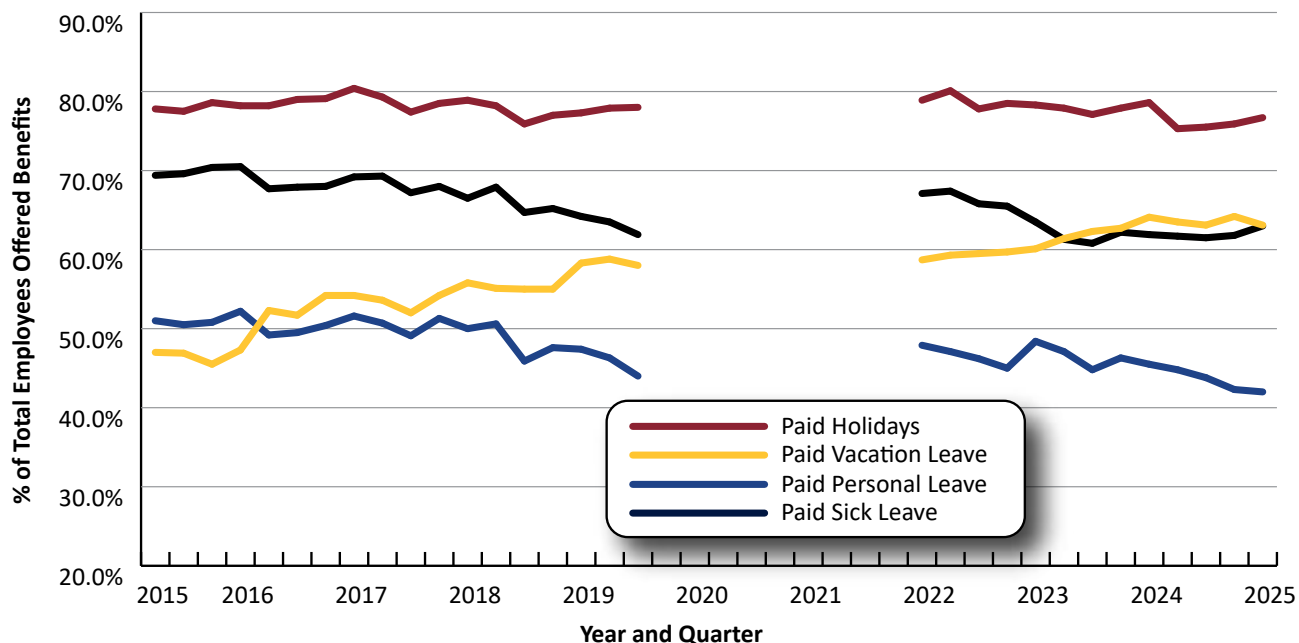
Table 34: Percent of Part-Time Employees Offered Selected Paid Work Leave, 2015Q2-2025Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2015Q2	20.2	15.4	15.2	18.6
2015Q3	18.8	14.0	14.0	17.6
2015Q4	23.1	12.7	16.5	20.6
2016Q1	21.6	12.8	15.2	18.7
2016Q2	17.9	15.3	12.4	13.9
2016Q3	20.7	18.0	11.7	13.8
2016Q4	20.9	18.8	12.1	13.6
2017Q1	21.4	19.1	11.7	15.2
2017Q2	20.7	17.9	10.6	15.4
2017Q3	21.6	17.9	10.6	16.1
2017Q4	22.4	20.7	12.3	17.0
2018Q1	25.5	23.4	17.2	21.3
2018Q2	24.5	21.6	16.1	19.8
2018Q3	23.3	20.4	16.1	20.6
2018Q4	22.6	21.2	17.2	19.9
2019Q1	21.1	20.1	16.2	17.4
2019Q2	20.0	20.4	16.5	16.5
2019Q3	18.1	20.2	14.9	15.0
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	21.3	20.8	13.4	14.0
2022Q2	20.7	21.2	13.5	16.1
2022Q3	18.3	18.1	11.0	14.4
2022Q4	17.4	16.6	11.0	11.8
2023Q1	16.1	17.5	11.8	12.2
2023Q2	14.8	15.7	10.8	10.7
2023Q3	13.9	14.2	8.4	10.0
2023Q4	15.2	14.3	9.7	11.4
2024Q1	15.3	14.6	10.0	11.2
2024Q2	15.5	15.3	10.5	10.1
2024Q3	16.4	15.6	10.3	11.5
2024Q4	17.0	18.3	11.4	12.5
2025Q1	19.2	19.3	12.9	14.8

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/5/26.

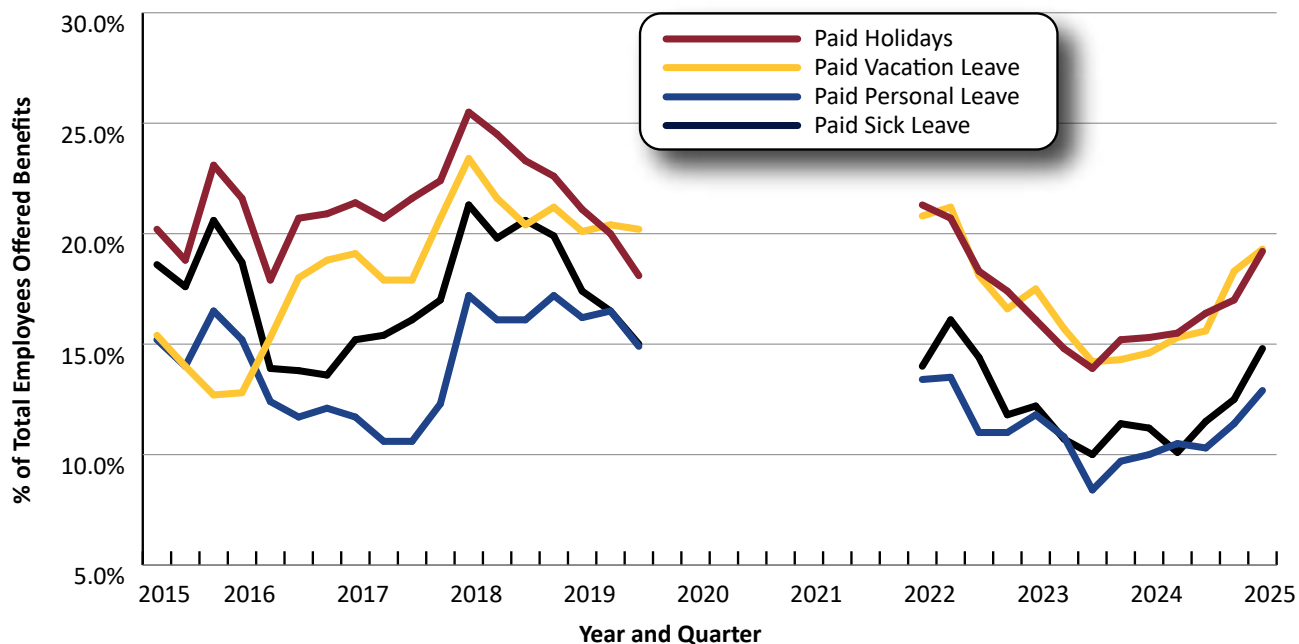


*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/21/26.

Figure 20: Percent of Full-Time Employees Offered Selected Paid Work Leave, 2015Q2-2025Q1



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Source: Wyoming Benefits Survey 2025.

Prepared by L. Knapp, Research & Planning, WY DWS, 5/21/26.

Figure 21: Percent of Part-Time Employees Offered Selected Paid Work Leave, 2015Q2-2025Q1

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**Research & Planning
P.O. Box 2760
Casper, WY 82602
Phone: (307) 473-3807
Fax: (307) 473-3834
Website: <https://doe.state.wy.us/LMI>
Email: dws-researchplanning@wyo.gov**

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