# The Education and Work Experience of Youth in Wyoming's Counties


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## February 2016

**Wyoming Department of Workforce Services**
John Cox, Director

**Internet Address: http://doe.state.wy.us/LMI/**

**Research & Planning**
Tom Gallagher, Manager

**Author:** Lynae Mohondro, Senior Research Analyst
**Graphics and Pagination by:** Michael Moore, Editor
**Methodology by:** Tony Glover, Workforce Information Supervisor

**Edited by:**
David Bullard, Valerie A. Davis, Katelynd Faler, Matthew Halama, Patrick Harris, Ty Martinez, Lynae Mohondro, and Michael Moore

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**Research & Planning**
P.O. Box 2760
Casper, WY 82602
Phone: (307) 473-3807
Fax: (307) 473-3834

**R&P Website: http://doe.state.wy.us/LMI/**
**URL for this publication and the full report: http://doe.state.wy.us/LMI/occasional/occ8.pdf**

**"Your Source for Wyoming Labor Market Information"**

## Who We Are

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

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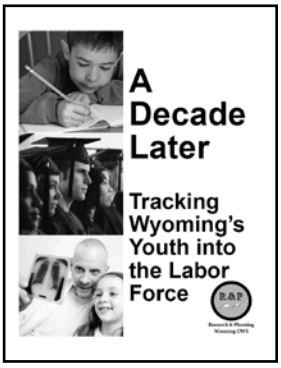
## Available Online: Related Publications and Presentations

***A Decade Later: Tracking Wyoming's Youth into the Labor Force***

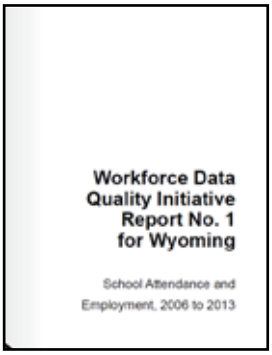
**http://doe.state.wy.us/LMI/w_r_research/A_Decade_Later.pdf**




This publication explores issues related to exporting Wyoming's youth and lays a foundation to better understand forthcoming research on the Hathaway Scholarship program, which provides tuition assistance to Wyoming's youth who attend the state's colleges and the University of Wyoming.

***Workforce Data Quality Initiative Report No. 1 for Wyoming***

**http://doe.state.wy.us/LMI/education_we_connect/WDQI_Pub1.pdf**




This report is the first of its kind produced by the Research & Planning (R&P) section of the Wyoming Department of Workforce Services, and represents an attempt to describe, in statistical form, the numbers of high school students working in Wyoming and what they earn.

**Administrative Records as Strategic Assets: Quarterly Census of Employment & Wages Data Matching**

**http://doe.state.wy.us/LMI/presentations/AUBER_Presentation_Oct_2015.pdf**

This presentation discusses selected R&P publications for linked administrative records.

# I. Introduction

Since the late 1990s, the Research & Planning (R&P) section of the Department of Workforce Services has used administrative records in labor market studies, resulting in a better understanding of Wyoming's labor force, market conditions, and dynamics. The administrative databases used for this study include Unemployment Insurance (UI) employer tax records, driver's license database, and student records from the Wyoming Department of Education (WDE) and the Wyoming Community College Commission. Taken together, these datasets provide demographics, work history, and student data that allow further exploration of worker interaction with educational opportunity.

According to *Work Experiences of Wyoming's Youth* (Toups, 1997), in 1995, the majority of 18- to 20-year-olds were working in the two lowest paid industries: 32.2% in retail trade and 17.1% in services (see Box, page 18, for an explanation of industries). Toups noted that as males age, the industries in which they work become more diverse. The number of males working in construction, manufacturing, and public administration increases, while females continue working in retail trade and services. The industries in which Wyoming youth work today has not changed much from 1997. As noted by Hammer and Holmes (2015), in first quarter 2014 (2014Q1), the majority of youth ages 18 to 20 were hired in leisure & hospitality (1,373 hires, or 33% of youth hires) and retail trade (870 hires or 21% of youth hires).

*A Decade Later: Tracking Wyoming's Youth into the Labor Force* (Glover, 2012) used administrative records to follow 18-year-olds into the workforce in Wyoming and partner states[1] for 10 years. Longitudinal analysis revealed that after 10 years, approximately 40% of each cohort was found still working in Wyoming. Upon receiving the U.S. Department of Labor Workforce Data Quality Initiative (WDQI) grant in 2013, R&P began further study of the paths students take after completing high school.

The *Workforce Data Quality Initiative Report No. 1 for Wyoming (WDQI No. 1)* discusses the pathways leading either into postsecondary education or the workforce, as well as wages of the students in Wyoming and partner states. *A Decade Later* represents the linkage of demographics to the workplace experience. The additional linkage of demographics to workplace experience and educational opportunity in this publication provides a deeper look into the interaction of young people with the labor market and possible influences on their migration decisions.

Once a student completes high school, he or she has many options for the future. Many Wyoming students enroll in a Wyoming community college, the University of Wyoming, or an out-of-state postsecondary institution, while others go directly into the workforce. This publication discusses the different pathways the senior class of 2010 is taking and how they differ among the counties in Wyoming. Students who are deceased or have moved out of the country or to a state that does not have a data sharing agreement with R&P are not accounted for in the current analysis.

1 R&P had data sharing agreements with Alaska, Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah when A Decade Later was published. In 2014, a data sharing agreement went into effect with Ohio.

# II. Graduates

This publication uses longitudinal analysis to explore the different paths taken by 2010 high school seniors. A longitudinal analysis begins with a cohort at a single point in time and follows the cohort to measure the changes that occur over time (Diggle, Heagerty, Liang, & Zeger, 2002). In this case, the term cohort refers to the senior class of 2010. This type of study controls for the history of students; for example, different students' pasts are not explanations for different student outcomes within the cohort. Table 1 is an example of cross-sectional analysis, measuring the number of graduates from each county at a single point in time. Table 2 (see page 8) is an example of a longitudinal analysis, following the cohort and measuring the number of graduates in the workforce in each of the four years following high school graduation.

In 2010, 7,919 students made up the senior class and 5,481 seniors (69%) in Wyoming earned their high school diploma (see Table 1). The percentage of students who graduated by county ranged from 50% (Niobrara County) to 84% (Crook County; see Table 1 and Figure 1, page 7). Fourteen out of the 23 Wyoming counties had a higher percentage of graduates than the state as a whole.

Among any given senior class, the number of graduates with employment records in R&P's administrative databases decreases over time. As shown in Table 2 (see page 8), in 2011, 78% of graduates were found working – 74% worked in Wyoming and 4% worked in a partner state. By 2014, only 70% of 2010 graduates worked – 63% in Wyoming and 7% in partner states. In other words, the decrease in graduates found working does not mean that more graduates leave the workforce, but possibly that more graduates leave Wyoming to work in other states.

In 2008, the U.S. Department of Education implemented the final regulations of the No Child Left Behind Act, requiring a "uniform, comparable graduation rate." The four-year adjusted cohort graduation rate is defined as "the number of students who graduate in four years with a regular high school diploma divided by the number of students who entered high school four years earlier (adjusted for transfers in and out, émigrés

**Table 1: Total Number of Wyoming Students, 2010 Graduates, and Percentage of 2010 Graduates in Senior Year 2010 by County**

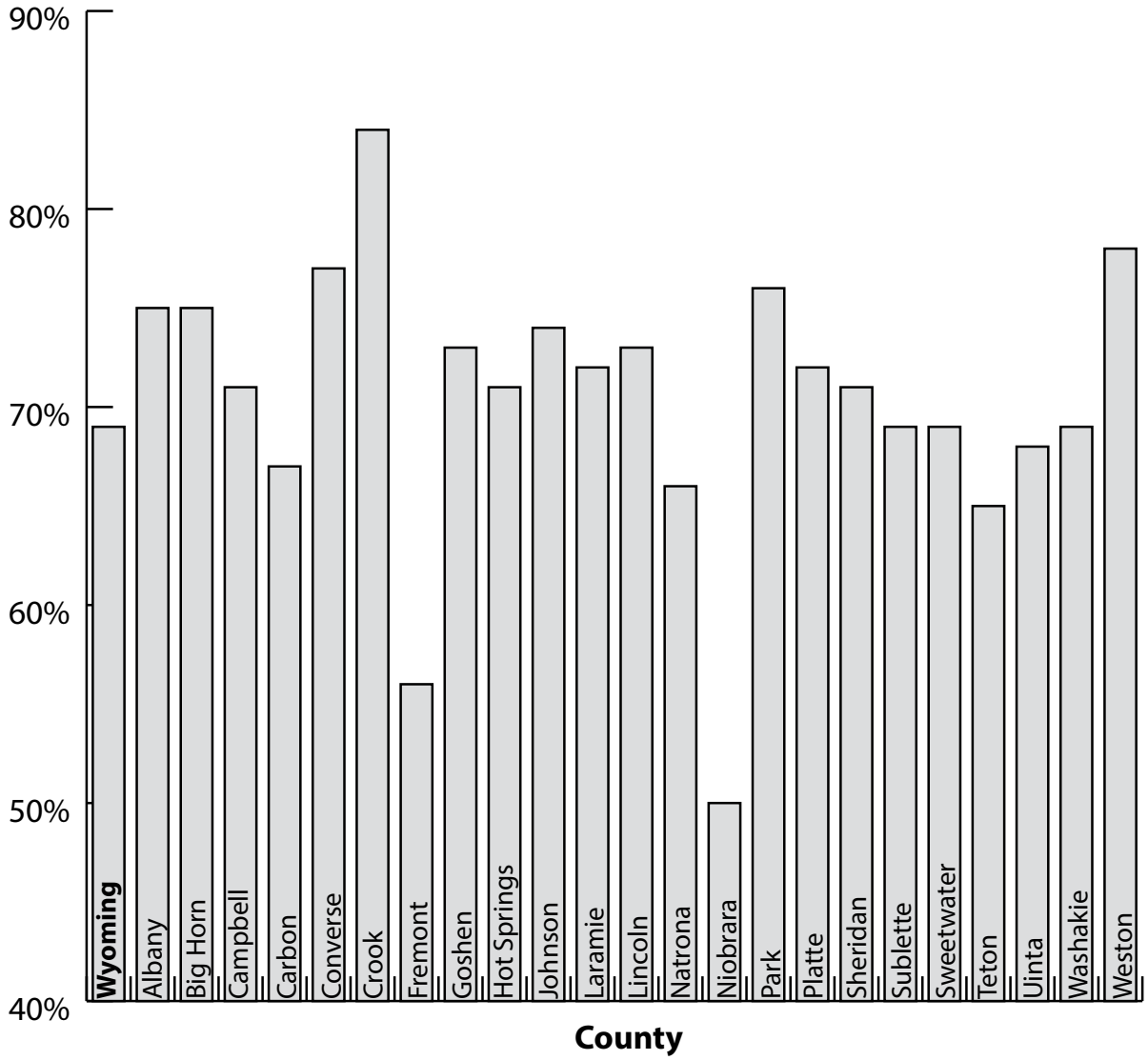
| County | Total Students in Class | Graduates | % Graduates |
|---|---|---|---|
| Albany | 312 | 233 | 75 |
| Big Horn | 198 | 148 | 75 |
| Campbell | 686 | 486 | 71 |
| Carbon | 198 | 133 | 67 |
| Converse | 250 | 192 | 77 |
| Crook | 108 | 91 | 84 |
| Fremont | 593 | 331 | 56 |
| Goshen | 162 | 119 | 73 |
| Hot Springs | 58 | 41 | 71 |
| Johnson | 115 | 85 | 74 |
| Laramie | 1,268 | 908 | 72 |
| Lincoln | 289 | 212 | 73 |
| Natrona | 1,032 | 681 | 66 |
| Niobrara | 50 | 25 | 50 |
| Park | 389 | 295 | 76 |
| Platte | 156 | 113 | 72 |
| Sheridan | 400 | 282 | 71 |
| Sublette | 150 | 103 | 69 |
| Sweetwater | 620 | 426 | 69 |
| Teton | 237 | 154 | 65 |
| Uinta | 364 | 249 | 68 |
| Washakie | 135 | 93 | 69 |
| Weston | 102 | 80 | 78 |
| **Wyoming** | **7,919** | **5,481** | **69%** |

Source: Custom extract from the Workforce Data Quality Initiative database.

and deceased students)" (U.S. Department of Education, 2008).

The Wyoming Department of Education began collecting data on graduates and dropouts following the 2006/07 school year (WDE, 2009). For this reason, it is not certain that students in senior years 06/07, 07/08, and 08/09 graduated; therefore, these students are counted as *enrolled in 12th grade* or *not enrolled in 12th grade*, while students in the following years are listed as *graduate* if they earned a regular high school diploma and *non-graduate* if they did not. The *WDQI Report No. 1* used student data from the WDE 684 spring data collection. To view the appendix tables to *WDQI Report No. 1 for Wyoming*, please see http://doe.state.wy.us/LMI/education_we_connect.htm.

**Figure 1: Percentage of 2010 Wyoming Seniors who Graduated High School by County**




Source: Custom extract from the Workforce Data Quality Initiative database.

Table 2: **Longitudinal Analysis: Proportion of 2010 Wyoming Graduates in the Workforce in Wyoming or Partner States, 2011 to 2014**

| | % Working, 2011 | | | % Working, 2012 | | | % Working, 2013 | | | % Working, 2014 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| County | Total | WY | Partner States[a] | Total | WY | Partner States[a] | Total | WY | Partner States[a] | Total | WY | Partner States[a] |
| Albany | 78 | 74 | 4 | 76 | 70 | 6 | 76 | 68 | 8 | 73 | 66 | 7 |
| Big Horn | 74 | 70 | 4 | 72 | 66 | 5 | 75 | 66 | 10 | 72 | 60 | 12 |
| Campbell | 82 | 77 | 5 | 79 | 73 | 6 | 79 | 72 | 7 | 75 | 68 | 7 |
| Carbon | 73 | 67 | 6 | 74 | 69 | 5 | 72 | 68 | 5 | 66 | 59 | 7 |
| Converse | 82 | 79 | 4 | 82 | 78 | 4 | 80 | 72 | 7 | 71 | 66 | 5 |
| Crook | 78 | N/D | N/D | 76 | 69 | 7 | 71 | 57 | 14 | 66 | 57 | 9 |
| Fremont | 73 | 70 | 3 | 72 | 69 | 3 | 71 | 65 | 6 | 68 | 62 | 6 |
| Goshen | 82 | 76 | 7 | 80 | 74 | 6 | 81 | 74 | 7 | 77 | 68 | 8 |
| Hot Springs | 83 | N/D | N/D | 85 | N/D | N/D | 78 | N/D | N/D | 81 | N/D | N/D |
| Johnson | 82 | N/D | N/D | 81 | N/D | N/D | 77 | 69 | 7 | 73 | 64 | 9 |
| Laramie | 79 | 76 | 3 | 77 | 73 | 4 | 77 | 70 | 7 | 71 | 65 | 5 |
| Lincoln | 70 | 57 | 13 | 69 | 57 | 12 | 68 | 55 | 13 | 61 | 49 | 12 |
| Natrona | 80 | 77 | 3 | 81 | 78 | 3 | 78 | 72 | 6 | 77 | 72 | 5 |
| Niobrara | 80 | N/D | N/D | 84 | N/D | N/D | 72 | N/D | N/D | 68 | N/D | N/D |
| Park | 80 | 77 | 3 | 76 | 71 | 4 | 75 | 66 | 9 | 70 | 61 | 9 |
| Platte | 83 | 78 | 5 | 80 | 74 | 5 | 78 | 72 | 6 | 72 | 65 | 7 |
| Sheridan | 78 | N/D | N/D | 78 | 71 | 6 | 73 | 65 | 8 | 71 | 63 | 9 |
| Sublette | 73 | 64 | 9 | 68 | 52 | 17 | 71 | 54 | 17 | 65 | 50 | 16 |
| Sweetwater | 80 | 77 | 3 | 79 | 73 | 6 | 78 | 68 | 10 | 70 | 62 | 7 |
| Teton | 68 | N/D | N/D | 66 | 62 | 5 | 64 | 58 | 7 | 62 | 56 | 7 |
| Uinta | 72 | 64 | 8 | 68 | 58 | 9 | 71 | 58 | 13 | 61 | 50 | 11 |
| Washakie | 80 | 74 | 5 | 80 | 71 | 9 | 73 | 60 | 13 | 65 | 54 | 11 |
| Weston | 75 | 68 | 8 | 74 | 68 | 6 | 70 | 58 | 13 | 73 | 64 | 9 |
| **Wyoming** | **78%** | **74%** | **4%** | **76%** | **71%** | **6%** | **75%** | **67%** | **8%** | **70%** | **63%** | **7%** |

N/D = not discloseable due to confidentiality.

Note: Percentages may not equal 100% due to rounding.

[a]Research & Planning has data sharing agreements with Alaska, Colorado, Idaho, Montana, Nebraska, New Mexico, Ohio, Oklahoma, South Dakota, Texas, and Utah.

Source: Custom extract from the Workforce Data Quality Initiative database.

# III. Postsecondary Education Enrollment

Through a memorandum of understanding (MOU) with the Wyoming Department of Education, R&P has access to the postsecondary education enrollment of Wyoming high school students in any state in the U.S. In 2010, 42% (3,287) of 2010 Wyoming seniors enrolled in postsecondary education. Of those 3,287 enrolled, 1,764 (54%) were female and 1,523 (46%) were male (see Table 3 and Figure 2, page 10). The county with the highest percentage of students enrolled in postsecondary education was Goshen County (62%) and the lowest was Sweetwater County (31%; see Table 3).

In 2011, the percentage of 2010 seniors in Wyoming enrolled in postsecondary education declined slightly to 41% (3,275) while the percentage of females and males remained the same. Figure 2 shows the percentage of enrolled 2010 seniors by gender and county in calendar years 2010 to 2011. The percentage of females enrolled in postsecondary education increased from 2010 to 2011 in 12 counties, while the percentage of males enrolled in postsecondary education increased in eight counties (see Figure 2). This increase in postsecondary enrollment could be the result of students going into the workforce and enrolling in postsecondary education

**Table 3: Longitudinal Analysis: Number and Percentage of 2010 Wyoming Seniors Enrolled in Postsecondary Education Anywhere in the U.S. by Gender, 2010 and 2011**

| | 2010 | | | | | | 2011 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | | Female | | Male | | Total | | Female | | Male | |
| County | N | % | N | % | N | % | N | % | N | % | N | % |
| Albany | 159 | 51 | 86 | 54 | 73 | 46 | 164 | 53 | 91 | 55 | 73 | 45 |
| Big Horn | 99 | 50 | 47 | 47 | 52 | 53 | 84 | 42 | 45 | 54 | 39 | 46 |
| Campbell | 243 | 35 | 139 | 57 | 104 | 43 | 240 | 35 | 131 | 55 | 109 | 45 |
| Carbon | 81 | 41 | 42 | 52 | 39 | 48 | 80 | 40 | 40 | 50 | 40 | 50 |
| Converse | 127 | 51 | 72 | 57 | 55 | 43 | 116 | 46 | 68 | 59 | 48 | 41 |
| Crook | 63 | 58 | 30 | 48 | 33 | 52 | 44 | 41 | 22 | 50 | 22 | 50 |
| Fremont | 216 | 36 | 103 | 48 | 113 | 52 | 201 | 34 | 99 | 49 | 102 | 51 |
| Goshen | 101 | 62 | 50 | 50 | 51 | 50 | 86 | 53 | 43 | 50 | 43 | 50 |
| Hot Springs | 23 | 40 | 10 | 43 | 13 | 57 | 25 | 43 | 12 | 48 | 13 | 52 |
| Johnson | 51 | 44 | 23 | 45 | 28 | 55 | 53 | 46 | 28 | 53 | 25 | 47 |
| Laramie | 558 | 44 | 306 | 55 | 252 | 45 | 585 | 46 | 326 | 56 | 259 | 44 |
| Lincoln | 111 | 38 | 68 | 61 | 43 | 39 | 113 | 39 | 67 | 59 | 46 | 41 |
| Natrona | 442 | 43 | 244 | 55 | 198 | 45 | 427 | 41 | 243 | 57 | 184 | 43 |
| Niobrara | 17 | 34 | 9 | 53 | 8 | 47 | 16 | 32 | 8 | 50 | 8 | 50 |
| Park | 210 | 54 | 109 | 52 | 101 | 48 | 210 | 54 | 110 | 52 | 100 | 48 |
| Platte | 77 | 49 | 44 | 57 | 33 | 43 | 75 | 48 | 44 | 59 | 31 | 41 |
| Sheridan | 154 | 39 | 83 | 54 | 71 | 46 | 160 | 40 | 80 | 50 | 80 | 50 |
| Sublette | 52 | 35 | 29 | 56 | 23 | 44 | 55 | 37 | 28 | 51 | 27 | 49 |
| Sweetwater | 192 | 31 | 100 | 52 | 92 | 48 | 210 | 34 | 106 | 50 | 104 | 50 |
| Teton | 80 | 34 | 39 | 49 | 41 | 51 | 92 | 39 | 45 | 49 | 47 | 51 |
| Uinta | 126 | 35 | 69 | 55 | 57 | 45 | 134 | 37 | 69 | 51 | 65 | 49 |
| Washakie | 58 | 43 | 35 | 60 | 23 | 40 | 52 | 39 | 34 | 65 | 18 | 35 |
| Weston | 47 | 46 | 27 | 57 | 20 | 43 | 53 | 52 | 31 | 58 | 22 | 42 |
| **Wyoming** | **3,287** | **42%** | **1,764** | **54%** | **1,523** | **46%** | **3,275** | **41%** | **1,770** | **54%** | **1,505** | **46%** |

Source: Custom extract from the Workforce Data Quality Initiative database.

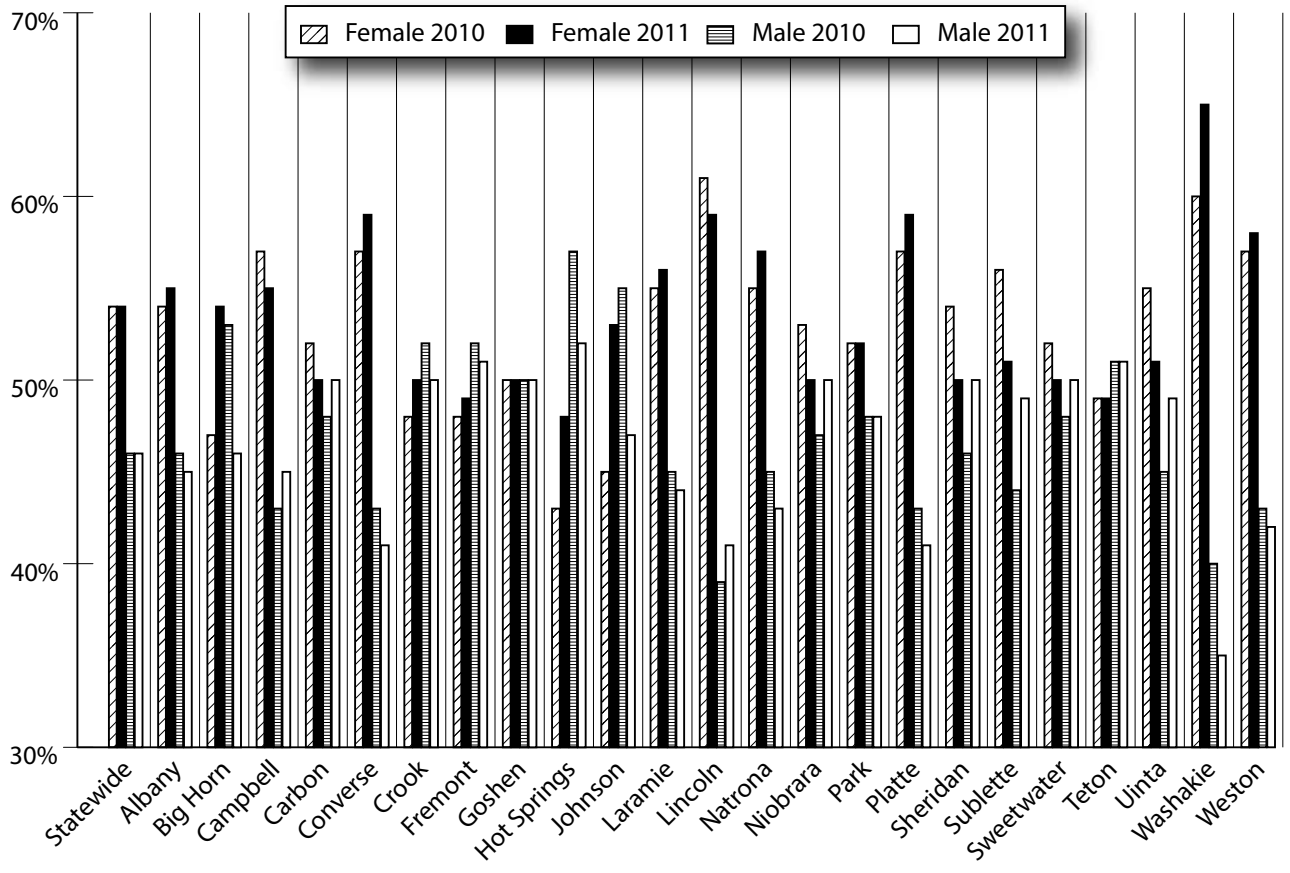
to get additional training in their chosen field or postponing their college enrollment after high school graduation for a semester.

Table 4 (see page 11) shows the counties in Wyoming ranked by the percentage of 2010 students enrolled in postsecondary education by gender and year. Goshen County had the highest percentage of males from the 2010 senior class enroll from 2010 to 2013 while Albany County had the highest percentage of females enroll from 2011 to 2014.

In 2010, 63% of male seniors from

(Text continued on page 12)

**Figure 2: Longitudinal Analysis: Percentage of Wyoming 2010 Seniors Enrolled in Postsecondary Education in the U.S. in 2010 and 2011 by Gender**




Source: Custom extract from the Workforce Data Quality Initiative database.

Table 4: **Longitudinal Analysis: Wyoming Counties Ranked by Proportion of Wyoming 2010 Seniors Enrolled in Postsecondary Education by Gender and Year, 2010 to 2014**

| | 2010 | | | 2011 | | | 2012 | | | 2013 | | | 2014 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **Total** | **Female** | **Male** | **Total** | **Female** | **Male** | **Total** | **Female** | **Male** | **Total** | **Female** | **Male** | **Total** | **Female** | **Male** |
| 1. | Goshen | Crook | Goshen | Park | Albany | Goshen | Goshen | Albany | Goshen | Albany | Albany | Goshen | Albany | Albany | Park |
| 2. | Crook | Converse | Park | Goshen | Platte | Park | Albany | Platte | Park | Goshen | Weston | Park | Park | Weston | Albany |
| 3. | Park | Goshen | Crook | Albany | Converse | Weston | Park | Goshen | Albany | Weston | Platte | Albany | Laramie | Laramie | Sublette |
| 4. | Albany | Albany | Big Horn | Weston | Park | Albany | Laramie | Johnson | Weston | Park | Laramie | Johnson | Weston | Johnson | Goshen |
| 5. | Converse | Platte | Albany | Platte | Weston | Hot Springs | Weston | Laramie | Hot Springs | Platte | Park | Hot Springs | Johnson | Teton | Hot Springs |
| 6. | Big Horn | Park | Weston | Converse | Johnson | Carbon | Platte | Converse | Laramie | Laramie | Natrona | Laramie | Teton | Park | Johnson |
| 7. | Platte | Big Horn | Johnson | Laramie | Laramie | Laramie | Johnson | Weston | Johnson | Johnson | Goshen | Sublette | Goshen | Natrona | Big Horn |
| 8. | Weston | Washakie | Hot Springs | Johnson | Goshen | Johnson | Converse | Washakie | Niobrara | Teton | Teton | Platte | Platte | Platte | Laramie |
| 9. | Johnson | Lincoln | Converse | Hot Springs | Big Horn | Platte | Sheridan | Lincoln | Sheridan | Converse | Lincoln | Teton | Lincoln | Washakie | Teton |
| 10. | Laramie | Laramie | Platte | Big Horn | Lincoln | Sheridan | Washakie | Park | Carbon | **WY** | Converse | Weston | **WY** | Goshen | Sheridan |
| 11. | Washakie | Natrona | Carbon | Natrona | Washakie | Teton | Teton | Teton | Converse | Natrona | Johnson | Carbon | Washakie | Lincoln | Crook |
| 12. | Natrona | Weston | Laramie | **WY** | Crook | **WY** | **WY** | Natrona | **WY** | Sheridan | **WY** | Converse | Big Horn | **WY** | Lincoln |
| 13. | **WY** | **WY** | Natrona | Crook | Natrona | Converse | Natrona | Sheridan | Platte | Big Horn | Sheridan | **WY** | Natrona | Converse | **WY** |
| 14. | Carbon | Johnson | **WY** | Carbon | **WY** | Big Horn | Hot Springs | Crook | Teton | Lincoln | Washakie | Big Horn | Sweet-water | Sweet-water | Platte |
| 15. | Hot Springs | Sheridan | Fremont | Sheridan | Hot Springs | Sublette | Carbon | Big Horn | Sublette | Sublette | Big Horn | Sheridan | Crook | Niobrara | Campbell |
| 16. | Sheridan | Campbell | Washakie | Lincoln | Sheridan | Natrona | Niobrara | **WY** | Washakie | Hot Springs | Sweet-water | Sweet-water | Converse | Crook | Sweet-water |
| 17. | Lincoln | Carbon | Sheridan | Teton | Teton | Uinta | Big Horn | Sweet-water | Campbell | Washakie | Crook | Campbell | Sheridan | Sheridan | Uinta |
| 18. | Fremont | Sublette | Niobrara | Washakie | Campbell | Crook | Campbell | Campbell | Natrona | Sweet-water | Niobrara | Fremont | Sublette | Big Horn | Washakie |
| 19. | Campbell | Uinta | Teton | Uinta | Carbon | Fremont | Lincoln | Carbon | Fremont | Campbell | Campbell | Uinta | Campbell | Campbell | Fremont |
| 20. | Sublette | Hot Springs | Uinta | Sublette | Uinta | Niobrara | Sublette | Hot Springs | Uinta | Carbon | Sublette | Natrona | Niobrara | Uinta | Converse |
| 21. | Uinta | Fremont | Sublette | Campbell | Sublette | Sweet-water | Sweet-water | Uinta | Big Horn | Niobrara | Hot Springs | Washakie | Uinta | Fremont | Carbon |
| 22. | Niobrara | Teton | Campbell | Fremont | Sweet-water | Campbell | Crook | Sublette | Sweet-water | Crook | Carbon | Lincoln | Hot Springs | Sublette | Weston |
| 23. | Teton | Niobrara | Sweet-water | Sweet-water | Fremont | Lincoln | Uinta | Niobrara | Lincoln | Fremont | Uinta | Niobrara | Fremont | Carbon | Natrona |
| 24. | Sweet-water | Sweet-water | Lincoln | Niobrara | Niobrara | Washakie | Fremont | Fremont | Crook | Uinta | Fremont | Crook | Carbon | Hot Springs | Niobrara |

Source: Custom extract from the Workforce Data Quality Initiative database.

(Text continued from page 10)

the class of 2010 did not enroll in postsecondary education. The three counties with the highest percentage of males enrolled in postsecondary education were also the only three counties that had more male students enroll than not enroll: Goshen (64%), Park (53%), and Crook (52%; see Table 5). The three counties with the lowest percentage of males enrolled were Sweetwater (28%), Campbell (30%), and Sublette (30%; see Table 5). The availability of high-paying jobs in the mining industry in Sweetwater, Campbell, and Sublette Counties may result in lower proportions of males enrolled in postsecondary education compared to Crook, Goshen, and Park counties, where fewer jobs in the mining industry exist.

Females from the 2010 senior class were more likely than males to enroll in postsecondary education in 2010, with 46% of females enrolled (see Table 6, page 13). Nine counties had more female students enrolled in 2010 than not enrolled, with the highest percentage in Crook County (67%). The number of females enrolled in postsecondary education increased slightly from 1,764 in 2010 to 1,770 in 2011. Since then, the proportions of both genders decreased as students completed their postsecondary education programs or dropped out.

**Table 5: Longitudinal Analysis: The College-Going Rate: Proportion of Wyoming 2010 Senior Males Enrolled in Postsecondary Education by Calendar Year, 2010 to 2014**

| | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | |
|---|---|---|---|---|---|---|---|---|---|---|
| **County** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| Albany | 73 | 45 | 73 | 45 | 59 | 36 | 61 | 37 | 58 | 35 |
| Big Horn | 52 | 48 | 39 | 36 | 26 | 24 | 30 | 28 | 31 | 28 |
| Campbell | 104 | 30 | 109 | 31 | 100 | 28 | 89 | 25 | 84 | 24 |
| Carbon | 39 | 41 | 40 | 42 | 30 | 31 | 27 | 28 | 20 | 21 |
| Converse | 55 | 42 | 48 | 36 | 40 | 30 | 37 | 28 | 29 | 22 |
| Crook | 33 | 52 | 22 | 35 | 12 | 19 | 12 | 19 | 16 | 25 |
| Fremont | 113 | 37 | 102 | 33 | 81 | 27 | 76 | 25 | 68 | 22 |
| Goshen | 51 | 64 | 43 | 54 | 38 | 48 | 35 | 44 | 24 | 30 |
| Hot Springs | 13 | 42 | 13 | 42 | 11 | 36 | 10 | 32 | 9 | 29 |
| Johnson | 28 | 44 | 25 | 40 | 22 | 35 | 23 | 37 | 18 | 29 |
| Laramie | 252 | 39 | 259 | 40 | 231 | 35 | 204 | 31 | 185 | 28 |
| Lincoln | 43 | 28 | 46 | 30 | 30 | 19 | 34 | 22 | 39 | 25 |
| Natrona | 198 | 38 | 184 | 35 | 147 | 28 | 124 | 24 | 99 | 19 |
| Niobrara | 8 | 33 | 8 | 33 | 8 | 33 | 5 | 21 | N/D | N/D |
| Park | 101 | 53 | 100 | 53 | 83 | 44 | 71 | 38 | 69 | 37 |
| Platte | 33 | 41 | 31 | 39 | 24 | 30 | 24 | 30 | 20 | 25 |
| Sheridan | 71 | 34 | 80 | 38 | 70 | 33 | 58 | 27 | 54 | 26 |
| Sublette | 23 | 30 | 27 | 36 | 22 | 29 | 23 | 30 | 23 | 30 |
| Sweetwater | 92 | 28 | 104 | 31 | 76 | 23 | 85 | 26 | 77 | 23 |
| Teton | 41 | 32 | 47 | 37 | 37 | 29 | 38 | 30 | 36 | 28 |
| Uinta | 57 | 31 | 65 | 35 | 48 | 26 | 46 | 25 | 42 | 23 |
| Washakie | 23 | 34 | 18 | 27 | 19 | 28 | 15 | 22 | 15 | 22 |
| Weston | 20 | 44 | 22 | 49 | 16 | 36 | 13 | 29 | N/D | N/D |
| **Wyoming** | **1,523** | **37%** | **1,505** | **37%** | **1,230** | **30%** | **1,140** | **28%** | **1,029** | **25%** |

N/D = not discloseable due to confidentiality.

Source: Custom extract from the Workforce Data Quality Initiative database.

Table 6: **Longitudinal Analysis: The College-Going Rate: Proportion of Wyoming 2010 Senior Females Enrolled in Postsecondary Education by Calendar Year, 2010 to 2014**

| | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | |
|---|---|---|---|---|---|---|---|---|---|---|
| **County** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| Albany | 86 | 58 | 91 | 62 | 87 | 59 | 81 | 55 | 70 | 47 |
| Big Horn | 47 | 53 | 45 | 51 | 37 | 42 | 29 | 33 | 22 | 25 |
| Campbell | 139 | 42 | 131 | 39 | 117 | 35 | 96 | 29 | 79 | 24 |
| Carbon | 42 | 41 | 40 | 39 | 35 | 34 | 26 | 26 | 17 | 17 |
| Converse | 72 | 61 | 68 | 58 | 54 | 46 | 44 | 37 | 35 | 30 |
| Crook | 30 | 67 | 22 | 49 | 19 | 42 | 14 | 31 | 12 | 27 |
| Fremont | 103 | 36 | 99 | 35 | 78 | 27 | 66 | 23 | 54 | 19 |
| Goshen | 50 | 61 | 43 | 52 | 41 | 50 | 33 | 40 | 26 | 32 |
| Hot Springs | 10 | 37 | 12 | 44 | 9 | 33 | 7 | 26 | N/D | N/D |
| Johnson | 23 | 44 | 28 | 54 | 25 | 48 | 19 | 37 | 18 | 35 |
| Laramie | 306 | 50 | 326 | 53 | 292 | 47 | 262 | 43 | 235 | 38 |
| Lincoln | 68 | 51 | 67 | 50 | 61 | 46 | 52 | 39 | 41 | 31 |
| Natrona | 244 | 48 | 243 | 48 | 216 | 43 | 204 | 40 | 171 | 34 |
| Niobrara | 9 | 35 | 8 | 31 | 8 | 31 | 8 | 31 | N/D | N/D |
| Park | 109 | 55 | 110 | 55 | 88 | 44 | 84 | 42 | 68 | 34 |
| Platte | 44 | 58 | 44 | 58 | 40 | 53 | 35 | 46 | 25 | 33 |
| Sheridan | 83 | 44 | 80 | 43 | 80 | 43 | 67 | 36 | 48 | 26 |
| Sublette | 29 | 39 | 28 | 38 | 23 | 31 | 21 | 28 | 13 | 18 |
| Sweetwater | 100 | 35 | 106 | 37 | 103 | 36 | 93 | 32 | 84 | 29 |
| Teton | 39 | 36 | 45 | 41 | 47 | 43 | 44 | 40 | 38 | 35 |
| Uinta | 69 | 39 | 69 | 39 | 56 | 32 | 41 | 23 | 34 | 19 |
| Washakie | 35 | 52 | 34 | 50 | 31 | 46 | 24 | 35 | 22 | 32 |
| Weston | 27 | 47 | 31 | 54 | 26 | 46 | 28 | 49 | 23 | 40 |
| **Wyoming** | **1,764** | **46%** | **1,770** | **46%** | **1,573** | **41%** | **1,378** | **36%** | **1,145** | **30%** |

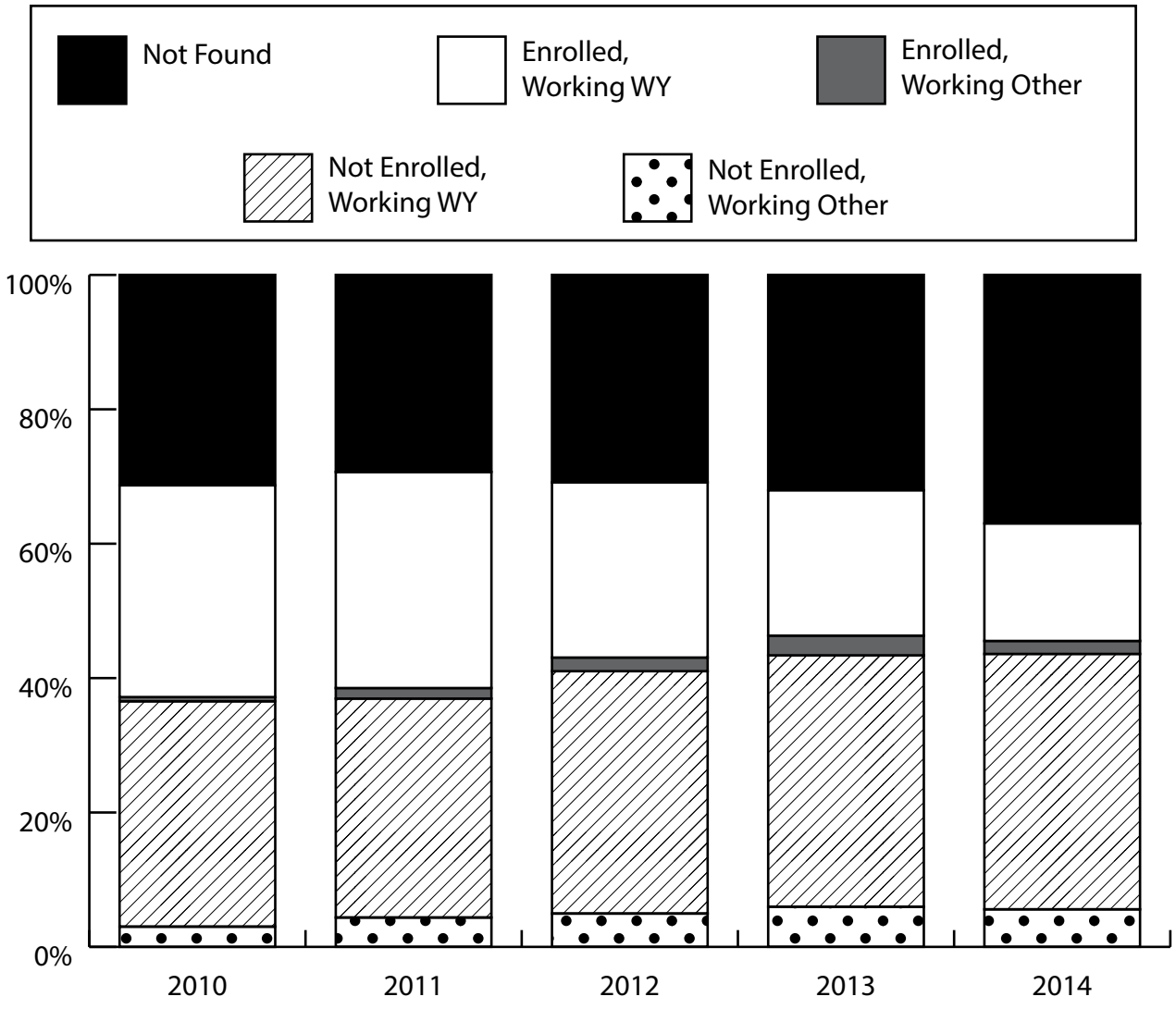
N/D = not discloseable due to confidentiality.

Source: Custom extract from the Workforce Data Quality Initiative database.

## IV. Students in the Workforce

Students who do not enroll in postsecondary education may enter the workforce right away, while students who do enroll in postsecondary education may take longer to begin working. Other students may leave Wyoming or move to a state with whom R&P does not have a data sharing agreement. For the purposes of this article, these students are considered *not found*. Figure 3 shows the proportion of 2010 seniors in the workforce by enrollment status. The percentage of 2010 seniors enrolled in postsecondary education and working, either in Wyoming or a partner state, was just above 30% and

**Figure 3: Longitudinal Analysis: Percentage of 2010 Wyoming Seniors in the Workforce by Enrollment Status, 2010 to 2014**




Source: Custom extract from the Workforce Data Quality Initiative database.

the number of 2010 seniors working and not enrolled in postsecondary education was almost 40%. By 2014, the number of students enrolled and working dropped below 20% while the number of students not enrolled and working in Wyoming or a partner state increased.

The enrollment status of students has an effect on wages earned after secondary school. Overall, students not enrolled in postsecondary education tend to earn higher wages than enrolled students. In 2010, the annual median wage of 2010 seniors not enrolled in postsecondary education was about $5,800, while the annual median wage for students enrolled was approximately $4,100 (see Table 7). In 2012, the year in which enrolled students may have completed a two-year degree program, wages of non-enrolled 2010 seniors increased over $6,000 from 2010 while the wages of enrolled students were only about 60% of non-enrolled students' wages (see Table 7).

The U.S. Department of Health and Human Services updates and publishes poverty guidelines every year (HHS, 2015). To remain above the 2014 poverty guidelines set by the Department of Health and Human Services, a household with one person must earn an annual wage of $11,670. According to these guidelines, in 2014, the majority of 2010 seniors enrolled in postsecondary education earned wages below the poverty

Table 7: **Longitudinal Analysis: Median Annual Earnings ($) of Wyoming 2010 Seniors by Enrollment Status, 2010 to 2014**

| | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | |
|---|---|---|---|---|---|---|---|---|---|---|
| County | Not Enrolled | Enrolled | Not Enrolled | Enrolled | Not Enrolled | Enrolled | Not Enrolled | Enrolled | Not Enrolled | Enrolled |
| Albany | 4,576 | 3,494 | 8,945 | 5,293 | 12,232 | 7,205 | 11,519 | 8,555 | 18,965 | 10,514 |
| Big Horn | 4,874 | 3,813 | 6,606 | 5,853 | 11,811 | 7,305 | 13,441 | 7,116 | 24,352 | 8,069 |
| Campbell | 6,856 | 5,392 | 11,898 | 7,165 | 13,512 | 8,488 | 17,373 | 8,881 | 26,970 | 9,931 |
| Carbon | 3,484 | 3,579 | 9,356 | 5,668 | 10,391 | 8,176 | 13,049 | 10,743 | 23,081 | 14,046 |
| Converse | 5,077 | 4,627 | 10,246 | 6,299 | 14,880 | 7,395 | 17,610 | 9,487 | 26,697 | 10,557 |
| Crook | 4,201 | 3,857 | 9,377 | 6,378 | 16,353 | 5,834 | 20,155 | 5,445 | 24,826 | 14,267 |
| Fremont | 5,183 | 3,732 | 8,480 | 5,815 | 11,096 | 6,865 | 13,730 | 6,812 | 19,881 | 10,650 |
| Goshen | 4,479 | 3,239 | 9,572 | 4,737 | 9,521 | 5,363 | 15,258 | 8,675 | 20,683 | 8,603 |
| Hot Springs | 5,562 | 3,762 | 12,777 | 5,783 | 10,120 | 8,751 | 11,348 | 14,765 | 20,810 | 17,599 |
| Johnson | 5,769 | 3,554 | 9,497 | 4,546 | 12,650 | 7,214 | 15,008 | 6,186 | 20,811 | 8,869 |
| Laramie | 5,793 | 3,811 | 9,788 | 5,841 | 12,213 | 7,425 | 15,355 | 7,631 | 19,379 | 9,273 |
| Lincoln | 5,180 | 4,372 | 11,121 | 5,306 | 11,103 | 6,237 | 16,717 | 8,606 | 23,942 | 14,112 |
| Natrona | 6,483 | 5,363 | 10,072 | 7,427 | 13,954 | 8,576 | 15,832 | 9,604 | 24,574 | 11,361 |
| Niobrara | 5,817 | 2,962 | 6,547 | 3,655 | 6,696 | 7,065 | 6,044 | 6,955 | 16,663 | 13,778 |
| Park | 6,049 | 3,710 | 8,961 | 5,460 | 12,795 | 6,852 | 14,287 | 8,694 | 18,563 | 9,038 |
| Platte | 6,403 | 3,438 | 8,469 | 5,252 | 13,739 | 6,539 | 14,847 | 8,504 | 21,616 | 8,078 |
| Sheridan | 6,244 | 3,686 | 8,717 | 5,306 | 9,972 | 6,591 | 14,572 | 7,898 | 19,777 | 10,054 |
| Sublette | 5,954 | 3,388 | 6,977 | 5,594 | 8,643 | 7,665 | 12,678 | 9,208 | 24,441 | 6,122 |
| Sweetwater | 5,876 | 4,346 | 10,529 | 7,542 | 13,210 | 7,561 | 15,619 | 7,312 | 23,446 | 9,318 |
| Teton | 5,159 | 3,013 | 5,584 | 4,153 | 7,951 | 4,946 | 9,032 | 6,191 | 19,039 | 8,010 |
| Uinta | 5,464 | 4,005 | 10,164 | 6,953 | 12,781 | 7,304 | 13,743 | 7,348 | 18,831 | 9,849 |
| Washakie | 5,997 | 4,689 | 10,142 | 5,207 | 14,944 | 8,200 | 16,315 | 8,586 | 27,018 | 13,614 |
| Weston | 5,653 | 3,990 | 9,140 | 5,998 | 11,128 | 7,090 | 17,865 | 13,601 | 28,297 | 17,831 |
| **Wyoming** | **$5,807** | **$4,112** | **$9,511** | **$5,932** | **$12,441** | **$7,288** | **$14,991** | **$8,098** | **$21,676** | **$10,313** |

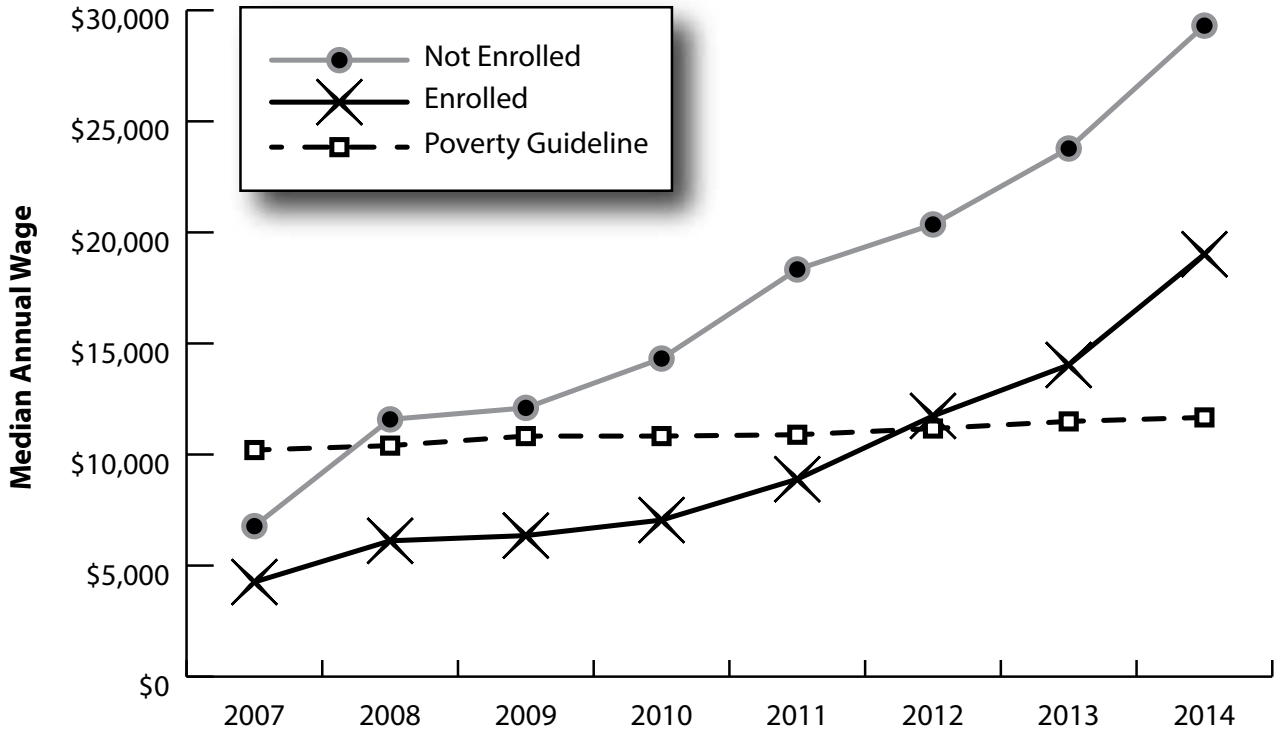
Note: Wages adjusted due to unavailability of Q3 and Q4 data for 2014.
Source: Custom extract from the Workforce Data Quality Initiative database.

line, with a statewide median wage of $10,313. The 2010 seniors not enrolled in postsecondary education earned wages above the poverty line, with a statewide median wage of $21,676 (see Table 7). In 2014, 2010 seniors from Weston ($28,297), Washakie ($27,018), and Campbell ($26,697) counties had the highest median annual wages of students not enrolled in postsecondary education. Among students enrolled in postsecondary education, students from seven counties had median annual wages above the poverty guideline, with the highest median wage earned by students from Weston County ($17,831).

The senior class of 2006/07 is the earliest class for which R&P has student data. In 2007, the annual median wage of the 2007 seniors from every county, except students not enrolled from Sublette County, was below the poverty guidelines for a household with one person (see Table 8, page 17). In other words, the majority of 2007 seniors earned wages below the poverty line whether they were enrolled in postsecondary education or not. Figure 4 shows that the majority of students who were not enrolled in postsecondary education earned wages above the poverty guideline by 2008. However, the annual median wage for students enrolled in postsecondary education did not exceed the poverty guideline until 2012. In 2012, the year after which 2007 seniors enrolled in postsecondary education might have graduated from a four-year institution, the

(Text continued on page 18)

**Figure 4: Longitudinal Analysis: Median Annual Wages of 2007 Wyoming Seniors by Enrollment Status Compared to Poverty Guidelines, 2007 to 2014**




Note: Wages adjusted due to unavailability of Q3 and Q4 data for 2014.
Source: Custom extract from the Workforce Data Quality Initiative database.

Table 8: **Longitudinal Analysis: Annual Median Earnings ($) of Wyoming 2007 Seniors by Enrollment Status, 2007 to 2014**

| | 2007 | | 2008 | | 2009 | | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| County | Not Enrolled | Enrolled | Not Enrolled | Enrolled | Not Enrolled | Enrolled | Not Enrolled | Enrolled | Not Enrolled | Enrolled | Not Enrolled | Enrolled | Not Enrolled | Enrolled | Not Enrolled | Enrolled |
| Albany | 4,492 | 2,747 | 8,522 | 5,733 | 9,275 | 5,991 | 13,168 | 6,827 | 18,301 | 9,485 | 18,474 | 8,512 | 20,737 | 11,507 | 30,894 | 11,555 |
| Big Horn | 5,545 | 3,994 | 12,109 | 5,356 | 11,084 | 5,661 | 16,389 | 7,155 | 14,762 | 10,358 | 16,573 | 11,704 | 19,506 | 12,617 | 29,253 | 25,092 |
| Campbell | 9,526 | 5,425 | 18,475 | 7,556 | 18,701 | 8,283 | 21,794 | 8,393 | 24,329 | 9,405 | 28,661 | 12,090 | 32,129 | 15,799 | 38,014 | 27,615 |
| Carbon | 5,588 | 3,261 | 13,105 | 5,401 | 14,328 | 4,852 | 19,165 | 5,531 | 21,369 | 6,588 | 24,099 | 9,745 | 32,010 | 11,952 | 44,034 | 16,998 |
| Converse | 5,400 | 5,248 | 9,717 | 7,700 | 17,403 | 7,500 | 18,004 | 8,978 | 18,854 | 11,427 | 22,929 | 13,937 | 21,370 | 20,053 | 31,453 | 32,104 |
| Crook | 5,975 | 4,292 | 10,502 | 7,577 | 14,027 | 8,140 | 19,956 | 8,514 | 17,763 | 12,188 | 22,875 | 12,573 | 27,815 | 19,128 | 31,873 | 16,062 |
| Fremont | 5,569 | 4,012 | 11,293 | 5,520 | 10,081 | 6,753 | 11,519 | 6,283 | 14,385 | 8,787 | 18,952 | 12,157 | 21,869 | 16,050 | 28,097 | 29,099 |
| Goshen | 5,643 | 3,818 | 11,378 | 4,848 | 10,095 | 4,414 | 11,481 | 7,057 | 17,797 | 8,910 | 19,992 | 13,811 | 25,478 | 9,646 | 23,654 | 19,560 |
| Hot Springs | 5,908 | 3,845 | 6,985 | 5,376 | 8,440 | 5,621 | 11,052 | 6,597 | 6,690 | 9,134 | 9,115 | 9,750 | 9,750 | 14,213 | 17,641 | N/D |
| Johnson | 7,026 | 3,824 | 12,051 | 5,225 | 10,986 | 5,354 | 14,055 | 4,555 | 17,401 | 6,259 | 21,610 | 7,840 | 23,154 | 9,936 | 30,826 | 10,659 |
| Laramie | 6,562 | 3,879 | 10,534 | 5,321 | 11,607 | 5,797 | 14,573 | 5,571 | 17,084 | 8,390 | 17,963 | 10,868 | 21,185 | 14,053 | 27,652 | 20,472 |
| Lincoln | 6,084 | 4,190 | 10,933 | 5,738 | 7,771 | 5,745 | 9,642 | 5,110 | 10,417 | 6,400 | 15,181 | 11,975 | 16,038 | 12,604 | 22,824 | 14,525 |
| Natrona | 7,164 | 5,064 | 12,460 | 7,740 | 13,151 | 8,192 | 14,892 | 9,615 | 19,518 | 11,501 | 21,675 | 15,302 | 25,666 | 18,300 | 30,763 | 23,603 |
| Niobrara | 4,808 | 2,476 | 9,006 | 6,652 | 5,941 | 10,621 | 9,261 | 11,907 | 18,874 | 11,621 | 20,194 | N/D | 26,738 | N/D | 34,627 | N/D |
| Park | 6,181 | 4,014 | 9,555 | 5,616 | 12,727 | 5,258 | 12,443 | 7,376 | 15,117 | 6,916 | 19,173 | 10,204 | 23,011 | 14,416 | 29,145 | 20,685 |
| Platte | 6,984 | 3,434 | 9,392 | 4,001 | 13,450 | 4,839 | 18,967 | 4,989 | 20,754 | 10,114 | 28,939 | 12,791 | 30,032 | 10,827 | 33,131 | 37,326 |
| Sheridan | 6,558 | 4,524 | 10,304 | 6,720 | 13,440 | 6,643 | 16,377 | 7,146 | 18,984 | 10,549 | 20,437 | 10,902 | 25,257 | 14,906 | 27,889 | 23,301 |
| Sublette | 10,293 | 5,008 | 15,301 | 8,522 | 11,188 | 6,527 | 11,604 | 7,430 | 19,723 | 10,945 | 25,507 | 6,760 | 29,413 | 6,270 | 36,937 | 23,590 |
| Sweetwater | 7,337 | 4,382 | 12,710 | 7,192 | 12,807 | 5,926 | 14,008 | 8,265 | 19,719 | 9,824 | 22,171 | 12,568 | 26,116 | 13,520 | 33,562 | 24,725 |
| Teton | 5,055 | 4,204 | 5,940 | 4,935 | 7,019 | 4,511 | 7,756 | 5,076 | 13,406 | 6,621 | 12,455 | 6,852 | 16,691 | 9,665 | 26,262 | 12,996 |
| Uinta | 7,589 | 4,870 | 10,301 | 6,200 | 9,779 | 5,996 | 11,878 | 6,608 | 18,260 | 7,950 | 19,753 | 11,748 | 22,296 | 11,260 | 30,602 | 17,874 |
| Washakie | 6,479 | 3,961 | 9,508 | 6,134 | 9,678 | 7,073 | 11,980 | 8,351 | 17,768 | 7,455 | 23,001 | 13,720 | 21,531 | 17,362 | 34,414 | 56,946 |
| Weston | 7,310 | 4,320 | 19,363 | 9,680 | 26,618 | 8,272 | 23,403 | 8,242 | 26,646 | 8,888 | 24,267 | 12,801 | 29,324 | 14,123 | 29,500 | 37,183 |
| **Wyoming** | **$6,775** | **$4,259** | **$11,582** | **$6,114** | **$12,100** | **$6,350** | **$14,321** | **$7,049** | **$18,332** | **$8,888** | **$20,357** | **$11,737** | **$23,776** | **$14,032** | **$30,977** | **$21,470** |

N/D = not discloseable due to confidentiality.

Note: Wages adjusted due to unavailability of Q3 and Q4 data for 2014.

Source: Custom extract from the Workforce Data Quality Initiative database.

(Text continued from page 16)

annual median wage statewide and in most counties exceeded $20,000 (see Table 8, page 17). Because the 2010 seniors have not been out of secondary school as long as 2007 seniors, it is not surprising that the average annual median wage for these students is much lower and still below the poverty line for many counties in 2014 (see Table 7, page 15).

Different industries provide different levels of economic security that could influence the migration of young people. As indicated earlier, Wyoming youth tend

(Text continued on page 20)

## Box: Industry Classification

The North American Industry Classification System (NAICS) is "the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy" (U.S. Census Bureau, 2014). NAICS was adopted in 1997 to replace the Standard Industrial Classification (SIC) system.

The article by Toups (1997) referenced in this publication was written when industries were classified under the SIC system. In 1995, the majority of youth were found working in retail trade (SIC 52-59) and services (SIC 70-89). In 2014Q1, the majority of youth were found working in leisure & hospitality (NAICS 71-72) and retail trade (NAICS 44-45). This box provides definitions of these industries according to SIC and NAICS manuals.

### Reference

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**Standard Industrial Classification (SIC)**

**Retail Trade (SIC 52-59):** Division includes establishments engaged in selling merchandise for personal or household consumption and rendering services incidental to the sale of goods.

**Services (SIC 70-89):** Division includes establishments primarily engaged in providing a wide variety of services for individuals, business and government establishments, and other organizations.

Source: *Standard Industrial Classification Manual*

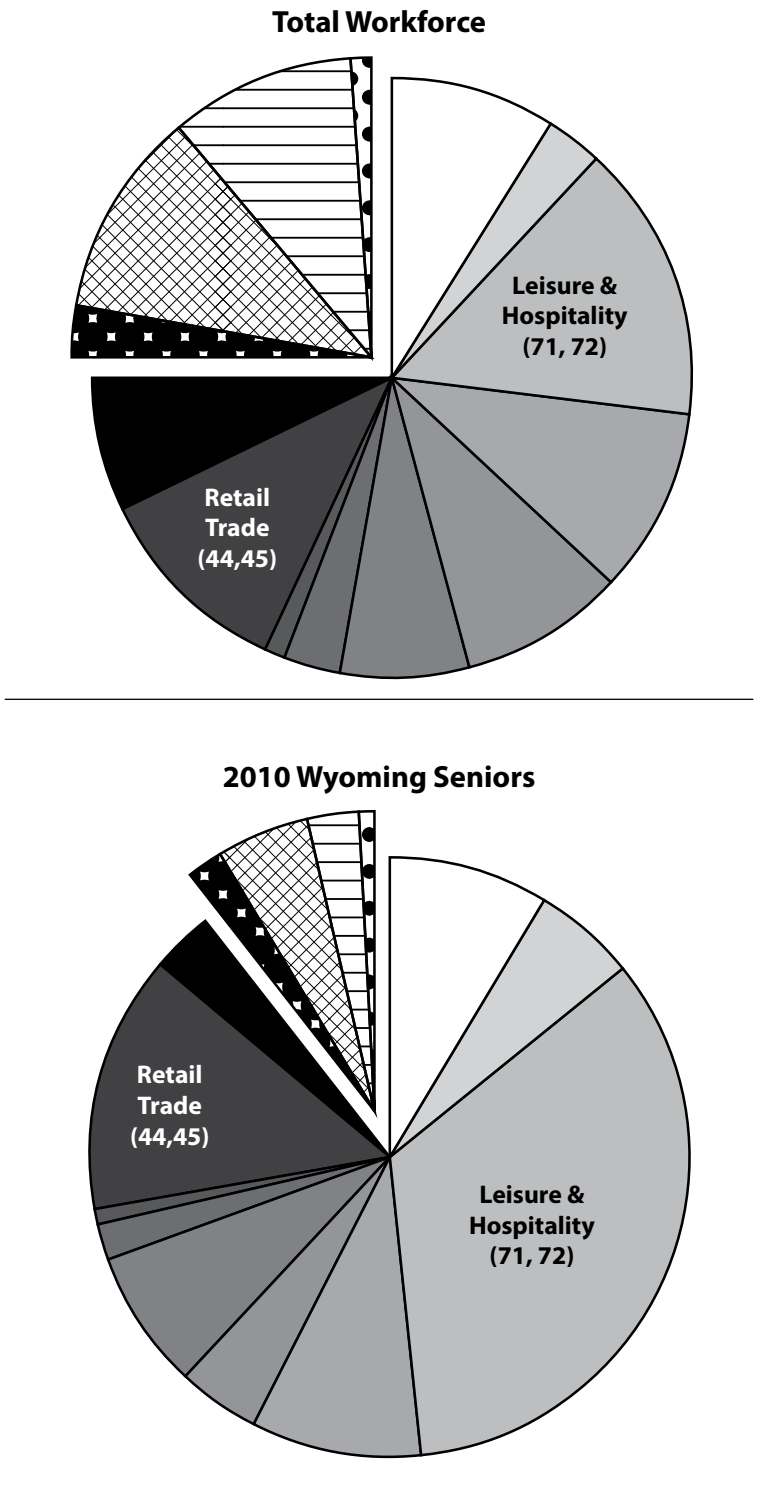
**North American Industry Classification System (NAICS)**

**Retail Trade (NAICS 44-45):** Sector comprises establishments engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise.

**Leisure & Hospitality (NAICS 71-72):** Sector consists of the Arts, Entertainment, & Recreation (NAICS 71) and Accommodation & Food Services (NAICS 72) sectors.

Source: *North American Industry Classification System Manual*

Figure 5: **Industry Distribution of Employed 2010 Wyoming Seniors Compared to All Workers in Wyoming and Other States in 2012**




[a]North American Industry Classification System.
Source: Custom extract from the Workforce Data Quality Initiative database.

(Text continued from page 18)

to work in lower paying industries, such as leisure & hospitality and retail trade (Toups, 1997, and Hammer & Holmes, 2015; see Box for further discussion about industry classification). Figure 5 (see page 19) coincides with the findings of Toups (1997) and Hammer & Holmes (2015), showing that the majority of 2010 seniors were working in leisure and hospitality and retail trade in 2012. Many 2010 seniors also worked in public administration and health services in 2012. The industry distribution of all Wyoming workers was more diverse than that of 2010 seniors, indicating that eventually, youth leave their jobs in leisure & hospitality and find work in other industries. More information on the students working by industry and by county can be found in the *WDQI Report No. 1* Appendix tables at http://doe.state.wy.us/LMI/education_we_connect.htm.

## V. Conclusion and References

The different opportunities and attitudes toward education within each Wyoming county create an opportunity for further research to understand the different pathways taken by secondary students. Students in more rural counties in the state may commute to other counties for work or school. Future research will include the number of students who leave their home county for school or work and the turnover those students experience. The stability of jobs and wages earned affect students' decisions to migrate around and outside of Wyoming.

The percentage of students enrolled in postsecondary school differed among Wyoming counties. The proximity of students to a postsecondary institution could affect decisions to enroll, but according to Papay, Murname, and Willett (2014), family income and socioeconomic status also influence student success. Future research will analyze the effect of socioeconomic status and educational attainment on high school graduation and postsecondary enrollment of Wyoming high school students by county.

As indicated earlier, the different industries in which students work will provide different levels of economic security. Over time, when students establish their place in the workforce, the industries in which they begin working can affect their job stability and wages. Future research on the industry sectors that employ students enrolled in postsecondary education and those that employ students not enrolled in postsecondary education will give further insight on how postsecondary enrollment affects economic security. Moreover, in a state in which cycles of economic expansion and contraction occur frequently, this research will provide information on the effect of educational attainment on UI claimants.

Wyoming secondary students have many different pathways they can take upon high school completion. These different paths all lead to different levels of success. Research & Planning has the tools to follow students into postsecondary education and the workforce to understand why students may leave Wyoming, or the labor force in general, and what leads to economic security of Wyoming high school students.

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**Wyoming Department of Workforce Services, Research & Planning**
**P.O. Box 2760**
**Casper, WY 82602**

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