



Youth in Wyoming and its Labor Market

Presented to the Wyoming Workforce Development
Council by Michael Moore, R&P Research Supervisor,
Thursday, November 6, 2025



Youth in Wyoming and its Labor Market

About Research & Planning

OUR ORGANIZATION:

R&P is an exclusively statistical entity within DWS.

WHAT WE DO:

R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards.

OUR CUSTOMERS:

LMI makes the labor market more efficient by providing the public and the public's representatives with the basis for informed decision making.



Youth in Wyoming and its Labor Market

Wyoming Labor Force Trends, October 2025

<https://doe.state.wy.us/LMI/trends/1025/toc.htm>

- Tracking Youth into Wyoming's Labor Market: 2025 Update
 - Examining Millennials' Departure From Wyoming



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Part 1: Tracking Youth into Wyoming's Labor Market: 2025 Update



Youth in Wyoming and its Labor Market

Tracking Youth into Wyoming's Labor Market: 2025 Update

- *A Decade Later and Another Decade Later*
- Tracks high school seniors into labor market up to 10 years later
 - 14 cohorts of high school seniors: 2010/11 to 2023/24
- Based on data from WDE684 File linked to R&P administrative files



Youth in Wyoming and its Labor Market

Tracking Youth into Wyoming's Labor Market: 2025 Update

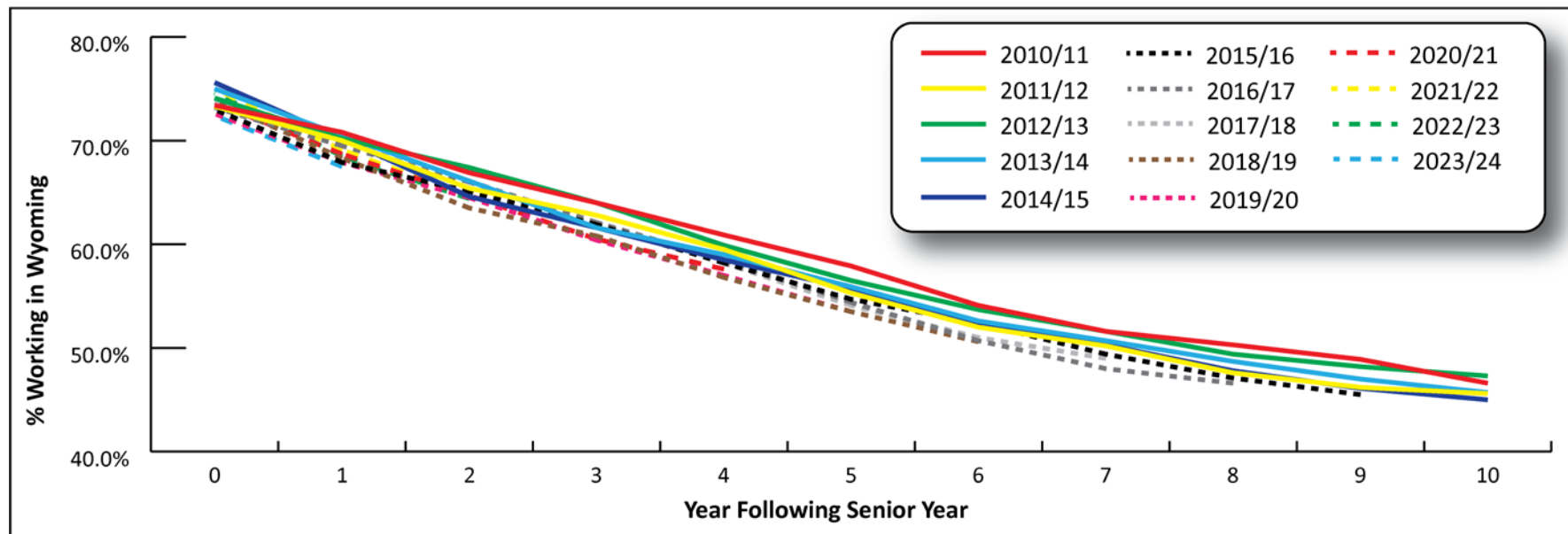
- Highest number of seniors working is in their senior year
 - Decreases each year after
- Average 5-year retention rate: 55.1%
- Average 10-year retention rate: 46.1%



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Tracking Youth into Wyoming's Labor Market: 2025 Update

High School Seniors Found Working in Wyoming Up to 10 Years Later

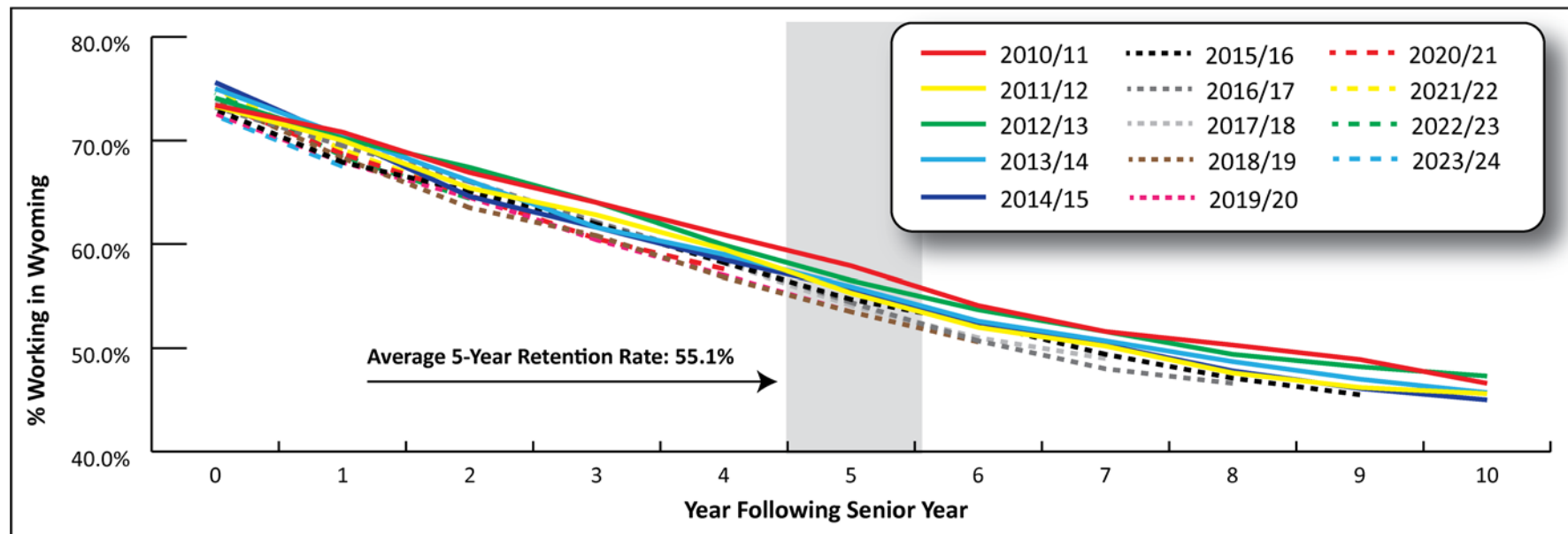




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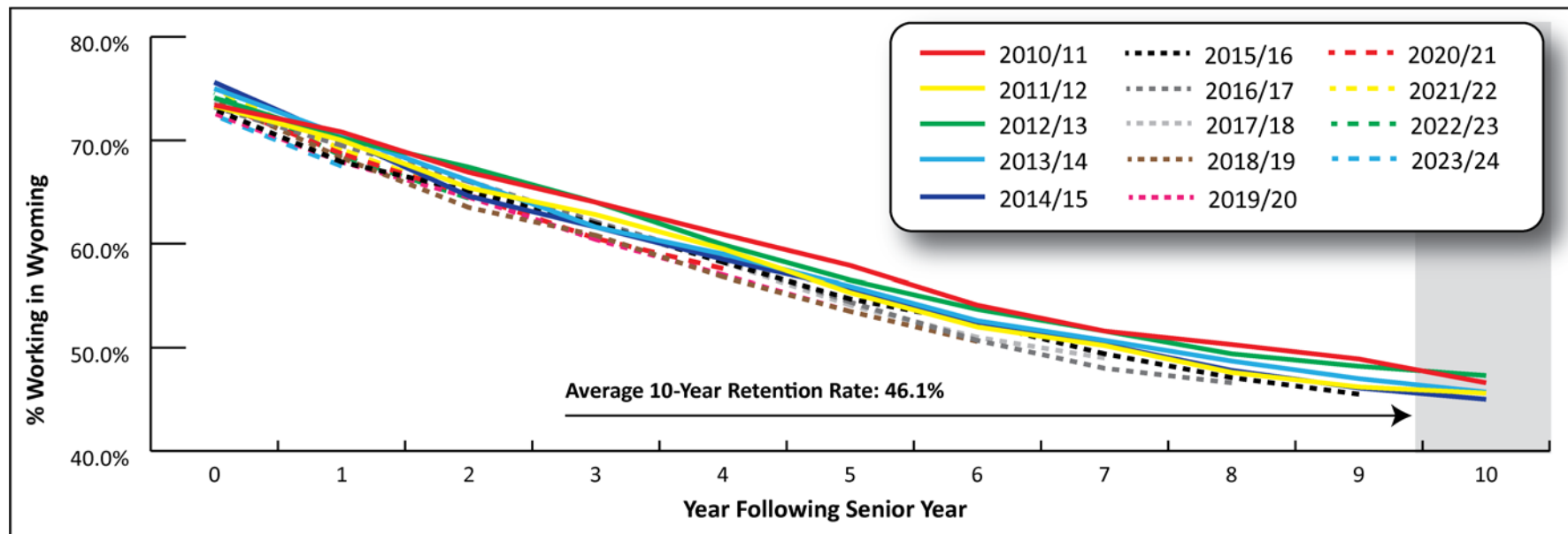




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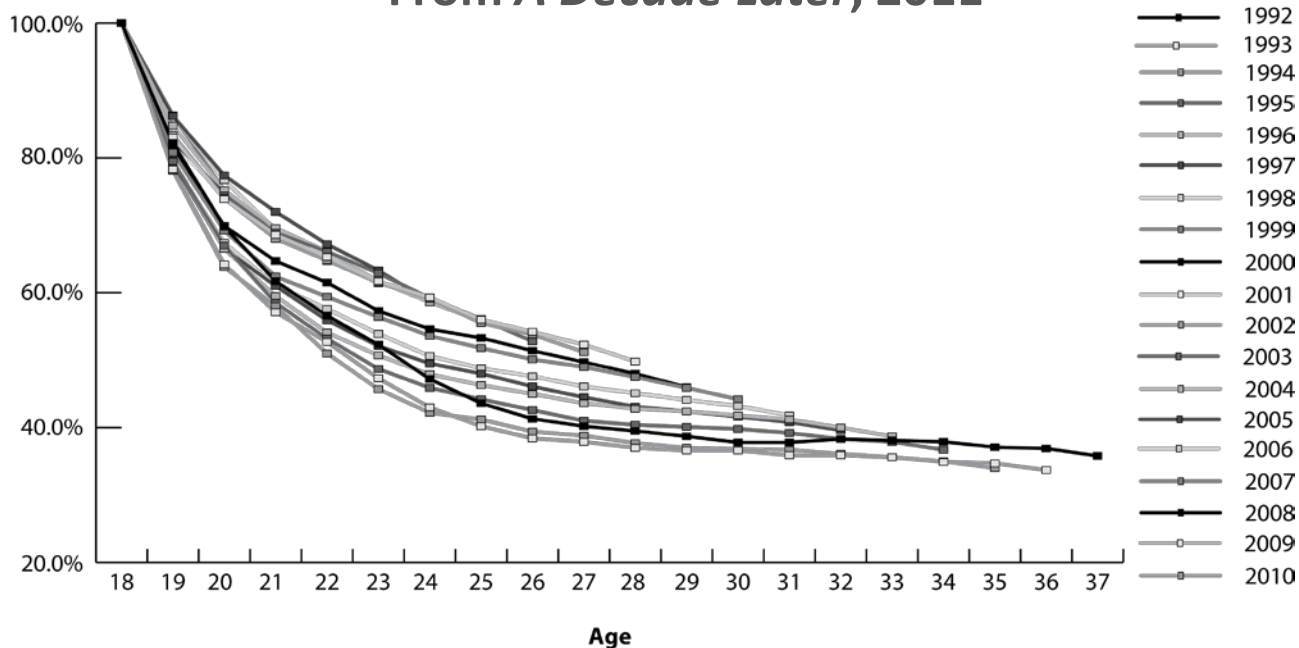




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Tracking Youth into Wyoming's Labor Market: 2025 Update

From A Decade Later, 2011

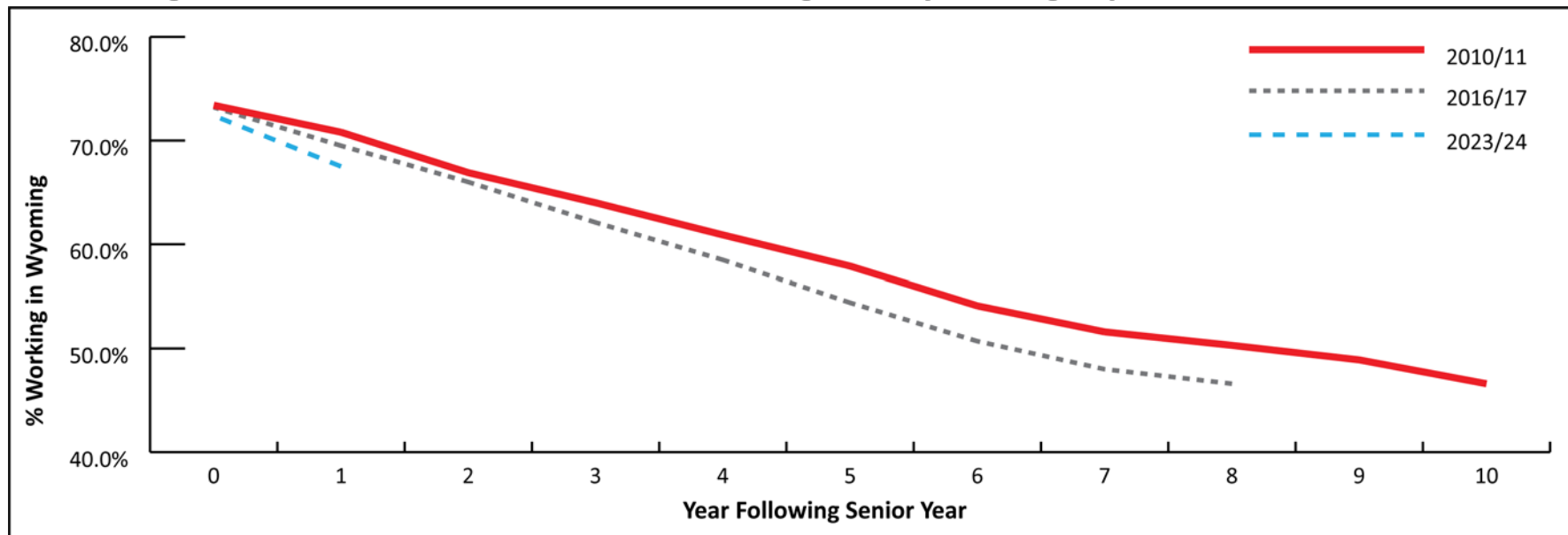




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Tracking Youth into Wyoming's Labor Market: 2025 Update

High School Seniors Found Working in Wyoming Up to 10 Years Later





Youth in Wyoming and its Labor Market

Tracking Youth into Wyoming's Labor Market: 2025 Update

- Graduates and non-graduates
- 14 cohorts: 2010/11 to 2023/24
- Seniors who graduated were more likely to be found working in WY
 - Graduates were also retained at a greater rate



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Tracking Youth into Wyoming's Labor Market: 2025 Update

2014/15 Employment by Industry

- Leisure & Hospitality (29.5%)
 - Retail Trade (23.0%)

2014/15 Cohort by Industry 10 Years Later

- More evenly distributed across industries
- Health Care & Social Assistance (15.4%)



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Tracking Youth into Wyoming's Labor Market: 2025 Update

2014/15 Participation Rate by County

- Highest: Platte County (82.5%)
- Lowest: Crook County (64.3%)

2014/15 Cohort 10 Years Later

- Highest: Converse County (53.9%)
- Lowest: Teton & Niobrara counties (30.4%)



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Part 2: Examining Millennials' Departure From Wyoming



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Examining Millennials' Departure From Wyoming

Baby Boomers

- Born 1946-1964
- Ages 60-78 in 2024

Millennials

- Born 1981-1996
- Ages 28-43 in 2024



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Examining Millennials' Departure From Wyoming

Why Millennials?

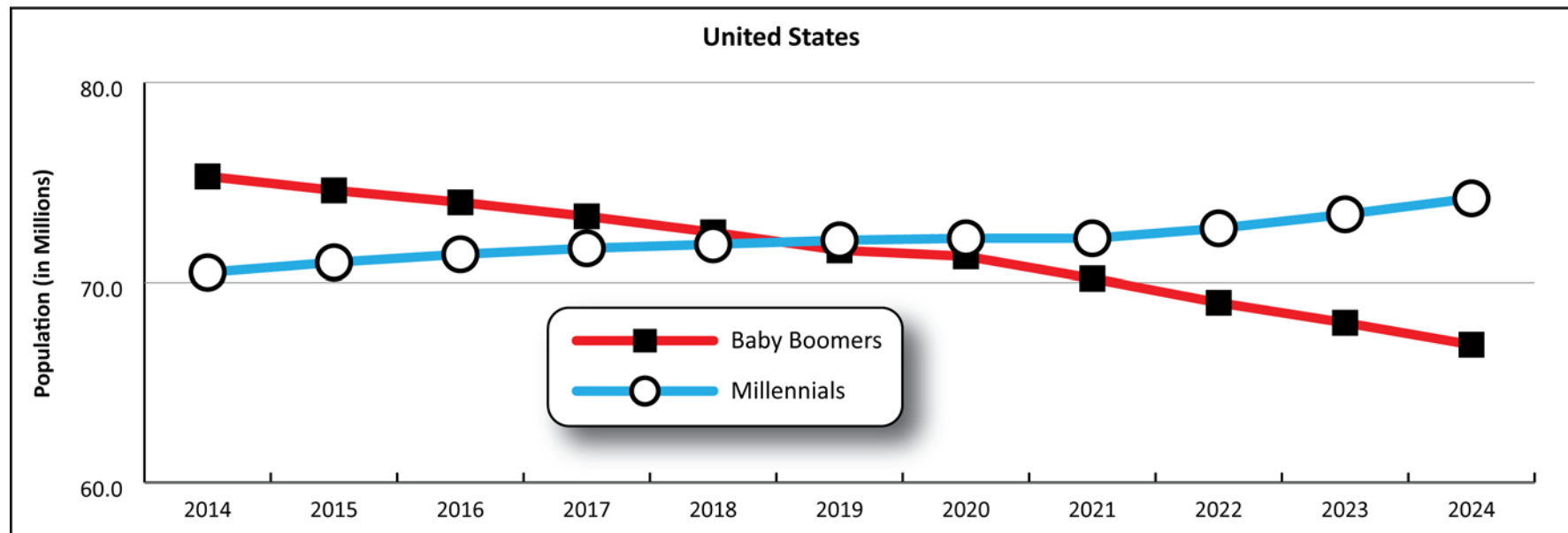
- Largest number of working-age individuals nationally
 - Ages 28-43 in 2024 – working age
- U.S. millennial population keeps growing with immigration



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Examining Millennials' Departure From Wyoming

Baby Boomer and Millennial Populations in the U.S.

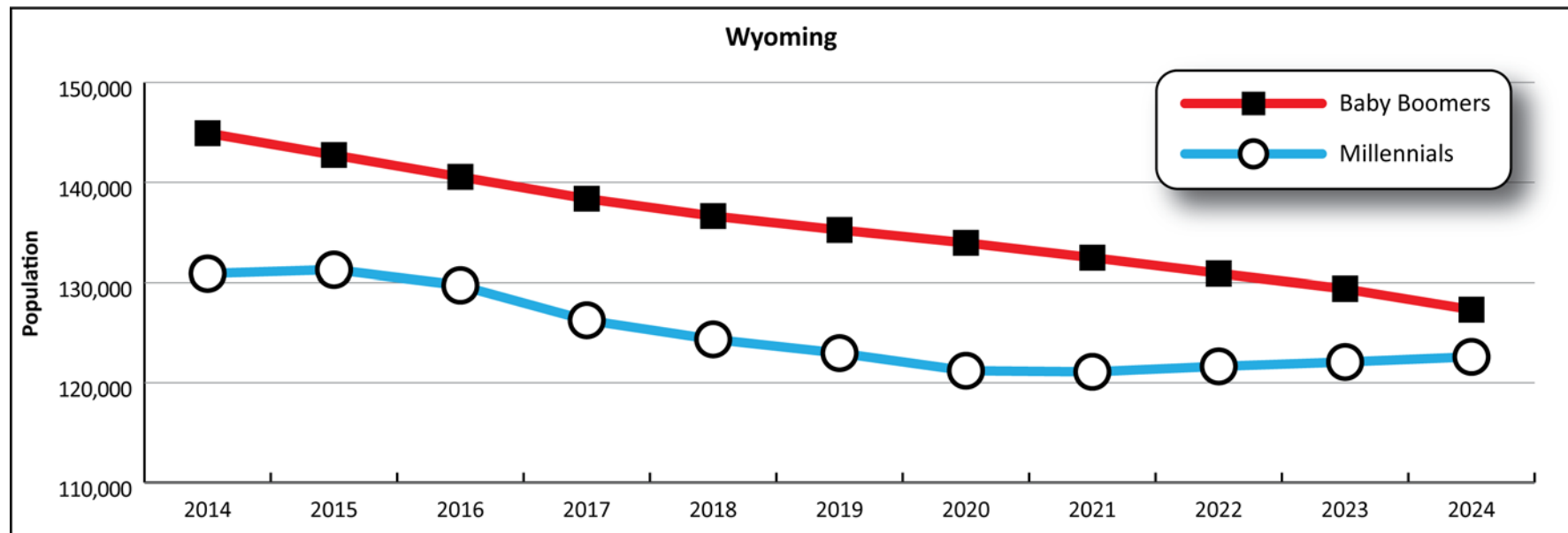




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Examining Millennials' Departure From Wyoming

Baby Boomer and Millennial Populations in the U.S.





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Examining Millennials' Departure From Wyoming

The Difference in Baby Boomers and Millennials by State

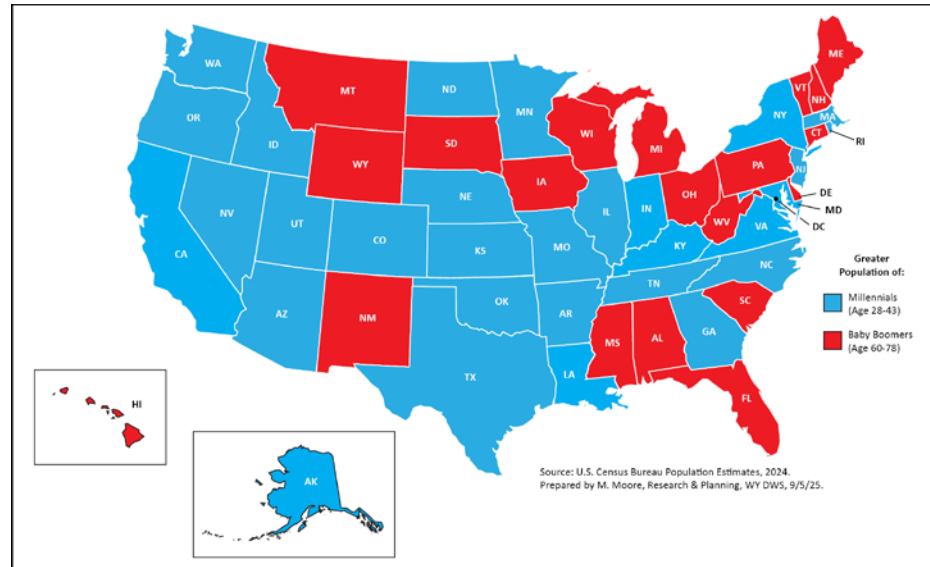


Figure 5: States with Greater Populations of Baby Boomers (Red) and Millennials (Blue), 2024



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Examining Millennials' Departure From Wyoming

Millennial Population

- 2014: 130,866
- 2024: 122,585
- Difference: -8,301, or -6.3%

Millennials Working in Wyoming

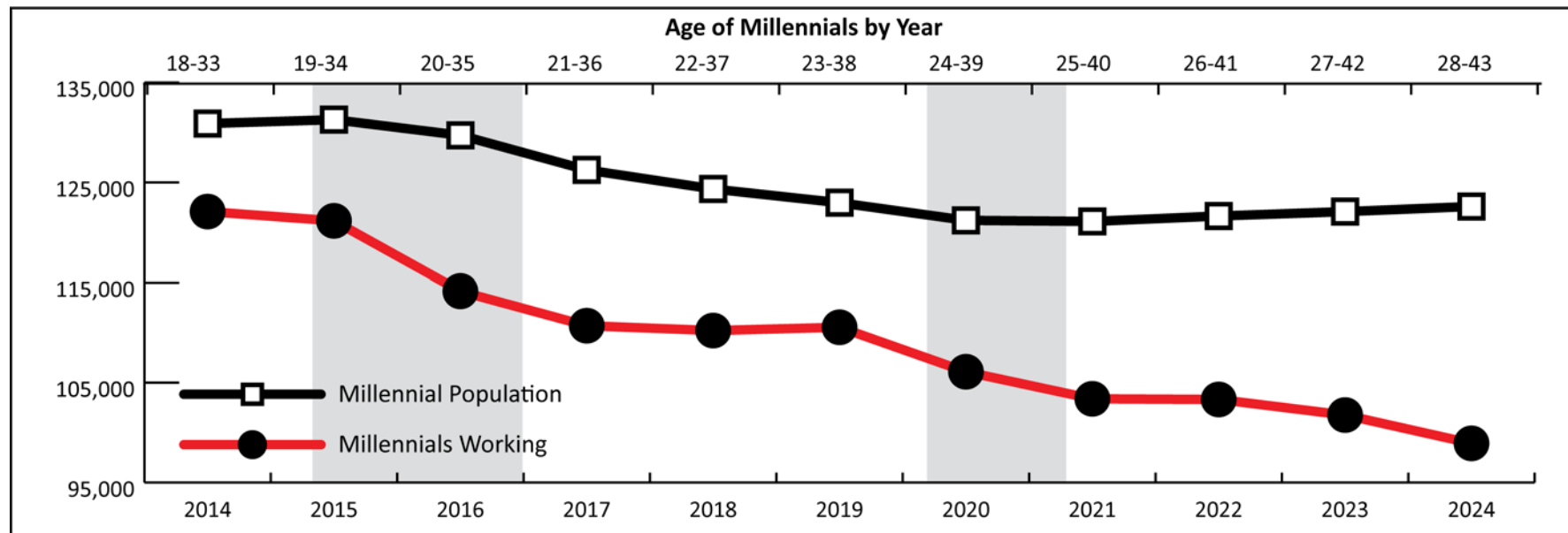
- 2014: 122,076
- 2024: 98,925
- Difference: -23,151, or -19.0%



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Examining Millennials' Departure From Wyoming

Millennial Population and Working in WY





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Examining Millennials' Departure From Wyoming

Turning Point: 2015-16 Economic Downturn

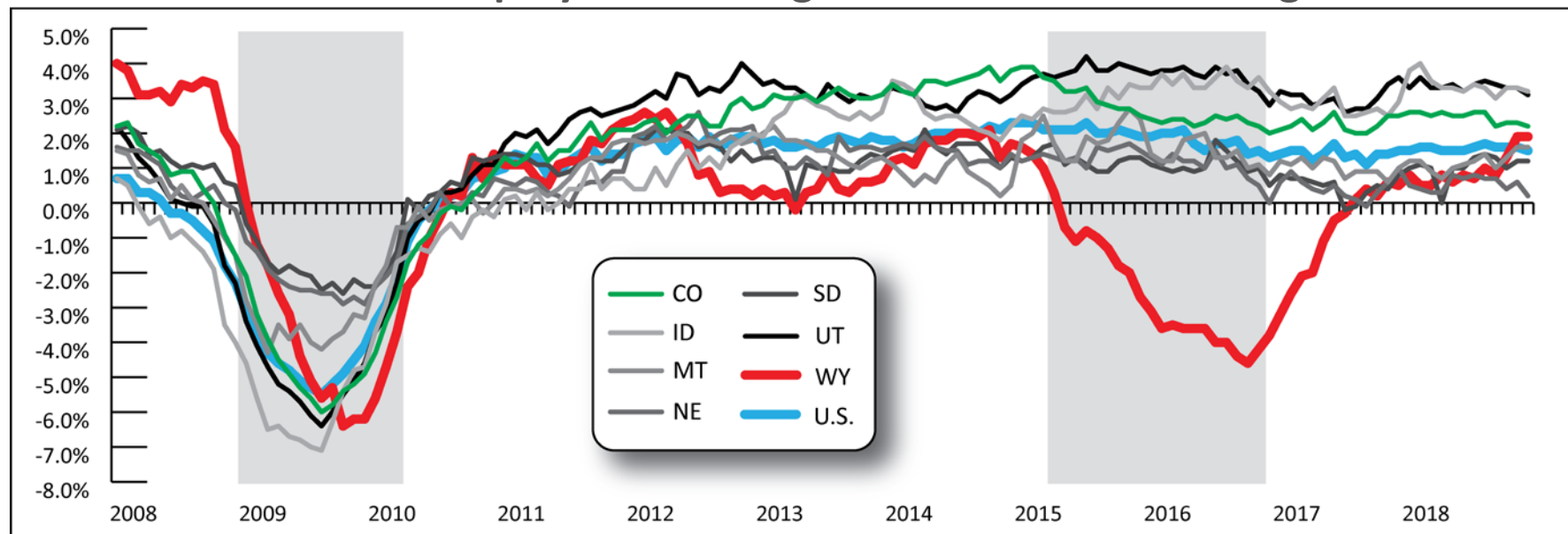
- Large decrease in millennials working in Wyoming from 2014 to 2017
 - Young workers lost jobs first
 - Surrounding states had growing economies



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Examining Millennials' Departure From Wyoming

Over-the-Year Employment Change in WY and Surrounding States

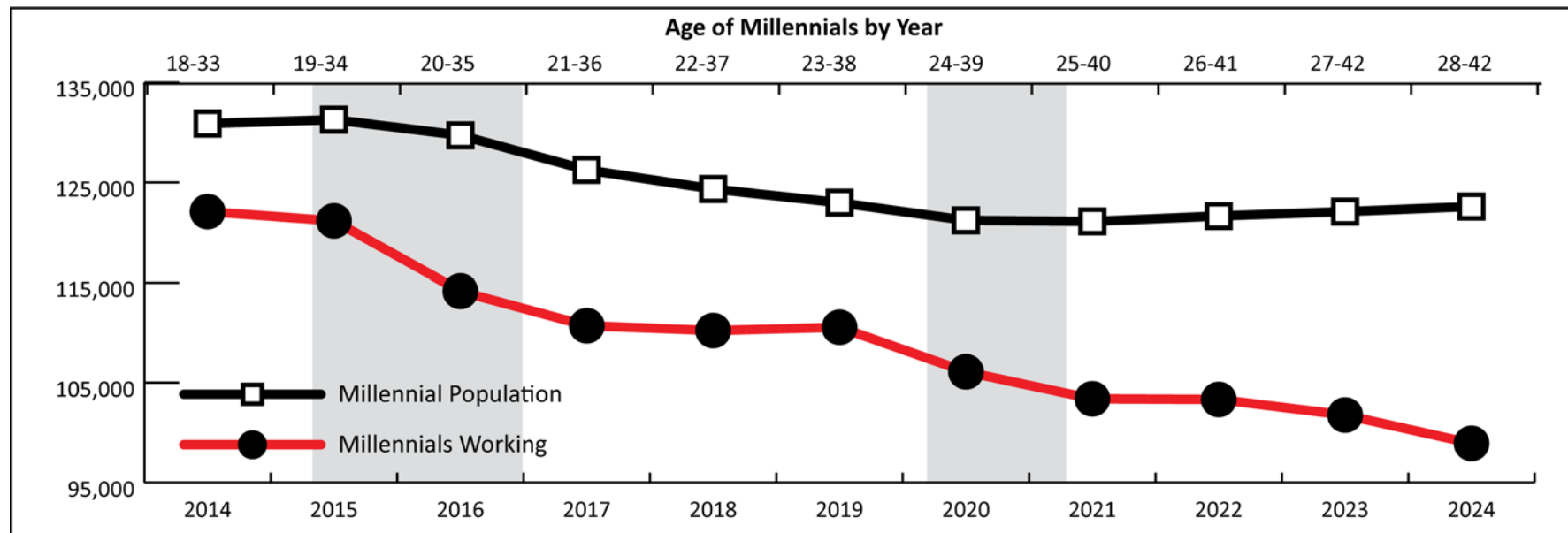




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Examining Millennials' Departure From Wyoming

Millennial Population and Working in WY





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Conclusions

- Departure of youth isn't new, but is accelerating
- 55.1% of high school seniors working in WY 5 years later
 - 46.1% 10 years later
- Large departure of millennials from WY workforce
 - 2015/16 downturn was a turning point



Youth in Wyoming and its Labor Market

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