

TRENDS

Wyoming New Hires Job Skills Survey Results Part 1

Key Findings from the 2018 New Hires Survey

by: *Lisa Knapp, Senior Research Analyst*

Wyoming employers added more than 94,000 new hires in 2018. This article provides an introduction to the survey results, including selected characteristics of those hires and the occupations they were hired to fill.

The Research & Planning (R&P) section of the Wyoming Department of Workforce Services collects information on the state's workforce and economy through the use of several surveys and administrative databases. One of these surveys is the Wyoming Job Skills Survey, which is also referred to as the *New Hires Survey*.

This survey, which has been conducted on a quarterly basis since 2010, is mailed to a random sample of employers who hired an employee that had never worked for their company in the past. The employee, whose job is the subject of the survey, is referred to as a *new hire*. The purpose of the New Hires Survey is to gather information about jobs in Wyoming

Now Online

Wyoming New Hires Job Skills Survey Results, 2018

<https://doe.state.wy.us/LMI/newhires.htm>

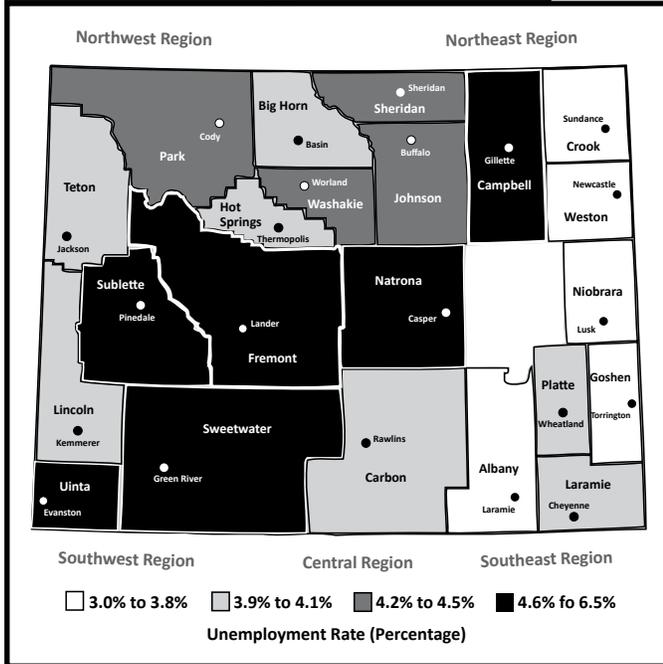
that may not be otherwise available, such as wages and benefits, type of job and duties, necessary qualifications, and job skills needed to perform the job's duties. For more information about the history of this survey and an expanded methodology, please see <https://doe.state.wy.us/LMI/newhires.htm>.

(Text continued on page 3)

HIGHLIGHTS

- Results from the New Hires Survey can be used to compare characteristics of new hires occupations across industries. ... page 6
- Wyoming's nonfatal occupational injury and illness incidence rate for all industries was 3.4 in 2019, according to the Survey of Occupational Injuries and Illnesses. ... page 16

Unemployment Rate by Wyoming County, December 2020 (Not Seasonally Adjusted)



IN THIS ISSUE

Key Findings from the 2018 New Hires Survey 1

Comparing New Hires Occupations Across Industries..... 6

Wyoming’s Nonfatal Occupational Injury and Illness Incidence Rates for 2019 16

Wyoming Unemployment Falls to 4.8% in December 2020 17

Current Employment Statistics (CES) Estimates and Research & Planning’s Internal Estimates, December 2020 18

State Unemployment Rates (Seasonally Adjusted)..... 18

Wyoming Nonagricultural Wage and Salary Employment 19

State Unemployment Rates (Not Seasonally Adjusted)..... 19

Economic Indicators 20

County Unemployment Rates 21

Wyoming Normalized Unemployment Insurance Statistics: Initial Claims 22

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims 23

Wyoming Labor Force Trends



A monthly publication of the Wyoming Department of Workforce Services,

Robin Sessions Cooley, Director

**Research & Planning
P.O. Box 2760**

Casper, WY 82602-2760

**dws-researchplanning@wyo.gov
307-473-3807**

Tony Glover, Manager

Carola Cowan, Bureau of Labor Statistics Programs Supervisor

Michael Moore, Editor

Editorial Committee: David Bullard, Matthew Halama, Lisa Knapp, Aubrey Kofoed, Chris McGrath, Michael Moore, and Laura Yetter

Contributors to *Wyoming Labor Force Trends* this month: David Bullard, Carola Cowan, Tiffany Horn, Lisa Knapp, Chris McGrath, and Sherry Wen

Print copies available free of charge.

© Copyright 2021 by the Wyoming Department of Workforce Services, Research & Planning.

Material contained in this publication is in the public domain and may be reproduced without special permission provided that source credit is given to: **Wyoming Labor Force Trends**, Wyoming Department of Workforce Services, Research & Planning

This workforce product was funded by a grant awarded by the U.S. Department of Labor’s Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.

Department of Workforce Services Nondiscrimination Statement

The Department of Workforce Services does not discriminate on the basis of race, color, religion, national origin, sex, age, or disability. It is our intention that all individuals seeking services from our agency be given equal opportunity and that eligibility decisions be based upon applicable statutes, rules, and regulations.

Mission statement available at:
<https://doe.state.wy.us/LMI/mission.pdf>

ISSN 0512-4409

Methodology

Each quarter, a randomly selected sample of new hires is drawn from the state’s Unemployment Insurance (UI) Wage Records database. Questionnaires are then mailed to the employers of these new hires. R&P requires a response rate of at least 72% to ensure the survey results are adequately representative. As such, if an employer does not respond to the first questionnaire within three weeks, a second questionnaire is mailed to them and, if a response to that questionnaire is not received, representatives from R&P attempt to conduct the survey with the employer over the telephone.

For this analysis, eight quarters of data were combined to calculate the statistical results. Although a statistically representative sample of new hires is drawn each quarter, the samples are relatively small and combining data from several quarters increases the accuracy of the results. A

mathematical process of imputation and estimation was then conducted to extend the sample statistics to all of the new hires employed during the study timeframe. For a more in-depth discussion of the methodologies used, please see <https://doe.state.wy.us/LMI/newhires.htm#methodology>.

Analysis

In 2018, there were approximately 94,074 total new hires in Wyoming with a median hourly wage of \$12.50 (see Table 1). Men accounted for a larger proportion (54.6%) of new hires than women (45.4%). The largest number of these new hires were retail salespersons (4,793), followed by truck drivers, heavy & tractor-trailer (3,890), and waiters & waitresses (3,677). The median hourly wages for the 10 largest occupations ranged from a high of \$20.00 per hour for truck drivers, heavy & tractor-trailer to lows of \$4.25 for waiters and waitresses and \$8.00 for bartenders. Of the 10 largest occupations,

Table 1: Total Number of New Hires, Median Hourly Wage, Typical Education, and Gender Across All Industries, 2018

SOC ^a Code	Occupation	Typical Education	N	% of New Hires		Median Hourly Wage
				Women	Men	
	Total, All Occupations		94,074	45.4	54.6	\$12.50
41-2031	Retail Salespersons	No formal education	4,793	57.5	42.5	\$10.00
53-3032	Truck Drivers, Heavy & Tractor-Trailer	Postsecondary non-degree award	3,890	11.4	88.6	\$20.00
35-3031	Waiters & Waitresses	No formal education	3,677	71.5	28.5	\$4.25
35-3021	Combined Food Preparation & Serving Workers	No formal education	3,537	56.9	43.1	\$8.50
47-2061	Construction Laborers	No formal education	3,478	4.8	95.2	\$15.00
41-2011	Cashiers	No formal education	3,202	59.1	40.9	\$9.50
37-3011	Landscaping & Groundskeeping Workers	No formal education	3,006	22.1	77.9	\$13.00
35-3011	Bartenders	No formal education	2,990	65.8	34.2	\$8.00
35-2014	Cooks, Restaurant	No formal education	2,543	35.1	64.9	\$10.00
43-9061	Office Clerks, General	High school diploma or equivalent	2,327	77.1	22.9	\$14.00

^aStandard Occupational Classification.

Source: Wyoming Job Skills Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/15/20.

six had a greater proportion of female new hires, including office clerks, general (77.1%), waiters & waitresses (71.5%), and bartenders (65.8%). Only truck drivers, heavy & tractor-trailer, and office clerks, general, required any level of education.

Overall, half (50.6%) of all new hires in 2018 worked full-time, while 41.6% worked part-time, and 7.6% worked some other schedule, including temporary or substitute work (see Table 2). Of all new hires, 79.4% were still working for the same employer one quarter later. Among the 10 largest occupations, 81.6% of truck drivers, heavy & tractor-trailer, and 71.5% of construction laborers worked full-time, while 89.5% of waiters & waitresses, 89.2% of bartenders, and 83.6% of combined food preparation & serving workers, including fast food, worked part-time. Approximately one in three (34.1%) landscaping & groundskeeping workers had some other type of schedule. Nearly nine in 10 (87.0%) office clerks, general, were still employed one quarter after the survey, as were 82.6% of retail salespersons. In comparison, 64.0% of landscaping & groundskeeping workers and 65.3% of cooks,

restaurant, were retained for at least one quarter.

Employers were asked to rate five work skills in terms of their importance for performing the job's duties: service orientation, critical thinking, reading comprehension, technology design, and operation & control (see Box in the related article on page 12 for definitions). Among all occupations, the largest proportion of employers felt critical thinking (79.0%) was important (see Table 5), followed by service orientation (77.6%), and reading comprehension (63.5%). Technology design was considered important by the smallest proportion of employers (34.8%). A larger proportion of employers felt service orientation was important for retail salespersons (99.4%), bartenders (97.2%), cashiers (96.7%), waiters & waitresses (95.3%), and combined food preparation & serving workers (94.5%). A larger proportion of employers of office clerks, general (80.8%) and construction laborers (79.5%) than employers of landscaping and groundskeeping workers (67.5%) and cook, restaurants (63.7%) thought critical

Table 2: Total Number of New Hires, Hours Worked, and Percent Still Employed 1 Quarter Later Across All Industries, 2018

SOC ^a Code	Occupation	N	% Full- Time	% Part- Time	% Other	% Still Employed 1 Quarter Later
	Total, All Occupations	94,074	50.6	41.6	7.6	79.4
41-2031	Retail Salespersons	4,793	41.9	55.0	3.0	82.6
53-3032	Truck Drivers, Heavy & Tractor-Trailer	3,890	81.6	13.0	5.4	80.7
35-3031	Waiters & Waitresses	3,677	8.2	89.5	2.3	80.7
35-3021	Combined Food Preparation & Serving Workers	3,537	6.8	83.6	9.4	74.4
47-2061	Construction Laborers	3,478	71.5	15.7	12.2	73.8
41-2011	Cashiers	3,202	20.1	77.1	2.7	77.7
37-3011	Landscaping & Groundskeeping Workers	3,006	38.7	27.2	34.1	64.0
35-3011	Bartenders	2,990	7.6	89.2	3.2	73.5
35-2014	Cooks, Restaurant	2,543	23.0	76.1	0.9	65.3
43-9061	Office Clerks, General	2,327	53.8	40.1	6.1	87.0

^aStandard Occupational Classification.

Source: Wyoming Job Skills Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/15/20.

thinking was important. A larger proportion of employers of office clerks, general (89.0%) and truck drivers, heavy & tractor-trailer (72.0%) felt reading comprehension was important.

Although the majority of employers overall did not indicate that technology design was important to these occupations, a larger proportion of those employing truck drivers, heavy & tractor-trailer (41.9%) and office clerks, general (39.3%) indicated this skill was important. In comparison, only 19.7% of those employing cooks, restaurant, 16.3% of those employing waiters & waitresses, and 13.1% of those employing combined food preparation & serving workers indicated the skill was important. Finally, 53.5% of employers identified operation & control as an important skill overall. Nearly all (94.0%) employers of truck drivers, heavy & tractor-trailer indicated operation & control was important; in contrast, only an estimated one in four (26.1%) employers of waiters & waitresses stated the skill was important for that occupation.

Conclusion

Wyoming employers added more than 94,000 new hires in 2018. Of those, a slightly larger proportion were men, half worked full-time, and more than three-fourths were still working for that employer one quarter after hire. The median hourly wage for all new hires was \$12.50, and the skill that was most frequently identified as important by employers was critical thinking.

As noted throughout this article, quite a bit of variation exists among occupations. For example, there was a larger proportion of men working as truck drivers, heavy & tractor-trailer and construction laborers, but more women worked as waiters & waitresses and office clerks, general. Truck drivers, heavy & tractor-trailer, had the highest median hourly wage at \$20.00, while waiters & waitresses had the lowest at \$4.25 (without tips). The related article on page 6 explores the variation that exists among occupations and industries.

Table 3: Total Number of New Hires and Percent of Employers Who Identified Selected Skills as Important, 2018

SOC ^a Code	Occupation	N	% Important				
			Service Orientation	Critical Thinking	Reading Comp.	Technology Design	Operation & Control
	Total, All Occupations	94,074	77.6	79.0	63.5	34.8	53.5
41-2031	Retail Salespersons	4,793	99.4	71.7	64.0	38.8	35.6
53-3032	Truck Drivers, Heavy & Tractor-Trailer	3,890	68.9	87.2	72.0	41.9	94.0
35-3031	Waiters & Waitresses	3,677	95.3	72.3	63.6	16.3	26.1
35-3021	Combined Food Prep. & Serving Workers	3,537	94.5	66.3	56.1	13.1	53.1
47-2061	Construction Laborers	3,478	52.3	79.5	49.0	27.2	60.7
41-2011	Cashiers	3,202	96.7	69.8	64.5	24.9	38.2
37-3011	Landscaping & Groundskeeping Workers	3,006	56.5	67.5	32.4	17.5	57.2
35-3011	Bartenders	2,990	97.2	70.5	31.0	26.6	29.0
35-2014	Cooks, Restaurant	2,543	65.3	63.7	37.9	19.7	46.4
43-9061	Office Clerks, General	2,327	81.2	80.8	89.0	39.3	38.4

^aStandard Occupational Classification.

Source: Wyoming Job Skills Survey 2018.

Prepared by L. Knapp, Research & Planning, WY DWS, 12/15/20.

Wyoming New Hires Job Skills Survey Results Part 2

Comparing New Hires Occupations Across Industries

by: Lisa Knapp, Senior Research Analyst

The related article on page 1 of this issue of *Wyoming Labor Force Trends* provides an introduction to the Wyoming Job Skills Survey, also referred to as the *New Hires Survey*. This article describes how results from the New Hires Survey can be used to compare characteristics of new hires occupations across industries.

Previous research by Knapp (2014) showed how the data gathered by the New Hires Survey can be used to compare the characteristics of new hires in one industry to those in another by comparing new hires in health care to those in education. This analysis also showed how these data can be used to compare the characteristics and skills of an occupation across more than one industry to aid in making decisions about where to work. The research from this article will expand on that concept by comparing several occupations across multiple industries to illustrate how job characteristics can vary depending upon where one works.

The term *industry* refers to the type of firm an individual works for and the production process those firms have (rather than the final product or service). Industries are identified by the North American Industry Classification System (NAICS). The term *occupation* refers to the tasks and duties a person performs at their job (Moore, 2011). Occupations are identified through the Standard Occupational Classification (SOC) system. There are some occupations found only in one or two industries, such as surgeons, which typically are found only in the health care & social assistance industry, and elementary teachers, which are typically only found in the education industry. Many occupations are found in multiple industries.

This article compares the characteristics of five occupations across four industries. The occupations chosen for this research were general & operations managers (*managers*), bookkeeping, accounting, and auditing clerks (*bookkeepers*), office clerks, general (*office clerks*), truck drivers,

Table 1: Total Number of New Hires in Wyoming by Educational Requirement, 2018

Educational Requirement	N	%	Median Hourly Wage	N Unique Occupations
No Formal Education	47,647	50.6	\$10.50	77
High School Diploma or Equivalent	29,333	31.2	\$16.48	191
Some College	1,786	1.9	\$16.22	5
Postsecondary Certificate	6,911	7.3	\$17.81	27
Associate's Degree	732	0.8	\$16.82	19
Bachelor's Degree	6,675	7.1	\$23.38	92
Master's Degree	386	0.4	\$27.09	12
Doctoral or Professional Degree	603	0.6	\$30.45	12
Total	94,074	100.0	\$12.50	435

Prepared by M. Moore, Research & Planning, WY DWS, 12/3/20.

Source: Wyoming New Hires Job Skills Survey.

heavy & tractor-trailer (*truck drivers*), and laborers & freight, stock, and materials movers, hand (*laborers*). The industries chosen for this article were mining, construction, retail trade, and administrative & support & waste management & remediation services.

Analysis

Overall, there were an estimated 94,074 new hires employed in Wyoming in 2018 (see Table 1, page 6). The vast majority of these individuals were hired for occupations requiring no

formal education (50.6%) or a high school diploma or equivalent (31.2%; see Table 1 and Figure 1). Occupations requiring any postsecondary education beyond a high school diploma accounted for 18.2% of the total. Typical education requirements ranged from a bachelor’s degree for managers to some college but no degree for bookkeepers, and no formal educational requirements for laborers. Table 5 at the end of this article (see page 15) shows the five most frequently occurring occupations for Wyoming new hires by each occupational requirement.

Gender and Wages

The median hourly wage for all new hires in 2018 was \$12.50 (see Table 2, page 8) and there were slightly more men (54.6%) than women (45.4%). Among the selected occupations, managers had the highest median wage (\$21.97) while office clerks and laborers had the lowest (\$14.00). Of the five selected occupations, office clerks had the highest percent of women (77.1%) and truck drivers had the highest percent of men (88.6%).

Total new hires in mining had the highest median wage (\$19.00), followed by those in construction (\$17.50), administrative & support & waste management & remediation services (\$15.00), and retail trade (\$10.00). Managers in the mining industry had the highest median wage at \$43.27 per hour, compared to those in the retail trade industry, which had the lowest median wage (\$22.84). Bookkeepers in the construction industry had a higher median wage (\$21.00) than those in mining (\$18.00), administrative & support & waste management & remediation services (\$14.00), or retail trade

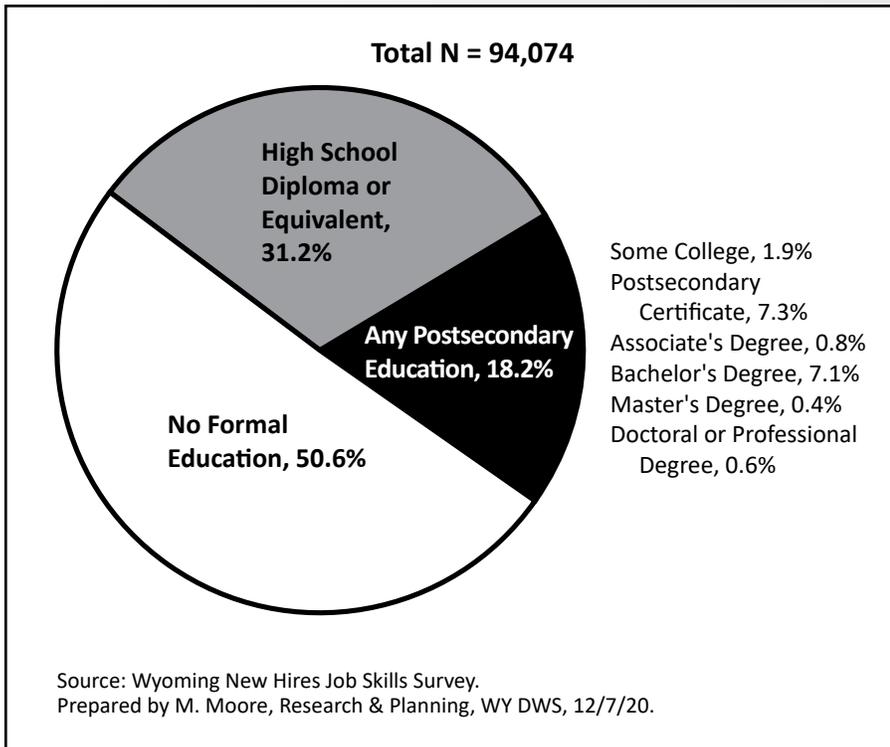


Figure 1: Wyoming New Hires by Educational Requirement, 2018

(\$15.00). Truck drivers in retail trade had the highest median wage (\$23.50) while those in administrative & support & waste management & remediation services had the lowest (\$16.00; see Figure 2, page 9).

Three of the four industries discussed in this article had a greater proportion of men than women: mining (93.6%), construction (92.7%), and administrative & support & waste management &

remediation services (65.1%). Likewise, the proportion of men was higher for truck drivers and laborers in all four of the selected industries. In comparison, the proportion of women working as bookkeepers was larger in the mining industry (100.0%), retail trade (57.1%), and administrative & support & waste management & remediation services (60.0%). Similarly, there was a larger proportion of women employed as office clerks in all four industries.

Table 2: Number of New Hires, Median Wage, Typical Education, & Gender of New Hires by Selected Occupation and Industry in Wyoming, 2018

Occupation and SOC ^a Code and Typical Education Required		Industry and NAICS ^b Code				
		Total, All Industries	Mining, Including Oil & Gas (21)	Construction (23)	Retail Trade (44-45)	Admin. & Support & Waste Mgmt. & Remediation Svcs. (56)
Total, All Occupations	N	94,074	4,664	11,699	13,011	7,306
	Median Wage	\$12.50	\$19.00	\$17.50	\$10.00	\$15.00
	% Female	45.4	6.4	7.3	51.7	34.9
	% Male	54.6	93.6	92.7	48.3	65.1
General & Operations Managers (11-2021); Bachelor's Degree	N	1,577	136	N/D	282	182
	Median Wage	\$21.97	\$43.27	N/D	\$22.84	\$33.65
	% Female	42.3	7.1	N/D	25.0	38.5
	% Male	57.7	92.9	N/D	75.0	61.5
Bookkeeping, Accounting, & Auditing Clerks (43- 3031); Some College, No Degree	N	995	39	128	165	70
	Median Wage	\$17.00	\$18.00	\$21.00	\$15.00	\$14.00
	% Female	72.6	100.0	50.0	57.1	60.0
	% Male	27.4	0.0	50.0	42.9	40.0
Office Clerks, General (43- 9061); High School Diploma or Equivalent	N	2,237	58	171	118	182
	Median Wage	\$14.00	\$18.00	\$14.25	\$14.00	\$13.00
	% Female	77.1	66.7	87.5	80.0	84.6
	% Male	22.9	33.3	12.5	20.0	15.4
Truck Drivers, Heavy & Tractor-Trailer (53-3032); Postsecondary Non- Degree Award	N	3,890	485	449	141	463
	Median Wage	\$20.00	\$20.00	\$20.00	\$23.50	\$16.00
	% Female	11.4	2.0	9.5	0.0	21.2
	% Male	88.6	98.0	90.5	100.0	78.8
Laborers & Freight, Stock & Material Movers, Hand (53-7062); No Formal Education	N	1,550	87	171	329	70
	Median Wage	\$14.00	\$16.36	\$16.00	\$11.63	\$10.00
	% Female	15.5	0.0	0.0	21.4	20.0
	% Male	84.5	100.0	100.0	78.6	80.0

^aStandard Occupational Classification.

^bNorth American Industry Classification System.

N/D = Not discloseable due to confidentiality.

Source: Wyoming New Hires Job Skills Survey 2018.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 10/29/20.

Hours Worked and Retention

Overall, half (50.6%) of all new hires worked full-time and 41.6% worked part-time (see Table 3, page 10). The remaining 7.6% worked in a temporary or substitute capacity. Truck drivers had the largest proportion of full-time workers (81.6%) and office clerks had the smallest proportion (53.8%). Overall, 79.4% of all new hires were still working for that employer one quarter after hire.

Of all new hires, 92.7% of those in the mining industry worked full-time, as did 81.4% of those in the construction industry. In contrast, only 48.8% of new hires in administrative & support & waste management & remediation services and 45.4% of those in retail trade worked full-time. The majority of managers worked full-time in at least three industries (mining, retail trade, and administrative

(Text continued on page 11)

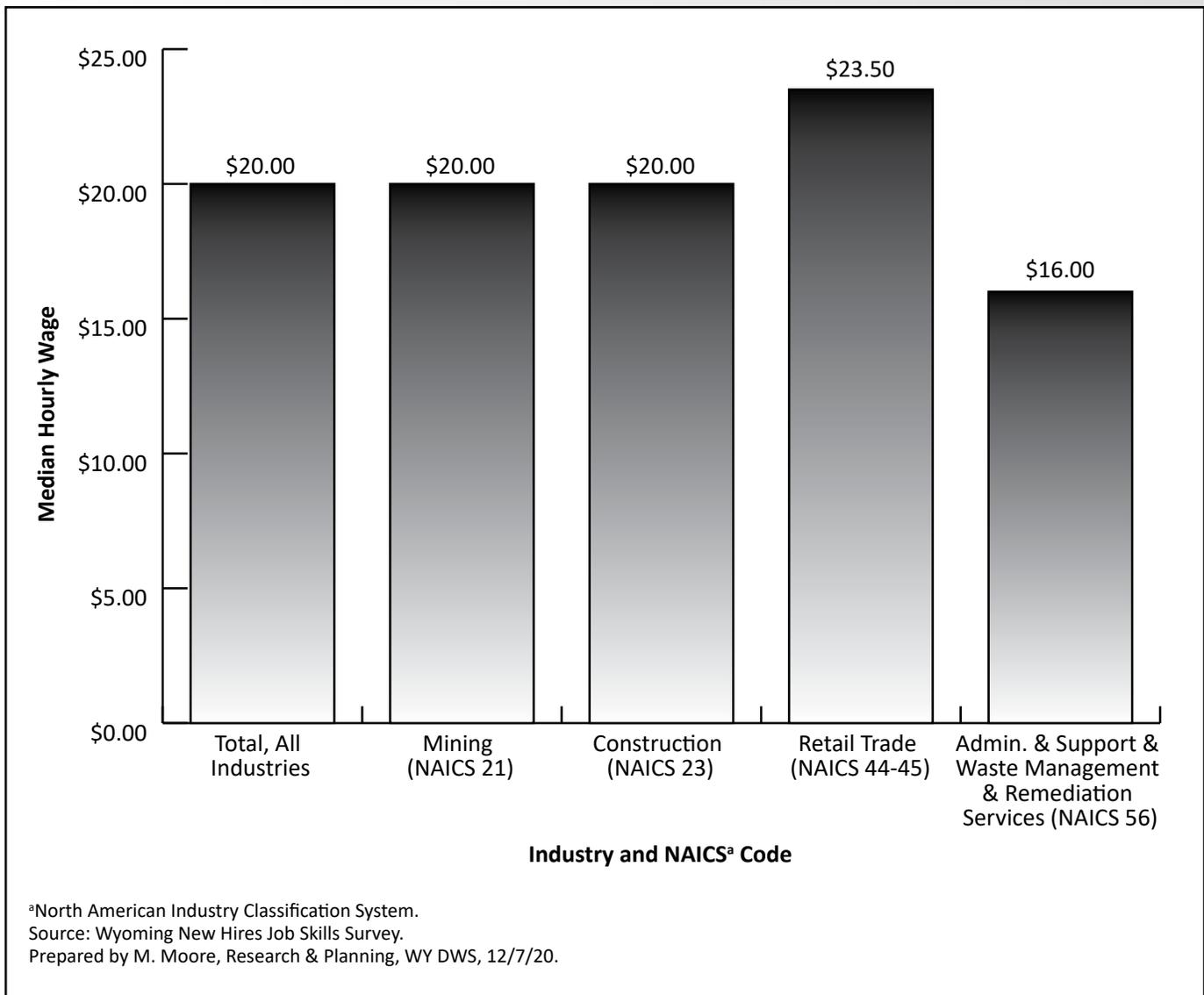


Figure 2: Median Hourly Wage for Wyoming New Hires Employed as Truck Drivers, Heavy & Tractor Trailer (SOC 53-3032), by Selected Industry, 2018

Table 3: Number of New Hires, Type of Work, and Percent Retained 1 Quarter After Hire of New Hires by Selected Occupation and Industry in Wyoming, 2018

Occupation and SOC ^a Code and Typical Education Required		Industry and NAICS ^b Code				
		Total, All Industries	Mining, Including Oil & Gas (21)	Construction (23)	Retail Trade (44-45)	Admin. & Support & Waste Mgmt. & Remediation Svcs. (56)
Total, All Occupations	N	94,074	4,664	11,699	13,011	7,306
	% Full-Time	50.6	92.7	81.4	45.4	48.8
	% Part-Time	41.6	4.0	10.4	52.6	32.8
	% Other	7.6	3.1	8.0	2.0	18.4
	% Retained 1 Quarter Later	79.4	85.0	76.8	83.2	70.8
General & Operations Managers (11-2021); Bachelor's Degree	N	1,577	136	N/D	282	182
	% Full-Time	78.6	92.9	N/D	100.0	92.3
	% Part-Time	18.3	7.1	N/D	0.0	7.7
	% Other	2.6	0.0	N/D	0.0	0.0
	% Retained 1 Quarter Later	89.6	85.7	N/D	91.7	76.9
Bookkeeping, Accounting, & Auditing Clerks (43- 3031); Some College, No Degree	N	995	39	128	165	70
	% Full-Time	60.0	100.0	33.3	57.1	60.0
	% Part-Time	37.2	0.0	66.7	42.9	40.0
	% Other	2.8	0.0	0.0	0.0	0.0
	% Retained 1 Quarter Later	92.2	100.0	100.0	100.0	40.0
Office Clerks, General (43- 9061); High School Diploma or Equivalent	N	2,327	58	171	118	182
	% Full-Time	53.8	33.3	75.0	40.0	30.8
	% Part-Time	40.1	66.7	25.0	60.0	69.2
	% Other	6.1	0.0	0.0	0.0	0.0
	% Retained 1 Quarter Later	87.0	100.0	87.5	100.0	100.0
Truck Drivers, Heavy & Tractor-Trailer (53-3032); Postsecondary Non- Degree Award	N	3,890	485	449	141	463
	% Full-Time	81.6	94.0	85.7	50.0	60.6
	% Part-Time	13.0	6.0	9.5	0.0	39.4
	% Other	5.4	0.0	4.8	50.0	0.0
	% Retained 1 Quarter Later	80.7	88.0	66.7	50.0	84.8
Laborers & Freight, Stock & Material Movers, Hand (53-7062); No Formal Education	N	1,550	87	171	329	70
	% Full-Time	73.0	77.8	100.0	78.6	40.0
	% Part-Time	18.0	22.2	0.0	21.4	0.0
	% Other	8.9	0.0	0.0	0.0	60.0
	% Retained 1 Quarter Later	81.1	66.7	87.5	100.0	60.0

^aStandard Occupational Classification.^bNorth American Industry Classification System.

N/D = Not discloseable due to confidentiality.

Source: Wyoming New Hires Job Skills Survey 2018.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 10/29/20.

(Text continued from page 9)

& support & waste management & remediation services), but there was variation in the other occupations. For example, 100.0% of bookkeepers in mining worked full-time, compared to only 33.3% of those in construction and 57.1% in retail trade. Similarly, 94.0% of truck drivers in mining and 85.7% of truck drivers in construction worked full-time, compared to only 50.0% in retail trade (see Figure 3).

In all four selected industries, the majority of new hires remained employed with their employer one quarter after the survey was conducted. A slightly larger proportion of all new hires in mining (85.0%) and retail trade (83.2%) were still employed one quarter later compared to those in construction (76.8%) and administration & support & waste management & remediation services (70.8%). More than three-fourths of new hires in most of the occupations and industries selected for this article were still employed one quarter later.

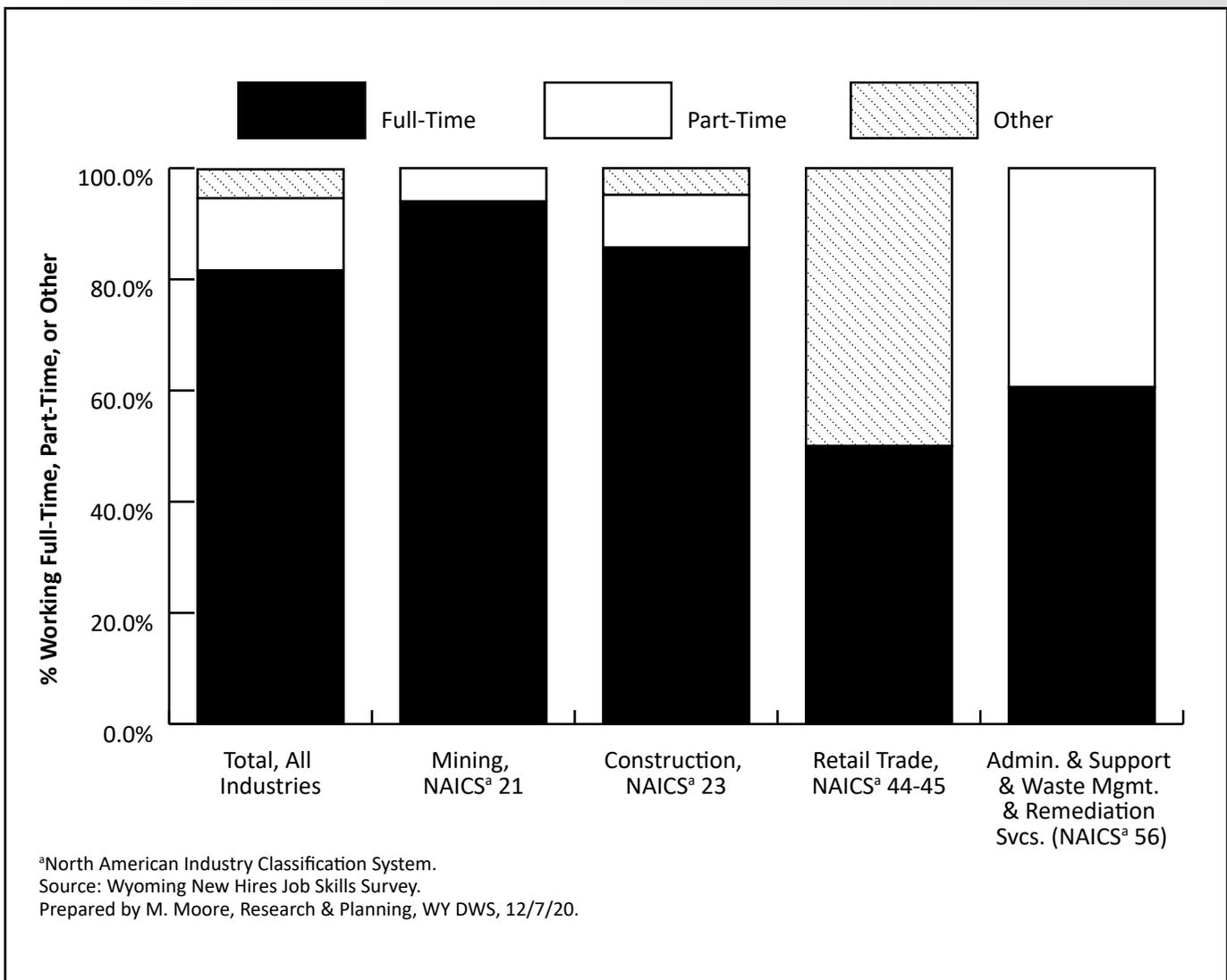


Figure 3: Wyoming New Hires Working as Truck Drivers, Heavy & Tractor Trailer (SOC 53-3032) by Full-Time, Part-Time, or Other Status and Industry, 2018

Exceptions included laborers working in mining (66.7%), truck drivers working in construction (66.7%) and retail trade (50.0%), and bookkeepers (40.0%) and laborers (60.0%) working in administrative & support & waste management & remediation services.

Important Job Skills

The new hires survey asks employers to rate a series of job skills, including critical thinking, service orientation (customer service), and reading comprehension, in terms of the importance of that skill to performing the job's duties (see Box for definitions). For all new hires, critical thinking was rated important by the largest proportion of employers (79.0%), followed by service orientation (77.6%; see Table 4, page 13). Technology design

was rated important by the smallest percentage of employers (34.8%). The importance of these skills varied by occupation. For example, more employers identified operation and control as important for truck drivers (94.0%) than for office clerks (38.4%), while reading comprehension was considered more important for bookkeepers (95.8%) than for truck drivers (72.0%; see Figure 4, page 14).

The importance of these skills also varied by industry. For instance, service orientation was rated important by a larger proportion of employers of bookkeepers in mining (100.0%) and construction (100.0%) than those of bookkeepers in retail trade (71.4%) or administrative & support & waste management & remediation

services (80.0%). Reading comprehension was considered important by a greater percentage of employers of truck drivers in retail trade (100.0%) and administrative & support & waste management & remediation services (66.7%) than by employers of truck drivers in construction (57.1%) or mining (52.0%). Operation & control was considered important by a similar proportion of employers of managers in mining (64.3%), retail trade (66.7%), and administrative & support & waste management & remediation service (61.5%). In comparison, operation & control was considered important by a larger proportion of employers of laborers in mining (88.9%) and construction (75.0%) than by those in retail trade (57.1%) and administrative & support & waste management & remediation services (60.0%).

Box: Skills Definitions

Service Orientation Actively looking for ways to help people.

Critical Thinking Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Reading Comprehension Understanding written sentences and paragraphs in work related documents.

Technology Design Generating or adapting equipment and technology to serve user needs.

Operation & Control Controlling operations of equipment or systems.

Source: O*Net Online.

Prepared by M. Moore, Research & Planning, WY DWS, 12/3/20.

Conclusion

Using the results of the Wyoming Job Skills Survey, this article examined how job characteristics, such as

(Text continued on page 14)

Table 4: Number of New Hires and Percent of Employers who Identified Selected Job Skills as Important by Selected Occupation and Industry, 2018

Occupation and SOC ^a Code and Typical Education Required		Industry and NAICS ^b Code				
		Total, All Industries	Mining, Including Oil & Gas (21)	Construction (23)	Retail Trade (44-45)	Admin. & Support & Waste Mgmt. & Remediation Svcs. (56)
Total, All Occupations	N	94,074	4,664	11,699	13,011	7,306
	Service Orientation	77.6	58.6	49.4	91.0	71.4
	Critical Thinking	79.0	88.1	83.9	77.4	77.2
	Reading Comprehension	63.5	69.2	59.2	64.2	47.2
	Technology Design	34.8	50.9	42.8	32.5	33.0
	Operation & Control	53.5	87.7	68.9	45.9	57.0
General & Operations Managers (11-2021); Bachelor's Degree	N	1,577	136	N/D	282	182
	Service Orientation	93.8	57.1	N/D	91.7	100.0
	Critical Thinking	93.6	85.7	N/D	75.0	100.0
	Reading Comprehension	87.2	71.4	N/D	83.3	100.0
	Technology Design	50.0	35.7	N/D	33.3	84.6
	Operation & Control	74.3	64.3	N/D	66.7	61.5
Bookkeeping, Accounting, & Auditing Clerks (43-3031); Some College, No Degree	N	995	39	128	165	70
	Service Orientation	82.6	100.0	100.0	71.4	80.0
	Critical Thinking	88.1	75.0	33.3	100.0	100.0
	Reading Comprehension	95.8	100.0	83.3	100.0	100.0
	Technology Design	63.5	50.0	100.0	42.9	20.0
	Operation & Control	57.8	25.0	33.3	42.9	0.0
Office Clerks, General (43-9061); High School Diploma or Equivalent	N	2,327	58	171	118	182
	Service Orientation	81.2	83.3	75.0	80.0	61.5
	Critical Thinking	80.8	100.0	75.0	80.0	76.9
	Reading Comprehension	89.0	100.0	75.0	80.0	76.9
	Technology Design	39.3	0.0	62.5	20.0	30.8
	Operation & Control	38.4	0.0	50.0	20.0	38.5
Truck Drivers, Heavy & Tractor-Trailer (53-3032); Postsecondary Non-Degree Award	N	3,890	485	449	141	463
	Service Orientation	68.9	52.0	57.1	100.0	90.9
	Critical Thinking	87.2	70.0	81.0	100.0	100.0
	Reading Comprehension	72.0	52.0	57.1	100.0	66.7
	Technology Design	41.9	46.0	28.6	0.0	60.6
	Operation & Control	94.0	92.0	90.5	100.0	100.0
Laborers & Freight, Stock & Material Movers, Hand (53-7062); No Formal Education	N	1,550	87	171	329	70
	Service Orientation	63.8	55.6	37.5	85.7	20.0
	Critical Thinking	77.8	77.8	75.0	92.9	20.0
	Reading Comprehension	64.8	77.8	87.5	85.7	40.0
	Technology Design	25.6	66.7	0.0	28.6	0.0
	Operation & Control	67.1	88.9	75.0	57.1	60.0

^aStandard Occupational Classification.

^bNorth American Industry Classification System.

N/D = Not discloseable due to confidentiality.

Source: Wyoming New Hires Job Skills Survey 2018.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 10/29/20.

(Text continued from page 12)

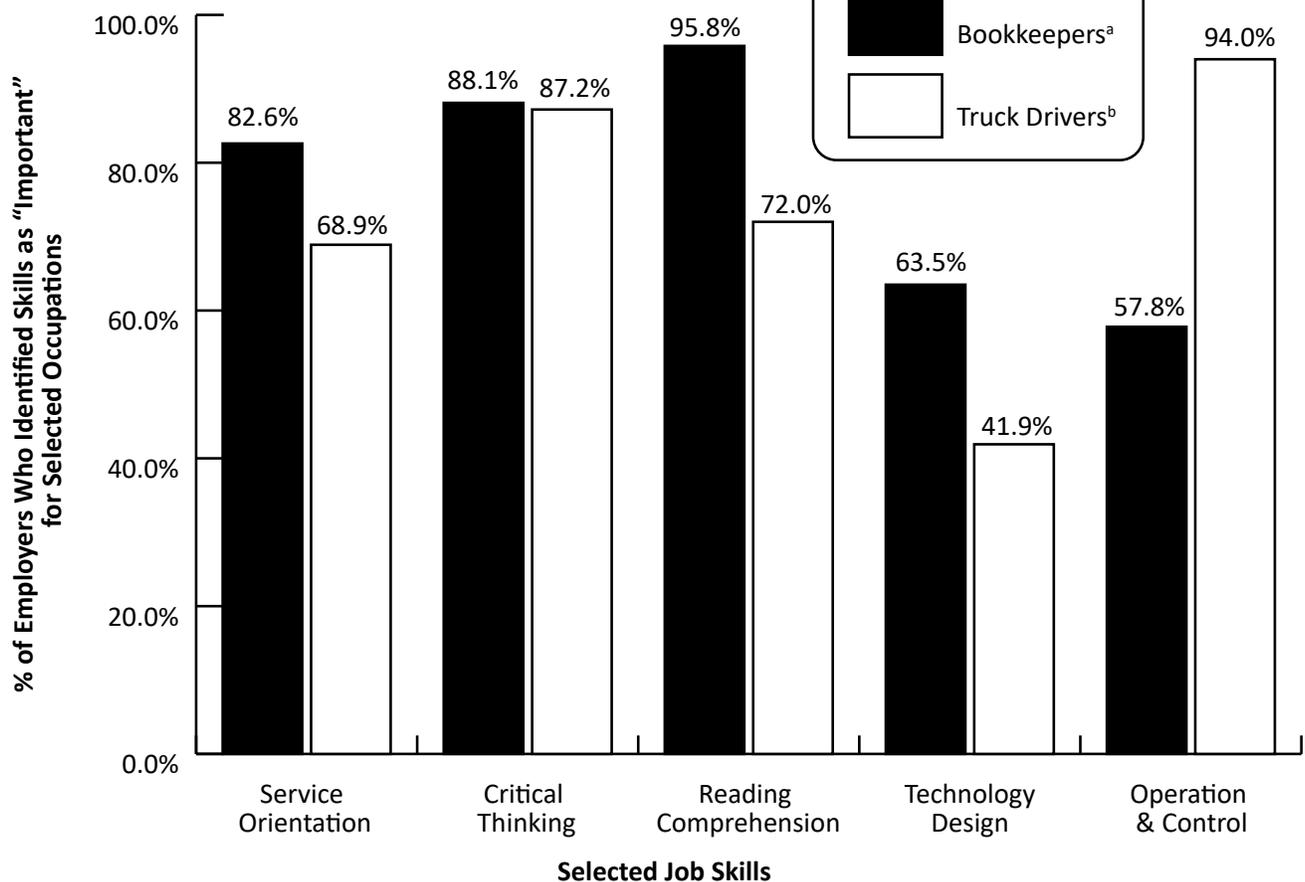
wages, type of work, and skill sets, can differ for an occupation across multiple industries. This type of information can be valuable to jobseekers, employers, educators, and many more.

References

Knapp, L. (2014, February). What do

employers want? Part 2: Evidence from the New Hires Survey for health care. *Wyoming Labor Force Trends*, 51(2). Retrieved December 7, 2020, from <https://doe.state.wy.us/LMI/trends/1114/1114.pdf>

Moore, M. (2011, May). What is the difference between an industry and an occupation? *Wyoming Labor Force Trends*, 48(5). Retrieved December 7, 2020, from <https://doe.state.wy.us/LMI/0511/0511.pdf>



^aBookkeeping, Accounting, and Auditing Clerks (SOC 43-3031).

^bTruck Drivers, Heavy and Tractor-Trailer (SOC 53-3032).

Source: Wyoming New Hires Job Skills Survey.

Prepared by M. Moore, Research & Planning, WY DWS, 12/7/20.

Figure 2: Percent of Employers who Identified Selected Skills as Important for New Hires Working as Truck Drivers, Heavy & Tractor-Trailer (SOC 53-3032) and Bookkeeping, Accounting, & Auditing Clerks (43-3031) in Wyoming, 2018

Table 5: Selected Characteristics for the 5 Most Frequently Occurring New Hires Occupation by Educational Requirement Across All Industries in Wyoming, 2018

SOC ^a Code	SOC Title	N	Median Wage	Type of Work (%)			% Retained 1 Quarter After Hire
				Full-Time	Part-Time	Other	
Total, All Occupations		94,074	\$12.50	50.6	41.6	7.6	79.4
High School Diploma or Less							
41-2031	Retail Salespersons	4,793	\$10.00	41.9	55.0	3.0	82.6
35-3031	Waiters & Waitresses	3,677	\$4.25	8.2	89.5	2.3	80.7
35-3021	Combined Food Prep. & Serving Workers	3,537	\$8.50	6.8	83.6	9.4	74.4
47-2061	Construction Laborers	3,478	\$15.00	71.5	15.7	12.2	73.8
41-2011	Cashiers	3,202	\$9.50	20.1	77.1	2.7	77.7
Total, High School Diploma or Less		76,981	\$12.78	46.4	46.1	7.4	78.5
Postsecondary Non Degree Award or Some College, No Degree							
53-3032	Truck Drivers, Heavy & Tractor-Trailer	3,890	\$20.00	81.6	13.0	5.4	80.7
43-3031	Bookkeeping, Accounting, & Auditing Clerks	995	\$17.00	60.0	37.2	2.8	92.2
31-1014	Nursing Assistants	653	\$13.00	63.4	29.3	7.3	90.2
25-9041	Teacher Assistants	592	\$12.79	59.3	12.4	28.3	79.0
31-9092	Medical Assistants	408	\$13.50	80.5	19.5	0.0	64.9
Total, Postsecondary or Some College		8,698	\$17.48	70.6	21.1	7.9	81.1
Associate's Degree							
25-2011	Preschool Teachers, Except Special Ed.	203	\$10.00	74.8	18.2	7.1	76.5
31-2021	Physical Therapist Assistants	80	\$16.50	40.0	60.0	0.0	100.0
19-4091	Environmental Science & Protection Techs.	67	\$25.00	81.8	9.1	9.1	90.9
29-2056	Veterinary Technologists & Technicians	62	\$11.56	100.0	0.0	0.0	90.1
19-4041	Geological & Petroleum Technicians	52	\$28.00	100.0	0.0	0.0	100.0
Total, Associate's Degree		732	\$16.82	74.3	18.2	5.3	91.5
Bachelor's Degree							
11-1021	General & Operations Managers	1,577	\$21.97	78.6	18.3	2.6	89.6
29-1141	Registered Nurses	921	\$27.00	56.5	29.3	14.1	76.3
27-2022	Coaches & Scouts	431	\$12.55	24.7	55.9	14.4	73.9
13-1199	Business Ops. Specialists, All Other	321	\$28.85	72.6	23.3	4.1	93.7
13-2011	Accountants & Auditors	274	\$25.64	97.6	2.4	0.0	86.1
Total, Bachelor's Degree		6,675	\$23.38	67.3	22.5	9.7	84.8
Master's Degree							
29-1171	Nurse Practitioners	95	\$38.22	83.3	16.7	0.0	100.0
21-1014	Mental Health Counselors	64	\$18.75	100.0	0.0	0.0	100.0
29-1122	Occupational Therapists	48	\$43.00	66.7	33.3	0.0	100.0
25-9031	Instructional Coordinators	36	\$21.64	80.0	20.0	0.0	100.0
25-4021	Librarians	35	\$20.57	90.1	0.0	9.9	100.0
Total, Master's Degree		386	\$27.09	86.1	11.7	2.2	100.0
Doctoral or Professional Degree							
23-1011	Lawyers	171	\$33.65	92.8	7.2	0.0	81.8
29-1021	Dentists, General	142	\$26.01	44.9	32.6	22.5	88.8
29-1069	Physicians & Surgeons, All Other	84	\$48.08	100.0	0.0	0.0	100.0
25-1199	Postsecondary Teachers, All Other	79	.	0.0	63.6	36.4	54.5
29-1051	Pharmacists	38	\$57.00	62.7	0.0	37.3	62.7
Total, Professional Degree		603	\$30.45	61.4	23.9	14.7	82.7

^aStandard Occupational Classification.

Source: Wyoming New Hires Job Skills Survey 2018.

Prepared by M. Moore, Research & Planning, WY DWS, 12/9/20.

Wyoming's Nonfatal Occupational Injury and Illness Incidence Rates for 2019

by: *Chris McGrath, Senior Statistician*

Wyoming's nonfatal occupational injury and illness incidence rate for all industries for 2019 was 3.4, according to the Survey of Occupational Injuries and Illnesses (SOII). Wyoming's private industry in 2019 recorded an incidence rate of 3.1, compared to 3.2 in 2018. Incidence rates represent the number of injuries and illnesses per 100 full-time workers. The SOII is conducted annually by the Research & Planning section of the Wyoming Department of Workforce Services in cooperation with the U.S. Bureau of Labor Statistics.

Within private industry, the goods-producing sectors had an injury and illness incidence rate of 2.1 in 2019 and 2.7 in 2018 (see Table 1). Injury and illness

More Online

Survey of Occupational Injuries and Illnesses, 2019

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

incidence rates among these sectors in 2019 ranged from 1.4 in natural resources & mining to 3.1 in manufacturing. Construction had an incidence rate of 2.5 in 2019 compared to 3.7 in 2018.

Within private industry, the service-providing sectors (such as trade, transportation, & utilities and education & health services) had an incidence rate of 3.5 per 100 full-time workers in 2019. Rates among these sectors varied from 1.8 in information to 5.0 in education & health services. Leisure & hospitality had an incidence rate of 3.7 in 2019 and 4.9 in 2018.

These estimates are all recordable nonfatal occupational injuries and illnesses, which include days away from work cases, days of job transfer or restriction cases, and other recordable cases. Non-recordable cases include, but are not limited to first aid cases, such as an adhesive strip on a cut, or a water flush of an eye to remove a foreign object. For further information on recordable and non-recordable cases, visit <https://www.bls.gov/iif/oshdef.htm>.

An additional article with more detail on occupational injury and illness data will be published in a forthcoming issue of *Wyoming Labor Force Trends*.

Table 1: Incidence Rates^a per 100 Full-Time Workers for Total Nonfatal Occupational Injuries & Illnesses by Major Industry Sector, Wyoming, 2018 & 2019

Industry	2019	2018
Total, All Industries	3.4	3.4
Private Industry	3.1	3.2
Goods-Producing	2.1	2.7
Natural Resources & Mining	1.4	1.6
Construction	2.5	3.7
Manufacturing	3.1	3.6
Service-Providing	3.5	3.3
Trade, Transportation, & Utilities	3.9	3.3
Information	1.8	3.0
Professional & Business Services	2.1	1.5
Educational & Health Services	5.0	3.9
Leisure, Entertainment, & Hospitality	3.7	4.9
State & Local Government	4.4	4.3

^aIncidence rates represent the number of injuries and illnesses per 100 full-time workers.

Source: U.S. Bureau of Labor Statistics, 2020.

Prepared by C. McGrath, Research & Planning, WY DWS, 11/2/20.

Wyoming Unemployment Falls to 4.8% in December 2020

by: David Bullard, Senior Economist

The Research & Planning section of the Wyoming Department of Workforce Services reported that the state’s seasonally adjusted¹ unemployment rate fell from 5.1% in November to 4.8% in December. Wyoming’s unemployment rate has decreased for eight months in a row and is much lower than the U.S. unemployment rate of 6.7%. Both statewide and county-level unemployment data suggest that Wyoming’s economic situation is steadily improving.

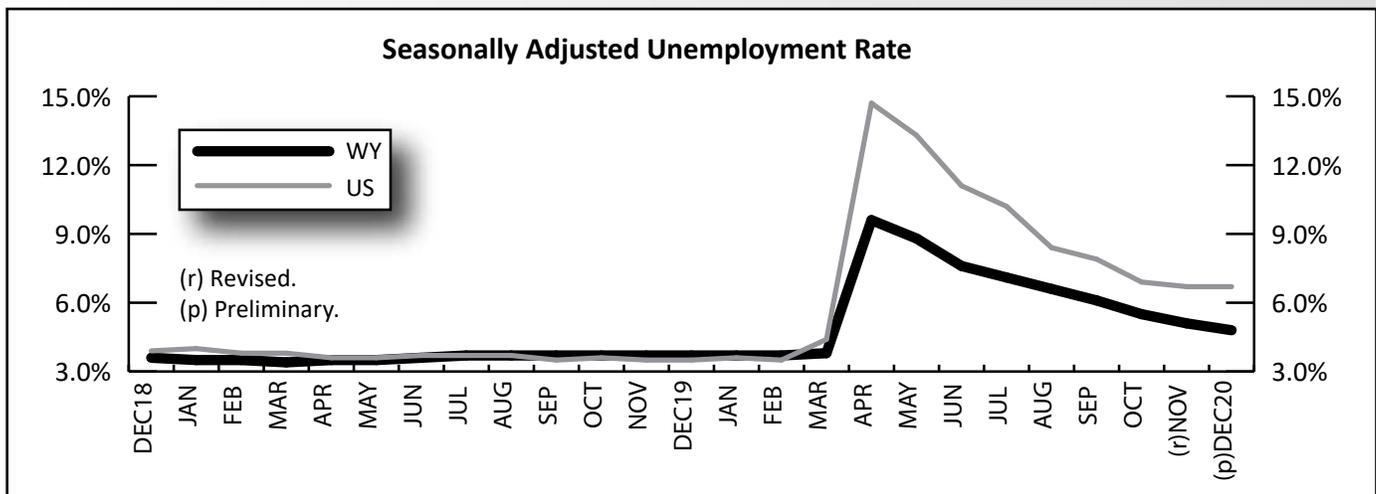
Most county unemployment rates changed very little from November to December. However, large decreases were seen in a few counties. Teton County’s unemployment rate fell from 5.8% to 3.9% as the winter tourist season ramped up. Jobless rates also fell in Natrona County (down from 7.1% to 6.5%), Converse County (down from 5.1% to 4.5%), and Campbell County (down from 5.8% to 5.2%).

From December 2019 to December 2020, unemployment rates rose in 19 counties, were unchanged in three counties, and fell slightly in Hot Springs County (down from 4.0% to 3.9%). The largest increases occurred in key energy producing areas of the state. Natrona County’s unemployment rate rose from 4.2% to 6.5%, Campbell County’s rate rose from 3.1% to 5.2%, Converse County’s rate rose from 3.0% to 4.5%, and Sweetwater County’s rate rose from 4.5% to 5.8%. Jobless rates were unchanged from a year earlier in Fremont County (4.8%), Niobrara County (3.4%), and Platte County (4.1%).

Natrona County had the highest unemployment rate in the state at 6.5%. It was followed by Sweetwater County at 5.8% and Sublette County at 5.7%. The lowest rates were found in Albany and Weston counties, both at 3.0%, and Crook County at 3.1%.

Total nonfarm employment in Wyoming (not seasonally adjusted and measured by place of work) decreased from 285,800 in December 2019 to 273,500 in December 2020, a decline of 12,300 jobs (-4.3%).

1 Seasonal adjustment is a statistical procedure to remove the impact of normal regularly recurring events (such as weather, major holidays, and the opening and closing of schools) from economic time series to better understand changes in economic conditions from month to month.



Current Employment Statistics (CES) Estimates and Research & Planning's Internal Estimates, December 2020

by: David Bullard, Senior Economist

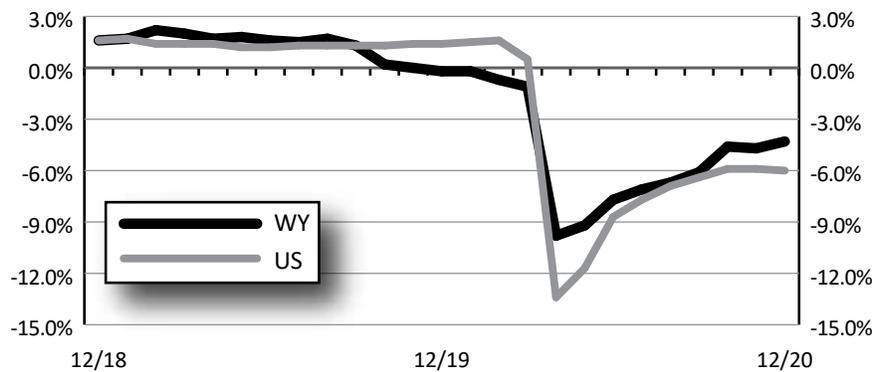
Industry Sector	Research & Planning's Internal Estimates	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm	260,204	273,500	13,296	4.9%
Natural Resources & Mining	11,449	15,000	3,551	23.7%
Construction	19,809	22,100	2,291	10.4%
Manufacturing	9,696	10,100	404	4.0%
Wholesale Trade	6,557	7,500	943	12.6%
Retail Trade	28,690	30,900	2,210	7.2%
Transportation & Utilities	14,242	14,700	458	3.1%
Information	2,933	2,900	-33	-1.1%
Financial Activities	10,702	11,000	298	2.7%
Professional & Business Services	17,676	17,100	-576	-3.4%
Educational & Health Services	28,006	29,400	1,394	4.7%
Leisure & Hospitality	30,014	31,100	1,086	3.5%
Other Services	15,366	14,800	-566	-3.8%
Government	65,064	66,900	1,836	2.7%

Internal Estimates were run in October 2020 and based on QCEW data through June 2020.

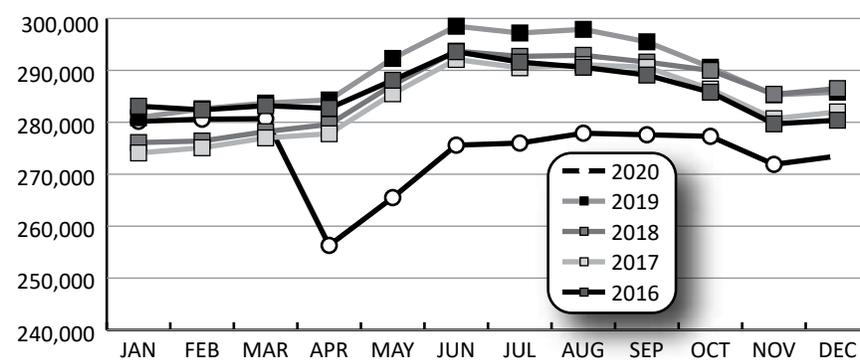
State Unemployment Rates December 2020 (Seasonally Adjusted)

State	Unemp. Rate
Hawaii	9.3
Nevada	9.2
Puerto Rico	9.1
California	9.0
Colorado	8.4
New Mexico	8.2
New York	8.2
Rhode Island	8.1
Connecticut	8.0
District of Columbia	7.9
Illinois	7.6
New Jersey	7.6
Arizona	7.5
Michigan	7.5
Massachusetts	7.4
Louisiana	7.2
Texas	7.2
Washington	7.1
Pennsylvania	6.7
United States	6.7
Oregon	6.4
Tennessee	6.4
Maryland	6.3
West Virginia	6.3
Mississippi	6.2
North Carolina	6.2
Florida	6.1
Kentucky	6.0
Alaska	5.8
Missouri	5.8
Georgia	5.6
Ohio	5.5
Wisconsin	5.5
Delaware	5.3
Oklahoma	5.3
Maine	4.9
Virginia	4.9
Wyoming	4.8
South Carolina	4.6
Idaho	4.4
Minnesota	4.4
Montana	4.4
Indiana	4.3
Arkansas	4.2
North Dakota	4.1
New Hampshire	4.0
Alabama	3.9
Kansas	3.8
Utah	3.6
Iowa	3.1
Vermont	3.1
Nebraska	3.0
South Dakota	3.0

Nonagricultural Employment Growth (Percentage Change Over Previous Year)



Wyoming Nonagricultural Wage and Salary Employment



Wyoming Nonagricultural Wage and Salary Employment by: David Bullard, Senior Economist

State Unemployment Rates December 2020 (Not Seasonally Adjusted)

	Employment in Thousands			% Change Total Employment	
	Dec 20	Nov 20	Dec 19	Dec 20	Dec 20
	Dec 20	Nov 20	Dec 19	Nov 20	Dec 19
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	23.2	23.2	25.9	0.0	-10.4
TOTAL PRIVATE	18.5	18.5	20.9	0.0	-11.5
GOODS PRODUCING	6.8	6.9	8.5	-1.4	-20.0
Natural Resources & Mining	4.6	4.6	6.0	0.0	-23.3
Construction	1.7	1.8	1.9	-5.6	-10.5
Manufacturing	0.5	0.5	0.6	0.0	-16.7
SERVICE PROVIDING	16.4	16.3	17.4	0.6	-5.7
Trade, Transportation, & Utilities	5.2	5.1	5.5	2.0	-5.5
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.7	0.0	0.0
Professional & Business Services	1.4	1.4	1.6	0.0	-12.5
Educational & Health Services	1.2	1.2	1.1	0.0	9.1
Leisure & Hospitality	2.2	2.2	2.4	0.0	-8.3
Other Services	0.8	0.8	0.9	0.0	-11.1
GOVERNMENT	4.7	4.7	5.0	0.0	-6.0
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	21.2	21.4	22.3	-0.9	-4.9
TOTAL PRIVATE	16.4	16.6	17.6	-1.2	-6.8
GOODS PRODUCING	5.9	6.1	6.9	-3.3	-14.5
Natural Resources & Mining	3.5	3.5	4.1	0.0	-14.6
Construction	1.2	1.4	1.5	-14.3	-20.0
Manufacturing	1.2	1.2	1.3	0.0	-7.7
SERVICE PROVIDING	15.3	15.3	15.4	0.0	-0.6
Trade, Transportation, & Utilities	4.4	4.4	4.6	0.0	-4.3
Information	0.1	0.1	0.1	0.0	0.0
Financial Activities	0.6	0.6	0.6	0.0	0.0
Professional & Business Services	1.0	1.0	1.1	0.0	-9.1
Educational & Health Services	1.4	1.4	1.4	0.0	0.0
Leisure & Hospitality	2.4	2.4	2.3	0.0	4.3
Other Services	0.6	0.6	0.6	0.0	0.0
GOVERNMENT	4.8	4.8	4.7	0.0	2.1
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	17.9	15.2	20.5	17.8	-12.7
TOTAL PRIVATE	15.3	12.7	17.8	20.5	-14.0
GOODS PRODUCING	2.4	2.5	2.4	-4.0	0.0
Natural Resources, Mining & Construction	2.2	2.3	2.2	-4.3	0.0
Manufacturing	0.2	0.2	0.2	0.0	0.0
SERVICE PROVIDING	15.5	12.7	18.1	22.0	-14.4
Trade, Transportation, & Utilities	2.4	2.2	2.6	9.1	-7.7
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	1.2	1.1	1.2	9.1	0.0
Professional & Business Services	1.9	2.0	1.9	-5.0	0.0
Educational & Health Services	1.3	1.2	1.4	8.3	-7.1
Leisure & Hospitality	5.4	3.0	7.6	80.0	-28.9
Other Services	0.5	0.5	0.5	0.0	0.0
GOVERNMENT	2.6	2.5	2.7	4.0	-3.7

State	Unemp. Rate
Puerto Rico	10.5
Hawaii	9.0
Nevada	9.0
California	8.8
Colorado	8.2
New York	8.1
New Mexico	7.7
Rhode Island	7.7
District of Columbia	7.6
Connecticut	7.5
Illinois	7.5
New Jersey	7.4
Arizona	7.3
Michigan	7.3
Washington	7.2
Massachusetts	7.1
Texas	7.1
Louisiana	6.9
United States	6.5
Pennsylvania	6.4
Tennessee	6.2
West Virginia	6.1
Alaska	6.0
Maryland	6.0
North Carolina	6.0
Oregon	6.0
Mississippi	5.9
Florida	5.8
Missouri	5.8
Kentucky	5.7
Georgia	5.4
Wisconsin	5.3
Ohio	5.2
Oklahoma	5.2
Delaware	4.8
Maine	4.7
Virginia	4.7
Minnesota	4.6
South Carolina	4.6
Wyoming	4.6
Idaho	4.5
Montana	4.5
North Dakota	4.1
Arkansas	4.0
Indiana	4.0
New Hampshire	3.8
Alabama	3.7
Kansas	3.5
Iowa	3.3
Utah	3.3
South Dakota	3.2
Nebraska	2.8
Vermont	2.8

Economic Indicators

by: **David Bullard, Senior Economist**

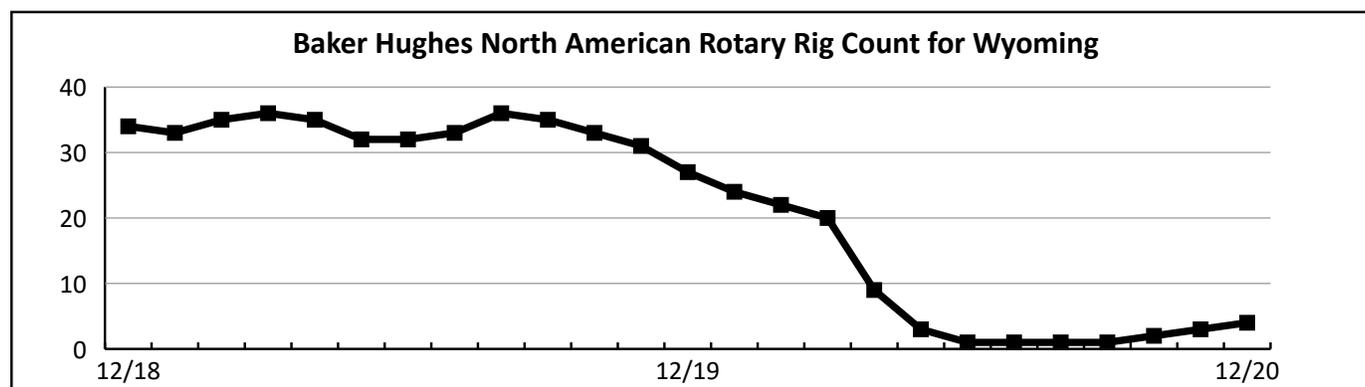
Wyoming Total Nonfarm employment rose from 271,900 in November to 273,500 in December, an increase of 0.6%.

	Dec 2020 (p)	Nov 2020 (r)	Dec 2019 (b)	Percent Change Month	Percent Change Year
Wyoming Total Nonfarm Employment	273,500	271,900	285,800	0.6	-4.3
Wyoming State Government	13,200	13,300	14,800	-0.8	-10.8
Laramie County Nonfarm Employment	45,700	45,800	47,300	-0.2	-3.4
Natrona County Nonfarm Employment	36,900	37,300	39,200	-1.1	-5.9
Selected U.S. Employment Data					
U.S. Multiple Jobholders	6,496,000	6,690,000	8,058,000	-2.9	-19.4
As a percent of all workers	4.3%	4.5%	5.1%	N/A	N/A
U.S. Discouraged Workers	661,000	674,000	277,000	-1.9	138.6
U.S. Part Time for Economic Reasons	6,245,000	6,492,000	4,247,000	-3.8	47.0
Wyoming Unemployment Insurance					
Weeks Compensated	23,732	20,277	15,126	17.0	56.9
Benefits Paid	\$9,979,055	\$8,592,090	\$6,150,950	16.1	62.2
Average Weekly Benefit Payment	\$420.49	\$423.74	\$406.65	-0.8	3.4
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100)					
All Items	260.5	260.2	257.0	0.1	1.4
Food & Beverages	269.4	268.5	259.4	0.3	3.8
Housing	273.7	273.3	268.2	0.1	2.0
Apparel	114.4	116.6	119.1	-1.9	-3.9
Transportation	203.6	202.8	208.5	0.4	-2.4
Medical Care	518.8	519.8	509.7	-0.2	1.8
Recreation (Dec. 1997=100)	122.7	123.0	121.5	-0.3	0.9
Education & Communication (Dec. 1997=100)	141.5	141.5	138.8	0.0	2.0
Other Goods & Services	466.3	464.2	455.4	0.5	2.4
Producer Prices (1982 to 1984 = 100)					
All Commodities	200.6	198.2	199.0	1.2	0.8
Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized)					
Total Units	214	144	68	48.6	214.7
Valuation	\$63,353,000	\$42,826,000	\$17,818,000	47.9	255.6
Single Family Homes	122	137	59	-10.9	106.8
Valuation	\$48,605,000	\$41,706,000	\$16,864,000	16.5	188.2
Casper MSA ¹ Building Permits	13	14	12	-7.1	8.3
Valuation	\$2,591,000	\$4,655,000	\$2,514,000	-44.3	3.1
Cheyenne MSA Building Permits	109	40	22	172.5	395.5
Valuation	\$19,415,000	\$7,793,000	\$4,974,000	149.1	290.3
Baker Hughes North American Rotary Rig Count for Wyoming	4	3	27	33.3	-85.2

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

¹Metropolitan Statistical Area.

Note: Production worker hours and earnings data have been dropped from the Economic Indicators page because of problems with accuracy due to a small sample size and high item nonresponse. The Bureau of Labor Statistics will continue to publish these data online at <http://www.bls.gov/eag/eag.wy.htm>.



Wyoming County Unemployment Rates

by: *Carola Cowan, BLS Programs Supervisor*

In December 2020, the highest unemployment rates were in Natrona, Sweetwater, and Sublette counties.

REGION County	Labor Force			Employed			Unemployed			Unemployment Rates		
	Dec 2020	Nov 2020	Dec 2019	Dec 2020	Nov 2020	Dec 2019	Dec 2020	Nov 2020	Dec 2019	Dec 2020	Nov 2020	Dec 2019
	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)
NORTHWEST	45,126	45,422	44,808	43,080	43,258	42,843	2,046	2,164	1,965	4.5	4.8	4.4
Big Horn	5,253	5,270	5,262	5,037	5,067	5,066	216	203	196	4.1	3.9	3.7
Fremont	18,969	19,111	18,735	18,052	18,105	17,841	917	1,006	894	4.8	5.3	4.8
Hot Springs	2,198	2,216	2,137	2,112	2,119	2,051	86	97	86	3.9	4.4	4.0
Park	14,859	14,941	14,721	14,194	14,266	14,074	665	675	647	4.5	4.5	4.4
Washakie	3,847	3,884	3,953	3,685	3,701	3,811	162	183	142	4.2	4.7	3.6
NORTHEAST	50,903	51,262	50,549	48,613	48,810	48,923	2,290	2,452	1,626	4.5	4.8	3.2
Campbell	23,455	23,658	23,483	22,228	22,283	22,744	1,227	1,375	739	5.2	5.8	3.1
Crook	3,690	3,736	3,660	3,574	3,612	3,551	116	124	109	3.1	3.3	3.0
Johnson	4,091	4,125	4,073	3,918	3,943	3,921	173	182	152	4.2	4.4	3.7
Sheridan	15,857	15,911	15,540	15,198	15,264	15,011	659	647	529	4.2	4.1	3.4
Weston	3,810	3,832	3,793	3,695	3,708	3,696	115	124	97	3.0	3.2	2.6
SOUTHWEST	56,746	57,295	57,888	53,969	54,127	55,622	2,777	3,168	2,266	4.9	5.5	3.9
Lincoln	8,806	8,845	8,707	8,464	8,486	8,400	342	359	307	3.9	4.1	3.5
Sublette	4,004	4,025	4,098	3,774	3,807	3,892	230	218	206	5.7	5.4	5.0
Sweetwater	21,104	21,199	21,232	19,880	19,920	20,272	1,224	1,279	960	5.8	6.0	4.5
Teton	13,891	14,220	14,971	13,353	13,395	14,530	538	825	441	3.9	5.8	2.9
Uinta	8,941	9,006	8,880	8,498	8,519	8,528	443	487	352	5.0	5.4	4.0
SOUTHEAST	82,803	83,424	81,247	79,686	80,195	78,590	3,117	3,229	2,657	3.8	3.9	3.3
Albany	21,722	21,785	20,632	21,072	21,121	20,072	650	664	560	3.0	3.0	2.7
Goshen	6,523	6,597	6,680	6,283	6,336	6,453	240	261	227	3.7	4.0	3.4
Laramie	48,588	49,026	48,232	46,596	46,955	46,586	1,992	2,071	1,646	4.1	4.2	3.4
Niobrara	1,233	1,246	1,217	1,191	1,204	1,176	42	42	41	3.4	3.4	3.4
Platte	4,737	4,770	4,486	4,544	4,579	4,303	193	191	183	4.1	4.0	4.1
CENTRAL	56,097	56,848	56,048	52,800	53,269	53,860	3,297	3,579	2,188	5.9	6.3	3.9
Carbon	7,726	7,743	7,891	7,409	7,448	7,605	317	295	286	4.1	3.8	3.6
Converse	9,054	9,146	8,928	8,643	8,682	8,662	411	464	266	4.5	5.1	3.0
Natrona	39,317	39,959	39,229	36,748	37,139	37,593	2,569	2,820	1,636	6.5	7.1	4.2
STATEWIDE	291,676	294,251	290,539	278,149	279,657	279,838	13,527	14,594	10,701	4.6	5.0	3.7
Statewide Seasonally Adjusted										4.8	5.1	3.7
U.S.										6.5	6.4	3.4
U.S. Seasonally Adjusted										6.7	6.7	3.6

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 03/2020 Run Date 01/2021.

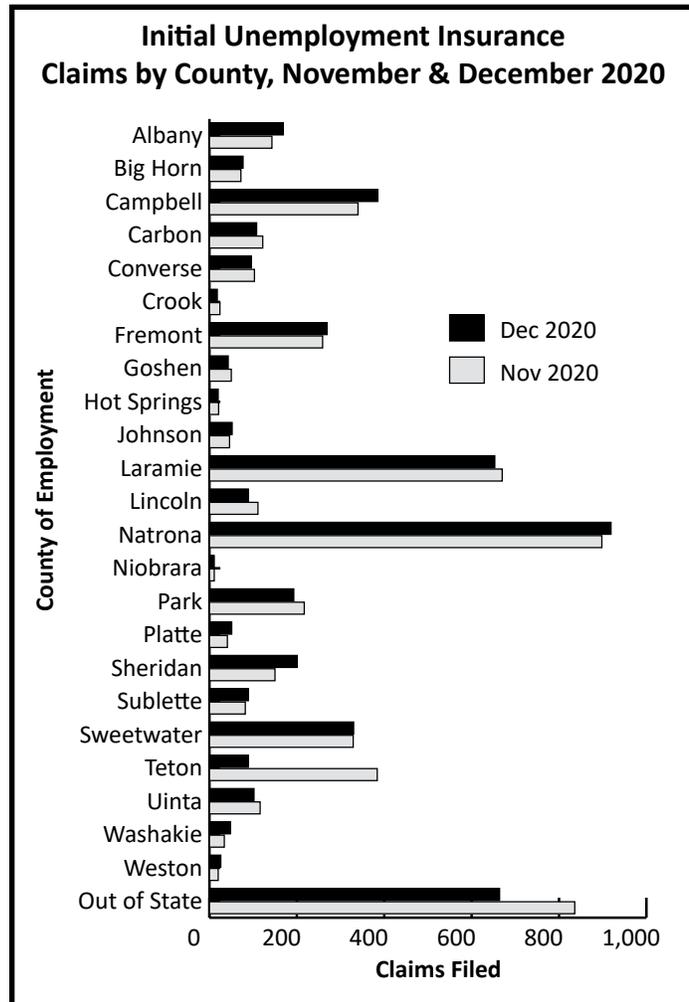
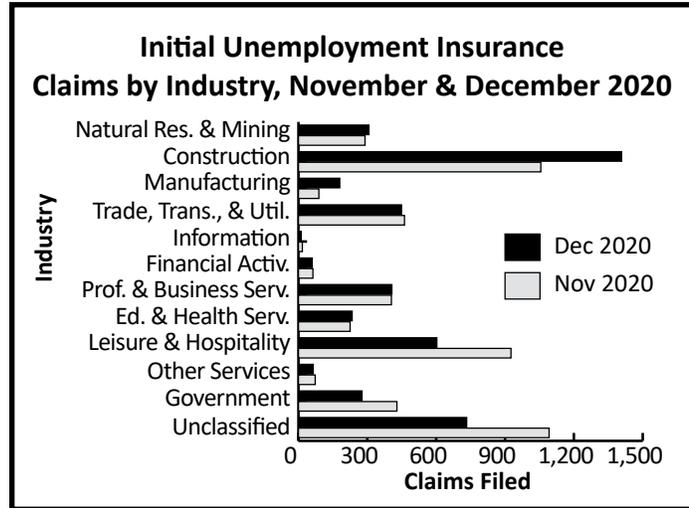
Data are not seasonally adjusted except where otherwise specified.

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

Wyoming Normalized^a Unemployment Insurance Statistics: Initial Claims

by: *Sherry Wen, Principal Economist*

Wyoming had 4,739 initial claims in December, down from 5,133 in November (-394, or -7.7%).



Initial Claims

	Claims Filed			% Change	
	Dec 20	Nov 20	Dec 19	Over the Month	Over the Year
Wyoming Statewide					
Total Claims Filed	4,482	5,133	2,223	-12.7	101.6
TOTAL GOODS-PRODUCING	1,809	1,436	1,189	26.0	52.1
Natural Resources & Mining	296	290	228	2.1	29.8
Mining	266	253	210	5.1	26.7
Oil & Gas Extraction	18	16	5	12.5	260.0
Construction	1,343	1,056	881	27.2	52.4
Manufacturing	169	89	78	89.9	116.7
TOTAL SERVICE-PROVIDING	1,726	2,174	628	-20.6	174.8
Trade, Transportation, & Utilities	428	462	168	-7.4	154.8
Wholesale Trade	76	61	27	24.6	181.5
Retail Trade	206	245	69	-15.9	198.6
Transportation, Warehousing & Utilities	145	154	71	-5.8	104.2
Information	10	17	4	-41.2	150.0
Financial Activities	53	63	25	-15.9	112.0
Professional & Business Services	377	405	183	-6.9	106.0
Educational & Health Services	220	225	64	-2.2	243.8
Leisure & Hospitality	572	926	156	-38.2	266.7
Other Services, except Public Admin.	63	73	25	-13.7	152.0
TOTAL GOVERNMENT	258	429	153	-39.9	68.6
Federal Government	132	255	97	-48.2	36.1
State Government	27	30	9	-10.0	200.0
Local Government	98	143	45	-31.5	117.8
Local Education	39	42	12	-7.1	225.0
UNCLASSIFIED	687	1,092	252	-37.1	172.6
Laramie County					
Total Claims Filed	621	670	335	-7.3	85.4
TOTAL GOODS-PRODUCING	264	215	209	22.8	26.3
Construction	234	186	179	25.8	30.7
TOTAL SERVICE-PROVIDING	241	274	75	-12.0	221.3
Trade, Transportation, & Utilities	53	74	24	-28.4	120.8
Financial Activities	12	5	0	140.0	1,200.0
Professional & Business Services	57	79	24	-27.8	137.5
Educational & Health Services	47	37	5	27.0	840.0
Leisure & Hospitality	56	66	16	-15.2	250.0
TOTAL GOVERNMENT	22	28	12	-21.4	83.3
UNCLASSIFIED	92	151	38	-39.1	142.1
Natrona County					
Total Claims Filed	881	898	342	-1.9	157.6
TOTAL GOODS-PRODUCING	336	271	195	24.0	72.3
Construction	253	213	150	18.8	68.7
TOTAL SERVICE-PROVIDING	413	397	124	4.0	233.1
Trade, Transportation, & Utilities	113	105	42	7.6	169.0
Financial Activities	9	15	7	-40.0	28.6
Professional & Business Services	83	72	25	15.3	232.0
Educational & Health Services	69	56	15	23.2	360.0
Leisure & Hospitality	122	119	26	2.5	369.2
TOTAL GOVERNMENT	25	31	5	-19.4	400.0
UNCLASSIFIED	107	198	16	-46.0	568.8

N/D = Not discloseable due to confidentiality.
^aAn average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.

Wyoming Normalized^a Unemployment Insurance Statistics: Continued Claims

by: Sherry Wen, Principal Economist

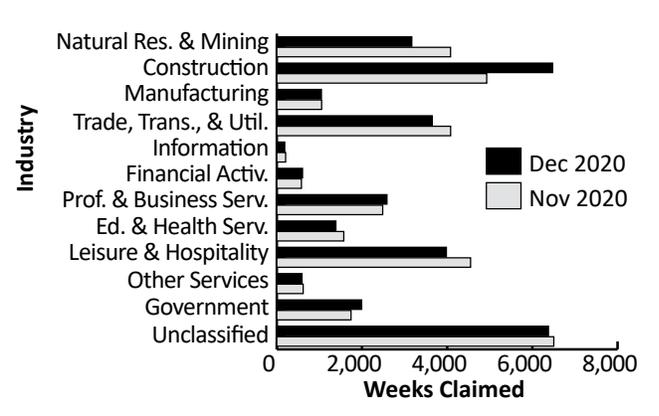
The total number of continued weeks claimed in Wyoming decreased from 32,402 to 32,057 (-345, or -1.1%).

Continued Claims

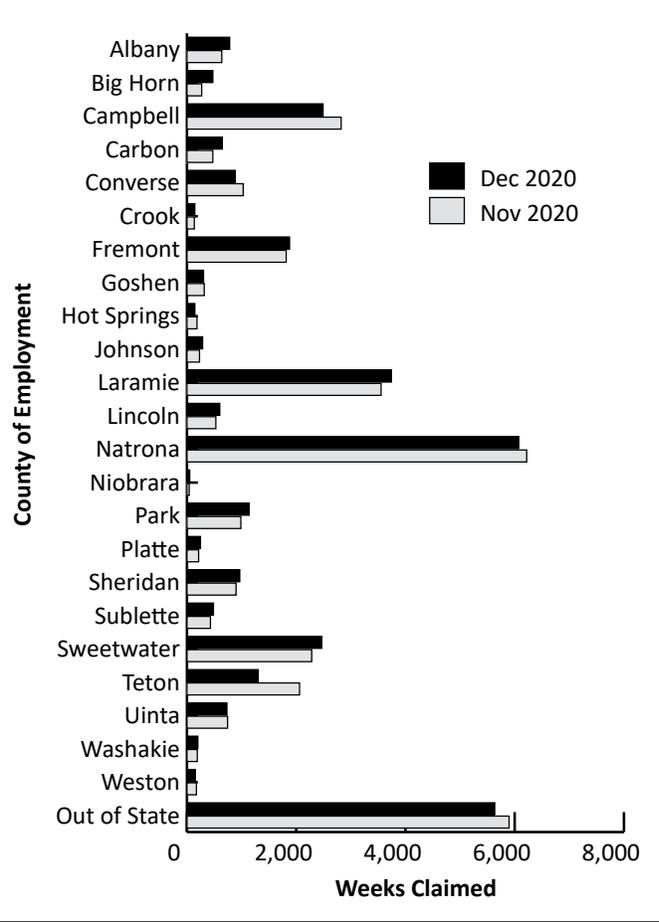
	Claims Filed			% Change	
	Dec 20	Nov 20	Dec 19	Over the Month	Over the Year
Wyoming Statewide					
Total Weeks Claimed	32,057	32,402	11,866	-1.1	170.2
Total Unique Claimants	8,895	10,558	4,132	-15.8	115.3
TOTAL GOODS-PRODUCING	10,681	10,052	4,729	6.3	125.9
Natural Resources & Mining	3,165	4,075	1,194	-22.3	165.1
Mining	3,040	3,971	1,094	-23.4	177.9
Oil & Gas Extraction	188	186	65	1.1	189.2
Construction	6,472	4,928	3,161	31.3	104.7
Manufacturing	1,043	1,047	373	-0.4	179.6
TOTAL SERVICE-PROVIDING	12,980	14,090	4,543	-7.9	185.7
Trade, Transportation, & Utilities	3,646	4,081	1,140	-10.7	219.8
Wholesale Trade	965	1,278	205	-24.5	370.7
Retail Trade	1,493	1,521	500	-1.8	198.6
Transportation, Warehousing & Utilities	1,187	1,280	434	-7.3	173.5
Information	186	207	66	-10.1	181.8
Financial Activities	604	578	193	4.5	213.0
Professional & Business Services	2,586	2,486	1,102	4.0	134.7
Educational & Health Services	1,387	1,572	399	-11.8	247.6
Leisure & Hospitality	3,981	4,549	1,487	-12.5	167.7
Other Services, except Public Admin.	587	614	153	-4.4	283.7
TOTAL GOVERNMENT	1,992	1,742	1,195	14.4	66.7
Federal Government	775	400	629	93.8	23.2
State Government	242	237	87	2.1	178.2
Local Government	975	1,105	478	-11.8	104.0
Local Education	305	308	89	-1.0	242.7
UNCLASSIFIED	6,403	6,516	1,398	-1.7	358.0
Laramie County					
Total Weeks Claimed	3,741	3,554	1,434	5.3	160.9
Total Unique Claimants	1,046	1,185	549	-11.7	90.5
TOTAL GOODS-PRODUCING	1,115	885	632	26.0	76.4
Construction	825	556	581	48.4	42.0
TOTAL SERVICE-PROVIDING	1,662	1,672	559	-0.6	197.3
Trade, Transportation, & Utilities	462	503	174	-8.2	165.5
Financial Activities	87	68	45	27.9	93.3
Professional & Business Services	360	372	154	-3.2	133.8
Educational & Health Services	296	306	57	-3.3	419.3
Leisure & Hospitality	361	320	65	12.8	455.4
TOTAL GOVERNMENT	190	205	88	-7.3	115.9
UNCLASSIFIED	772	791	155	-2.4	398.1
Natrona County					
Total Weeks Claimed	6,074	6,220	1,641	-2.3	270.1
Total Unique Claimants	1,714	2,043	569	-16.1	201.2
TOTAL GOODS-PRODUCING	2,014	2,056	812	-2.0	148.0
Construction	1,067	785	529	35.9	101.7
TOTAL SERVICE-PROVIDING	2,896	3,008	640	-3.7	352.5
Trade, Transportation, & Utilities	1,026	1,204	206	-14.8	398.1
Financial Activities	210	210	19	0.0	1,005.3
Professional & Business Services	514	444	193	15.8	166.3
Educational & Health Services	296	379	76	-21.9	289.5
Leisure & Hospitality	546	484	91	12.8	500.0
TOTAL GOVERNMENT	174	107	60	62.6	190.0
UNCLASSIFIED	989	1,047	127	-5.5	678.7

^aAn average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.

Continued Unemployment Insurance Claims by Industry, November & December 2020



Continued Unemployment Insurance Claims by County, November & December 2020



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

**PRSR STD
US POSTAGE PAID
CASPER WY
PERMIT NO. 100**

**Official Business
Penalty for Private Use \$300
Return Service Requested**

[]