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Are Teacher Salaries in Wyoming Competitive Enough to Retain the Best?

by: Michele Holmes, Public Relations Specialist

The Wyoming State Legislature has raised many questions regarding the labor supply and demand of teachers. In its* Monitoring School District Human Resource Cost Pressures *reports to the Legislature, Research & Planning has begun answering questions on demographics, compensation, student enrollment, turnover, and interstate competition.

In *Monitoring School District Human Resource Cost Pressures 2013 (Monitoring 2013)*, the Research & Planning (R&P) section of the Wyoming Department of Workforce Services presented an examination of the labor market for teachers in Wyoming. The report focused on the percentage of teachers in Wyoming approaching retirement age, their earnings, and the potential impacts of their retirement. This article summarizes key points of the findings presented in *Monitoring 2013*, and discusses the distribution of school district employees by age, regional employment growth, and drivers of demand for teaching occupations in Wyoming. This article is designed to offer the reader an overview of R&P's findings while pointing the interested reader to more detailed information where desired.

Excerpted from *Occasional Paper No. 7 — Teacher Salaries in Wyoming: Competitive Enough to Retain the Best?*

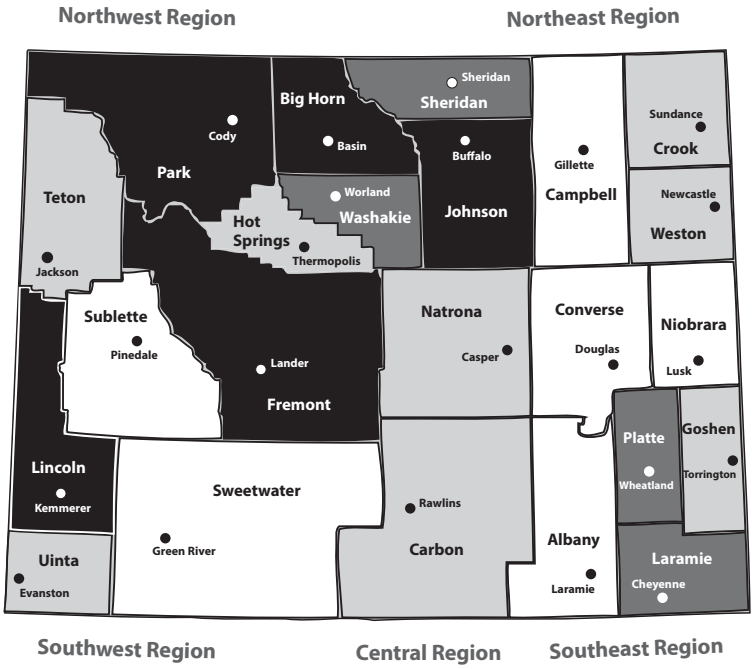
The contents of *Monitoring 2013* are meant to answer, in part, questions raised by the Wyoming State Legislature. R&P is in the process of developing strategies to understand the labor market more broadly, and the concepts here can be applied to

(Text continued on page 3)

HIGHLIGHTS

- **Wyoming was one of 17 states that did not have to borrow money from the federal Unemployment Insurance (UI) program to pay UI benefits during and after the Great Recession. Wyoming's UI Trust Fund stayed solvent.... *page 17***
- **Initial Unemployment Insurance (UI) claims decreased by 15.1% from January 2013 to January 2014, with the largest decrease in natural resources & mining (-20.4%). ... *page 30***

Unemployment Rate by Wyoming County, January 2014 (Not Seasonally Adjusted)



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(Text continued from page 1)

other occupations, such as nurses or those working in public administration. R&P's related research on nursing employment in Wyoming can be found at http://doe.state.wy.us/LMI/nursing.htm.

The annual *Monitoring* reports produced by R&P since 2012 go into greater detail about the local and national context in which Wyoming school districts operate, while this article focuses more on the aging of teachers in Wyoming and the increased demand for new teachers Wyoming may experience as baby boomers retire. In this article, the term *cost pressure* refers to those factors influencing the level of compensation leading to the "recruitment and retention of a staff capable of producing superior work in a public school setting" (Gallagher, 2013). The five cost pressures outlined here represent a portion of the findings presented in the *Monitoring* reports, and are presented as an introduction to the larger body of teacher compensation analysis produced annually by R&P.

The *Monitoring* reports can be found at http://doe.state.wy.us/LMI/education_costs.htm.

Methodology

Research for *Monitoring 2013* drew on several sources of information, many of which are not publically available, or are only available to state employees, such as those at R&P, working under contract to the U.S. Bureau of Labor Statistics. One major source used for wage information was the Occupational Employment Statistics (OES) program, which is a state-federal partnership. The OES program is the only source of reliable occupational-based wage estimates in the country.

R&P produced school district wage estimates using confidential OES files for Wyoming and surrounding states (Gallagher, 2013). The OES survey permitted reliable estimates of teacher wages at the state and national levels. Developing information on school districts at the county level required another approach: using Wyoming Department of Education 602 (WDE 602) files, which provided detailed information on the contract wages of teachers and other staff hired.

For *Monitoring 2013*, R&P analyzed records from several administrative databases, including Unemployment Insurance (UI) employer accounts, UI wage records, Wyoming Department of Transportation drivers' license files, and Wyoming Department of Education (WDE) staffing files. R&P also obtained access to licensing files from the Professional Teaching Standards Board (PTSB), an "independent professional licensing board that governs teacher licensure in the state of Wyoming" (PTSB, n.d.). The PTSB files were combined with R&P's administrative databases to better understand the current supply of teachers available for school districts.

As demonstrated in Appendix A of the *Monitoring 2013* report, the current licensed potential supply of teachers extends beyond Wyoming's borders (Harris, 2013). Linking PTSB licensing files to UI payroll accounts in other states can only be accomplished by Labor Market Information sections of state workforce agencies. R&P knows of no other state or government entity which has analyzed teacher licensing files in this manner. This strategy facilitates a rigorous and

meaningful analysis of school districts' multi-dimensional labor supply.

Cost Pressures

Cost Pressure #1 Teacher Supply in Wyoming: Can We Replace Those Retiring?

During the 2012/13 school year, more than one in five Wyoming teachers (21.9%) were age 55 or older (see Figure 1). In some specialized teaching occupations, the percentage of teachers age 55 and older was even higher; for example, among all middle school special education teachers, 28.7% were age 55 or older (Knapp, 2013).

In 2012/13, 13.7% of all teachers in Wyoming were eligible for retirement, a proportion that will continue to grow. Given the large percentage of Wyoming teachers at or nearing the traditional retirement age of 65, succession planning may be necessary for Wyoming's school districts.

Across all industries and occupations, Wyoming had a greater proportion of workers age 55 and older (26.0%) than

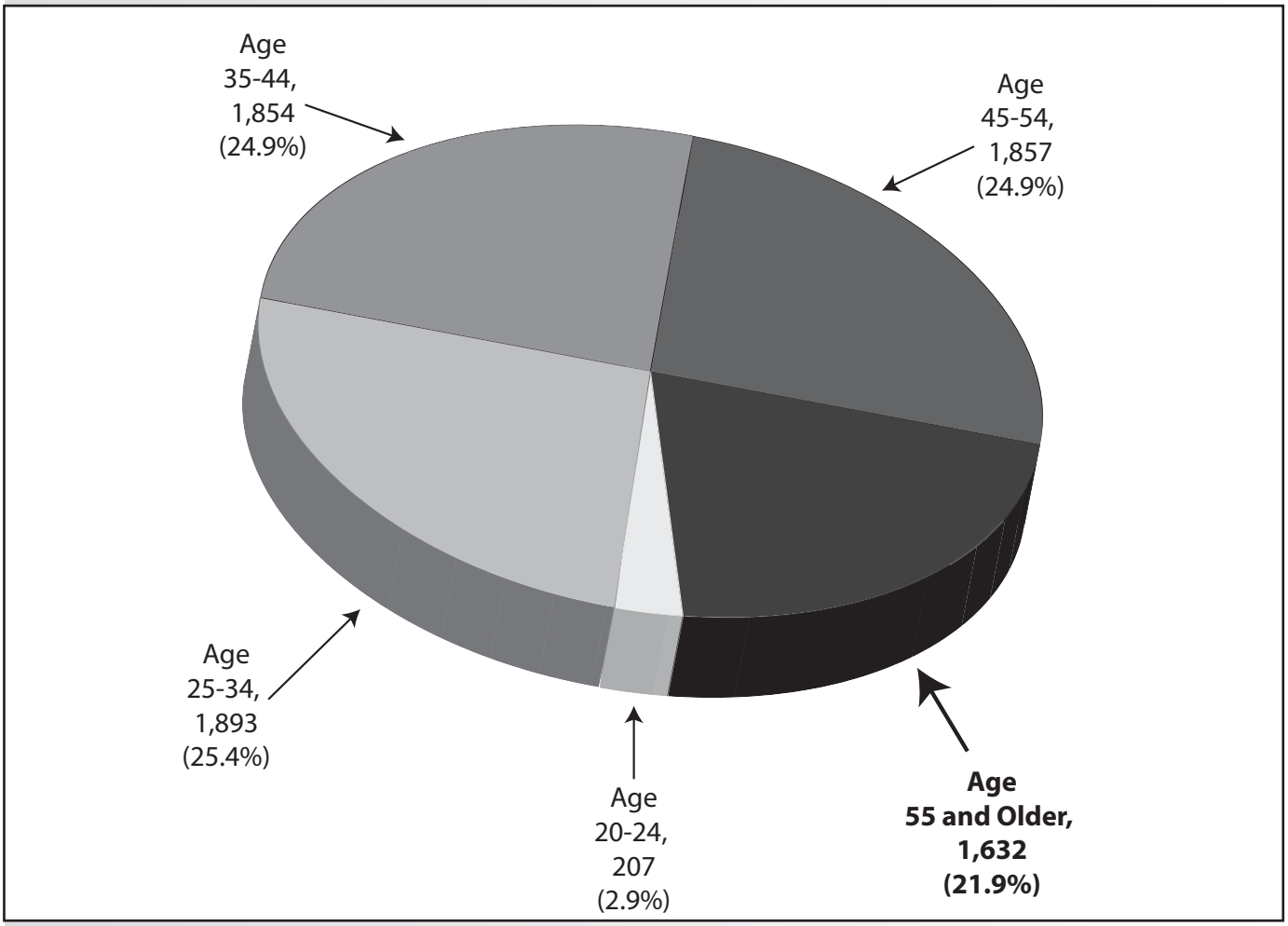
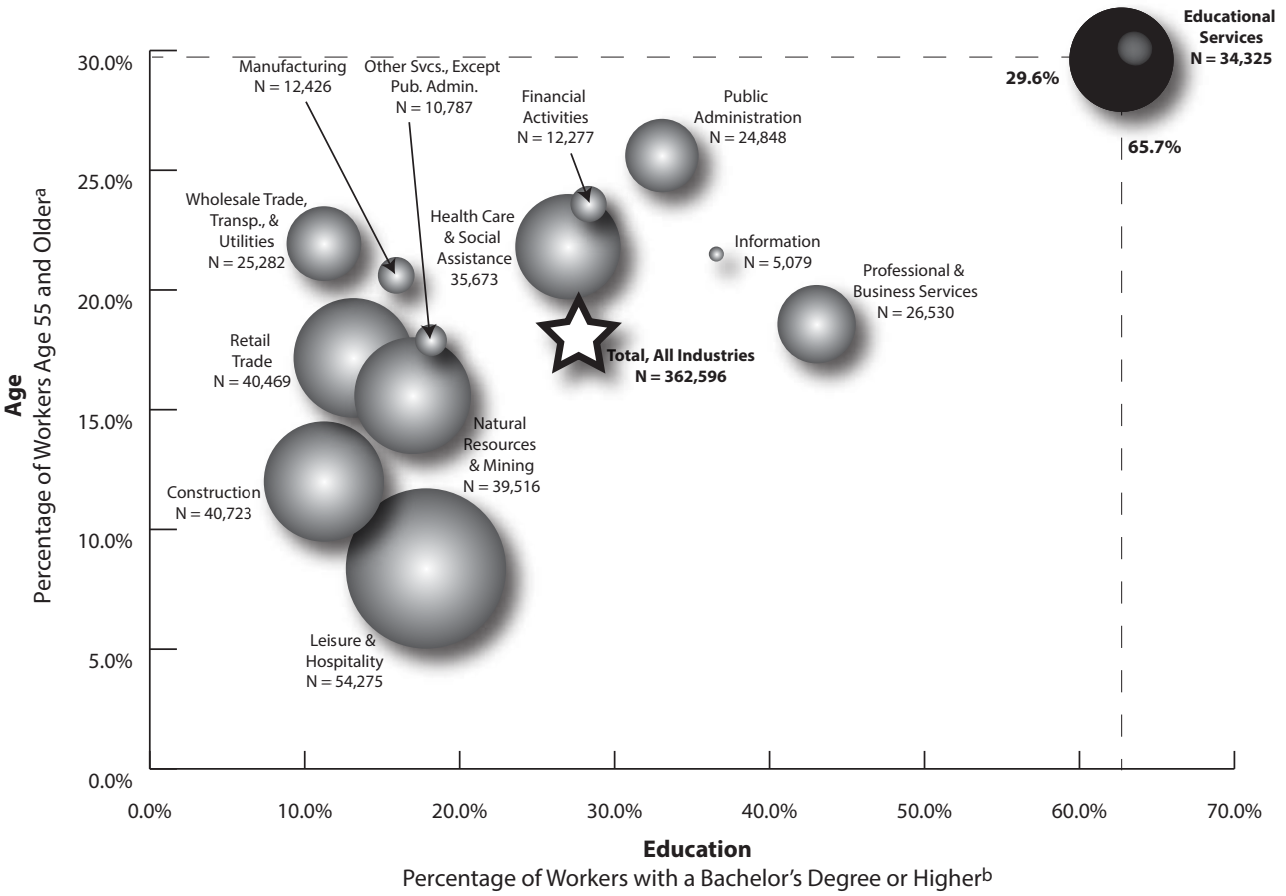


Figure 1: **All Primary, Secondary, & Special Education Teachers (SOC 25-2000) Working in Public Schools by Age Group, 2012/13**

the national average (22.7%). In Wyoming, the proportion of workers age 55 and older was even greater in industries such as educational services, information, health care & social assistance, and public administration. According to R&P's studies, a large proportion of workers age 55 and older working in these industries presumably will be leaving Wyoming's workforce in the next 10 years as they reach the traditional retirement age of 65.

Nowhere was this more evident than in Wyoming's educational services industry, where 29.6% of all workers were age 55 and older and 65.7% had at least a bachelor's degree (see Figure 2). The phenomenon of large numbers of Wyoming residents with a bachelor's degree or higher approaching retirement age is not limited to teachers, but the educational services industry has the highest proportion of workers age 55 and older.

Given the more rapid aging of the workforce in industries requiring post-



[a]Source: Wyoming Wages by County, Industry, Age, & Gender, 2000-2012, Research & Planning, Wyoming Department of Workforce Services.
[b]Source: U.S. Census Bureau, American Community Survey (2011 3-Year Average).

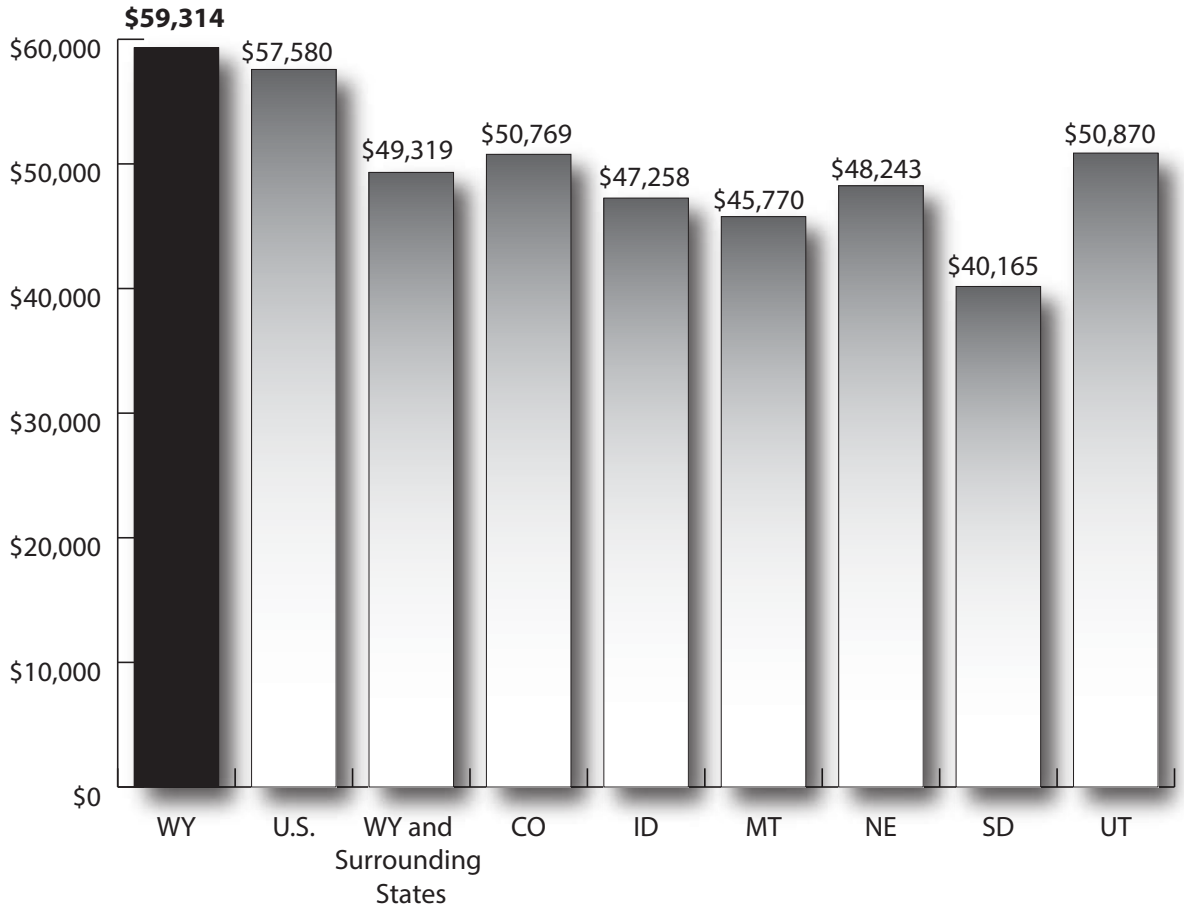
Figure 2: **Percentage of Workers Age 55 and Older and Percentage of Workers with a Bachelor's Degree or Higher by Industry in Wyoming, 2011**

high school degrees, circumstances may lead to significant competition for qualified employees (Knapp, 2013).

Cost Pressure #2 What Teachers Earn

Figure 3 compares the average annual wages of teachers in public schools in Wyoming to those in other states. During the 2011/12 school year, the average wage for all primary, secondary, and special education teachers (SOC 25-2000) in public schools in Wyoming was $59,314 (Manning, 2013). The average annual wage for teachers in Wyoming was higher than in all surrounding states and the national average ($57,580).

The difference in average wage for teachers between Wyoming and surrounding states is substantial. Of all surrounding states, Utah had the highest average annual wage for teachers ($50,870). This was $8,444 less than the average annual wage for teachers in Wyoming. South Dakota had the lowest average annual wage for teachers at



Source: Research & Planning special tabulations of Occupational Employment Statistics (OES) data.

Figure 3: **Average Annual Wage for All Primary, Secondary, and Special Education School Teachers (25-2000) Working in Public Schools in Wyoming, the U.S., and Surrounding States, 2011/12**

$40,165, or 32.3% less than Wyoming.

Teachers' wages are higher in Wyoming than in surrounding states for the majority of specialized teaching occupations. Table 1 shows the average annual wage for Wyoming kindergarten teachers in the 2011/12 school year was $54,850, nearly $16,000 more than in South Dakota and nearly $15,000 more than in Utah. In almost all specialized teaching occupations, Wyoming had the highest annual average wages, with the exception of preschool teachers not in special education. Colorado preschool teachers in the 2011/12 school year earned on average, $2,530 more than in Wyoming. The average annual wage for preschool teachers in the U.S. was $48,860, or $4,440 more than the Wyoming annual average.

Wyoming school districts currently face negligible cost pressure on salaries in relation to competition from surrounding states (Manning, 2013).

The earnings of those working in educational services — specifically teachers — may have had a significant impact on Wyoming's economy. According to the 2012 Consumer Expenditure Survey (CES), the national average annual expenditure for persons holding at least a bachelor's degree (as most teachers in Wyoming do) was $63,135; for persons holding a master's degree or higher, the average annual expenditure was $82,606.

Table 1: Average Annual Wage for Specialized Teaching Occupations in Public Schools for Wyoming, Surrounding States, and the U.S., 2011/12

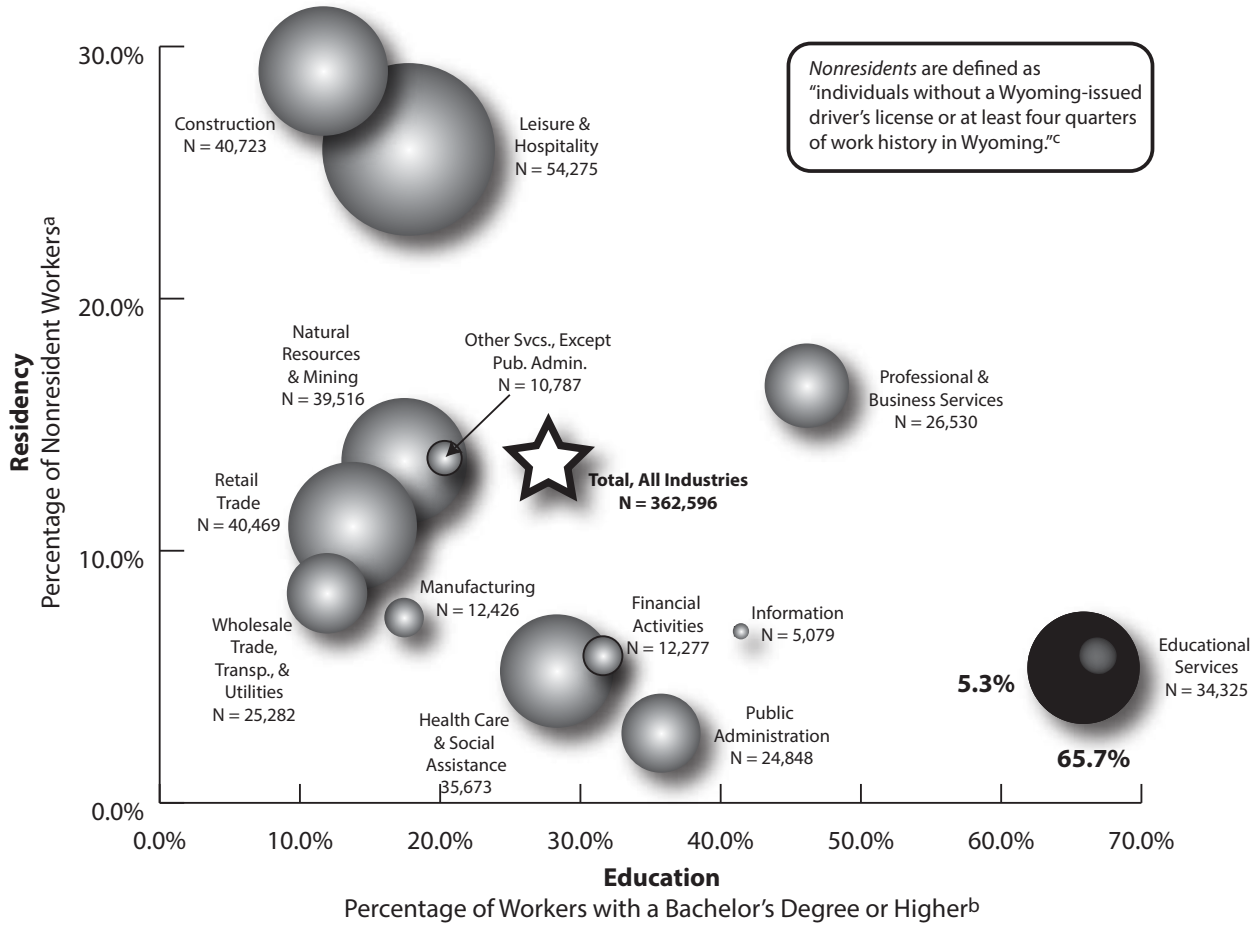
State	All Primary, Secondary, and Special Education School Teachers (25-2000)	Preschool Teachers, Except Special Education (25-2011)	Kindergarten Teachers, Except Special Education (25-2012)	Elementary School Teachers, Except Special Education (25-2021)	Middle School Teachers, Except Special and Vocational Education (25-2022)	Vocational Education Teachers, Middle School (25-2023)	Secondary School Teachers, Except Special and Vocational Education (25-2031)	Vocational Education Teachers, Secondary School (25-2032)	Special Education Teachers, Preschool, Kindergarten, and Elementary School (25-2041)	Special Education Teachers, Middle School (25-2053)	Special Education Teachers, Secondary School (25-2054)
WY	$59,314	$44,420	$54,850	$58,690	$61,400	n/d	$60,480	$59,890	$57,620	$62,690	$57,760
U.S.	$57,580	$48,860	$55,590	$57,290	$56,930	$56,550	$58,540	$57,180	$57,392	$59,940	$60,627
Region	$49,319	$42,018	$46,439	$49,453	$49,758	$49,409	$49,778	$50,457	$48,976	$49,540	$50,680
CO	$50,769	$46,950	$48,480	$50,490	$49,930	n/d	$51,800	$53,620	$51,750	$51,990	n/d
ID	$47,258	$41,550	$43,000	$48,770	$48,410	n/d	$46,420	$45,490	n/d	$49,740	n/d
MT	$45,770	$26,210	$43,300	$46,620	$45,730	n/d	$47,880	$47,570	n/d	$45,420	n/d
NE	$48,243	$41,190	$46,550	$47,720	$49,590	n/d	$48,490	$51,030	$46,347	$48,920	n/d
SD	$40,165	$35,210	$39,030	$40,160	$40,470	n/d	$40,490	$42,090	n/d	$40,510	$40,710
UT	$50,870	$33,610	$40,250	$50,950	$53,320	n/d	$51,650	$50,550	n/d	$41,730	n/d

Source: Research & Planning special tabulations of Occupational Employment Statistics (OES) data.
Region = Wyoming and surrounding states.
n/d = Not discloseable due to confidentiality.

According to the CES, nearly 74% of those with a bachelor's degree or higher owned their homes, compared to 59% for those with a high school diploma (CES, 2012). As shown in Figure 4, 65.7% of those working in educational services in Wyoming held at least a bachelor's degree in 2011, and all but 5.3% were state residents.

In other words, a large proportion of those who worked in Wyoming's educational services industry in 2011 held at least a bachelor's degree, and were likely to earn and spend more money than those in industries with a lower proportion of persons holding at least a bachelor's degree, such as construction or leisure & hospitality. Likewise, the majority (94.7%) of those working in educational services were identified as residents of Wyoming, and were more likely to own a home.

By comparison, the characteristics of those who worked in leisure & hospitality may indicate that earnings



[a]Source: Wyoming Wages by County, Industry, Age, & Gender, 2000-2012, Research & Planning, Wyoming Department of Workforce Services.
[b]Source: U.S. Census Bureau, American Community Survey (2011 3-Year Average).
[c]Source: Jones, S. (2002). Defining residency for the Wyoming workforce. Wyoming Labor Force Trends, 39(11). (http://doe.state.wy.us/LMI/1102/a1.htm)

Figure 4: Percentage of Nonresident Workers and Percentage of Workers with a Bachelor's Degree or Higher by Industry in Wyoming, 2011

from that industry had less of an impact on Wyoming's economy: lower wages, fewer workers who held at least a bachelor's degree, lower average annual expenditures, a higher percentage of nonresident workers (see Figure 4 for a definition), and fewer homeowners.

The differences in average earnings for teachers in the public and private sectors drove the methodology in this report. Published OES data do not distinguish employment or wages by ownership. In other words, published OES data do not differentiate between teachers working in public schools and those working in private schools. In order to better understand cost pressures on teachers' mean annual wages, we used special tabulations of OES data and separated teachers into public, private, and total ownerships.

If we were to rely solely on OES survey data, we would still see that Wyoming compensates its teachers at a greater level across all ownerships compared to surrounding states, as seen in Figure 5 (see page 10).

Table 2 shows the number of teachers employed in the U.S., Wyoming, and surrounding states and their mean annual wage by ownership levels for the 2011/12 school year. In Wyoming, the mean annual wage for the 7,527 teachers working in public schools was $59,314. For the 667 teachers working in private schools in Wyoming, the mean annual wage was $34,295, showing that teachers working in private schools in Wyoming earned $25,019 less (or -42.2%) than teachers in public schools on average. Table 2 shows

(Text continued on page 11)

Table 2: Estimated Employment and Average Annual Wages for All Primary, Secondary, and Special Education School Teachers (SOC 25-2000) by Location and Ownership, 2011/12 School Year

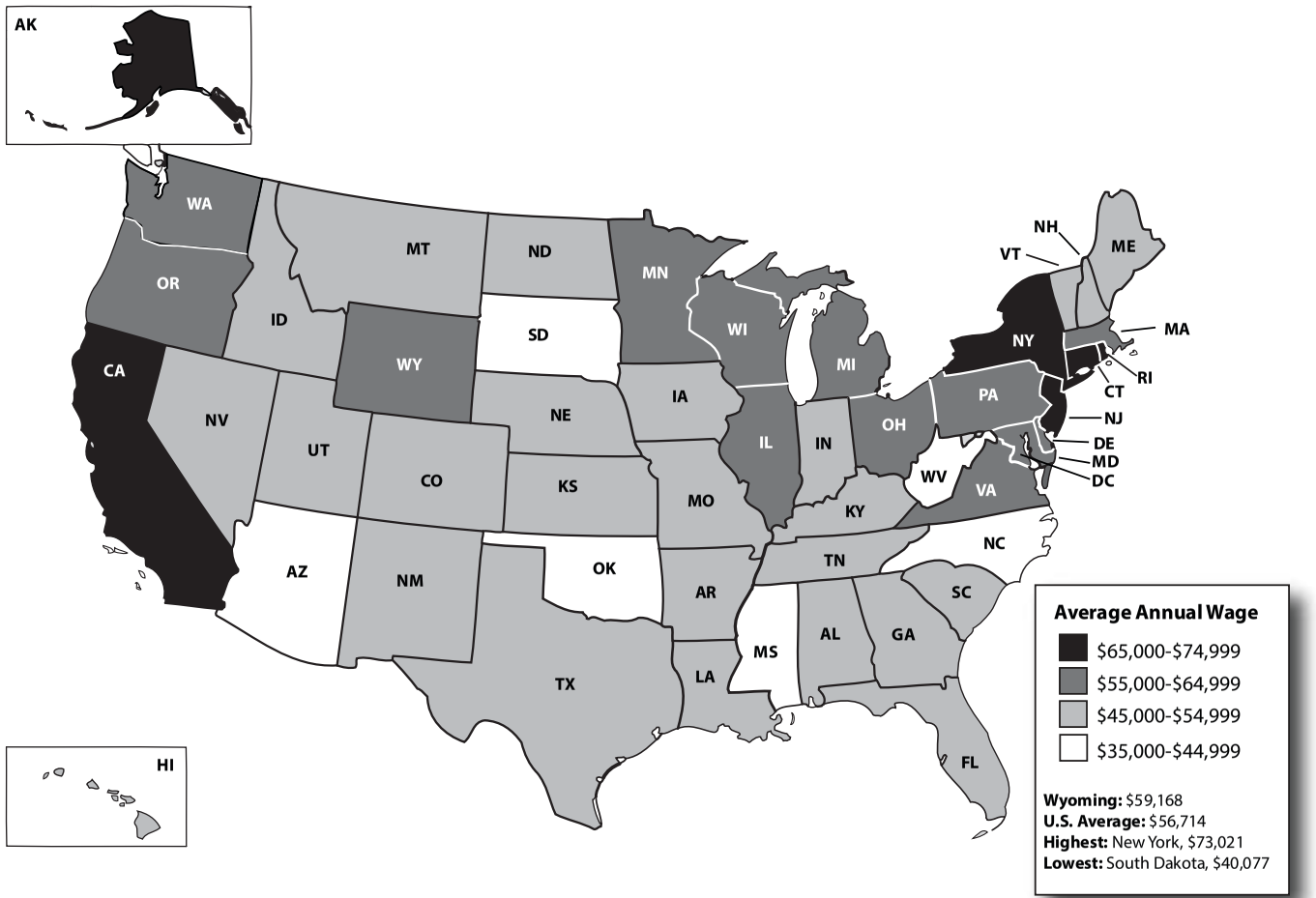
	Local Public Schools			Private Sector					Total, All Ownerships[a]				
	Employment		Average Annual Wage	Employment		Average Annual Wage			Employment		Average Annual Wage		
							Difference[b]					Difference[b]	
State	N	Row %	$	N	Row %	$	$	%	N	Row %	$	$	%
Wyoming	7,527	90.6%	$59,314	667	8.0%	$34,295	-$25,019	-42.2%	8,308	100.0%	$56,940	-$2,374	-4.0%
U.S.	3,334,130	82.7%	$57,580	653,830	16.2%	$39,233	-$18,347	-31.9%	4,033,290	100.0%	$54,545	-$3,035	-5.3%
WY & Surrounding States	158,020	88.4%	$49,396	18,977	10.6%	$33,294	-$16,102	-32.6%	178,816	100.0%	$47,590	-$1,806	-3.7%
Colorado	62,864	88.1%	$50,841	7,996	11.2%	$32,532	-$18,309	-36.0%	71,365	100.0%	$48,685	-$2,156	-4.2%
Idaho	14,610	89.4%	$47,323	1,650	10.1%	$31,884	-$15,439	-32.6%	16,342	100.0%	$45,679	-$1,644	-3.5%
Montana	11,779	84.4%	$46,048	1,837	13.2%	$30,931	-$15,117	-32.8%	13,953	100.0%	$43,781	-$2,267	-4.9%
Nebraska	24,145	94.5%	$48,102	1,111	4.3%	$32,866	-$15,236	-31.7%	25,547	100.0%	$47,585	-$517	-1.1%
South Dakota	11,399	90.1%	$40,229	1,020	8.1%	$29,090	-$11,139	-27.7%	12,645	100.0%	$39,287	-$942	-2.3%
Utah	25,696	83.8%	$50,955	4,696	15.3%	$36,848	-$14,107	-27.7%	30,656	100.0%	$48,687	-$2,268	-4.5%

[a]Total = Sum of federal, state, local (public) schools, and private sector. Federal and state estimates are not presented in this table but are available in Tables 1-4 at http://doe.state.wy.us/lmi/education_costs.htm.

[b]Difference = Compared to average annual wage for local public schools.

Source: Research & Planning (R&P) special tabulations of Occupational Employment Statistics (OES) data.

State	Average Annual Wage
NY	$73,021
RI	$70,943
CA	$68,442
CT	$67,881
NJ	$67,059
AK	$66,782
MA	$64,756
MD	$63,564
IL	$61,509
DC	$60,513
MI	$60,271
MN	$59,498
WA	$59,377
VA	$59,351
WY	$59,168
PA	$58,607
OH	$58,528
DE	$56,928
US	$56,741
WI	$55,714
OR	$55,144
HI	$53,534
GA	$53,433
VT	$53,022
NV	$52,978
NH	$52,744
IN	$51,771
TX	$50,852
NM	$50,738
CO	$50,262
KY	$50,165
UT	$49,785
FL	$49,745
SC	$49,535
AL	$49,103
LA	$48,678
NE	$48,279
MO	$47,967
ME	$47,826
IA	$47,219
TN	$47,108
ID	$46,740
KS	$46,605
AR	$46,174
ND	$46,014
MT	$45,449
VI	$44,522
NC	$43,613
AZ	$43,468
WV	$43,224
OK	$43,066
MS	$42,254
SD	$40,077



Source: Research & Planning Special Tabulations of Occupational Employment Statistics Data, May 2012 (http://www.bls.gov/oes/tables.htm).

Figure 5: **Average Annual Wage for Primary, Secondary, and Special Education School Teachers (SOC 25-2000) Across All Ownerships by State, 2012**

(Text continued from page 9)

that teachers in the public sector were paid a higher annual wage on average than those in the private sector in all of the surrounding states (Glover, 2013). This difference suggests that employers of teachers in public schools were not experiencing pressure from competition from private schools, but rather from other public schools.

Table 2 also shows that the distribution of teachers by ownership varies from state to state. In Wyoming, for example, the 667 teachers working in the private sector accounted for 8.0% of all teachers. In Utah, the 4,696 teachers working in the private sector accounted for 15.3% of all teachers.

Cost Pressure #3 Increased Student Enrollment

In addition to the rapid aging of much of the teaching workforce in Wyoming, student enrollment in public schools is projected to increase. The combination of teachers aging out of the workforce and a projected growth in public school enrollment means that Wyoming may face a future shortage of teachers.

As seen in Figure 6, projections

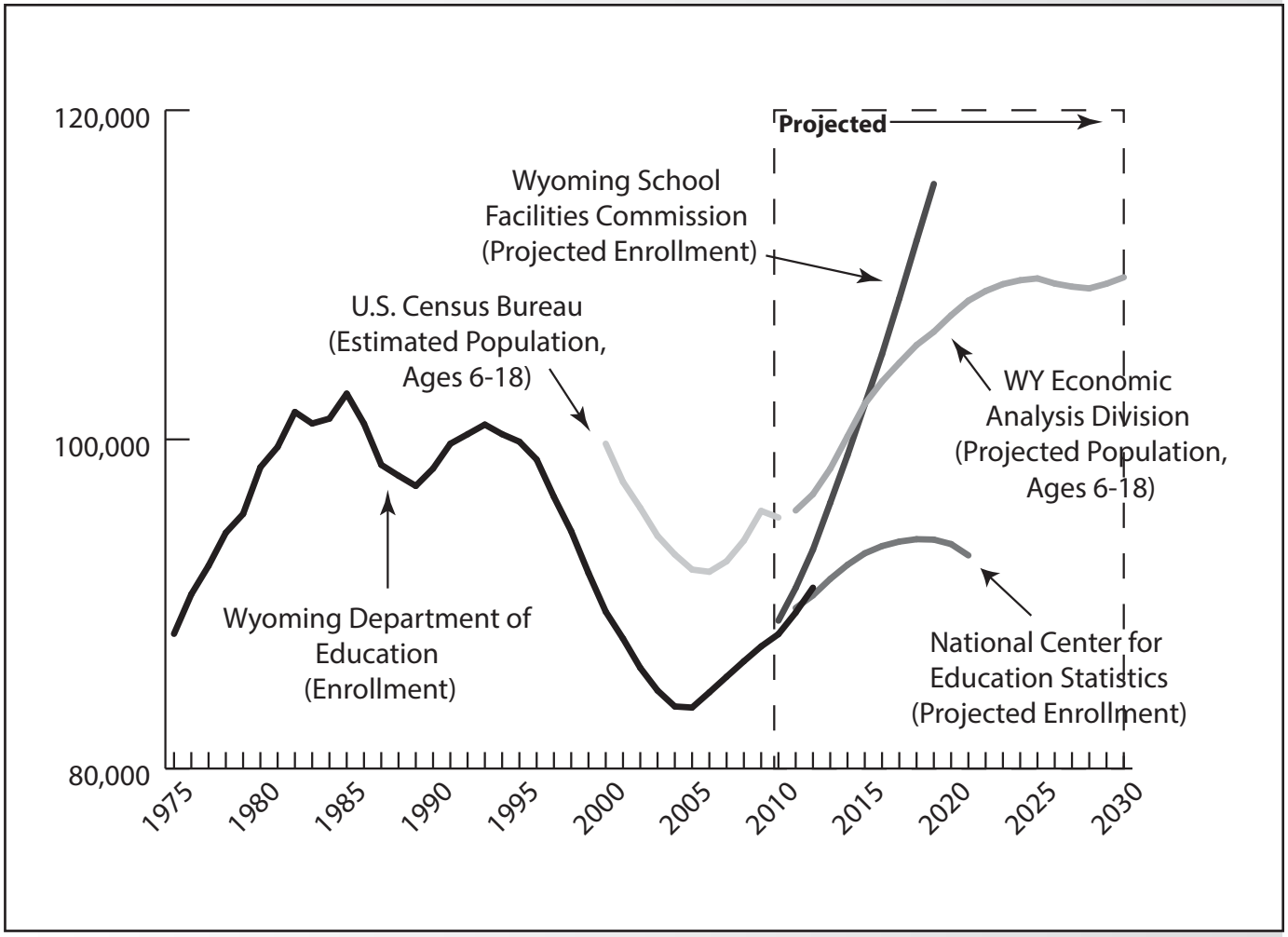


Figure 6: **Wyoming Student Enrollment, Population (Ages 6-18), and Projections, 1975-2030**

indicate that student enrollment and the population of those ages 6-18 are expected to increase, which should increase the demand for teachers (Manning, 2013).

Nationally, total public school enrollment is projected to grow at the rate of 0.6% per year through 2021 and the number of full-time equivalent (FTE) teachers is projected to increase from 3,209,637 in 2010 to 3,694,080 in 2021 (NCES, 2012).

Cost Pressure #4 Teacher Turnover

The question of where teachers went and what they earned when they left employment with a Wyoming school district is important to understanding school district human resource cost pressures. During the 2010/11 and 2011/12 school years combined, 1,389 teachers left a contract job with a public school employer. As demonstrated by Glover (2013), teachers in the 2011/12 school year always lost wages when they left their contract jobs with public schools, no matter what their destination industries.

R&P's research shows that younger teachers in Wyoming have a high rate of turnover, which is consistent with previous national findings (Hanushek, et. al, 2002). Figure 7 shows the age distribution for the 1,389 teachers who left contracted employment in Wyoming's public schools for the combined 2010/11 and 2011/12 school years. This graphic also illustrates Robinson & Strunk's statement (on a local level) that younger teachers "have a higher rate of turnover, which decline as teachers hit middle age/experience, and then rise again as teachers near retirement" (2006).

The largest destination industry for teachers who left employment with a Wyoming school district was another school district (Glover, 2013).

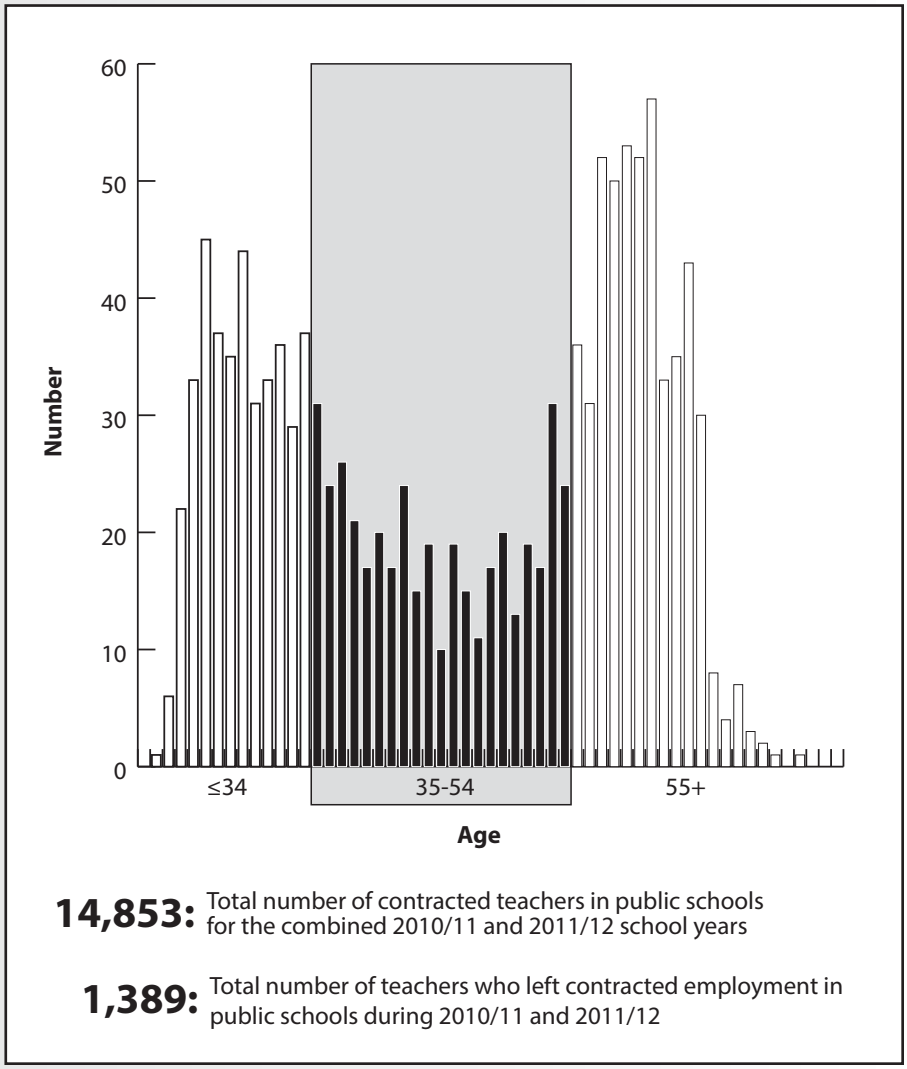


Figure 7: **Number of Teachers Who Left Employment in Wyoming Public Schools by Age Group, Combined 2010/11 and 2011/12**

Because teachers moved from district to district (or county to county, in many cases) replacement need varied by county. For teachers, the greatest replacement needs were found in Hot Springs (23.3%), Albany (15.7%), and Goshen (13.7%) counties; the lowest replacement needs were in Niobrara (5.6%), Lincoln (6.1%), and Park (6.5%) counties. Laramie and Natrona counties were tied at 6.7% (Glover, 2013).

The top three counties with the greatest replacement need for all public school occupations were Hot Springs (24.2%), Albany (21.3%), and Sublette (19.4%); the lowest three replacement needs were in Niobrara (8.4%), Laramie (9.3%), and Natrona (9.5%) counties.

One hypothesis regarding the larger replacement needs in particular counties is that the population of teachers is older in those areas. As the leading edge of the baby boom generation begins to retire, some Wyoming counties may face significant intra- and interstate competition for experienced teachers.

Cost Pressure #5 Pressures from Surrounding States

National and regional employment growth opportunities affecting Wyoming's market have been slow in developing since the end of the Great Recession, which lasted from December 2007 to June 2009 (NBER, 2010). At the same time, employment in the region has grown more rapidly than in Wyoming (Gallagher, 2013).

Wage competition must also be "considered in the context of migration decisions made by households rather than individuals, and it is not without historic precedent for more stable and diversified labor markets to prove attractive to more highly educated residents of Wyoming" (Gallagher, 2013).

Based on the most recent Unemployment Insurance (UI) covered wage and salary employment estimates, job growth in surrounding states like Colorado and Utah is outpacing job growth in Wyoming. According to Bullard (2013), "Approximately 92% of wage & salary jobs in the state are covered by state unemployment insurance, while 2.6% of jobs are covered by federal unemployment insurance, and 0.9% are covered by unemployment insurance administered by the railroad retirement board. There are several categories of non-covered jobs, and together they account for approximately 5% of wage & salary jobs in the state. Some examples of non-covered employment include elected officials, students working at educational institutions, employees of churches, and workers at small nonprofit organizations."

In December 2012, Utah (3.7%) and Colorado (2.7%) experienced the greatest over-the-year increase in UI covered wage and salary employment compared to December 2011. States with large urban areas – such as Colorado and Utah – experienced the most growth, while more rural states experienced a slow, steady increase in employment.

Tracking the recovery of surrounding states is critical if Wyoming is to avoid reacting after the fact to labor market changes.

The Complete Cost Pressures Project

In 2001, the Wyoming Supreme Court directed the Legislature to "design the

best educational system by identifying the 'proper' educational package each Wyoming student is entitled to have whether she lives in Laramie or in Sundance," and then "take the necessary action to fund that package" (State of Wyoming, et al., v. Campbell County School District, et al., 2001). The Legislature, in keeping with the Campbell decision, immediately hired a consulting firm to determine the "services which must be made available to all Wyoming school children and which the Legislature codified as a list of core knowledge and skills areas" (State v. Campbell 2001).

Monitoring 2013 is the second report in an annual series, and represents a response to the legislative directive to "the department of workforce services, office of research and planning, to conduct data collection and analysis necessary for the education resource block grant model monitoring" (General Government Appropriations, Chapter 26, Section 326[d], March 2012). Monitoring 2013 carefully examines the Wyoming school district labor market in an effort to better understand the factors involved in attracting and retaining experienced teachers in the state – a key component of the services offered to children in public schools. Monitoring 2013 expands the study of school district compensation and labor supply by incorporating analysis of the Professional Teaching Standards Board (PTSB) licensing information to better understand which subjects and grade levels will drive the need for teachers in the future (Harris, 2013). The complete Monitoring 2013 report can be found at: http://doe.state.wy.us/LMI/education_costs.htm.

Understanding the demographics of the public school labor supply is a key consideration of this report. Throughout much of the labor market, baby boomers have held onto jobs in industries with a substantial number of jobs that require post-secondary education, such as educational services. Because of this, young workers may have difficulty finding jobs in these industries, or may choose to work outside of Wyoming. The economy of surrounding states has grown more rapidly than in Wyoming, making it necessary to consider wage competition in the historical context of more stable and diversified labor markets proving attractive to educated residents of Wyoming (Gallagher, 2012).

Findings

Findings from *Monitoring 2013*

- During the 2010/11 school year, the average annual wage for all primary, secondary, and special education teachers in public schools in Wyoming was $59,314, an increase in the estimated mean of $2,245 over the 2009/10 school year. This salary was higher than in surrounding states and in the U.S. as a whole (Chapter 1).

- Teacher wages in Wyoming on average were competitive with surrounding states and the nation, but this was not the case in all of Wyoming's counties (Chapter 2).

- Replacement need represents a recruitment cost, and the replacement rate for vacancies created by individuals leaving employment in public schools varied from 11.0% in 2008/09 to 13.2% in 2010/11, (Chapter 3).

- Wyoming may become increasingly dependent on importing teachers as the baby boom generation retires. More than one-quarter of special education teachers are approaching the traditional retirement age of 65, and represent the most immediate replacement need (Chapter 4).

- Given the rapid aging of the workforce in industries requiring post-high school degrees, school districts may encounter significant competition for experienced employees (Chapter 5).

Findings from Appendix Staff Reports

- A significant portion of individuals (33.5%) can teach in at least two content areas, allowing a district to employ teachers in varying content areas during a given school year (Appendix A).

- In each age group, males' average yearly wages were greater. It is therefore of interest that the largest earnings gains from 2011/12 to 2012/13 were found among younger females who remained in the same district but changed occupations (Appendix B).

Recommendations

- Report findings indicated a need for succession planning, and R&P suggests that the Wyoming Department of Education (WDE), potentially in conjunction with the College of Education at the University of Wyoming, engage school districts on this topic. While it appears that the University of Wyoming is producing enough new teachers to meet replacement need, it is not clear if the teachers produced hold endorsements in the subject areas that will meet the most current and future demands.

- R&P recommended that files from the Wyoming State Retirement Board be made available to provide accurate, historic and current identifiable trends in credentials of those retiring from public schools.

- WDE 602 files should contain position numbers and related job descriptions to facilitate determining what districts require at a basic minimum to perform certain tasks and how positions evolve over time.

- R&P recommended the standardization of data collection for the WDE teacher recruitment files to measure the duration of job openings and estimate the recruitment difficulty for specific endorsements.

- R&P recommended use of this report by policymakers, school districts, jobseekers, and other parties to effectively address labor supply issues and allow for the framing of future research questions in the context of empirical results.

Future Research

Future research using administrative databases is needed to explore the specific circumstances under which school district employees change districts or occupations. R&P will also incorporate data from the

Wyoming Retirement Board into future analyses to identify current and historical trends in retirement, and to identify the level of district use of substitute teachers. R&P will also continue its work with PTSB licensing files, including linking them to UI payroll accounts in other states – work that can only be accomplished by Labor Market Information sections of state workforce agencies. Additionally, R&P has started research using databases to create household level data which will be used to explore the relationship between leavers and their partners. R&P views the teacher compensation analysis as a valuable tool in the recruitment and retention of professionals in other occupations, as the methodology used can be applied to other educated professionals in Wyoming.

National and regional employment growth opportunities affecting Wyoming's market will need to be monitored, in order to better understand the competition our school districts face from neighboring states. R&P notes the recommendations of the National Center for Education Statistics' Teacher Compensation Survey (TCS) Panel, in particular the recommendation to "explore obtaining the financial information for the TCS from unemployment insurance (UI) or other records held by state workforce or tax agencies" (NCES, 2013).

Finally, cost pressure analysis using administrative databases is a relatively new concept and practice in this country. Naming conventions for the types of phenomena we describe in this report are not established. Future research will include improving the lexicon of administrative database research, so that a common language may be employed.

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Evaluating the Wyoming Unemployment Insurance System and Comparing it with the U.S. Average and Neighboring States

by: Sherry Wen
Principal Economist

Wyoming's Unemployment Insurance (UI) system has functioned well, especially during the Great Recession, in terms of efficiency and effectiveness, achieving the goals of maintaining solvency across the business cycle, providing dependable UI benefits, and distributing cost sharing fairly among all industries. The UI Trust Fund stayed solvent. Wyoming paid the second highest average weekly UI benefit amount to unemployed workers and had the highest wage replacement rate (45.3%) when compared to neighboring states in 2009, the worst year of the recession in Wyoming. UI costs to employers were ranked middle to high compared with other states, but were more evenly and proportionally shared among low paying and high paying industries.

Unemployment Insurance (UI) benefits in the United States have been a major temporary financial support to millions of unemployed workers each year, especially during the Great Recession (NBER, 2010) and for a few years after. The Great Recession also has challenged each state's UI trust fund solvency, UI benefit sufficiency to unemployed workers, and UI cost to employers. Unemployment Insurance is a federal and state cooperative program, but each state has its own regulations and UI laws that can greatly affect its UI system performance.

This article examines some of the UI statistics for Wyoming and neighboring states and compares their UI systems' capacity and performance.

There may be many different ways to evaluate a UI system's efficiency (W.E. Upjohn Institute), but for the purposes of this article, efficiency and effectiveness mean the achievement of solvency across the business cycle, providing a dependable UI benefit at the most needed time, and limiting costs while sharing costs evenly and proportionally across all industries.

UI Trust Fund Solvency

Wyoming was one of 17 states that did not have to borrow money from the federal UI program to pay UI benefits during and after the Great Recession (E.M. Dullaghan, 2013). Most states had to take millions or billions of dollars in loans to pay regular UI benefits. To judge whether a UI system functions well, the first and most straightforward way is to see if it has sufficient funds to pay benefits at the most needed time periods – economic downturns – without borrowing money, increasing taxes on already struggling employers, or reducing benefits to unemployed workers. An efficient UI system should be able to build up its UI trust fund during periods of economic growth. In some states, laws link UI statutory definitions such as taxable wage base or tax rate directly to the most recent years' wage or benefit charges, and are adjusted automatically to reflect current economic conditions (growth or decline) for a reasonable period. Some states require legislative approval for adjustments to UI components. In Wyoming, most UI components are linked to recent economic conditions directly through UI law. Its

taxable wage base is set to 55% of the previous calendar year's average state UI covered salary, and its base tax rate is set as the result of the past three fiscal years' benefits charged to the employer, divided by the employer's total taxable wages over the same period. As Figure 1 shows, Wyoming employers paid lower UI tax rates on both total wages and taxable wages during the past two economic downturn periods (2002 to 2003 and 2008 to 2009; Wen, 2011), and paid higher rates during the recovering or growing years.

One of the most commonly used measures of UI Trust Fund solvency is average high cost multiple (AHCM and National Employment Law Project, 2013), which is the reserve ratio (the UI trust fund balance divided by total UI covered wages) divided by average cost rate of three high-cost years that include either three recessions or at least 20 years' history. The cost rate is the benefits paid in the year divided by the total covered wages in the same year. Table 1 (see page 19) shows a detailed example on the calculation of AHCM. The Advisory Council on Unemployment Compensation recommends an AHCM at 1.0 as a safe level, which means that if a future recession is the average magnitude of the past three recessions, the state would be able to pay one year of UI benefits with the current reserved trust fund alone. Figure 2 (see page 19) shows that of the six neighboring states and Wyoming, three (Colorado, Idaho, and South Dakota) had a pre-recession AHCM under 1.0 in 2007 (ET Financial Data Handbook 394 Report). Those three states' UI trust funds proved insufficient during the Great Recession, forcing those states to borrow money from the Federal UI fund. In contrast, Utah with an AHCM at 1.47, Montana with 1.45, Wyoming with 1.20, and Nebraska with

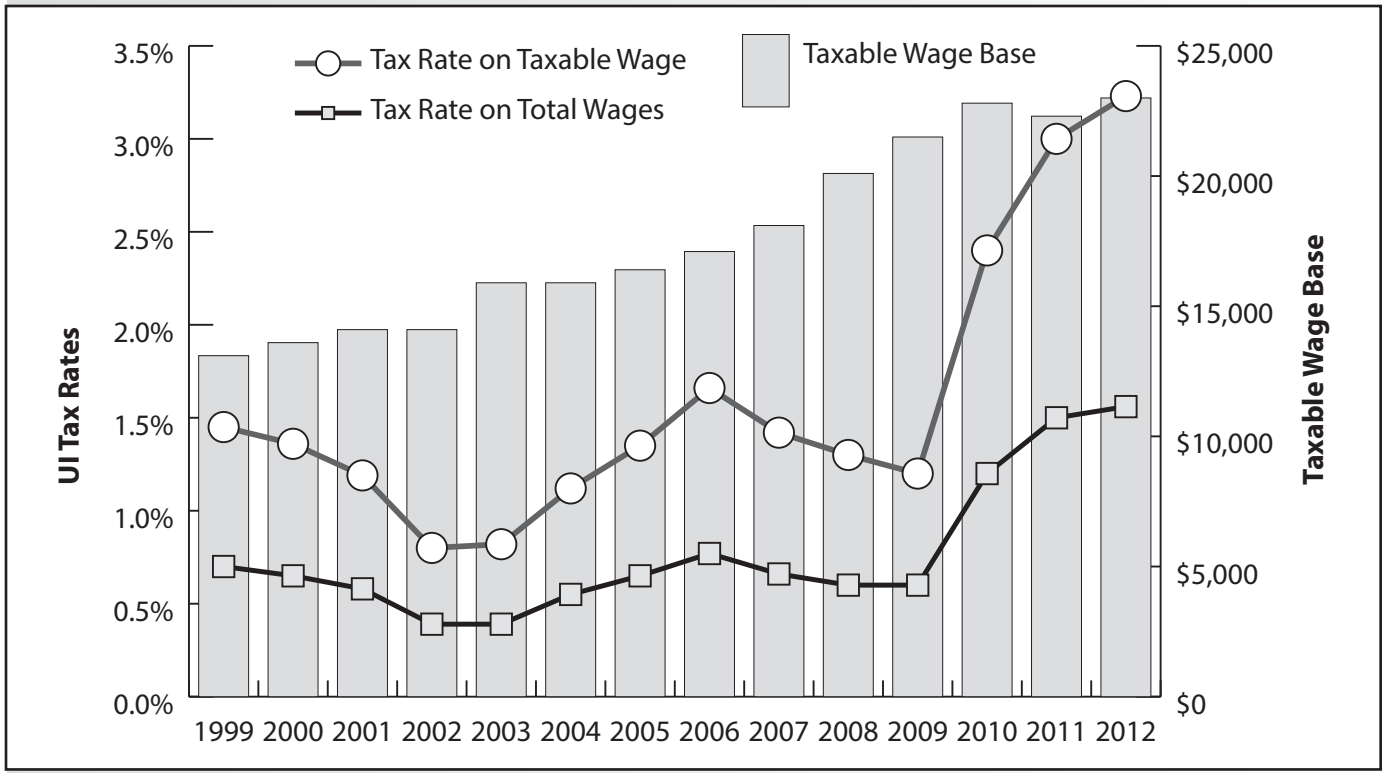


Figure 1: **Wyoming Average Unemployment Insurance Tax Rates and Taxable Wage Base, 1999 - 2012**

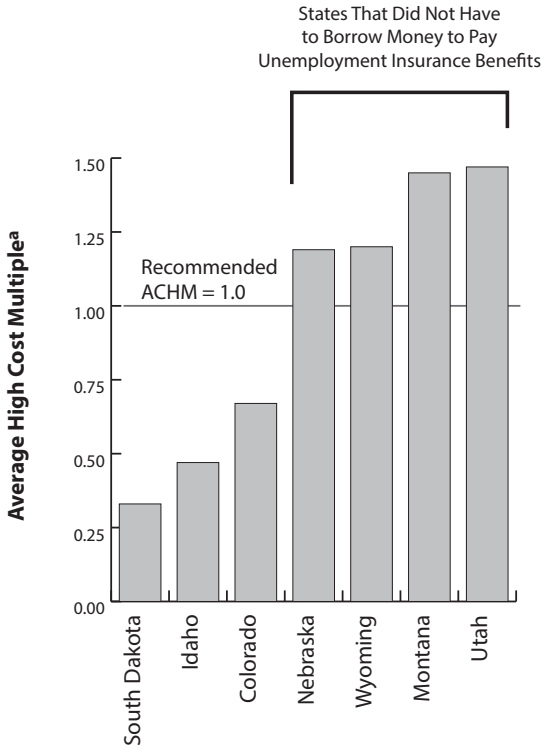
Table 1: Example of Average High Cost Multiple Calculation for 2007 with Wyoming Data

Three Recession Years and Calculation Year	Total Annual Benefit Paid (in thousands) a	Trust Fund Year Ending Balance (in thousands) b	Total Covered Wages (in thousands) c	Cost Rate d = a/c	Reserve Ratio e = b/c	AHCM at the End of 2007 f = e/average d
1983	74,511		2,646,925	0.0282		
1986	61,866		2,609,179	0.0237		
1987	50,813		2,356,640	0.0216		
2007		243,500	8,304,399		0.0293	
Average:				0.0245		
AHCM:						**1.20**

1.19, did not need to borrow money to pay UI benefits.

UI Benefits to Unemployed Workers and Wage Replacement Rate

Millions of unemployed workers in the U.S. relied on UI benefits as a temporary financial bridge during a difficult time. How much a UI system is able to provide to the unemployed workers, how long it is able to support them during their time of need, and how high the wage replacement rate state UI benefits could reach are other important criteria to evaluate a UI system's performance. The higher UI benefits an unemployed worker could receive, the easier for her family and her to survive difficult times. In Wyoming, 2009 was the worst year affected by the Great Recession, which had the largest annual number of unemployed workers collecting UI benefits since 1997, the first year for which comparable data are available (Wen 2013). Wyoming's UI system in 2009 paid an average weekly benefit amount (AWBA)



[a]See Table 1 for explanation of calculation of Average High Cost Multiple.

Figure 2: Wyoming and Neighbor States' Pre-Recession Average High Cost Multiple (AHCM) in 2007

of $347.40 to a total of 37,251 persons claiming unemployment benefits. This AWBA was the second highest among

neighboring states and higher than the U.S. average in 2009 (see Figure 3). Colorado paid the highest AWBA ($360.96), and Nebraska paid the lowest ($249.45).

Compared to neighboring states, Wyoming's UI benefit in 2009 provided the highest wage replacement rate, 45.3%. Nationally, on average, UI benefits only replaced 35.8% of the average weekly wage (AWW). Utah was the second highest state in terms of wage replacement rate (44.3%), and Nebraska had the lowest replacement rate (36.4%). The higher the AWW a state had, the more difficulty its UI system had in replacing it at a higher rate level. Figure 3 shows that in 2009, Colorado paid the highest AWW ($895.15), and South Dakota paid the lowest ($606.29). To reach a wage replacement rate of 45%, South Dakota's UI system would have needed to pay an AWBA of only $272.83, while Colorado would have had to pay $402.82 (47.6% more than South Dakota) to reach the same wage replacement rate. Wyoming's employers paid an average weekly wage of $766.93 in 2009, ranked as the second highest among neighboring states. Its

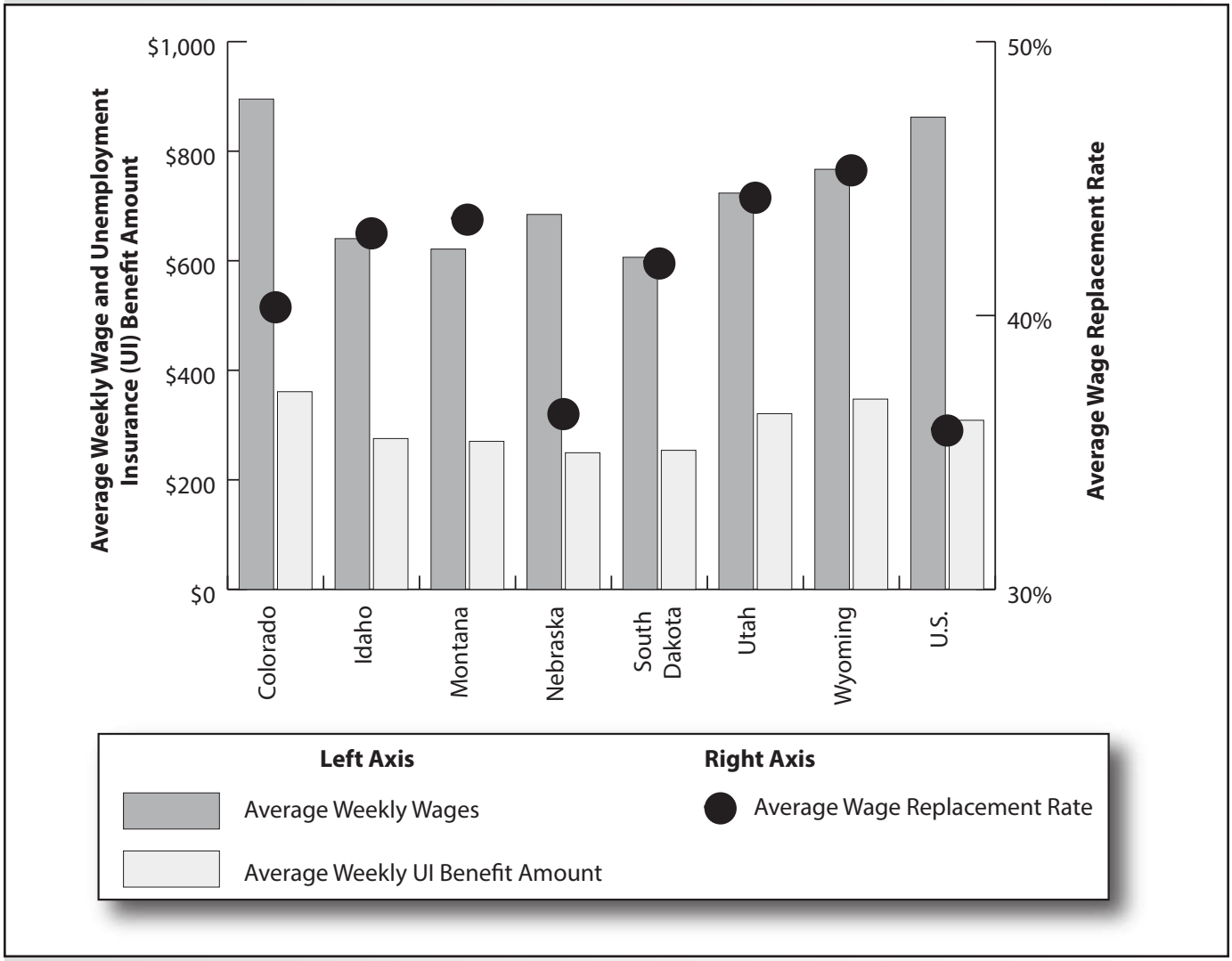


Figure 3: **Average Weekly Wage, Unemployment Insurance (UI) Benefit Amount, and Wage Replacement Rate for Wyoming, Neighboring States, and the U.S., 2009**

highest wage replacement rate (45.3%) among neighboring states on a relatively higher (second highest) AWW indicates that Wyoming's UI system functioned well and was more dependable for its unemployed workers than UI systems in other states during this critical period.

UI Cost to State Employers

Cost is another important component when evaluating a UI system. UI taxes are based on employees' wage levels, and employers are responsible for paying the UI tax. There are two kinds of UI costs to each UI covered employer:

Federal UI Tax Act (FUTA) taxes are collected by the Internal Revenue Service to "cover the costs of administering the UI and Job Service programs in all states. FUTA pays one-half of the cost of extended unemployment benefits (during periods of high unemployment) and provides for a fund from which states may borrow, if necessary, to pay benefits" (United States Department of Labor, Employment and Training Administration);

State UI taxes are collected by state UI tax divisions and used to pay benefits to unemployed workers. This report focuses only on state UI taxes because they vary from state to state depending on each state's UI laws.

As mentioned earlier, most of Wyoming's UI components such as the UI tax rate, taxable wage base, and maximum weekly UI benefit amount are defined by state law and directly linked to (as a percentage of) the most recent state economic statistics, such as total UI covered wages, taxable wages, and UI benefits paid, and are adjusted automatically. For example, the taxable wage base is defined as 55 percent of the previous year's state average annual wage and rounded down to the nearest one hundred dollars (W.S.). Wyoming's taxable wage base in 2011 was $22,300, down from $22,800 in 2010 (a 2.2% decrease), due to the decrease in the average UI covered annual salary from $41,484 in 2008 to $40,704 in 2009. The UI tax rates displayed in Figure 1 show that Wyoming's UI system collected less UI taxes during the state economic downturns (2002–2003 and 2008–2009), which were the most financially difficult years for state employers, and then collected more UI taxes during subsequent recovering and growing years. This is evidence of a properly functioning UI system in terms of timing and changing UI tax rates.

There are different ways to look at UI costs across states. The average UI tax rate on total wages, which is the annual UI tax revenues divided by total annual UI covered wages, may be the most straightforward way to interpret the average UI cost. Each dollar of wages that employers pay employees determines how much they need to pay for UI tax. In 2009, Wyoming's employers paid an average of 60 cents in UI taxes for every $100 they paid in wages to their employees (see Table 2, page 22). This 0.60% tax rate was the same level as the U.S. average and Montana's rate. Idaho's employers paid the highest rate, 90 cents for every $100 of wages. South Dakota and Utah employers paid the lowest rates, 30 cents.

The average UI tax rate on taxable wages, which is the annual UI tax revenue divided by the annual total taxable wages, can be used to compare in greater detail average UI costs in

Wyoming and neighboring states. UI tax is limited by the taxable wage base, and wages exceeding that base are not taxable. Both average UI tax rate and taxable wage base change every year for many states and differ greatly between states. A higher tax rate does not always mean more UI taxes if the taxable wage base is small or decreased over the year. As a result, for a fair comparison on UI cost across the states, neither of these two terms should be used independently. Table 3 (see page 23) shows how these two UI components could affect the actual UI cost to employers under different wage levels. In 2009, Colorado had the highest taxable wage tax rate (1.6%) but the second lowest taxable wage base ($10,000) among seven states, with Nebraska having the lowest taxable wage base ($9,000). Two wage levels are used in this example: a low paying position and a high paying position. For the low paying position in Colorado, we assume that the individual only worked 20 hours a week at the federal minimum wage of $7.25 per hour, so this individual's annual income would be $7,540 (or, $7.25 x 20hrs/week x 52 weeks). The UI cost to the employer for this individual would be $120.64 ($7,540 * 1.6%) for the year, ranked as the highest among the related states. The same individual in Utah would only cost the employer about one-third of that ($45.24 a year) on UI tax, the lowest. However, it could be a totally different story for the high paying position. In this example assume that an individual made an annual wage of $33,200 or more in 2009. This wage level was also

Table 2: Average UI Tax Rate on Total Wages[a] in Wyoming, Neighboring States, and U.S. Average, 1999 - 2012

Year	Colorado	Idaho	Montana	Nebraska	South Dakota	Utah	Wyoming	U.S.A.
1999	0.32	0.77	0.87	0.18	0.20	0.34	0.70	0.56
2000	0.27	0.76	0.70	0.23	0.20	0.24	0.65	0.53
2001	0.26	0.80	0.71	0.28	0.19	0.27	0.58	0.51
2002	0.26	0.82	0.74	0.35	0.19	0.29	0.39	0.54
2003	0.31	0.84	0.74	0.45	0.20	0.37	0.39	0.64
2004	0.55	0.85	0.81	0.45	0.21	0.61	0.55	0.77
2005	0.70	0.94	0.76	0.61	0.22	0.79	0.65	0.82
2006	0.59	0.99	0.76	0.68	0.22	0.75	0.77	0.75
2007	0.47	0.76	0.78	0.47	0.28	0.52	0.66	0.66
2008	0.40	0.50	0.60	0.40	0.30	0.30	0.60	0.60
2009	0.40	0.90	0.60	0.40	0.30	0.30	0.60	0.60
2010	0.50	1.90	1.00	0.90	0.70	0.40	1.20	0.80
2011	0.90	1.90	1.20	0.80	0.50	0.90	1.50	0.90
2012	0.86	1.92	1.25	0.63	0.42	0.88	1.56	0.93

Data Source: ET Financial Data Handbook 394 Report: http://www.ows.doleta.gov/unemploy/hb394/hndbkrpt.asp

[a]It is the total annual UI tax revenue divided by the same year total UI covered wages.

Idaho's taxable wage base for that year, the highest among Wyoming and its six neighboring states. The employer's UI cost in Colorado for this highly paid individual would be only $160.00 (= $10,000 * 1.6%, taxable wage base times tax rate), the third lowest among the states. However, for the same individual, employers in Idaho would pay $431.60 on UI tax, nearly three times more than a Colorado employer, highest among the states in the comparison. South Dakota employers would pay the lowest UI tax, only $100.00. This indicates that a UI system such as Colorado's, with a low taxable wage base, had a UI tax revenue that was more dependent on low paying positions or industries than high paying ones; high paying industries did not share a proportionally equivalent burden of the UI cost, even though high paying positions usually receive more UI benefits than low paying positions. As a result, a state UI trust fund may carry a higher risk than other states' UI trust funds due to the uneven distribution of the cost among industries and the dependence on those jobs. In these examples, Wyoming's UI cost would be $90.48 for the low paying job (ranked the fourth among states) and $258 for the high paying job (the second highest). Wyoming's UI costs were more evenly distributed among low paying and high paying industries.

Table 3: **Unemployment Insurance (UI) Costs in Wyoming and Neighboring States, 2009**

State	Taxable Wage Base	Tax Rate on Taxable Wages (%)	For A Part Time and Minimum Wage Worker[a]		For A Full Time Worker With Annual Wage of $33,200 or More[c]	
			Cost	Rank[b]	Cost	Rank
Colorado	$10,000.00	1.60	$120.64	1	$160.00	5
Idaho	$33,200.00	1.30	$98.02	2	$431.60	1
Montana	$25,100.00	0.90	$67.86	6	$225.90	3
Nebraska	$9,000.00	1.30	$98.02	2	$117.00	6
South Dakota	$10,000.00	1.00	$75.40	5	$100.00	7
Utah	$27,800.00	0.60	$45.24	7	$166.80	4
Wyoming	$21,500.00	1.20	$90.48	4	$258.00	2

[a]Used 2009 federal minimum wage of $7.25 per hour and worked 20 hours a week for the whole year (52 weeks). This comes to an annual wage of $7,540 (= $7.25 * 20hrs/w *52 weeks). If an individual's annual wage was less than the state taxable wage base, the individual's wage was used in the calculation. For example, Colorado with tax rate of 1.6% in 2009: UI cost was $7,540 *1.6% = $120.64 to the employer on this individual.

[b]Ranked from 1 (highest cost) to 7 (lowest cost).

[c]$33,200 was the highest taxable wage base among seven states in 2009, it was used in this example as an individual's annual wage. For a worker who made equal to or more than his/her state's taxable wage base, his/her employer would only pay UI tax based on the taxable wage base amount. In other words, any over taxable wage base part of the wage is not taxable. For example, Colorado with a UI tax rate of 1.6% and taxable wage base of $10,000 in 2009, the employer would pay UI tax of $160 ($10,000 x 1.6%) for this individual who made a total of $33,200 annual wage or more.

Summary

Wyoming's UI system has functioned very well, especially during the Great Recession. The UI Trust Fund stayed solvent, unlike the majority of other states in the nation that had to borrow money from the Federal program to pay the regular UI benefits to unemployed workers. In comparison to neighboring states in 2009, Wyoming paid the second highest average weekly UI benefit amount to unemployed workers and held the best wage replacement rate. The UI cost to employers was ranked middle to high compared with other states but the cost was more evenly shared among low paying and high paying industries.

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Wyoming Unemployment Rate Falls to 4.3% in January 2014

by: David Bullard, Senior Economist

The Research & Planning section of the Wyoming Department of Workforce Services reported that the state's seasonally adjusted[1] unemployment rate fell from 4.4% in December to 4.3% in January. Wyoming's unemployment rate has been trending downward for the past four years, and remains significantly lower than the current U.S. unemployment rate of 6.6%. Seasonally adjusted employment of Wyoming residents rose, increasing by 1,961 individuals (0.7%) from December to January.

Nearly all county unemployment rates followed their normal seasonal pattern and increased from December to January. Seasonal job losses are often seen in January in many sectors, including construction, retail trade, professional & business services, and government. The largest unemployment rate increases were seen in Washakie (up from 4.2% to 5.5%), Lincoln (up from 5.9% to 7.1%), and Fremont (up from 5.6% to 6.6%) counties.

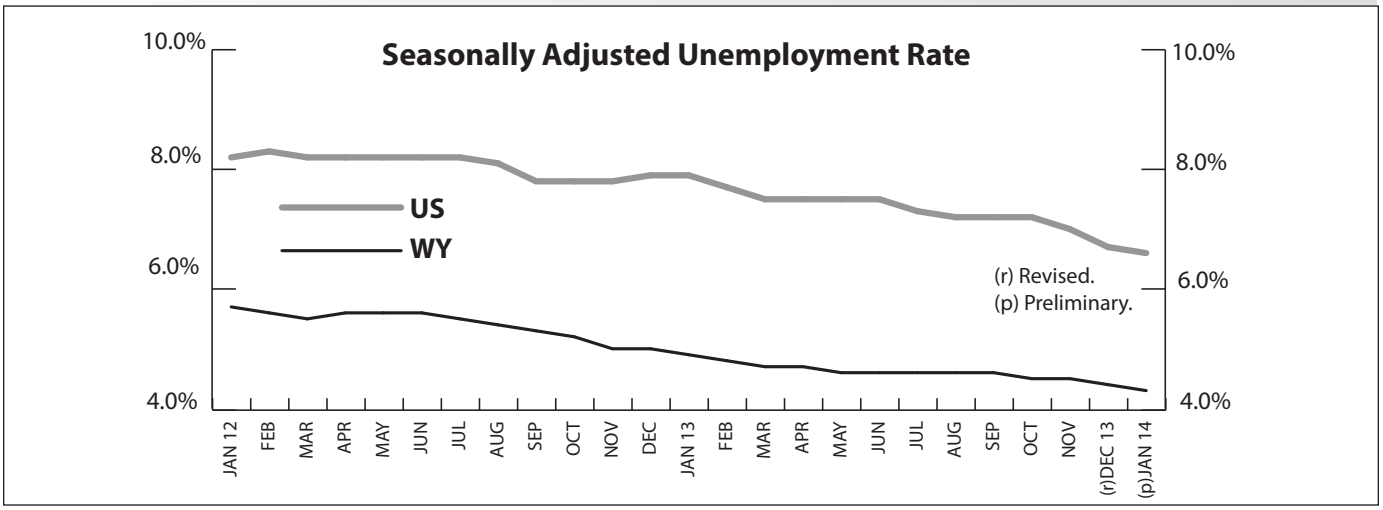
1 Seasonal adjustment is a statistical procedure to remove the impact of normal regularly recurring events (such as weather, major holidays, and the opening and closing of schools) from economic time series to better understand changes in economic conditions from month to month.

Teton County's unemployment rate fell from 6.4% in December to 4.7% in January as the winter tourist season got into full swing.

From January 2013 to January 2014, unemployment fell in every county, suggesting continued improvement in the state's economy. Unemployment decreased by a full percentage point or more in 15 of the state's 23 counties. The largest decreases occurred in Teton (down from 6.4% to 4.7%), Sheridan (down from 7.3% to 5.8%), and Crook (down from 6.5% to 5.0%) counties.

The lowest unemployment rates were found in Sublette (3.6%), Converse (3.7%), and Campbell (4.0%) counties. Lincoln County posted the highest unemployment rate (7.1%). It was followed by Fremont (6.6%), Johnson (6.6%), Big Horn (6.2%), and Park (6.2%) counties.

Total nonfarm employment (measured by place of work) rose from 280,200 in January 2013 to 283,700 in January 2014, a gain of 3,500 jobs (1.2%).



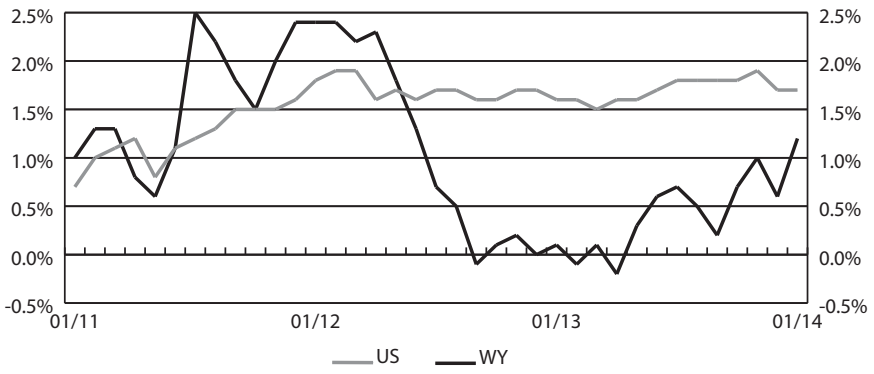
Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, January 2014

by: David Bullard, Senior Economist

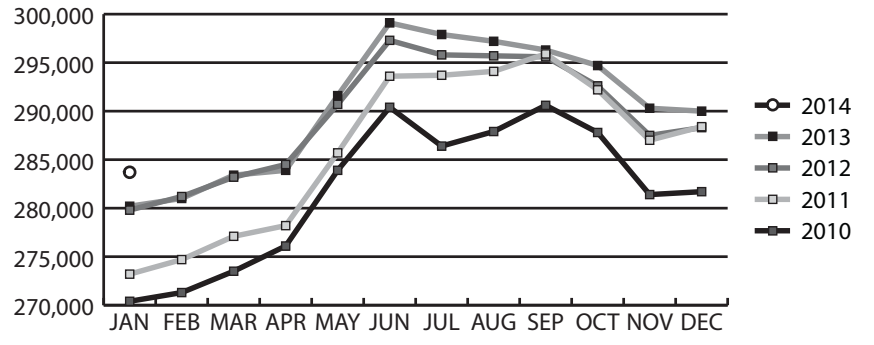
Industry Sector	Research & Planning's Short-Term Projections	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm Employment	**280,793**	**283,700**	**2,907**	**1.0%**
Natural Resources & Mining	26,398	26,700	302	1.1%
Construction	18,409	19,000	591	3.1%
Manufacturing	9,364	9,600	236	2.5%
Wholesale Trade	9,285	9,300	15	0.2%
Retail Trade	28,710	29,900	1,190	4.0%
Transportation & Utilities	15,004	15,200	196	1.3%
Information	3,777	3,800	23	0.6%
Financial Activities	11,180	11,400	220	1.9%
Professional & Business Services	17,179	17,400	221	1.3%
Educational & Health Services	27,076	27,100	24	0.1%
Leisure & Hospitality	31,719	32,000	281	0.9%
Other Services	11,397	11,400	3	0.0%
Government	71,295	70,900	-395	-0.6%

Projections were run in February 2014 and based on QCEW data through September 2013.

Nonagricultural Employment Growth (Percentage Change Over Previous Year)



Wyoming Nonagricultural Wage and Salary Employment



State Unemployment Rates January 2014 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	15.2
Rhode Island	9.2
Illinois	8.7
Nevada	8.7
California	8.1
Michigan	7.8
Kentucky	7.7
Arizona	7.5
Mississippi	7.5
District of Columbia	7.4
Arkansas	7.3
Georgia	7.3
Connecticut	7.2
Tennessee	7.2
New Jersey	7.1
Oregon	7.0
Ohio	6.9
Massachusetts	6.8
New York	6.8
North Carolina	6.7
New Mexico	6.6
United States	**6.6**
Alaska	6.4
Indiana	6.4
Pennsylvania	6.4
South Carolina	6.4
Washington	6.4
Maine	6.2
Alabama	6.1
Colorado	6.1
Delaware	6.1
Florida	6.1
Wisconsin	6.1
Missouri	6.0
West Virginia	5.9
Maryland	5.8
Texas	5.7
Idaho	5.4
Montana	5.3
Oklahoma	5.2
Virginia	5.0
Louisiana	4.9
New Hampshire	4.9
Kansas	4.8
Minnesota	4.7
Hawaii	4.6
Iowa	4.3
Wyoming	**4.3**
Vermont	4.0
Utah	3.9
South Dakota	3.6
Nebraska	3.5
North Dakota	2.6

Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

	Employment in Thousands			% Change Total Employment	
	Jan 14	Dec 13	Jan 13	Jan 14 Dec 13	Jan 14 Jan 13
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**27.4**	**28.1**	**27.6**	**-2.5**	**-0.7**
TOTAL PRIVATE	**22.3**	**22.9**	**22.6**	**-2.6**	**-1.3**
GOODS PRODUCING	**10.0**	**10.4**	**10.5**	**-3.8**	**-4.8**
Natural Resources & Mining	7.6	7.7	8.0	-1.3	-5.0
Construction	1.8	2.1	2.0	-14.3	-10.0
Manufacturing	0.6	0.6	0.5	0.0	20.0
SERVICE PROVIDING	**17.4**	**17.7**	**17.1**	**-1.7**	**1.8**
Trade, Transportation, & Utilities	5.6	5.7	5.5	-1.8	1.8
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	1.6	1.6	1.6	0.0	0.0
Educational & Health Services	1.1	1.1	1.1	0.0	0.0
Leisure & Hospitality	2.2	2.3	2.0	-4.3	10.0
Other Services	0.9	0.9	1.0	0.0	-10.0
GOVERNMENT	**5.1**	**5.2**	**5.0**	**-1.9**	**2.0**

	Employment in Thousands			% Change Total Employment	
	Jan 14	Dec 13	Jan 13	Jan 14 Dec 13	Jan 14 Jan 13
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**25.3**	**25.8**	**25.1**	**-1.9**	**0.8**
TOTAL PRIVATE	**20.6**	**20.9**	**20.3**	**-1.4**	**1.5**
GOODS PRODUCING	**9.0**	**9.1**	**9.0**	**-1.1**	**0.0**
Natural Resources & Mining	5.9	5.9	5.9	0.0	0.0
Construction	1.7	1.8	1.7	-5.6	0.0
Manufacturing	1.4	1.4	1.4	0.0	0.0
SERVICE PROVIDING	**16.3**	**16.7**	**16.1**	**-2.4**	**1.2**
Trade, Transportation, & Utilities	5.1	5.2	5.1	-1.9	0.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	1.0	1.0	0.9	0.0	11.1
Professional & Business Services	1.1	1.1	1.1	0.0	0.0
Educational & Health Services	1.2	1.2	1.1	0.0	9.1
Leisure & Hospitality	2.3	2.4	2.3	-4.2	0.0
Other Services	0.7	0.7	0.6	0.0	16.7
GOVERNMENT	**4.7**	**4.9**	**4.8**	**-4.1**	**-2.1**

	Employment in Thousands			% Change Total Employment	
	Jan 14	Dec 13	Jan 13	Jan 14 Dec 13	Jan 14 Jan 13
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**16.8**	**17.1**	**16.6**	**-1.8**	**1.2**
TOTAL PRIVATE	**14.5**	**14.7**	**14.3**	**-1.4**	**1.4**
GOODS PRODUCING	**1.6**	**1.8**	**1.6**	**-11.1**	**0.0**
Natural Resources, Mining & Construction	1.5	1.7	1.5	-11.8	0.0
Manufacturing	0.1	0.1	0.1	0.0	0.0
SERVICE PROVIDING	**15.2**	**15.3**	**15.0**	**-0.7**	**1.3**
Trade, Transportation, & Utilities	2.4	2.4	2.3	0.0	4.3
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.8	0.9	0.8	-11.1	0.0
Professional & Business Services	1.6	1.6	1.5	0.0	6.7
Educational & Health Services	1.1	1.1	1.1	0.0	0.0
Leisure & Hospitality	6.3	6.2	6.3	1.6	0.0
Other Services	0.5	0.5	0.5	0.0	0.0
GOVERNMENT	**2.3**	**2.4**	**2.3**	**-4.2**	**0.0**

State Unemployment Rates January 2014 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	14.4
Rhode Island	10.1
Illinois	9.1
Nevada	8.9
California	8.5
Kentucky	8.3
Arkansas	8.1
Michigan	8.1
Mississippi	7.9
Arizona	7.8
Oregon	7.8
New Jersey	7.7
Alaska	7.5
Connecticut	7.5
District of Columbia	7.5
Ohio	7.5
Georgia	7.4
New York	7.3
Tennessee	7.2
Massachusetts	7.1
North Carolina	7.0
United States	**7.0**
Maine	6.9
New Mexico	6.9
Pennsylvania	6.9
Washington	6.9
Alabama	6.8
Missouri	6.8
South Carolina	6.8
West Virginia	6.8
Wisconsin	6.7
Colorado	6.6
Delaware	6.6
Indiana	6.6
Florida	6.3
Montana	6.3
Idaho	6.2
Maryland	6.1
Texas	5.8
Minnesota	5.7
Iowa	5.4
Kansas	5.4
Oklahoma	5.4
Virginia	5.4
New Hampshire	5.2
Louisiana	5.1
Wyoming	**5.1**
Hawaii	4.6
Vermont	4.4
South Dakota	4.2
Utah	4.2
Nebraska	4.1
North Dakota	3.3

Economic Indicators

by: David Bullard, Senior Economist

Total nonfarm employment (measured by place of work) rose from 280,200 in January 2013 to 283,700 in January 2014, a gain of 3,500 jobs (1.2%).

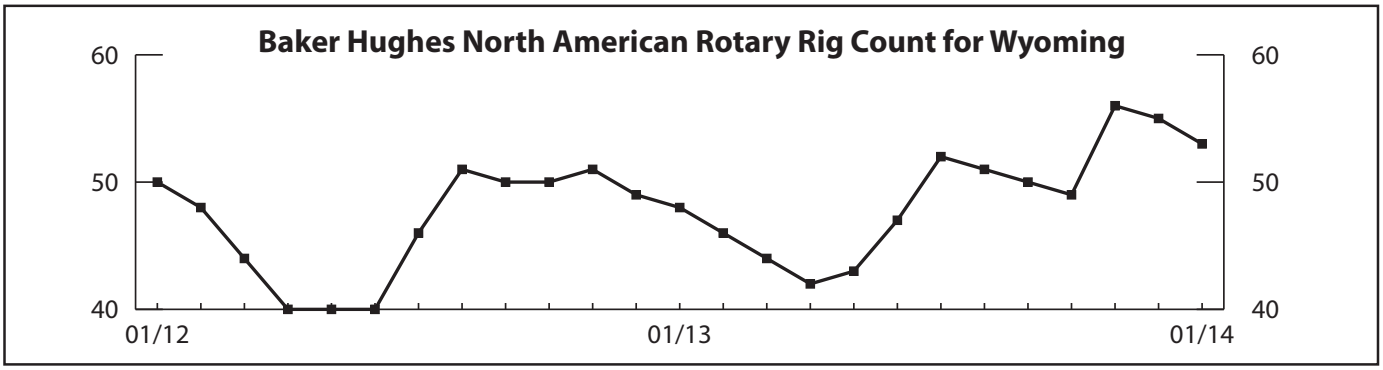
	Jan 2014 (p)	Dec 2013 (r)	Jan 2013 (b)	Percent Change Month	Year
Wyoming Total Nonfarm Employment	**283,700**	**290,000**	**280,200**	**-2.2**	**1.2**
Wyoming State Government	15,500	15,800	15,800	-1.9	-1.9
Laramie County Nonfarm Employment	45,300	46,600	44,200	-2.8	2.5
Natrona County Nonfarm Employment	41,500	42,700	41,400	-2.8	0.2
Selected U.S. Employment Data					
U.S. Multiple Jobholders	6,685,000	6,934,000	6,738,000	-3.6	-0.8
As a percent of all workers	4.7%	4.8%	4.8%	N/A	N/A
U.S. Discouraged Workers	837,000	917,000	804,000	-8.7	4.1
U.S. Part Time for Economic Reasons	7,771,000	7,990,000	8,628,000	-2.7	-9.9
Wyoming Unemployment Insurance					
Weeks Compensated	22,707	22,922	32,028	-0.9	-29.1
Benefits Paid	$8,011,435	$7,944,003	$11,090,053	0.8	-27.8
Average Weekly Benefit Payment	$352.82	$346.57	$346.26	1.8	1.9
State Insured Covered Jobs[1]	263,322	267,364	258,895	-1.5	1.7
Insured Unemployment Rate	2.9%	2.6%	3.6%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers					
(1982 to 1984 = 100)					
All Items	233.9	233.0	230.3	0.4	1.6
Food & Beverages	238.8	237.8	236.2	0.4	1.1
Housing	230.3	228.9	224.8	0.6	2.4
Apparel	124.3	126.5	124.7	-1.7	-0.3
Transportation	213.5	212.9	212.3	0.3	0.5
Medical Care	429.6	427.1	420.7	0.6	2.1
Recreation (Dec. 1997=100)	115.3	114.9	114.8	0.4	0.4
Education & Communication (Dec. 1997=100)	137.0	136.9	135.2	0.1	1.3
Other Goods & Services	405.1	404.1	397.5	0.3	1.9
Producer Prices (1982 to 1984 = 100)					
All Commodities	203.5	201.8	202.5	0.8	0.5
Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized)					
Total Units	69	92	74	-25.0	-6.8
Valuation	$19,443,000	$24,867,000	$21,153,000	-21.8	-8.1
Single Family Homes	69	87	69	-20.7	0.0
Valuation	$19,443,000	$24,439,000	$20,678,000	-20.4	-6.0
Casper MSA[2] Building Permits	16	7	11	128.6	45.5
Valuation	$2,155,000	$1,698,000	$2,907,000	26.9	-25.9
Cheyenne MSA Building Permits	11	40	26	-72.5	-57.7
Valuation	$1,969,000	$7,081,000	$5,850,000	-72.2	-66.3
Baker Hughes North American Rotary Rig Count for Wyoming	53	55	48	-3.6	10.4

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

[1]Local Area Unemployment Statistics Program estimates.

[2]Metropolitan 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

Lincoln County posted the highest unemployment rate (7.1%) in January 2014. It was followed by Fremont (6.6%), Johnson (6.6%), Big Horn (6.2%), and Park (6.2%) counties.

	Labor Force			Employed			Unemployed			Unemployment Rates		
REGION	Jan 2014	Dec 2013	Jan 2013	Jan 2014	Dec 2013	Jan 2013	Jan 2014	Dec 2013	Jan 2013	Jan 2014	Dec 2013	Jan 2013
County	(r)	(r)	(b)	(r)	(r)	(b)	(r)	(r)	(b)	(r)	(r)	(b)
NORTHWEST	**46,880**	**46,533**	**46,068**	**43,976**	**44,041**	**42,660**	**2,904**	**2,492**	**3,408**	**6.2**	**5.4**	**7.4**
Big Horn	5,199	5,208	4,976	4,879	4,919	4,624	320	289	352	6.2	5.5	7.1
Fremont	19,850	19,623	19,956	18,544	18,533	18,396	1,306	1,090	1,560	6.6	5.6	7.8
Hot Springs	2,626	2,616	2,558	2,501	2,504	2,403	125	112	155	4.8	4.3	6.1
Park	14,826	14,705	14,315	13,914	13,889	13,267	912	816	1,048	6.2	5.5	7.3
Washakie	4,379	4,381	4,263	4,138	4,196	3,970	241	185	293	5.5	4.2	6.9
NORTHEAST	**55,264**	**54,761**	**54,751**	**52,589**	**52,515**	**51,490**	**2,675**	**2,246**	**3,261**	**4.8**	**4.1**	**6.0**
Campbell	27,860	27,663	28,131	26,746	26,702	26,730	1,114	961	1,401	4.0	3.5	5.0
Crook	3,524	3,528	3,525	3,348	3,382	3,295	176	146	230	5.0	4.1	6.5
Johnson	4,010	3,957	3,884	3,746	3,731	3,606	264	226	278	6.6	5.7	7.2
Sheridan	16,497	16,245	15,898	15,533	15,458	14,740	964	787	1,158	5.8	4.8	7.3
Weston	3,373	3,368	3,313	3,216	3,242	3,119	157	126	194	4.7	3.7	5.9
SOUTHWEST	**64,457**	**64,285**	**64,366**	**61,344**	**61,293**	**60,604**	**3,113**	**2,992**	**3,762**	**4.8**	**4.7**	**5.8**
Lincoln	7,777	7,646	7,725	7,222	7,195	7,093	555	451	632	7.1	5.9	8.2
Sublette	7,054	6,833	6,587	6,803	6,614	6,260	251	219	327	3.6	3.2	5.0
Sweetwater	25,362	25,226	25,562	24,253	24,259	24,257	1,109	967	1,305	4.4	3.8	5.1
Teton	13,354	13,650	13,376	12,728	12,781	12,523	626	869	853	4.7	6.4	6.4
Uinta	10,910	10,930	11,116	10,338	10,444	10,471	572	486	645	5.2	4.4	5.8
SOUTHEAST	**78,674**	**78,346**	**76,626**	**74,727**	**74,964**	**71,961**	**3,947**	**3,382**	**4,665**	**5.0**	**4.3**	**6.1**
Albany	19,380	19,502	19,225	18,580	18,837	18,279	800	665	946	4.1	3.4	4.9
Goshen	6,638	6,748	6,422	6,332	6,474	6,061	306	274	361	4.6	4.1	5.6
Laramie	47,017	46,537	45,653	44,468	44,358	42,620	2,549	2,179	3,033	5.4	4.7	6.6
Niobrara	1,349	1,333	1,271	1,294	1,284	1,212	55	49	59	4.1	3.7	4.6
Platte	4,290	4,226	4,055	4,053	4,011	3,789	237	215	266	5.5	5.1	6.6
CENTRAL	**62,017**	**61,556**	**61,418**	**59,126**	**59,071**	**58,247**	**2,891**	**2,485**	**3,171**	**4.7**	**4.0**	**5.2**
Carbon	8,005	7,872	7,752	7,594	7,526	7,266	411	346	486	5.1	4.4	6.3
Converse	8,413	8,350	8,386	8,102	8,070	8,029	311	280	357	3.7	3.4	4.3
Natrona	45,599	45,334	45,280	43,430	43,475	42,952	2,169	1,859	2,328	4.8	4.1	5.1
STATEWIDE	**307,292**	**305,483**	**303,227**	**291,761**	**291,884**	**284,962**	**15,531**	**13,599**	**18,265**	**5.1**	**4.5**	**6.0**
Statewide Seasonally Adjusted										4.3	4.4	4.9
U.S.										7.0	6.5	8.5
U.S. Seasonally Adjusted										6.6	6.7	7.9

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/2014. Run Date 03/2014.

Data are not seasonally adjusted except where otherwise specified.

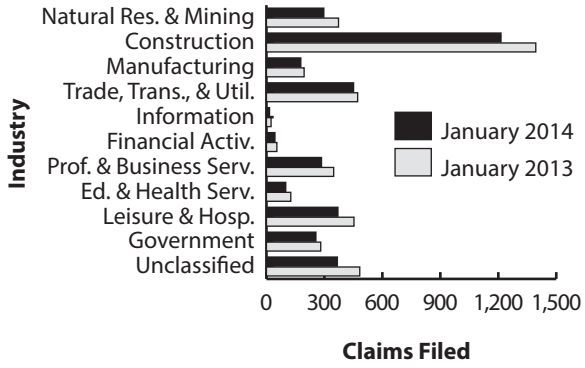
(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming Normalized[a] Unemployment Insurance Statistics: Initial Claims

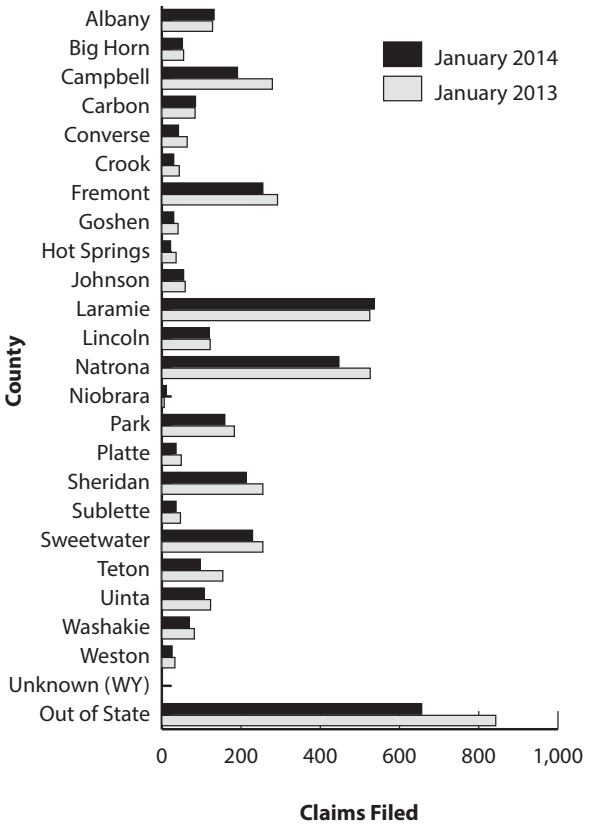
by: Patrick Harris, Principal Economist

Initial claims decreased by 15.1% from January 2013 to January 2014, with the largest decreases in natural resources & mining (20.4%), leisure & hospitality (18.3%), and construction (12.9%).

Initial Unemployment Insurance Claims by Industry, January 2014



Initial Unemployment Insurance Claims by County, January 2014



Initial Claims

	Claims Filed			Percent Change Claims Filed	
	Jan 14	Dec 13	Jan 13	Jan 14 Dec 13	Jan 14 Jan 13
Wyoming Statewide					
TOTAL CLAIMS FILED	**3,636**	**4,339**	**4,284**	**-16.2**	**-15.1**
TOTAL GOODS-PRODUCING	1,691	2,362	1,964	-28.4	-13.9
Natural Res. & Mining	297	310	373	-4.2	-20.4
Mining	272	289	340	-5.9	-20.0
Oil & Gas Extraction	12	20	19	-40.0	-36.8
Construction	1,214	1,859	1,394	-34.7	-12.9
Manufacturing	178	191	195	-6.8	-8.7
TOTAL SERVICE-PROVIDING	1,321	1,232	1,556	7.2	-15.1
Trade, Transp., & Utilities	451	384	472	17.4	-4.4
Wholesale Trade	85	54	70	57.4	21.4
Retail Trade	249	167	258	49.1	-3.5
Transp., Warehousing & Utilities	117	163	144	-28.2	-18.8
Information	16	8	24	100.0	-33.3
Financial Activities	44	60	54	-26.7	-18.5
Prof. and Business Svcs.	285	294	348	-3.1	-18.1
Educational & Health Svcs.	100	129	126	-22.5	-20.6
Leisure & Hospitality	370	299	453	23.7	-18.3
Other Svcs., exc. Public Admin.	47	53	74	-11.3	-36.5
TOTAL GOVERNMENT	256	294	281	-12.9	-8.9
Federal Government	119	155	121	-23.2	-1.7
State Government	20	24	32	-16.7	-37.5
Local Government	116	113	128	2.7	-9.4
Local Education	26	24	26	8.3	0.0
UNCLASSIFIED	367	450	483	-18.4	-24.0
Laramie County					
TOTAL CLAIMS FILED	**536**	**694**	**524**	**-22.8**	**2.3**
TOTAL GOODS-PRODUCING	291	448	245	-35.0	18.8
Construction	253	409	225	-38.1	12.4
TOTAL SERVICE-PROVIDING	207	210	237	-1.4	-12.7
Trade, Transp., & Utilities	82	74	75	10.8	9.3
Financial Activities	3	13	12	-76.9	-75.0
Prof. & Business Svcs.	56	54	53	3.7	5.7
Educational & Health Svcs.	15	17	30	-11.8	-50.0
Leisure & Hospitality	38	34	44	11.8	-13.6
TOTAL GOVERNMENT	25	25	23	0.0	8.7
UNCLASSIFIED	11	10	19	10.0	-42.1
Natrona County					
TOTAL CLAIMS FILED	**446**	**626**	**525**	**-28.8**	**-15.0**
TOTAL GOODS-PRODUCING	236	404	297	-41.6	-20.5
Construction	169	312	207	-45.8	-18.4
TOTAL SERVICE-PROVIDING	188	197	206	-4.6	-8.7
Trade, Transp., & Utilities	76	60	76	26.7	0.0
Financial Activities	6	4	4	50.0	50.0
Prof. & Business Svcs.	51	53	60	-3.8	-15.0
Educational & Health Svcs.	24	32	18	-25.0	33.3
Leisure & Hospitality	32	40	38	-20.0	-15.8
TOTAL GOVERNMENT	10	15	7	-33.3	42.9
UNCLASSIFIED	11	9	12	22.2	-8.3

[a]An 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: Patrick Harris, Principal Economist

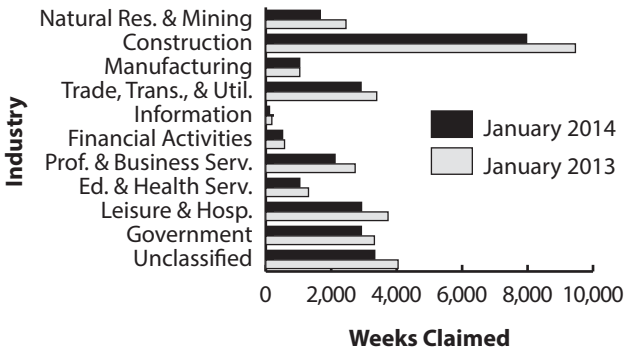
Continued weeks claimed decreased over the year by 17.9% with the number of weeks claimed in construction decreasing by 1,492 or 15.8%

Continued Claims

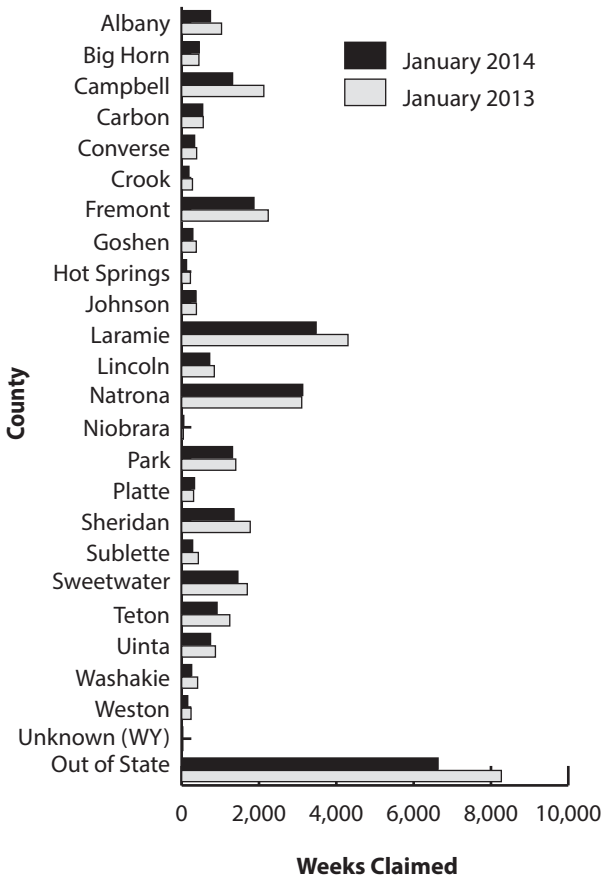
	Claims Filed			Percent Change Claims Filed	
	Jan 14	Dec 13	Jan 13	Jan 14 Dec 13	Jan 14 Jan 13
Wyoming Statewide					
TOTAL WEEKS CLAIMED	**27,109**	**24,411**	**33,022**	**11.1**	**-17.9**
EXTENDED WEEKS CLAIMED	**1,066**	**3,278**	**4,422**	**-67.5**	**-75.9**
TOTAL UNIQUE CLAIMANTS[b]	6,733	7,427	8,271	-9.3	-18.6
Benefit Exhaustions	482	404	653	19.3	-26.2
Benefit Exhaustion Rates	7.2%	5.4%	7.9%	1.7%	-0.7%
TOTAL GOODS-PRODUCING	10,674	7,655	12,954	39.4	-17.6
Natural Res. & Mining	1,665	1,375	2,451	21.1	-32.1
Mining	1,467	1,213	2,146	20.9	-31.6
Oil & Gas Extraction	170	141	206	20.6	-17.5
Construction	7,970	5,531	9,462	44.1	-15.8
Manufacturing	1,037	748	1,039	38.6	-0.2
TOTAL SERVICE-PROVIDING	10,181	10,920	12,705	-6.8	-19.9
Trade, Transp., & Utilities	2,913	2,714	3,390	7.3	-14.1
Wholesale Trade	468	430	724	8.8	-35.4
Retail Trade	1,519	1,402	1,759	8.3	-13.6
Transp., Warehousing & Utilities	926	882	907	5.0	2.1
Information	114	98	185	16.3	-38.4
Financial Activities	514	438	573	17.4	-10.3
Prof. & Business Services	2,117	1,784	2,731	18.7	-22.5
Educational & Health Svcs.	1,040	981	1,305	6.0	-20.3
Leisure and Hospitality	2,927	4,325	3,736	-32.3	-21.7
Other Svcs., exc. Public Admin.	549	572	777	-4.0	-29.3
TOTAL GOVERNMENT	2,922	2,831	3,319	3.2	-12.0
Federal Government	1,459	1,389	1,675	5.0	-12.9
State Government	281	327	300	-14.1	-6.3
Local Government	1,182	1,113	1,343	6.2	-12.0
Local Education	187	211	283	-11.4	-33.9
UNCLASSIFIED	3,330	3,003	4,043	10.9	-17.6
Laramie County					
TOTAL WEEKS CLAIMED	**3,477**	**2,787**	**4,302**	**24.8**	**-19.2**
TOTAL UNIQUE CLAIMANTS	**889**	**889**	**1,072**	**0.0**	**-17.1**
TOTAL GOODS-PRODUCING	1,711	1,255	1,907	36.3	-10.3
Construction	1,499	1,085	1,683	38.2	-10.9
TOTAL SERVICE-PROVIDING	1,473	1,251	1,927	17.7	-23.6
Trade, Transp., and Utilities	502	397	519	26.4	-3.3
Financial Activities	114	98	153	16.3	-25.5
Prof. & Business Svcs.	406	388	599	4.6	-32.2
Educational and Health Svcs.	191	194	234	-1.5	-18.4
Leisure & Hospitality	201	129	320	55.8	-37.2
TOTAL GOVERNMENT	245	241	320	1.7	-23.4
UNCLASSIFIED	47	38	146	23.7	-67.8
Natrona County					
TOTAL WEEKS CLAIMED	**3,130**	**2,523**	**3,104**	**24.1**	**0.8**
TOTAL UNIQUE CLAIMANTS	**791**	**817**	**808**	**-3.2**	**-2.1**
TOTAL GOODS-PRODUCING	1,576	1,172	1,358	34.5	16.1
Construction	1,106	726	889	52.3	24.4
TOTAL SERVICE-PROVIDING	1,369	1,189	1,565	15.1	-12.5
Trade, Transp., and Utilities	413	376	463	9.8	-10.8
Financial Activities	59	44	70	34.1	-15.7
Professional & Business Svcs.	334	293	490	14.0	-31.8
Educational & Health Svcs.	209	173	223	20.8	-6.3
Leisure & Hospitality	273	215	272	27.0	0.4
TOTAL GOVERNMENT	111	103	104	7.8	6.7
UNCLASSIFIED	73	57	75	28.1	-2.7

[a]An 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.
[b]Does not include claimants receiving extended benefits.

Continued Unemployment Insurance Claims by Industry, January 2014



Continued Unemployment Insurance Claims by County, January 2014



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