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New Publication Focuses on Nurses Returning to School

by: Patrick Harris, Principal Analyst

Employers in the health care industry along with national medical and nursing organizations are placing increased emphasis on nurses earning a baccalaureate degree or higher. This study examines nurse motivation and job satisfaction as mediators between potential inhibitors and intent to return to school. Nurses Returning to School can be found in its entirety at http://doe.state.wy.us/LMI/nursing.htm.

The growing number of pressures placed on the occupation of nursing and the health care industry has been significant. These pressures include nursing shortages, educational attainment, and quality of care. Two recommendations by the Institute of Medicine (IOM) deal specifically with the education level of nurses (2010). The first is increasing the number of nurses with a baccalaureate degree by 80% and the second is to double the number of nurses with doctoral degrees by 2020. The chief arguments for increasing the educational level of the nation's nurses are to enable them to care for an increasingly diverse population and to contribute to the research and scientific community.

Excerpted from *Nurses Returning to School: Motivation and Job Satisfaction as a Buffer between Perceived Employer Discouragement and Time Constraints*

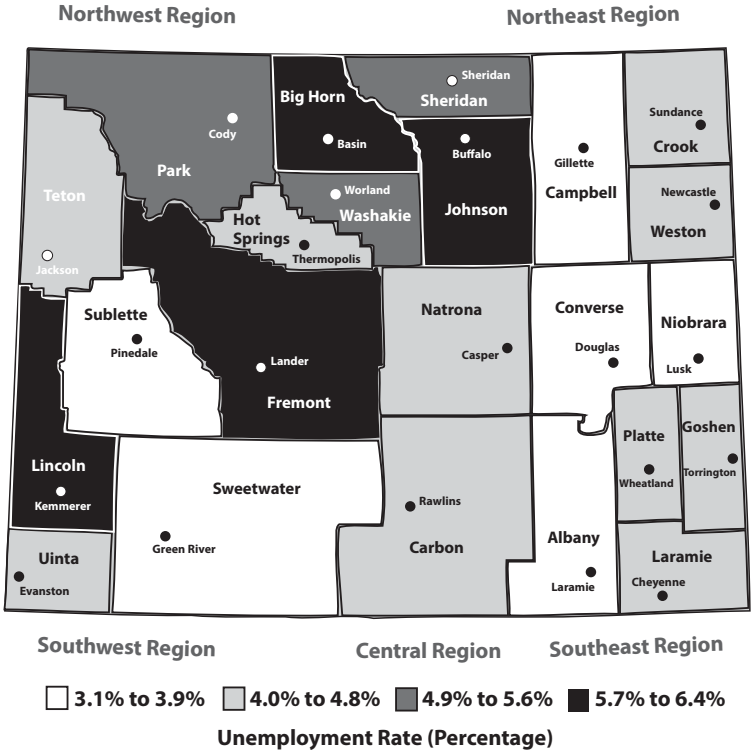
In order to determine the contributing factors associated with a nurse's decision to return to school, the Research & Planning (R&P) section of the Wyoming Department of Workforce Services administered a survey to Wyoming nurses that included measures of motivation, inhibition, and job satisfaction. The survey also included a question regarding the

(Text continued on page 3)

HIGHLIGHTS

- **The total number of Unemployment Insurance (UI) benefits expenses and UI recipients decreased in 2013 from the previous year, but the reduction in percentages were much smaller than in the previous two years. … *page 14***
- **The total number of Unemployment Insurance (UI) continued weeks claimed (-19.9%) and benefit exhaustions (-25.0%) declined substantially from year-ago levels in March 2014. … *page 27***

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



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(Text continued from page 1)

intent to return to school. The current research adds to the existing literature by examining the relationship between motivators, inhibitors, and job satisfaction on nurses' attitudes towards continuing their education.

Overview

Spencer (2008) suggests that increasing enrollments in nursing programs will help combat future nursing shortages; however, she cautions that these new enrollments will be mostly concentrated at the associate's degree (ASN) level. The increased emphasis on earning a bachelor of science degree in nursing (BSN) is not new (American Nurses' Association, 1965) and has recently gained momentum due to evidence-based practices within the field of nursing becoming dominant (IOM, 2010; Tri-Council for Nursing, 2010). Further, the level of change in technology and the complexity of medical and surgical care are common in a clinical workforce requiring a more advanced skillset (Aiken, Clarke, & Sloane, 2002). More than a quarter of the general public recognizes that nurses should have four years of education in order to fulfill their job duties (Mattson, 2002). The Affordable Care Act (ACA) of 2010 outlines the need to enhance the health care workforce through education and training to improve the delivery of health care services. The ACA also allows for the ability of the U.S. Department of Health and Human Services to award grants to entities that provide for educational advancement to the baccalaureate level. The most important outcome of improving the educational attainment of the nursing workforce is ensuring patient safety and enhancing the scope of practice.

It is not difficult to recognize that in order to meet the present and future demands in the nursing profession, those individuals who already have an ASN may need to pursue their BSN to fill the required vacancies and attain a sufficient level of education. As policy-makers and nursing programs continue to set goals for the future of the nursing profession, several issues still remain in meeting those goals, such as nursing program recruitment and increasing workforce training. With the abundance of individuals graduating with an ASN, the need for programs that allow for a seamless transition to the BSN level is evident.

Nurse Job Satisfaction

Measuring the level of satisfaction in a person's current employment has been extensively studied by industrial/organizational psychologists. Specific to nursing, much research has focused on job turnover and job satisfaction due to the increasing concerns of nursing shortages currently and in the future. Cortese, Colombo, and Ghilieri (2010) administered a questionnaire to 351 nurses working in Northern Italy regarding their job satisfaction, work-family conflict, and support at work (from colleagues and co-workers). The authors found that as job demands increased, work-family conflict increased which led to a decrease in the overall level of job satisfaction. In a similar study, van der Heijden, van Dam, and Hasselhorn (2009) using a large European sample found that work-family conflict and overall job satisfaction played both direct

and indirect roles in a nurse's intention to leave the nursing profession.

To further advance the knowledge of job satisfaction in nurses, Zurmehly (2008) asked nurses to rate the job characteristics they were most satisfied with in descending order. Results from this study suggest that autonomy, recognition, and critical thinking abilities were variables which influenced higher levels of job satisfaction. However, ability and compensation were variables that were negatively associated with their job satisfaction. Finally, job advancement opportunities were strongly associated with satisfaction (e.g., the more opportunities for advancement, the higher the job satisfaction). The authors posit that the negative relationship between compensation and job satisfaction may be due to nurses placing a high degree of emphasis on intrinsic rewards (e.g., helping others) compared to compensation and other external rewards.

In terms of meeting the educational goals of nursing outlined by the IOM (2010), a focus on working ASN individuals and their level of job satisfaction may be an important factor in keeping them in the nursing field. For instance, an ASN nurse could leave the field of nursing to pursue other opportunities or return to school to have more flexibility and possibly more satisfaction within nursing.

Nurses Returning to School: Motivation, Benefits, and Barriers

For an individual who is employed, returning to school may be a life-changing decision. The individual often weighs the positives against the negatives. Landry, Orsolini-Hain, Renwanz-Boyle, Alameida, and Holpit (2012) distributed an educational needs assessment to ASNs and licensed vocational nurses (LVNs) currently employed in a hospital setting asking about their continuing education intentions including the perceived benefits and barriers of returning to school. The most frequently cited barriers were educational costs, current work commitments, age, and the thought of becoming a full-time student again. The most cited supports needed when thinking about continuing their education were the ability to work part-time, financial assistance, and having child care readily available. Overall, nearly 86% of respondents indicated that they had thought about going back to school to enhance their careers.

Several studies have examined the factors associated with returning to school as an adult, including credit hours transferred and institution type (Lewis & Lewis, 2000), job burnout while in school (Dick & Anderson, 1993), and the effects on work and family stress (Kirby, Biever, Martinez, & Gomez, 2004). However, few studies have been conducted which take into account the level of motivation needed to begin and finish a BSN degree program. The concept of achievement motivation in goal attainment research is wide, especially within the industrial/organizational settings (Ward, 1997). Achievement motivation is a multifaceted concept which describes a "personal striving of individuals to attain goals within their social environment" (Cassidy & Lynn, 1989, p. 301). Individuals with a high level of achievement motivation are thought to be highly competitive and adept at finding ways to improve their

job performance and status (Lewin & Stephens, 1992).

As discussed above, the motivators and barriers to continuing education are often thought to be multidimensional. Using a sample of working nurses in Ireland, Murphy, Cross, and McGuire (2006) developed a questionnaire consisting of both potential motivators and inhibitors to continuing education. The authors found numerous factors among the set of questions. For the motivators, two factors were identified: job-related and personal. The job-related construct is thought to tap into how returning to school would increase a person's professional development in the field of nursing. The personal motivators construct is the motivation necessary to feel an increased sense of competence and importance as a nurse. For the inhibitors, three factors were identified: time-related, outcome-related, and employer-related. The time-related construct is believed to tap into the inhibitors associated with the amount of time available for both work and personal obligations if one returned to school. The employer-related construct taps the perception of a lack of support from employers when deciding to return to school. In the current study, we did not examine the outcome-related construct as all items were theoretically thought to be a part of the other four constructs.

We expected that higher levels of inhibitive forces would create higher levels of personal and professional motivation and a lower level of job satisfaction. Due to past research suggesting that employees find that time commitment (Kirby, et al.. 2004) and employer support (Guffey, West, & White, 1997; Keeling, Jones, & Botterill, 1998) are significant factors when deciding to return to school, the key hypothesis was that when individuals feel they have less time to devote to school and are increasingly discouraged by their employers, personal and professional motivation would mediate the relationship between the inhibitors and intent to return to school. Job satisfaction was expected to have a negative, direct relationship with the intent of returning to school. Mediation occurs when one or more variables accounts for all or part of the relationship(s) between other variables.

Methodology

Sample

R&P collects licensure data for 98 of occupations within the state. Of the 5,212 employed nurses in fourth quarter 2012 (2012Q4) with an active license with the Wyoming State Board of Nursing, a stratified random sample based on seven separate regions[1] of the state was selected for a total survey sample of 2,086. Each of the selected participants was mailed a packet of questionnaires (described in the measures section) to their home address as indicated on the Wyoming State Board of Nursing licensing file. Participants were instructed to return their completed questionnaires by mail, fax, or to call R&P staff and give their responses over the phone. A total of 796 nurses completed the questionnaire for a response rate of 38.2%. An additional 298 participants (14.2%) did not have a forwarding address and were not sent another questionnaire packet. The response waves for the 798 nurses were as

[1] Regions include Casper Metropolitan Statistical Area, Cheyenne Metropolitan Statistical Area, Northeast, Southwest, Northwest, Central-Southeast, and Other. These regions are based on the Occupational Employment Statistics (OES) program designation. A map of the regions is available here: http://doe.state.wy.us/LMI/oes.htm.

follows: 50.6% of participants completed the packet during the first mailing, 35.2% completed the packet during the second mailing, and 14.3% completed the packet during the third mailing. Four participants asked to not be included in the study. The vast majority (99.5%) returned their completed packet by mail.

Due to the interest in the attitudes regarding returning to school for nurses currently employed in the health care industry, only those nurses employed full-time or part-time (35 hours or less) in health care were included in the analysis, which resulted in 142 participants being excluded. A total of 159 participants were removed from the analysis because they indicated that they did not know if they planned to return to school or did not respond to the question. Due to the low response rate of the first and second waves of mailings, a shorter questionnaire was created which excluded important questions used in the present analysis. Ninety-four participants who completed this shorter version were excluded from the analysis. Finally, missing data on the questionnaire led to the removal of 98 participants. After all exclusion criteria were imposed, the sample was comprised of 305 participants.

Measures

The motivation and inhibitor questions from Murphy, et al. (2006) were included in the questionnaire[2]. Participants answered the questions based on the following instructions: "Using a scale from 1 to 3 where 1 means 'Not at all Influential' and 3 means 'Very Influential,' please circle the response that best describes how you feel about the influence each of the following statements has on your thoughts of returning to school (or not). If you are unsure how to respond to a statement, please mark 'DK' for Don't Know."[3]

Job satisfaction was assessed using 13 items ranging from satisfaction with salary to autonomy and work environment. Individuals answered the items based on the following instructions: "Using a scale from 1 to 5 where 1 means 'Very Dissatisfied' and 5 means 'Very Satisfied,' please circle the response that best describes how you feel about each of the following statements at your primary nursing position." The Cronbach's Alpha was .86, indicating good internal consistency for these items as a measure of job satisfaction. The items were averaged across individuals and had a mean of 3.77, SD = .64.

One item was used to assess the individual's intent to return to school. Respondents were asked, "Do you plan to return to school to further your education?" The responses were in the form of time intervals. Intent was measured with the following four options: "Yes, within the next 3 years"; "Yes, in 3 to 5 years"; "Yes, in more than 5 years"; and "No." Reponses were coded from 0 (No) to 3 (Yes, within the next 3 years) with higher numbers indicating a more immediate goal of returning to school. It was thought that as nurses endorsed a shorter timespan (e.g., within 3 years) to return to school, the intent to return was greater.

2 This section discusses the questions included in the current study. Please contact the author for a complete copy of the questionnaire.

3 The motivation and inhibition items were analyzed using confirmatory factor analysis and were found to have adequate goodness-of-fit. For more information on the measurement model, please contact the author.

Table 1: **Percent Distribution of Education, Employment, and Demographic Characteristics of Licensed Nurses Working in Wyoming Who Responded to R&P's Survey (N = 305)**

	Variable	% of Total
Degree Type	Diploma/Vocational	6.2%
	Associate's of Nursing	39.0%
	Bachelor's of Nursing	38.7%
	Master's of Nursing	14.4%
	Doctorate in Nursing	1.6%
Employment	Full-time	75.7%
	Part-time	24.3%
Primary Position	Staff Nurse	56.7%
	Nurse Manager	11.1%
	Other, Health Related	9.5%
	Advanced Practice Nurse	8.5%
	Nurse Educator	4.6%
	Nurse Executive	2.6%
	Nurse Consultant	1.0%
	No Answer	5.9%
Primary Speciality	Acute Care	14.8%
	Adult/Family Health	3.9%
	Geriatric/Gerontology	7.9%
	Home Health	1.6%
	Maternal/Child Health	3.3%
	Medical/Surgical	10.5%
	Oncology	1.6%
	Other, Health Related	20.0%
	Pediatrics/Neonatal	2.6%
	Primary Care	3.3%
	Psychiatric/Mental Health	3.0%
	Public Health	7.5%
	Rehabilitation	2.6%
	School Health	6.2%
	Women's Health	1.6%
	All Other	4.4%
	No Answer	5.2%
Gender	Male	5.9%
	Female	93.1%
	Unknown	1.0%
Marital Status	Single	8.5%
	Married or Cohabitating	81.0%
	Divorced/Widowed	9.2%
	No Answer	1.3%
Pre-Tax Household Income	Less than $30,000	2.3%
	$30,000 to $49,999	9.2%
	$50,000 to $69,999	20.7%
	$70,000 to $99,999	29.5%
	$100,000 or More	35.1%
	No Answer	3.3%
Race	White/Caucasian	94.8%
	All Other	5.2%
Plans to Return to School	No	59.0%
	Yes, in more than 5 years	5.6%
	Yes, in 3 to 5 years	8.9%
	Yes, within the next 3 years	26.6%

Results

Table 1 shows the demographic characteristics of the participants included in the analysis. Of the licensed nurses working in Wyoming who responded to R&P's survey, 45.2% had less than a bachelor's degree in nursing, 75.7% were employed full-time, and more than half had a primary position of a staff nurse. The majority of the sample (93.1%) was female and of White/Caucasian race (94.8%). A significant percentage (85.3%) indicated they had an annual household income of $50,000 or more a year. The average age of the participants was 46.4 years.

The main goal of this study was to understand the predictive relationships of motivation, inhibition, and job satisfaction on the intent to return to school. In order to test the hypotheses outlined in the introduction, a structural equation model (SEM) approach was employed. SEM uses both observed and unobserved characteristics (e.g., job satisfaction, personal motivation) to predict other characteristics (e.g., intent to return to school).

The hypothesized model was found to adequately fit the data[4], and the final model is presented in Figure 1 on page 8. All paths were statistically significant at the p <.05 level except for the paths from professional motivation to intent to return, and from time constraints to intent to return. A p-value of less than .05 indicates that there is less than a 5% chance that a result occurred by

4 Contact the author for information regarding the goodness-of-fit indices and measurement model coefficients.

chance alone. All paths were in the expected direction except for the path from professional motivation to intent to return (which was negative instead of the expected positive). The path coefficients shown in the Figure are standardized and can range from -1.0 to 1.0. The closer the path coefficient is to 1 (either positive or negative) indicates a greater effect.

On the basis of our estimated paths, as perceived employer discouragement increases, personal (.29) and professional motivation (.33) to return to school increases. Employer discouragement had a significant negative effect on job satisfaction (-.30). The estimated paths from time constraints indicated that as perceived time constraints increases, professional (.30) and personal motivation (.37) increases.

The direct path from time constraints to intent to return was positive but was not statistically significant (.11). The direct path from employer discouragement to the intent to return was negative and statistically significant, indicating that as perceived employer discouragement on returning to school increases, the intent to

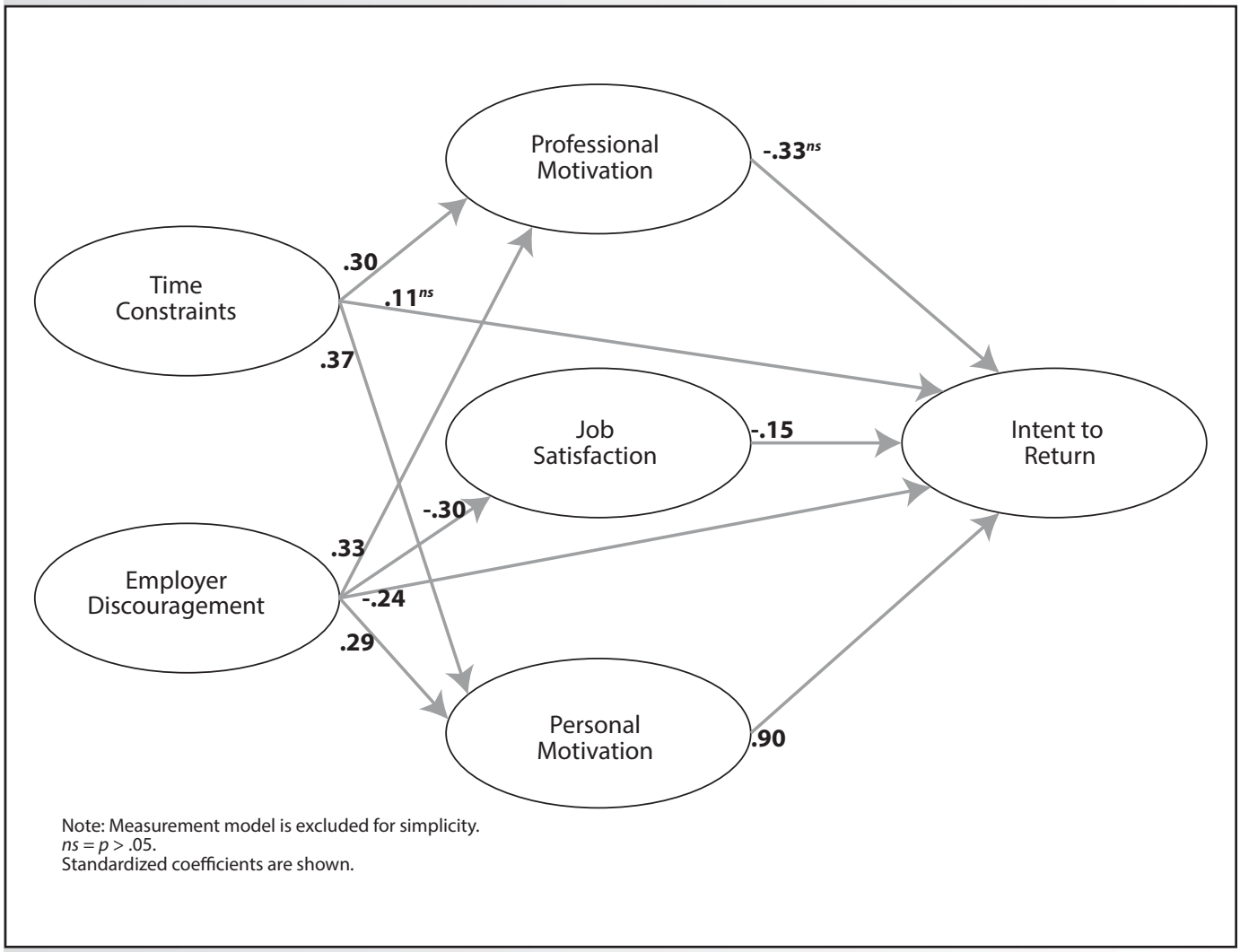

Figure: Structural Model of Motivation and Job Satisfaction as Mediators Between Inhibitors and Intent to Return to School

return to school (-.24) decreases.

Several indirect paths should be noted. As employer discouragement increases through both types of motivation and job satisfaction, intent to return to school increases.[5]

It should be noted that this effect (.20) is slightly lower than the direct effect of employer discouragement on intent to return (-.24). Also, the mediated effect is positive (compared to the negative direct effect) which indicates that as motivation increases and job satisfaction decreases due to employer discouragement, the more likely an individual will return to school. Further, as time constraints increase through both types of motivation, this leads to an increase in the intent to return to school[6]. This effect was significant (p <.05) compared to the non-significant direct effect of time constraints on intent to return (.11).

Overall, 31.0% of the variance in professional motivation was explained by the model. This means that 69.0% of the variance was explained by other factors not included in the model. Our model explained 33.9% of the variance of personal motivation and 9.2% of the variance in job satisfaction. The low percentage of explained variance in job satisfaction was not surprising as we did not tap into concepts such as job embeddedness (Michell, Holtom, Lee, Sablynski, & Erez, 2001), work/family conflict (Kirby, et al., 2006), job burnout (Dick & Anderson, 1993), or work environment (Aiken, Clarke, Sloane, Sochalski, & Silber, 2002). Finally, 35.0% of the variance in likelihood of return was explained by the model.

Discussion

The goal of this study was to examine the structural relationships between the inhibitors (employer discouragement and time constraints) associated with the intent to return to school as mediated by motivation and job satisfaction. The hypothesis that employer discouragement has a significant negative effect on intent to return was supported. Time constraints had a slightly positive effect on returning to school but was not statistically significant. As expected, motivation and job satisfaction have a positive mediating effect between time constraints and employer discouragement on intent to return. These results suggest that as employers discourage (or do not support) their employees from returning to school (or to continue their education) and as time constraints increase, a person is more likely to return to school only if they are sufficiently motivated both personally and professionally.

The hypothesis that professional motivation had a positive relationship with intent to return was not supported. The negative effect of this relationship may indicate that professional motivation is playing a different role on returning to school. However, in our analysis, the effect was not statistically significant so no conclusions could be drawn.

In this study, the relationship between the inhibitors and intent to return was only partially mediated by motivation and job satisfaction. The direct relationship between employer discouragement and

5 This effect was calculated by adding -.29 x .90, -.30 x -.15, and .33 x -.33 from the three possible pathways in the estimated model for a total indirect effect of .20 for employer discouragement on intent to return to school.

6 This effect was calculated by adding .30 x -.33 and .37 x .90 from the two possible pathways in the estimated model for a total indirect effect of .23 for time inhibition on intent to return to school.

intent to return remained statistically significant. This result indicates that even though motivation and job satisfaction do play a role in overcoming perceived employer discouragement, the intent to return is still directly affected by perceived employer discouragement. However, the relationship between time constraints and intent to return was not statistically significant which indicates that time constraints were mediated by motivation.

As the pressure from national organizations, policy-makers, and employers continues to mount for nurses to gain at least a BSN, the need to understand why individuals decide to return to school or not is necessary. This study demonstrated the relationship between two types of inhibitors and their effect on the intent of returning to school. As people view themselves as having an employer who is discouraging them from pursuing education by not providing financial assistance, the required time off to study, or the recognition of staff educational needs, people may rely more on their personal and professional motivation to seek out educational advancement and opportunities. However, the direct relationship between employer discouragement and returning to school is not completely diminished even if a person is personally or professionally motivated. This finding suggests that as people look to their employers for support in returning to school and if nurses perceive a lack of support, this can still hinder continuing their education even if sufficiently motivated for other reasons. This is in contrast to perceived time constraints which had no direct effect on returning to school if a person is sufficiently motivated.

The current study found that job satisfaction is being negatively influenced by employer discouragement. Past research suggests that the more opportunities there are for career advancement, the higher the job satisfaction (Zurmehly, 2008) and that as job satisfaction increases, nurses are less likely to leave their current employment in the nursing profession (van der Heijden, et al., 2009). The findings in the current study support these conclusions. A significant factor in job advancement is often educational attainment. If employers are perceived to be discouraging returning to school (and thus potential job advancement), nurses are less likely to be satisfied on the job. This is likely due to the perceived inability to advance into higher level positions with the current employer. However, as job satisfaction increased, nurses had less intent to return to school. This finding suggests that people who are more satisfied with their jobs are in positions where no further education is necessary to obtain career goals.

Due to employers having such a significant impact on nurses deciding to continue their education, employers should take a more proactive role in promoting employee educational goals. This is consistent with prior research indicating that employees, generally, value tuition assistance highly by viewing it as part of the organizational support system and a reward for performing a job with excellence (Guffey, et al., 1997). However, nursing shortages may be interfering with an employer's ability to allow nurses to further their education due to hospitals and other care facilities needing to meet required staffing patterns.

Several limitations of the present study should be noted. The age of the sample was relatively high (a mean of 46.4 years). Individuals who are in the middle of their careers or who are nearing retirement age may not be either inhibited or motivated to return to school due to job tenure or

impending workforce exit. Replicating the findings using a younger sample should provide additional evidence of the relationships presented in the current study. There were also significantly more females than males which limits the generalizability across gender.

The survey response rate (38.2%) was low compared to other nursing research R&P has conducted in the past. In 2008, R&P sent a survey to nurses throughout the state and received response rates ranging from 66.6% to 69.9% (Gallagher, Harris, Jones, Knapp, & Leonard, 2008). This report can be found here: http://doe.state.wy.us/LMI/nursing.htm. The large number of questions in the current study may have discouraged potential respondents and resulted in a low response rate. Also, the cover letter that accompanied the survey indicated that the purpose of the study was nursing education and due to the age of the sample may not have been pertinent to a large number of nurses. As seen in Table 2, more than half of the nurses age 55 and older (50.5%) completed the survey compared to 30.6% for those nurses age 35 and younger. Age clearly played a role in the response rate. It should be noted that those who completed the survey may have responded differently compared to those who did not. Also, the response rate differences between R&P studies may simply be due to the time period the survey was conducted (2008 versus 2013) which would indicate economic conditions as a possible contributing factor.

Finally, the amount of variance explained in intent to return was relatively small (35.0%). Current research suggests that inhibition, motivation, and job satisfaction play a significant role in likelihood of return, but other factors should be considered in future research. Labor market factors such as job stability (e.g., using unemployment insurance claims), age, work/family conflict, current wages, and job tenure may have covariate effects on motivation and inhibition and their relationship with returning to school. Further, only one question was used to assess intent to return to school. Future research should include additional questions that tap into continuing education intent.

Future research should include employer satisfaction regarding the skills of newly employed nurses in the health care industry. R&P selects a random sample of employers every quarter through the New Hires Survey and asks about the importance of certain job skills and also the overall satisfaction with an employee's work skills. Further, the New Hires Survey also asks the employer to indicate the level of education required to perform the duties of the job. Employers may be more likely to support a nurse returning to school if the current skills are perceived to be insufficient to complete the job.

Table 2: **Response Rate by Age Group**

Age Group	Total in Sample	Responded N	Responded %
<=35	594	182	30.6%
36-44	413	152	36.8%
45-54	488	197	40.4%
55+	507	256	50.5%
Unknown	80	9	11.3%
Total	**2,082**	**796**	**38.2%**

This study adds to the nursing workforce literature by differentiating the roles of motivators, inhibitors, and job satisfaction and their effects on deciding to return to school for employed nurses in the health care industry. The current study was able to use working nurses in the health care industry to advance the understanding of the causal relationships between perceived inhibitors of returning to school and how a nurse's

own motivation can help overcome those barriers. It is evident that employer support plays a significant role in the motivation of a nurse to return to school both in direct and indirect ways. As policy-makers, national organizations, and healthcare employers continue to place an increased emphasis on nurses obtaining a bachelor's degree, a shift in continuing education support in the workplace environment may be warranted.

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Unemployment Insurance Benefit Payments Show Recovery Slowed in 2013

by: Sherry Wen, Principal Economist

The number of total Unemployment Insurance (UI) benefits expenses and UI recipients decreased in 2013 from the previous year, but the reductions in percentages were much smaller than in the previous two years. Both of these UI statistics were still at least twice their pre-downturn averages from 1997 to 2007.

After the most recent economic downturn that lasted from first quarter 2009 (2009Q1) to first quarter 2010 (2010Q1), Wyoming's UI covered employment showed a consecutive 12-quarter increase from 2010Q4 to 2013Q3 (the most recent available data via the Quarterly Census of Employment and Wages) — slow but steady growth. The over-the-year quarterly growth of employment in 2013 averaged only 0.3%, much flatter than 2012's average growth rate of 1.4%. Wyoming's unemployment rate by the end of the year dropped to 4.4% from 4.9% a year earlier. This article examines some of the unemployment insurance statistics for a better understanding of Wyoming's economy.

Statewide UI Benefit Expenses

In 2013, the Wyoming Department of Workforce Services, UI Division, paid a total of $99.6 million in UI benefits to unemployed workers. This is a 12.5% decrease from the previous year's level ($113.8 million), but more than triple the average in pre-downturn years ($30.3 million), and the fifth highest since 1997 (when comparable data were first available; see Figure 1). Among the total benefits paid, nearly one-fourth (24.5%) were paid

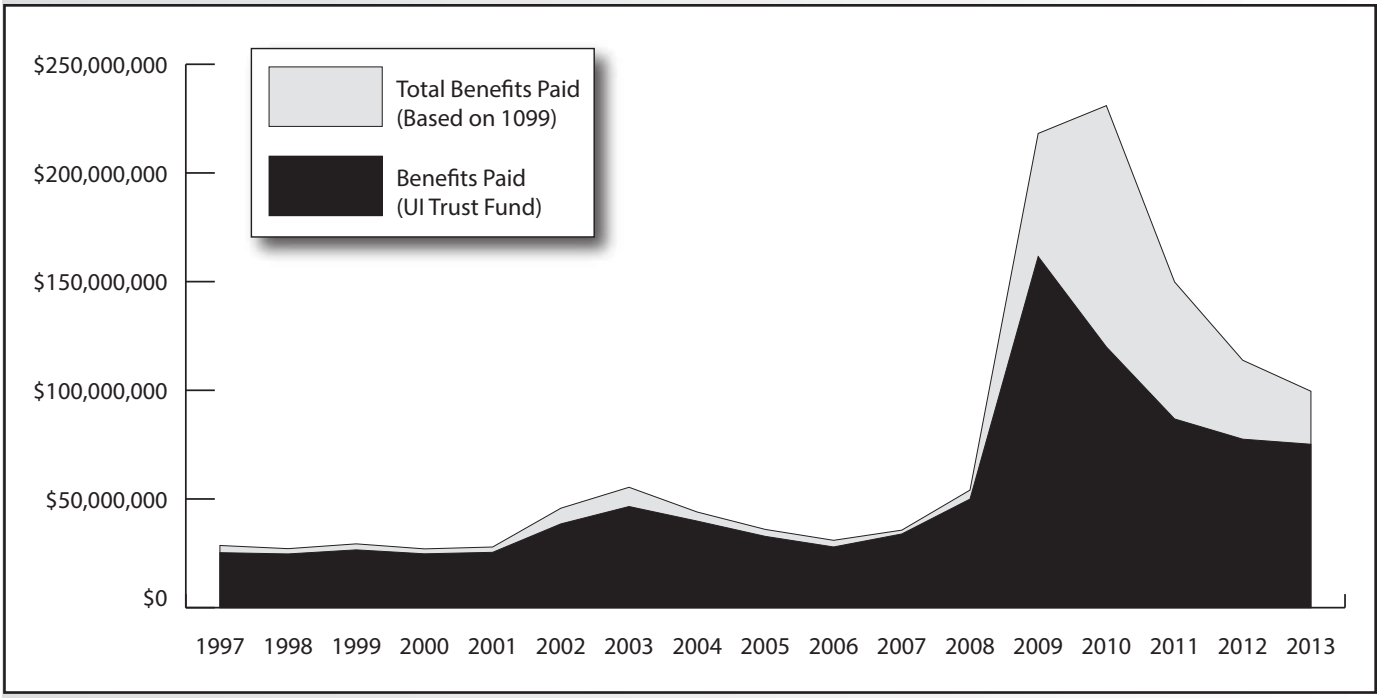

Figure 1: **Wyoming Unemployment Insurance Benefits Paid, 1997-2013**

by the federal Emergency Unemployment Compensation (EUC) funds and other reimbursable UI programs (such as the Federal UI program that provides benefits to federal employees). The other three-fourths (75.5%, or $75.1 million) were from the state UI trust fund and paid to Wyoming-liable claimants as regular UI benefits. Regular UI benefit expenses only decreased by 3.0% from 2012's level ($77.5 million), much smaller than the past three years (-25.7% in 2010, -27.6% in 2011, and -10.7% in 2012). The annual average UI benefits paid from the state UI Trust Fund for the pre-downturn normal years was $27.7 million. In sum, Wyoming's UI program has experienced a continued reduction in UI benefit expenses from 2010 to 2013. However, the speed of the recovery was slower in 2013, and the benefit expenses level was still much higher than the pre-downturn average.

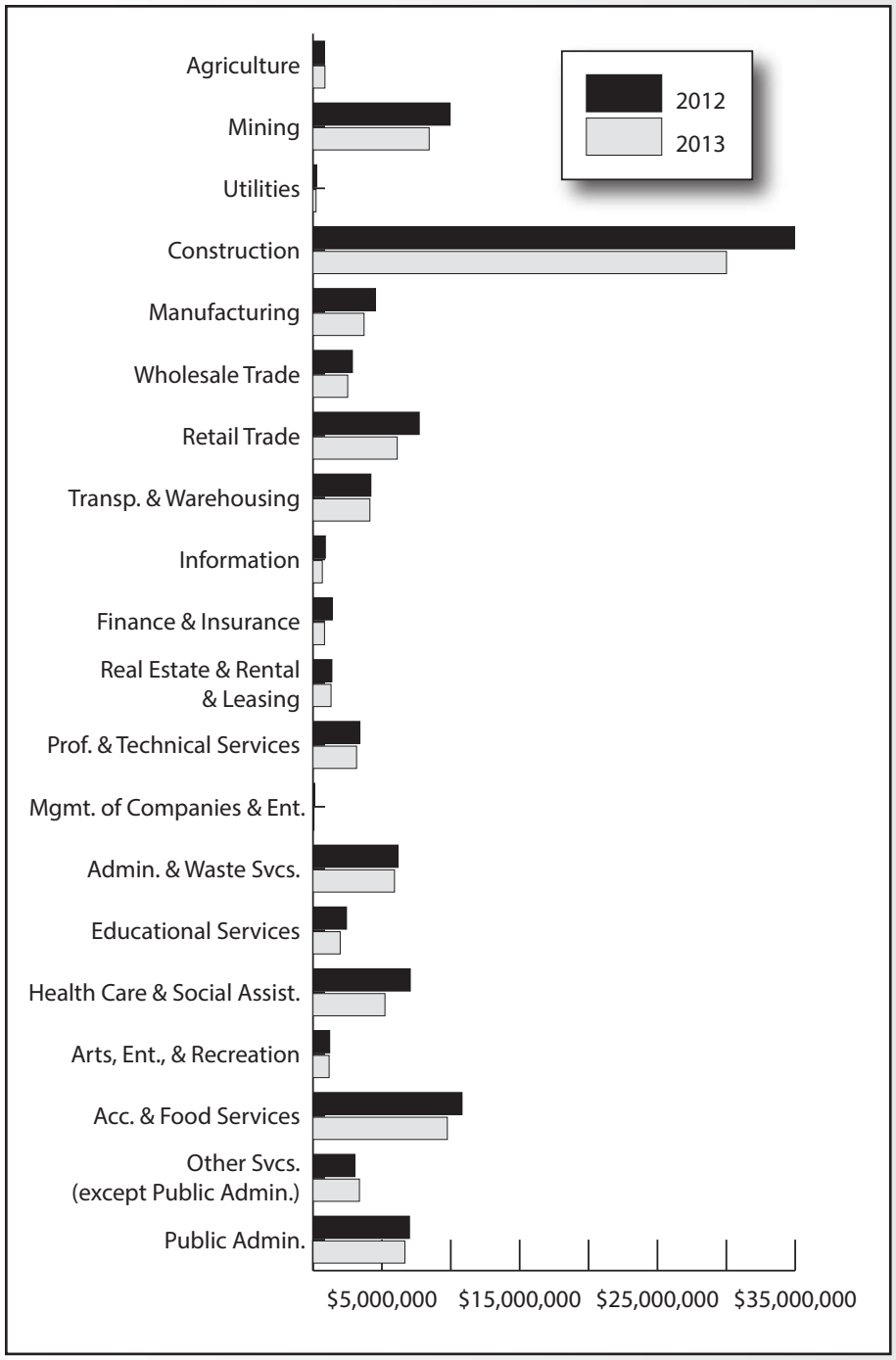

Figure 2: **Unemployment Insurance (UI) Benefits Paid in Wyoming by Industry, 2012 and 2013**

Industry Distribution of UI Benefit Expenses

Nearly one-third (30.1% or $30.01 million, see Figure 2 and Table 1, page 16) of the total UI benefits in 2013 were paid to those who worked in the construction industry. Those from the accommodation & food services industry collected 9.8% or $9.6 million, followed by those from the mining industry with 8.5% or $8.4 million. In comparison with 2012, in

which all industries except mining experienced double-digit decreases in UI benefit expenses from the previous year, 11 of 21 industries had double-digit decreases in 2013. Of the other industries, two increased UI benefit expenses in 2013, six decreased less than 5%, and two decreased less than 10%. This mixed picture indicates that Wyoming industries were facing different economic changes in 2013.

UI Benefit Recipients and Exhaustees

Figure 3 (see page 17) shows the historical trends of Wyoming UI benefit recipients, exhaustees, and exhaustion rates from 1997 to 2013. Statewide, a total of 23,854 unemployed workers received UI benefits in 2013, down 6.9% from the previous year's level (25,617 recipients in 2012). This also marked four years of continued decreases since the peak year of 2009 in which 37,251 unemployed workers received UI benefits. This indicates that the state's economy has been gradually improving with fewer layoffs each year. There were also fewer UI recipients who exhausted their eligible regular UI benefits: a total of 6,098 UI exhaustees in 2013 compared with 6,725 exhaustees in 2012, a 9.3% decrease.

Compared with the pre-downturn normal years' annual average (14,927 UI recipients and 2,984 exhaustees), 2013's data was still 59.8% higher than the normal UI recipients' level and more than double the normal level of exhaustees.

Out-of state UI recipients made up

Table 1: Unemployment Insurance Benefits Paid in Wyoming by Industry Supersector, 2012 to 2013

Industry	2012	2013	Column %	Change, 2012-2013 $	Change, 2012-2013 %
Agriculture	$837,876	$865,341	0.9%	$27,465	3.3%
Mining	9,952,552	8,431,724	8.5%	-1,520,828	-15.3%
Utilities	261,987	219,988	0.2%	-41,999	-16.0%
Construction	34,958,508	30,010,567	30.1%	-4,947,941	-14.2%
Manufacturing	4,538,186	3,705,644	3.7%	-832,542	-18.3%
Wholesale Trade	2,860,217	2,517,129	2.5%	-343,088	-12.0%
Retail Trade	7,713,204	6,113,475	6.1%	-1,599,729	-20.7%
Transportation & Warehousing	4,201,197	4,129,781	4.1%	-71,416	-1.7%
Information	899,796	675,370	0.7%	-224,426	-24.9%
Finance & Insurance	1,400,361	833,746	0.8%	-566,615	-40.5%
Real Estate & Rental & Leasing	1,369,603	1,309,383	1.3%	-60,220	-4.4%
Professional & Technical Services	3,403,020	3,161,380	3.2%	-241,640	-7.1%
Mgmt. of Companies & Enterprises	119,646	69,738	0.1%	-49,908	-41.7%
Administrative & Waste Services	6,175,517	5,913,490	5.9%	-262,027	-4.2%
Educational Services	2,430,403	1,972,916	2.0%	-457,487	-18.8%
Health Care & Social Assistance	7,061,775	5,222,037	5.2%	-1,839,738	-26.1%
Arts, Entertainment, & Recreation	1,210,098	1,169,055	1.2%	-41,043	-3.4%
Accommodation & Food Services	10,817,417	9,749,762	9.8%	-1,067,655	-9.9%
Other Services	3,040,739	3,369,122	3.4%	328,383	10.8%
Public Administration	7,005,874	6,669,364	6.7%	-336,510	-4.8%
Nonclassified	3,567,207	3,458,415	3.5%	-108,792	-3.0%
Total, All Industries	**$113,825,183**	**$99,567,427**	**100.0%**	**-$14,257,756**	**-12.5%**

nearly one fourth (23.6%) of the total UI recipients in Wyoming in 2013 (see Figure 4, page 18). Laramie, Natrona, and Fremont were the top three counties with the largest share of UI recipients, with 11.9%, 11.4%, and 6.5%, respectively. Six counties had more UI recipients in 2013 than in 2012, while in 2012, only one experienced an increase. The other 11 counties continued to have fewer UI recipients than in the previous year.

The exhaustion rate is the number of exhaustees divided by the number of UI recipients in the year. It indicates the difficulty unemployed workers face in finding new jobs and usually is higher during economic downturns. The statewide UI exhaustion rate dropped to 25.6% in 2013 from 26.3% in 2012. It was 35.8% in 2010, the highest since 1997. The pre-downturn normal year average was 20%.

Six industries in the state sent the same number or more unemployed workers to collect UI benefits in 2013 than in 2012 (see Table 2, page 19) while all other industries experienced a decline in UI recipients. The nonclassified group had the largest increase, 55.8%, followed by other

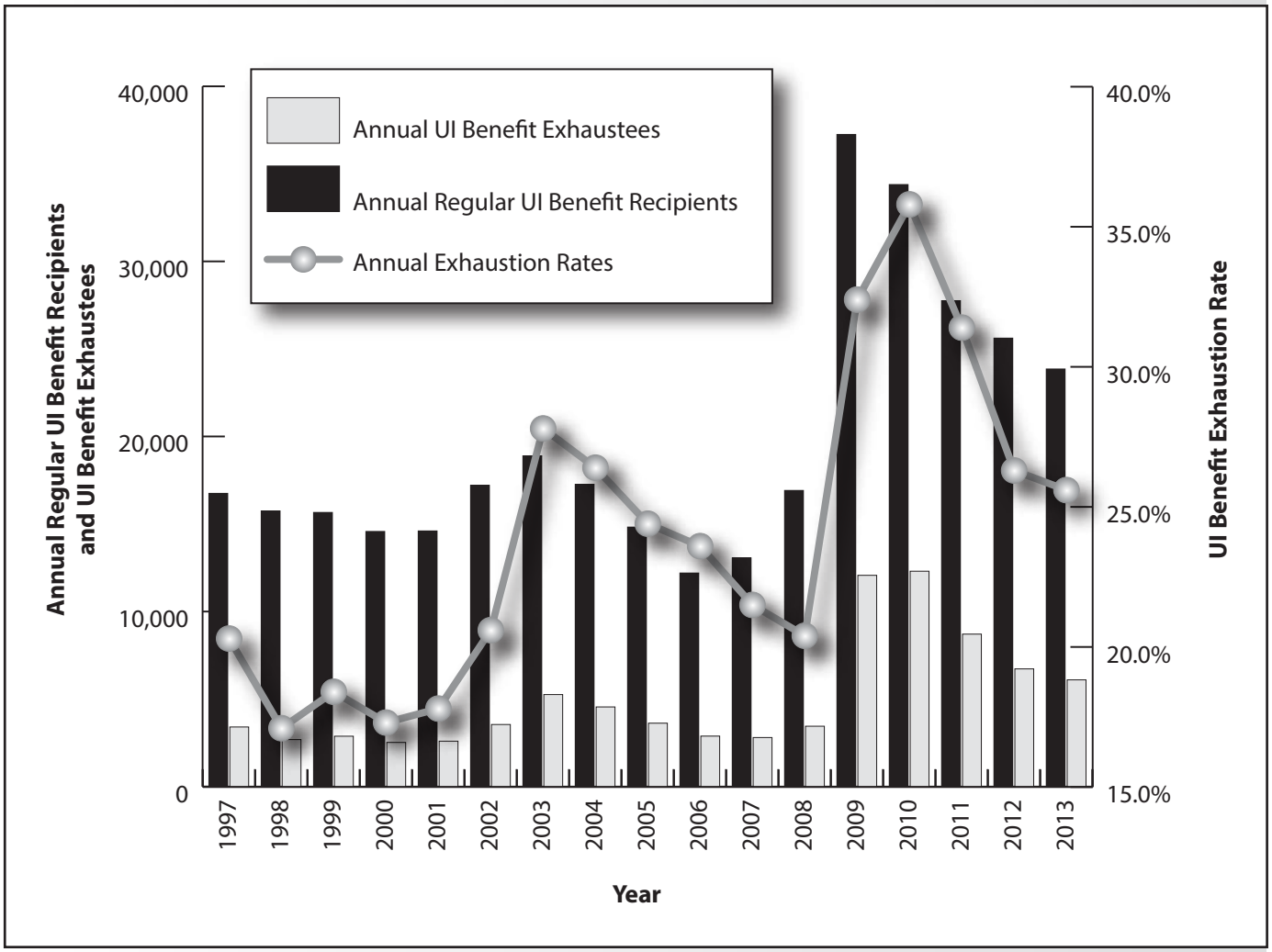

Figure 3: **Unemployment Insurance (UI) Benefit Recipients, Exhaustees, and Exhaustion Rate in Wyoming, 1997 to 2013**

services (14.8%), public administration (10.5%), and manufacturing (9.1%). Utilities and management of companies & enterprises had the same number of recipients as they had a year earlier.

In 2012, every industry showed a decrease in the UI benefit exhaustion rate compared with the previous year, but in 2013, nine industries showed an increase. This might indicate that the re-employment opportunities in 2013 in some industries had no improvement or were somewhat worse than in 2012.

Agriculture had the highest exhaustion rate (34.7%) in 2013, followed by educational services (34.4%), nonclassified (34.4%), and information (34.1%). A little more than one-third of the unemployed workers from these four industries had exhausted UI benefits before getting re-employed. The high exhaustion rates for some industries such as agriculture and educational services may have been directly related with industry seasonality. Utilities had the lowest exhaustion rate (17.9%).

Table 3 (see page 28) shows demographic data on UI recipients and the relationship with UI exhaustion rates. For example, the data show that the older the worker, the higher the exhaustion rate, which indicates that, in general, older unemployed workers had more difficulty finding re-employment than younger individuals in Wyoming. Females were more likely to exhaust their UI benefits than were males. The table also shows that the higher wages an individual made before layoff, the lower the

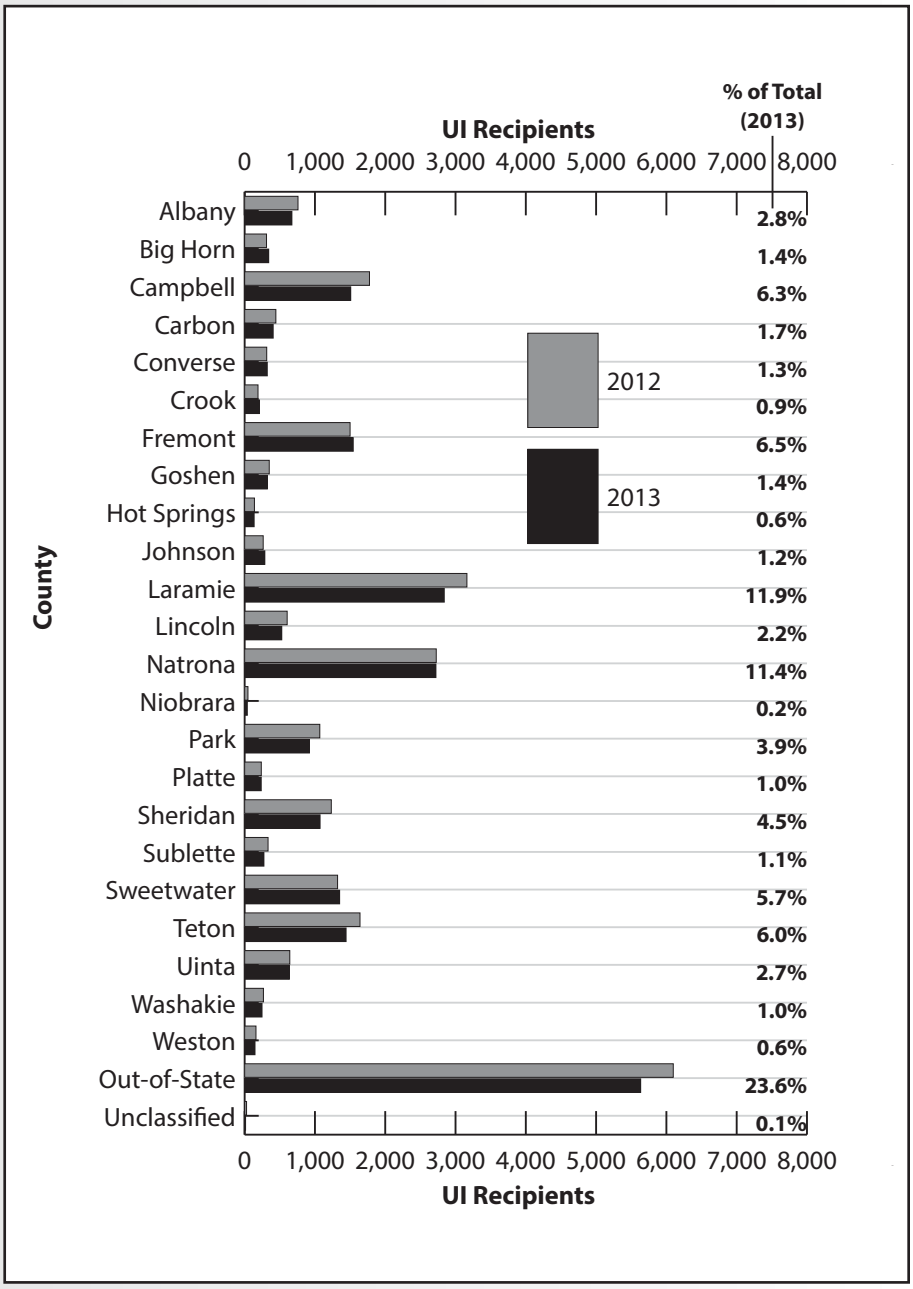

Figure 4: **Unemployment Insurance Recipients in Wyoming by County, 2012 and 20132013**

Table 2: Unemployment Insurance (UI) Benefit Recipients and Exhaustion Rates in Wyoming by Industry, 2012 and 2013

Industry	UI Recipients 2012	UI Recipients 2013	Change, 2012-2013 N	Change, 2012-2013 %	UI Exhaustion Rate 2012	UI Exhaustion Rate 2013
Agriculture	223	196	-27	-12.1%	32.3%	34.7%
Mining	2,022	1,911	-111	-5.5%	21.8%	23.4%
Utilities	39	39	0	0.0%	25.6%	17.9%
Construction	7,535	6,918	-617	-8.2%	24.9%	22.3%
Manufacturing	923	1,007	84	9.1%	26.9%	23.0%
Wholesale Trade	1,060	771	-289	-27.3%	13.8%	19.1%
Retail Trade	1,735	1,436	-299	-17.2%	31.8%	31.5%
Transportation & Warehousing	940	883	-57	-6.1%	23.9%	24.0%
Information	154	132	-22	-14.3%	29.9%	34.1%
Finance & Insurance	243	206	-37	-15.2%	31.7%	30.1%
Real Estate & Rental & Leasing	291	265	-26	-8.9%	29.9%	31.7%
Professional & Technical Services	639	636	-3	-0.5%	27.7%	27.4%
Mgmt.of Companies & Enterprises	16	16	0	0.0%	43.8%	25.0%
Administrative & Waste Services	1,430	1,322	-108	-7.6%	32.7%	30.2%
Educational Services	410	389	-21	-5.1%	36.1%	34.4%
Health Care & Social Assistance	1,427	1,265	-162	-11.4%	29.1%	29.3%
Arts, Entertainment, & Recreation	314	288	-26	-8.3%	36.6%	27.8%
Accommodation & Food Services	3,773	3,267	-506	-13.4%	23.5%	23.1%
Other Services (exc. Public Admin.)	670	769	99	14.8%	25.7%	30.2%
Public Administration	1,377	1,521	144	10.5%	32.6%	29.0%
Nonclassified	396	617	221	55.8%	26.3%	34.4%
Total	**25,617**	**23,854**	**-1,763**	**-6.9%**	**26.3%**	**25.6%**

UI exhaustion rate. A higher pre-layoff wage would also make an individual qualify for more weeks of UI benefits. As a result, more weeks of eligibility for UI benefits were also linked with a lower exhaustion rate. The only exception was the group with fewest weeks (0 to 9 weeks) of eligible UI benefits, which showed an exhaustion rate of zero. Individuals in this group may have had much higher pressure to find jobs quickly and could have been willing to take any jobs they could get.

In sum, statewide UI benefit expenses and the number of UI recipients decreased in 2013, which indicate that fewer layoffs happened statewide compared with the previous year, and that Wyoming's economy continues to improve from the most recent downturn. However, the speed of the recovery slowed in 2013 compared with 2012. This is consistent with the UI-covered employment trend, which had much flatter growth in 2013 than a year before. Some industries even sent more unemployed workers to collect UI benefits in 2013 than in 2012. The level of UI benefit expenses and the number of UI recipients were still much higher than the average in the pre-downturn years of 1997 to 2007.

Current and historical data from Wyoming's UI claims, benefits paid, tax revenue, and UI Trust Fund balance can be found online at http://doe.state.wy.us/LMI/ui.htm.

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Table 3: **Unemployment Insurance (UI) Recipients, Exhaustees, and Exhaustion Rates in Wyoming by Age, Gender, Wage, and Weeks of UI Eligibility, 2012 and 2013**

Category		2012 UI Benefit Recipients	2012 UI Benefit Exhaustees	2012 Exhaustion Rate	2013 UI Benefit Recipients	2013 UI Benefit Exhaustees	2013 Exhaustion Rate
Age Group	16-24	2,439	469	19.2%	2,097	407	19.4%
	25-34	6,943	1,540	22.2%	6,365	1,416	22.2%
	35-44	5,232	1,280	24.5%	4,870	1,137	23.3%
	45-54	5,778	1,678	29.0%	5,231	1,416	27.1%
	55-64	4,139	1,301	31.4%	4,151	1,242	29.9%
	65+	1,085	457	42.1%	1,140	480	42.1%
	Unknown	1	0	0.0%	0	0	0.0%
Gender	Male	17,581	4,233	24.1%	16,569	3,870	23.4%
	Female	8,036	2,492	31.0%	7,285	2,228	30.6%
Total Base Period Wages	$0 - $9,999	3,209	1,057	32.9%	2,658	831	31.3%
	$10,000 - $19,999	6,285	2,138	34.0%	5,391	1,769	32.8%
	$20,000 - $29,999	5,280	1,564	29.6%	4,773	1,391	29.1%
	$30,000 - $39,999	3,857	824	21.4%	3,747	881	23.5%
	$40,000 - $49,999	2,667	487	18.3%	2,726	528	19.4%
	$50,000 - $59,999	1,652	266	16.1%	1,755	288	16.4%
	$60,000+	2,667	389	14.6%	2,804	410	14.6%
Weeks Eligible for Benefit	0 - 9	217	0	0.0%	186	0	0.0%
	10-14	4,852	2,191	45.2%	3,973	1,727	43.5%
	15-19	6,221	1,863	29.9%	5,609	1,642	29.3%
	20-25	8,118	1,462	18.0%	7,885	1,444	18.3%
	Maximum = 26	6,080	1,209	19.9%	6,087	1,285	21.1%
	Unknown	129	0	0.0%	114	0	0.0%
Total		**25,617**	**6,725**	**26.3%**	**23,854**	**6,098**	**25.6%**

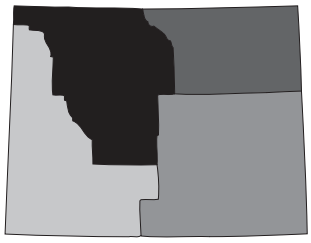
Occupation Spotlight: Construction Managers (11-9021)

Plan, direct, coordinate, or budget, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, and implementation.

Statewide Employment: 430
Mean Hourly Wage: $40.25

Northwest Region
Employment: **50**
Mean Hourly Wage: **$38.89**

Southwest Region
Employment: **150**
Mean Hourly Wage: **$39.75**



Northeast Region
Employment: **70**
Mean Hourly Wage: **$45.06**

Central-Southeast Region
Employment: **ND***
Mean Hourly Wage: **$54.96**

Source: Occupational Employment Statistics (http://doe.state.wy.us/LMI/oes.htm).
*ND = Not discloseable due to confidentiality. Research & Planning cannot publish data that may identify an individual or an employer.

Wyoming Unemployment Rate Falls to 4.0% in March 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 continued its four-year downward trend and fell from 4.2% in February to 4.0% in March. Unemployment was much lower than its March 2013 level of 4.7% and significantly lower than the current U.S. unemployment rate of 6.7%. Seasonally adjusted employment of Wyoming residents increased, rising by 1,501 individuals (0.5%) from February to March.

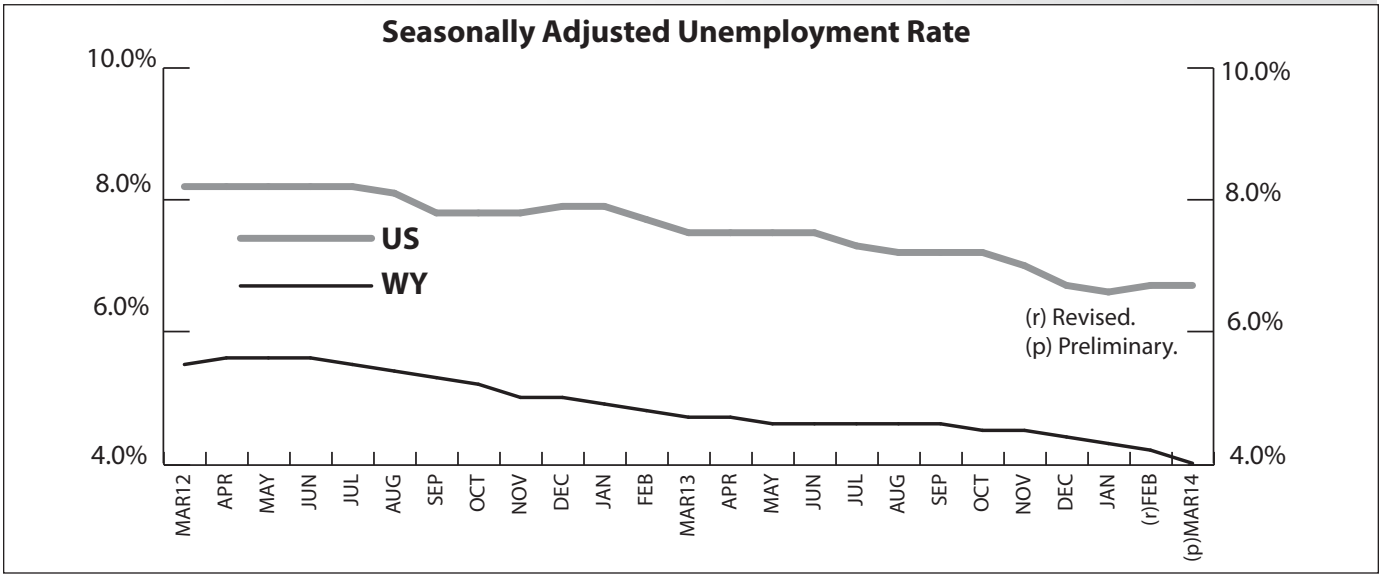
Almost all county unemployment rates followed their normal seasonal pattern and decreased from February to March. Employment tends to rise in March, with seasonal job gains in construction, retail trade, professional & business services, and government. The largest unemployment rate decreases were found in Johnson (down from 6.6% to 5.8%), Fremont (down from 6.4% to 5.7%), Sheridan (down from 5.7% to 5.1%), Park (down from 5.9% to 5.3%), and Laramie (down from 5.3% to 4.7%) counties.

Unemployment rates fell from March 2013 to March 2014 in every county, perhaps suggesting economic recovery around the state. The largest decreases occurred in Sheridan (down from 6.8% to 5.1%), Park (down from 6.6% to 5.3%), Teton (down from 5.4% to 4.2%), and Lincoln (down from 7.6% to 6.4%) counties.

Converse County posted the lowest unemployment rate in March (3.1%). It was followed by Sublette (3.3%), Campbell (3.3%), and Albany (3.6%) counties. The highest unemployment rates were found in Lincoln (6.4%), Johnson (5.8%), Big Horn (5.7%), and Fremont (5.7%) counties.

Total nonfarm employment (measured by place of work) rose from 283,400 in March 2013 to 286,800 in March 2014, a gain of 3,400 jobs (1.2%).

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.



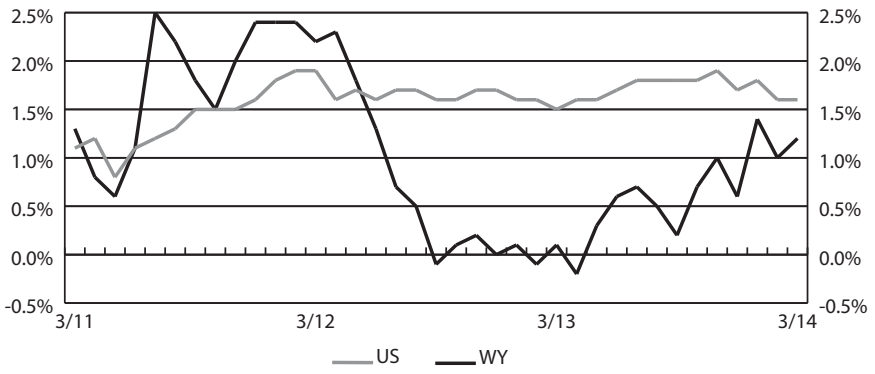
Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, March 2014

by: David Bullard, Senior Economist

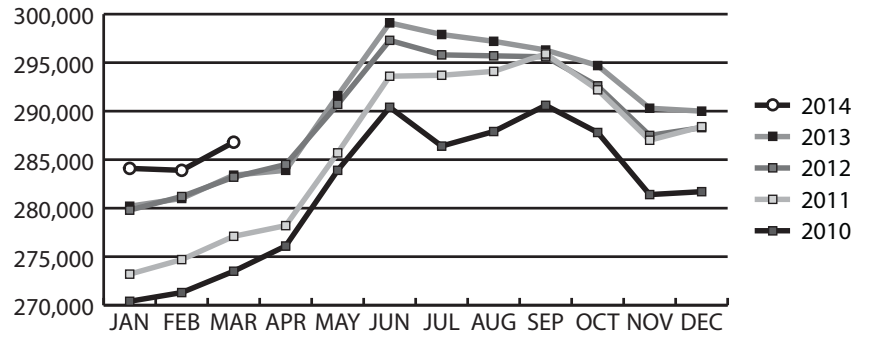
Industry Sector	Research & Planning's Short-Term Projections	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm Employment	**284,149**	**286,800**	**2,651**	**0.9%**
Natural Resources & Mining	26,175	26,500	325	1.2%
Construction	18,838	19,400	562	2.9%
Manufacturing	9,151	9,500	349	3.7%
Wholesale Trade	9,371	9,500	129	1.4%
Retail Trade	28,671	30,000	1,329	4.4%
Transportation & Utilities	15,013	15,300	287	1.9%
Information	3,760	3,800	40	1.1%
Financial Activities	11,248	11,400	152	1.3%
Professional & Business Services	17,532	17,700	168	0.9%
Educational & Health Services	27,388	27,100	-288	-1.1%
Leisure & Hospitality	32,234	32,100	-134	-0.4%
Other Services	11,525	11,500	-25	-0.2%
Government	73,243	73,000	-243	-0.3%

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 March 2014 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	14.7
Rhode Island	8.7
Nevada	8.5
Illinois	8.4
California	8.1
Kentucky	7.9
Mississippi	7.6
District of Columbia	7.5
Michigan	7.5
Arizona	7.3
New Jersey	7.2
Connecticut	7.0
Georgia	7.0
New Mexico	7.0
Arkansas	6.9
New York	6.9
Oregon	6.9
Alabama	6.7
Missouri	6.7
Tennessee	6.7
United States	**6.7**
Alaska	6.6
Florida	6.3
Massachusetts	6.3
North Carolina	6.3
Washington	6.3
Colorado	6.2
Ohio	6.1
West Virginia	6.1
Pennsylvania	6.0
Delaware	5.9
Indiana	5.9
Maine	5.9
Wisconsin	5.9
Maryland	5.6
South Carolina	5.5
Texas	5.5
Idaho	5.2
Montana	5.1
Virginia	5.0
Kansas	4.9
Oklahoma	4.9
Minnesota	4.8
Hawaii	4.5
Iowa	4.5
Louisiana	4.5
New Hampshire	4.5
Utah	4.1
Wyoming	**4.0**
Nebraska	3.7
South Dakota	3.7
Vermont	3.4
North Dakota	2.6

Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

	Employment in Thousands			% Change Total Employment	
	Mar 14	Feb 14	Mar 13	Mar 14 Feb 14	Mar 14 Mar 13
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**27.7**	**27.4**	**27.8**	**1.1**	**-0.4**
TOTAL PRIVATE	**22.4**	**22.2**	**22.6**	**0.9**	**-0.9**
GOODS PRODUCING	**9.8**	**9.9**	**10.4**	**-1.0**	**-5.8**
Natural Resources & Mining	7.4	7.5	7.9	-1.3	-6.3
Construction	1.8	1.8	2.0	0.0	-10.0
Manufacturing	0.6	0.6	0.5	0.0	20.0
SERVICE PROVIDING	**17.9**	**17.5**	**17.4**	**2.3**	**2.9**
Trade, Transportation, & Utilities	5.7	5.6	5.4	1.8	5.6
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	1.7	0.0	-5.9
Educational & Health Services	1.1	1.1	1.1	0.0	0.0
Leisure & Hospitality	2.3	2.2	2.1	4.5	9.5
Other Services	1.0	0.9	1.0	11.1	0.0
GOVERNMENT	**5.3**	**5.2**	**5.2**	**1.9**	**1.9**

	Employment in Thousands			% Change Total Employment	
	Mar 14	Feb 14	Mar 13	Mar 14 Feb 14	Mar 14 Mar 13
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**25.5**	**25.2**	**25.2**	**1.2**	**1.2**
TOTAL PRIVATE	**20.6**	**20.4**	**20.2**	**1.0**	**2.0**
GOODS PRODUCING	**8.9**	**8.9**	**8.8**	**0.0**	**1.1**
Natural Resources & Mining	5.9	5.9	5.8	0.0	1.7
Construction	1.6	1.6	1.6	0.0	0.0
Manufacturing	1.4	1.4	1.4	0.0	0.0
SERVICE PROVIDING	**16.6**	**16.3**	**16.4**	**1.8**	**1.2**
Trade, Transportation, & Utilities	5.1	5.0	5.0	2.0	2.0
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	1.2	0.0	0.0
Leisure & Hospitality	2.4	2.3	2.4	4.3	0.0
Other Services	0.7	0.7	0.6	0.0	16.7
GOVERNMENT	**4.9**	**4.8**	**5.0**	**2.1**	**-2.0**

	Employment in Thousands			% Change Total Employment	
	Mar 14	Feb 14	Mar 13	Mar 14 Feb 14	Mar 14 Mar 13
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**16.7**	**16.9**	**16.7**	**-1.2**	**0.0**
TOTAL PRIVATE	**14.3**	**14.5**	**14.3**	**-1.4**	**0.0**
GOODS PRODUCING	**1.6**	**1.6**	**1.6**	**0.0**	**0.0**
Natural Resources, Mining & Construction	1.5	1.5	1.5	0.0	0.0
Manufacturing	0.1	0.1	0.1	0.0	0.0
SERVICE PROVIDING	**15.1**	**15.3**	**15.1**	**-1.3**	**0.0**
Trade, Transportation, & Utilities	2.3	2.3	2.3	0.0	0.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.8	0.8	0.8	0.0	0.0
Professional & Business Services	1.5	1.6	1.5	-6.3	0.0
Educational & Health Services	1.1	1.1	1.1	0.0	0.0
Leisure & Hospitality	6.3	6.4	6.3	-1.6	0.0
Other Services	0.5	0.5	0.5	0.0	0.0
GOVERNMENT	**2.4**	**2.4**	**2.4**	**0.0**	**0.0**

State Unemployment Rates March 2014 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	14.1
Rhode Island	9.1
Nevada	8.7
California	8.4
Kentucky	8.4
Illinois	8.3
Michigan	8.0
Mississippi	7.9
Oregon	7.9
District of Columbia	7.6
New Jersey	7.6
Alaska	7.4
Connecticut	7.4
Missouri	7.4
Arizona	7.3
New Mexico	7.3
New York	7.3
Arkansas	7.0
Georgia	7.0
Tennessee	7.0
Alabama	6.9
Washington	6.9
West Virginia	6.9
United States	**6.8**
Wisconsin	6.7
Colorado	6.6
Maine	6.6
Massachusetts	6.6
North Carolina	6.6
Florida	6.4
Pennsylvania	6.4
Indiana	6.3
Delaware	6.2
Ohio	6.2
Idaho	6.1
Montana	6.0
Maryland	5.9
Minnesota	5.4
South Carolina	5.4
Texas	5.3
Virginia	5.3
Kansas	5.1
Iowa	5.0
Oklahoma	5.0
New Hampshire	4.9
Louisiana	4.5
Hawaii	4.4
Utah	4.4
Wyoming	**4.4**
South Dakota	4.3
Nebraska	4.2
Vermont	4.1
North Dakota	3.3

Economic Indicators

by: David Bullard, Senior Economist

The number of discouraged workers in the U.S. fell 13.1% from March 2013 to March 2014.

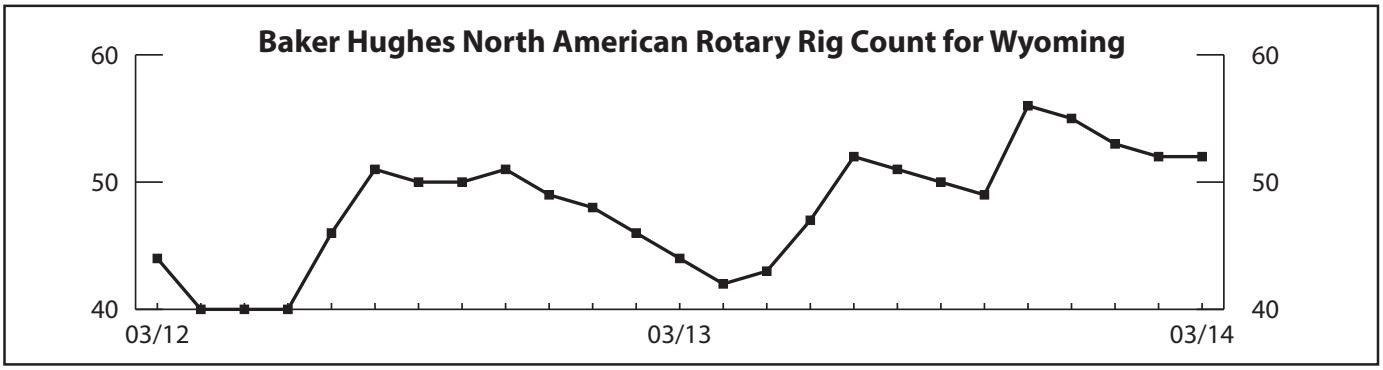
	Mar 2014 (p)	Feb 2014 (r)	Mar 2013 (b)	Percent Change Month	Year
Wyoming Total Nonfarm Employment	**286,800**	**283,900**	**283,400**	**1.0**	**1.2**
Wyoming State Government	15,900	15,900	16,100	0.0	-1.2
Laramie County Nonfarm Employment	45,300	44,400	44,700	2.0	1.3
Natrona County Nonfarm Employment	41,500	40,900	41,500	1.5	0.0
Selected U.S. Employment Data					
U.S. Multiple Jobholders	7,143,000	7,163,000	7,192,000	-0.3	-0.7
As a percent of all workers	4.9%	5.0%	5.0%	N/A	N/A
U.S. Discouraged Workers	698,000	755,000	803,000	-7.5	-13.1
U.S. Part Time for Economic Reasons	7,455,000	7,397,000	7,734,000	0.8	-3.6
Wyoming Unemployment Insurance					
Weeks Compensated	18,944	21,044	24,523	-10.0	-22.8
Benefits Paid	$6,676,432	$7,419,048	$8,560,514	-10.0	-22.0
Average Weekly Benefit Payment	$352.43	$352.55	$349.08	0.0	1.0
State Insured Covered Jobs[1]	265,403	263,465	261,398	0.7	1.5
Insured Unemployment Rate	2.5%	2.8%	3.2%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers					
(1982 to 1984 = 100)					
All Items	236.3	234.8	232.8	0.6	1.5
Food & Beverages	240.2	239.5	236.3	0.3	1.7
Housing	232.0	230.9	225.6	0.5	2.8
Apparel	128.9	125.5	128.3	2.7	0.5
Transportation	218.4	214.7	221.1	1.8	-1.2
Medical Care	433.4	432.8	424.2	0.1	2.2
Recreation (Dec. 1997=100)	115.8	115.7	115.4	0.1	0.3
Education & Communication (Dec. 1997=100)	137.1	137.0	135.6	0.1	1.1
Other Goods & Services	406.7	405.9	399.3	0.2	1.9
Producer Prices (1982 to 1984 = 100)					
All Commodities	207.0	206.0	204.0	0.5	1.5
Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized)					
Total Units	110	122	135	-9.8	-18.5
Valuation	$30,211,000	$37,110,000	$32,367,000	-18.6	-6.7
Single Family Homes	103	97	115	6.2	-10.4
Valuation	$29,541,000	$35,297,000	$32,017,000	-16.3	-7.7
Casper MSA[2] Building Permits	20	37	35	-45.9	-42.9
Valuation	$4,040,000	$4,908,000	$7,182,000	-17.7	-43.7
Cheyenne MSA Building Permits	24	24	21	0.0	14.3
Valuation	$4,286,000	$4,740,000	$3,724,000	-9.6	15.1
Baker Hughes North American Rotary Rig Count for Wyoming	52	52	44	0.0	18.2

(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

Converse County posted the lowest unemployment rate in March 2014 (3.1%).

	Labor Force			Employed			Unemployed			Unemployment Rates		
REGION	Mar 2014	Feb 2014	Mar 2013	Mar 2014	Feb 2014	Mar 2013	Mar 2014	Feb 2014	Mar 2013	Mar 2014	Feb 2014	Mar 2013
County	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)
NORTHWEST	**46,969**	**46,911**	**46,133**	**44,402**	**44,093**	**43,132**	**2,567**	**2,818**	**3,001**	**5.5**	**6.0**	**6.5**
Big Horn	5,147	5,165	5,010	4,855	4,860	4,679	292	305	331	5.7	5.9	6.6
Fremont	20,037	19,959	20,015	18,889	18,682	18,676	1,148	1,277	1,339	5.7	6.4	6.7
Hot Springs	2,637	2,631	2,536	2,523	2,505	2,403	114	126	133	4.3	4.8	5.2
Park	14,856	14,840	14,388	14,064	13,963	13,443	792	877	945	5.3	5.9	6.6
Washakie	4,292	4,316	4,184	4,071	4,083	3,931	221	233	253	5.1	5.4	6.0
NORTHEAST	**55,560**	**55,484**	**54,745**	**53,247**	**52,946**	**51,837**	**2,313**	**2,538**	**2,908**	**4.2**	**4.6**	**5.3**
Campbell	28,201	28,066	28,213	27,259	27,045	27,000	942	1,021	1,213	3.3	3.6	4.3
Crook	3,474	3,522	3,451	3,313	3,351	3,256	161	171	195	4.6	4.9	5.7
Johnson	3,969	4,007	3,900	3,737	3,744	3,636	232	263	264	5.8	6.6	6.8
Sheridan	16,559	16,530	15,899	15,714	15,590	14,824	845	940	1,075	5.1	5.7	6.8
Weston	3,357	3,359	3,282	3,224	3,216	3,121	133	143	161	4.0	4.3	4.9
SOUTHWEST	**65,244**	**64,989**	**63,806**	**62,433**	**61,999**	**60,501**	**2,811**	**2,990**	**3,305**	**4.3**	**4.6**	**5.2**
Lincoln	7,738	7,749	7,700	7,244	7,217	7,111	494	532	589	6.4	6.9	7.6
Sublette	6,997	7,011	6,441	6,763	6,772	6,161	234	239	280	3.3	3.4	4.3
Sweetwater	26,099	25,834	25,413	25,097	24,761	24,264	1,002	1,073	1,149	3.8	4.2	4.5
Teton	13,464	13,517	13,220	12,903	12,920	12,502	561	597	718	4.2	4.4	5.4
Uinta	10,946	10,878	11,032	10,426	10,329	10,463	520	549	569	4.8	5.0	5.2
SOUTHEAST	**79,125**	**78,703**	**77,595**	**75,644**	**74,880**	**73,556**	**3,481**	**3,823**	**4,039**	**4.4**	**4.9**	**5.2**
Albany	19,984	19,884	19,791	19,262	19,100	18,922	722	784	869	3.6	3.9	4.4
Goshen	6,560	6,614	6,437	6,273	6,325	6,102	287	289	335	4.4	4.4	5.2
Laramie	46,992	46,584	45,906	44,762	44,100	43,341	2,230	2,484	2,565	4.7	5.3	5.6
Niobrara	1,324	1,341	1,292	1,274	1,290	1,240	50	51	52	3.8	3.8	4.0
Platte	4,265	4,280	4,169	4,073	4,065	3,951	192	215	218	4.5	5.0	5.2
CENTRAL	**62,297**	**61,586**	**61,754**	**59,779**	**58,886**	**58,963**	**2,518**	**2,700**	**2,791**	**4.0**	**4.4**	**4.5**
Carbon	7,987	7,973	7,856	7,611	7,577	7,446	376	396	410	4.7	5.0	5.2
Converse	8,393	8,383	8,407	8,135	8,101	8,078	258	282	329	3.1	3.4	3.9
Natrona	45,917	45,230	45,491	44,033	43,208	43,439	1,884	2,022	2,052	4.1	4.5	4.5
STATEWIDE	**309,193**	**307,673**	**304,034**	**295,503**	**292,802**	**287,989**	**13,690**	**14,871**	**16,045**	**4.4**	**4.8**	**5.3**
Statewide Seasonally Adjusted										4.0	4.2	4.7
U.S.										6.8	7.0	7.6
U.S. Seasonally Adjusted										6.7	6.7	7.5

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/2014. Run Date 04/2014.

Data are not seasonally adjusted except where otherwise specified.

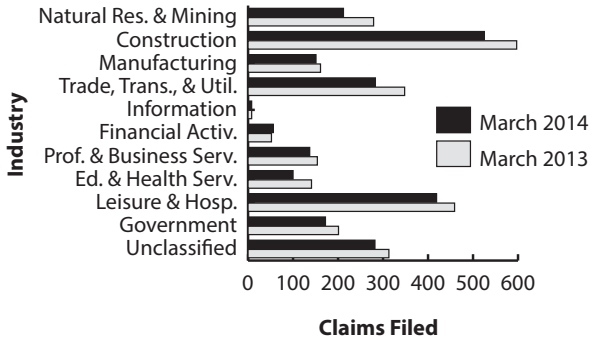
(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming Normalized[a] Unemployment Insurance Statistics: Initial Claims

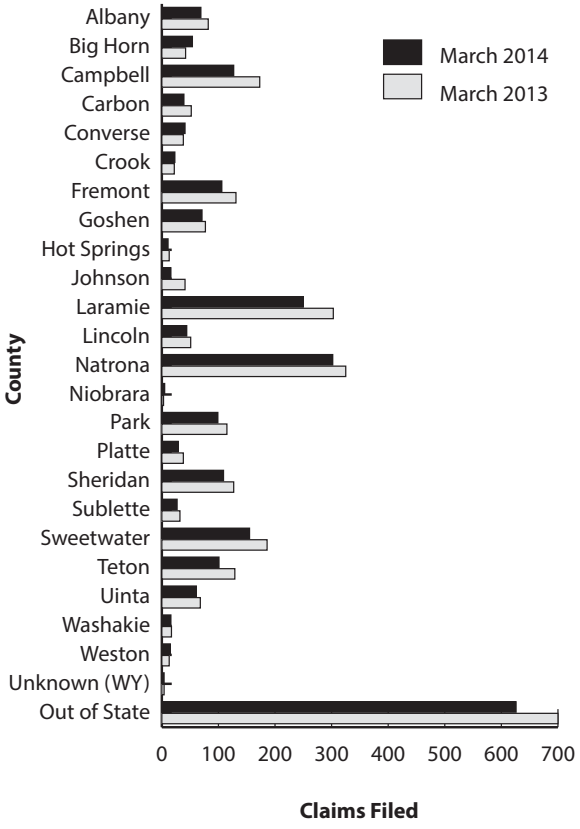
by: Patrick Harris, Principal Economist

Initial claims decreased over the year by 13.8% with large decreases in retail trade (-33.7%), education & health services (-29.1%), and natural resources & mining (-24.0%).

Initial Unemployment Insurance Claims by Industry, March 2014



Initial Unemployment Insurance Claims by County, March 2014



Initial Claims

	Claims Filed			Percent Change Claims Filed	
	Mar 14	Feb 14	Mar 13	Mar 14 Feb 14	Mar 14 Mar 13
Wyoming Statewide					
TOTAL CLAIMS FILED	**2,400**	**2,655**	**2,785**	**-9.6**	**-13.8**
TOTAL GOODS-PRODUCING	889	1,251	1,039	-28.9	-14.4
Natural Res. & Mining	212	248	279	-14.5	-24.0
Mining	194	234	259	-17.1	-25.1
Oil & Gas Extraction	9	5	15	80.0	-40.0
Construction	525	919	597	-42.9	-12.1
Manufacturing	151	83	161	81.9	-6.2
TOTAL SERVICE-PROVIDING	1,056	910	1,230	16.0	-14.1
Trade, Transp., & Utilities	283	333	348	-15.0	-18.7
Wholesale Trade	50	67	46	-25.4	8.7
Retail Trade	134	149	202	-10.1	-33.7
Transp., Warehousing & Utilities	99	117	100	-15.4	-1.0
Information	8	12	8	-33.3	0.0
Financial Activities	56	57	52	-1.8	7.7
Prof. and Business Svcs.	137	165	154	-17.0	-11.0
Educational & Health Svcs.	100	102	141	-2.0	-29.1
Leisure & Hospitality	419	181	459	131.5	-8.7
Other Svcs., exc. Public Admin.	46	53	61	-13.2	-24.6
TOTAL GOVERNMENT	172	180	201	-4.4	-14.4
Federal Government	69	71	85	-2.8	-18.8
State Government	20	28	20	-28.6	0.0
Local Government	82	81	95	1.2	-13.7
Local Education	10	15	28	-33.3	-64.3
UNCLASSIFIED	282	312	313	-9.6	-9.9
Laramie County					
TOTAL CLAIMS FILED	**250**	**400**	**303**	**-37.5**	**-17.5**
TOTAL GOODS-PRODUCING	88	193	87	-54.4	1.1
Construction	83	173	62	-52.0	33.9
TOTAL SERVICE-PROVIDING	125	167	181	-25.1	-30.9
Trade, Transp., & Utilities	49	51	66	-3.9	-25.8
Financial Activities	15	15	14	0.0	7.1
Prof. & Business Svcs.	22	39	25	-43.6	-12.0
Educational & Health Svcs.	16	23	30	-30.4	-46.7
Leisure & Hospitality	11	22	33	-50.0	-66.7
TOTAL GOVERNMENT	25	27	25	-7.4	0.0
UNCLASSIFIED	9	11	7	-18.2	28.6
Natrona County					
TOTAL CLAIMS FILED	**302**	**361**	**324**	**-16.3**	**-6.8**
TOTAL GOODS-PRODUCING	139	192	145	-27.6	-4.1
Construction	76	127	73	-40.2	4.1
TOTAL SERVICE-PROVIDING	146	154	165	-5.2	-11.5
Trade, Transp., & Utilities	56	92	64	-39.1	-12.5
Financial Activities	8	9	10	-11.1	-20.0
Prof. & Business Svcs.	48	28	30	71.4	60.0
Educational & Health Svcs.	19	16	33	18.8	-42.4
Leisure & Hospitality	23	29	31	-20.7	-25.8
TOTAL GOVERNMENT	8	11	6	-27.3	33.3
UNCLASSIFIED	7	2	7	250.0	0.0

[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

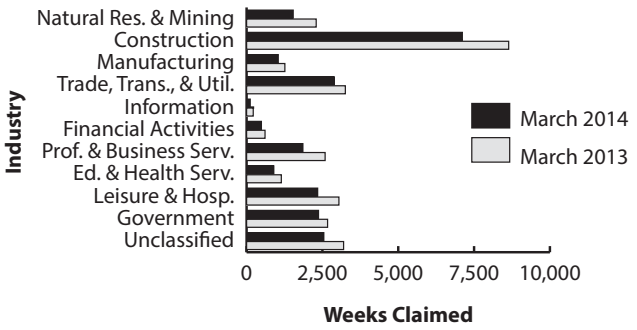
Continued claims decreased over the year by 19.9%. Local education (-46.6%), information (-45.2%), and natural resources and mining (-33.0%) saw large over-the-year decreases in continued claims.

Continued Claims

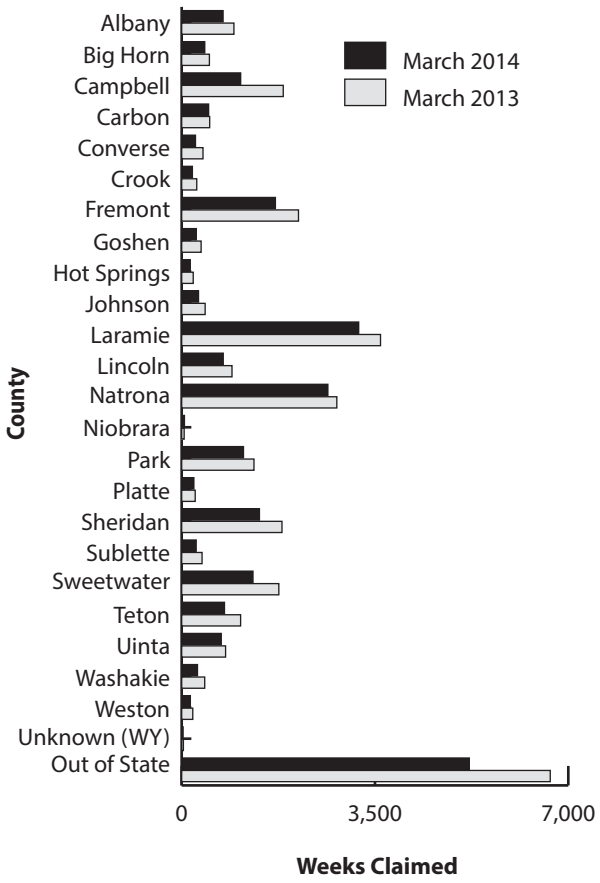
	Claims Filed			Percent Change Claims Filed	
	Mar 14	Feb 14	Mar 13	Mar 14 Feb 14	Mar 14 Mar 13
Wyoming Statewide					
TOTAL WEEKS CLAIMED	**23,718**	**26,602**	**29,603**	**-10.8**	**-19.9**
EXTENDED WEEKS CLAIMED	**7**	**33**	**4,966**	**-78.8**	**-99.9**
TOTAL UNIQUE CLAIMANTS[b]	6,879	7,521	8,497	-8.5	-19.0
Benefit Exhaustions	504	508	672	-0.8	-25.0
Benefit Exhaustion Rates	7.3%	6.8%	7.9%	0.6%	-0.6%
TOTAL GOODS-PRODUCING	9,695	11,110	12,199	-12.7	-20.5
Natural Res. & Mining	1,537	1,715	2,295	-10.4	-33.0
Mining	1,371	1,520	2,018	-9.8	-32.1
Oil & Gas Extraction	146	149	174	-2.0	-16.1
Construction	7,113	8,269	8,641	-14.0	-17.7
Manufacturing	1,044	1,124	1,262	-7.1	-17.3
TOTAL SERVICE-PROVIDING	9,104	9,877	11,534	-7.8	-21.1
Trade, Transp., & Utilities	2,894	3,051	3,256	-5.1	-11.1
Wholesale Trade	560	550	619	1.8	-9.5
Retail Trade	1,461	1,661	1,742	-12.0	-16.1
Transp., Warehousing & Utilities	873	840	895	3.9	-2.5
Information	120	137	219	-12.4	-45.2
Financial Activities	488	470	608	3.8	-19.7
Prof. & Business Services	1,856	2,245	2,589	-17.3	-28.3
Educational & Health Svcs.	897	901	1,145	-0.4	-21.7
Leisure and Hospitality	2,343	2,536	3,044	-7.6	-23.0
Other Svcs., exc. Public Admin.	500	530	666	-5.7	-24.9
TOTAL GOVERNMENT	2,371	2,668	2,670	-11.1	-11.2
Federal Government	1,175	1,324	1,267	-11.3	-7.3
State Government	242	240	285	0.8	-15.1
Local Government	953	1,103	1,117	-13.6	-14.7
Local Education	127	168	238	-24.4	-46.6
UNCLASSIFIED	2,546	2,945	3,198	-13.5	-20.4
Laramie County					
TOTAL WEEKS CLAIMED	**3,205**	**3,682**	**3,600**	**-13.0**	**-11.0**
TOTAL UNIQUE CLAIMANTS	**936**	**1,045**	**1,038**	**-10.4**	**-9.8**
TOTAL GOODS-PRODUCING	1,549	1,886	1,468	-17.9	5.5
Construction	1,382	1,700	1,292	-18.7	7.0
TOTAL SERVICE-PROVIDING	1,345	1,518	1,708	-11.4	-21.3
Trade, Transp., and Utilities	507	523	550	-3.1	-7.8
Financial Activities	107	85	161	25.9	-33.5
Prof. & Business Svcs.	407	557	541	-26.9	-24.8
Educational and Health Svcs.	141	155	207	-9.0	-31.9
Leisure & Hospitality	140	183	204	-23.5	-31.4
TOTAL GOVERNMENT	251	226	295	11.1	-14.9
UNCLASSIFIED	59	50	127	18.0	-53.5
Natrona County					
TOTAL WEEKS CLAIMED	**2,646**	**2,999**	**2,809**	**-11.8**	**-5.8**
TOTAL UNIQUE CLAIMANTS	**788**	**869**	**825**	**-9.3**	**-4.5**
TOTAL GOODS-PRODUCING	1,267	1,485	1,276	-14.7	-0.7
Construction	841	1,043	856	-19.4	-1.8
TOTAL SERVICE-PROVIDING	1,223	1,322	1,399	-7.5	-12.6
Trade, Transp., and Utilities	592	587	589	0.9	0.5
Financial Activities	72	66	87	9.1	-17.2
Professional & Business Svcs.	288	366	400	-21.3	-28.0
Educational & Health Svcs.	185	208	171	-11.1	8.2
Leisure & Hospitality	192	195	242	-1.5	-20.7
TOTAL GOVERNMENT	107	121	62	-11.6	72.6
UNCLASSIFIED	48	70	70	-31.4	-31.4

[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, March 2014



Continued Unemployment Insurance Claims by County, March 2014



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