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Planning vs. Performance: Why Outcome Wages May Fall Short of Accountability Measures

by: Lynae Hammer, Office Support Specialist

Workforce development planning may be soundly thought out, but not necessarily produce the desired results. This article discusses how factors such as worker experience, industry stability, and employer-provided benefits may contribute to the difference in wages between the planning estimates and performance measures of the Workforce Innovation and Opportunity Act.

Under the Workforce Innovation and Opportunity Act (WIOA), an in-demand industry sector or occupation is defined as "(i) an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or (ii) an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate" (Workforce Innovation and Opportunity Act, 2014). When selecting occupations to designate as in-demand, language such as "economic self-sufficiency" offers a definition that is too vague to objectively and reliably determine which occupations meet the criteria. President Obama has advocated for a new level in the federal minimum wage to $10.10 per hour, which could provide the operational definition of "economic self-sufficiency" (Executive Office of the President, 2014). However, with many other interpretations of the term, a clear and unambiguous definition

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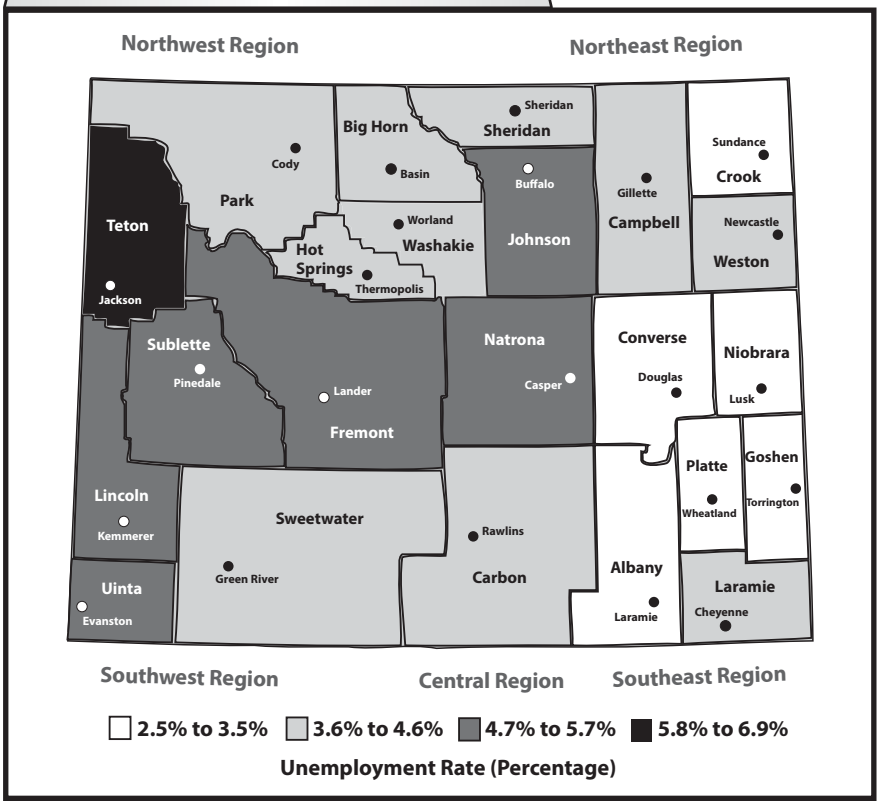
HIGHLIGHTS

- **Employment in Wyoming's private coal mining sector has decreased steadily over the last few years. Average monthly employment decreased from 7,117 in 2012Q1 to 6,569 in 2014Q4, a change of -458, or -6.4%. … *page 9***
- **If the minimum wage were raised to $9.25 per hour, an estimated 29,553 workers within 117 occupations in Wyoming would be affected. … *page 11***

Unemployment Rate by Wyoming County, April 2015 (Not Seasonally Adjusted)



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is needed to guide the decision of which occupational training programs to subsidize. Consideration of the statistical information needed for both planning and performance measures is essential when identifying an occupation as being in-demand.

In addition to the planning phase of workforce development, WIOA mandates the use of multiple indicators as accountability measures for the adult and dislocated worker programs during the performance phase. These indicators include employee retention during the second and fourth quarters after exit from the program and the median quarterly earnings, or the earnings collected over a three-month period, during the second quarter after exit from the program (Workforce Innovation and Opportunity Act, 2014). Unemployment Insurance (UI) wage records provide these quarterly earnings as well as detailed information on employees from required quarterly UI reports. These administrative records provide wage and employment information for approximately 92% of Wyoming's workforce (Harris, 2014).

While planning and performance measures complement each other in theory, in practice they may not. Therefore, it is necessary to recognize the difference between these measures throughout the workforce development system. On one hand, during the planning phase, occupational wages and projections are used to identify high-demand and high-growth occupations. The wage data used to make these determinations come from the Occupational Employment Statistics (OES) survey, a national program funded by the U.S. Bureau of Labor Statistics which provides the average hourly rate of compensation for an occupation across each industry. The OES estimates for May 2013 data updated to the September 2014 Employment Cost Index can be found at http://doe.state.wy.us/LMI/OES_toc.htm. On the other hand, during the performance phase, the accountability outcome wages are measured based on the actual level of median earnings of the participants of the training programs after completion (WIOA, 2014). This difference in measurements between the estimated hourly rate of compensation used in the planning phase and the level of wages earned during the performance measurement phase might create the appearance of ineffective training programs when conducting program evaluation.

To determine which occupations meet the criteria addressed in WIOA in Wyoming, the Wyoming Workforce Development Council (WWDC) asked Research & Planning (R&P) to use labor market projections and other labor market information to compile a list of high-demand, high-growth occupations. The WWDC is the governor-appointed state workforce investment board whose mission is to "shape strategies and policies to develop, recruit and retain Wyoming's workforce" (Wyoming Workforce Development Council, 2015).

In response to the WWDC's request, R&P produced a list of occupations in Wyoming using the following criteria: an hourly wage of at least $14.00 and a growth of 200 jobs in the next decade (Glover, 2014). The presentation to the council, titled, "Workforce Opportunities in Wyoming: Developing a Data-Driven Approach to Public Sector Investment and Evaluation" can be found at http://doe.state.wy.us/LMI/presentations/WWDC_September_2014.pdf. Twenty-seven occupations matched

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Table 1: **Wyoming Occupational Projections and Average OES[a] Based Hourly Wage for Occupations with an Hourly Wage of Greater than or Equal to $14.00 and Projected Employment Growth of More than or Equal to 200 Jobs Over the Next Decade**

SOC[b] Code	SOC Title	Employment 2012	Employment 2022	Change N	Change %	Hourly Wage	Typical Education
47-2031	Carpenters	3,908	4,706	798	20.4	$19.66	H.S. diploma or equiv.
49-9041	Industrial Machinery Mechanics	2,407	3,115	708	29.4	$27.21	Post-Secondary Cert.
29-1141	Registered Nurses	4,738	5,619	881	18.6	$29.56	Associate's degree
53-3032	Heavy & Tractor-Trailer Truck Drivers	7,081	7,901	820	11.6	$22.28	H.S. diploma or equiv.
11-1021	General & Operations Mgrs.	5,352	6,153	801	15.0	$45.94	Associate's degree
43-3031	Bookkeeping, Accounting, & Auditing Clerks	4,718	5,396	678	14.4	$17.52	H.S. diploma or equiv.
47-2061	Construction Laborers	3,907	4,567	660	16.9	$15.61	H.S. diploma or equiv.
43-6014	Secretaries & Admin. Assist., Exc. Legal, Medical, & Executive	4,787	5,412	625	13.1	$16.08	H.S. diploma or equiv.
47-1011	First-Line Supervisors of Const. Trades & Extraction Workers	3,743	4,323	580	15.5	$31.68	H.S. diploma or equiv.
49-9071	Maint. & Repair Workers, General	3,966	4,442	476	12.0	$20.03	H.S. diploma or equiv.
43-9061	Office Clerks, General	5,630	6,087	457	8.1	$14.61	H.S. diploma or equiv.
47-2111	Electricians	2,751	3,171	420	15.3	$25.82	Post-Secondary Cert.
25-2021	Elementary School Teachers, Except Special Education	2,649	3,031	382	14.4	$27.63	Bachelor's or Master's degree
41-4012	Sales Reps., Wholesale & Mfg., Exc. Tech. & Scientific Products	2,115	2,494	379	17.9	$28.18	Bachelor's degree
47-2073	Operating Engineers & Other Const. Equipment Operators	5,543	5,917	374	6.7	$23.66	H.S. diploma or equiv.
43-6013	Medical Secretaries	1,169	1,534	365	31.2	$15.06	H.S. diploma or some college
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	2,269	2,625	356	15.7	$15.15	H.S. diploma or equiv.
47-5013	Service Unit Operators, Oil, Gas, & Mining	3,130	3,472	342	10.9	$24.04	H.S. diploma or equiv.
43-4051	Customer Service Reps.	1,919	2,260	341	17.8	$14.14	H.S. diploma or equiv.
51-4121	Welders, Cutters, Solderers, & Brazers	2,437	2,732	295	12.1	$23.59	Post-Secondary Cert. or A.A.
13-2011	Accountants & Auditors	1,887	2,161	274	14.5	$29.77	Bachelor's degree
43-1011	First-Line Supervisors of Office & Admin. Support Workers	1,928	2,170	242	12.6	$22.37	On-job training or A.A.
41-1011	First-Line Supervisors of Retail Sales Workers	3,735	3,973	238	6.4	$19.02	On-job training or A.A.
53-3033	Light Truck or Delivery Drivers	1,475	1,692	217	14.7	$17.35	H.S. diploma or equiv.
47-2141	Painters, Const. & Maintenance	1,092	1,304	212	19.4	$17.62	H.S. diploma or equiv.
47-2152	Plumbers, Pipefitters, & Steamfitters	1,085	1,294	209	19.3	$20.35	H.S. diploma or equiv.
47-5071	Roustabouts, Oil & Gas	2,044	2,253	209	10.2	$19.42	H.S. diploma or less

[a]Occupational Employment Statistics.
[b]Standard Occupational Classification System.
Source: Wyoming's Occupational Projections 2012 to 2022 and Wyoming's Occupational Employment Statistics 2013. Wyoming Department of Workforce Services, Research & Planning.
Tony Glover, WYDWS Research & Planning. 08/01/2014.

(Text continued from page 3)

these standards, including maintenance & repair workers, general, which is used as an example throughout this article. This occupation has a Standard Occupational Classification (SOC) code of 49-9071. Table 1 (see page 4) shows the list that meets the current standards of a high-demand, high-wage occupation.

As stated earlier, the outcome wages measured during the performance phase may not match the anticipated wages during the planning phase. It is not always the case that a person who is trained to work in a high-demand occupation, such as a welder earning an average wage of $23.59 per hour according to OES, will earn the equivalent quarterly wage according to wage records. There are many factors that contribute to the difference in wages between the planning and performance measures of WIOA. These factors include worker experience, industry stability, and employer-provided benefits, most of which are not evident or available during the planning phase of workforce development. Using R&P's New Hires Job Skills Survey, further detail from multiple industries about occupational compensation — both direct and indirect, as well as the human capital brought to those jobs — becomes available (Moore & Knapp, 2014).

The New Hires Survey results for fourth quarter 2011 (2011Q4) to third quarter 2013 (2013Q3) can be found at http://doe.state.wy.us/LMI/newhires.htm. The definition of a new hire is "an employee who, during a particular quarter, started working for an employer he or she had not worked for since at least 1992," (Knapp, 2011). These results reveal the demographics of the new hires – such as age, gender, and residency – and the skills important to the employer, the average hourly wage of the new hires, and the percent of hires employed with the same employer after one quarter. These details can provide an understanding of why employees do not earn the direct compensation they were trained to earn, whether they are earning higher or lower wages. This article will use maintenance & repair workers, general (SOC 49-9071) as an example because of the available data collected from the New Hires Survey for most industries.

During the planning phase of workforce development, the OES hourly wage for all industries in Wyoming was used to identify occupations that earn a wage of at least $14.00 per hour. Because the average wage of an occupation varies among industries, it is likely that some employees will not earn the wage expected when the occupation was selected. For example, the average hourly wage for maintenance & repair workers, general, for all industries was $20.03. However, the average hourly wage for the maintenance and repair workers, general, working in real estate, rental, & leasing was only $13.79. Many employees who are trained for the maintenance & repair workers, general, occupation will not obtain employment in higher paying industries, such as utilities, which had an average hourly wage of $24.42 at placement. According to Table 2 (see page 6), in the first quarter after hire, at least 81.1% of employees will not earn the quarterly wage that they were trained to earn under the current standards of an in-demand occupation. In later quarters of their career, employees may be more likely to earn wages above $14.00 per hour.

The characteristics of the industry will also affect the wages that employers choose to pay their employees. If the work in an industry takes place during specific

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Table 2: **New Hires Survey Results for Maintenance & Repair Workers, General (SOC 49-9071) by Industry for Two Years (2011Q4 – 2013Q3)**

		Total	Mining	Utilities	Construction	Manufacturing	Wholesale Trade	Real Estate, Rental, & Leasing	Admin., Support & Waste Mgmt.	Accommodation & Food Services	Other Svcs. (Exc. Public Admin.)	Public Admin.
	Number	**2,075**	56	61	79	98	N/D	390	22	768	58	367
	Percent	**100.0%**	2.7%	2.9%	3.8%	4.7%	N/D	18.8%	1.1%	37.0%	2.8%	17.7%
	Average Hourly Wage for New Hire	**$12.69**	$13.50	$24.42	$13.25	$17.00	$14.50	$12.00	$10.00	$11.00	$16.54	$12.00
	OES Based Average Hourly Wage* for Industry (May 2013)	**$20.03**	$32.56	$35.45	$13.40	$31.69	$16.41	$13.79	$17.25	$15.52	$15.43	$19.52
% Offered Benefits	Health Insurance	**50.1**	33.3	100.0	50.0	50.0	50.0	49.1	0.0	54.5	60.0	32.6
	Retirement	**45.2**	33.3	100.0	50.0	50.0	0.0	36.4	0.0	54.5	60.0	32.6
	Paid Leave	**48.4**	33.3	100.0	50.0	50.0	50.0	50.9	0.0	54.5	60.0	32.6
Skills Selected as "Important" (%)	Service Orientation	**63.7**	33.3	27.8	50.0	60.0	0.0	65.5	100.0	63.6	80.0	69.6
	Critical Thinking	**80.8**	33.3	77.8	100.0	100.0	50.0	67.3	100.0	90.9	100.0	76.1
	Reading Comprehension	**57.4**	33.3	100.0	100.0	100.0	0.0	60.0	100.0	36.4	60.0	73.9
	Technology Design	**52.9**	0.0	77.8	50.0	50.0	50.0	36.4	0.0	63.6	40.0	63.0
	Operation & Control	**74.4**	33.3	94.4	0.0	30.0	50.0	60.0	100.0	90.9	60.0	93.5
Employers' Satisfaction with New Hires' Skills	Satisfied	**63.5**	100.0	100.0	50.0	80.0	100.0	65.5	100.0	54.5	80.0	54.3
	Not Satisfied	**5.2**	0.0	0.0	50.0	0.0	0.0	9.1	0.0	0.0	0.0	6.5
	Neither	**23.3**	0.0	0.0	0.0	0.0	0.0	5.5	0.0	45.5	20.0	21.7
	Other	**8.1**	0.0	0.0	0.0	20.0	0.0	20.0	0.0	0.0	0.0	17.4
Average Weekly Hours	20 or Less	**13.7**	0.0	11.8	0.0	30.0	0.0	21.3	0.0	0.0	25.0	30.0
	21-35	**24.7**	0.0	0.0	0.0	0.0	0.0	14.9	0.0	55.6	0.0	12.5
	36 or More	**61.6**	100.0	88.2	100.0	70.0	100.0	63.8	100.0	44.4	75.0	57.5
Gender	Female	**20.1**	33.3	16.7	0.0	0.0	0.0	23.6	0.0	27.3	0.0	19.6
	Male	**69.0**	66.7	83.3	100.0	90.0	100.0	67.3	100.0	54.5	100.0	76.1
	Nonresident	**10.9**	0.0	0.0	0.0	10.0	0.0	9.1	0.0	18.2	0.0	4.3
Age Group	19 and Younger	**11.0**	33.3	0.0	0.0	10.0	0.0	0.0	100.0	9.1	0.0	28.3
	20-24	**18.0**	33.3	27.8	50.0	10.0	100.0	18.2	0.0	18.2	0.0	13.0
	25-34	**22.7**	33.3	44.4	0.0	20.0	0.0	27.3	0.0	18.2	60.0	17.4
	35-44	**12.9**	0.0	16.7	50.0	20.0	0.0	29.1	0.0	0.0	40.0	10.9
	45-54	**15.2**	0.0	11.1	0.0	10.0	0.0	7.3	0.0	27.3	0.0	13.0
	55-64	**6.1**	0.0	0.0	0.0	20.0	0.0	3.6	0.0	9.1	0.0	6.5
	65 and Older	**1.3**	0.0	0.0	0.0	0.0	0.0	3.6	0.0	0.0	0.0	0.0
	Unknown	**12.8**	0.0	0.0	0.0	10.0	0.0	10.9	0.0	18.2	0.0	10.9
Turnover	% Still Working 1 Quarter After Hire	**85.7**	100.0	100.0	0.0	80.0	100.0	83.6	100.0	100.0	40.0	73.9

* Average hourly wage for industry from BLS Occupational Employment Statistics program.

N/D = not discloseable due to confidentiality

Source: New Hires Survey, Research & Planning, Wyoming Department of Workforce Services.

(Text continued from page 5)

seasons, such as construction in the summer, employers may be forced to pay a higher direct wage. New hires earned $13.25 per hour in the construction industry and $13.50 per hour in mining. These wages are higher than in more stable and less seasonal industries, such as administrative, support, & waste management ($10.00 per hour) and accommodation & food services ($11.00 per hour) at the time of hire.

The experience level of a new hire will affect the outcome wage at placement for an in-demand occupation. As shown in Table 2, the hourly wage of hires during their quarter of placement is often much less than the OES wage. The level of experience may also contribute to the significant difference in the OES and the hourly wage from the New Hires Survey. For example, the average hourly wage from OES for maintenance & repair workers, general, in the mining industry of $32.56 was significantly higher than the New Hires Survey average hourly wage of $13.50. Looking further down on Table 2, the percentages in the age group section indicate that all of the new hires were under the age of 35, and one-third of the new hires were age 19 or younger. This suggests that the new hires were inexperienced and therefore, earned a lower wage than the Wyoming average.

The opportunity for an employer to offer indirect compensation will influence the average wage of an in-demand occupation. Indirect compensation includes health benefits, paid leave, and retirement benefits. According to the New Hires Survey results, half of the employers in wholesale trade offered health insurance and paid leave to their employees. Maintenance & repair workers, general, in this industry earned $16.41 per hour on average, and were paid $14.50 per hour at placement. In the accommodation & food services industry, employers were more likely to offer health insurance, paid leave, and retirement benefits. However, with these benefits often come lower hourly wages. Maintenance & repair workers, general, in the accommodation & food services industry earned an average of $15.52 per hour and only $11.00 per hour in the first quarter of hire.

Wyoming may train employees to work in occupations that earn well over $14.00 per hour. However, it is not guaranteed that, after the second and fourth quarter of hire, the quarterly wages from wage records will reflect the high OES wages that motivated the training program in the first place. As stated in the first paragraph, an in-demand occupation is one that "has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State" (WIOA, 2014). To determine if an occupation will "lead to economic self-sufficiency," a high OES hourly wage alone may not be enough. Wages at placement may be lower, but taking into account indirect compensation, job stability, and opportunity to earn work experience may offset low outcome wages. More than just the average hourly wage needs consideration when selecting occupations for which to fund training, and measuring the workforce outcomes of the training programs.

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Employment and Wage Data for the Nonprofit Sector

http://www.bls.gov/bdm/nonprofits/nonprofits.htm

The U.S. Bureau of Labor Statistics (BLS) recently published employment and wage data on non-profit establishments. The BLS used data from the Quarterly Census of Employment and Wages (QCEW) and the Internal Revenue Service's Exempt Organization Business Master File (EOBMF) for this research.

National nonprofit data are available at the national North American Industry Classification System (NAICS) two-digit (industry sector) and three-digit (industry subsector) levels. For individual states, data are available at the NAICS two-digit level. Annual figures for 2007 through 2012 are available as research series.

The following data are available in Microsoft Excel files from the BLS: annual average number of establishments, annual average employment, total annual wages, average wages per employee, and average weekly wage per employee.

These data are the result of a research project and may be updated periodically, as resources permit. They are not an official BLS published series.

Employment and Wage Changes in Wyoming's Private Coal Mining Sector

by: Michael Moore, Research Analyst

In June 2015, the U.S. Energy Information Administration predicted a 7% decrease in coal consumption in the national electric power sector, citing competition from lower natural gas prices and increased production of solar, wind, and other renewable energy (EIA, 2015). Also in June, PacifiCorp – the parent company of Rocky Mountain Power, Wyoming's largest utility – announced in its Integrated Resource Plan that the company plans reduce its reliance on coal through 2029 (PacifiCorp, 2015).

According to the Wyoming State Geological Survey, Wyoming is the country's top coal producer, accounting for 39% of all coal mined in the U.S. (Carol, 2015). Data from the Quarterly Census of Employment and Wages (QCEW) show that Wyoming's private coal mining accounts for a substantial amount of total employment within the state's mining, quarrying, oil & gas extraction industry. In third quarter 2014 (2014Q3), for example, the average monthly employment in coal mining (6,508) accounted for 23.6% of the mining industry's average monthly employment (27,582).

As shown in the Figure (see page 10), Wyoming's economy experienced a period of rapid growth from 2005 to 2008. During this time, employment and wages in Wyoming's private coal mining sector grew substantially. Employment increased from 4,828 in 2005Q1 to 6,945 in 2008Q4, an increase of 2,117 jobs (43.8%). During that same period, total wages increased from $87.4 million to $139.7 million (59.7%).

Detailed information on Wyoming employment and wages at the industry and county levels is available at http://doe.state.wy.us/LMI/toc_202.htm.

Wyoming then experienced an economic downturn that lasted from 2009Q1 to 2010Q1. Job losses in the private coal mining sector were not as severe as those seen in other types of mining activities, or in other industries in Wyoming, such as construction and retail trade (Bullard, 2010).

As shown in the Figure, however, employment in Wyoming's private coal mining sector has decreased steadily over the last few years. Average monthly employment decreased from 7,117 in 2012Q1 to 6,569 in 2014Q4, a change of -458, or -6.4%. The full effects of the recent news of decreased coal consumption likely are not reflected in the most recent employment and wage data from the QCEW. This information is updated quarterly and is available from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services at http://doe.state.wy.us/LMI/toc_202.htm.

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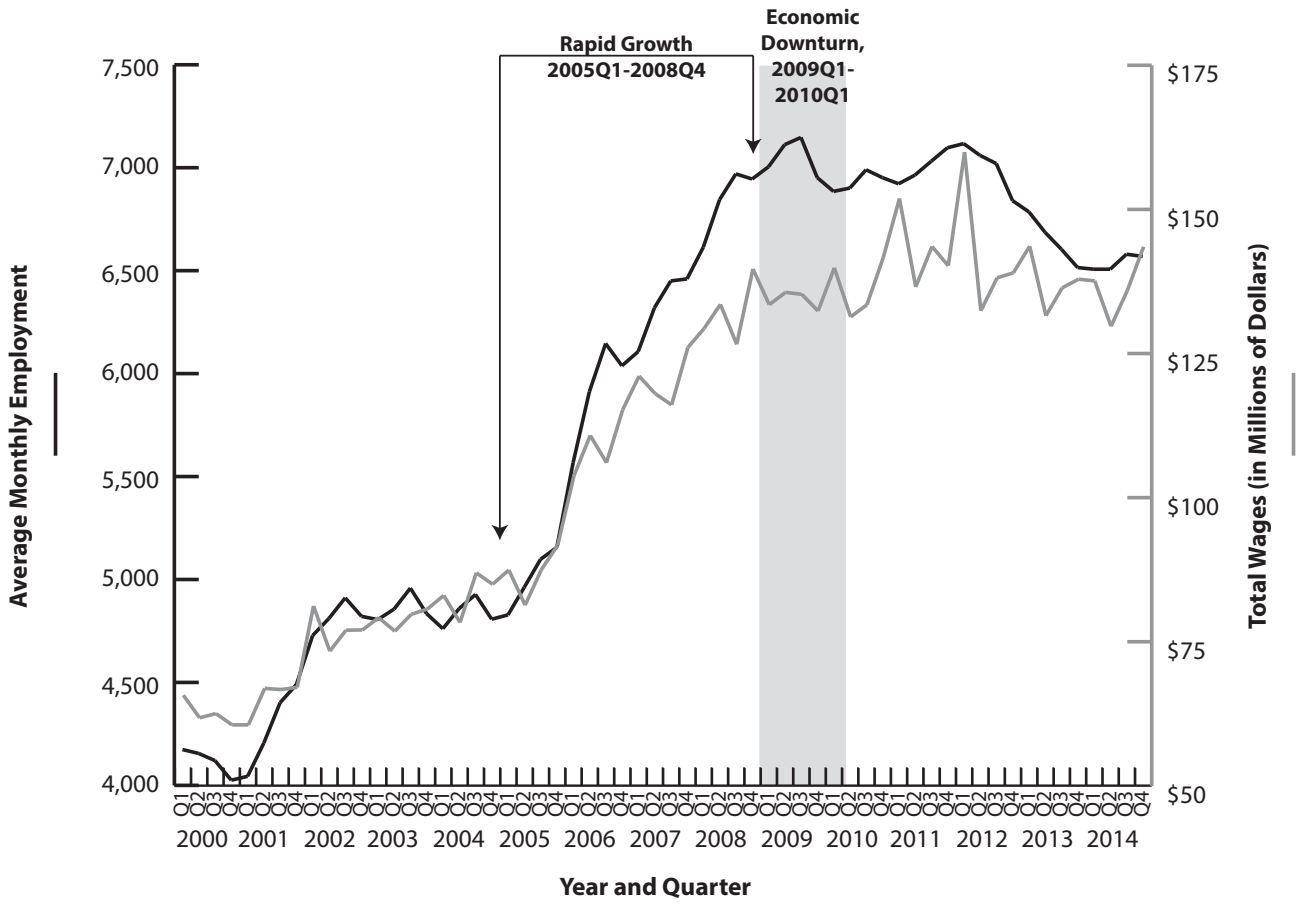

Source: Quarterly Censuf of Employment & Wages.
Prepared by N Brennan, Research & Planning, WY DWS, 6/16/15.

Figure: **Average Monthly Employment and Total Wages in Wyoming's Private Coal Mining Sector, 2000Q1-2014Q4**

Which Occupations Could Be Affected by a Minimum Wage Increase?

by: Deana Hauf, Senior Statistician

As of 2015, the federal minimum wage is $7.25, and Wyoming's state minimum wage is $5.15. During the Wyoming 2014 legislative session, a bill was introduced that would have raised the state's minimum wage from $5.15 to $9.00 per hour and raised the base pay for tipped employees from $2.13 to $5.00 per hour (House Bill No. HB0024, 2014). The bill failed an introductory vote in the state House of Representatives, 51-9.

Of the 45 states that have a minimum wage requirement, only four have a minimum wage set below the federal level: Arkansas, Georgia, Minnesota, and Wyoming. When the federal minimum wage is higher than the state minimum wage, the federal minimum wage goes into effect. Washington, D.C. and 22 other states have a minimum wage set higher than the federal minimum wage. In 20 states, the minimum wage rate is the same as the federal minimum wage. When the state minimum wage is greater than the federal minimum wage, the state minimum wage is used. There are five states that do not have a minimum wage rate requirement, so the federal minimum wage of $7.25 per hour applies: Alabama, Louisiana, Mississippi, South Carolina, and Tennessee.

The purpose of this article is to show which occupations and the estimated number of employees that would be affected if the state or federal minimum wage were increased to $9.25 per hour by using survey data collected through the Occupational Employment Statistics (OES) program. In order to calculate the estimated number of workers and which occupations could be affected by a minimum wage change, it was necessary for Research & Planning (R&P) to use the lowest OES wage range of $9.25 per hour, the closest alternative to the $9.00 per hour proposed during Wyoming's 2014 legislative session.

Methodology

The Research & Planning (R&P) section of the Wyoming Department of Workforce Services has conducted the OES survey since 1996 in cooperation with the U.S. Bureau of Labor Statistics (BLS). In Wyoming, the OES Wage Survey samples and contacts approximately 900 establishments by mail in May and November of each year. Data obtained are used to estimate occupational employment and wage rates for Unemployment Insurance (UI) covered wage and salary jobs in non-farm establishments. More information on Wyoming's OES Wage Survey can be found online at http://doe.state.wy.us/LMI/OES_toc.htm.

The OES data are collected on a survey form by wage ranges; an employer is asked to put the number of employees in an occupational category within a wage range. The lowest wage range on the survey form is "under $9.25 per hour." The midpoint of the lowest OES wage range is $7.96.

According to the BLS (2015), "wages for the OES survey are straight-time, gross pay, exclusive of premium pay. Base rate, cost-of-living allowances, guaranteed pay,

hazardous-duty pay, incentive pay, including commissions and production bonuses, and tips are included. Excluded are overtime pay, severance pay, shift differentials, nonproduction bonuses, employer cost for supplementary benefits, and tuition reimbursements. The OES Wage Survey does not include any benefit data."

Hourly wage estimates for the OES are calculated using a year-round, full-time figure of 2,080 hours per year (52 weeks times 40 hours).

Occupations are identified by using the 2010 Standard Occupational Classification (SOC) System. The 2010 SOC classifies workers at the major group, minor group, broad occupation, and detailed occupation levels (U.S. Bureau of Labor Statistics, 2010). Table 1 shows examples of detailed occupations within the major groups of food preparation & serving related occupations, office & administrative support occupations, and sales & related occupations.

The employment estimates for each occupation are based on the total number of jobs worked that are reported as part of the Unemployment Insurance (UI) Covered Employment and Wages program. The BLS technical notes (http://www.bls.gov/oes/current/oes_tec.htm) relating to the OES Wage Survey include the scope of the survey, an explanation of the UI Covered Employment and Wage program, occupational classification of 22 major occupational groups, size class, and hourly intervals.

This article uses OES response data for 2010 to 2013. The data were averaged over that four-year period to determine a percent distribution in each occupation. The percent distribution was then multiplied by the 2013 (current year)

Table 1: Standard Occupational Classification and Coding Structure for Selected Major Groups and Detailed Occupations

Major Group	**35-0000**	**Food Preparation & Serving Related Occupations**
Detailed Occupations	35-2011	Cooks, Fast Food
	35-2014	Cooks, Restaurant
	35-2021	Food Preparation Workers
	35-3011	Bartenders
	35-3021	Combined Food Preparation & Serving Workers, Including Fast Food
	35-3022	Counter Attendants, Cafeteria, Food Concession, & Coffee Shop
	35-3031	Waiters & Waitresses
	35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers
	35-9021	Dishwashers
	35-9031	Hosts & Hostesses, Restaurant, Lounge, & Coffee Shop
Major Group	**41-0000**	**Sales & Related Occupations**
Detailed Occupations	41-2011	Cashiers
	41-2021	Counter & Rental Clerks
	41-2031	Retail Salespersons
Major Group	**43-0000**	**Office & Administrative Support Occupations**
Detailed Occupations	43-4051	Customer Service Representatives
	43-4081	Hotel, Motel, & Resort Desk Clerks
	43-5081	Stock Clerks & Order Fillers
	43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive
	43-9061	Office Clerks, General

total employment in order to calculate the estimated total employment in occupations below $9.25 per hour.

Results

In May 2013 there were an estimated 29,553 workers within 117 occupations that were classified in the lowest OES wage range of under $9.25 per hour. Table 2 (see page 14) shows the 30 occupations by estimated highest employment that were paid less than $9.25 per hour. Of the 29,553 total estimated workers in this group, 24,610 (83.3%) were in the 30 occupations with the highest estimated employment.

Ten of these top 30 occupations were in food preparation & serving related occupations. Out of the 117 occupations making less than $9.25 per hour, waiters & waitresses had the highest employment, with 3,803 workers. Combined food preparation & serving workers, including fast food, had the second highest employment, with 3,427 workers.

Five of the top 30 estimated occupations making less than $9.25 per hour with the highest number of workers were in office & administrative support occupations: stock clerks & order fillers (640); hotel, motel, & resort desk clerks (618); office clerks, general (431); secretaries & administrative assistants, except legal, medical, & executive (230), and customer service representatives (229).

Two occupations in sales & related occupations were included in the top 30 estimated occupations shown in Table 2: retail salespersons (2,285) and cashiers (2,229).

References

House Bill No. HB0024. (2014). Wyoming State Legislature. Retrieved June 2, 2015, from http://legisweb.state.wy.us/2015/bills/HB0024.pdf

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About the Occupational Employment Statistics Survey

Occupational Employment Statistics (OES) Survey data have many uses. Businesses use this information to compare the wages offered for a particular occupation to the state average, while career counselors, colleges, and students can use it in making career decisions. The data are also used to develop occupational projections and estimate staffing patterns in industries.

OES data for Wyoming and related articles and publications can be found at http://doe.state.wy.us/LMI/oes.htm. The newest statewide, regional, county, and MSA data (estimates for Wyoming wages for May 2014 data) are updated to the March 2015 Employment Cost Index.

Table 2: Top 30 Estimated Occupations Paid Less Than $9.25 Per Hour by Estimated Number of Employment in Wyoming, 2010-2013

		2010-2013 (Estimated Average)			2013 (Estimated)	
		Total Employment	Employment Under $9.25 Per Hour		Total Employment	Employment Under $9.25 Per Hour
SOC[a] Code	Occupation	N	N	Row %	N	N
35-3031	Waiters & Waitresses	2,314	1,820	78.7%	4,835	3,803
35-3021	Combined Food Preparation & Serving Workers, Including Fast Food	3,007	1,851	61.6%	5,568	3,427
41-2031	Retail Salespersons	7,116	2,023	28.4%	8,039	2,285
41-2011	Cashiers	3,896	1,492	38.3%	5,821	2,229
35-3011	Bartenders	1,093	752	68.8%	2,214	1,523
37-2012	Maids & Housekeeping Cleaners	2,770	932	33.6%	3,777	1,271
25-9041	Teacher Assistants	5,351	1,025	19.2%	3,516	673
37-2011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	5,480	808	14.7%	4,386	647
35-3022	Counter Attendants, Cafeteria, Food Concession, & Coffee Shop	528	339	64.2%	1,006	646
43-5081	Stock Clerks & Order Fillers	3,438	625	18.2%	3,520	640
43-4081	Hotel, Motel, & Resort Desk Clerks	667	231	34.6%	1,784	618
35-2011	Cooks, Fast Food	436	294	67.4%	907	612
35-9021	Dishwashers	608	312	51.3%	1,077	553
39-9011	Childcare Workers	1,500	526	35.1%	1,498	525
35-2014	Cooks, Restaurant	1,047	201	19.2%	2,660	511
43-9061	Office Clerks, General	4,706	369	7.8%	5,496	431
35-9031	Hosts & Hostesses, Restaurant, Lounge, & Coffee Shop	335	215	64.2%	609	391
35-2021	Food Preparation Workers	1,346	429	31.9%	1,170	373
41-2021	Counter & Rental Clerks	723	288	39.8%	935	372
27-2022	Coaches & Scouts	882	436	49.4%	751	371
53-3031	Driver/Sales Workers	816	221	27.1%	1,317	357
35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers	485	274	56.5%	579	327
39-9021	Personal Care Aides	1,793	351	19.6%	1,605	314
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	3,942	476	12.1%	2,602	314
53-7064	Packers & Packagers, Hand	1,231	418	34.0%	912	310
39-9032	Recreation Workers	1,014	345	34.0%	716	244
43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	6,225	294	4.7%	4,870	230
43-4051	Customer Service Representatives	2,169	281	13.0%	1,768	229
39-3091	Amusement & Recreation Attendants	479	192	40.1%	486	195
47-2061	Construction Laborers	3,800	230	6.1%	3,134	190
Subtotal, Top 30 Occupations		**69,197**	**18,050**	**26.1%**	**77,558**	**24,610**

[a]SOC = Standard Occupational Classification system.

Source: Occupational Employment Statistics (OES) Survey data.

New Demographics and Earnings Tables Available from R&P

http://doe.state.wy.us/LMI/earnings_tables/2015/index.htm
by: Michael Moore, Research Analyst

The most recent worker demographics and earnings tables from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services offer insight into employment and wages in Wyoming in 2014, and trends in the state's labor market and economy since 2000. These tables provide detailed information on gender, age, and earnings at the industry and county level.

Examples

The number of persons age 55 and older working in Wyoming at any time has more than doubled over the last 14 years, from 32,142 in 2000 to 67,341 in 2014 (see Table 1). Nearly one in every five (18.4%) individuals working in Wyoming at any time in 2014 was age 55 or older. This is consistent with previous findings from Knapp (2013) that "the proportion of older workers compared to the general population continues to increase over time" (see Figure 1, page 16).

Meanwhile, the number of resident youth working in Wyoming continued to decline, from 32,774 in 2000 to 20,120 in 2014.

Many of Wyoming's smallest counties had the highest proportion of older workers in 2014 (see Table 2). The counties with the highest proportion of workers age 55 and older were Hot Springs (27.1%), Washakie (26.7%), Niobrara (25.5%), Weston (24.8%), and Goshen (24.6%). Teton (13.3%) and Albany (17.1%) had the lowest proportion of older workers. Counties with a high percentage of jobs in the mining industry also had lower proportions of older workers, including Sublette (17.2%), Campbell (17.3%), and Natrona (18.2%).

Table 1: Total Number of Persons Working in Wyoming at Any Time by Age Group, 2000 and 2014

	2000		2014		Change, 2000-2014	
Age Group	**N**	**%**	**N**	**%**	**N**	**%**
19 and Younger	32,774	10.6%	20,120	5.5%	-12,654	-38.6%
20-24	35,003	11.4%	32,302	8.8%	-2,701	-7.7%
25-34	55,456	18.0%	70,309	19.2%	14,853	26.8%
35-44	66,413	21.5%	58,122	15.9%	-8,291	-12.5%
45-54	57,453	18.6%	55,733	15.2%	-1,720	-3.0%
55+	32,142	10.4%	67,341	18.4%	35,199	109.5%
Nonresidents	29,056	9.4%	62,577	17.1%	33,521	115.4%
Total	**308,297**	**100.0%**	**366,504**	**100.0%**	**58,207**	**18.9%**

Source: Wage Records.

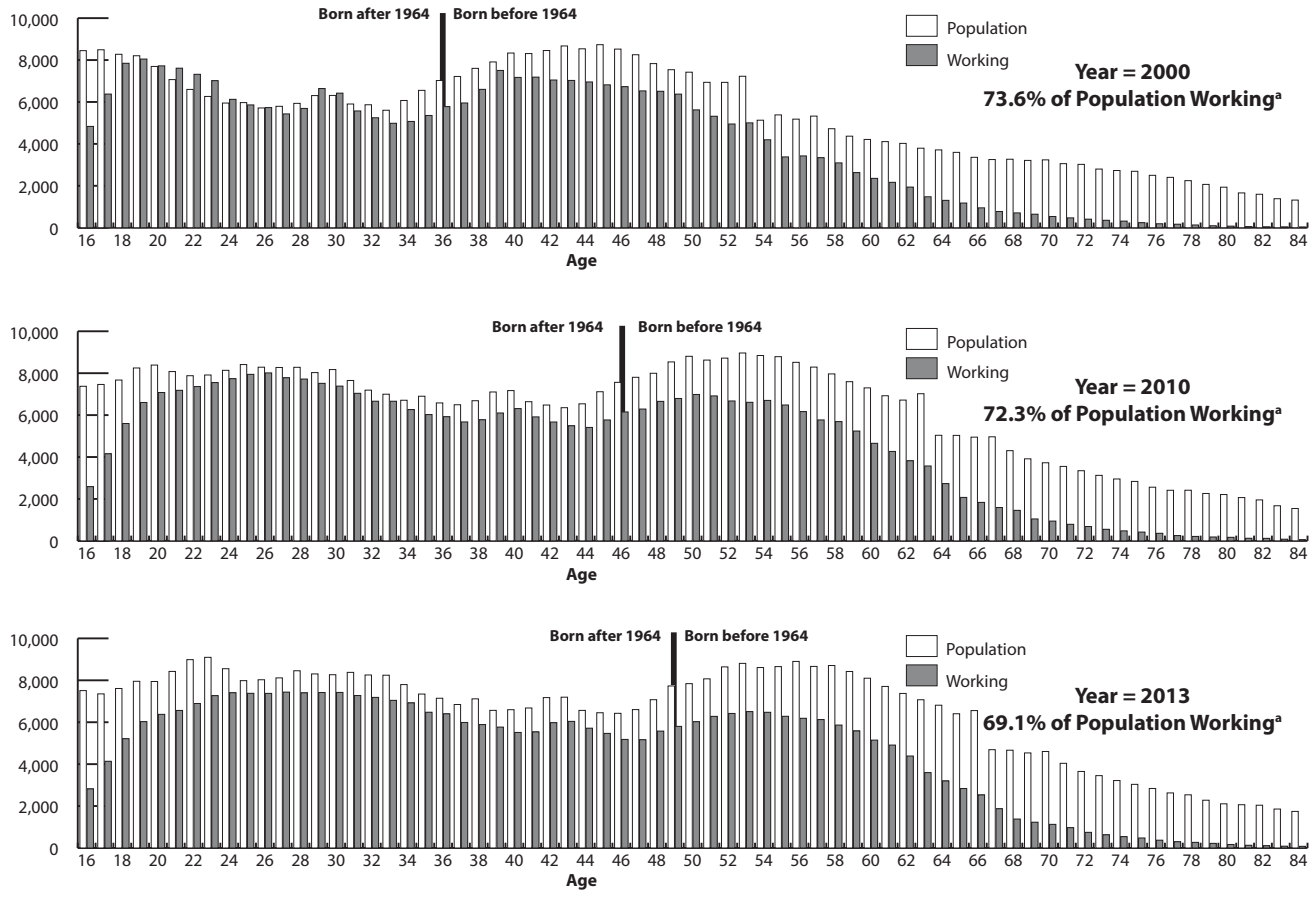
Table 2: Number and Percentage of Individuals Age 55 or Older Working in Wyoming at Any Time by County and Highest Percentage of Older Workers, 2014

		55 and Older	
County	**Total**	**N**	**%**
Hot Springs	2,543	689	27.1%
Washakie	4,484	1,196	26.7%
Niobrara	1,169	298	25.5%
Weston	2,728	676	24.8%
Goshen	5,541	1,361	24.6%
Park	15,741	3,832	24.3%
Big Horn	5,303	1,282	24.2%
Platte	4,362	1,020	23.4%
Sheridan	15,635	3,459	22.1%
Crook	2,886	632	21.9%
Fremont	20,997	4,585	21.8%
Lincoln	6,960	1,511	21.7%
Johnson	4,397	943	21.4%
Carbon	9,207	1,762	19.1%
Sweetwater	29,127	5,440	18.7%
Laramie	53,761	10,021	18.6%
Uinta	11,142	2,053	18.4%
Wyoming	**366,504**	**67,341**	**18.4%**
Converse	7,723	1,412	18.3%
Natrona	51,926	9,437	18.2%
Campbell	34,936	6,045	17.3%
Sublette	6,411	1,101	17.2%
Albany	17,769	3,047	17.1%
Teton	24,684	3,283	13.3%
Unspecified	27,072	2,256	8.3%

Source: Wage Records.

Figure 2 (see page 17) shows the percentage of workers age 55 and older and the percentage of workers with a bachelor's degree or higher by industry. As this figure illustrates, industries with a high percentage of jobs requiring a bachelor's degree or higher also have a high percentage of older workers, such as educational services, public administration, and health care & social assistance. As noted by Glover (2012), "Wyoming youth appear to have difficulty finding jobs in industries that require a higher education, such as health care & social assistance, educational services, and public administration. Members of the boom generation [those born between 1946 and 1964] tend to hold onto jobs in these industries longer, reducing the opportunities for younger workers. If the boom generation retires at a normal rate, there will be many opportunities for the educated youth of Wyoming."

Table 3 (see page 18) shows that in 2014, there were 138,510 females and 166,712 males working in Wyoming at any time, along with 61,282 nonresidents. Nonresidents are defined as "individuals

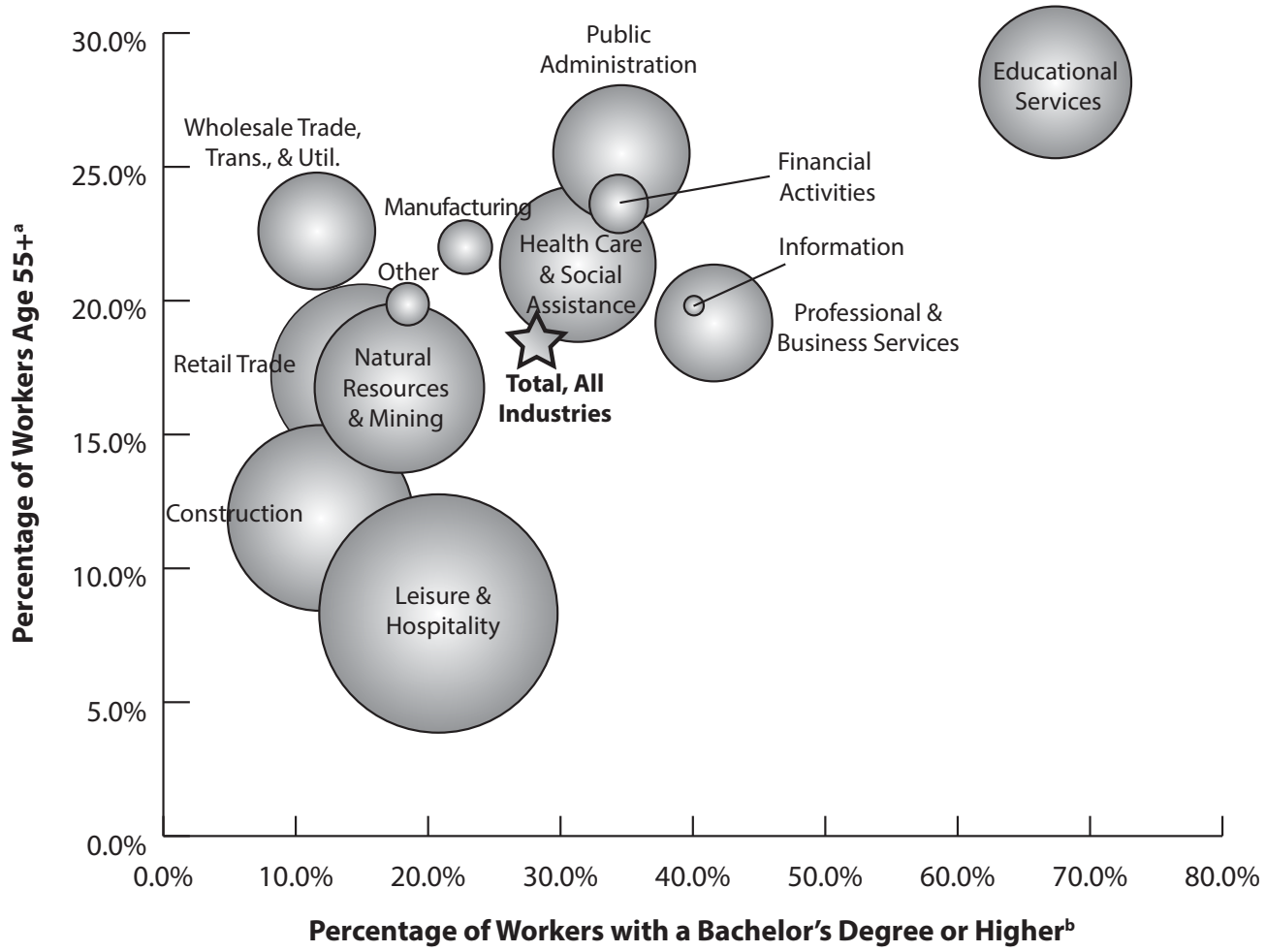


Sources: U.S. Census Bureau; Wyoming Department of Workforce Services, Research & Planning, Unemployment Insurance Wage Records.
[a]Working at any time during the year.

Figure 1: **Estimates of the Resident Population and Working Population by Single Year of Age in Wyoming for Selected Years (Ages 16-84)**

without a Wyoming-issued driver's license or at least four quarters of work history in Wyoming" (Jones, 2002). The largest number of females worked in health care & social assistance (26,377) and educational services (21,815). The largest number of males worked in mining (25,701) and construction (24,132). A substantial number of nonresidents worked in leisure & hospitality (16,420) and construction (14,660), two industries that employ a large number of workers on a seasonal basis.

Females on average earned $27,464 annually in 2014, compared to $47,154 for males. In other words, females earned 58.2% of what males earned (see Table 3). The gender wage gap was narrowest in industries with a high percentage of jobs requiring postsecondary education (public administration and educational services) and industries in which females made up



Sources:
[a]Wage Records. Research & Planning, WY DWS, 2015.
[b]American Community Survey. U.S. Census Bureau, 2014 (2012 Three-Year Average).

Figure 2: **Percentage of Workers Age 55 and Older (2014) and Percentage of Workers with a Bachelor's Degree or Higher by Industry in Wyoming (2012)**

a small percentage of total employment (construction and mining).

The complete Earnings Tables by County, Industry, Age, and Gender for 2000 to 2014 can be found online at http://doe.state.wy.us/LMI/earnings_tables/2015/index.htm.

Selected Uses for This Information

- Environmental impact studies
- Health care planning
- Transportation and commuting studies
- Planning for replacement need in the workforce

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Table 3: Total Number and Average Annual Earnings for Females and Males Working in Wyoming at Any Time by Industry, 2014

	Average Annual Wages			Employment							
				Females		Males		Nonresidents		Total	
Industry	Females	Males	Gender Wage Gap[a]	N	Row %	N	Row %	N	Row %	N	Row %
Agriculture, Forestry, Fishing, & Hunting	$19,358	$28,827	67.2%	723	19.2	2,215	59.0	818	21.8	3,756	100.0
Mining	$54,787	$75,876	72.2%	3,100	9.0	25,701	74.7	5,622	16.3	34,423	100.0
Construction	$28,505	$36,306	78.5%	3,039	7.3	24,132	57.7	14,660	35.0	41,831	100.0
Manufacturing	$31,580	$58,751	53.8%	2,271	18.8	8,706	72.0	1,115	9.2	12,092	100.0
Wholesale Trade, Trans., Utilities, & Warehousing	$32,575	$56,092	58.1%	4,964	18.9	18,509	70.4	2,824	10.7	26,297	100.0
Retail Trade	$17,154	$27,514	62.3%	19,038	46.3	16,424	39.9	5,661	13.8	41,123	100.0
Information	$29,532	$46,406	63.6%	1,636	37.2	2,381	54.1	382	8.7	4,399	100.0
Financial Activities	$34,538	$63,821	54.1%	7,318	55.7	4,776	36.4	1,037	7.9	13,131	100.0
Professional & Business Services	$28,713	$47,154	60.9%	9,016	34.3	12,426	47.3	4,837	18.4	26,279	100.0
Educational Services	$33,391	$43,827	76.2%	21,815	63.8	10,089	29.5	2,273	6.7	34,177	100.0
Health Care & Social Assistance	$32,438	$72,365	44.8%	26,377	75.3	6,162	17.6	2,511	7.2	35,050	100.0
Leisure & Hospitality	$12,083	$16,236	74.4%	21,248	39.6	16,008	29.8	16,420	30.6	53,676	100.0
Other Services	$21,183	$38,855	54.5%	3,807	39.8	4,427	46.3	1,330	13.9	9,564	100.0
Public Administration	$34,770	$43,926	79.2%	14,158	46.1	14,756	48.1	1,792	5.8	30,706	100.0
Total, All Industries	**$27,464**	**$47,154**	**58.2%**	**138,510**	**37.8**	**166,712**	**45.5**	**61,282**	**16.7**	**366,504**	**100.0**

Source: Unemployment Insurance Wage Records.
[a]Females' earnings as a percentage of males' earnings.

Workers' Compensation Claims Continue Downward Trend

by: Patrick Manning, Principal Economist

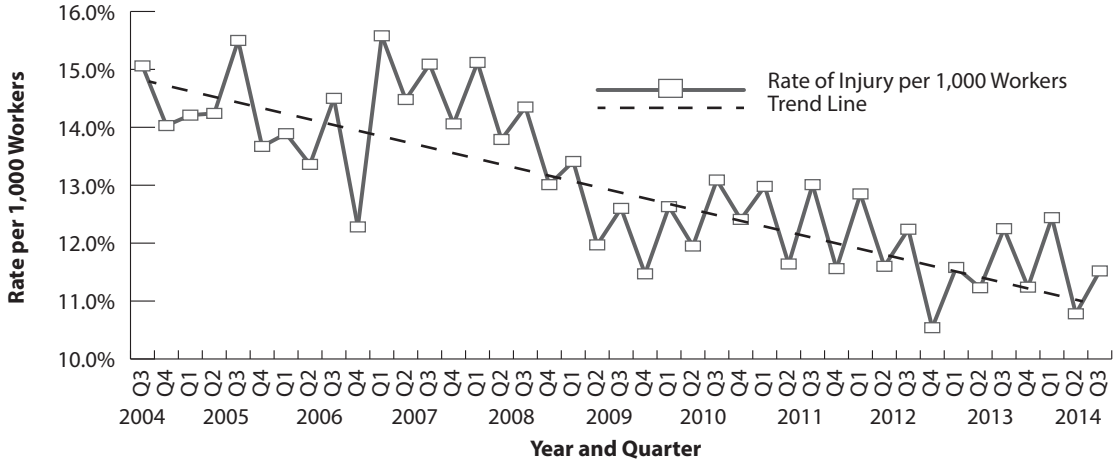
This article was originally published in the **2015 Wyoming Workforce Annual Report.**

From third quarter 2013 (2013Q3) to third quarter 2014 (2014Q3), the average injury rate in Wyoming was 11.5 injuries per 1,000 workers, and the rate of workers' compensation claims continued its downward trend since 2004Q3 (see Figure 1). The highest rate of injury was 15.6 per 1,000 workers, which occurred in 2007Q1. In 2012Q4, the injury rate dropped below 11 injuries per 1,000 workers (10.5) for the first time in 10 years. Over the last decade, the rate was 13.0 injuries per 1,000 workers.

Table 1 (see page 20) shows the rate of injury by industry from 2004Q3 to 2014Q3. The manufacturing industry experienced the most injuries per 1,000 workers at 20.3 (a slight uptick from 19.9 published in the *2014 Wyoming Workforce Annual Report*), while the financial activities sector had the lowest injury rate of 4.7 per 1,000 workers.

Figure 2 (see page 20) shows the injury rate for selected industries by year and quarter. In addition to having the highest injury rate, the manufacturing sector also experienced the most variation over the last decade, while financial activities experienced the least variation. Educational & health services, the largest sector in terms of average employment, demonstrated very little variation in injury rates over the past decade. While natural resources & mining still exhibited a relatively high rate of injury of 14.6 per 1,000 workers, rates in this industry have fallen the most of any industry over the past decade, with the rate dropping by approximately one injury per 1,000 workers per year on average.

Figure 3 (see page 20) displays the top five most frequently occurring injuries from 2004Q3 through 2014Q3. These five injuries accounted for nearly two-thirds of all injuries, with sprains (29.0%) and strains (5.8%) accounting for slightly over one-third of all injuries. The most common



Sources: Wyoming Workers' Compensation Claimant Database and Quarterly Census of Employment and Wages.

Figure 1: Rate of Injury per 1,000 Workers in Wyoming, 2004Q3 to 2014Q3

types of injury are not strongly affected by the age of the worker nor by the industry in which the injury occurred. The exceptions are that burns commonly occur in leisure & hospitality while injuries involving foreign bodies are common in the construction and manufacturing industries.

While not all factors that cause workplace accidents can be completely controlled, safety efforts by businesses and the Wyoming Occupational Safety and Health Administration (OSHA) appear to be reducing workplace injury rates.

Table 1: Average Rate of Workers' Compensation Injuries per 1,000 Workers in Wyoming, 2004Q3 to 2014Q3

NAICS Group	Average Rate of Injury per 1,000 Workers	Average Employment
Manufacturing	20.3	10,187
Construction	17.3	23,431
Natural Res. & Mining	14.6	28,551
Other Services	12.0	8,267
Trade, Transp., & Utilities	11.7	52,373
Leisure & Hospitality	11.6	34,532
Education & Health Svcs.	11.2	58,074
Public Administration	6.6	24,775
Information	6.3	4,623
Prof. & Business Svcs.	6.0	17,672
Financial Activities	4.7	11,009
Total	**13.0**	273,494

Sources:
Wyoming Workers' Compensation Claimant Database.
Quarterly Census of Employment and Wages.

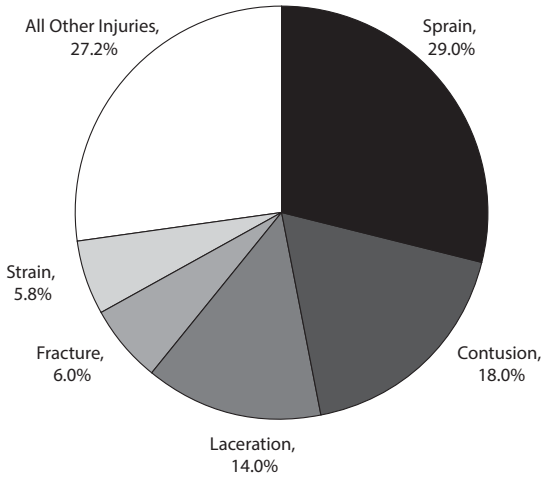


Figure 3: Five Most Frequently Occurring Injuries in Wyoming, 2004Q3 to 2014Q3

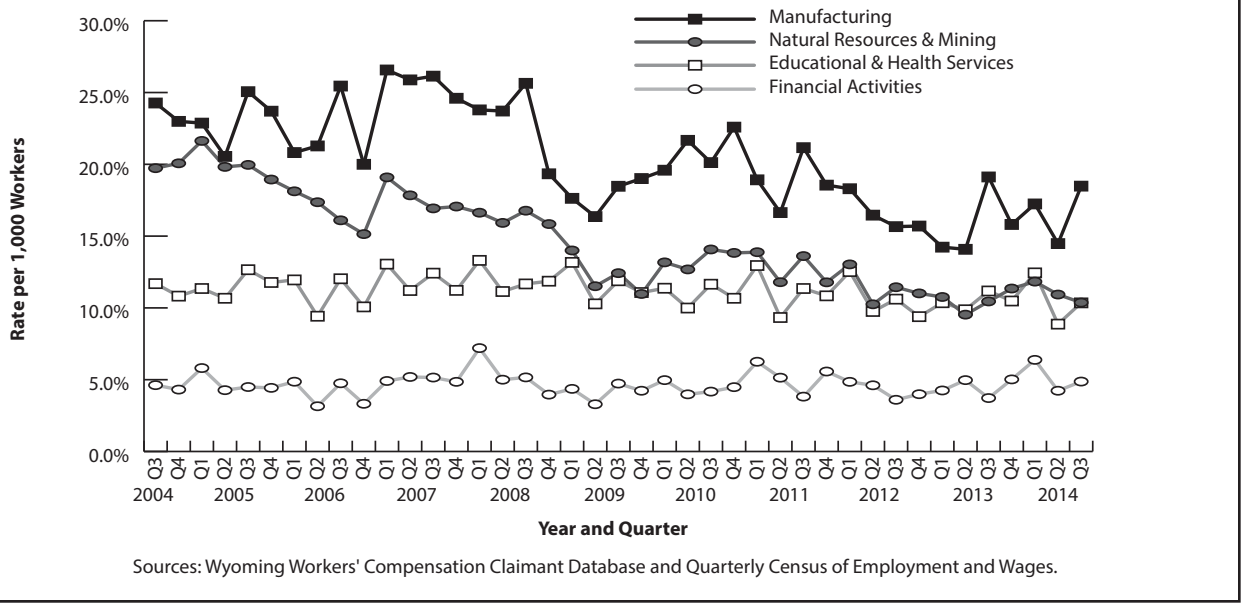


Figure 2: Injury Rate per 1,000 Workers for Selected Industries in Wyoming, 2004Q3 to 2014Q3

Wyoming Unemployment Rate Unchanged at 4.1% in April 2015

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 held steady from March to April at 4.1%. Wyoming's unemployment rate was slightly lower than its April 2014 level of 4.3% and significantly lower than the current U.S. unemployment rate of 5.4%. Seasonally adjusted employment of Wyoming residents increased, rising by an estimated 912 individuals (0.3%) from March to April.

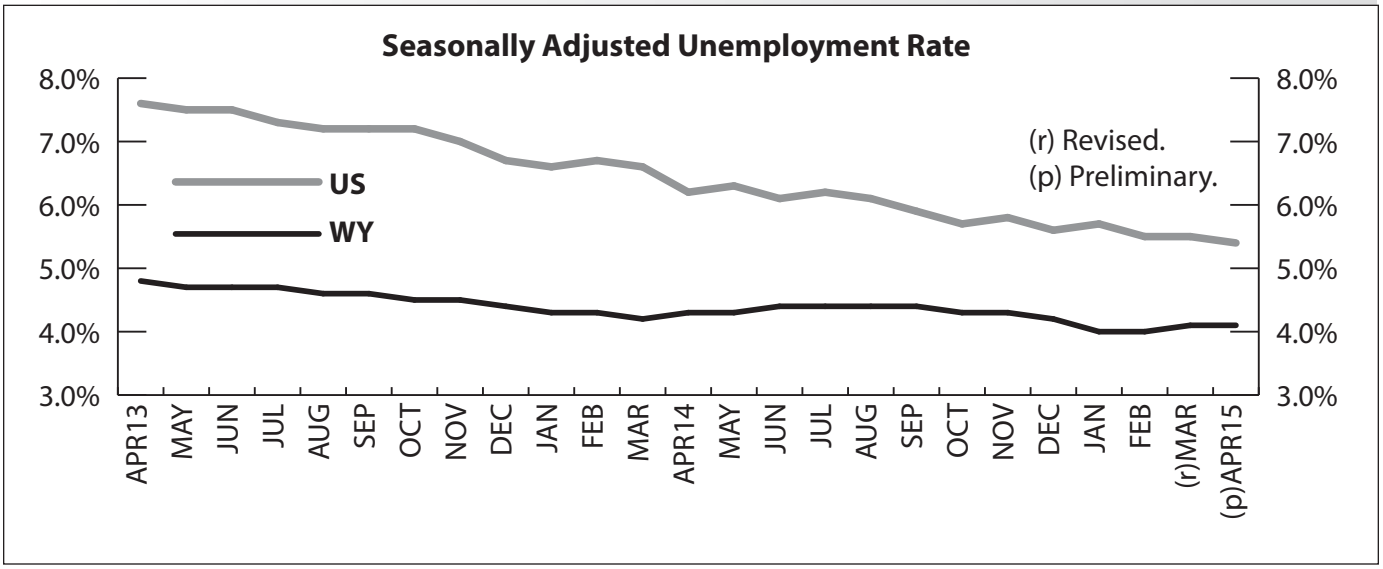
From March to April, most county unemployment rates followed their normal seasonal pattern and decreased. The largest declines occurred in Big Horn (down from 5.7% to 4.2%), Lincoln (down from 6.2% to 4.9%), and Fremont (down from 6.3% to 5.1%) counties. Teton County's unemployment rate increased from 3.9% in March to 6.9% in April. Unemployment usually increases in Teton County in April with the end of the ski season.

From April 2014 to April 2015, unemployment rates decreased in 12 counties, increased in nine counties, and were unchanged in two counties. The largest decreases were found in Teton (down from 8.2% to 6.9%), Lincoln (down from 5.9% to 4.9%), and Crook (down from 4.4% to 3.4%) counties. Unemployment rates rose in Natrona (up from 4.0% to 4.7%), Converse (up from 3.0% to 3.5%), Sublette (up from 4.8% to 5.3%), and Sweetwater (up from 4.0% to 4.5%) counties.

Niobrara County posted the lowest unemployment rate in April (2.5%). It was followed by Albany (2.7%), Goshen (3.2%), and Crook (3.4%) counties. The highest unemployment rates were found in Teton (6.9%), Sublette (5.3%), and Uinta (5.3%) counties.

Total nonfarm employment (measured by place of work) rose from 286,400 in April 2014 to 287,600 in April 2015, a gain of 1,200 jobs (0.4%).

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.



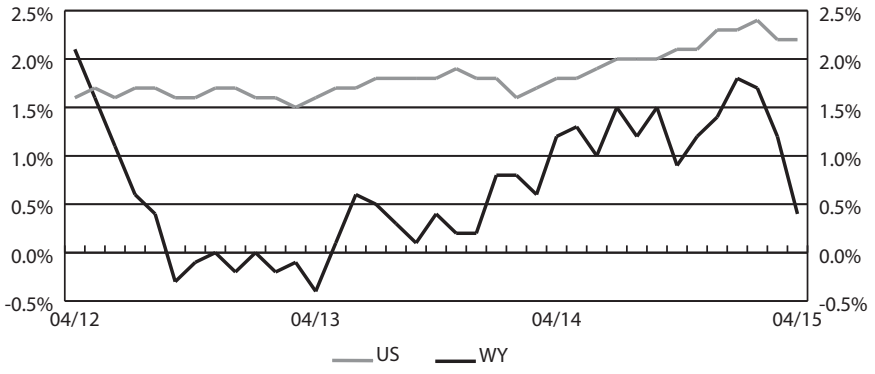
Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, April 2015

by: David Bullard, Senior Economist

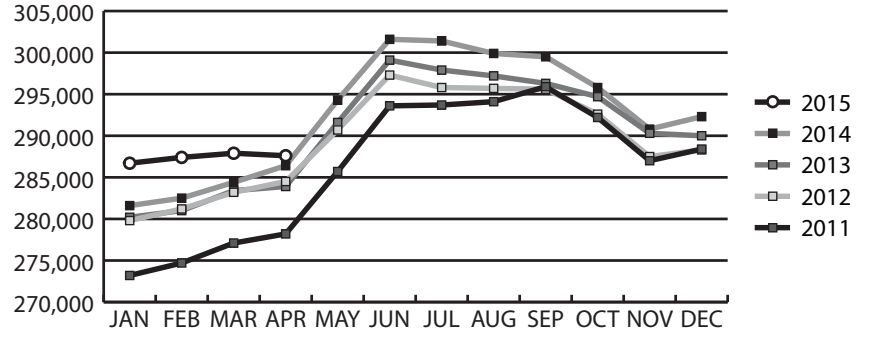
Industry Sector	Research & Planning's Short-Term Projections	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm Employment	**287,670**	**287,600**	**-70**	**0.0%**
Natural Resources & Mining	26,560	24,000	-2,560	-10.7%
Construction	22,443	23,300	857	3.7%
Manufacturing	9,501	9,600	99	1.0%
Wholesale Trade	9,649	9,700	51	0.5%
Retail Trade	29,042	29,100	58	0.2%
Transportation & Utilities	15,754	15,700	-54	-0.3%
Information	3,727	3,800	73	1.9%
Financial Activities	11,234	11,700	466	4.0%
Professional & Business Services	18,403	18,900	497	2.6%
Educational & Health Services	27,401	27,800	399	1.4%
Leisure & Hospitality	32,176	32,000	-176	-0.6%
Other Services	9,616	9,500	-116	-1.2%
Government	72,164	72,500	336	0.5%

Projections were run in February 2015 and based on QCEW data through September 2014.

Nonagricultural Employment Growth (Percentage Change Over Previous Year)



Wyoming Nonagricultural Wage and Salary Employment



State Unemployment Rates April 2015 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	12.2
District of Columbia	7.5
Nevada	7.1
West Virginia	7.0
Alaska	6.7
South Carolina	6.7
Louisiana	6.6
Mississippi	6.6
New Jersey	6.5
California	6.3
Connecticut	6.3
Georgia	6.3
New Mexico	6.2
Rhode Island	6.1
Arizona	6.0
Illinois	6.0
Tennessee	6.0
Alabama	5.8
Arkansas	5.7
Missouri	5.7
New York	5.7
Florida	5.6
North Carolina	5.5
Washington	5.5
Indiana	5.4
Michigan	5.4
United States	**5.4**
Maryland	5.3
Pennsylvania	5.3
Ohio	5.2
Oregon	5.2
Kentucky	5.0
Virginia	4.8
Maine	4.7
Massachusetts	4.7
Delaware	4.5
Wisconsin	4.4
Kansas	4.3
Colorado	4.2
Texas	4.2
Hawaii	4.1
Oklahoma	4.1
Wyoming	**4.1**
Montana	4.0
Idaho	3.8
Iowa	3.8
New Hampshire	3.8
Minnesota	3.7
South Dakota	3.6
Vermont	3.6
Utah	3.4
North Dakota	3.1
Nebraska	2.5

Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

	Employment in Thousands			% Change Total Employment	
	Apr 15	Mar 15	Apr 14	Apr 15 Mar 15	Apr 15 Apr 14
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**29.3**	**29.1**	**28.5**	**0.7**	**2.8**
TOTAL PRIVATE	**24.0**	**23.8**	**23.3**	**0.8**	**3.0**
GOODS PRODUCING	**11.0**	**10.9**	**10.9**	**0.9**	**0.9**
Natural Resources & Mining	8.0	8.0	7.9	0.0	1.3
Construction	2.4	2.3	2.5	4.3	-4.0
Manufacturing	0.6	0.6	0.5	0.0	20.0
SERVICE PROVIDING	**18.3**	**18.2**	**17.6**	**0.5**	**4.0**
Trade, Transportation, & Utilities	5.9	5.9	5.7	0.0	3.5
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.7	0.0	0.0
Professional & Business Services	1.8	1.7	1.7	5.9	5.9
Educational & Health Services	1.1	1.1	1.1	0.0	0.0
Leisure & Hospitality	2.4	2.4	2.2	0.0	9.1
Other Services	0.9	0.9	0.8	0.0	12.5
GOVERNMENT	**5.3**	**5.3**	**5.2**	**0.0**	**1.9**

	Employment in Thousands			% Change Total Employment	
	Apr 15	Mar 15	Apr 14	Apr 15 Mar 15	Apr 15 Apr 14
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**24.6**	**24.5**	**24.8**	**0.4**	**-0.8**
TOTAL PRIVATE	**19.8**	**19.6**	**19.9**	**1.0**	**-0.5**
GOODS PRODUCING	**8.4**	**8.3**	**8.7**	**1.2**	**-3.4**
Natural Resources & Mining	5.4	5.4	5.6	0.0	-3.6
Construction	1.6	1.5	1.7	6.7	-5.9
Manufacturing	1.4	1.4	1.4	0.0	0.0
SERVICE PROVIDING	**16.2**	**16.2**	**16.1**	**0.0**	**0.6**
Trade, Transportation, & Utilities	5.0	4.9	5.0	2.0	0.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.9	0.9	0.9	0.0	0.0
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	2.3	2.2	0.0	4.5
Other Services	0.7	0.7	0.7	0.0	0.0
GOVERNMENT	**4.8**	**4.9**	**4.9**	**-2.0**	**-2.0**

	Employment in Thousands			% Change Total Employment	
	Apr 15	Mar 15	Apr 14	Apr 15 Mar 15	Apr 15 Apr 14
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**16.6**	**17.8**	**16.1**	**-6.7**	**3.1**
TOTAL PRIVATE	**14.2**	**15.4**	**13.7**	**-7.8**	**3.6**
GOODS PRODUCING	**1.9**	**1.8**	**1.8**	**5.6**	**5.6**
Natural Resources, Mining & Construction	1.8	1.7	1.7	5.9	5.9
Manufacturing	0.1	0.1	0.1	0.0	0.0
SERVICE PROVIDING	**14.7**	**16.0**	**14.3**	**-8.1**	**2.8**
Trade, Transportation, & Utilities	2.3	2.5	2.2	-8.0	4.5
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.9	0.9	0.8	0.0	12.5
Professional & Business Services	1.7	1.6	1.6	6.2	6.2
Educational & Health Services	1.1	1.1	1.1	0.0	0.0
Leisure & Hospitality	5.7	6.8	5.5	-16.2	3.6
Other Services	0.4	0.5	0.5	-20.0	-20.0
GOVERNMENT	**2.4**	**2.4**	**2.4**	**0.0**	**0.0**

State Unemployment Rates April 2015 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	12.6
West Virginia	7.2
Nevada	7.1
Alaska	7.0
District of Columbia	6.7
Louisiana	6.3
New Jersey	6.2
California	6.1
South Carolina	6.1
Connecticut	5.8
Georgia	5.8
New Mexico	5.8
Arizona	5.7
Mississippi	5.7
Rhode Island	5.6
Illinois	5.5
Missouri	5.5
New York	5.5
Arkansas	5.4
Alabama	5.3
Tennessee	5.3
Florida	5.2
North Carolina	5.2
Oregon	5.2
United States	**5.1**
Washington	5.0
Maine	4.9
Maryland	4.9
Kentucky	4.8
Michigan	4.8
Pennsylvania	4.7
Indiana	4.6
Ohio	4.6
Virginia	4.6
Delaware	4.5
Colorado	4.4
Wisconsin	4.4
Kansas	4.3
Wyoming	**4.2**
Idaho	4.1
Massachusetts	4.1
Texas	4.0
Hawaii	3.9
Montana	3.9
Minnesota	3.8
Oklahoma	3.8
New Hampshire	3.7
South Dakota	3.7
Vermont	3.7
Iowa	3.6
Utah	3.3
North Dakota	3.1
Nebraska	2.5

Economic Indicators

by: David Bullard, Senior Economist

The Baker Hughes rig count for Wyoming fell from 49 in April 2014 to 25 in April 2015, a decrease of 49.0%.

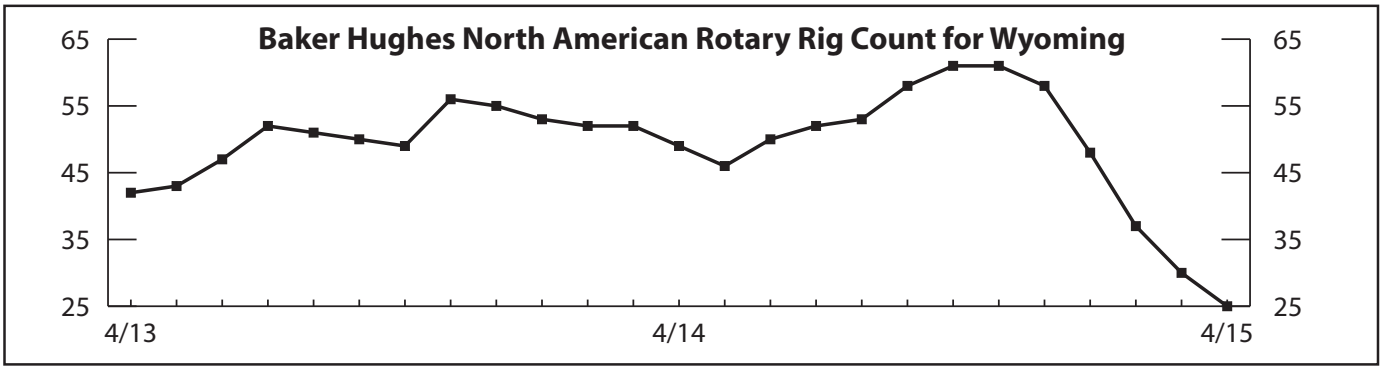
	Apr 2015 (p)	Mar 2015 (r)	Apr 2014 (b)	Percent Change Month	Year
Wyoming Total Nonfarm Employment	**287,600**	**287,900**	**286,400**	**-0.1**	**0.4**
Wyoming State Government	15,900	15,900	15,900	0.0	0.0
Laramie County Nonfarm Employment	47,100	47,500	46,400	-0.8	1.5
Natrona County Nonfarm Employment	42,600	43,200	42,700	-1.4	-0.2
Selected U.S. Employment Data					
U.S. Multiple Jobholders	7,000,000	7,264,000	7,162,000	-3.6	-2.3
As a percent of all workers	4.7%	4.9%	4.9%	N/A	N/A
U.S. Discouraged Workers	756,000	738,000	783,000	2.4	-3.4
U.S. Part Time for Economic Reasons	6,356,000	6,672,000	7,243,000	-4.7	-12.2
Wyoming Unemployment Insurance					
Weeks Compensated	20,753	24,903	19,432	-16.7	6.8
Benefits Paid	$8,230,577	$9,704,794	$6,833,506	-15.2	20.4
Average Weekly Benefit Payment	$396.60	$389.70	$351.66	1.8	12.8
State Insured Covered Jobs[1]	270,504	269,893	266,886	0.2	1.4
Insured Unemployment Rate	2.8%	2.9%	2.2%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers					
(1982 to 1984 = 100)					
All Items	236.6	236.1	237.1	0.2	-0.2
Food & Beverages	245.7	245.7	241.1	0.0	1.9
Housing	236.8	236.4	231.7	0.1	2.2
Apparel	128.6	128.2	129.6	0.3	-0.8
Transportation	200.2	199.4	222.0	0.4	-9.8
Medical Care	446.7	444.0	434.1	0.6	2.9
Recreation (Dec. 1997=100)	116.0	115.8	116.0	0.2	0.0
Education & Communication (Dec. 1997=100)	137.7	137.6	137.3	0.1	0.3
Other Goods & Services	412.2	412.4	407.0	0.0	1.3
Producer Prices (1982 to 1984 = 100)					
All Commodities	190.7	191.6	208.3	-0.5	-8.4
Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized)					
Total Units	226	178	263	27.0	-14.1
Valuation	$73,051,000	$54,579,000	$52,407,000	33.8	39.4
Single Family Homes	174	173	147	0.6	18.4
Valuation	$68,193,000	$54,151,000	$44,704,000	25.9	52.5
Casper MSA[2] Building Permits	69	20	40	245.0	72.5
Valuation	$10,815,000	$4,998,000	$6,702,000	116.4	61.4
Cheyenne MSA Building Permits	40	48	22	-16.7	81.8
Valuation	$7,179,000	$8,900,000	$4,251,000	-19.3	68.9
Baker Hughes North American Rotary Rig Count for Wyoming	25	30	49	-16.7	-49.0

(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

From March to April, most county unemployment rates followed their normal seasonal pattern and decreased.

	Labor Force			Employed			Unemployed			Unemployment Rates		
REGION	Apr 2015	Mar 2015	Apr 2014	Apr 2015	Mar 2015	Apr 2014	Apr 2015	Mar 2015	Apr 2014	Apr 2015	Mar 2015	Apr 2014
County	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)
NORTHWEST	**48,231**	**47,938**	**48,048**	**45,969**	**45,160**	**45,671**	**2,262**	**2,778**	**2,377**	**4.7**	**5.8**	**4.9**
Big Horn	5,640	5,572	5,505	5,405	5,257	5,243	235	315	262	4.2	5.7	4.8
Fremont	20,694	20,743	20,808	19,633	19,445	19,741	1,061	1,298	1,067	5.1	6.3	5.1
Hot Springs	2,458	2,449	2,498	2,347	2,325	2,387	111	124	111	4.5	5.1	4.4
Park	15,189	14,955	15,006	14,517	14,137	14,261	672	818	745	4.4	5.5	5.0
Washakie	4,250	4,219	4,231	4,067	3,996	4,039	183	223	192	4.3	5.3	4.5
NORTHEAST	**54,749**	**54,429**	**54,040**	**52,637**	**51,934**	**51,848**	**2,112**	**2,495**	**2,192**	**3.9**	**4.6**	**4.1**
Campbell	26,789	26,667	26,109	25,826	25,579	25,224	963	1,088	885	3.6	4.1	3.4
Crook	3,598	3,561	3,620	3,474	3,403	3,461	124	158	159	3.4	4.4	4.4
Johnson	4,355	4,316	4,434	4,128	4,052	4,213	227	264	221	5.2	6.1	5.0
Sheridan	16,028	15,934	15,879	15,373	15,111	15,089	655	823	790	4.1	5.2	5.0
Weston	3,979	3,951	3,998	3,836	3,789	3,861	143	162	137	3.6	4.1	3.4
SOUTHWEST	**59,357**	**59,606**	**59,438**	**56,218**	**56,540**	**56,203**	**3,139**	**3,066**	**3,235**	**5.3**	**5.1**	**5.4**
Lincoln	7,979	8,050	7,970	7,586	7,551	7,496	393	499	474	4.9	6.2	5.9
Sublette	4,838	4,899	4,775	4,583	4,612	4,547	255	287	228	5.3	5.9	4.8
Sweetwater	23,481	23,357	23,536	22,424	22,159	22,601	1,057	1,198	935	4.5	5.1	4.0
Teton	13,375	13,666	13,254	12,453	13,137	12,173	922	529	1,081	6.9	3.9	8.2
Uinta	9,684	9,634	9,903	9,172	9,081	9,386	512	553	517	5.3	5.7	5.2
SOUTHEAST	**83,938**	**84,114**	**83,497**	**81,176**	**80,640**	**80,256**	**2,762**	**3,474**	**3,241**	**3.3**	**4.1**	**3.9**
Albany	21,249	21,246	20,965	20,682	20,512	20,304	567	734	661	2.7	3.5	3.2
Goshen	7,178	7,039	7,158	6,947	6,785	6,882	231	254	276	3.2	3.6	3.9
Laramie	49,399	49,881	48,959	47,634	47,643	46,875	1,765	2,238	2,084	3.6	4.5	4.3
Niobrara	1,302	1,288	1,383	1,269	1,249	1,337	33	39	46	2.5	3.0	3.3
Platte	4,810	4,660	5,032	4,644	4,451	4,858	166	209	174	3.5	4.5	3.5
CENTRAL	**60,483**	**60,707**	**59,960**	**57,818**	**57,760**	**57,613**	**2,665**	**2,947**	**2,347**	**4.4**	**4.9**	**3.9**
Carbon	8,124	8,058	8,249	7,816	7,672	7,901	308	386	348	3.8	4.8	4.2
Converse	8,480	8,449	8,285	8,187	8,112	8,039	293	337	246	3.5	4.0	3.0
Natrona	43,879	44,200	43,426	41,815	41,976	41,673	2,064	2,224	1,753	4.7	5.0	4.0
STATEWIDE	**306,760**	**306,795**	**304,982**	**293,818**	**292,034**	**291,591**	**12,942**	**14,761**	**13,391**	**4.2**	**4.8**	**4.4**
Statewide Seasonally Adjusted										4.1	4.1	4.3
U.S.										5.1	5.6	5.9
U.S. Seasonally Adjusted										5.4	5.5	6.2

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/2015. Run Date 05/2015.

Data are not seasonally adjusted except where otherwise specified.

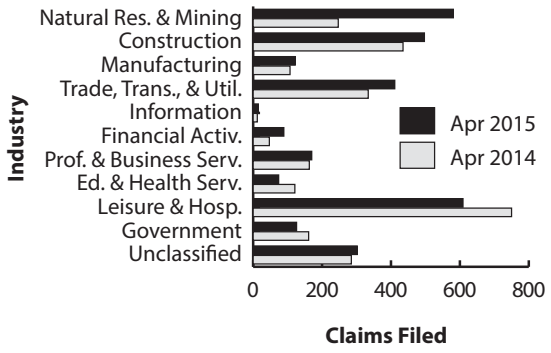
(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming Normalized[a] Unemployment Insurance Statistics: Initial Claims

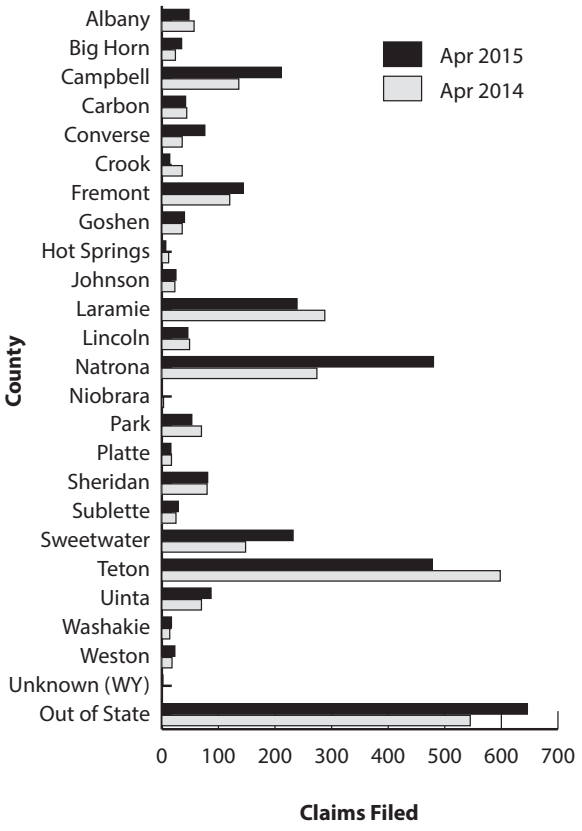
by: Patrick Manning, Principal Analyst

Initial claims increased 12.7% from April 2014. The most substantial increases were seen in Converse (109.5%), Natrona (75.5%), Sweetwater (56.7%), and Campbell (55.4%) counties.

Initial Unemployment Insurance Claims by Industry, April 2015



Initial Unemployment Insurance Claims by County, April 2015



Initial Claims

	Claims Filed			Percent Change Claims Filed	
	Apr 15	Mar 15	Apr 14	Mar 15	Apr 14
Wyoming Statewide					
TOTAL CLAIMS FILED	**3,069**	**2,979**	**2,724**	**3.0**	**12.7**
TOTAL GOODS-PRODUCING	1,200	1,455	791	-17.5	51.7
Natural Res. & Mining	581	691	247	-15.9	135.2
Mining	575	676	227	-14.9	153.3
Oil & Gas Extraction	46	37	12	24.3	283.3
Construction	497	630	435	-21.1	14.3
Manufacturing	122	134	107	-9.0	14.0
TOTAL SERVICE-PROVIDING	1,440	1,142	1,485	26.1	-3.0
Trade, Transp., & Utilities	411	401	334	2.5	23.1
Wholesale Trade	84	92	56	-8.7	50.0
Retail Trade	120	121	148	-0.8	-18.9
Transp., Warehousing & Utilities	207	188	130	10.1	59.2
Information	15	15	12	0.0	25.0
Financial Activities	89	83	47	7.2	89.4
Prof. and Business Svcs.	170	147	163	15.6	4.3
Educational & Health Svcs.	74	87	121	-14.9	-38.8
Leisure & Hospitality	609	339	750	79.6	-18.8
Other Svcs., exc. Public Admin.	65	66	50	-1.5	30.0
TOTAL GOVERNMENT	126	129	161	-2.3	-21.7
Federal Government	32	48	61	-33.3	-47.5
State Government	19	20	14	-5.0	35.7
Local Government	73	60	85	21.7	-14.1
Local Education	14	15	9	-6.7	55.6
UNCLASSIFIED	302	251	285	20.3	6.0
Laramie County					
TOTAL CLAIMS FILED	**239**	**254**	**288**	**-5.9**	**-17.0**
TOTAL GOODS-PRODUCING	92	116	93	-20.7	-1.1
Construction	61	75	77	-18.7	-20.8
TOTAL SERVICE-PROVIDING	111	107	158	3.7	-29.7
Trade, Transp., & Utilities	41	41	54	0.0	-24.1
Financial Activities	10	11	12	-9.1	-16.7
Prof. & Business Svcs.	33	20	55	65.0	-40.0
Educational & Health Svcs.	9	12	19	-25.0	-52.6
Leisure & Hospitality	13	11	23	18.2	-43.5
TOTAL GOVERNMENT	19	17	25	11.8	-24.0
UNCLASSIFIED	14	12	10	16.7	40.0
Natrona County					
TOTAL CLAIMS FILED	**479**	**523**	**273**	**-8.4**	**75.5**
TOTAL GOODS-PRODUCING	220	297	129	-25.9	70.5
Construction	81	121	75	-33.1	8.0
TOTAL SERVICE-PROVIDING	236	202	135	16.8	74.8
Trade, Transp., & Utilities	108	95	38	13.7	184.2
Financial Activities	20	16	4	25.0	400.0
Prof. & Business Svcs.	52	45	30	15.6	73.3
Educational & Health Svcs.	15	25	33	-40.0	-54.5
Leisure & Hospitality	26	11	27	136.4	-3.7
TOTAL GOVERNMENT	9	12	1	-25.0	800.0
UNCLASSIFIED	12	10	7	20.0	71.4

[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.

Wyoming Normalized[a] Unemployment Insurance Statistics: Continued Claims

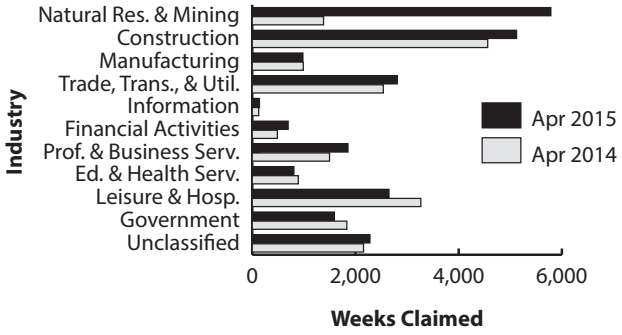
by: Patrick Manning, Principal Analyst

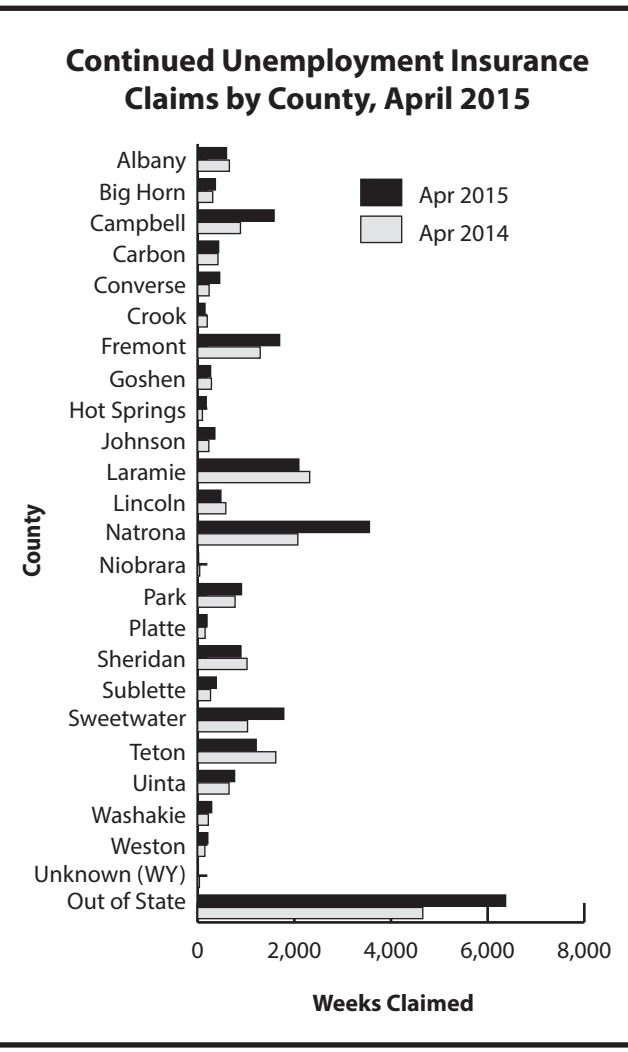
Continued claims increased 25.0% from April 2014. Total weeks claimed in mining increased from 1,259 in April 2014 to 5,654 in April 2015 (349.1%).

Continued Claims

	Claims Filed			Percent Change Claims Filed	
	Apr 15	Mar 15	Apr 14	Apr 15 Mar 15	Apr 15 Apr 14
Wyoming Statewide					
TOTAL WEEKS CLAIMED	**25,262**	**26,775**	**20,204**	**-5.7**	**25.0**
TOTAL UNIQUE CLAIMANTS[b]	6,492	7,811	5,470	-16.9	18.7
Benefit Exhaustions	458	401	575	14.2	-20.3
Benefit Exhaustion Rates	7.1%	5.1%	10.5%	1.9%	-3.5%
TOTAL GOODS-PRODUCING	11,891	13,506	6,936	-12.0	71.4
Natural Res. & Mining	5,786	5,056	1,382	14.4	318.7
Mining	5,654	4,888	1,259	15.7	349.1
Oil & Gas Extraction	457	389	143	17.5	219.6
Construction	5,122	7,430	4,563	-31.1	12.3
Manufacturing	982	1,018	989	-3.5	-0.7
TOTAL SERVICE-PROVIDING	9,498	8,860	9,277	7.2	2.4
Trade, Transp., & Utilities	2,810	2,701	2,540	4.0	10.6
Wholesale Trade	641	533	443	20.3	44.7
Retail Trade	914	1,000	1,273	-8.6	-28.2
Transp., Warehousing & Utilities	1,255	1,168	824	7.4	52.3
Information	140	102	126	37.3	11.1
Financial Activities	697	654	487	6.6	43.1
Prof. & Business Services	1,855	2,208	1,498	-16.0	23.8
Educational & Health Svcs.	807	825	893	-2.2	-9.6
Leisure and Hospitality	2,650	1,902	3,267	39.3	-18.9
Other Svcs., exc. Public Admin.	531	460	461	15.4	15.2
TOTAL GOVERNMENT	1,591	1,943	1,833	-18.1	-13.2
Federal Government	728	1,008	866	-27.8	-15.9
State Government	220	215	210	2.3	4.8
Local Government	642	718	756	-10.6	-15.1
Local Education	96	105	104	-8.6	-7.7
UNCLASSIFIED	2,281	2,465	2,157	-7.5	5.7
Laramie County					
TOTAL WEEKS CLAIMED	**2,093**	**2,958**	**2,318**	**-29.2**	**-9.7**
TOTAL UNIQUE CLAIMANTS	**523**	**897**	**622**	**-41.7**	**-15.9**
TOTAL GOODS-PRODUCING	779	1,366	777	-43.0	0.3
Construction	519	1,071	665	-51.5	-22.0
TOTAL SERVICE-PROVIDING	995	1,214	1,221	-18.0	-18.5
Trade, Transp., and Utilities	313	411	425	-23.8	-26.4
Financial Activities	86	88	109	-2.3	-21.1
Prof. & Business Svcs.	294	419	398	-29.8	-26.1
Educational and Health Svcs.	174	209	168	-16.7	3.6
Leisure & Hospitality	114	120	123	-5.0	-7.3
TOTAL GOVERNMENT	223	234	269	-4.7	-17.1
UNCLASSIFIED	95	142	49	-33.1	93.9
Natrona County					
TOTAL WEEKS CLAIMED	**3,554**	**3,571**	**2,072**	**-0.5**	**71.5**
TOTAL UNIQUE CLAIMANTS	**910**	**1,067**	**561**	**-14.7**	**62.2**
TOTAL GOODS-PRODUCING	2,007	2,019	897	-0.6	123.7
Construction	626	909	513	-31.1	22.0
TOTAL SERVICE-PROVIDING	1,336	1,316	1,049	1.5	27.4
Trade, Transp., and Utilities	527	483	372	9.1	41.7
Financial Activities	106	94	65	12.8	63.1
Professional & Business Svcs.	425	434	248	-2.1	71.4
Educational & Health Svcs.	177	183	193	-3.3	-8.3
Leisure & Hospitality	109	153	145	-28.8	-24.8
TOTAL GOVERNMENT	113	113	70	0.0	61.4
UNCLASSIFIED	96	121	55	-20.7	74.5

[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.





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