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TRENDS

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Compensation for Education: A Comparison of Wages and Employment by Educational Requirement

by: Aubrey Kofoed, Research Analyst

An applicant for a position usually must meet requirements set forth by employers including job skills and education. Job seekers want to be compensated for education they have attained and employers want to attract talented employees in turn by giving fair compensation for education. With a higher education often comes higher wages, but the analysis discussed in this article found that education is not valued the same across industries, nor do wages necessarily increase with each level of education in Wyoming. A larger percent of jobs in Wyoming require no more than a high school diploma compared to Colorado and the national average, and the state offers a smaller overall reward for attaining a bachelor's degree.

Industry of employment and educational attainment play a large role in determining wages for employees. A higher education leads to higher overall wages, according to Berger and Fisher (2013), who also found that an increase in well-educated workers leads to strengthened economies. Previous research from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services indicated that a portion of the workforce benefited from postsecondary education without a degree. For example, women who pursued a nursing assistant certificate achieved higher wages than their peers who did not attain a certificate (Faler, 2020). In 2018, employees hired to work in occupations that required some postsecondary education were paid a median hourly wage of $17.81, compared to $16.48 for employees working in occupations that required a high school diploma (Knapp & Moore, 2020). Additional findings

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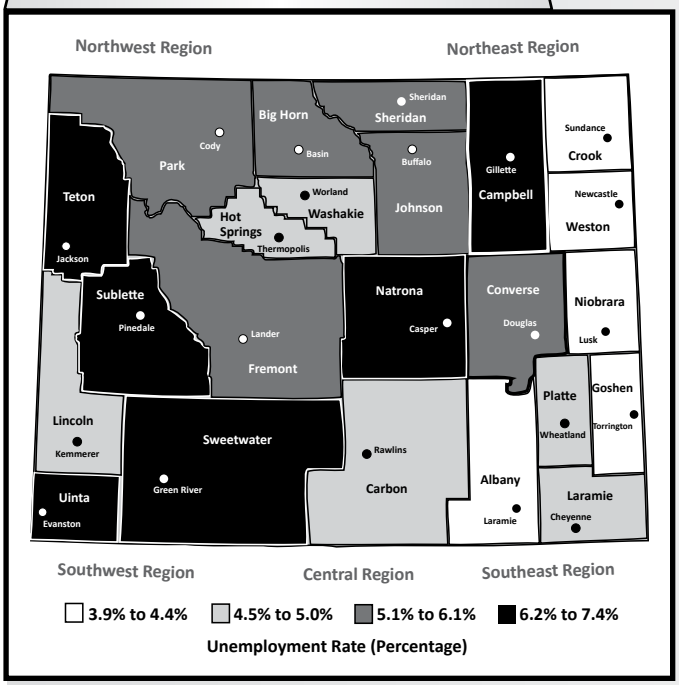
HIGHLIGHTS

- **Total nonfarm employment increased by 10,800 jobs or 4.2% from April 2020 to April 2021. … page 20**
- **Wyoming had 5,806 initial Unemployment Insurance claims in April 2021, down from a record 20,485 in April 2020 (-14,679, or -71.7%). This marked the second consecutive month of over-the-year decline in initial claims in Wyoming. … page 22**

Unemployment Rate by Wyoming County, April 2021 (Not Seasonally Adjusted)



IN THIS ISSUE

Wyoming Labor Force Trends

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Robin Sessions Cooley, Director

Research & Planning
P.O. Box 2760
Casper, WY 82602-2760
dws-researchplanning@wyo.gov
307-473-3807

Tony Glover, Manager

Carola Cowan, Bureau of Labor Statistics Programs Supervisor

Michael Moore, Editor

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

Contributors to *Wyoming Labor Force Trends* this month:
David Bullard, Carola Cowan, Tiffany Horn,
Aubrey Kofoed, and Sherry Wen

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by Knapp showed that occupations that require a college education paid more than occupations that require a high school diploma.

The Occupational and Employment Statistics (OES) program captures employment and wages for occupations across the U.S. and for each state. The U.S. Bureau of Labor Statistics (BLS, 2021) provides information about education and training requirements for occupations for projections data. This information can be used to determine wages and employment for specific education levels in Wyoming. It is important to note that for the purposes of this article, the researcher assumed that employees worked in an occupation that matched their highest education attained.

The research discussed in this article compares employment and wages across industries and educational requirements in Wyoming, Colorado, and the U.S. An examination of employment and wages for occupations by level of education, with the additional context of industry of employment, can shed light on the reward in terms of compensation for pursuing education and the value of education across industries and states.

In 2019, jobs requiring any type of postsecondary education made up a smaller portion of total jobs in Wyoming than all other states in 2019 except Louisiana (see Table 1). In total, 60.7% of all jobs in Wyoming required a high school diploma or less, while the remaining 39.3% required some form of postsecondary education. In surrounding states, occupations requiring some postsecondary education ranged from 43.3% of jobs in Montana to 50.8% of all jobs in Utah.

This article discusses employment and the weighted average wage in occupations by educational requirements for the state and by selected industries. A comparison of wages and employment was done between Wyoming, Colorado, and the U.S. for all industries and the mining, construction, manufacturing, and education and health services industries as identified by the North American Industry Classification System (NAICS). This information can be helpful to job

Table 1: Percent of Total Jobs Requiring Any Type of Postsecondary Education by State, 2019

State	% of Total Jobs Requiring Some Postsecondary Education
Louisiana	39.2
Wyoming	**39.3**
Mississippi	41.2
West Virginia	41.9
Hawaii	41.9
Nevada	42.2
North Dakota	42.4
Oklahoma	42.4
Montana	43.3
South Dakota	44.1
New Mexico	44.2
Idaho	44.4
Maine	44.5
Arkansas	44.6
Alabama	45.1
Alaska	45.1
Kentucky	46.2
Nebraska	46.2
Kansas	46.6
Delaware	46.8
Indiana	46.8
New Hampshire	47.2
Vermont	47.3
Iowa	47.6
Michigan	48.3
Ohio	48.4
Wisconsin	48.6
Colorado	48.6
South Carolina	48.7
Tennessee	48.8
New Jersey	48.9
Oregon	48.9
Arizona	49.0
Virginia	49.5
Connecticut	49.6
Rhode Island	50.0
New York	50.3
Missouri	50.3
Texas	50.3
Florida	50.6
California	50.6
Utah	50.8
Georgia	50.9
Pennsylvania	51.1
Washington	51.3
Massachusetts	51.4
Maryland	51.5
North Carolina	51.7
Illinois	51.9
Minnesota	52.0
District of Columbia	60.8

Source: Occupational Employment Statistics.
Prepared by A. Kofoed and M. Moore, Research & Planning, WY DWS, 4/9/21.

seekers in determining career paths based on their education goals.

This article includes several figures that were created to illustrate the differences in employment distribution and wages by educational requirement as discussed in the article. The data used to create those figures will be available online at https://doe.state.wy.us/LMI/backiss.htm#0621

Key findings from this research are presented in italics in the results section of this article.

Methodology

Data from the OES program were analyzed for this report, along with educational requirements from the U.S. Bureau of Labor Statistics. A weighted average was used to compare wages between Wyoming, Colorado, and the U.S. in order to account for the difference in the number of occupations within each industry and the inconsistent distribution of wages across occupations with the same education requirements. Occupations with non-disclosable employment were excluded from the analysis.

The percentage of employment in occupations with a specific educational requirement was used to make a comparison between the workforces of the areas. Occupations with no information for education requirements were excluded from the analysis.

The four industries discussed in this article were selected based on their portion of wages in Wyoming and the difference of employment compared to Colorado, based on data from the Quarterly Census of Employment and Wages (QCEW). Wyoming was ranked among the other 50 states by percentage of employment in occupations requiring a high school diploma or less. The education category high school diploma or less included occupations requiring a high school diploma or having no formal education credential requirement.

Results

Wyoming had the largest proportion of employment in occupations requiring a high school diploma or a master's degree compared to Colorado and the U.S.

Wyoming had a larger proportion of employment that required a high school diploma than any other educational requirement: 44.6% of total employment in occupations requiring a high school diploma, 20.7% in occupations requiring a bachelor's degree, and 16.1% in occupations requiring no formal education (see Figure 1, page 5). Wyoming had the largest proportion of employment in occupations that required a high school diploma compared to Colorado (39.7%) and the U.S. (36.7%). Wyoming had a smaller percentage of employment in occupations with no formal education requirement than the U.S. (25.3%) but larger than Colorado (11.7%). Wyoming had the smallest percentage of employment in occupations requiring a bachelor's degree compared to Colorado (32.2%) and the U.S. (22.5%).

Occupations requiring a master's degree made up the smallest proportion of all occupations for Wyoming (2.3%), Colorado (1.9%), and the U.S. (1.7%). While

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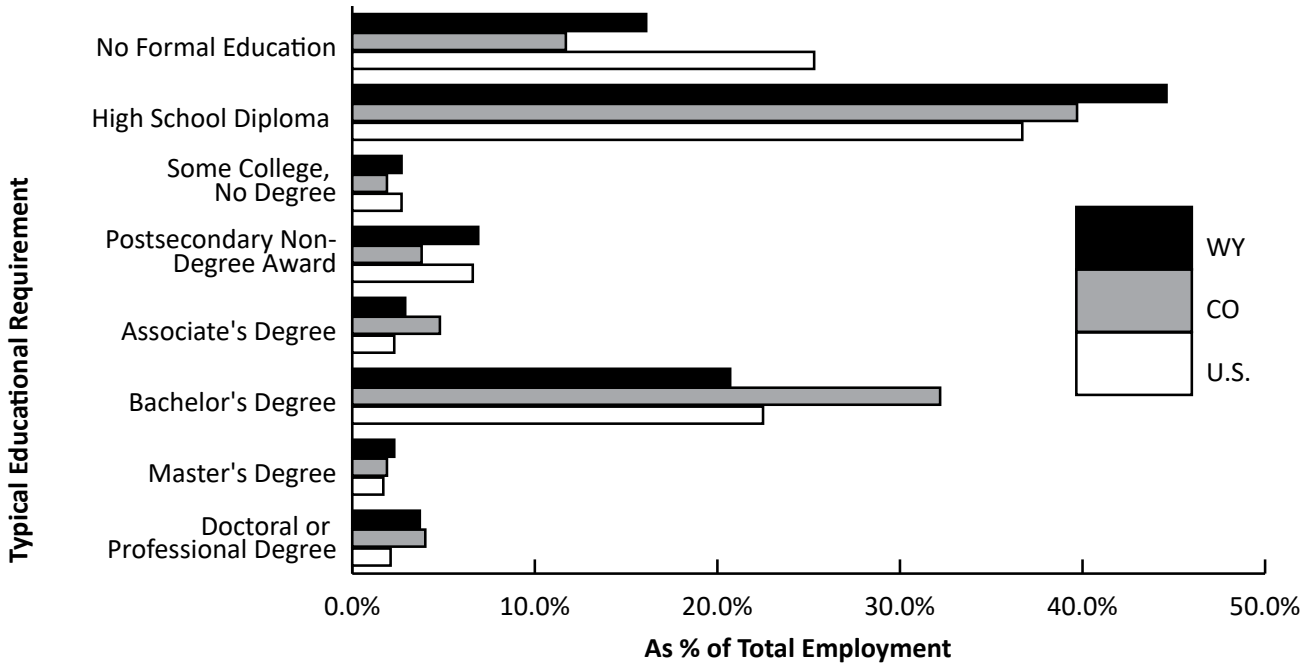
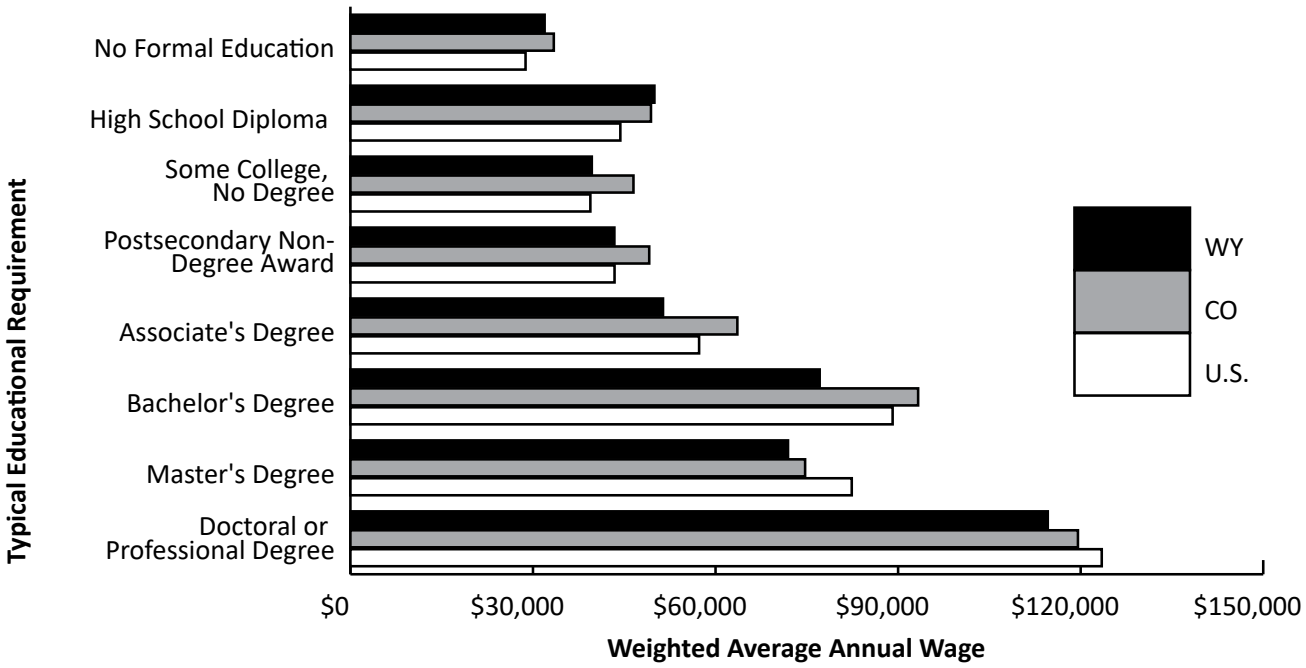


Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 1: Educational Requirement as a Percent of Total Employment in Wyoming, Colorado, and the U.S., 2019



Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 2: Weighted Average Annual Wage by Educational Requirement in Wyoming, Colorado, and the U.S., 2019

(Text continued from page 4)

the proportion of occupations requiring a master's degree in Wyoming was the smallest in the state, Wyoming had a larger percentage of occupations requiring master's degrees than the U.S. and Colorado.

Occupations that required the most education paid more than occupations that require the least education; however, not all increases in education came with increases in wages.

The distribution of wages in Wyoming was similar to Colorado and the U.S. across educational requirements. The lowest weighted average annual wages in Wyoming were in occupations that require no formal education ($31,916), and the highest were paid in occupations requiring a doctorate or professional education ($114,593; see Figure 2, page 5).

Another pattern shared among Wyoming, Colorado, and the U.S. was that not all increases in educational requirements came with an increase in wages. Occupations that required some college, no degree paid less than occupations that required only a high school diploma. In Wyoming, occupations requiring some college with no degree paid $10,289 less than occupations requiring a high school diploma. There was also a decrease in wages for occupations requiring a master's degree compared to those requiring a bachelor's degree; occupations in Wyoming that required a master's degree paid $5,200 less than occupations requiring a bachelor's degree.

Wyoming had the smallest proportion of employment and the lowest weighted average annual wage in occupations that required a bachelor's degree.

In Wyoming, Colorado, and the U.S. the largest percentage of employment that required a degree was in occupations that required a bachelor's degree. Wyoming had the smallest dollar increase in weighted average annual wages ($45,195) for working in occupations requiring a bachelor's degree ($77,111) compared to occupations that required no formal education ($31,916). In contrast, the differences from no formal education to a bachelor's degree were $59,870 in Colorado and $60,319 in the U.S.

Wyoming had the lowest weighted average annual wage compared to Colorado and U.S. for occupations that required any education beyond some college, no degree. In contrast, in occupations that required a high school diploma or equivalent, Wyoming paid the highest wage ($49,957) compared to Colorado ($49,930) and the U.S. ($44,357).

Wyoming had lower wages in 12 industries compared to Colorado and the U.S.

Wyoming had the lowest weighted average annual wages in 12 of 19 industries (see Figure 3, page 7) compared to Colorado and the U.S. Wyoming only paid higher than both Colorado and the U.S. in agriculture (NAICS 11). However, there was only one occupation with disclosable employment data in Wyoming in agriculture (other occupations do not meet BLS publication requirements), so that may not be a good industry for comparison.

In Wyoming, the highest weighted average annual wages were found in utilities (NAICS 22; $78,043), mining (NAICS 21; $76,311), and management of companies & enterprises (NAICS 56; $75,269). The

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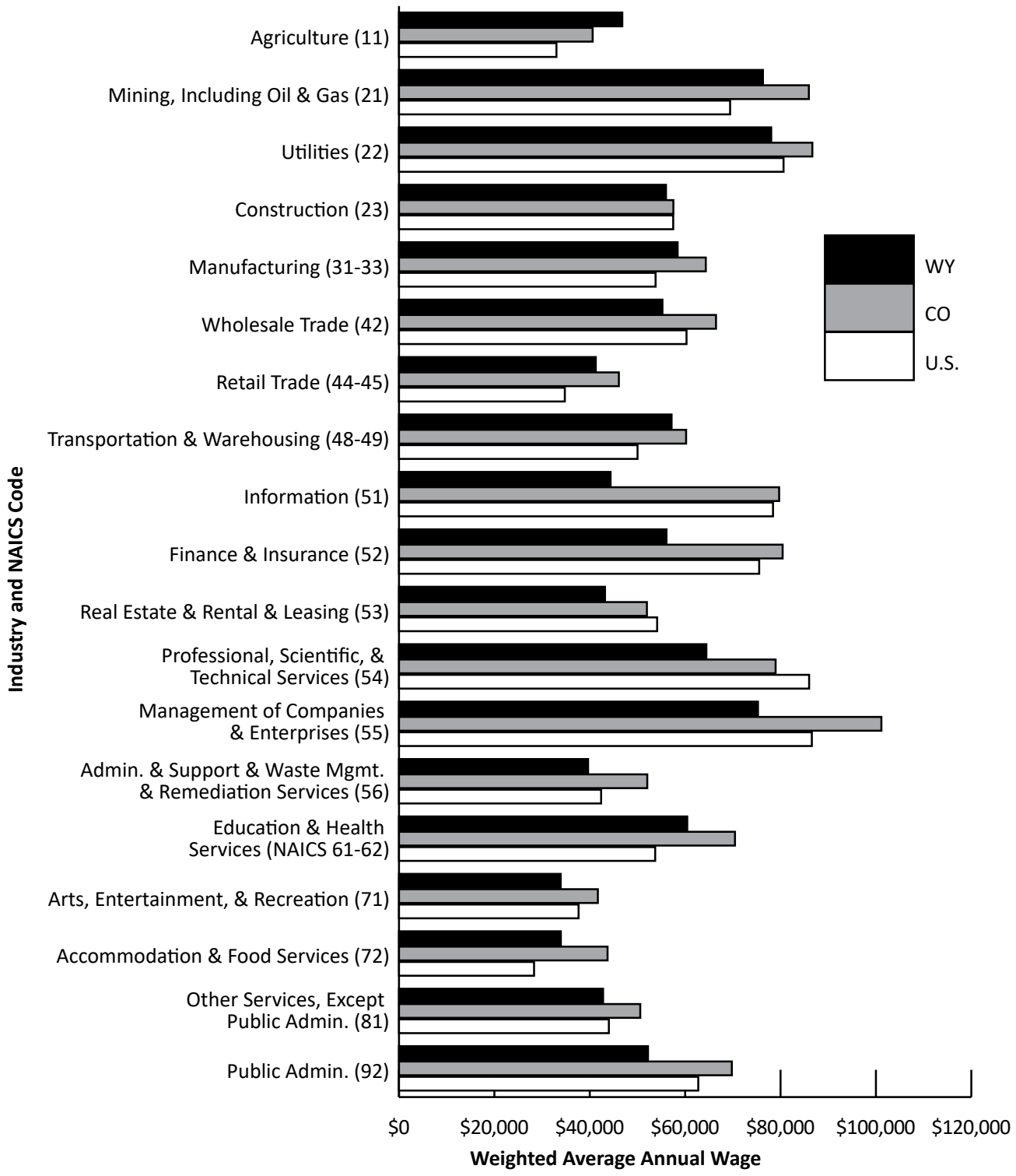


Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 3: Weighted Average Annual Wage by Industry in Wyoming, Colorado, and the U.S., 2019

(Text continued from page 6)

highest weighted average annual wages for Colorado and the U.S. were both found in management of companies & enterprises ($101,144 and 86,562, respectively).

Though Wyoming had lower weighted average annual wages in the majority of industries, Wyoming had the highest average annual wage nationally for 17 of the 508 occupations in the state. Of those 17 occupations, 14 required a high school diploma or less (see Table 2). The majority of those occupations were production occupations often found in mining (U.S. Bureau of Labor Statistics, 2021), such as derrick operators, oil & gas ($58,890) and continuous mining machine operators ($80,700). The average annual wage of those 14 occupations requiring a high school diploma or less ($66,269) was greater than the average wage for most industries in Wyoming.

Mining (NAICS 21)

The mining sector contributed approximately 18.4% of all wages in Wyoming in 2019 (Research & Planning, 2020).

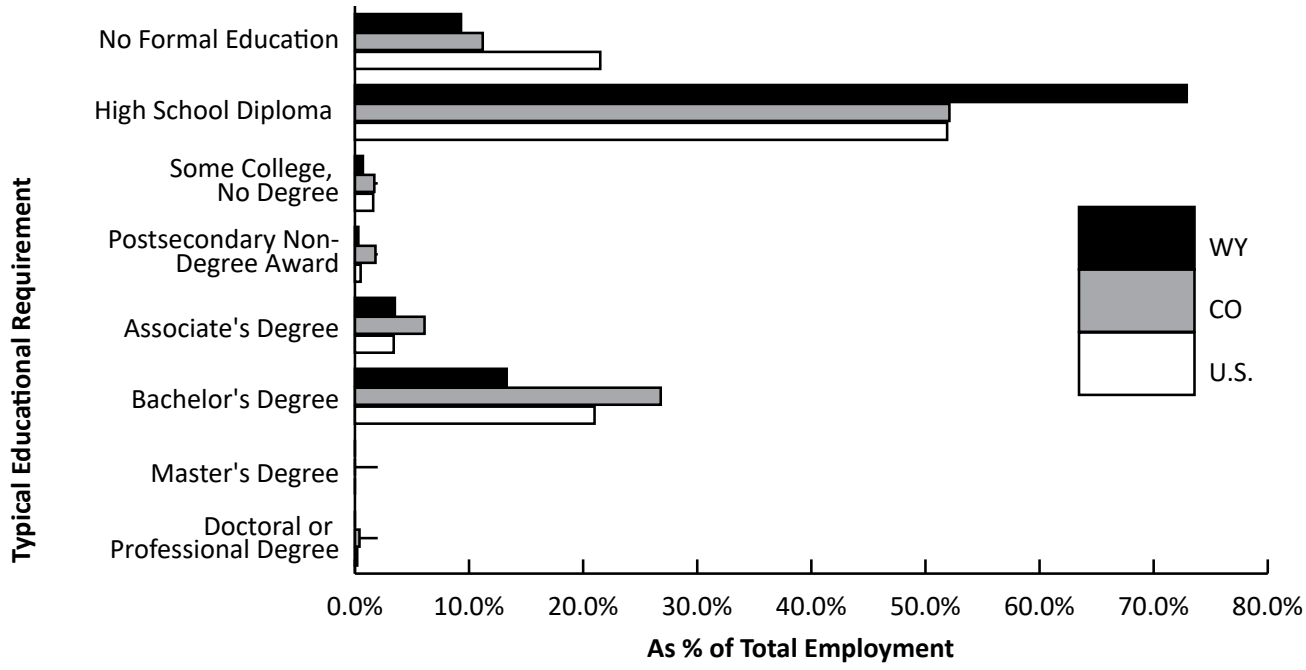
The distribution of jobs by educational requirement in Wyoming's mining sector was quite different than those in Colorado and the U.S. (see Figure 4, page 9) In Wyoming, for example, occupations requiring a high school diploma or equivalent accounted for 72.9% of all

(Text continued on page 10)

Table 2: Occupations for Which Wyoming Had a Higher Average Annual Wage than Any Other State, 2019

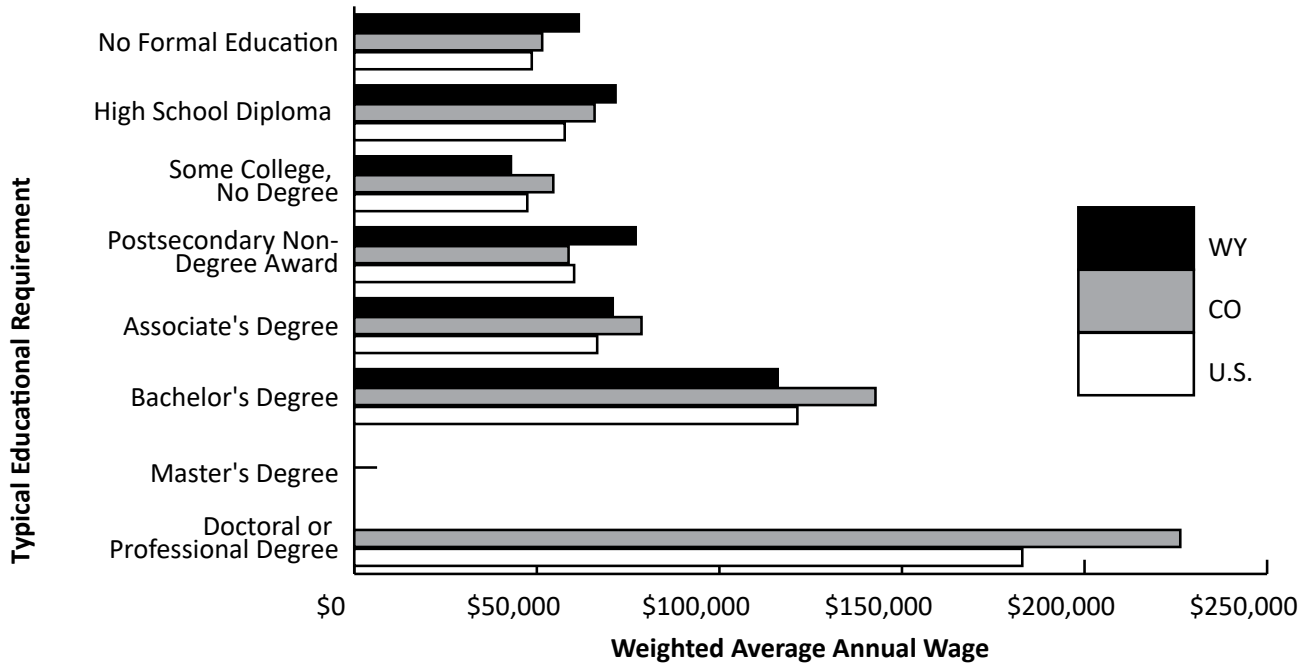
SOC[a] Code	Occupation Title	Average Annual Wage
Occupations Requiring a High School Diploma Or Less		
47-5011	Derrick Operators, Oil & Gas[b]	$58,890
47-5041	Continuous Mining Machine Operators[b]	$80,700
47-5043	Roof Bolters, Mining	$90,990
49-3041	Farm Equipment Mechanics & Service Technicians	$53,350
49-3091	Bicycle Repairers	$36,460
49-9041	Industrial Machinery Mechanics	$68,830
51-1011	First-Line Supervisors of Production & Operating Workers	$84,040
51-8091	Chemical Plant & System Operators	$75,770
51-9011	Chemical Equipment Operators & Tenders	$76,060
51-9012	Separating, Filtering, Clarifying, Precipitating, & Still Machine Setters, Operators, & Tenders	$79,030
51-9021	Crushing, Grinding, & Polishing Machine Setters, Operators, & Tenders	$63,170
51-9111	Packaging & Filling Machine Operators & Tenders	$46,560
51-9198	Helpers--Production Workers	$36,830
53-4031	Railroad Conductors & Yardmasters	$77,080
Occupations Requiring More than a High School Diploma		
41-4011	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products[c]	$123,710
29-1151	Nurse Anesthetists[d]	$243,310
29-1211	Anesthesiologists[e]	$281,070

[a]Standard Occupational Classification.
[b]No formal educational requirement.
[c]Bachelor's degree.
[d]Master's degree.
[e]Doctoral or professional degree.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/12/21.



Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 4: Educational Requirement as a Percent of Total Employment in Mining (NAICS 21) in Wyoming, Colorado, and the U.S., 2019



Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 5: Weighted Average Annual Wage by Educational Requirement in Mining (NAICS 21) in Wyoming, Colorado, and the U.S., 2019

(Text continued from page 8)

employment with an average wage of $71,559, and those requiring a bachelor's degree accounted for 13.3% with an average wage of $115,963. In Colorado's mining sector, occupations requiring a bachelor's degree accounted for twice as much (26.8%) as Wyoming and had an average wage of $142,743. Nationally, occupations requiring a bachelor's degree made up 21.0% of mining employment with an average wage of $121,353.

Wages in Wyoming's mining sector generally followed the same trend as Colorado and the U.S in that the lowest wages were paid to occupations with no formal educational requirement and the highest wages were paid to occupations that required the highest levels of education (see Figure 5, page 9). The highest wages were paid to occupations that required a bachelor's degree; in Wyoming, there were no data available for occupations in mining that required a doctorate or professional degree.

Construction (NAICS 23)

In 2019, construction contributed 12.5% of Wyoming's total wages (Research & Planning, 2020). Construction generally showed the same trends as overall wages in the state in terms of educational requirements, with wages for occupations that required no formal education considerably lower than those requiring a bachelor's degree.

The largest percent of occupations in construction in Wyoming were those that required a high school diploma or equivalent (see Figure 6, page 11). Nearly every two in five jobs (38.4%) in construction required a high school diploma. While this was the highest percentage by education level in Wyoming, it was lower than both Colorado and the U.S., where more than half of all occupations in construction required a high school diploma. The largest difference was found in occupations that required a postsecondary non-degree award, with 15.6% of all employment in Wyoming compared to 5.8% in the U.S. and 2.3% in Colorado.

The lowest paid occupations in Wyoming's construction sector were those that required some college, no degree ($37,660; see Figure 7, page 11). In contrast, occupations with no formal educational requirement paid the least in Colorado ($41,119) and the U.S. ($43,091). Wyoming's highest paid occupations were those that required a bachelor's degree ($93,927), associate's degree ($78,940), and a high school diploma or equivalent ($56,855). Wyoming had a larger increase ($52,735) from occupations that required no formal education to those requiring a bachelor's degree than Colorado ($44,540).

Manufacturing (NAICS 31-33)

Occupations requiring a high school diploma or equivalent made up a greater proportion of manufacturing employment in Wyoming (68.1%) than in the U.S. (62.1%) and Colorado (43.8%; see Figure 8, page 13). These occupations also had a higher wage in Wyoming ($54,448) than in Colorado ($45,289) and the U.S. ($42,820). Occupations requiring a bachelor's degree made up a substantially smaller proportion of employment in manufacturing in Wyoming (12.3%) than in Colorado (30.2%) and the U.S. (18.4%).

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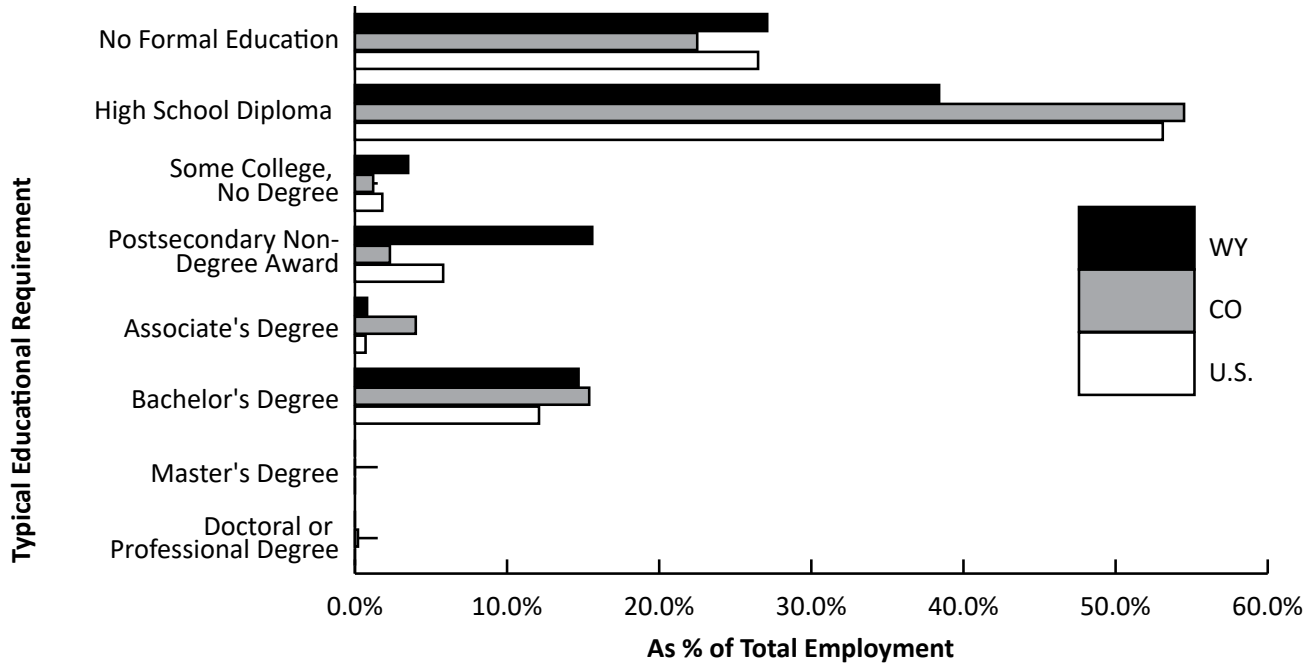
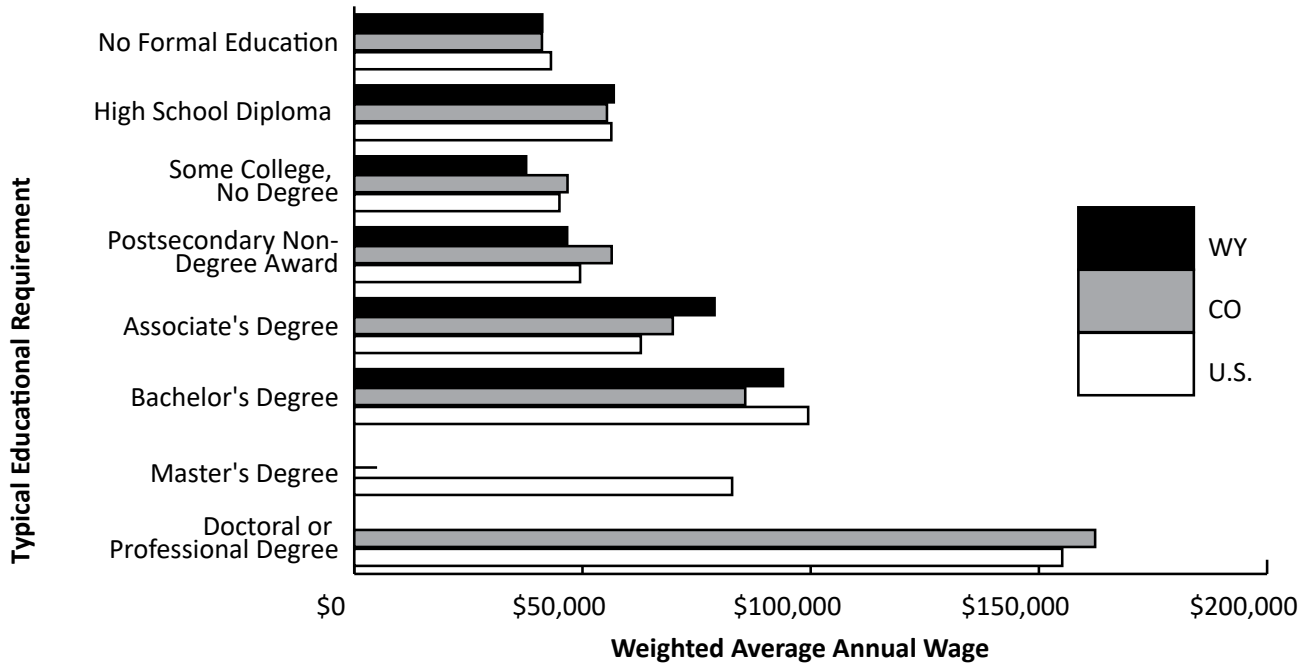


Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 6: Educational Requirement as a Percent of Total Employment in Construction (NAICS 23) in Wyoming, Colorado, and the U.S., 2019



Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 7: Weighted Average Annual Wage by Educational Requirement in Construction (NAICS 23) in Wyoming, Colorado, and the U.S., 2019

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The lowest wages in Wyoming's manufacturing sector were those with no formal educational requirement ($38,356; see Figure 9, page 13). However, this wage was higher than similar occupations in Colorado ($32,859) and the U.S. ($32,159). Wyoming's manufacturing sector also had higher wages for jobs requiring a high school diploma ($54,448) or an associate's degree ($76,917) than Colorado or the U.S.

Education & Health Services (NAICS 61-62)

The distribution of wages and employment was more consistent between Wyoming, Colorado, and the U.S. in education & health services compared to the industries mentioned above. However, the distribution of jobs by educational requirement was quite different.

Occupations requiring a bachelor's degree made up a greater percentage of total employment in Colorado (34.1%) and the U.S. (32.8%) than in Wyoming (27.3%; see Figure 10, page 14). Wyoming had a greater percentage of jobs requiring a master's degree (9.3%) than the U.S. (6.0%) and Colorado (5.0%).

Wages in Wyoming were consistently lower than those in Colorado for each educational requirement, with the exception of doctoral or professional degree, where Wyoming had a higher average wage ($118,009) than Colorado ($113,643; see Figure 11, page 14).

Discussion

In the industries discussed above, Wyoming often had lower weighted average annual wages than Colorado and the U.S. Within those industries, Wyoming lacked, or had a smaller portion of, occupations that required education beyond high school, especially those that required a college degree. This lack of occupations requiring a higher education led to overall lower wages.

Jobs within the mining industry that only require a high school diploma or equivalent paid a higher wage than the overall weighted average wage in the majority of all other industries in Wyoming. Within the mining sector, Wyoming also had a smaller reward (increase in pay) for attaining a bachelor's degree. Construction wages followed a similar pattern, in that occupations that required less education had a higher wage than occupations that require some college or even a post-secondary education with no degree. The low demand in occupations requiring a college degree and the high rate of compensation for occupations requiring only a high school diploma may leave little incentive to pursue higher education to work in the mining or construction industries. As mentioned above, manufacturing followed a similar wage pattern as mining and construction. Wyoming had a smaller wage increase for occupations requiring a higher education than Colorado and the U.S.

The education & health services industry exhibits the typical Wyoming wage pattern for education requirements, but more closely resembles Colorado than the other three industries previously discussed. This was also the only industry of the four that reflected a similar diversity of occupations by educational requirement. While the employment patterns were

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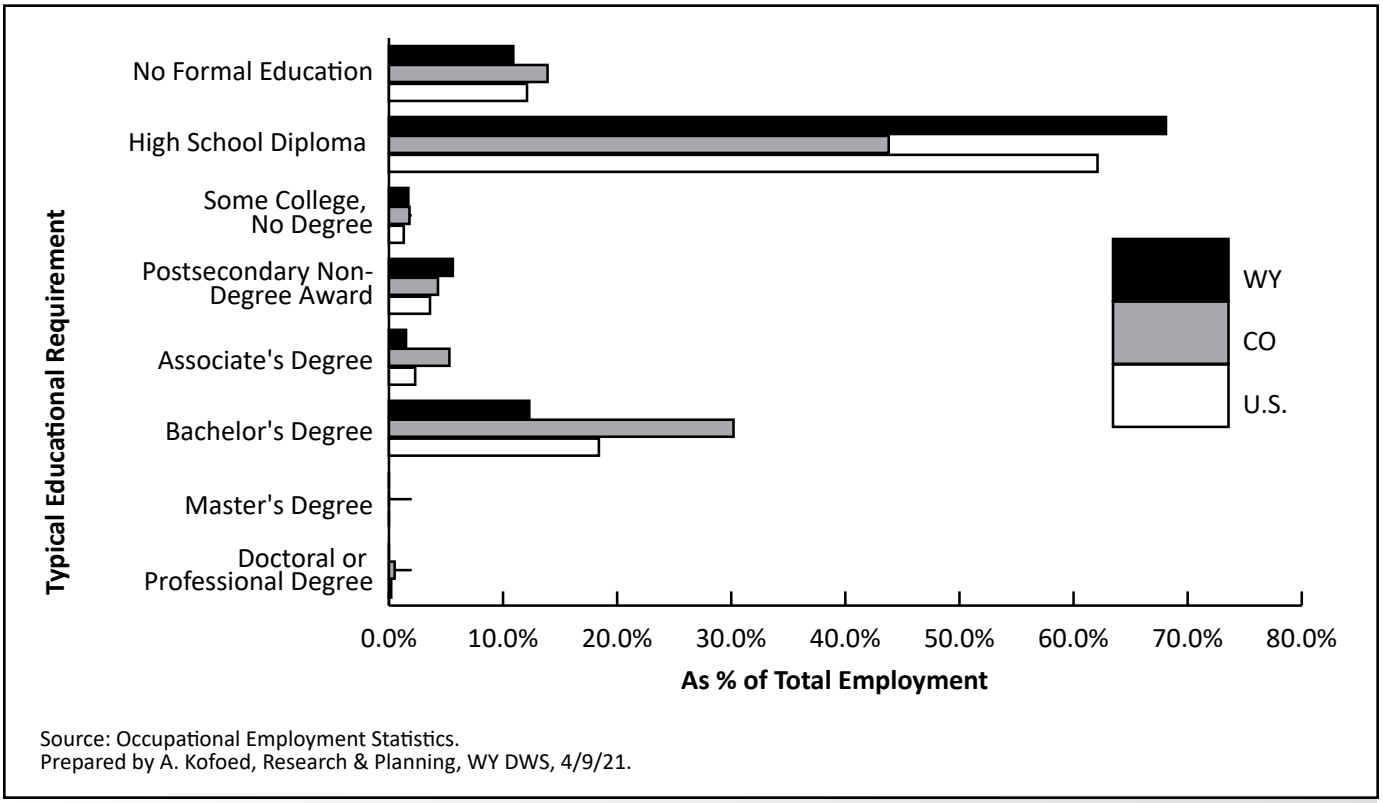
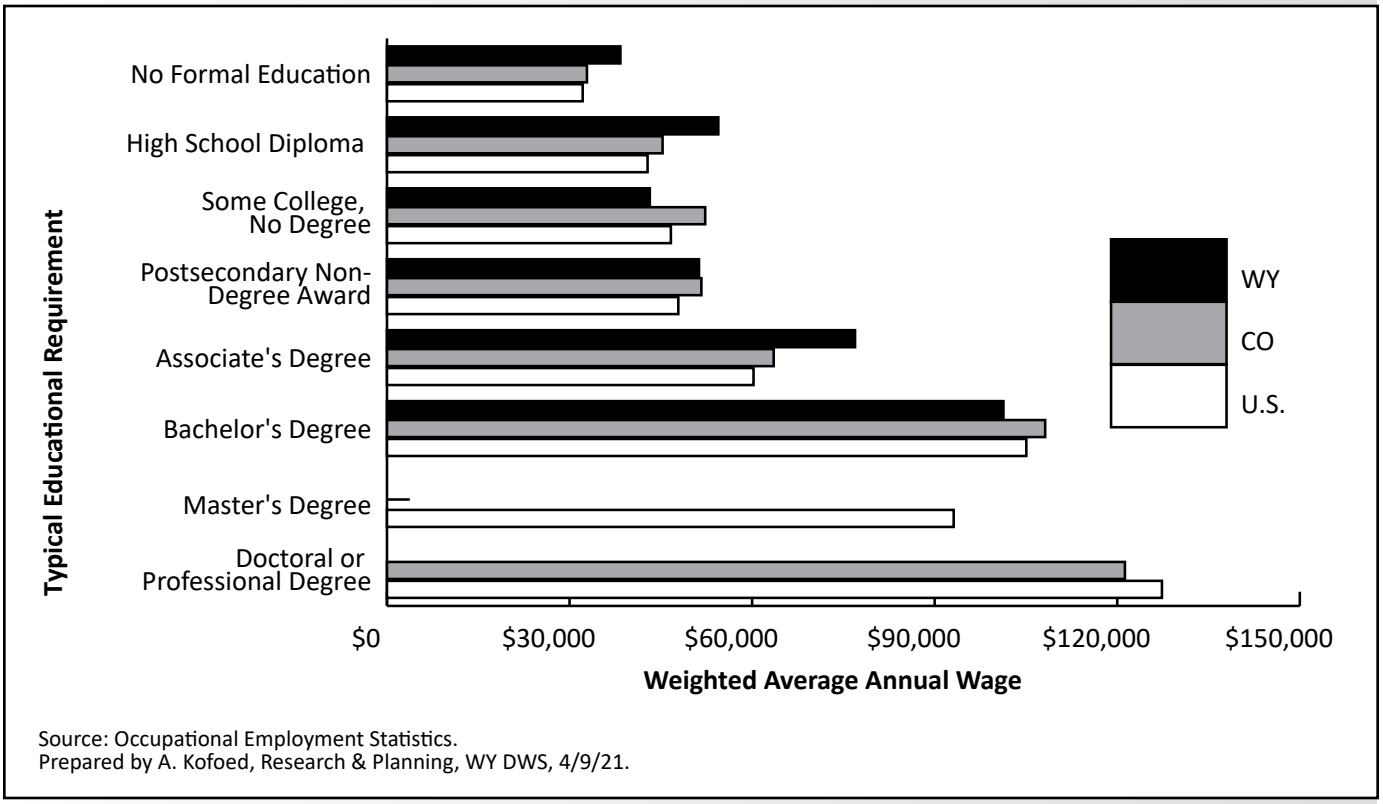


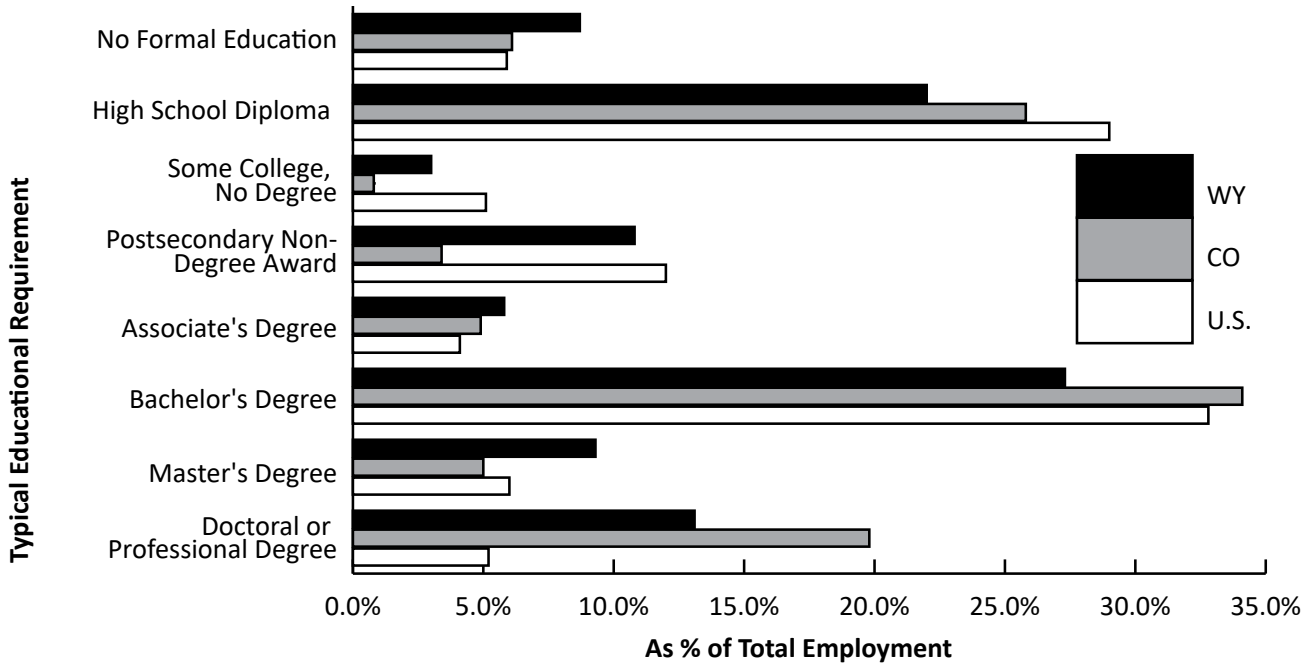
Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 8: Educational Requirement as a Percent of Total Employment in Manufacturing (NAICS 31-33) in Wyoming, Colorado, and the U.S., 2019



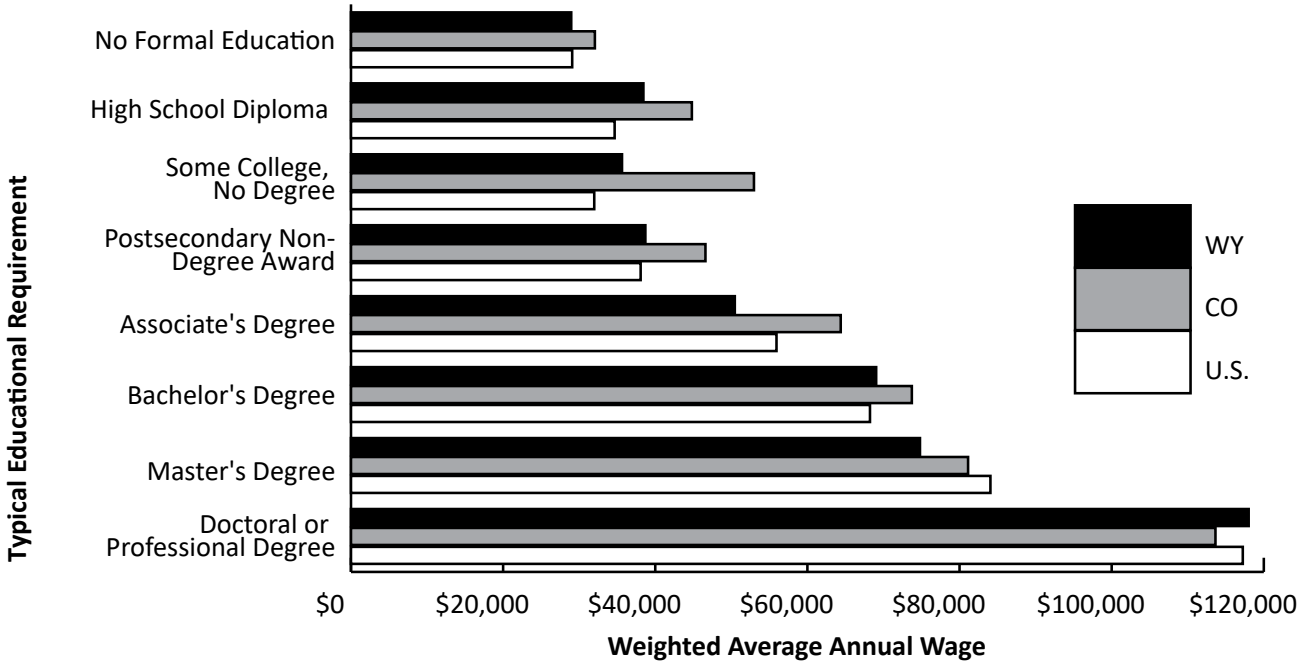
Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 9: Weighted Average Annual Wage by Educational Requirement in Manufacturing (NAICS 31-33) in Wyoming, Colorado, and the U.S., 2019



Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 10: Educational Requirement as a Percent of Total Employment in Education & Health Services (NAICS 61-62) in Wyoming, Colorado, and the U.S., 2019



Source: Occupational Employment Statistics.
Prepared by A. Kofoed, Research & Planning, WY DWS, 4/9/21.

Figure 11: Weighted Average Annual Wage by Educational Requirement in Education & Health Services (NAICS 61-62) in Wyoming, Colorado, and the U.S., 2019

(Text continued from page 12)

not exactly the same for Colorado and Wyoming, the difference between wages for occupations that required no education and occupations that required a bachelor's was more similar to Colorado and the U.S. than in the other selected industries.

The results of this analysis indicate that industries with a greater proportion of jobs requiring postsecondary education tend to have higher wages. Though Wyoming pays higher wages relative to Colorado and the U.S. for occupations that require less education, the absence of occupations that require higher education seem to make overall industry wages less competitive.

As mentioned in the introduction of this article, it is assumed that employees work in an occupation that matches their highest level of education. The data do not contain information to show if employees that work in an occupation that requires a high school diploma have a higher education, such as a post-secondary certificate or a college degree.

All of the above industries deviate from the theory that higher education leads to higher wages. Construction and mining specifically often paid higher wages to occupations that require a high school diploma than occupations that require a post-secondary credential. Subsequent research could determine if the irregular pattern of wages is limited to specific industries, or if similar patterns exist in other industries within Wyoming. Neither the subsectors of industry nor the occupational diversity were explored in the scope of this paper. Further research could shed light on the reason for difference in wages for occupations requiring less education and why some industries paid more wages for post-secondary education and others did not.

Conclusion

In the research presented in this article, Wyoming had the second lowest rate of employment in occupations that required education beyond a high school diploma in the nation. Wyoming had a high rate of employment in occupations that required a high school diploma, and tended to pay higher weighted average annual wages for those occupations. Job seekers may be pleased to know that high wages can be found in Wyoming for those that do not wish to seek education beyond high school. For those that choose to seek education beyond a high school diploma, the economic reward can be disproportionate across industries.

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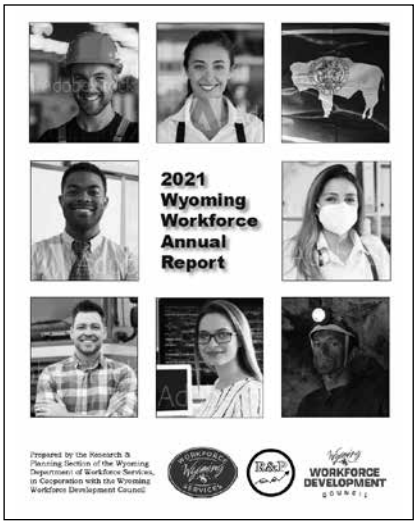
New from R&P: *2021 Wyoming Workforce Annual Report*

The *2021 Wyoming Workforce Annual Report* from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services, in partnership with the Wyoming Workforce Development Council, provides a wealth of information on Wyoming's labor market. The new report is available online at https://doe.state.wy.us/LMI/annual-report/2021/Annual_Report_2021.pdf.

The annual report's authors looked at Wyoming's labor market in 2020 by using data from numerous sources, including the Quarterly Census of Employment and Wages (QCEW), Wyoming wage records, Local Area Unemployment Statistics (LAUS), Unemployment Insurance claims, and more.

Wyoming endured unprecedented job losses in 2020, due in large part to the COVID-19 pandemic and rapidly declining energy prices. Wyoming's average monthly employment decreased more by than 16,000 jobs (-5.9%) from 2019 to 2020.

In addition, a record 43,630 unemployed workers received UI benefits in 2020, a 231.9% increase from 2019.



2021 Wyoming Workforce Annual Report

https://tinyurl.com/99dnec3k

Wyoming Unemployment Rises to 5.4% in April 2021

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 increased slightly from 5.3% in March to 5.4% in April. However, Wyoming's unemployment rate was much lower than the current U.S. rate of 6.1%. Wyoming's labor force, the sum of employed and unemployed individuals, increased by 5,141 people, or 1.8% from a year earlier.

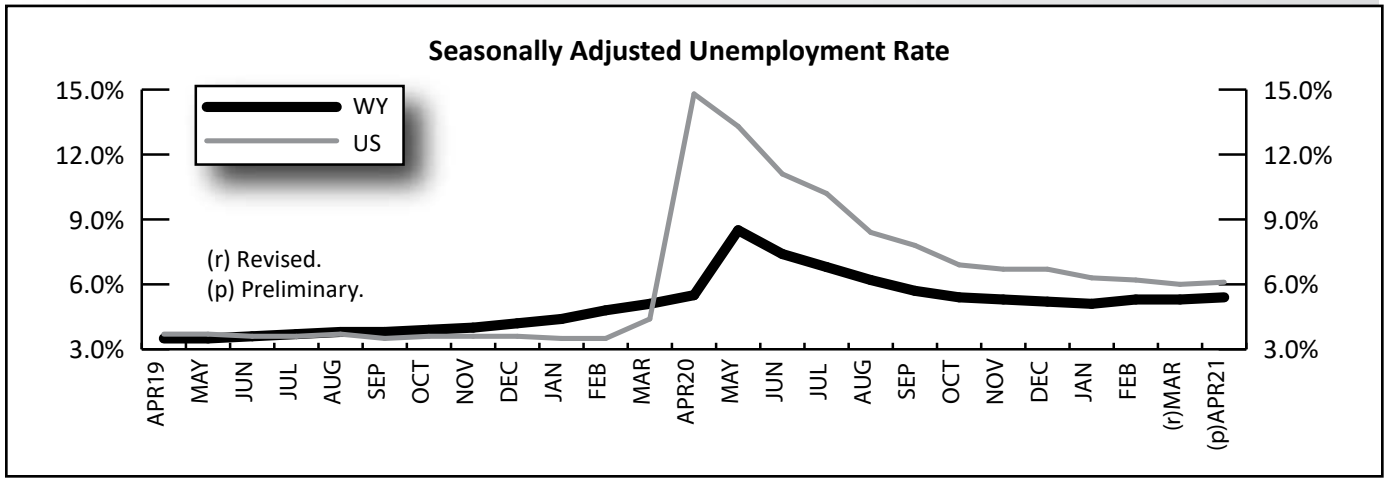
From March to April, unemployment rates followed their normal seasonal pattern and fell in most counties around the state. Unemployment rates often decrease in April as seasonal job gains occur in construction, retail trade, and professional & business services. The largest unemployment rate decreases were seen in Park (down from 5.9% to 5.1%), Big Horn (down from 6.1% to 5.3%), and Johnson (down from 5.9% to 5.2%) counties. Teton County was the exception. Its unemployment rate rose from 4.2% in March to 7.0% in April as the ski season ended.

From April 2020 to April 2021, jobless rates rose in 16 counties and fell in seven counties. The largest increases occurred in Converse (up from 4.1% to 6.1%), Niobrara (up from 2.6% to 4.1%), Big Horn (up from 3.9% to 5.3%), and Uinta (up from 5.5% to 6.3%) counties. Unemployment rates fell in Teton (down from 12.5% to 7.0%), Park (down from 5.9% to 5.1%), Laramie (down from 5.4% to 4.6%), and Johnson (down from 5.9% to 5.2%) counties.

Natrona County had the highest unemployment rate in April at 7.4%. It was followed by Sublette County at 7.1%, Teton County at 7.0%, and Sweetwater County at 6.8%. The lowest unemployment rates were found in Weston County at 3.9% and Crook and Albany counties, each at 4.0%.

Total nonfarm employment in Wyoming (not seasonally adjusted and measured by place of work) rose from 257,100 in April 2020 to 267,900 in April 2021, an increase of 10,800 jobs (4.2%). Nonfarm employment was unusually low in April 2020 because of widespread economic disruptions related to the COVID-19 pandemic.

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



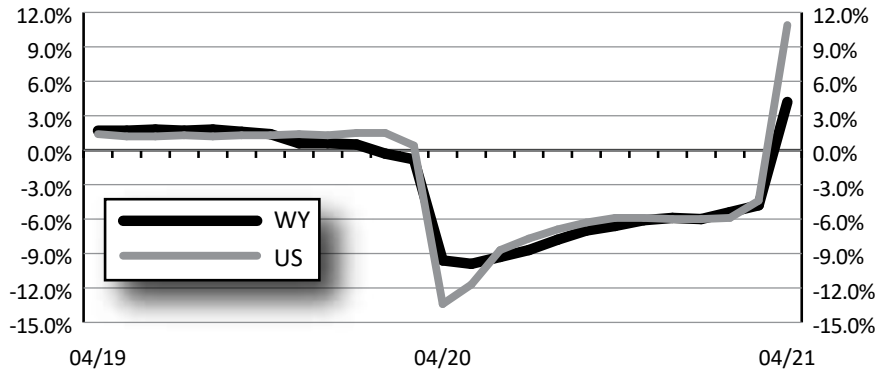
Current Employment Statistics (CES) Estimates and Research & Planning's Internal Esimates, April 2021

by: David Bullard, Senior Economist

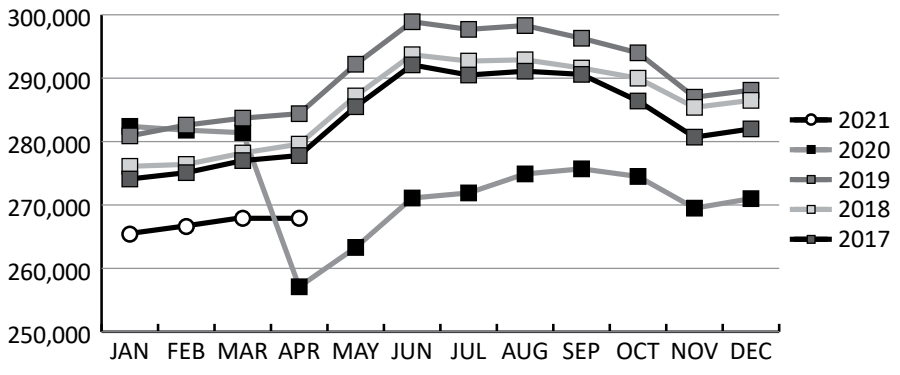
Industry Sector	Research & Planning's Internal Estimates	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm	**262,715**	**267,900**	**5,186**	**1.9%**
Natural Resources & Mining	13,824	14,800	977	6.6%
Construction	19,689	18,700	-989	-5.3%
Manufacturing	8,732	9,700	968	10.0%
Wholesale Trade	7,146	7,100	-46	-0.6%
Retail Trade	27,563	28,900	1,337	4.6%
Transportation & Utilities	13,680	14,300	620	4.3%
Information	2,691	2,800	109	3.9%
Financial Activities	10,743	10,800	57	0.5%
Professional & Business Services	17,535	18,400	865	4.7%
Educational & Health Services	28,840	28,000	-840	-3.0%
Leisure & Hospitality	31,088	32,100	1,012	3.2%
Other Services	15,612	15,800	188	1.2%
Government	65,572	66,500	928	1.4%

Internal Estimates were run in February 2021 and based on QCEW data through September 2020.

Nonagricultural Employment Growth
(Percentage Change Over Previous Year)



Wyoming Nonagricultural Wage and Salary Employment



State Unemployment Rates
April 2021
(Seasonally Adjusted)

State	Unemp. Rate
Hawaii	8.5
Puerto Rico	8.4
California	8.3
New Mexico	8.2
New York	8.2
Connecticut	8.1
Nevada	8.0
District of Columbia	7.5
New Jersey	7.5
Pennsylvania	7.4
Louisiana	7.3
Illinois	7.1
Alaska	6.7
Arizona	6.7
Texas	6.7
Massachusetts	6.5
Colorado	6.4
Delaware	6.4
Rhode Island	6.3
Maryland	6.2
Mississippi	6.2
United States	**6.1**
Oregon	6.0
West Virginia	5.8
Washington	5.5
Wyoming	**5.4**
North Carolina	5.0
South Carolina	5.0
Tennessee	5.0
Michigan	4.9
Florida	4.8
Maine	4.8
Kentucky	4.7
Ohio	4.7
Virginia	4.7
Arkansas	4.4
Georgia	4.3
Oklahoma	4.3
North Dakota	4.2
Minnesota	4.1
Missouri	4.1
Indiana	3.9
Wisconsin	3.9
Iowa	3.8
Montana	3.7
Alabama	3.6
Kansas	3.5
Idaho	3.1
Vermont	2.9
Nebraska	2.8
New Hampshire	2.8
South Dakota	2.8
Utah	2.8

Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

	Employment in Thousands			% Change Total Employment	
	Apr 21	Mar 21	Apr 20	Apr 21 Mar 21	Apr 21 Apr 20
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**22.4**	**22.6**	**23.7**	**-0.9**	**-5.5**
TOTAL PRIVATE	17.8	17.9	18.9	-0.6	-5.8
GOODS PRODUCING	6.4	6.5	7.8	-1.5	-17.9
Natural Resources & Mining	4.3	4.5	5.5	-4.4	-21.8
Construction	1.6	1.5	1.8	6.7	-11.1
Manufacturing	0.5	0.5	0.5	0.0	0.0
SERVICE PROVIDING	16.0	16.1	15.9	-0.6	0.6
Trade, Transportation, & Utilities	5.0	5.0	5.1	0.0	-2.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.7	0.0	0.0
Professional & Business Services	1.4	1.4	1.5	0.0	-6.7
Educational & Health Services	1.1	1.1	1.1	0.0	0.0
Leisure & Hospitality	2.2	2.2	1.7	0.0	29.4
Other Services	0.8	0.8	0.8	0.0	0.0
GOVERNMENT	4.6	4.7	4.8	-2.1	-4.2

	Employment in Thousands			% Change Total Employment	
	Apr 21	Mar 21	Apr 20	Apr 21 Mar 21	Apr 21 Apr 20
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**21.0**	**20.8**	**20.2**	**1.0**	**4.0**
TOTAL PRIVATE	16.2	16.0	15.6	1.3	3.8
GOODS PRODUCING	5.9	5.8	6.3	1.7	-6.3
Natural Resources & Mining	3.4	3.5	3.8	-2.9	-10.5
Construction	1.3	1.1	1.2	18.2	8.3
Manufacturing	1.2	1.2	1.3	0.0	-7.7
SERVICE PROVIDING	15.1	15.0	13.9	0.7	8.6
Trade, Transportation, & Utilities	4.3	4.3	4.2	0.0	2.4
Information	0.1	0.1	0.1	0.0	0.0
Financial Activities	0.6	0.6	0.6	0.0	0.0
Professional & Business Services	1.0	0.9	0.9	11.1	11.1
Educational & Health Services	1.4	1.4	1.3	0.0	7.7
Leisure & Hospitality	2.3	2.3	1.6	0.0	43.8
Other Services	0.6	0.6	0.6	0.0	0.0
GOVERNMENT	4.8	4.8	4.6	0.0	4.3

	Employment in Thousands			% Change Total Employment	
	Apr 21	Mar 21	Apr 20	Apr 21 Mar 21	Apr 21 Apr 20
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**15.8**	**17.8**	**14.5**	**-11.2**	**9.0**
TOTAL PRIVATE	13.3	15.3	12.0	-13.1	10.8
GOODS PRODUCING	2.3	2.2	2.3	4.5	0.0
Natural Resources, Mining & Construction	2.1	2.0	2.2	5.0	-4.5
Manufacturing	0.2	0.2	0.1	0.0	100.0
SERVICE PROVIDING	13.5	15.6	12.2	-13.5	10.7
Trade, Transportation, & Utilities	2.2	2.3	1.9	-4.3	15.8
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	1.1	1.2	1.1	-8.3	0.0
Professional & Business Services	1.9	1.8	1.8	5.6	5.6
Educational & Health Services	1.2	1.3	1.0	-7.7	20.0
Leisure & Hospitality	3.9	5.8	3.3	-32.8	18.2
Other Services	0.5	0.5	0.4	0.0	25.0
GOVERNMENT	2.5	2.5	2.5	0.0	0.0

State Unemployment Rates April 2021 (Not Seasonally Adjusted)

State	Unemp. Rate
California	8.1
Hawaii	8.1
Nevada	7.9
New York	7.8
Connecticut	7.6
New Mexico	7.6
Alaska	7.5
New Jersey	7.2
Illinois	7.1
Puerto Rico	7.0
District of Columbia	6.6
Louisiana	6.6
Arizona	6.4
Colorado	6.3
Texas	6.3
Oregon	6.2
Delaware	6.1
Pennsylvania	6.1
Washington	6.1
Massachusetts	5.9
Maryland	5.8
Mississippi	5.8
United States	**5.7**
West Virginia	5.7
Wyoming	**5.6**
Maine	5.3
Florida	5.1
Rhode Island	5.1
Ohio	4.7
Tennessee	4.7
Michigan	4.6
North Carolina	4.4
South Carolina	4.4
Oklahoma	4.3
Wisconsin	4.3
Indiana	4.2
Arkansas	4.1
Minnesota	4.1
North Dakota	4.1
Missouri	4.0
Virginia	3.9
Georgia	3.8
Iowa	3.8
Kentucky	3.8
Montana	3.8
Idaho	3.4
Kansas	3.4
South Dakota	3.0
Vermont	3.0
Alabama	2.9
Utah	2.8
New Hampshire	2.7
Nebraska	2.4

Economic Indicators

by: David Bullard, Senior Economist

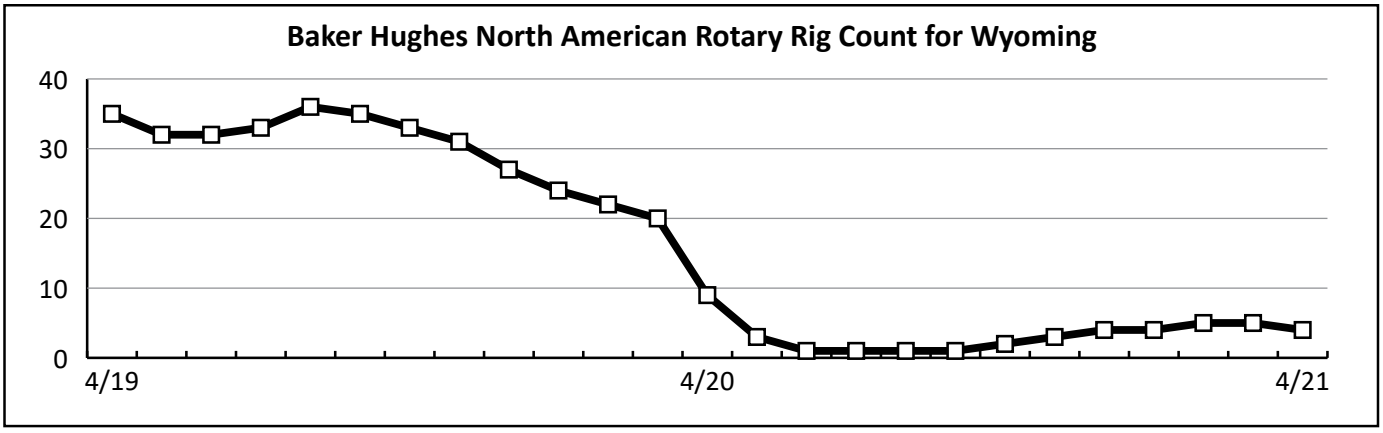
Total nonfarm employment increased by 10,800 jobs or 4.2% from April 2020 to April 2021.

	Apr 2021 (p)	Mar 2021 (r)	Apr 2020 (b)	Percent Change Month	Year
Wyoming Total Nonfarm Employment	**267,900**	**267,900**	**257,100**	**0.0**	**4.2**
Wyoming State Government	12,900	13,000	14,300	-0.8	-9.8
Laramie County Nonfarm Employment	46,200	45,800	43,700	0.9	5.7
Natrona County Nonfarm Employment	36,800	36,100	35,100	1.9	4.8
Selected U.S. Employment Data					
U.S. Multiple Jobholders	6,883,000	7,004,000	5,360,000	-1.7	28.4
As a percent of all workers	4.6%	4.7%	4.0%	N/A	N/A
U.S. Discouraged Workers	573,000	488,000	585,000	17.4	-2.1
U.S. Part Time for Economic Reasons	5,031,000	5,913,000	10,684,000	-14.9	-52.9
Wyoming Unemployment Insurance					
Weeks Compensated	16,062	23,523	60,318	-31.7	-73.4
Benefits Paid	$6,650,517	$9,881,823	$22,277,999	-32.7	-70.1
Average Weekly Benefit Payment	$414.05	$420.09	$369.34	-1.4	12.1
Consumer Price Index (U) for All U.S. Urban Consumers					
(1982 to 1984 = 100)					
All Items	267.1	264.9	256.4	0.8	4.2
Food & Beverages	272.4	271.1	266.1	0.5	2.3
Housing	277.3	276.0	270.2	0.4	2.6
Apparel	120.7	120.7	118.4	-0.1	1.9
Transportation	222.5	215.8	193.7	3.1	14.9
Medical Care	524.6	524.7	517.1	0.0	1.5
Recreation (Dec. 1997=100)	124.5	123.6	121.9	0.8	2.1
Education & Communication (Dec. 1997=100)	141.7	141.3	139.4	0.3	1.7
Other Goods & Services	473.6	472.6	461.3	0.2	2.7
Producer Prices (1982 to 1984 = 100)					
All Commodities	217.5	216.3	185.5	0.6	17.3
Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized)					
Total Units	256	187	218	36.9	17.4
Valuation	$123,735,000	$95,540,000	$52,560,000	29.5	135.4
Single Family Homes	245	164	129	49.4	89.9
Valuation	$122,398,000	$92,409,000	$45,029,000	32.5	171.8
Casper MSA[1] Building Permits	21	12	61	75.0	-65.6
Valuation	$4,842,000	$3,150,000	$7,964,000	53.7	-39.2
Cheyenne MSA Building Permits	47	53	33	-11.3	42.4
Valuation	$10,968,000	$11,946,000	$5,719,000	-8.2	91.8
Baker Hughes North American Rotary Rig Count for Wyoming	4	5	9	-20.0	-55.6

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

[1]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

Natrona County had the highest unemployment rate in April at 7.4%, followed by Sublette County at 7.1%, Teton County at 7.0%, and Sweetwater County at 6.8%.

	Labor Force			Employed			Unemployed			Unemployment Rates		
REGION	Apr 2021	Mar 2021	Apr 2020	Apr 2021	Mar 2021	Apr 2020	Apr 2021	Mar 2021	Apr 2020	Apr 2021	Mar 2021	Apr 2020
County	(p)	(b)	(b)	(p)	(b)	(b)	(p)	(b)	(b)	(p)	(b)	(b)
NORTHWEST	**46,239**	**45,689**	**44,261**	**43,741**	**42,988**	**41,931**	**2,498**	**2,701**	**2,330**	**5.4**	**5.9**	**5.3**
Big Horn	5,513	5,326	5,191	5,221	5,001	4,986	292	325	205	5.3	6.1	3.9
Fremont	19,263	19,357	18,917	18,133	18,168	17,883	1,130	1,189	1,034	5.9	6.1	5.5
Hot Springs	2,281	2,243	2,170	2,178	2,133	2,075	103	110	95	4.5	4.9	4.4
Park	15,132	14,797	14,142	14,360	13,928	13,312	772	869	830	5.1	5.9	5.9
Washakie	4,050	3,966	3,841	3,849	3,758	3,675	201	208	166	5.0	5.2	4.3
NORTHEAST	**51,139**	**51,272**	**50,641**	**48,325**	**48,261**	**47,927**	**2,814**	**3,011**	**2,714**	**5.5**	**5.9**	**5.4**
Campbell	22,692	23,084	23,494	21,265	21,573	22,067	1,427	1,511	1,427	6.3	6.5	6.1
Crook	3,939	3,902	3,722	3,782	3,732	3,599	157	170	123	4.0	4.4	3.3
Johnson	4,307	4,084	3,980	4,081	3,845	3,745	226	239	235	5.2	5.9	5.9
Sheridan	16,249	16,366	15,681	15,398	15,435	14,877	851	931	804	5.2	5.7	5.1
Weston	3,952	3,836	3,764	3,799	3,676	3,639	153	160	125	3.9	4.2	3.3
SOUTHWEST	**55,158**	**57,408**	**55,864**	**51,604**	**53,979**	**51,635**	**3,554**	**3,429**	**4,229**	**6.4**	**6.0**	**7.6**
Lincoln	9,340	9,397	9,005	8,886	8,906	8,540	454	491	465	4.9	5.2	5.2
Sublette	3,913	3,886	3,769	3,634	3,585	3,496	279	301	273	7.1	7.7	7.2
Sweetwater	20,491	20,482	20,681	19,101	19,041	19,368	1,390	1,441	1,313	6.8	7.0	6.3
Teton	12,147	14,408	13,423	11,298	13,810	11,742	849	598	1,681	7.0	4.2	12.5
Uinta	9,267	9,235	8,986	8,685	8,637	8,489	582	598	497	6.3	6.5	5.5
SOUTHEAST	**83,830**	**83,622**	**81,904**	**80,136**	**79,608**	**78,068**	**3,694**	**4,014**	**3,836**	**4.4**	**4.8**	**4.7**
Albany	19,536	19,894	19,970	18,760	19,030	19,285	776	864	685	4.0	4.3	3.4
Goshen	6,610	6,679	6,486	6,334	6,397	6,257	276	282	229	4.2	4.2	3.5
Laramie	51,578	51,047	49,732	49,206	48,476	47,035	2,372	2,571	2,697	4.6	5.0	5.4
Niobrara	1,328	1,275	1,205	1,273	1,220	1,174	55	55	31	4.1	4.3	2.6
Platte	4,778	4,727	4,511	4,563	4,485	4,317	215	242	194	4.5	5.1	4.3
CENTRAL	**57,007**	**56,578**	**55,475**	**53,100**	**52,447**	**51,832**	**3,907**	**4,131**	**3,643**	**6.9**	**7.3**	**6.6**
Carbon	7,919	8,071	7,657	7,554	7,659	7,358	365	412	299	4.6	5.1	3.9
Converse	7,823	7,835	8,214	7,342	7,342	7,880	481	493	334	6.1	6.3	4.1
Natrona	41,265	40,672	39,604	38,204	37,446	36,594	3,061	3,226	3,010	7.4	7.9	7.6
STATEWIDE	**293,373**	**294,569**	**288,142**	**276,906**	**277,285**	**271,391**	**16,467**	**17,284**	**16,751**	**5.6**	**5.9**	**5.8**
Statewide Seasonally Adjusted										5.4	5.3	5.5
U.S.										5.7	6.2	14.4
U.S. Seasonally Adjusted										6.1	6.0	14.8

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 03/2021. Run Date 05/2021.

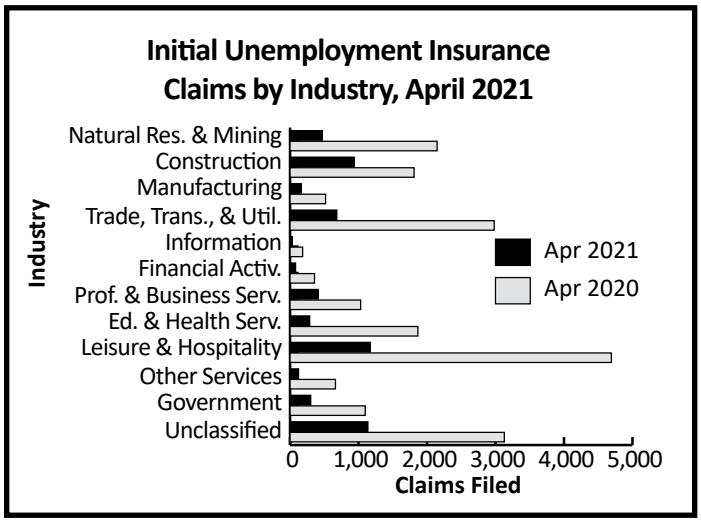
Data are not seasonally adjusted except where otherwise specified.

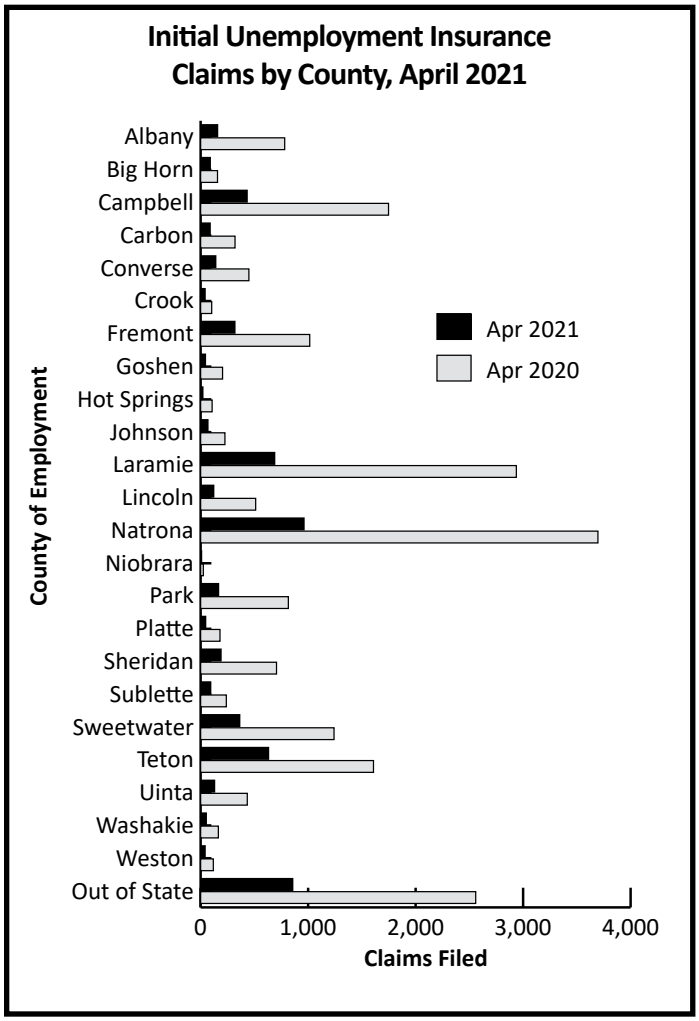
(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming Normalized[a] Unemployment Insurance Statistics: Initial Claims

by: Sherry Wen, Principal Economist

Wyoming had 5,806 initial claims in April 2021, down from a record 20,485 in April 2020 (-14,679, or -71.7%). This marked the second consecutive month of over-the-year decline in initial claims in Wyoming.





Initial Claims	Claims Filed			% Change	
	Apr 21	Mar 21	Apr 20	Over the Month	Over the Year
Wyoming Statewide					
Total Claims Filed	**5,806**	**3,903**	**20,485**	**48.8**	**-71.7**
TOTAL GOODS-PRODUCING	1,570	1,266	4,478	24.0	-64.9
Natural Resources & Mining	469	281	2,147	66.9	-78.2
Mining	437	260	2,111	68.1	-79.3
Oil & Gas Extraction	20	17	45	17.6	-55.6
Construction	936	829	1,811	12.9	-48.3
Manufacturing	164	155	519	5.8	-68.4
TOTAL SERVICE-PROVIDING	2,796	1,814	11,778	54.1	-76.3
Trade, Transportation, & Utilities	683	543	2,981	25.8	-77.1
Wholesale Trade	133	82	439	62.2	-69.7
Retail Trade	324	278	1,578	16.5	-79.5
Transportation, Warehousing & Utilities	225	182	963	23.6	-76.6
Information	33	29	184	13.8	-82.1
Financial Activities	81	64	357	26.6	-77.3
Professional & Business Services	412	284	1,031	45.1	-60.0
Educational & Health Services	287	219	1,867	31.1	-84.6
Leisure & Hospitality	1,173	588	4,692	99.5	-75.0
Other Services, except Public Admin.	124	83	663	49.4	-81.3
TOTAL GOVERNMENT	302	227	1,098	33.0	-72.5
Federal Government	74	74	83	0.0	-10.8
State Government	34	25	98	36.0	-65.3
Local Government	192	127	916	51.2	-79.0
Local Education	61	45	452	35.6	-86.5
UNCLASSIFIED	1,137	594	3,129	91.4	-63.7
Laramie County					
Total Claims Filed	**689**	**548**	**2,937**	**25.7**	**-76.5**
TOTAL GOODS-PRODUCING	198	200	413	-1.0	-52.1
Construction	161	159	214	1.3	-24.8
TOTAL SERVICE-PROVIDING	323	245	2,000	31.8	-83.9
Trade, Transportation, & Utilities	97	65	819	49.2	-88.2
Financial Activities	9	15	38	-40.0	-76.3
Professional & Business Services	67	54	140	24.1	-52.1
Educational & Health Services	43	30	307	43.3	-86.0
Leisure & Hospitality	80	63	536	27.0	-85.1
TOTAL GOVERNMENT	29	22	102	31.8	-71.6
UNCLASSIFIED	138	78	420	76.9	-67.1
Natrona County					
Total Claims Filed	**962**	**696**	**3,696**	**38.2**	**-74.0**
TOTAL GOODS-PRODUCING	277	223	826	24.2	-66.5
Construction	147	161	281	-8.7	-47.7
TOTAL SERVICE-PROVIDING	484	373	2,365	29.8	-79.5
Trade, Transportation, & Utilities	192	142	646	35.2	-70.3
Financial Activities	17	11	95	54.5	-82.1
Professional & Business Services	74	56	216	32.1	-65.7
Educational & Health Services	67	51	445	31.4	-84.9
Leisure & Hospitality	93	85	714	9.4	-87.0
TOTAL GOVERNMENT	35	20	88	75.0	-60.2
UNCLASSIFIED	164	78	416	110.3	-60.6

N/D = Not discloseable due to confidentiality.

[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.

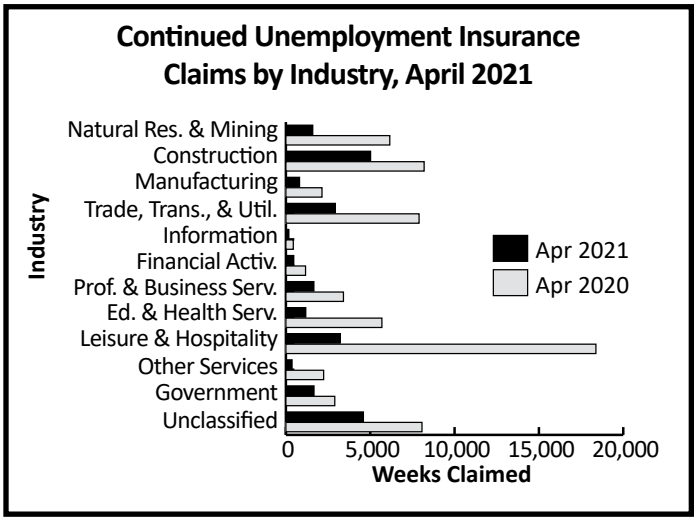
Wyoming Normalized[a] Unemployment Insurance Statistics: Continued Claims

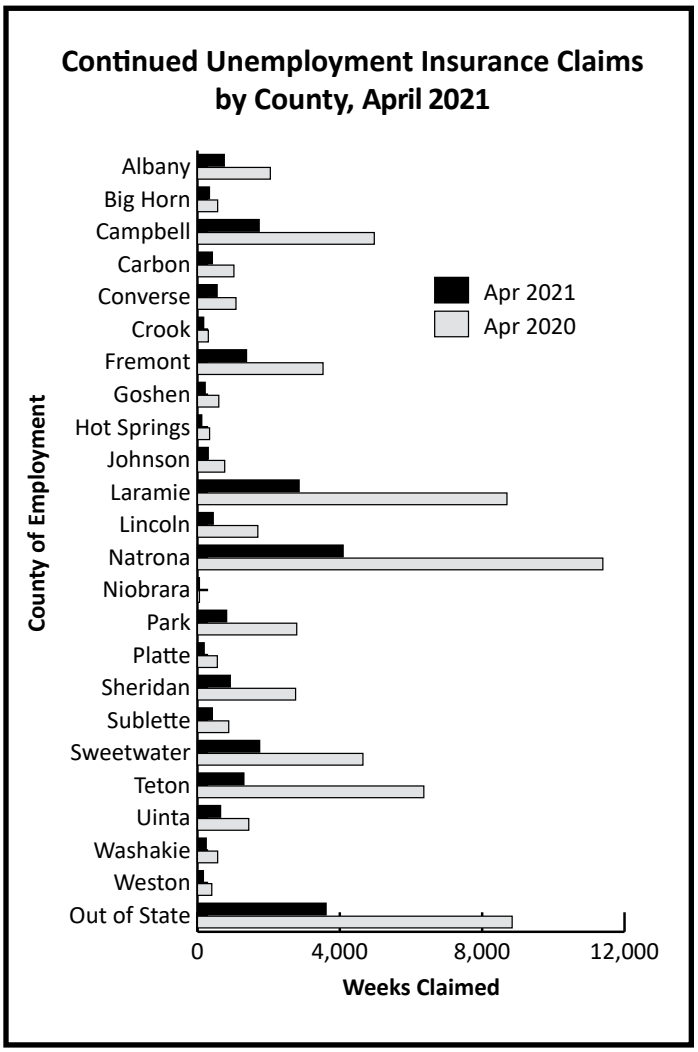
by: Sherry Wen, Principal Economist

The total number of continued weeks claimed decreased from 66,694 in April 2020 to 23,687 in April 2021 (-43,007, or -64.5%).

Continued Claims	Claims Filed			% Change	
	Apr 21	Mar 21	Apr 20	Over the Month	Over the Year
Wyoming Statewide					
Total Weeks Claimed	23,687	30,685	66,694	-22.8	-64.5
Total Unique Claimants	7,958	7,749	19,215	2.7	-58.6
TOTAL GOODS-PRODUCING	7,427	10,754	16,498	-30.9	-55.0
Natural Resources & Mining	1,593	2,065	6,160	-22.9	-74.1
Mining	1,477	1,906	5,968	-22.5	-75.3
Oil & Gas Extraction	179	213	206	-16.0	-13.1
Construction	5,022	7,549	8,195	-33.5	-38.7
Manufacturing	810	1,139	2,141	-28.9	-62.2
TOTAL SERVICE-PROVIDING	9,995	11,029	39,227	-9.4	-74.5
Trade, Transportation, & Utilities	2,929	3365	7,896	-13.0	-62.9
Wholesale Trade	527	613	1,195	-14.0	-55.9
Retail Trade	1,428	1,555	4,343	-8.2	-67.1
Transportation, Warehousing & Utilities	973	1,195	2,357	-18.6	-58.7
Information	176	159	439	10.7	-59.9
Financial Activities	467	526	1,166	-11.2	-59.9
Professional & Business Services	1,660	2,342	3,413	-29.1	-51.4
Educational & Health Services	1,179	1,298	5,692	-9.2	-79.3
Leisure & Hospitality	3,215	2,837	18,379	13.3	-82.5
Other Services, except Public Admin.	366	499	2,239	-26.7	-83.7
TOTAL GOVERNMENT	1,668	2,048	2,899	-18.6	-42.5
Federal Government	653	855	763	-23.6	-14.4
State Government	188	270	252	-30.4	-25.4
Local Government	825	922	1,883	-10.5	-56.2
Local Education	250	245	887	2.0	-71.8
UNCLASSIFIED	4,596	6,853	8,069	-32.9	-43.0
Laramie County					
Total Weeks Claimed	2,858	3,961	8,697	-27.8	-67.1
Total Unique Claimants	964	1,017	2,604	-5.2	-63.0
TOTAL GOODS-PRODUCING	870	1,380	1,504	-42.2	-634.0
Construction	636	1,079	969	-34.4	-333.0
TOTAL SERVICE-PROVIDING	1,262	1,493	5,850	-78.4	-4,588.0
Trade, Transportation, & Utilities	372	452	1,742	-78.6	-1,370.0
Financial Activities	87	92	135	-35.6	-48.0
Professional & Business Services	294	393	528	-44.3	-234.0
Educational & Health Services	168	212	973	-82.7	-805.0
Leisure & Hospitality	263	277	1,971	-86.7	-1,708.0
TOTAL GOVERNMENT	188	209	220	-14.5	-32.0
UNCLASSIFIED	538	878	1,121	-52.0	-583.0
Natrona County					
Total Weeks Claimed	4,095	5,474	11,391	-25.2	-64.1
Total Unique Claimants	1,336	1,359	3,351	-1.7	-60.1
TOTAL GOODS-PRODUCING	1,334	1,872	2,933	-28.7	-54.5
Construction	906	1,324	1,279	-31.6	-29.2
TOTAL SERVICE-PROVIDING	1,937	2,370	7,070	-18.3	-72.6
Trade, Transportation, & Utilities	783	814	1,578	-3.8	-50.4
Financial Activities	85	121	252	-29.8	-66.3
Professional & Business Services	308	458	549	-32.8	-43.9
Educational & Health Services	258	288	1,082	-10.4	-76.2
Leisure & Hospitality	351	471	2,854	-25.5	-87.7
TOTAL GOVERNMENT	142	177	228	-19.8	-37.7
UNCLASSIFIED	679	1,054	1,159	-35.6	-41.4

[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.





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