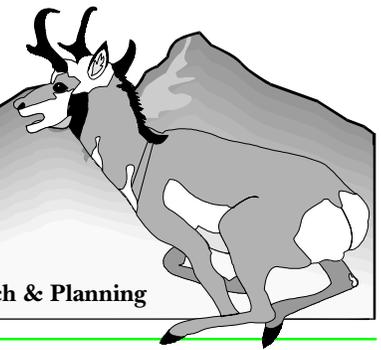


Wyoming Labor Force TRENDS

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The Flow of Labor In Wyoming:

Department of Family Services, Division of Vocational Rehabilitation and Job Training Partnership Act Clients

by: Tony Glover, Senior Analyst

"...placing clients with employers who have a solid record of employee retention in higher paying industries should become a higher priority than merely getting them jobs."

The Workforce Investment Act¹ specifies required and additional partners for a variety of employment and training services to job seekers, employers and others into One Stop delivery systems. The One Stop service delivery system concept includes performance measurement based on objective quantifiable data. Performance measurement, in turn, is used by the federal government to provide incentives to states for good performance, sanction others and report to Congress on the effectiveness of human resource programs.

No one, however, has examined how performance measurement might look in Wyoming across programs and begun asking questions about how we might use

performance measurement to improve services to clients. This article compares the performance of three programs: Department of Family Services (DFS), Division of Vocational Rehabilitation (DVR) and Job Training Partnership Act (JTPA). DFS works to reduce dependence on public welfare while developing and strengthening skills within families and maintaining safety for children. DVR's mission is to advance opportunities for persons with disabilities in Wyoming to be employed and independent. JTPA serves individuals facing serious barriers to employment by providing job training and other services. Our objective is to begin the discussion about how performance data can be used as a program management tool.

The findings of this study

conclude DFS, DVR and JTPA clients' labor market interactions are extremely unstable (see related article "The Instability Index as a Measure of Labor Market Activity," page 9) when compared to the control groups with regards to maintaining a consistent attachment to an employer before and after program involvement. While the client and control groups with employment display a similar natural attrition from the work force prior to and following their program year, there is a mass entry and exit from Wyoming's covered employment of the clients in the year of program completion. Client groups earn 50.0 percent less annually in the two years following program exit, creating a situation in which two of the three programs'

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Table 1: Characteristics for Control Group Matching Against Department of Family Services, Division of Vocational Rehabilitation and Job Training Partnership Act

Age Groups		Gender		Industrial Sector	
Department of Family Services					
14-21	13.6%	Male	13.3%	Goods Producing	10.1%
22-24	14.5%	Female	86.7%	Services Producing	89.9%
25-34	44.8%				
35-44	22.8%				
45-54	4.0%				
55-UP	0.2%				
Division of Vocational Rehabilitation					
14-21	9.9%	Male	58.4%	Goods Producing	17.5%
22-24	8.8%	Female	41.6%	Services Producing	82.5%
25-34	30.8%				
35-44	31.3%				
45-54	15.7%				
55-UP	3.6%				
Job Training Partnership Act					
14-21	14.1%	Male	43.1%	Goods Producing	19.8%
22-24	13.1%	Female	56.9%	Services Producing	80.2%
25-34	35.3%				
35-44	21.8%				
45-54	9.4%				
55-UP	6.3%				

annual wages fall below the poverty level for a family of one.²

Data supplied by DFS, DVR and JTPA provided the base for this analysis. Although many years of program data are available, only groups with exits occurring in 1996 are considered. Using 1996 as the study year allows us to examine longer-term program effects. In this situation we focus on one and two year follow up periods.

Client and Control Groups for the Analysis

A client's eligibility for the analysis group relied on several factors. First, the client's demographic information was needed to match to a control group. Second, the client must have appeared in Wage Records³ with earnings in the quarter of exit. This last criterion helps define a group of clients that worked at least part of the quarter in which they exited the program and are considered successful outcomes under the current Workforce Investment Act performance standards.

Table 1 shows that the characteristics of the client groups used to select the matched control groups included age group, gender and industrial sector of wages in the exit quarter. This was done because differences between groups on employment outcomes (i.e., percent appearing in Wage Records, earnings and labor force stability)

(Continued on page 3)

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could be a function of age differences between the groups. Using a control group with the same age distribution as the client group allows us to discard age as a competing factor explaining employment outcomes. Refer to the box at the end of this article for more information on control group selection.

A long list of factors that influence employment outcomes would include disability, educational level, family size, motivation and barriers to employment. These factors are currently not available for control group selection. However, the variables chosen have a strong influence on an individual's labor market outcome. A stratified random sample was selected corresponding to each program group by quarter. This selection process yielded the twenty-four analysis groups shown in Table 2.

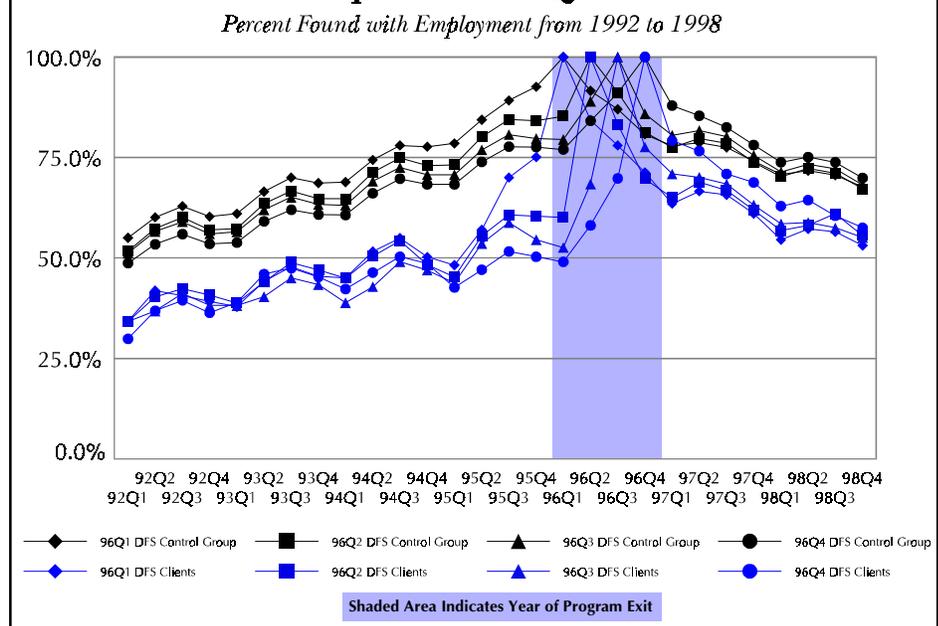
Percent of Client and Control Groups Employed 1992 - 1998

Figure 1 shows the percent of DFS clients and the matched control groups with wages in the Wage Records file by quarter from first quarter 1992 (92Q1) to fourth quarter 1998 (98Q4). As mentioned earlier, the quarter of exit is easily discernible because 100.0 percent of the client and control groups were working. The percentage of the four DFS client and four control groups employed are averaged in Figure 2 (see page 4). An additional line appears at the bottom of Figure 2 representing the difference in the percentage between the client and control groups with employment. This process is repeated for the DVR and JTPA groups and Figure 3 (see page 4) is an overlay of the percent with employment for all three client and control groups.

Table 2: Size of Department of Family Services (DFS), Division of Vocational Rehabilitation (DVR), Job Training Partnership Act (JTPA) and Matched Control Groups Based on the Number of Program Exits During 1996

Group	Quarter			
	96Q1	96Q2	96Q3	96Q4
Department of Family Services				
DFS Control	20,090	19,354	21,540	19,715
DFS Client	446	611	532	461
Division of Vocational Rehabilitation				
DVR Control	52,691	52,490	56,409	57,958
DVR Client	164	239	226	193
Job Training Partnership Act				
JTPA Control	15,268	41,381	29,790	37,190
JTPA Client	94	183	135	98

Figure 1: Department of Family Services Program Exits and Control Groups from Each Quarter 1996

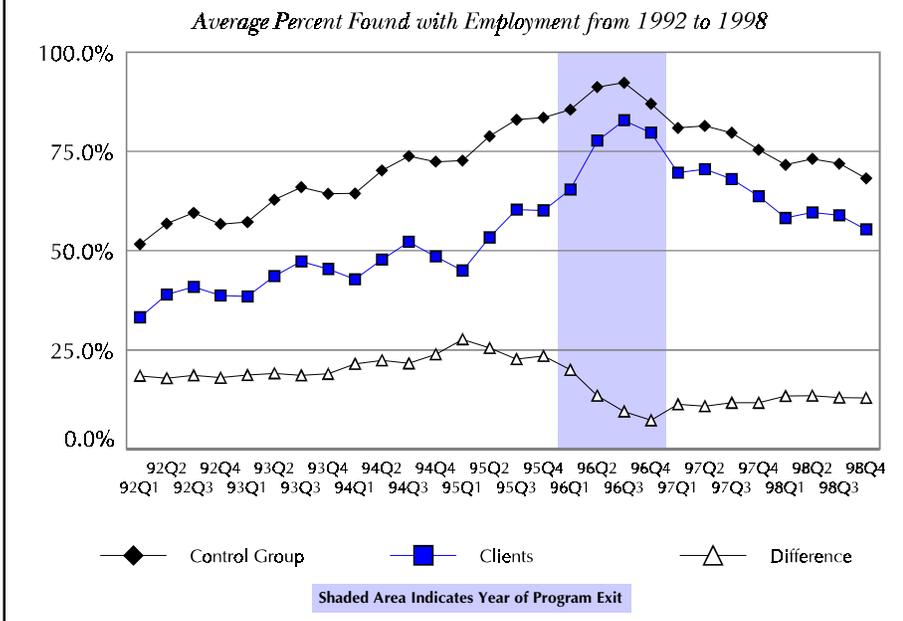


All client groups shown in Figure 3 display similar behavior as to the percent with employment in Wage Records. By separating the graph into three periods (i.e., before year of program exit, year of program exit and after year of program exit) you can see

that the greatest increase and decrease in the percent of clients employed is during the year of exit. This indicates that clients enter employment after program

(Continued on page 4)

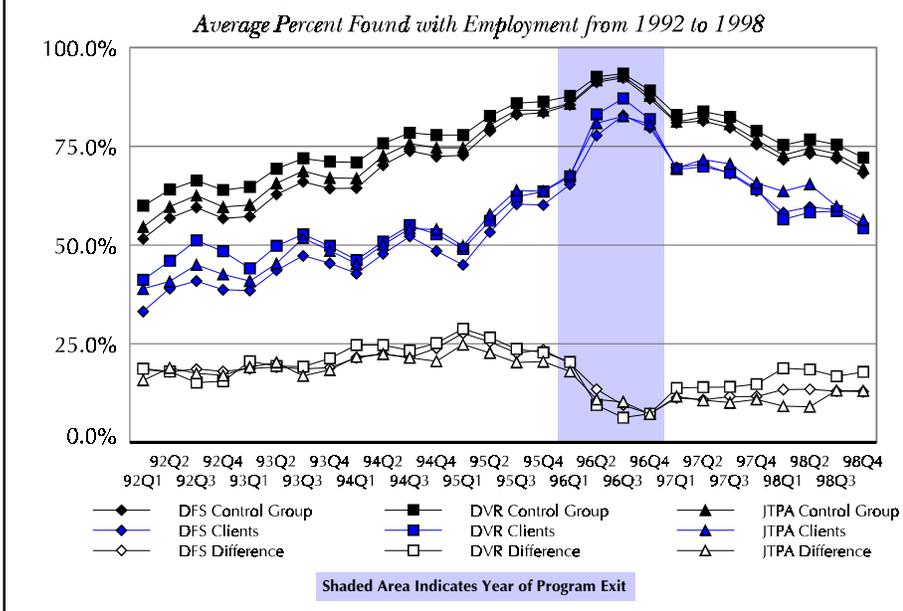
Figure 2: Department of Family Services Program Exits and Control Group from 1996



exit between the client and control groups, it becomes apparent that the same socioeconomic factors influence the client groups as the control groups (i.e., the seasonality of employment opportunities). Moreover, the natural attrition of those clients with employment occurring in the period after the year of exit follows the same pattern as the control group.

Figure 3 tells us about the gross percent of clients with employment prior to and following their exit from a program. However, Figure 3 does not tell us if the 72.0 percent of DFS clients with employment in first quarter 1997 (97Q1) are the same 71.0 percent that appear in second quarter 1997 (97Q2). As discussed in prior *Wyoming Labor Force Trends* articles, Wyoming's labor market experiences a substantial level of churning/turnover in employment.⁴

Figure 3: Department of Family Services (DFS), Division of Vocational Rehabilitation (DVR) and Job Training Partnership Act (JTPA) Program Exits and Control Groups from 1996



Earnings

Figure 4 (see page 5) shows the average quarterly wages of employed individuals (i.e., appearing in Wage Records) across the three client and control groups. The differences in wages between the three control groups are attributable to the differences in the characteristics presented in Table 1 (see page 2). Different demographic groups tend to occupy different niches in the labor market. For example, the control group matched to the DFS clients has predominantly younger (less labor force experience) females working in the Services Producing sector (generally associated with lower wages.)⁵ Whereas, the DVR control group has 50.0 percent of its members over the age of 35, predominantly male and a higher proportion working in the Goods Producing sector.

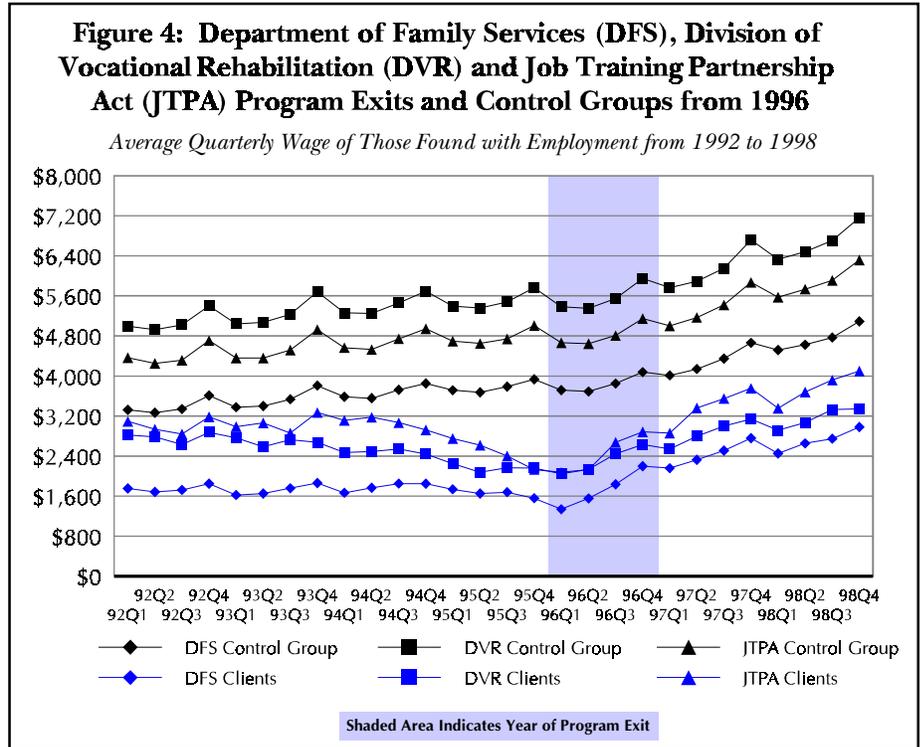
participation ends, but do not maintain employment long. There is the possibility that the clients entered non-covered employment subsequent to appearing in the Wage Records file. However, there is an

equal likelihood that individuals in the control groups would have done the same; therefore, this does not explain the clients' exodus from Wage Records. In contrasting the periods before and after the year of

(Continued on page 5)

The client groups display a dip in average quarterly wage during the year of program exit. This dip corresponds to the increased number of clients entering employment during this period. Because entry into a job can occur at any time during the quarter, the average wage during that quarter tends to be lower than the subsequent quarter of full employment.

The goals of these programs include returning individuals who are in need of assistance to competitive employment in the labor force and fostering self-sufficiency. In terms of program assessment, the clients' average quarterly wages following their program exit should begin to approach the corresponding control groups'. While the gap in average quarterly wages went from 90.0 percent below the control group in first quarter 1992 (92Q1) to 71.0 percent below in fourth quarter 1998 (98Q4) for DFS clients; DVR and JTPA clients went from 77.0 percent below the control group to 114.0 percent below and 41.0 percent below to 54.0 percent below, respectively, during the same time period. These findings fail to identify



a clear, positive link between program participation and increased earnings.

There are a few important factors to keep in mind when interpreting the results of the three distinct programs. First, DVR and JTPA both

provide employment and training services. Perhaps the two-year follow up period does not span enough time to observe a close in the wage gap between the respective programs and their control groups. Another factor influencing the average quarterly wage is the natural

Table 3: One and Two Year Follow Up of Department of Family Services (DFS), Division of Vocational Rehabilitation (DVR), Job Training Partnership Act (JTPA) and Associated Matched Control Groups

Group	Average Number of Quarters Worked In:		Average Number of Employers In:		Instability Index of Client In:		Instability Index of Employers In:		Average Total Wages In:		
	1 Year	2 Years	1 Year	2 Years	1 Year	2 Years	1 Year	2 Years	1 Year	2 Years	
DFS Average	Control	3.5	6.6	1.7	2.3	37.7%	39.2%	40.0%	40.6%	13,831	27,367
	Client	3.2	5.8	2.1	3.1	63.6%	62.7%	52.0%	51.9%	6,445	12,930
DVR Average	Control	3.6	6.8	1.6	2.2	32.6%	34.0%	36.8%	37.3%	20,355	40,416
	Client	3.3	5.8	1.9	2.8	54.9%	57.1%	48.4%	49.3%	8,452	15,988
JTPA Average	Control	3.6	6.6	1.7	2.3	36.0%	37.4%	38.9%	39.4%	17,464	34,623
	Client	3.3	5.9	2.2	3.2	63.9%	62.3%	48.0%	47.3%	9,070	18,562

(Continued on page 6)

Table 4: Detailed One and Two Year Follow Up of Department of Family Services (DFS), Division of Vocational Rehabilitation (DVR), Job Training Partnership Act (JTPA) and Associated Matched Control Groups

Group		Average Number of Quarters Worked In:		Average Number of Employers In:		Instability Index of Client In:		Instability Index of Employers In:		Average Total Wages In:	
		1 Year	2 Years	1 Year	2 Years	1 Year	2 Years	1 Year	2 Years	1 Year	2 Years
DFS 96Q1	Control Client	3.6	6.7	1.7	2.3	34.7%	36.6%	38.6%	39.2%	\$14,180	\$27,890
		3.3	5.9	2.1	3.0	60.3%	59.6%	50.3%	50.3	7,073	13,871
DFS 96Q2	Control Client	3.5	6.5	1.7	2.3	39.0%	40.2%	40.4%	40.6%	13,979	27,747
		3.2	5.7	2.2	3.3	66.3%	65.0%	54.1%	53.6%	6,234	12,966
DFS 96Q3	Control Client	3.5	6.5	1.7	2.4	39.6%	40.4%	40.8%	41.1%	13,866	27,568
		3.2	5.7	2.1	3.0	64.5%	63.5%	53.1%	52.8%	6,334	12,587
DFS 96Q4	Control Client	3.6	6.6	1.7	2.4	37.6%	39.6%	40.1%	41.3%	13,299	26,265
		3.3	5.8	2.1	3.1	63.3%	62.7%	50.3%	51.2%	6,138	12,294
DFS Average	Control Client	3.5	6.6	1.7	2.3	37.7%	39.2%	40.0%	40.6%	13,831	27,367
		3.2	5.8	2.1	3.1	63.6%	62.7%	52.0%	51.9%	6,445	12,930
DVR 96Q1	Control Client	3.7	6.9	1.6	2.1	29.0%	30.9%	35.0%	35.7%	20,467	40,382
		3.4	5.8	1.9	2.7	49.0%	54.3%	47.7%	47.9%	8,111	14,068
DVR 96Q2	Control Client	3.6	6.7	1.6	2.2	35.3%	36.5%	37.9%	38.1%	19,819	39,435
		3.3	5.8	2.0	2.9	59.5%	59.3%	50.1%	49.9%	9,025	17,636
DVR 96Q3	Control Client	3.6	6.7	1.6	2.2	34.6%	35.5%	37.8%	38.0%	20,322	40,489
		3.3	6.0	1.9	2.9	55.8%	55.9%	48.8%	49.5%	8,501	16,918
DVR 96Q4	Control Client	3.6	6.8	1.6	2.2	31.6%	33.3%	36.6%	37.5%	20,811	41,359
		3.2	5.5	2.0	2.9	55.4%	58.9%	47.0%	49.9%	8,171	15,331
DVR Average	Control Client	3.6	6.8	1.6	2.2	32.6%	34.0%	36.8%	37.3%	20,355	40,416
		3.3	5.8	1.9	2.8	54.9%	57.1%	48.4%	49.3%	8,452	15,988
JTPA 96Q1	Control Client	3.6	6.8	1.6	2.2	31.3%	33.3%	36.5%	37.2%	18,837	37,107
		3.2	5.8	2.0	2.8	58.0%	57.7%	43.3%	42.5%	10,446	20,725
JTPA 96Q2	Control Client	3.5	6.6	1.6	2.3	37.9%	39.1%	39.7%	39.9%	15,948	31,643
		3.3	6.0	2.4	3.7	69.2%	67.6%	48.5%	47.8%	7,926	16,469
JTPA 96Q3	Control Client	3.5	6.5	1.7	2.3	38.8%	39.6%	40.2%	40.4%	16,745	33,408
		3.2	5.8	2.2	3.1	62.4%	61.7%	52.6%	51.0%	8,468	17,130
JTPA 96Q4	Control Client	3.6	6.6	1.7	2.3	35.8%	37.7%	39.2%	40.1%	18,326	36,335
		3.3	6.0	2.3	3.3	66.0%	62.0%	47.5%	47.9%	9,441	19,923
JTPA Average	Control Client	3.6	6.6	1.7	2.3	36.0%	37.4%	38.9%	39.4%	17,464	34,623
		3.3	5.9	2.2	3.2	63.9%	62.3%	48.0%	47.3%	9,070	18,562

attrition in the percent of clients with employment subsequent to exiting the program. If the training prepared individuals adequately to seek competitive employment with higher wages in another state, they may have left Wyoming. Lastly, data on the types of services provided by DFS, beyond knowing they provide public assistance to their clients, are

not available to us at this time. Because the DFS clients are generally younger females, most likely with dependents and some family or social network (i.e., a daycare provider) in Wyoming, lower earnings may not have discouraged their attachment to Wyoming. We did not have access to data about other sources of public or private

support available to DFS clients.

The longitudinal data are one way to look at the overall behavior of the groups. The longitudinal data provided help identify the percent with wages and the average quarterly wage of those appearing in Wage

(Continued on page 7)

Records. An important limitation of interpreting data presented graphically in Figures 1 and 2 (see pages 3 and 4) is that the clients appearing in first quarter 1997 (97Q1) Wage Records may not be the same clients showing up in second quarter 1997 (97Q2). This is further compounded when only those appearing in Wage Records are used for calculating the average quarterly wage, thus presenting a higher average quarterly wage than the group as a whole actually achieved. For example, in first quarter 1996 (96Q1) there were 446 DFS exits. If only 10 of the clients showed up in Wage Records, the 436 clients with no earnings do not affect the average quarterly wage.

Employer Attachment

Another way to look at performance is to present follow up data that includes information on the entire group at a subsequent point in time. Tables 3 and 4 (see pages 5 and 6) present data on one and two year follow up periods for a limited set of labor market participation indicators.

The first two follow up measures are the average number of quarters worked and the average number of employers following exit from a program. The client and control groups are similar on these two variables with the clients having a slightly lower average duration of employment and a higher average number of employers.

The instability index combines the two previous indicators to produce a clearer understanding of how the number of quarters worked and the number of employers for whom one worked, taken together, influence an individual's success in the labor market. For example, consider a client who works all four quarters following exit but has nine different

employers during that period. This would have a positive impact on the number of quarters worked and a negative impact on a stable relationship with an employer. To see how an instability index is calculated, see the related article in this month's *Trends* ("The Instability Index as a Measure of Labor Market Activity," page 9). The instability index represents the percent of labor market interaction that is unstable. For example an individual that enters employment with an employer in first quarter 1996 (96Q1) and exits employment from the same employer in second quarter 1996 (96Q2) would have an index of 100.0 percent. Whereas, an individual that enters employment in first quarter 1996 (96Q1) and continues to be employed with the same employer for the remaining three quarters, would have an index of 25.0 percent. The client groups are significantly higher on the instability index of the individual as well as the instability index of employers they work for.

The last indicator, average total wages during the follow up periods, is significantly different as well. The client groups earn about half of the wages of the control groups, regardless of program. The DVR clients have the highest annual average wage of \$9,281, which is slightly above the poverty level of \$8,350 for a family of one and below the poverty level for a family of two (\$11,250) - (see Table 5).

Conclusions

This article is intended as a first step in understanding what happens to clients leaving programs, some of which will be centralized in a One Stop environment. It is also intended to generate more questions than answers. For example, with an extended set of data we could ascertain if the clients departing the

Table 5: 2000 Poverty Guidelines for the 48 Continuous States and the District of Columbia

Size of Family Unit	Poverty Guideline
1	\$8,350
2	\$11,250
3	\$14,150
4	\$17,050
5	\$19,950
6	\$22,850
7	\$25,750
8	\$28,650

Source: "Annual Update of the Health and Human Services (HHS) Poverty Guidelines," *Federal Register*, February 15, 2000.

DFS program were receiving additional aid from some other program. With interstate agreements for Wage Records sharing, we could determine where the people go and what they earn in those states. Interstate agreements will allow us to better understand the flow of Wyoming's labor market and if and why clients we train for employment leave Wyoming. Further, they will allow us to understand some of the reasons people have for attaching themselves to Wyoming's labor market. With a better understanding of the issues surrounding the supply and demand of Wyoming's labor market, perhaps we can assist the programs in training clients for occupations needed in our state.

Our analysis and the points in the related article support the idea that placing clients with employers who have a solid record of employee retention in higher-paying industries should become a higher priority than merely getting them jobs. Placing clients in low wage, high turnover jobs does little to increase their

(Continued on page 8)

stability and future earnings in the job market over the two year follow up period. The identification of employers with high instability rates and low wages is still in the development stage, but may offer a partial solution to competitive employment outcomes. The benefits of this process will help us secure and sustain our most valuable asset, our own people.

1 The Workforce Investment Act of 1998, Pub. L. No. 105-220 (1998). Sec. 121 (b) (1) and (2).

2 "Annual Update of the Health and Human Services (HHS) Poverty Guidelines," *Federal Register*, February 15, 2000.

3 *Wyoming Wage Records 1992-1998: A Baseline Study*, Research & Planning, Wyoming Department of Employment, November 1999.

4 G. Lee Saathoff, "Separation from the Wyoming Labor Market," *Wyoming Labor Force Trends*, March 1999, pp. 1-5; Krista R. Shinkle, "Wyoming-Attached Workers: Living and Working in

Wyoming," *Trends*, April 1999, pp. 1-6; Gregg Detweiler, "Industry Variations in Wyoming's Steady Workers," *Trends*, May 1999, pp. 1-6; Mike Evans, "Job Turnover and Hire Rates in Wyoming," *Trends*, June 1999, pp. 1-5; Valerie A. Davis, "Who Are Wyoming's New Hires?," *Trends*, July 1999, pp. 1-6.

5 **Where are the Jobs? What Do They Pay? 1998 Annual Covered Employment & Wages**, Research & Planning, Wyoming Department of Employment, December 1999.

A Note on Control Group Selection

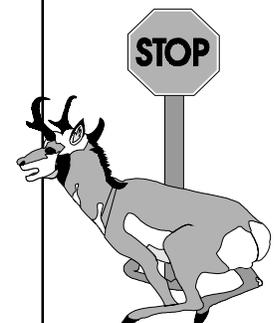
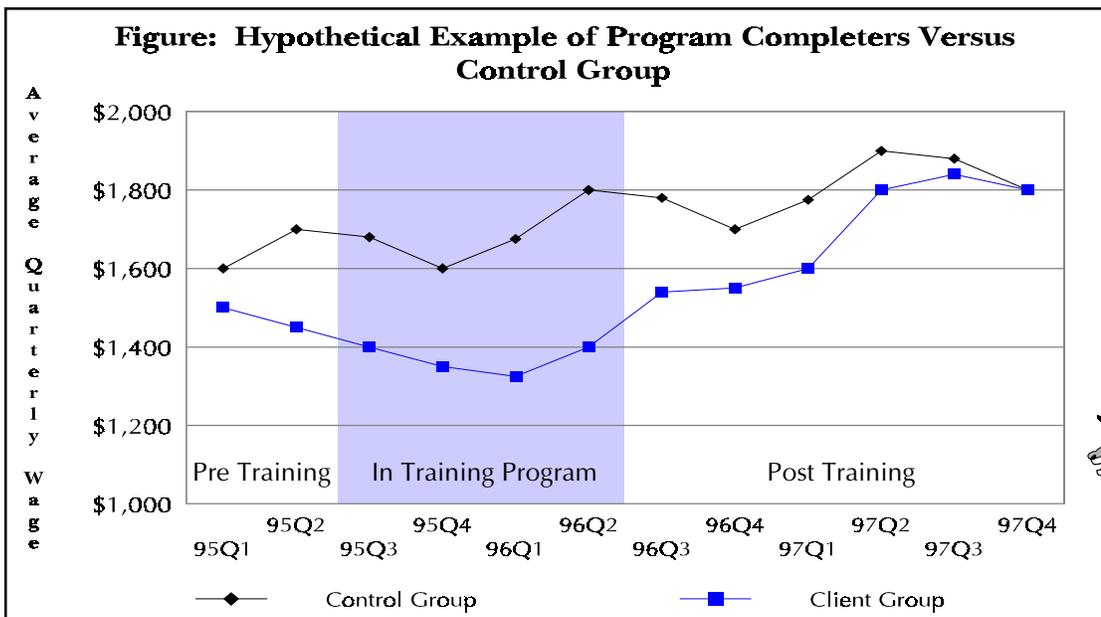
Economic conditions directly affect the opportunity structure of the labor market, impacting prospects of finding and retaining employment and increasing earnings. Interpreting the performance outcomes of a workforce training program requires an awareness of local economic conditions.

Simply defined, a matched

control group is a representative subset of the population similar to program clients on a number of characteristics (i.e., age, sex, industrial sector), that operates in the same environment as the clients. The Figure represents a hypothetical example of how client performance might improve subsequent to training, achieving the program's desired effect by raising earnings to a level comparable to the control group.

This process of using matched control groups opens a dialogue about how to assess program performance relative to the economy.

Source: Tony Glover, "Performance Accountability in the Workforce Investment Act: An Application with Division of Vocational Rehabilitation Data Part Two," *Wyoming Labor Force Trends*, December 1999, p. 1.



The Instability Index as a Measure of Labor Market Activity

by: Tony Glover, Senior Analyst and Richard Peters, Economist

"From the perspective of improving the performance of a training program, knowing what industries or employers with which to place a client could improve the client's likelihood of having a positive outcome with the labor market."

The Wage Records database is a collection of quarterly employee information from Unemployment Insurance (UI) covered employers.¹ The data collected include: employee Social Security Number (SSN), UI tax account number of the employer and total wages paid to the employee. A typical set of records would look like Table 1.

with labor supply.

Instability Index of the Individual

Consider an individual who works for the same employer in the first and second quarter of 1996 (96Q1 and 96Q2) and does not work for the employer in third quarter 1996 (96Q3). Relative to

96Q2, the individual has exited employment with that employer. Table 2 (see page 10) is a list of all possible scenarios an individual could have with an employer in a given quarter. The first three of the four categories are considered unstable interactions with an

Table 1: Example of One Quarter of the Wage Records Database

Hypothetical SSN	Employer 1 UI Account Number	Wages from Employer 1	Employer 2 UI Account Number	Wages from Employer 2	Employer 3 UI Account Number	Wages from Employer 3
000-00-0001	888888881	\$5,000	888888883	\$750	888888882	\$300
000-00-0002	888888882	\$10,000	888888883	\$250		
000-00-0003	888888883	\$2,000				
000-00-0004	888888884	\$4,800				

From the information in Table 1, Research & Planning (R&P) can summarize the total wages paid to an individual in a given quarter and the number of employers the individual worked for. By combining four quarters of Wage Records, R&P generates summary statistics for total wages, number of employers and quarters worked for the year. Linking this file to other administrative databases can provide us with information about the industry of the employer, Employment Resources Centers utilization and demographic data of the individual as well as other characteristics.

Recently, R&P produced a series of **Wyoming Labor Force Trends** articles on turnover and labor market churning.² This article incorporates several of the concepts discussed in that series and takes the process to the next logical step for training and education program assessment. By combining several years of Wage Records data, we can create a picture of how individuals interact with employers. Looking at how individuals interact with all their employers across time gives us a better understanding of labor market activity and how employers interact

employer: Entry (E), Exit (X), and Both (Entry & Exit) - (B). The fourth variable, Continuous (C), is a stable situation where the individual maintains employment with the same employer for at least three consecutive quarters. As mentioned earlier, Wage Records captures individuals with more than one employer in a given quarter. Commonly an individual, who changes from one employer to another, would produce both an Exit from employer 1 and an Entry to employer 2. This is not necessarily an inefficient labor market activity as individuals often make competitive employment shifts for higher wages, increased benefits and as strategic moves to avoid layoff for other reasons. When several quarters of data are combined, this single incident of unstable activity is diluted by the individual's continuity of employment.

Table 3 (see page 10) presents some scenarios that occurred in "The Flow of Labor in Wyoming: Department of Family Services, Division of Vocational Rehabilitation and Job Training

(Continued on page 10)

Table 2: Variables Associated with Individual Interaction with an Employer

Behavior	Category	Previous Quarter	Reference Quarter	Following Quarter	Variable Created
Unstable	Entry		Employer 1	Employer 1	E
	Exit	Employer 1	Employer 1		X
	Both (Entry & Exit)		Employer 1		B
Stable	Continuous	Employer 1	Employer 1	Employer 1	C

Table 3: Scenarios of Labor Force Activity Based on Actual Cases

SSN	96Q1				96Q2				96Q3				96Q4			
	Emp 1	Emp 2	Emp 3	Emp 4	Emp 1	Emp 2	Emp 3	Emp 4	Emp 1	Emp 2	Emp 3	Emp 4	Emp 1	Emp 2	Emp 3	Emp 4
000-00-0001	C	B			X		E				X	E				X
000-00-0002	C	E			C	C			C	C			C	C		
000-00-0003	E				X											
000-00-0004	C	C			C	C			C	C			X	C		

Partnership Act Clients” in this issue of *Trends* (see page 1). Six quarters of data are used to create the scenarios presented in Table 3, because the quarter prior and the quarter following the four-quarter period are needed to define the variables for the first and last quarters. SSN 1 and SSN 4 offer a good opportunity to contrast the labor market activity of individuals. During the four-quarter period, SSN 1 worked for four different employers. The longest duration of employment as captured in this snap shot was three quarters represented by Continuous (C) in first quarter 1996 (96Q1). During the three remaining quarters, the longest duration of employment was one quarter. In contrast, SSN 4 worked for only two employers during the period and left employment with one in fourth quarter 1996 (96Q4). A four-quarter summary of the four individual’s labor market activity is presented in Table 4.

Table 4 presents the final step describing the individual’s labor market activity. The instability index of the individual is the percent of an individual’s labor market activity that is unstable. In formula terms it is simply the unstable (E + X + B) divided by all of the individual’s interactions with the labor market (E + X + B + C). Taking the scenario presented earlier of the individual making a

Table 4: Four-Quarter Summary of Labor Force Activity and Instability Index

SSN	One Year Follow Up				Instability Index of Individual
	E	X	B	C	
000-00-0001	2	3	1	1	85.7%
000-00-0002	1	1	0	7	22.2%
000-00-0003	1	1	0	0	100.0%
000-00-0004	0	1	0	7	12.5%

competitive employment shift, their instability index would be 40.0 percent for the four-quarter period. However, if we follow this process for two years during which they maintain employment, the individual’s instability index would be 22.0 percent. The one shift in employment is quickly diluted by the individual’s continuous attachment to one employer in the labor market over a longer period of time.

Instability Index of Employers and Industry

By grouping the number of Entries, Exits, Boths and Continuous variables by employer UI account number, it becomes possible to calculate an instability index for the employer. Table 5 (see page

(Continued on page 11)

Table 5: Summary of 1996 Data to Calculate an Employers Instability Index

Employer UI Number	1996				Instability Index of Individual
	E	X	B	C	
Employer 1	22	27	6	1,208	4.8%
Employer 2	2	1	4	8	57.9%
Employer 3	531	531	396	105	94.6%
Employer 4	3	5	8	6	80.0%

11) summarizes the four quarters of 1996 for four hypothetical employers. Employer 1 and Employer 3 interact with labor differently, represented by the opposite ends of the stability scale. Employer 1 maintains a large base of continuous employees and has little turnover. Employer 3, in contrast, has a small base of continuously attached employees and a large number of unstable employees. The relevance of this information is in the placement of clients participating in Workforce Investment activities. Placing clients with employers having a low instability index could influence the clients' subsequent success in the labor market.

Grouping on the employer's respective industry created an instability index of industry. For the four quarters of 1996, Table 6 presents the results of this process and supports the findings of the earlier series in *Trends* on turnover.

Table 6: Industries Ranked by Instability Index 1996

Industry	Percent
Construction	54.0
Agriculture	53.7
Retail Trade	50.7
Services	41.5
Manufacturing	31.0
Wholesale Trade	30.7
Mining	30.7
TCPU*	29.9
FIRE**	27.6
Government	25.9

* Transportation, Communication & Public Utilities
 ** Finance, Insurance & Real Estate

Conclusions

From the perspective of improving the performance of a training program, knowing what industries or employers with which to place a client could improve the client's likelihood of having a positive outcome with the labor market. This offers two advantages from the performance assessment perspective. The benefit to the client would be independence, increased attachment to the labor market and increased earnings. The benefits to the program include a higher percentage of clients entering and maintaining employment and a higher return on investment.

For future analysis, we need to assess the external validity of the Index as a descriptive economic tool. Through historical examination using Wage Records and ES-202³ information, we can analyze related demographic variables and establish internal validity by comparing other means of economic assessment (i.e., unemployment rates, turnover rates). We may also develop models that estimate current and forecast future employment events.

1 **Wyoming Wage Records 1992-1998: A Baseline Study**, Research & Planning, Wyoming Department of Employment, November 1999.

2 G. Lee Saathoff, "Separation from the Wyoming Labor Market," **Wyoming Labor Force Trends**, March 1999, pp. 1-5; Krista R. Shinkle, "Wyoming-Attached Workers: Living and Working in Wyoming," **Trends**, April 1999, pp. 1-6; Gregg Detweiler, "Industry Variations in Wyoming's Steady Workers," **Trends**, May 1999, pp. 1-6; Mike Evans, "Job Turnover and Hire Rates in Wyoming," **Trends**, June 1999, pp. 1-5; Valerie A. Davis, "Who Are Wyoming's New Hires?," **Trends**, July 1999, pp. 1-6.

3 ES-202 (Covered Employment and Wages) data are produced from covered employment and wage reports of employers subject to Unemployment Insurance (UI) coverage. UI typically does not cover self-employed, agricultural workers, unpaid family workers, domestic help, military personnel, railroad workers and non-profit workers.



Census 2000:

How You Can Help Make It a Success

by: **Buck McVeigh, Administrator, Division of Economic Analysis**

"Using the Census Bureau's national estimate of \$165 per person, the 1990 undercount cost our state close to \$1.7 million per year in lost federal funding. Over ten years, this amounted to almost \$17 million."

Census 2000, the largest peace-time mobilization in U.S. history, began in March. Approximately 860,000 census takers will be needed to reach an anticipated 275 million people across the United States. In Wyoming alone, 1,800 temporary jobs will be filled during the census (until July 2000). And you are needed to make it a success. If you are interested in becoming a census taker, the toll-free Census job phone number is 1-800-325-7733. People may also contact recently opened Local Census Offices in Cheyenne (307-772-2869) and Casper (307-261-5131).

Census 2000 will be the information cornerstone for the next century. Billions of dollars of federal, state and local funds will be spent on thousands of projects across our nation. How and where that money is spent depends on the census numbers. For example, decisions about education, health care, job training and business are based on information about children, the elderly, the unemployed or underemployed. Moreover, the development of public transportation systems and traffic control are based on where people work and live. Census 2000 is your chance to make sure that the new century begins with an accurate and complete picture

of your community.

The census is not just about population - housing, social and economic data are obtained as well. The survey obtains data about families, households, income, employment, transportation, education and poverty levels.

The undercount from the 1990 census was significant in Wyoming. In fact, Wyoming ranked ninth nationwide in total undercount in the 1990 census. In terms of people missed, this amounted to just over 10,000. This number would not be all that significant if Wyoming's total population was in the millions, but because Wyoming's population is not even close to that (453,588 in 1990), the undercount was very significant.

Using the Census Bureau's national estimate of \$165 per person, the 1990 undercount cost our state close to \$1.7 million dollars per year in lost federal funding. Over ten years, this amounted to almost \$17 million. Worse yet, because this is a national figure, we fear it is significantly diluted from what we actually lost per person in Wyoming. Based on figures from the U.S. Government Accounting Office, the loss per person in Wyoming was closer to \$540 per year. This would mean that

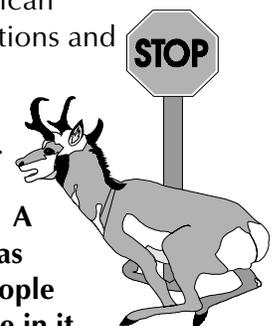
Wyoming lost closer to \$5.4 million per year in federal funds, or \$54 million over a ten-year period.

State-shared revenue (i.e., sales & use taxes, mineral severance taxes, Federal mineral royalties and motor fuel taxes) is another story for local governments. Wyoming municipalities receive, on average, \$322 per person each year in state government-shared revenue based on population. Counties receive \$237 per person each year in population-based, state-shared revenue.

In effect, the State of Wyoming made funding provisions for schools, roads, health facilities, housing and other important services for 10,000 additional people not counted by the census in 1990.

About a week before Census Day - April 1, 2000, most households will receive a questionnaire by mail. However, census takers will hand deliver questionnaires to people living on American Indian Reservations and most rural areas starting in early March.

Your answers are important. A census is only as good as the people who participate in it.



Using the Occupational Employment Statistics Wage Survey as a Tool for Studying Wyoming's Wages

by: Deana Hauf, Economist

"Wyoming has the lowest wage in seven of the 15 [growth] occupations. However, Wyoming's overall hourly mean wage went up from \$11.87 in 1997 to \$12.22 in 1998 or 2.9 percent."

The Occupational Employment Statistics (OES) Wage Survey measures occupational employment and wage rates for Unemployment Insurance covered employees in non-farm establishments. This article uses the OES Wage survey to compare the average wages of Wyoming's fastest growing occupations to the United States and six surrounding states (see Table 1).

The Occupational Employment Wage Survey and Projections

The wage information in this article is from the annual OES Wage Survey and occupational projections conducted by each state and the United States as a

whole.¹ The OES classification system uses seven major occupational divisions to categorize workers in one of 750 detailed occupations (see Occupational Definitions in the Glossary). The information from this survey is used to produce wage rate estimates and employment projections. United States projections are developed by the Bureau of Labor Statistics, U.S. Department of Labor (see Table 2, page 14) on a two-year schedule and most states follow a similar schedule. The next U.S. projections cycle covers the 1998-2008 period and is currently available at <http://stats.bls.gov/asp/oepp/nioem/empiohm.asp>. State-level projections (see Tables 2 and 3, pages 14 and 15), produced by

the Labor Market Information sections, are due for release in mid-2000. The OES Wage Survey data presented in this article (see Table 3, page 15) use a fourth quarter 1998 reference period and are based on information collected from the survey over the last three years.

Analysis of Top 15 Projected Growth Occupations

Wyoming's top 15 projected growth occupations for 1996-2006 are as follows:

- Salespersons, Retail
- Cashiers
- General Managers & Top Executives
- Maintenance Repairers, General Utility
- Marketing/Sales Supervisors
- Food Preparation Workers
- Carpenters
- Nursing Aides & Orderlies
- Waiters & Waitresses
- Stock Clerks: Stockroom/Warehouse
- Reception/Information Clerks
- Electricians
- Registered Nurses
- Home Health Aides
- Financial Managers

These 15 occupations are found in six of the seven major occupational groups, suggesting a

Table 1: Wyoming's Top 15 Projected Growth Occupations for 1996-2006 Ranked by Employment Increase

OES Code	Occupational Title	Employment		Employment Changes	
		1996	2006	Numeric	Percent
49011	Salespersons, Retail	6,398	7,645	1,247	19.5
49023	Cashiers	5,734	6,663	929	16.2
19005	General Managers & Top Executives	6,100	6,747	647	10.6
85132	Maintenance Repairers, General Utility	3,408	3,863	455	13.4
41002	Marketing/Sales Supervisors	3,057	3,473	416	13.6
65038	Food Preparation Workers	3,344	3,713	369	11.0
87102	Carpenters	1,927	2,273	346	18.0
66008	Nursing Aides & Orderlies	2,524	2,815	291	11.5
65008	Waiters & Waitresses	5,520	5,810	290	5.3
58023	Stock Clerks: Stockroom/Warehouse	987	1,253	266	27.0
55305	Reception/Information Clerks	1,450	1,715	265	18.3
87202	Electricians	1,316	1,572	256	19.5
32502	Registered Nurses	3,419	3,669	250	7.3
66011	Home Health Aides	460	705	245	53.3
13002	Financial Managers	1,551	1,791	240	15.5

Source: Wyoming Industry & Occupational Projections 1996-2006: The Future of Wyoming's Labor Market, Research & Planning, Wyoming Department of Employment, 1998.

(Continued on page 14)

broad range of growing employment opportunities. Wyoming has the lowest wage in seven of the 15 occupations. However, Wyoming's overall hourly mean wage went up from \$11.87 in 1997 to \$12.22 in 1998 or 2.9 percent.

Table 1 (see page 13) shows Wyoming's top 15 projected growth occupations for the next ten years. Several factors affect occupational employment growth. The aging of the "baby boomers" is causing an increased need for health service and social service occupations. Another factor is the so-called "fast paced life." Employment in the Construction industry is increasing as newer, larger homes are built. Also, this same change in lifestyle is resulting in increases in the food services industries as the desire for food preparation for consumption outside the home rises. The increase in tourism expands the need for hotel, food, amusement and related occupations.

As shown in Table 2, Wyoming's projected 6.0 percent employment growth rate is the lowest overall growth rate of the six surrounding states and the United States. Nebraska and South Dakota are ranked fourth and fifth, respectively. Colorado shows the largest projected increase of 32.0 percent, Utah with the second largest increase of 30.0 percent and Idaho in third place with 27.0 percent.

Mean Wage for the Top 15 Growth Occupations

As shown in Table 3 (see page 15), many growing occupations are not associated with high hourly rates of compensation. The two top growth occupations are retail salespersons, with a projected growth of 1,247 jobs and a 1998 mean wage of \$7.88, and cashiers, with an increase of 929 jobs and a mean wage of \$6.95. Both

Table 2: United States, Wyoming and Surrounding States Employment Projections for 1996-2006

State	Employment		Employment Change	
	1996	2006	Numeric	Percent
U.S.	132,353,100	150,926,800	18,573,700	14.0
Colorado	2,059,800	2,718,900	659,100	32.0
Utah	1,150,400	1,490,000	339,600	30.0
Idaho	554,800	707,100	152,300	27.0
Montana	485,750	577,650	91,900	19.0
South Dakota	419,050	475,700	56,650	14.0
Nebraska	965,950	1,092,600	126,650	13.0
Wyoming	221,050	234,750	13,700	6.0

Source: National projections available from the Bureau of Labor Statistics at: <http://stats.bls.gov.emphome.htm>. State projections are developed by each state, see Wyoming's home page at: <http://lmi.state.wy.us/>.

occupations have a low hourly wage compared to Wyoming's mean wage of \$12.22 for all industries. Compared to the other six states and the United States, Wyoming has the lowest mean wage in seven of 15 high growth occupations:

- Salespersons, Retail
- General Managers & Top Executives
- Marketing/Sales Supervisors
- Food Preparation Workers
- Nursing Aides & Orderlies
- Registered Nurses
- Financial Managers

South Dakota has the lowest wages in four of the 15 occupations, Montana and Idaho each have two occupations with the lowest wages. Stock clerks and maintenance repairers earn more in Wyoming than the United States. Electricians in Nebraska, South Dakota and Utah earn less than in Wyoming. Stock clerks, maintenance repairers and electrician occupations have a

higher wage in Wyoming because they are often found working in the Mining industry. The Mining industry in Wyoming traditionally pays more than other industries and has a larger portion of total employment than in any other state.

The OES Wage Survey is a valuable tool in studying occupations and wages. Some of the fastest growing occupations in Wyoming such as retail salespersons pay low wages, while others such as electricians and stock clerks pay higher wages because they are commonly found in the Mining industry.

1 Statewide 1998 wage information for four multi-county regions, Casper and Cheyenne (Wyoming's two metropolitan statistical areas) is available on the Internet at: <http://lmi.state.wy.us/98oespub/toc.htm>. The U.S. and other states' data are available from

(Continued on page 15)

Table 3: Mean Hourly Wage Rate for Top 15 Projected Growth Occupations for the United States, Wyoming and Surrounding States for 1998

OES Code	Occupational Title	South							
		U.S.	Wyoming	Colorado	Idaho	Montana	Nebraska	Dakota	Utah
49011	Salespersons, Retail	\$9.12	\$7.88	\$9.52	\$9.66	\$8.64	\$8.50	\$8.62	\$8.77
49023	Cashiers	7.31	6.95	8.38	7.14	6.79	7.01	6.77	7.32
19005	General Managers & Top Executives	30.08	21.92	33.31	22.77	25.93	24.23	31.69	28.04
85132	Maintenance Repairers, General Utility	12.11	12.49	11.38	11.20	9.90	11.46	9.65	11.48
41002	Marketing/Sales Supervisors	17.30	13.60	17.26	15.57	14.45	14.96	15.68	15.61
65038	Food Preparation Workers	7.09	6.39	6.97	6.57	6.45	6.70	6.48	6.86
87102	Carpenters	15.20	13.73	15.45	13.75	12.90	11.96	11.66	13.67
66008	Nursing Aides & Orderlies	8.31	7.39	8.40	7.63	7.45	8.00	7.49	7.99
65008	Waiters & Waitresses	6.11	5.74	6.11	5.68	5.73	5.92	5.69	5.98
58023	Stock Clerks: Stockroom/Warehouse	10.03	10.56	10.60	8.66	8.89	9.11	9.65	9.46
55305	Reception/Information Clerks	9.26	8.09	9.24	8.80	7.66	8.17	7.84	8.30
87202	Electricians	18.05	16.75	16.84	16.97	17.73	15.67	13.75	16.41
32502	Registered Nurses	20.71	16.74	20.36	18.89	16.78	17.60	17.02	20.20
66011	Home Health Aides	8.17	7.63	8.65	8.67	7.51	8.29	7.61	7.72
13002	Financial Managers	28.56	23.90	29.91	24.70	24.10	25.70	27.27	25.07

Source: States' Labor Market Internet sites

the U.S. Bureau of Labor Statistics at: <http://stats.bls.gov/emphome.htm>.

**Wage Survey Glossary
General Definitions**

Mean Wage - A measure of central tendency. The sum of the values of all observations divided by the number of observations. It is also called the arithmetic average. If some values are far removed from the others (outlying), they can substantially influence the mean.

OES Code - This five-digit code identifies occupations as defined by the Occupational Employment Statistics (OES) program.

OES Title - A short title describing each occupation included in the OES occupations.

Numeric Change in Employment - Numerical change is important because occupations with large employment that are projected to grow slowly may create more jobs

than occupations with small employment that are projected to grow rapidly.

Percent Change in Employment - Percent change provides information on occupations that will grow much faster than average, which is generally an indicator of favorable employment prospects.

Occupational Definitions

Managerial and Administrative (10000-19999) - Included in this division are all top and middle managers, administrators and executives. Primary duties are policy making, planning, staffing, directing or controlling the activities of industrial, commercial, governmental or other establishments.

Professional, Paraprofessional, and Technical Occupations (20000-39999) - Included in this division are persons concerned with the theoretical or practical

aspects of such fields as science, art, education, law and business relations where substantial post-secondary educational preparation or equivalent on-the-job training or experience is required. Occupations in this section are ordered as follows: General management support; engineering and scientific; data processing and mathematical; social sciences, law and related; teaching and related; medicine and health; writing, art and related.

Sales and Related Occupations (40000-49999) - Included in this division are persons selling goods or services and others directly related to sales.

Clerical and Administrative Support Occupations (50000-59999) - Included in this division are persons performing office and plant clerical tasks, such as typing, filing, computer operating, records keeping (personnel, stock,

(Continued on page 16)

production, billing, etc.) and mail preparation and distributing.

Service (60000-69999) - Included in this division are workers in occupations relating to protective service, food service, health assisting service, cleaning and building service and personal service.

Agricultural, Forestry, Fishing,

and Related Occupations (70000-79999) - Included in this division are workers concerned with agricultural production, forestry and fishing. Also included in this division are agriculture related workers such as animal caretakers and grounds keepers.

Production, Construction, Operating, Maintenance, and Material Handling Occupations

(80000-99999) - Included in this division are all skilled, semiskilled and unskilled workers performing machine and manual tasks involving production, construction, operating, maintenance, repair and material handling operations.



Competitive Wage Ranking:

Retaining Wyoming's Workforce

by: Carol Kjar, Statistical Technician

"Despite an increase in real annual wages in the state, Wyoming's average weekly wages remain among the lowest in the nation."

In the January 2000 issue of **Wyoming Labor Force Trends**, we reported that Unemployment Insurance (UI) covered employment and total payroll for the second quarter of 1999 had increased over the same quarter in 1998.¹ In December 1999, the U.S. Bureau of Labor Statistics released the **1998 Employment and Wages Annual Averages** publication which listed the average weekly wages for all the states. The objective of this article is to put these recently released data into historic context and determine whether pay in Wyoming is more or less competitive since the beginning of the decade.

The Table (see page 17) shows the nominal and real average weekly wages across the United States for the years 1990, 1996 and 1998.² The states' real wages are ranked from highest to lowest. In 1990, Wyoming's real wages were ranked 37th in the

nation. Over the next six years, our ranking fell to 45th and continues to remain at that level. Of the six states adjacent to Wyoming, four (Montana, South Dakota, Nebraska and Idaho) are among the nine lowest average weekly wages paid in the nation.

The **1990 Covered Employment and Wages** publication reported that there were 18,314 Mining jobs and 11,743 Transportation, Communication & Public Utilities (TCPU) jobs in Wyoming. These two industries also had the highest average weekly wages of all the industries in the state.³ In the **1998 Covered Employment and Wages** publication, Mining jobs had decreased by 1,478 jobs and TCPU had fallen by 636 jobs since 1990.⁴ The loss of the high wage jobs and the increase in lower paying jobs⁵ have contributed to the lower average weekly wage and, consequently, have pulled Wyoming down to 46th place in

the nation.

Despite an increase in real annual wages in the state, Wyoming's average weekly wages remain among the lowest in the nation. Based on the pattern shown in the Table, Wyoming's competitive wage ranking has remained constant since 1996 when compared to the rest of the nation. Also, since 1996, Wyoming has had an increasing net out-migration.⁶ The low real wages may account for part of the problem of population and labor force retention.

1 Craig Henderson, "Covered Employment and Wages for Second Quarter 1999," **Wyoming Labor Force Trends**, January 2000, pp. 7-9.

2 Nominal wages are given in current dollars, that is 1990 wages are stated in 1990 dollars. Real

(Continued on page 17)

Table: Competitive Wage Ranking of the 50 States for Years 1990, 1996 and 1998

	1990		1996		1998	
	Nominal/Real * Average Weekly Wage	Real Weekly Wage Rank	Nominal/Real * Average Weekly Wage	Real Weekly Wage Rank	Nominal/Real * Average Weekly Wage	Real Weekly Wage Rank
National Average	\$454/ \$347		\$557/ \$355		\$614/ \$377	
Alabama	394/ 301	32	484/ 308	31	520/ 319	31
Alaska	576/ 441	1	624/ 398	5	651/ 399	9
Arizona	412/ 315	24	507/ 323	26	564/ 346	23
Arkansas	350/ 268	46	429/ 273	46	470/ 288	46
California	503/ 385	6	611/ 389	6	680/ 417	5
Colorado	441/ 337	14	548/ 349	14	620/ 381	12
Connecticut	558/ 427	2	703/ 448	2	787/ 483	1
Delaware	470/ 360	10	591/ 377	9	654/ 401	8
Florida	404/ 309	27	493/ 314	29	541/ 332	29
Georgia	425/ 325	21	529/ 337	20	594/ 364	18
Hawaii	443/ 341	12	526/ 335	21	558/ 343	25
Idaho	265/ 279	44	449/ 286	42	478/ 293	44
Illinois	487/ 373	8	602/ 384	8	667/ 410	6
Indiana	417/ 319	23	509/ 324	25	560/ 343	24
Iowa	370/ 283	43	455/ 290	41	501/ 307	38
Kansas	389/ 298	34	473/ 301	32	516/ 317	34
Kentucky	384/ 294	40	470/ 300	36	513/ 315	35
Louisiana	397/ 304	29	472/ 301	34	517/ 317	32
Maine	388/ 297	36	459/ 293	39	498/ 305	39
Maryland	476/ 364	9	583/ 372	10	641/ 393	10
Massachusetts	513/ 393	5	653/ 416	4	727/ 446	4
Michigan	488/ 373	7	606/ 386	7	664/ 408	7
Minnesota	445/ 336	13	555/ 354	12	617/ 378	13
Mississippi	341/ 261	48	420/ 268	47	458/ 281	47
Missouri	418/ 320	22	512/ 326	24	556/ 341	26
Montana	344/ 263	47	407/ 259	49	436/ 267	50
Nebraska	357/ 273	45	448/ 286	44	491/ 301	41
Nevada	430/ 329	20	534/ 340	17	581/ 356	20
New Hampshire	435/ 333	18	533/ 340	19	595/ 365	17
New Jersey	547/ 419	4	691/ 440	3	N/A **	3
New Mexico	372/ 285	42	456/ 291	40	495/ 303	40
New York	555/ 425	3	708/ 451	1	782/ 480	2
North Carolina	389/ 298	34	489/ 312	30	541/ 332	30
North Dakota	339/ 259	49	409/ 261	48	442/ 271	48
Ohio	439/ 336	15	534/ 340	17	585/ 359	19
Oklahoma	390/ 298	33	449/ 286	42	483/ 296	43
Oregon	410/ 314	25	520/ 331	23	568/ 349	22
Pennsylvania	451/ 345	11	557/ 355	11	607/ 373	14
Rhode Island	431/ 330	19	523/ 333	22	580/ 356	21
South Carolina	378/ 289	41	462/ 294	38	503/ 309	37
South Dakota	316/ 242	50	399/ 254	50	438/ 268	49
Tennessee	396/ 303	30	499/ 318	28	547/ 336	28
Texas	386/ 295	37	541/ 345	15	606/ 372	15
Utah	386/ 295	37	473/ 301	32	217/ 317	33
Vermont	395/ 302	31	471/ 300	35	512/ 314	36
Virginia	438/ 335	16	538/ 343	16	604/ 370	16
Washington	436/ 334	17	555/ 354	12	636/ 390	11
West Virginia	398/ 305	28	463/ 295	37	486/ 298	42
Wisconsin	406/ 311	26	500/ 319	27	549/ 337	27
Wyoming	386/ 295	37	440/ 280	45	476/ 292	45

wages are adjusted for inflation and stated in constant dollars. Adjusting for inflation allows us to compare the purchasing power of wages from different time periods.

3 **1990-1991 Annual Covered Employment for the State of Wyoming**, Research & Planning, Wyoming Department of Employment, August 1993, p. 18.

4 **Where are the Jobs? What Do They Pay? 1998 Annual Covered Employment & Wages**, Research & Planning, Wyoming Department of Employment, December 1999, p. 21.

5 David Bullard, "A Decade of Employment Growth in Wyoming: 1988-1998," Figure 1, **Wyoming Labor Force Trends**, February 2000, p. 4.

6 **Press Release**, February 8, 2000, Division of Economic Analysis, Department of Administration and Information.



Source: "Bulletin 2393," November 1991; "Bulletin 2494," November 1997; "Bulletin 2525," December 1999, **Employment and Wages Annual Averages**, U.S. Department of Labor, Bureau of Labor Statistics.

* Wages were deflated to 1982-1984 dollars using the consumer price index for all urban consumers (CPI-U).

** New Jersey data were not available for the third and fourth quarters of 1998. Totals for the United States were calculated using estimated data for New Jersey. For purposes of ranking, it was assumed that 1998 annual average pay for New Jersey was the same as 1997.

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

data produced by: Richard Peters, Economist

"Statewide, both total weeks claimed and total unique claimants decreased in over-the-year comparisons, down 26.8 percent and 19.6 percent, respectively."

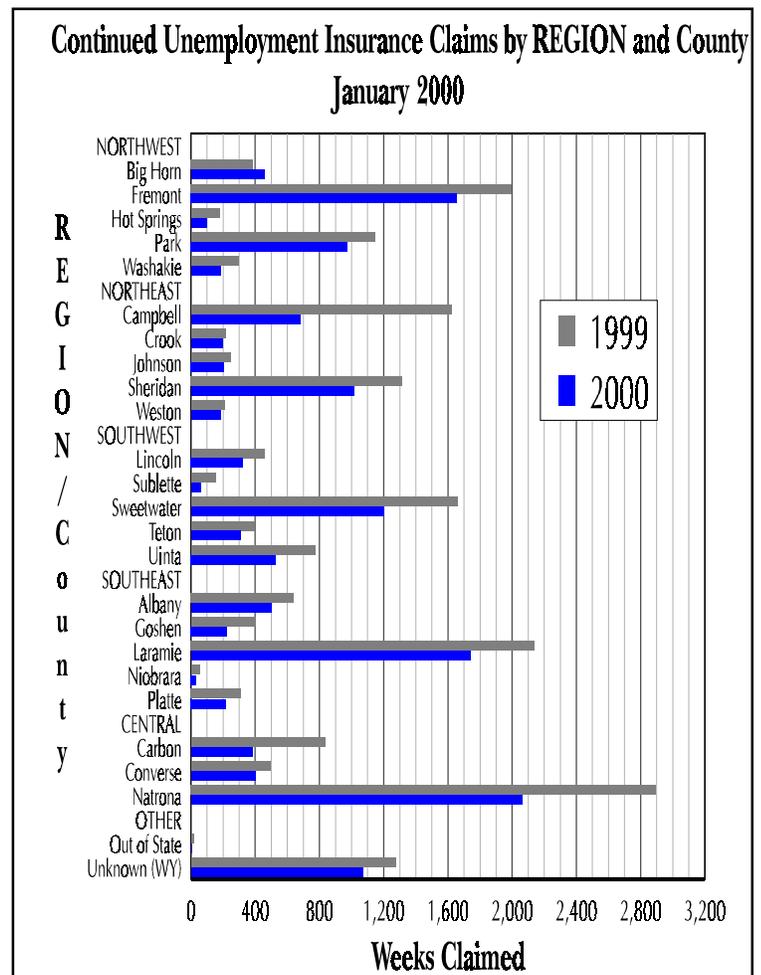
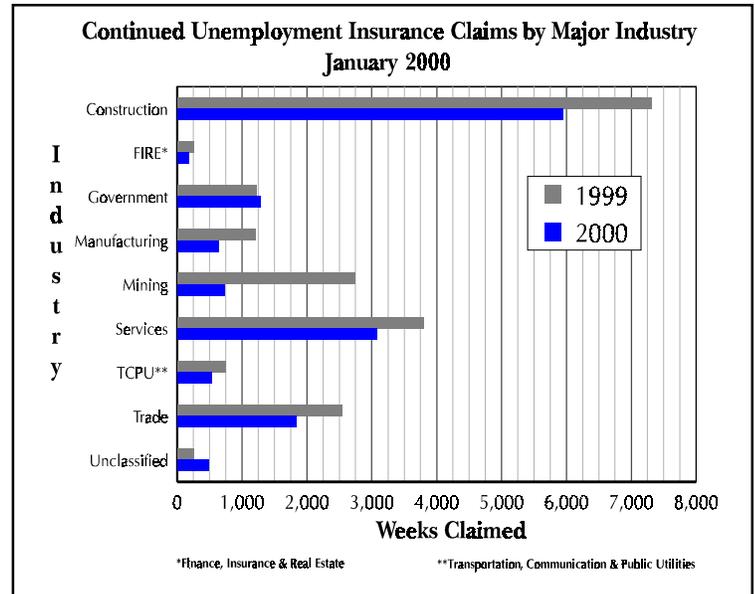
	Claims Filed		Percent Change	
	Claims Filed		Claims Filed	
	JAN 00	DEC 99	JAN 99	JAN 00
WYOMING STATEWIDE				
TOTAL WEEKS CLAIMED	14,716	11,497	20,106	28.0 -26.8
TOTAL UNIQUE CLAIMANTS	4,433	4,014	5,514	10.4 -19.6
TOTAL GOODS PRODUCING	7,317	4,877	11,262	50.0 -35.0
Manufacturing	637	419	1,206	52.0 -47.2
Mining	727	500	2,748	45.4 -73.5
Oil & Gas Extraction	485	306	2,274	58.5 -78.7
Construction	5,953	3,958	7,308	50.4 -18.5
TOTAL SERVICE PRODUCING	6,906	6,269	8,581	10.2 -19.5
Transportation, Communication & Public Utilities	530	390	756	35.9 -29.9
Transportation	438	329	642	33.1 -31.8
Communications & Public Utilities	92	61	114	50.8 -19.3
Trade	1,840	1,717	2,547	7.2 -27.8
Wholesale Trade	279	238	387	17.2 -27.9
Retail Trade	1,561	1,479	2,160	5.5 -27.7
Finance, Insurance & Real Estate	184	154	257	19.5 -28.4
Services	3,072	2,866	3,802	7.2 -19.2
Personal & Business Services	887	669	1,036	32.6 -14.4
Health Services	217	210	372	3.3 -41.7
Government	1,280	1,142	1,219	12.1 5.0
Local Government	452	392	679	15.3 -33.4
Local Education	111	99	165	12.1 -32.7
UNCLASSIFIED	493	351	263	40.5 87.5

LARAMIE COUNTY

TOTAL WEEKS CLAIMED	1,743	1,334	2,137	30.7 -18.4
TOTAL UNIQUE CLAIMANTS	532	484	581	9.9 -8.4
TOTAL GOODS PRODUCING	967	692	1,249	39.7 -22.6
Manufacturing	40	14	108	185.7 -63.0
Mining	14	7	23	100.0 -39.1
Oil & Gas Extraction	9	4	4	125.0 125.0
Construction	913	671	1,118	36.1 -18.3
TOTAL SERVICE PRODUCING	711	584	857	21.7 -17.0
Transportation, Communication & Public Utilities	83	62	100	33.9 -17.0
Transportation	67	56	70	19.6 -4.3
Communications & Public Utilities	16	6	30	166.7 -46.7
Trade	225	202	323	11.4 -30.3
Wholesale Trade	41	27	42	51.9 -2.4
Retail Trade	184	175	281	5.1 -34.5
Finance, Insurance & Real Estate	39	35	60	11.4 -35.0
Services	293	211	305	38.9 -3.9
Personal & Business Services	113	56	103	101.8 9.7
Health Services	41	26	62	57.7 -33.9
Government	71	74	69	-4.1 2.9
Local Government	22	13	33	69.2 -33.3
Local Education	5	4	10	25.0 -50.0
UNCLASSIFIED	65	58	31	12.1 109.7

NATRONA COUNTY

TOTAL WEEKS CLAIMED	2,064	1,631	2,898	26.5 -28.8
TOTAL UNIQUE CLAIMANTS	642	591	805	8.6 -20.2
TOTAL GOODS PRODUCING	1,194	843	1,675	41.6 -28.7
Manufacturing	93	80	196	16.3 -52.6
Mining	121	94	440	28.7 -72.5
Oil & Gas Extraction	73	47	364	55.3 -79.9
Construction	980	669	1,039	46.5 -5.7
TOTAL SERVICE PRODUCING	822	762	1,187	7.9 -30.7
Transportation, Communication & Public Utilities	83	55	106	50.9 -21.7
Transportation	64	43	92	48.8 -30.4
Communications & Public Utilities	19	12	14	58.3 35.7
Trade	278	240	358	15.8 -22.3
Wholesale Trade	81	67	81	20.9 0.0
Retail Trade	197	173	277	13.9 -28.9
Finance, Insurance & Real Estate	47	50	49	-6.0 -4.1
Services	348	341	553	2.1 -37.1
Personal & Business Services	145	130	182	11.5 -20.3
Health Services	42	61	116	-31.1 -63.8
Government	66	76	121	-13.2 -45.5
Local Government	26	39	105	-33.3 -75.2
Local Education	9	11	44	-18.2 -79.5
UNCLASSIFIED	48	26	36	84.6 33.3



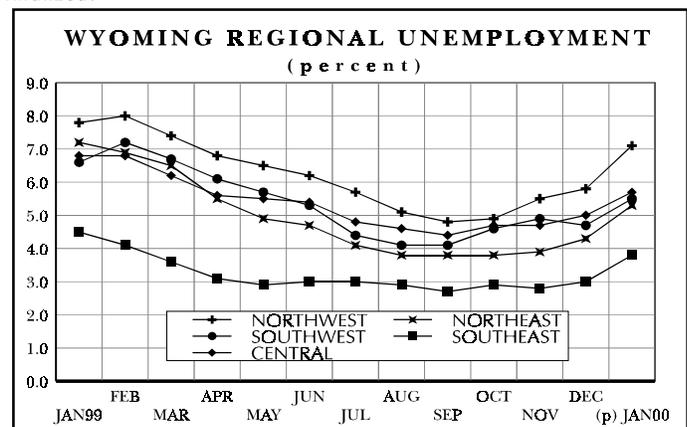
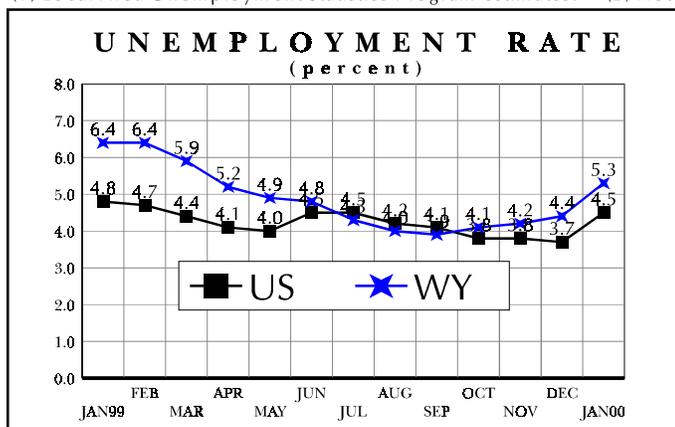
Wyoming Economic Indicators

"The number of new building permits rose from 77 in January 1999 to 88 in January 2000."

	January 2000 ----- (p)	December 1999 ----- (b)	January 1999 ----- (b)	Percent Change Month	Year
Wyoming Total Civilian Labor Force (1)	257,312	260,091	255,840	-1.1	0.6
Unemployed	13,702	11,540	16,300	18.7	-15.9
Employed	243,610	248,551	239,540	-2.0	1.7
Wyoming Unemployment Rate/Seas. Adj.	5.3%/4.1%	4.4%/4.4%	6.4%/5.1%	N/A	N/A
U.S. Unemployment Rate/Seas. Adj.	4.5%/4.0%	3.7%/4.1%	4.8%/4.3%	N/A	N/A
U.S. Multiple Jobholders	7,637,000	8,037,000	7,897,000	-5.0	-3.3
As a percent of all workers	5.7%	6.0%	6.0%	N/A	N/A
U.S. Discouraged Workers	234,000	267,000	339,000	-12.4	-31.0
U.S. Part Time for Economic Reasons	3,535,000	3,332,000	3,815,000	6.1	-7.3
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	\$873.24	\$884.52	\$838.93	-1.3	4.1
Average Weekly Hours	45.6	45.5	43.9	0.2	3.9
U.S. Mining					
Average Weekly Earnings	\$766.34	\$761.46	\$728.83	0.6	5.1
Average Weekly Hours	44.4	44.4	42.3	0.0	5.0
Wyoming Manufacturing					
Average Weekly Earnings	\$611.42	\$600.46	\$618.20	1.8	-1.1
Average Weekly Hours	39.6	39.4	40.3	0.5	-1.7
U.S. Manufacturing					
Average Weekly Earnings	\$589.47	\$603.50	\$564.16	-2.3	4.5
Average Weekly Hours	41.6	42.5	41.3	-2.1	0.7
Wyoming Unemployment Insurance					
Weeks Compensated (2)	14,011	12,164	18,428	15.2	-24.0
Benefits Paid	\$2,642,468	\$2,210,676	\$3,379,974	19.5	-21.8
Average Weekly Benefit Payment	\$188.60	\$181.74	\$183.41	3.8	2.8
State Insured Covered Jobs (1)	202,139	209,131	199,604	-3.3	1.3
Insured Unemployment Rate	2.0%	1.5%	2.5%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100)					
All Items	168.7	168.3	164.3	0.2	2.7
Food & Beverages	166.6	165.9	163.9	0.4	1.6
Housing	165.8	164.8	161.8	0.6	2.5
Apparel	126.8	130.1	127.9	-2.5	-0.9
Transportation	148.3	148.3	140.4	0.0	5.6
Medical Care	255.5	254.2	246.6	0.5	3.6
Recreation (Dec. 1997=100)	102.3	102.0	101.7	0.3	0.6
Education & Communication (Dec. 1997=100)	102.7	102.3	100.9	0.4	1.8
Other Goods & Services	264.7	263.0	255.4	0.6	3.6
Producer Prices (1982 to 1984 = 100)					
All Commodities	128.3	128.0	122.9	0.2	4.4
Wyoming Building Permits					
New Privately Owned Housing Units Authorized	88	120	77	-26.7	14.3
Valuation	\$9,030,000	\$10,731,000	\$8,349,000	-15.9	8.2

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

(1) Local Area Unemployment Statistics Program estimates. (2) Not Normalized.



Wyoming County Unemployment Rates

data produced by: David Bullard, Economist

"The statewide seasonally adjusted unemployment rate decreased from 5.1 percent in January 1999 to 4.1 percent in January 2000."

REGION COUNTY	<u>Labor Force</u>			<u>Employed</u>			<u>Unemployed</u>			<u>Unemployment Rates</u>		
	Jan 2000 <small>----- (p)</small>	Dec 1999 <small>---- (b)</small>	Jan 1999 <small>--- (b)</small>	Jan 2000 <small>----- (p)</small>	Dec 1999 <small>---- (b)</small>	Jan 1999 <small>--- (b)</small>	Jan 2000 <small>--- (p)</small>	Dec 1999 <small>--- (b)</small>	Jan 1999 <small>--- (b)</small>	Jan 2000 <small>-(p)</small>	Dec 1999 <small>-(b)</small>	Jan 1999 <small>-(b)</small>
Northwest	45,901	46,205	45,241	42,661	43,507	41,731	3,240	2,698	3,510	7.1	5.8	7.8
Big Horn	5,888	5,846	5,709	5,417	5,471	5,258	471	375	451	8.0	6.4	7.9
Fremont	17,981	18,162	17,885	16,460	16,860	16,191	1,521	1,302	1,694	8.5	7.2	9.5
Hot Springs Park	2,367	2,453	2,361	2,268	2,354	2,203	99	99	158	4.2	4.0	6.7
Washakie	14,709	14,765	14,244	13,821	14,072	13,353	888	693	891	6.0	4.7	6.3
	4,956	4,979	5,042	4,695	4,750	4,726	261	229	316	5.3	4.6	6.3
Northeast	43,681	44,141	42,601	41,361	42,262	39,543	2,320	1,879	3,058	5.3	4.3	7.2
Campbell	19,804	19,956	19,171	18,909	19,183	17,757	895	773	1,414	4.5	3.9	7.4
Crook	3,023	3,056	3,002	2,821	2,887	2,760	202	169	242	6.7	5.5	8.1
Johnson	3,718	3,820	3,610	3,560	3,685	3,430	158	135	180	4.2	3.5	5.0
Sheridan	13,745	13,888	13,466	12,882	13,253	12,505	863	635	961	6.3	4.6	7.1
Weston	3,391	3,421	3,352	3,189	3,254	3,091	202	167	261	6.0	4.9	7.8
Southwest	51,081	51,985	50,756	48,280	49,535	47,426	2,801	2,450	3,330	5.5	4.7	6.6
Lincoln	6,273	6,471	6,220	5,876	6,070	5,717	397	401	503	6.3	6.2	8.1
Sublette	2,922	3,016	2,974	2,826	2,938	2,828	96	78	146	3.3	2.6	4.9
Sweetwater	20,390	20,884	20,837	19,068	19,733	19,263	1,322	1,151	1,574	6.5	5.5	7.6
Teton	10,892	10,826	10,318	10,616	10,566	10,074	276	260	244	2.5	2.4	2.4
Uinta	10,604	10,788	10,407	9,894	10,228	9,544	710	560	863	6.7	5.2	8.3
Southeast	68,523	69,128	69,084	65,910	67,049	65,979	2,613	2,079	3,105	3.8	3.0	4.5
Albany	17,299	17,598	17,421	16,914	17,319	16,923	385	279	498	2.2	1.6	2.9
Goshen	6,594	6,614	6,520	6,281	6,450	6,091	313	164	429	4.7	2.5	6.6
Laramie	38,732	39,061	39,290	37,105	37,634	37,474	1,627	1,427	1,816	4.2	3.7	4.6
Niobrara	1,326	1,314	1,322	1,282	1,285	1,257	44	29	65	3.3	2.2	4.9
Platte	4,572	4,541	4,531	4,328	4,361	4,234	244	180	297	5.3	4.0	6.6
Central	48,124	48,634	48,155	45,397	46,199	44,860	2,727	2,435	3,295	5.7	5.0	6.8
Carbon	8,010	8,195	8,268	7,608	7,802	7,583	402	393	685	5.0	4.8	8.3
Converse	6,582	6,680	6,569	6,168	6,297	6,116	414	383	453	6.3	5.7	6.9
Natrona	33,532	33,759	33,318	31,621	32,100	31,161	1,911	1,659	2,157	5.7	4.9	6.5
Statewide	257,312	260,091	255,840	243,610	248,551	239,540	13,702	11,540	16,300	5.3	4.4	6.4
Statewide Seasonally Adjusted										4.1	4.4	5.1
U.S.....										4.5	3.7	4.8
U.S. Seasonally Adjusted.....										4.0	4.1	4.3

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/00. Run Date 02/00.
Data are not seasonally adjusted except where otherwise specified.

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

NOTE: The Current Population Survey (CPS) estimated the 1999 annual average Wyoming unemployment rate at 4.9 percent.

The 90 percent confidence interval for this estimate suggests that in 9 out of 10 cases, the interval 4.3 to 5.5 percent would contain the actual rate.

**State Unemployment Rates
January 2000
(Not Seasonally Adjusted)**

State	Unemp. Rate
Puerto Rico	11.7
Alaska	7.4
West Virginia	6.7
District of Columbia	6.1
Montana	6.0
New Mexico	5.8
Idaho	5.7
Mississippi	5.7
Oregon	5.7
Louisiana	5.5
New York	5.5
California	5.3
Wyoming	5.3
Arkansas	5.2
Washington	5.2
Hawaii	4.9
Alabama	4.8
Illinois	4.7
Maine	4.7
Ohio	4.7
Rhode Island	4.7
South Carolina	4.7
Texas	4.7
Pennsylvania	4.5
United States	4.5
Nevada	4.4
New Jersey	4.4
Kentucky	4.3
Tennessee	4.1
Florida	4.0
Michigan	4.0
Arizona	3.9
North Dakota	3.9
Delaware	3.8
North Carolina	3.7
Kansas	3.6
Massachusetts	3.6
Maryland	3.5
Vermont	3.5
Indiana	3.4
Wisconsin	3.4
Georgia	3.3
Minnesota	3.3
Oklahoma	3.3
South Dakota	3.2
Iowa	3.1
New Hampshire	3.1
Nebraska	3.0
Colorado	2.9
Utah	2.9
Missouri	2.8
Virginia	2.8
Connecticut	2.7

January News

by: David Bullard, Economist

"Annual average employment for 1999 was 232,500, a gain of 1.8 percent over 1998."

Nonagricultural employment grew rapidly in January, adding 5,800 jobs for a growth rate of 2.6 percent (see page 23). The Figure on page 23 incorporates recently benchmarked or revised employment series for 1998 and 1999.* The revisions show that employment has been growing faster than previously estimated. In three of the past seven months (July 1999, November 1999 and January 2000) Wyoming's employment growth rate has exceeded the nation's. Annual average employment for 1999 was 232,500, a gain of 1.8 percent over 1998.

Despite faster than expected employment growth, Wyoming's 1999 annual average unemployment rate was revised upward to 4.9 percent, slightly above the 1998 annual average of

4.8 percent (see Table). Civilian Labor Force (the total number of employed and unemployed individuals) increased 1.9 percent to 262,069 in 1999.

Many of the job gains from the December holiday season carried over into January. Employment in Retail Trade in January was up 1,200 jobs or 2.8 percent, and Amusements and Recreational Services added 600 jobs (17.6%) - (see page 23). Construction employment continued to grow, with a gain of 1,100 jobs (7.9%). January estimates show no change in overall Mining employment, with small gains in Oil & Gas offset by job losses in Nonmetallic minerals.

* Watch the April issue of **Wyoming Labor Force Trends** for an article explaining the benchmarking process and this year's revisions.

Table: Wyoming Benchmarked Annual Averages (1997-1999)

	<u>1997(b)</u>		<u>1998(b)</u>		<u>1999(b)</u>	
	Number	Percent Change	Number	Percent Change	Number	Percent Change
Total Nonag Employment	224,500	1.5%	228,300	1.7%	232,500	1.8%
Civilian Labor Force	251,288	-1.9%	257,266	2.4%	262,069	1.9%
Unemployment	12,768	-0.7%	12,328	-3.4%	12,746	3.4%
Unemployment Rate	5.1		4.8		4.9	

(b) Benchmarked.

Now Available from Research & Planning:

**OES Wage Survey
and
Outlook 2000: Joint Economic & Demographic
Forecast to 2008**

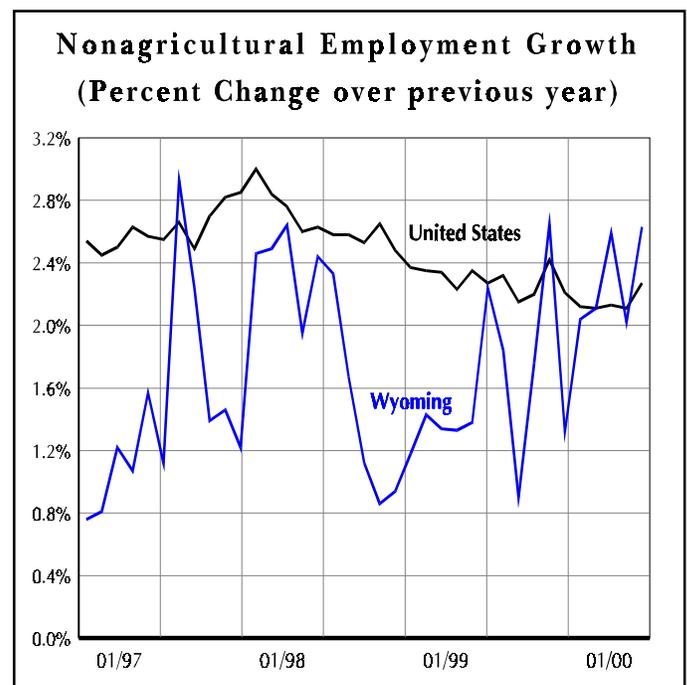
To request your own copy of either publication, please contact Carol Kjar at (307) 473-3807 or download a copy from R&P's website, <http://lmi.state.wy.us/>.

Wyoming Nonagricultural Wage and Salary Employment¹

data produced by: Rick Gallinger, Statistician

"Wyoming Current Employment Statistics (CES) showed a decrease of 2.4 percent from December 1999 to January 2000, but an over-the-year increase in jobs of 2.6 percent."

WYOMING STATEWIDE*	Employment in Thousands			Percent Change Total Employment		LARAMIE COUNTY	Employment in Thousands			Percent Change Total Employment	
	JAN00(p)	DEC99(r)	JAN 99	JAN 00	JAN 00		JAN00(p)	DEC99(r)	JAN 99	JAN 00	JAN 00
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	226.7	232.3	220.9	-2.4	2.6	TOTAL NONAG. WAGE & SALARY EMPLOYMENT	34.6	35.2	35.1	1.8	5.0
TOTAL GOODS PRODUCING	41.7	43.8	40.5	-4.8	3.0	TOTAL GOODS PRODUCING	4.0	4.1	3.6	-2.4	11.1
Mining	15.6	15.6	15.6	0.0	0.0	Mining & Construction	2.4	2.5	2.0	-4.0	20.0
Coal Mining	4.7	4.7	4.5	0.0	4.4	Manufacturing	1.6	1.6	1.6	0.0	0.0
Oil & Gas Extraction	8.0	8.2	7.6	-2.4	5.3	TOTAL SERVICE PRODUCING	33.7	32.8	32.2	2.7	4.7
Crude Petrol-Natural Gas	2.5	2.5	2.5	0.0	0.0	Transportation & Public Utilities	2.0	2.0	2.6	0.0	-23.1
Oil & Gas Field Services	5.5	5.7	5.1	-3.5	7.8	Trade	8.3	8.7	8.3	-4.6	0.0
Nonmetallic Minerals	2.6	2.6	2.9	0.0	-10.3	Wholesale Trade	0.8	0.8	0.8	0.0	0.0
Construction	15.1	16.4	14.0	-7.9	7.9	Retail Trade	7.4	7.9	7.4	-6.3	0.0
General Building Contractors	3.5	3.7	3.5	-5.4	0.0	Finance, Insurance & Real Estate Services	1.6	1.6	1.7	0.0	-5.9
Heavy Construction	4.3	4.8	3.6	-10.4	19.4	Total Government	7.8	7.7	7.8	1.3	0.0
Special Trade Construction	7.3	7.9	6.9	-7.6	5.8	Federal Government	11.0	11.0	11.1	0.0	-0.9
Manufacturing	11.0	11.4	10.9	-3.5	0.9	State Government	2.4	2.4	2.4	0.0	0.0
Durable Goods	5.1	5.1	5.0	0.0	2.0	Local Government	3.3	3.3	3.3	0.0	0.0
Nondurable Goods	5.9	6.3	5.9	-6.3	0.0		5.2	5.3	5.3	-1.9	-1.9
Printing & Publishing	1.6	1.7	1.6	-5.9	0.0						
Petroleum & Coal Products	1.1	1.1	1.1	0.0	0.0						
TOTAL SERVICE PRODUCING	185.0	188.5	180.4	-1.9	2.5	TOTAL NONAG. WAGE & SALARY EMPLOYMENT	30.5	31.1	30.3	-1.9	0.7
Transportation & Public Utilities	13.8	14.1	13.9	-2.1	-0.7	TOTAL GOODS PRODUCING	4.9	5.1	5.0	-3.9	-2.0
Transportation	8.7	8.9	8.8	-2.2	-1.1	Manufacturing	1.5	1.5	1.5	0.0	0.0
Railroad Transportation	2.7	2.7	2.9	0.0	-6.9	Mining	1.7	1.8	1.7	-5.6	0.0
Trucking & Warehousing	3.7	3.7	3.6	0.0	2.8	Construction	1.7	1.8	1.8	-5.6	-5.6
Communications	2.2	2.2	2.2	0.0	0.0	TOTAL SERVICE PRODUCING	25.6	26.0	25.3	-1.5	1.2
Telephone Communications	1.1	1.1	1.0	0.0	10.0	Transportation & Public Utilities	1.6	1.6	1.7	0.0	-5.9
Electric, Gas & Sanitary Services	2.9	3.0	2.9	-3.3	0.0	Transportation	1.0	1.0	1.1	0.0	-9.1
Electric Services	1.9	1.9	1.9	0.0	0.0	Communications & Public Utilities	0.6	0.6	0.6	0.0	0.0
Trade	51.8	53.6	50.6	-3.4	2.4	Trade	8.5	8.7	8.2	-2.3	3.7
Wholesale Trade	7.5	7.6	7.5	-1.3	0.0	Wholesale Trade	2.3	2.3	2.3	0.0	0.0
Durable Goods	4.3	4.3	4.2	0.0	2.4	Retail Trade	6.2	6.4	5.9	-3.1	5.1
Nondurable Goods	3.2	3.3	3.3	-3.0	-3.0	Finance, Insurance & Real Estate Services	1.2	1.2	1.2	0.0	0.0
Retail Trade	44.3	46.0	43.1	-3.7	2.8	Personal & Business Services	8.8	9.1	8.7	-3.3	1.1
Building Materials & Garden Supply	2.1	2.1	1.9	0.0	10.5	Health Services	1.9	2.0	1.9	-5.0	0.0
General Merchandise Stores	4.9	5.3	4.7	-7.5	4.3	Government	2.9	2.9	2.7	0.0	7.4
Department Stores	3.9	4.1	3.8	-4.9	2.6	Local Government	5.5	5.4	5.5	1.9	0.0
Food Stores	5.6	5.8	5.5	-3.4	1.8	Local Education	4.2	4.1	4.1	2.4	2.4
Auto Dealers & Service Stations	8.0	8.2	7.8	-2.4	2.6		3.0	3.0	2.9	0.0	3.4
Gas Stations	4.2	4.3	4.0	-2.3	5.0						
Apparel & Accessory Stores	1.5	1.5	1.4	0.0	7.1						
Furniture & Home Furnishing Stores	1.5	1.5	1.5	0.0	0.0						
Eating & Drinking Places	15.7	16.3	15.7	-3.7	0.0						
Miscellaneous Retail	5.0	5.3	4.6	-3.7	8.7						
Finance, Insurance & Real Estate	8.1	8.1	8.1	0.0	0.0						
Depos-Nondepos & Security Brokers	4.1	4.1	4.0	0.0	2.5						
Depository Institutions	3.3	3.3	3.2	0.0	3.1						
Insurance	1.8	1.8	1.8	0.0	0.0						
Services	52.0	52.7	48.9	-1.3	6.3						
Hotels & Other Lodging Places	7.2	7.4	6.9	-2.7	4.3						
Personal Services	1.8	1.8	2.0	0.0	-10.0						
Business Services	7.5	8.0	7.2	-6.3	4.2						
Automotive & Misc. Repair Services	2.7	2.8	2.8	-3.6	-3.6						
Amusements (Rec Services & Mot. Pics.)	4.0	4.0	3.4	0.0	17.6						
Health Services	10.8	10.8	10.3	0.0	4.9						
Offices of Doctors of Medicine	2.5	2.5	2.3	0.0	8.7						
Legal Services	1.2	1.2	1.2	0.0	0.0						
Social Services	6.0	6.0	5.7	0.0	5.3						
Membership Organizations	3.9	3.8	3.2	2.6	21.9						
Engineering & Management	3.7	3.7	3.5	0.0	5.7						
Government	59.3	60.0	59.2	-1.2	0.2						
Total Federal Government	6.9	6.9	6.7	0.0	3.0						
Department of Defense	0.8	0.8	0.9	0.0	-11.1						
Total State Government	13.4	13.6	13.5	-1.5	-0.7						
State Education	5.4	5.6	5.4	-3.6	0.0						
Total Local Government	39.0	39.5	39.0	-1.3	0.0						
Local Hospitals	4.9	4.9	5.1	0.0	-3.9						
Local Education	22.4	23.1	22.1	-3.0	1.4						



¹ Current Employment Statistics (CES) estimates include all full- and part-time wage and salary workers in nonagricultural establishments who worked or received pay during the week which includes the 12th of the month. Self-employed, domestic services, and personnel of the armed forces are excluded. Data are not seasonally adjusted.

* Published in cooperation with the Bureau of Labor Statistics.

(p) Subject to revision. (r) Revised.

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