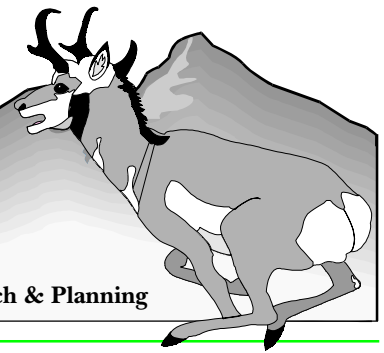


Wyoming Labor Force TRENDS

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Re-Employment Experiences of Unemployment Insurance Claimants Part One

by: Sherry (Yu) Wen, Senior Economist

"In the past seven years (1993-1999), Wyoming had an average of 15,894 individuals who experienced job loss and applied for Unemployment Insurance (UI) each year. In the past four years, the number of UI claimants has been decreasing dramatically, from 18,962 in 1996 to 10,260 in 1999 (-45%). Perhaps as many as one-third of the one-time UI claimants in 1996 were no longer in the state by 1998."

The Unemployment Insurance (UI) program is designed to provide temporary financial assistance to individuals who involuntarily lose a job. In the past seven years (1993-1999), Wyoming had an average of 15,894 UI claimants. During the same time, the Department of Employment, Employment Resources Division, issued an average of \$27.8 million in UI payments each year to help these unemployed workers. What proportion of claimants have found re-employment in the state? How long did it take for most claimants to return to work? Did they find a similar or better paying job? In other words, how did the

Wyoming labor market function in absorbing its unemployed workers? This research tracks UI claimants' re-employment status following their UI claims and provides answers to these questions.

Figure 1 (see page 2) shows the history of UI claimants from 1993 to 1999. The total number of UI claimants has decreased dramatically over the past four years, from 18,962 persons in 1996 to 10,260 in 1999 (-45.9%). The UI claimants in this study are the individuals who experienced job loss during the year and applied for UI benefits. A person may lose a job more than once in

a year and apply for UI each time. However, this study only counts individuals once each year by using the unique UI initial claims¹ for that year.

Classification of UI Claimants

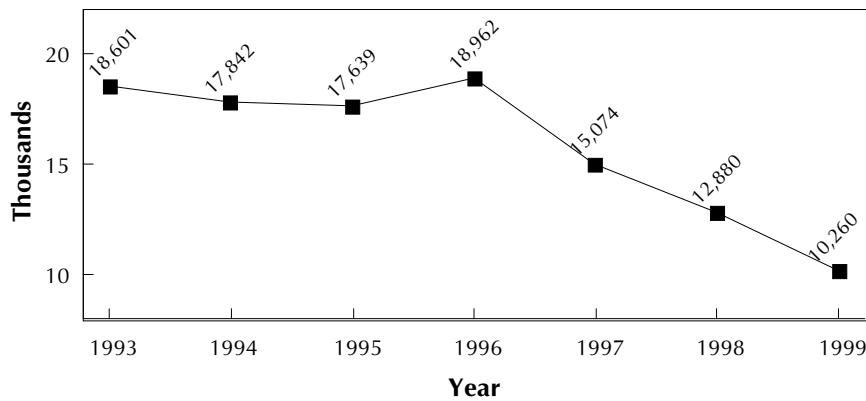
In order to study UI claimants' re-employment experiences, three years (1996-1998) of unique initial claims data and three years (1995, 1997 and 1998) of wage records² were matched to generate a database for this study. The year of 1996 was defined as the research base year.

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Figure 1: Persons Experiencing Job Loss and Applying for Unemployment Insurance Benefits, 1993 - 1999



Based on the frequency of an individual appearing in the UI program over the three year period 1996-1998, claimants were classified as follows:

1. **One-Time UI claimants** - individuals who applied for UI only in 1996.

2. **Frequent UI claimants** - individuals who applied for UI in at least two of the three years.

a. **Seasonal claimants** - individuals who applied for UI in

the same quarter.

b. **Non-seasonal claimants** - individuals who applied for UI in different quarters.

In 1996, a total of 18,962 individuals applied for Unemployment Insurance (see Table 1, page 3). About two-thirds (or 12,735) of them were **one-time UI claimants**, who never appeared in the 1997 or 1998 UI program. The other one-third (or 6,227) were **frequent UI claimants**, who

appeared in the UI files again in 1997 or 1998 or both years. Part One of this research will focus on the **one-time UI claimants** and Part Two, in the next issue of **Wyoming Labor Force Trends**, will concentrate on the **frequent UI claimants**.

One-Time UI Claimants

Among the 12,735 **one-time UI claimants** in 1996, some found a re-employment opportunity in Wyoming and others may have left the state. By matching claimants' data with the quarterly wage records data, it was found that more than two-thirds (8,780 or 68.9%) returned to work by the end of 1998. Most of them (8,211 or 93.5%) were actually re-employed within one year (by the end of 1997) after their job-loss year. On the other hand, nearly one-third (3,955 or 31.0%) of the **one-time UI claimants** never returned to Wyoming UI-covered

(Continued on page 3)

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Research & Planning Section, P.O. Box 2760 Casper, WY 82602-2760
 Tom Gallagher, Manager e-mail: tgalla@state.wy.us 307-473-3801
 Krista R. Shinkle, Publications Editor e-mail: kshink@state.wy.us 307-473-3808

Contributors to **Wyoming Labor Force Trends** this month: David Bullard, Mike Evans, Rick Gallinger, Craig R. Henderson, Richard Peters and Sherry (Yu) Wen.

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jobs.³ Several reasons exist as to why the claimants are no longer UI-covered jobs. They may have left the state, become self-employed or were still searching for jobs.

Table 2 provides details on when and how many individuals returned to work by major industry. Individuals who came from the Mining or Construction industry had the best chances of re-employment, with one-year re-employment rates of 76.8 and 75.1 percent, respectively. On the other hand, those who worked for federal agencies or out-of-state employers (Nonclassified industry in this research)⁴ had the lowest one-year re-employment rate in Wyoming, only 24.6 percent. In fact, most (71.4%) of them never went back to work even two years after their job loss. They may have left the state.

The majority (8,211 or 93.5%) of the re-employed **one-time UI claimants** returned to work within one year after their job losses. The following analysis will focus on this segment of claimants. Does gender or age affect the claimants' probability

Table 1: Classification of Unemployment Insurance Claimants

Type of UI Claimant	Number of Claimants	Percent
One-Time UI Claimants (only applied for UI in 1996)	12,735	67.2%
Frequent UI Claimants:	6,227	32.8%
Seasonal Claimants	3,542	18.7%
Nonseasonal Claimants	2,685	14.2%
Total UI Claimants in 1996	18,962	100.0%

of re-employment? Figure 2 (see page 4) shows that there is almost no difference between male and female claimants in one-year re-employment rates (64.6% and 63.6%, respectively).

However, age seems to significantly affect the probability of claimants' re-employment. Younger claimants have a higher probability of obtaining re-

(Continued on page 4)

Table 2: One-Time (1996) UI Claimants Obtaining Re-Employment by Year and Industry

Industry	Obtained Re-employment by Year						Total Claimants
	Never Returned to Work (by the end of 1998) Claimants Row Percent		Returned After One Year (by the end of 1997) Claimants Row Percent		Returned After Two Years* (by the end of 1998) Claimants Row Percent		
Agriculture	33	22.9%	105	72.9%	111	77.1%	144
Mining	168	19.5%	662	76.8%	694	80.5%	862
Construction	473	20.3%	1,753	75.1%	1,860	79.7%	2,333
Manufacturing	178	21.9%	596	73.3%	635	78.1%	813
TCPU**	169	27.4%	415	67.3%	448	72.6%	617
Wholesale Trade	82	25.4%	221	68.4%	241	74.6%	323
Retail Trade	452	21.5%	1,552	73.9%	1,647	78.5%	2,099
FIRE***	60	25.3%	165	69.6%	177	74.7%	237
Services	665	24.9%	1,896	71.0%	2,007	75.1%	2,672
Public Administration	147	29.8%	320	64.8%	347	70.2%	494
Nonclassified****	1,528	71.4%	526	24.6%	613	28.6%	2,141
Total	3,955	31.1%	8,211	64.5%	8,780	68.9%	12,735

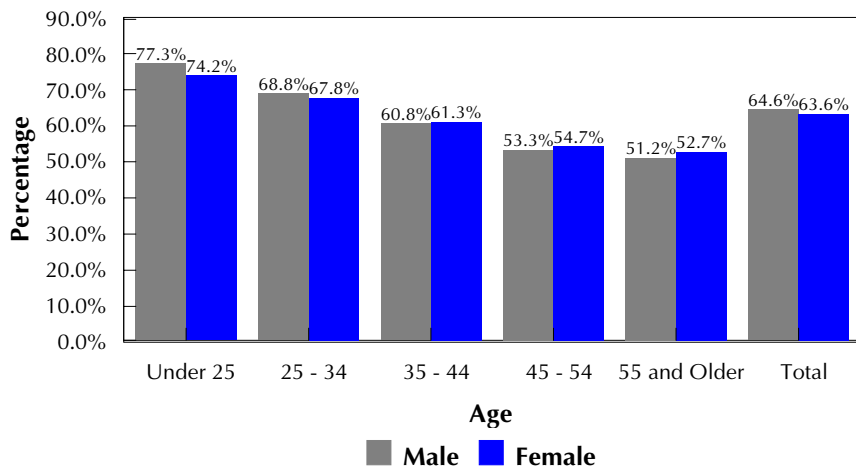
*This is the total number of claimants returning to work two years after job loss (i.e., the number of claimants includes the number of claimants returning after one year plus the number of claimants returning after two years).

**Transportation, Communication & Public Utilities.

***Finance, Insurance & Real Estate.

****Nonclassified industry includes reimbursable employers, such as out-of-state employers, federal agencies, etc. (see Footnote 4).

Figure 2: One Year Re-Employment Rate By Gender and Age (for One-Time UI Claimants in 1996)



employment, regardless of gender. More than three-quarters (77.3% male and 74.2% female) of the claimants who were under 25 years old returned to work in one year after their job losses, and only about half (53.3% male and 54.7% female) of those who were 45-54

years old had returned to work during the same time period.

Is there any difference between industries in absorbing their unemployed workers? Table 3 shows that as a total, just over half (51.2%) of the claimants were re-employed in

the same industry and nearly half (48.8%) went to a different industry. However, this distribution was quite different between industries. Individuals who worked in the Construction and Mining industries before job loss had the highest return rate (63.4% and 62.0%, respectively). Again, those who worked for federal agencies and out-of-state employers (Nonclassified industry) had the lowest return rate (3.7%). Public Administration and Finance, Insurance & Real Estate (FIRE) had the second lowest return rates, 23.4 percent and 23.5 percent, respectively. These return rates may be a function of industry growth. According to the **Wyoming 1997 Annual Covered Employment and Wages**

(Continued on page 5)

Table 3: Industry and Wage Changes After Job Loss by Industry (for One-Time UI Claimants Who Returned to Work Within One Year)

Pre-Job Loss Industry	Post-Job Loss Industry				Post-Job Loss Wage Change								Total*	
	Same Industry		Different Industry		More Than -10%		-10% to 0		0 to +10%		More Than +10%			
Industry	Claimants	Row %	Claimants	Row %	Claimants	Row %	Claimants	Row %	Claimants	Row %	Claimants	Row %	Claimants	Row %
Agriculture	36	35.3%	66	64.7%	35	34.3%	8	7.8%	7	6.9%	52	51.0%	102	100.0%
Mining	407	62.0%	249	38.0%	249	38.0%	39	5.9%	41	6.3%	327	49.8%	656	100.0%
Construction	1,091	63.4%	631	36.6%	641	37.2%	132	7.7%	132	7.7%	817	47.4%	1,722	100.0%
Manufacturing	256	43.2%	337	56.8%	215	36.3%	49	8.3%	55	9.3%	274	46.2%	593	100.0%
TCPU**	188	45.9%	222	54.1%	182	44.4%	31	7.6%	22	5.4%	175	42.7%	410	100.0%
Wholesale Trade	54	24.5%	166	75.5%	120	54.5%	10	4.5%	17	7.7%	73	33.2%	220	100.0%
Retail Trade	853	55.7%	678	44.3%	687	44.9%	110	7.2%	109	7.1%	625	40.8%	1,531	100.0%
FIRE***	38	23.5%	124	76.5%	82	50.6%	16	9.9%	10	6.2%	54	33.3%	162	100.0%
Services	1,116	59.7%	754	40.3%	842	45.0%	130	7.0%	124	6.6%	774	41.4%	1,870	100.0%
Public Administration	74	23.4%	242	76.6%	191	60.4%	27	8.5%	14	4.4%	84	26.6%	316	100.0%
Nonclassified****	18	3.7%	465	96.3%	242	50.1%	20	4.1%	24	5.0%	197	40.8%	483	100.0%
Total	4,131	51.2%	3,934	48.8%	3,486	43.2%	572	7.1%	555	6.9%	3,452	42.8%	8,065	100.0%

*The 146 claimants who have no wage change information are not included in this table.

**Transportation, Communication & Public Utilities.

***Finance, Insurance & Real Estate.

****Nonclassified industry includes reimbursable employers, such as out-of-state employers, federal agencies, etc. (see Footnote 4).

Table 4: Wage Changes After Job Loss by Age in 1996
(for One-Time UI Claimants Who Returned to Work Within One Year)

Age	Wage Changes								Total*	
	More than - 10%		- 10% to 0		0 to +10%		More than +10%		Claimants	% of Total
	Claimants	Row %	Claimants	Row %	Claimants	Row %	Claimants	Row %		
Under 25	655	36.9%	90	5.1%	85	4.8%	946	53.3%	1,776	22.0%
25 - 34	992	41.7%	159	6.7%	167	7.0%	1,059	44.6%	2,377	29.5%
35 - 44	929	43.9%	193	9.1%	170	8.0%	824	38.9%	2,116	26.2%
45 - 54	587	52.5%	71	6.3%	82	7.3%	379	33.9%	1,119	13.9%
55 and Older	323	47.7%	59	8.7%	51	7.5%	244	36.0%	677	8.4%
Total	3,486	43.2%	572	7.1%	555	6.9%	3,452	42.8%	8,065	100.0%

*The 146 claimants who have no wage change information are not included in this table.

publication, Mining and Construction were the fastest growing industries in 1997, with 6.0 percent and 5.7 percent increases, respectively, in their employment. Public Administration declined 0.1 percent.

Examining the total number of claimants on the wage change⁵ issue in Table 4, over half (50.3%) of them found better paying jobs and nearly half (49.7%) found similar or less well paying jobs. Again, wage change varied across different industries. About half of the claimants from Agriculture (51.0%) and Mining (49.8%) industries have found jobs that pay more than 10.0 percent higher wages than their previous jobs. Only 26.6 percent of the claimants from the Public Administration industry had the same kind of experience. Most claimants from this industry actually found re-employment with a lower wage, 60.4 percent of them earning a wage more than 10.0 percent less than their previous job's wages.

What affects the claimants' re-

employment wage levels? Table 4 shows that younger people have a greater chance of finding better paying jobs. More than half (53.3%) of the individuals who were less than 25 years old were re-employed at a wage more than 10.0 percent higher than their previous wages. On the other hand, 52.0 percent of the claimants between 45 and 54 years old earned more than 10.0 percent less than their previous earnings.

In addition to age, the previous wage level also had a strong relation to the re-employment wage level (see Table 5, page 6). More claimants with a lower previous wage found better paying jobs than the claimants who had a higher previous wage. More than 55.0 percent of the individuals who made \$3,000 or less per quarter before job losses found re-employment with more than 10.0 percent higher wage than their previous earnings. However, only 11.2 percent of claimants in the highest wage bracket (\$11,000 or more per quarter) found that kind of higher re-employment wage. In fact, 70.1 percent of them

experienced more than a 10.0 percent drop in their earnings.

Age is a very important factor on claimants' re-employment rates and wage levels. Younger people had a higher probability of re-employment and finding a better paying job than older people. One of the main reasons for this could be that most young people had a low wage job due to the lack of experience and tenure. Table 6 (see page 6) shows that 67.0 percent of the claimants who were 25 or younger earned a quarterly wage of less than \$3,000 on their previous jobs. Only 33.2 percent of claimants who were at age 45 to 54 were at that lower wage level. The fact is that to find another better, but still comparatively lower paying job (for the younger workers) is much easier than to find another better higher paying job (for the older workers). However, in order to support this potential explanation, additional information is needed in future study such as claimants' tenure and education.

(Continued on page 6)

Table 5: Wage Changes After Job Loss by Pre-Job Loss Wage Levels
(for One-Time UI Claimants Who Returned to Work Within One Year)

Pre-Job Loss Quarterly Wage	Wage Change									
	More than - 10% Claimants Row %		-10% to 0 Claimants Row %		0 to +10% Claimants Row %		More than +10% Claimants Row %		Total* Claimants % of Total	
Less than \$3,000	1,221	34.2%	171	4.8%	196	5.5%	1,981	55.5%	3,569	44.3%
\$3,000 - \$4,999	1,111	47.6%	184	7.9%	161	6.9%	877	37.6%	2,333	28.9%
\$5,000 - \$6,999	616	50.7%	118	9.7%	93	7.6%	389	32.0%	1,216	15.1%
\$7,000 - \$8,999	270	52.3%	57	11.0%	56	10.9%	133	25.8%	516	6.4%
\$9,000 - \$ 10,999	130	55.6%	24	10.3%	30	12.8%	50	21.4%	234	2.9%
\$11,000 or More	138	70.1%	18	9.1%	19	9.6%	22	11.2%	197	2.4%
Total	3,486	43.2%	572	7.1%	555	6.9%	3,452	42.8%	8,065	100.0%

*The 146 claimants who have no wage change information are not included in this table.

Conclusion

In summary, an average of 15,894 individuals experienced job losses and applied for UI in Wyoming in each of the past seven years, 1993 to 1999. About two-thirds were **one-time UI claimants** (based on the 1996 data), and one-third were **frequent UI claimants**. More than two-thirds (68.9%) of the **one-time UI**

claimants obtained re-employment in the state within two years after their job losses. The other 31.0 percent never returned to Wyoming UI-covered employment. Perhaps, they have left the state, become self-employed or are still searching for jobs. Younger UI claimants had a better chance of re-employment within one year after their job losses than the older claimants.

The claimants' ages and pre-job loss wage levels showed a negative relation to their re-employment wage level: the younger the individual, the higher the possibility of obtaining higher paying re-employment; the lower the pre-job loss wage level, the better the chance of finding a better paying job.

(Continued on page 7)

Table 6: Distribution of UI Claimants by Age and Pre-Job Loss Wage Level
(for One-Time UI Claimants Who Returned to Work Within One Year)

Pre-Job Loss Quarterly Wage	Age											
	Under 25 Claimants Col. %		25-34 Claimants Col. %		35-44 Claimants Col. %		45-54 Claimants Col. %		55 and Older Claimants Col. %		Total* Claimants % of Total	
Less than \$3,000	1,190	67.0%	1,002	42.2%	724	34.2%	371	33.2%	282	41.7%	3,569	44.3%
\$3,000 - \$4,999	420	23.6%	747	31.4%	659	31.1%	315	28.2%	192	28.4%	2,333	28.9%
\$5,000 - \$6,999	142	8.0%	406	17.1%	364	17.2%	199	17.8%	105	15.5%	1,216	15.1%
\$7,000 - \$8,999	19	1.1%	146	6.1%	178	8.4%	114	10.2%	59	8.7%	516	6.4%
\$9,000 - \$ 10,999	4	0.2%	46	1.9%	106	5.0%	56	5.0%	22	3.2%	234	2.9%
\$11,000 or More	1	0.1%	30	1.3%	85	4.0%	64	5.7%	17	2.5%	197	2.4%
Total	1,776	100.0%	2,377	100.0%	2,116	100.0%	1,119	100.0%	677	100.0%	8,065	100.0%
Row %	22.0%		29.5%		26.2%		13.9%		8.4%		100.0%	

*The 146 claimants who have no wage change information are not included in this table.

1 Initial claim: the first application that a newly unemployed worker has to file in order to receive UI benefits (refer to: "The Uses of Unemployment Insurance Claims Information" in the February 1996 issue of **Wyoming Labor Force Trends**). Filing an initial claim does not guarantee eligibility for UI benefits.

2 Wayne M. Gosar, "Wyoming Unemployment Insurance Wage Record Summary Statistics: A New Way to Look at Wyoming," **Wyoming Labor Force Trends**, May 1995, pp. 4-5.

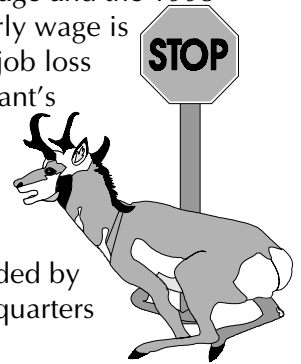
3 UI-covered jobs are jobs reported by employers subject to

state and federal Unemployment Insurance Law. About 91.0 percent of the employees in Wyoming were covered by UI according to the 1998's Wage Records and the Local Area Unemployment Statistics.

4 Nonclassified industry in this research includes most of the reimbursable employers, such as out-of-state employers and federal agencies. These reimbursable employers do not pay UI tax or report the related employment and wage information to the Employment Resources Division since they reimburse the exact amount of UI benefits paid to their unemployed workers. As a result, this division does not keep these

reimbursable employers' information (industry classification code, county code, etc.).

5 Wage change: comparison of the average quarterly wage between the claimants' re-employment and pre-job loss employment. The 1997 average quarterly wage is defined as re-employment wage and the 1995 average quarterly wage is defined as pre-job loss wage. A claimant's average quarterly wage in this research is the annual total wage divided by the number of quarters worked.



Wyoming's Labor Market in 1999

by: **Mike Evans, BLS Program Supervisor**

"Wyoming's employment growth rate (1.8%) is gradually catching up to the nation's growth rate (2.2%)."

Total Nonagricultural employment grew by 4,200 jobs or 1.8 percent in 1999 compared to 1.7 percent growth in 1998.¹ Wyoming's employment growth rate is gradually catching up to the nation's growth rate of 2.2 percent (see the Figure, page 9), due mainly to the Services and Construction sectors (see Table 1, page 8). Construction grew by 1,200 jobs (7.5%) over the previous year. This increase appears to be related to federal expenditure on highway construction with an increase of \$26 million over the 1998 levels.² Heavy construction made up 700 of the new jobs. The Services sector is the second largest employing sector (54,100 jobs) in Wyoming's economy and had the second fastest

growth rate (6.3%) in 1999. Large increases occurred in Business Services, 1,200 jobs (17.7%); Social Services, 500 jobs (9.3%); and Hotels & Other Lodging Places, 500 jobs (5.4%). As a result of the higher growth in the Services sector and the declining Mining sector (-1,100 jobs or -6.6%), the state is changing from a goods-producing to a service-producing economy. Laramie and Natrona County's annual average employment for 1999 were 31,100 and 35,700, respectively (see Tables 2 and 3, pages 9 and 10).

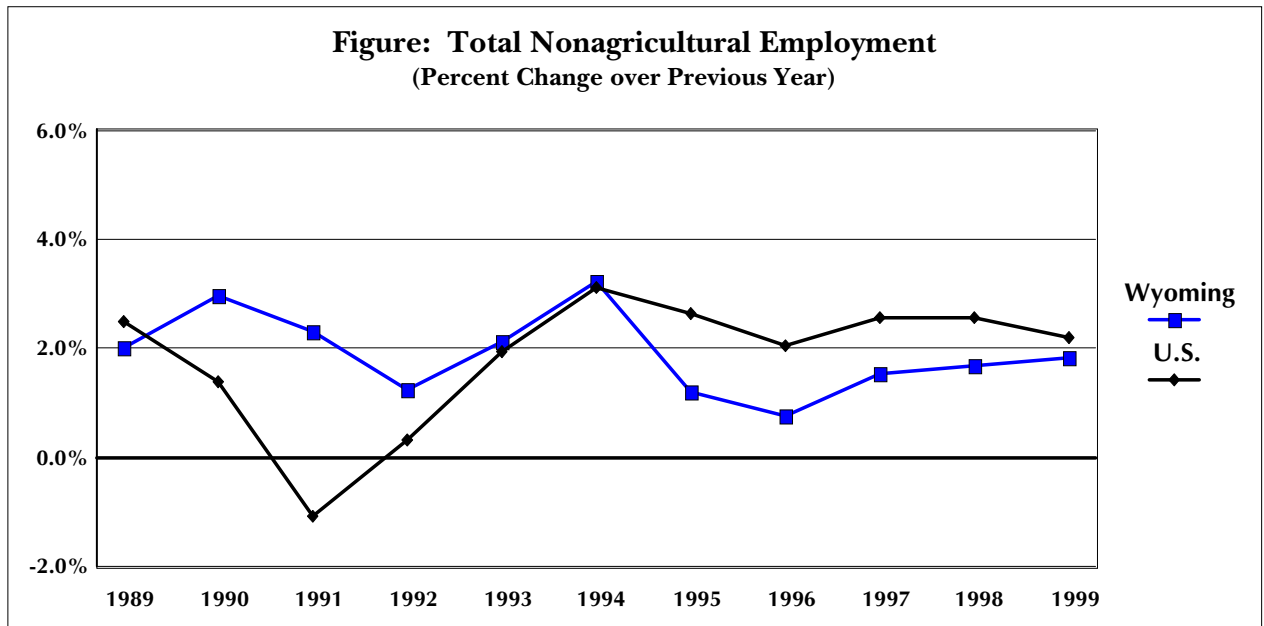
Despite faster job growth, Wyoming's 1999 annual average unemployment rate increased to 4.9 percent (see Table 4, page 11),

slightly above the 1998 annual average of 4.8 percent.³ The labor force⁴ grew by 1.9 percent to 262,069 persons in 1999, although the rate of growth was slower than in 1998 (2.4%). The number of persons employed grew by 1.8 percent in 1999, while the rate of growth was 2.7 percent in 1998. At least two factors help explain the increase in labor force: population and participation rates.⁵ Population decreased 0.1 percent in 1999, while net migration continued at a negative level contributing to slower labor force and population growth.⁶ Participation rates were at 71.3 percent in 1999, up from 70.3 percent in 1998.

(Text continued on page 10)

**Table 1: 1999 Preliminary Current Employment Statistics (CES)
Data for Wyoming Statewide (in Thousands)**

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNUAL AVERAGE
TOTAL NONAGRICULTURAL WAGE & SALARY EMPLOYMENT	220.9	220.9	224.1	226.6	234.4	242.3	240.6	237.9	240.1	236.8	233.3	232.3	232.5
TOTAL GOODS PRODUCING	40.5	40.0	40.6	41.9	44.4	45.9	46.9	46.8	46.8	46.2	44.9	43.8	44.1
Mining	15.6	15.2	15.0	15.0	15.5	15.9	16.0	16.1	16.3	16.3	15.9	16.0	15.7
Coal Mining	4.5	4.4	4.4	4.4	4.7	4.8	4.8	4.8	4.7	4.7	4.7	4.7	4.6
Oil & Gas Extraction	7.6	7.4	7.2	7.1	7.4	7.6	7.9	8.2	8.4	8.4	8.1	8.2	7.8
Crude Petrol-Natural Gas	2.5	2.5	2.5	2.6	2.6	2.6	2.6	2.7	2.6	2.6	2.6	2.5	2.6
Oil & Gas Field Services	5.1	4.9	4.7	4.5	4.8	5.0	5.3	5.5	5.8	5.8	5.5	5.7	5.2
Nonmetallic Minerals	2.9	2.9	2.9	2.9	3.0	3.0	2.7	2.7	2.7	2.6	2.6	2.6	2.8
Construction	14.0	14.1	14.9	16.1	18.0	18.8	19.5	19.3	19.2	18.4	17.6	16.4	17.2
General Building Contractors	3.5	3.4	3.6	3.7	3.9	4.4	4.7	4.7	4.6	4.0	3.8	3.7	4.0
Heavy Construction	3.6	3.9	4.2	5.0	5.8	5.7	5.9	5.9	6.2	5.9	5.4	4.8	5.2
Special Trade Contractors	6.9	6.8	7.1	7.4	8.3	8.7	8.9	8.7	8.4	8.5	8.4	7.9	8.0
Manufacturing	10.9	10.7	10.7	10.8	10.9	11.2	11.4	11.4	11.3	11.5	11.4	11.4	11.1
Durable Goods	5.0	4.9	5.0	5.0	5.0	5.2	5.2	5.2	5.2	5.1	5.1	5.1	5.1
Nondurable Goods	5.9	5.8	5.7	5.8	5.9	6.0	6.2	6.2	6.1	6.4	6.3	6.3	6.1
Printing & Publishing	1.6	1.6	1.6	1.6	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7
Petroleum & Coal Products	1.1	1.1	1.1	1.1	1.1	1.2	1.2	1.1	1.1	1.1	1.1	1.1	1.1
TOTAL SERVICE PRODUCING	180.4	180.9	183.5	184.7	190.0	196.4	193.7	191.1	193.3	190.6	188.4	188.5	188.5
Transportation & Public Utilities	13.9	13.9	14.1	14.1	14.2	14.5	14.5	14.5	14.4	14.3	14.4	14.1	14.2
Transportation	8.8	8.8	8.8	9.0	9.1	9.3	9.3	9.3	9.2	9.1	9.2	8.9	9.1
Railroad Transportation	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9	2.7	3.0
Trucking & Warehousing	3.6	3.5	3.6	3.6	3.7	3.8	3.8	3.8	3.7	3.7	3.7	3.7	3.7
Communications	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2
Telephone Communications	1.0	1.0	1.0	1.0	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1
Electric, Gas & Sanitary Services	2.9	2.9	3.1	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Electric Services	1.9	1.9	2.1	1.9	2.0	2.0	1.9	1.9	1.9	1.9	1.9	1.9	1.9
Trade	50.6	50.2	51.0	51.5	53.0	55.3	56.2	56.5	54.8	53.7	53.6	53.6	53.3
Wholesale Trade	7.5	7.5	7.6	7.7	7.7	7.7	7.7	7.7	7.7	7.6	7.5	7.6	7.6
Durable Goods	4.2	4.2	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3
Nondurable Goods	3.3	3.3	3.3	3.4	3.4	3.4	3.4	3.4	3.4	3.3	3.2	3.3	3.3
Retail Trade	43.1	42.7	43.4	43.8	45.3	47.6	48.5	48.8	47.1	46.1	46.1	46.0	45.7
Building Materials & Garden Supply	1.9	1.9	2.0	2.1	2.1	2.2	2.2	2.2	2.2	2.1	2.1	2.1	2.1
General Merchandise Stores	4.7	4.5	4.7	4.9	5.0	5.1	5.3	5.3	5.0	5.1	5.2	5.3	5.0
Department Stores	3.8	3.7	3.9	3.8	3.7	3.8	3.8	3.8	3.9	4.0	4.0	4.1	3.9
Food Stores	5.5	5.3	5.3	5.4	5.5	5.6	5.8	5.8	5.7	5.8	5.8	5.8	5.6
Auto Dealers & Service Stations	7.8	7.8	7.9	7.9	8.1	8.4	8.6	8.6	8.4	8.3	8.3	8.2	8.2
Gas Stations	4.0	4.0	4.0	4.0	4.2	4.5	4.6	4.6	4.5	4.4	4.5	4.3	4.3
Apparel & Accessory Stores	1.4	1.3	1.3	1.3	1.3	1.4	1.5	1.5	1.4	1.4	1.5	1.5	1.4
Furniture & Home Furnishing Stores	1.5	1.5	1.5	1.5	1.6	1.6	1.6	1.6	1.6	1.5	1.5	1.5	1.5
Eating & Drinking Places	15.7	15.7	16.0	16.0	16.8	18.1	18.4	18.5	17.6	16.8	16.3	16.3	16.9
Miscellaneous Retail	4.6	4.7	4.7	4.7	4.9	5.2	5.1	5.3	5.2	5.1	5.4	5.3	5.0
Finance, Insurance, & Real Estate	7.8	7.8	7.9	7.9	8.0	8.3	8.1	8.2	8.1	8.1	8.1	8.1	8.0
Depos-Nondepos & Security Brokers	4.0	4.0	4.0	4.0	4.0	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1
Depository Institutions	3.2	3.1	3.2	3.2	3.2	3.3	3.2	3.3	3.2	3.2	3.3	3.3	3.2
Insurance	1.8	1.9	1.9	1.9	1.9	1.9	1.8	1.9	1.8	1.9	1.8	1.8	1.9
Services	48.9	49.3	50.0	50.4	53.0	57.8	63.4	59.7	57.3	54.2	52.1	52.7	54.1
Hotels & Other Lodging Places	6.9	7.0	7.1	7.1	9.4	12.9	17.3	13.3	11.4	9.0	7.3	7.4	9.7
Personal Services	2.0	2.0	2.0	2.0	1.9	1.9	1.9	1.9	1.9	1.8	1.7	1.8	1.9
Business Services	7.2	7.4	7.8	7.9	8.1	8.1	8.1	8.2	8.2	8.4	8.3	8.0	8.0
Automotive & Misc. Repair Services	2.8	2.8	2.9	2.9	2.9	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.9
Amusements (Rec. Services & Mot. Pics.)	3.4	3.5	3.5	3.4	3.2	3.8	4.2	4.2	3.8	3.3	3.1	4.0	3.6
Health Services	10.3	10.3	10.3	10.2	10.2	10.3	10.7	10.8	10.7	10.7	10.8	10.8	10.5
Offices of Doctors of Medicine	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.4	2.5	2.5	2.4
Legal Services	1.2	1.3	1.3	1.2	1.3	1.3	1.3	1.3	1.2	1.2	1.2	1.2	1.3
Social Services	5.7	5.7	5.8	5.8	5.9	5.8	5.7	5.8	6.0	6.1	6.1	6.0	5.9
Membership Organizations	3.2	3.2	3.3	3.2	3.3	3.4	3.9	3.9	3.7	3.8	3.8	3.8	3.5
Engineering & Management	3.5	3.5	3.5	3.6	3.6	3.8	3.7	3.8	3.7	3.7	3.7	3.7	3.7
Government	59.2	59.7	60.5	60.8	61.8	60.5	51.5	52.2	58.7	60.3	60.2	60.0	58.8
Total Federal Government	6.7	6.6	6.6	6.8	7.2	7.6	7.9	7.9	7.6	7.3	7.1	6.9	7.2
Department of Defense	0.9	0.9	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8
Total State Government	13.5	13.6	13.7	13.8	13.8	13.3	13.1	13.0	13.1	13.7	13.7	13.6	13.5
State Education	5.4	5.4	5.5	5.5	5.5	4.9	4.7	4.7	4.9	5.6	5.7	5.6	5.3
Total Local Government	39.0	39.5	40.2	40.2	40.8	39.6	30.5	31.3	38.0	39.3	39.4	39.5	38.1
Local Hospitals	5.1	5.1	5.1	5.1	5.1	5.2	4.9	4.9	4.9	4.9	4.9	4.9	5.0
Local Education	22.1	22.5	23.1	22.7	22.9	20.7	12.5	13.3	21.0	22.7	23.0	23.1	20.8



**Table 2: 1999 Preliminary Current Employment Statistics (CES)
Data for Natrona County (in Thousands)**

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNUAL AVERAGE
TOTAL NONAGRICULTURAL WAGE & SALARY EMPLOYMENT	30.3	30.5	31.0	31.1	31.6	31.9	30.9	30.8	31.5	31.2	31.1	31.1	31.1
TOTAL GOODS PRODUCING	5.0	5.0	5.0	5.1	5.2	5.5	5.8	5.6	5.5	5.2	5.2	5.1	5.3
Manufacturing	1.5	1.5	1.5	1.5	1.5	1.6	1.6	1.5	1.5	1.4	1.5	1.5	1.5
Mining	1.7	1.7	1.6	1.6	1.6	1.8	1.9	1.9	1.9	1.8	1.8	1.8	1.8
Construction	1.8	1.8	1.9	2.0	2.1	2.1	2.3	2.2	2.1	2.0	1.9	1.8	2.0
TOTAL SERVICE PRODUCING	25.3	25.5	26.0	26.0	26.4	26.4	25.1	25.2	26.0	26.0	25.9	26.0	25.8
Transportation & Public Utilities	1.7	1.7	1.7	1.7	1.7	1.8	1.7	1.7	1.7	1.6	1.6	1.6	1.7
Transportation	1.1	1.1	1.1	1.1	1.1	1.2	1.1	1.1	1.1	1.0	1.0	1.0	1.1
Communications & Public Utilities	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
Trade	8.2	8.1	8.2	8.2	8.4	8.4	8.4	8.5	8.7	8.6	8.6	8.7	8.4
Wholesale Trade	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Retail Trade	5.9	5.8	5.9	5.9	6.1	6.1	6.1	6.2	6.4	6.3	6.3	6.4	6.1
Finance, Insurance & Real Estate Services	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2
Personal & Business Services	1.9	2.1	2.2	2.1	2.1	2.1	2.1	2.1	2.1	2.2	2.1	2.0	2.1
Health Services	2.7	2.7	2.7	2.7	2.7	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8
Total Government	5.5	5.5	5.6	5.7	5.8	5.7	4.8	4.8	5.4	5.5	5.4	5.4	5.4
Total Federal Government	0.7	0.6	0.6	0.7	0.7	0.7	0.7	0.7	0.7	0.6	0.6	0.6	0.7
Total State Government	0.7	0.7	0.7	0.8	0.8	0.8	0.7	0.7	0.7	0.7	0.7	0.7	0.7
Total Local Government	4.1	4.2	4.3	4.2	4.3	4.2	3.4	3.4	4.0	4.2	4.1	4.1	4.0
Local Education	2.9	2.9	3.0	2.9	3.0	2.8	1.9	2.0	2.7	3.0	2.9	3.0	2.8

**Table 3: 1999 Preliminary Current Employment Statistics (CES)
Data for Laramie County (in Thousands)**

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNUAL AVERAGE
TOTAL NONAGRICULTURAL WAGE & SALARY EMPLOYMENT	35.1	35.3	35.8	36.0	36.5	37.3	35.6	35.2	35.3	35.3	35.3	35.2	35.7
TOTAL GOODS PRODUCING	3.6	3.7	3.8	4.0	4.0	4.2	4.4	4.3	4.4	4.4	4.2	4.1	4.1
Mining & Construction	2.0	2.1	2.2	2.3	2.4	2.6	2.8	2.7	2.8	2.7	2.6	2.5	2.5
Manufacturing	1.6	1.6	1.6	1.7	1.6	1.6	1.6	1.6	1.6	1.7	1.6	1.6	1.6
TOTAL SERVICE PRODUCING	31.5	31.7	32.1	32.2	32.4	32.9	31.0	30.7	30.8	30.9	31.1	31.0	31.6
Transportation & Public Utilities	2.6	2.7	2.7	2.8	2.8	2.8	2.0	2.0	2.0	2.0	2.0	2.0	2.4
Trade	8.3	8.2	8.3	8.3	8.4	8.7	8.7	8.6	8.4	8.4	8.7	8.7	8.5
Wholesale Trade	0.8	0.8	0.8	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8
Retail Trade	7.4	7.4	7.4	7.5	7.6	7.9	7.9	7.8	7.6	7.6	7.9	7.9	7.7
Finance, Insurance & Real Estate	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.6	1.7
Services	7.8	7.9	8.1	8.2	8.3	8.5	8.0	7.9	7.9	7.9	7.8	7.7	8.0
Total Government	11.1	11.2	11.3	11.2	11.2	11.2	10.6	10.5	10.8	10.9	10.9	11.0	11.0
Total Federal Government	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Total State Government	3.4	3.4	3.4	3.3	3.3	3.3	3.3	3.3	3.3	3.2	3.2	3.2	3.2
Total Local Government	5.3	5.4	5.5	5.5	5.4	5.5	4.9	4.9	5.1	5.2	5.3	5.3	5.3

Teton and Campbell Counties continued their fast paced labor force growth with 602 (5.5%) and 609 (3.2%) more individuals in 1999 (see Table 4, page 11). Employment also increased by 571 (5.3%) and 518 (2.8%) more persons employed in Teton and Campbell Counties. Fremont County, which traditionally has the highest unemployment rate in the state, performed surprisingly well in 1999. Employment grew by 659 individuals or 4.1 percent and the unemployment rate dropped 0.3 percent to 7.6 percent. Albany, Park and Natrona Counties continued to grow in labor force during 1999 with 421 (2.5%), 466 (3.1%) and 456 (1.4%) more individuals, respectively. The number of employed persons in those counties increased by 451 (2.7%), 453 (3.1%) and 410 (1.3%).

Sweetwater County continued to lose labor force (-356 individuals, -1.7%) in 1999, along with the number of employed (-510

individuals, -2.6%). This drop corresponds with the loss of jobs in the Mining sector statewide, along with the corresponding out-migration of individuals from the state. Mining jobs dominate the county's employment distribution. Sweetwater also had a 0.8 percent increase in the unemployment rate, but Uinta County had the highest increase in unemployment rates overall (1.2%) to 6.9 percent, while losing 67 individuals from employment figures.

1 Gregg Detweiler, "1998 Wyoming Nonagricultural Wage and Salary Employment," *Wyoming Labor Force Trends*, March 1999, pp. 8-14.

2 Research & Planning, Wyoming Department of Employment and Economic Analysis, Wyoming

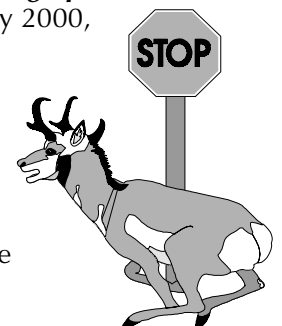
Department of Administration & Information, *Outlook 2000: Joint Economic & Demographic Forecast to 2008*, February 2000, p. 8.

3 David Bullard, "January News," *Wyoming Labor Force Trends*, March 2000, p. 22.

4 Labor force is the sum of the number of employed and unemployed persons.

5 Research and Planning, Wyoming Department of Employment and Economic Analysis, Wyoming Department of Administration & Information, *Outlook 2000: Joint Economic & Demographic Forecast to 2008*, February 2000, p. 24.

6 The number of people who leave the state is greater than the number of people who move into Wyoming.



**Table 4: Wyoming Local Area Unemployment Statistics (LAUS)
Annual Averages (1997-1999)**

	1997	1998	1999		1997	1998	1999
WYOMING				LINCOLN COUNTY			
Labor Force	251,288	257,266	262,069	Labor Force	6,236	6,312	6,577
Employment	238,520	244,938	249,323	Employment	5,831	5,917	6,172
Unemployment	12,768	12,328	12,746	Unemployment	405	395	405
Unemployment Rate	5.1	4.8	4.9	Unemployment Rate	6.5	6.3	6.2
ALBANY COUNTY				NATRONA COUNTY			
Labor Force	16,591	17,021	17,442	Labor Force	32,387	33,115	33,571
Employment	16,244	16,654	17,105	Employment	30,460	31,328	31,738
Unemployment	347	367	337	Unemployment	1,927	1,787	1,833
Unemployment Rate	2.1	2.2	1.9	Unemployment Rate	5.9	5.4	5.5
BIG HORN COUNTY				NIORARA COUNTY			
Labor Force	5,494	5,761	5,806	Labor Force	1,199	1,279	1,349
Employment	5,174	5,396	5,426	Employment	1,174	1,244	1,310
Unemployment	320	365	380	Unemployment	25	35	39
Unemployment Rate	5.8	6.3	6.5	Unemployment Rate	2.1	2.7	2.9
CAMPBELL COUNTY				PARK COUNTY			
Labor Force	18,535	19,161	19,770	Labor Force	14,794	15,189	15,655
Employment	17,556	18,235	18,753	Employment	14,091	14,488	14,941
Unemployment	979	926	1,017	Unemployment	703	701	714
Unemployment Rate	5.3	4.8	5.1	Unemployment Rate	4.8	4.6	4.6
CARBON COUNTY				PLATTE COUNTY			
Labor Force	8,207	8,275	8,475	Labor Force	4,284	4,450	4,642
Employment	7,786	7,831	8,029	Employment	4,101	4,232	4,436
Unemployment	421	444	446	Unemployment	183	218	206
Unemployment Rate	5.1	5.4	5.3	Unemployment Rate	4.3	4.9	4.4
CONVERSE COUNTY				SHERIDAN COUNTY			
Labor Force	6,505	6,598	6,708	Labor Force	13,357	13,619	13,851
Employment	6,102	6,251	6,362	Employment	12,648	12,915	13,177
Unemployment	403	347	346	Unemployment	709	704	674
Unemployment Rate	6.2	5.3	5.2	Unemployment Rate	5.3	5.2	4.9
CROOK COUNTY				SUBLETTE COUNTY			
Labor Force	2,948	2,983	3,098	Labor Force	2,945	3,038	3,155
Employment	2,806	2,823	2,944	Employment	2,858	2,941	3,037
Unemployment	142	160	154	Unemployment	87	97	118
Unemployment Rate	4.8	5.4	5.0	Unemployment Rate	3.0	3.2	3.7
FREMONT COUNTY				SWEETWATER COUNTY			
Labor Force	17,273	17,557	18,210	Labor Force	20,569	21,106	20,750
Employment	15,829	16,174	16,833	Employment	19,349	19,967	19,457
Unemployment	1,444	1,383	1,377	Unemployment	1,220	1,139	1,293
Unemployment Rate	8.4	7.9	7.6	Unemployment Rate	5.9	5.4	6.2
GOSHEN COUNTY				TETON COUNTY			
Labor Force	6,321	6,435	6,572	Labor Force	10,565	11,030	11,632
Employment	6,004	6,135	6,327	Employment	10,292	10,799	11,370
Unemployment	317	300	245	Unemployment	273	231	262
Unemployment Rate	5.0	4.7	3.7	Unemployment Rate	2.6	2.1	2.3
HOT SPRINGS COUNTY				UINTA COUNTY			
Labor Force	2,383	2,401	2,459	Labor Force	10,552	10,748	10,812
Employment	2,277	2,291	2,333	Employment	9,898	10,137	10,070
Unemployment	106	110	126	Unemployment	654	611	742
Unemployment Rate	4.4	4.6	5.1	Unemployment Rate	6.2	5.7	6.9
JOHNSON COUNTY				WASHAKIE COUNTY			
Labor Force	3,681	3,746	3,958	Labor Force	4,758	4,913	4,933
Employment	3,512	3,592	3,822	Employment	4,492	4,624	4,614
Unemployment	169	154	136	Unemployment	266	289	319
Unemployment Rate	4.6	4.1	3.4	Unemployment Rate	5.6	5.9	6.5
LARAMIE COUNTY				WESTON COUNTY			
Labor Force	38,491	39,270	39,222	Labor Force	3,215	3,261	3,426
Employment	37,002	37,861	37,829	Employment	3,035	3,103	3,239
Unemployment	1,489	1,409	1,393	Unemployment	180	158	187
Unemployment Rate	3.9	3.6	3.6	Unemployment Rate	5.6	4.8	5.5

Employer Success:

Resiliency and Strategies of Industrial Adaptation in Wyoming

by: Craig R. Henderson, One Stop Program Supervisor data compiled by: Tony Glover, Senior Analyst

"Many Wyoming employers demonstrated a three-year survival rate approximately 7.0 percent higher than firms whose diversification strategies did not reflect an actual shift in industrial classification."

Individuals and firms constantly adapt to change. Parents, teachers and social workers often yearn for knowledge of what makes one child or client more resilient than another when faced with uncertainty. Insight into this question can help to minimize the potentially negative effects of change, if not strengthen the individual's capacity to adapt creatively to new situations. For similar reasons, employers and economic developers want to know how businesses might diversify their products to redirect or regain focus. Some new businesses may adapt to change by exploiting new market niches or specializing.¹ Even failed businesses can reform themselves through their past experiences. By learning to adjust to changes in the Wyoming market place, businesses may survive longer, expand and prosper.

Using Unemployment Insurance (UI) employer data, this article demonstrates some ways Wyoming employers have adjusted to changing market conditions or other forces by shifting their primary industrial focus. As a consequence, they have increased the probability of economic survival. By making seasonal, temporary or long-term adjustments in the goods or services their firms produce, many Wyoming employers demonstrated a three-year survival rate approximately 7.0 percent higher than firms whose diversification strategies did not reflect an actual shift in industrial classification.

Contrasting Survival Strategies of Employers and Employees

As a way of thinking about industrial shifts by employers, contrast this employer "survival" strategy with the behaviors of Wyoming-attached employees. In prior **Wyoming Labor Force Trends** features, Research and Planning (R&P) applied a useful classification system for describing the labor supply's level of attachment to Wyoming.² We have described how workers' strategies often include job changing, holding multiple jobs or working seasonal jobs in order to stay employed.³ These Wyoming-attached workers may have acquired transferable skills in order to move between different employers. Just as employees may choose to change jobs, some employers may shift among industries. Employer shifts to a different industry are measured through annual surveys. If an employer changes his or her main type of business activity and reports it, the firm is reclassified to a different industry. Some code changes occur in response to revisions to the **Standard Industrial Classification Manual** rather than a change in product supply or customer demand. Other times, a firm makes a conscious or unconscious choice to serve a new kind of customer.

Employers registering their businesses often report ties to several industries which together account for their total revenue [i.e.,

a retail business that sells fuel (40% of revenue), groceries (25%) and operates a restaurant (35%) would be classified as a gas station]. Experiencing a change in its revenue distribution, the business might subsequently be classified as a convenience store or a restaurant. This approach to business mirrors the experiences of multiple job holders who require several sources of income in order to sustain themselves or increase their wealth. Other employers alternate annually between business activities (i.e., lawn care and snow removal) just as employees might pick up one or two seasonal jobs (i.e., a public school social studies teacher might work as a historical site interpreter during summer months).

Not only can personal strategies parallel employer strategies but they may have significant impact on each other. National research has shown a link between employee turnover and business survival. A study by researchers of The American University and the University of Baltimore found that in "consider[ing] the consequences to the firm of such turnover, . . . high turnover firms are less likely to survive."⁴ Last June, **Trends** reported that Wyoming had a large volume of turnover relative to the level of employment (i.e., 12.1% for Retail Trade and 8.7% for Services in 1997), especially among lower paying industries.⁵ More studies are needed to establish how and when

(Continued on page 13)

workforce instability threatens business survival or inversely what business practices might result in workforce instability.⁶ While our analysis acknowledges alternative explanations for business survival, it illustrates how industrial sector change may be one important factor in realizing business survival and success.

Industrial Shifts by Employers

When employers first register their firms for UI coverage, the Department of Employment assigns them an industrial code reflecting the firm's main business activity. If an automotive repair shop also operates a towing service, the employer is classified by the industrial activity which generates the greater revenue. Approximately every three years, employers review their industrial classifications through refileing.⁷ To study the adaptation of employers, we identified the shifts in Standard Industrial Code (SIC) classifications of all private-sector, UI covered employers in Wyoming for an eight-year period.⁸ We chose to focus on firm survival without regard to a change in firm ownership, though a prior R&P study of new business formation also tracked business survival rates and limited the analysis to a study of continuously owned businesses.⁹ Our broader approach to calculating business survival, then, focuses on the firm's continuous role as an employer. We calculated a three-year survival rate by tracking the presence of a firm in the UI database each quarter for three years following each industrial code registration or change from 1989 through 1994. Because our analysis required a full three years following a firm's industrial shift and our data set extended only through 1997, we did not calculate survival rates for firms

that registered or changed industries after 1995.

Patterns of Industrial Adaptation

Our analysis identified 2,435 firms that switched their industrial classifications at least once during the eight-year reference period. Table 1 (see page 14) illustrates the frequency of the 49 most common classification changes made by employers. Each pattern of industrial shifting included in the Table represented the behavior of five or more Wyoming firms during the eight-year period. Most often, both the old and new classifications fell within the same major industry (i.e., Retail Trade, Services or Mining). To help illustrate what this means, the SIC system consists of ten major industrial divisions. Each of these ten major industries are categorized in a hierarchy of related two- to four-digit codes. For example:

Major Industry -- Manufacturing
 20 Food and Kindred Products
 202 Dairy products
 2021 Creamery Butter
 2022 Cheese
 2026 Fluid Milk
 205 Bakery Products
 2051 Bread
 2052 Cookies and Crackers

Shifts most commonly occurred between related industrial categories at or below the two-digit SIC Code level (i.e., a shift from 2051 Bread Manufacturing to 2052 Cookies and Crackers Manufacturing). To take another example, in order to reduce labor costs or meet an unmet market demand a firm categorized within Retail Trade as a caterer (SIC 5812) might shift its primary classification to catalog and mail-order houses (SIC 5961), selling meats and cheeses without a storefront. In 16

of the 49 most common patterns of industrial shifting, however, the new SIC classification fell outside the major industrial division of the prior classification (i.e., a shift from Wholesale Trade to Retail Trade; Agriculture to Construction). In Table 1, which displays the full 4-digit SIC detail, shifts between major industries are highlighted in bold.

The shift from Drinking Places (SIC 5813) to Eating [and drinking] Places (SIC 5812) ranked as the most frequent pattern of industrial classification change (23 firms). The classification, eating and drinking places showed a recurring capacity to pair itself with other industrial classifications: Hotels and Motels (SIC 7011); Liquor Stores (SIC 5921); and Gasoline Service Stations (SIC 5541). These familiar industrial pairings may reflect an ever-increasing market demand for customer service and convenience.

Industrial shifting occurs in both the service-producing and goods-producing sectors of the economy. Table 1 shows that a combined total of 30 firms commonly shifted their primary industrial focus to Oil and Gas Field Services, NEC¹⁰ (SIC 1389). These firms shifted from the following five industries: Drilling Oil and Gas Wells (SIC 1381); Crude Petroleum and Natural Gas (SIC 1311); Industrial Machinery and Equipment (SIC 5084); Equipment Rental and Leasing, NEC (SIC 7359); and Heavy Construction, NEC (SIC 1629). Interestingly, this shift toward Oil and Gas Field Services, NEC replaced the 22 firms that moved away from this classification to Crude Petroleum and Natural Gas (SIC 1311), Heavy Construction, NEC (SIC 1629) and Local Trucking Without Storage (SIC 4212). This

(Text continued on page 15)

Table 1: Most Common Shifts in Industrial Classification by Firms Through Employer Refiling, 1989-1997*

Total Number of Firms that Switched Standard Industrial Classification (SIC) Codes Between 1989-1997*			2,435
SIC	From	SIC To	Frequency
5813	Drinking Places (Alcoholic Beverages)	5812 Eating and Drinking Places	23
5411	Grocery Stores	5541 Gasoline Service Stations	18
4212	Local Trucking Without Storage	4213 Trucking, Except Local	15
5812	Eating and Drinking Places	5813 Drinking Places (Alcoholic Beverages)	13
1742	Plastering, Drywall, Acoustical, and Insulation Work	1799 Special Trade Contractors, NEC	13
7011	Hotels and Motels	5812 Eating and Drinking Places	12
1389	Oil and Gas Field Services, NEC	1311 Crude Petroleum and Natural Gas	12
4213	Trucking, Except Local	4212 Local Trucking Without Storage	12
1521	General Contractors-Single-Family Houses	1542 General Contractors-Nonresidential Buildings	11
5084	Industrial Machinery and Equipment	5085 Industrial Supplies	11
5813	Drinking Places (Alcoholic Beverages)	5921 Liquor Stores	10
5541	Gasoline Service Stations	7538 General Automotive Repair Shops	9
5541	Gasoline Service Stations	5411 Grocery Stores	9
1381	Drilling Oil and Gas Wells	1389 Oil and Gas Field Services, NEC	8
5921	Liquor Stores	5813 Drinking Places (Alcoholic Beverages)	8
0741	Veterinary Services For Livestock	0742 Veterinary Services for Animal Specialties	8
0721	Crop Planting, Cultivating, and Protecting	5191 Farm Supplies	7
1794	Excavation Work	1629 Heavy Construction, NEC	7
1521	General Contractors-Single-Family Houses	1771 Concrete Work	7
7363	Help Supply Services	8049 Offices and Clinics of Health Practitioners, NEC	7
7692	Welding Repair	3599 Industrial and Comm. Machinery and Equip., NEC	7
7999	Amusement and Recreation Services, NEC	7997 Membership Sports and Recreation Clubs	6
1311	Crude Petroleum and Natural Gas	1389 Oil and Gas Field Services, NEC	6
5812	Eating and Drinking Places	7011 Hotels and Motels	6
1731	Electrical Work	1711 Plumbing, Heating, and Air-Conditioning	6
1542	General Contractors-Nonresidential Buildings	1521 General Contractors-Single-Family Houses	6
7353	Heavy Construction Equipment Rental and Leasing	7359 Equipment Rental and Leasing, NEC	6
5084	Industrial Machinery and Equipment	1389 Oil and Gas Field Services, NEC	6
5084	Industrial Machinery and Equipment	7699 Repair Shops and Related Services, NEC	6
8742	Management Consulting Services	8748 Business Consulting Services, NEC	6
5171	Petroleum Bulk Stations and Terminals	5541 Gasoline Service Stations	6
6531	Real Estate Agents and Managers	6513 Operators of Apartment Buildings	6
7291	Tax Return Preparation Services	8721 Accounting, Auditing, and Bookkeeping	6
5531	Auto and Home Supply Stores	7538 General Automotive Repair Shops	5
7389	Business Services, NEC	6531 Real Estate Agents and Managers	5
1751	Carpentry Work	1521 General Contractors-Single-Family Houses	5
5812	Eating and Drinking Places	5921 Liquor Stores	5
7359	Equipment Rental and Leasing, NEC	1389 Oil and Gas Field Services, NEC	5
5541	Gasoline Service Stations	5812 Eating and Drinking Places	5
1629	Heavy Construction, NEC	1389 Oil and Gas Field Services, NEC	5
1629	Heavy Construction, NEC	1623 Water, Sewer, Pipeline, and Communications	5
1611	Highway and Street Construction, Except Elevated Hwys	1771 Concrete Work	5
5085	Industrial Supplies	5084 Industrial Machinery and Equipment	5
0782	Lawn and Garden Services	1711 Plumbing, Heating, and Air-Conditioning	5
5399	Miscellaneous General Merchandise Stores	5651 Family Clothing Stores	5
1382	Oil and Gas Field Exploration Services	1311 Crude Petroleum and Natural Gas	5
1389	Oil and Gas Field Services, NEC	1629 Heavy Construction, NEC	5
1389	Oil and Gas Field Services, NEC	4212 Local Trucking Without Storage	5
5172	Petroleum and Petroleum Products Wholesalers	5541 Gasoline Service Stations	5

*Table includes only the 49 industrial classification shifts represented by five or more firms during 1989-1997. However, the table refers to all firms during this period who made an industrial shift, without regard to frequency. Refiling refers to the process by which the Wyoming Department of Employment, Research & Planning surveys a randomly selected group of firms representing one-third of all firms. Employers are asked whether or not their primary business function has changed. If it has, they are coded into their new industrial classification.

Bolded items within the Table denote industrial shifts between major industrial divisions (i.e., from Wholesale Trade to Retail Trade; Mining to Transportation, Communication & Public Utilities (TCPU)).

NEC = Not Elsewhere Classified

point may illustrate the dynamic competition for limited market demand for products and services by firms, a competition that transforms the nature of many businesses in the process. Alternatively, these coding changes may have involved noncompeting firms representing different regions of the state.

In contrast to these common industrial shifts, some employers opted to diversify or refocus their businesses in less expected ways. Not listed in Table 1 (see page 14) but among the 1,698 industrial shift combinations identified by our 1989-1997 data, firms classified as SIC 5812 Eating [and drinking] Places less commonly shifted to Engineering Services (SIC 8711), Furniture Stores (SIC 5712) and Livestock Services, Except Veterinary (SIC 0751). However dissimilar or unlikely these industry shifts seem at first glance, we need to consider that these industrial shifts probably reflect the diverse

skills or interests of the small business owners themselves, regardless of whether the ownership changed at the time the shift occurred. After all, an entrepreneur might open a coffee bar in a store that sells hand-crafted rocking chairs in order to attract more customers. Depending on the season and economic circumstances, rocking chairs or coffee sales may bring in a greater share of the firm’s revenue and provide the majority of employment for workers.

Table 2 shows the distribution of industrial shifters and non shifters among major industries. An overwhelming majority of Wyoming firms (26,971) did not shift between industrial designations. However, between 1989-1997 industry shifting among 2,435 firms accounted for limited gains in the number of firms distributed among all but three major industries. Most firms who shifted between major industries left Retail Trade, Services

or Wholesale Trade. Transportation, Communications and Public Utilities (TCPU) gained the most, a net of 38 firms, over the period.

Comparing Survival Rates for Industry-Shifting and Non Shifting Firms

To compare the rate of survival of industry shifting firms to non shifting firms, we measured the three-year survival rate of all employers who reported with UI for any quarter between the first quarter of 1989 and the fourth quarter of 1994. Again, industry shifting firms were those that changed their initial industrial designation through the refiling process during this five-year period. The duration of firms’ appearance among quarterly reports of UI during the period of 1989-1997 represented their continuing “survival” as Wyoming employers. Figure 1 shows those firms that did

(Continued on page 16)

Table 2: Distribution of Industry Shifting Firms and Non Shifting Firms by Major Industry, 1989-1997

Shift From Industry			Shift To Industry			Non Shifters		
Industry	Number	Percent	Industry	Number	Percent	Industry	Number	Percent
Agriculture	90	3.7%	Agriculture	91	3.7%	Agriculture	716	2.7%
Mining	127	5.2%	Mining	135	5.5%	Mining	1,063	3.9%
Construction	315	12.9%	Construction	331	13.6%	Construction	4,529	16.8%
Manufacturing	116	4.8%	Manufacturing	141	5.8%	Manufacturing	900	3.3%
TCPU*	120	4.9%	TCPU*	158	6.5%	TCPU*	1,454	5.4%
Wholesale Trade	284	11.7%	Wholesale Trade	263	10.8%	Wholesale Trade	1,605	6.0%
Retail Trade	509	20.9%	Retail Trade	484	19.9%	Retail Trade	5,024	18.6%
FIRE**	121	5.0%	FIRE**	133	5.5%	FIRE**	1,884	7.0%
Services	723	29.7%	Services	680	27.9%	Services	9,371	34.7%
Government	16	0.7%	Government	19	0.8%	Government	420	1.6%
Nonclassifiable***	14	0.6%	Nonclassifiable***	0	0.0%	Nonclassifiable***	5	0.0%
Total	2,435	100.0%		2,435	100.0%		26,971	100.0%

*Transportation, Communication & Public Utilities.

**Finance, Insurance & Real Estate.

***Nonclassifiable industries (SIC 9999) include establishments which cannot be classified in any other industry.

not shift industries had an average survival rate of 96.6 percent after one quarter of business operation which fell to 76.0 percent after three years. In other words, about three-fourths of Wyoming businesses that maintained their initial industry as their primary industry survived three years. Employers who changed industrial designations between 1989-1994 had a higher survival rate. Of industry shifting firms, 98.6 percent survived the quarter after they changed their primary industrial designation and 83.8 percent were still in business three years later. Figure 2 (see page 17) plots the difference between the two groups, showing that industry shifting firms gradually gained a survival advantage over non shifting firms during the eight quarters following refiling. Employers from different size classes had the same survival rates. After two years, the survival rate leveled off having achieved more than a 7.0 percent gain.

Looking for other factors to explain industrial shifting, the researchers did not find among the

data a relationship between size of business and industrial shifting. Given that one-third of the most common shifts involve changes between major industries (see Table 2, page 15 for a list of the ten major industries), it appears likely that a proportion of the firms that shifted did so as an adaptive strategy, whether planned or by default.

Conclusions

The central finding of this analysis demonstrates that some employers, particularly those in the Services and Trade industries, stayed in business longer not simply by diversifying their product lines but rather by embracing (to the extent it was formalized) a new industrial focus. Regardless of how closely related the new industrial interest was to the former interest, the emphasis on different products or services accounted for a majority of the employer’s revenue, thereby replacing the employer’s primary industrial designation.

Having identified that industrial change may benefit some

employers, we need to make the point that changing industrial classification does not necessarily require a business to transform its public image, largely a function of the business’s name and reputation. For example, absent a sign post change or significant building renovation, the public will generally view a motel that shifts its primary industrial classification to coin-operated laundry facilities (based on revenue) as a motel. The prevalence with which firms that shift industries also make changes in their corporate name could be the subject of a future study.

This analysis does not offer a definitive snapshot of employer resiliency. The components of business survival are too numerous and complex to take up in this short report. Faced with market change, though, industrial shifting offers employers another survival strategy that should not be feared and might provide a substantial benefit. More detailed analysis of firm behavior using industrial classification

(Continued on page 17)

Figure 1: Three Year Survival Rate After Refiling (by Quarter) for Industry Shifting Firms and Non Shifting Firms

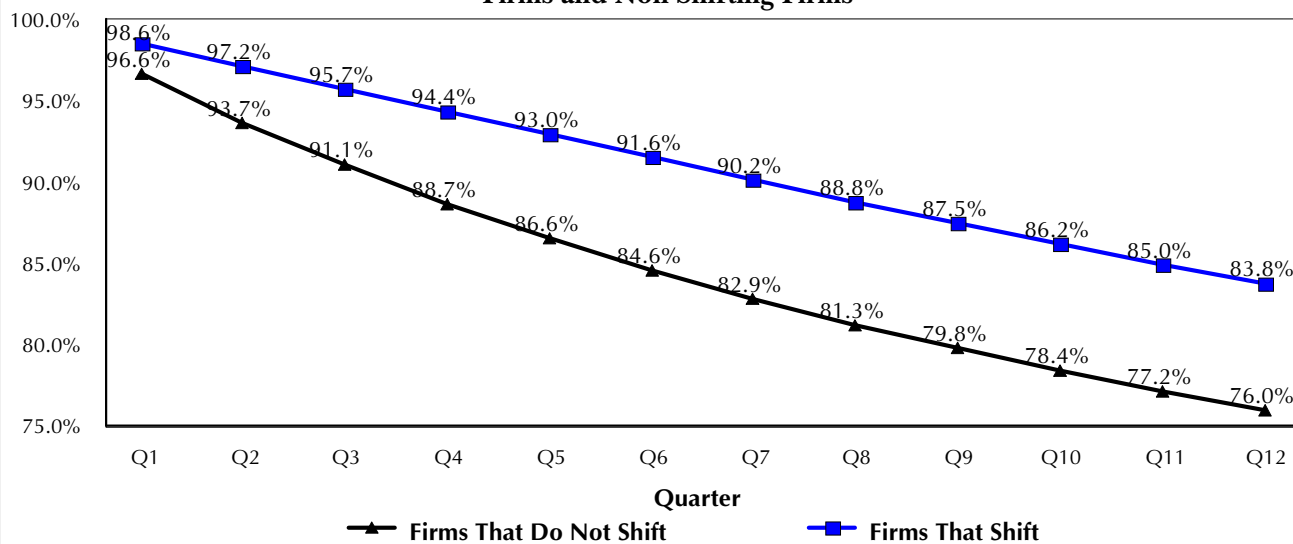
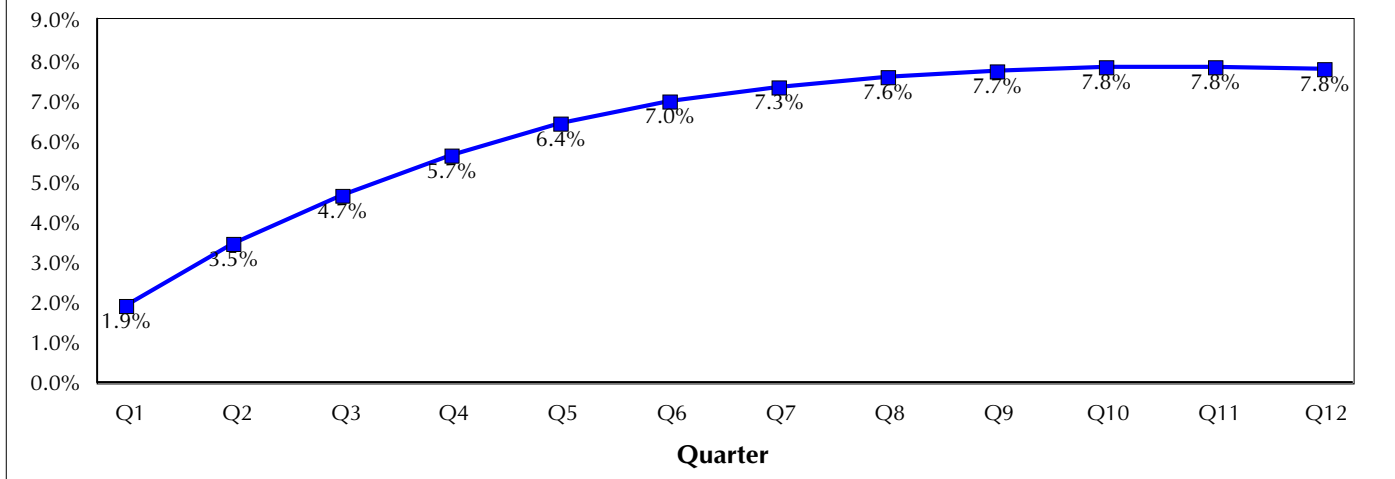


Figure 2: Difference in Survival Rate Between Industry Shifting Firms and Non Shifting Firms Over Three Years After Refiling by Quarter



systems—additionally, employee adaptive behaviors and career paths using occupational classifications—have the potential to identify winning strategic models for employer (and individual) success. Patterns of industrial shifting or occupational pairings may provide economic developers, career counselors, employers and employees a better understanding of how to weather changing economic winds and realize success.

- 1 Xiaohong (Sherry) Yu, "Update: New Business Formation in Wyoming," *Wyoming Labor Force Trends*, January 1999, pp. 1-6.
- 2 Brett Judd, "The Wyoming Wage Record Classification System," *Wyoming Labor Force Trends*, March 1998, pp. 1-3.
- 3 Krista R. Shinkle, "Wyoming-Attached Workers: Living and Working in Wyoming," *Wyoming Labor Force Trends*, April 1999, pp. 1-6.
- 4 Julia I. Lane, Alan G. Isaac and

- David W. Stevens, "Firm Heterogeneity and Worker Turnover," *Journal of Economic Literature*, February 1996, [Abstract], p. 1.
- 5 Mike Evans, "Job Turnover and Hire Rates in Wyoming," *Wyoming Labor Force Trends*, June 1999, pp. 3-5.
- 6 Tony Glover and Richard Peters, "Instability Index as a Measure of Labor Market Activity," *Wyoming Labor Force Trends*, March 2000, pp. 9-11.

- 7 Refiling: each year Research & Planning randomly surveys one-third of all firms. Employers are asked whether or not their primary business function has changed. If it has, they are coded into their new industrial classification.
- 8 More than half of the 2,435 industrial shifts recorded for the period 1989-1997 occurred in three years, 1990-1992. The concentrated reporting of industrial change during that period reflects a combination of factors. First, the 1987 revised edition of the *Standard Industrial Classification Manual* was

implemented, reclassifying a significant number of industries. Secondly, during this period the Department of Employment initiated new automated systems for conducting employer refiling, boosting responses. Thirdly, the refiling process moved from surveying one-third of the ten major industrial divisions each year (i.e., Mining, Construction and Services one year; Government, Agriculture and Manufacturing the next year) to surveying annually one-third of all Wyoming employers (representing all major industries).

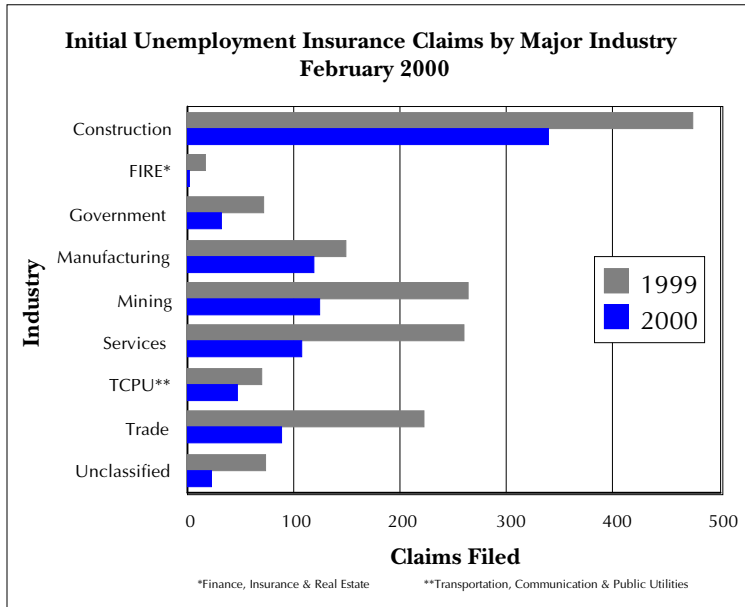
- 9 Xiaohong (Sherry) Yu, "Update: New Business Formation in Wyoming," *Wyoming Labor Force Trends*, January 1999, p. 5.
- 10 NEC = Not Elsewhere Classified within *Standard Industrial Classification Manual*. Full citation: Executive Office of the President. Office of Management and Budget. *Standard Industrial Classification Manual*, 1987.



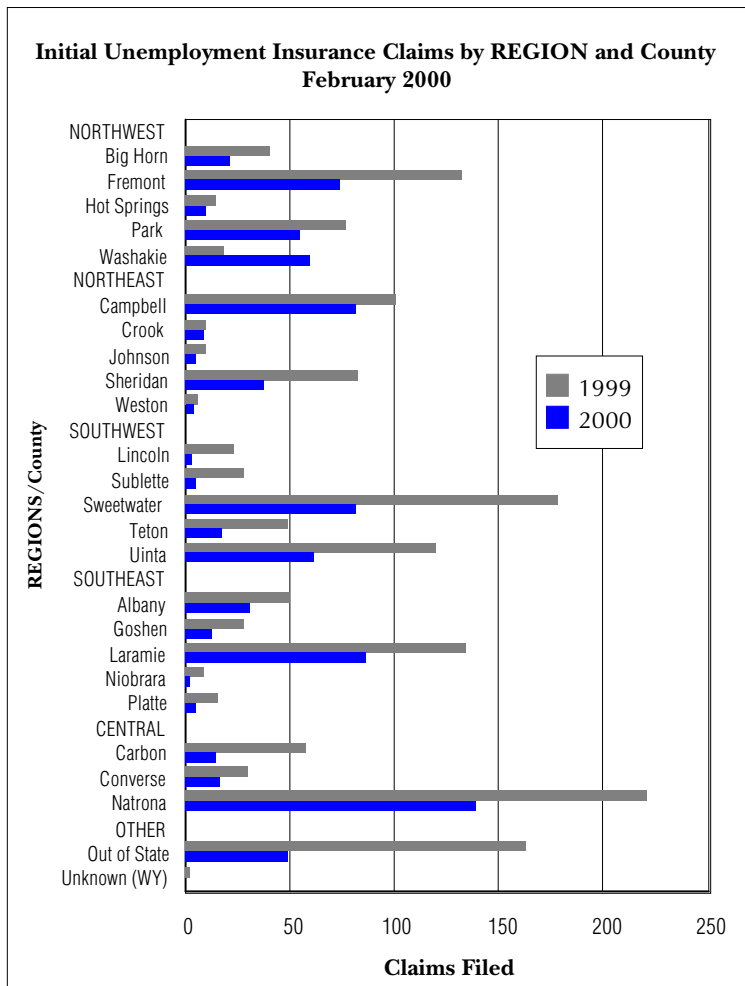
Wyoming Normalized Unemployment Insurance Statistics: Initial Claims

data produced by: Richard Peters, Economist

"February 2000 statewide initial claims are the lowest for February since tracking began in 1992."



	Claims Filed			Percent Change	
	FEB.00	JAN.00	FEB.99	JAN.00	FEB.99
WYOMING STATEWIDE					
TOTAL CLAIMS FILED	888	1,345	1,607	-34.0	-44.7
TOTAL GOODS PRODUCING	584	828	890	-29.5	-34.4
Manufacturing	120	101	150	18.8	-20.0
Mining	125	120	265	4.2	-52.8
Oil & Gas Extraction	102	93	235	9.7	-56.6
Construction	339	607	475	-44.2	-28.6
TOTAL SERVICE PRODUCING	281	488	643	-42.4	-56.3
Transportation, Communication & Public Utilities	47	44	70	6.8	-32.9
Transportation	43	39	60	10.3	-28.3
Communications & Public Utilities	4	5	10	-20.0	-60.0
Trade	90	145	223	-37.9	-59.6
Wholesale Trade	13	17	37	-23.5	-64.9
Retail Trade	77	128	186	-39.8	-58.6
Finance, Insurance & Real Estate	3	17	17	-82.4	-82.4
Services	109	215	261	-49.3	-58.2
Personal & Business Services	48	76	74	-36.8	-35.1
Health Services	9	10	43	-10.0	-79.1
Government	32	67	72	-52.2	-55.6
Local Government	11	22	30	-50.0	-63.3
Local Education	5	3	6	66.7	-16.7
UNCLASSIFIED	23	29	74	-20.7	-68.9



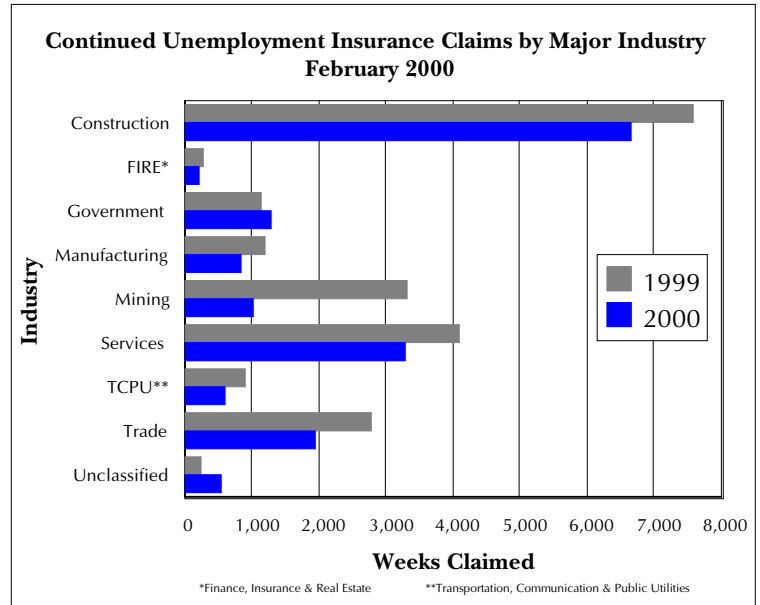
	Claims Filed			Percent Change	
	FEB.00	JAN.00	FEB.99	JAN.00	FEB.99
LARAMIE COUNTY					
TOTAL CLAIMS FILED	85	140	134	-39.3	-36.6
TOTAL GOODS PRODUCING	43	92	59	-53.3	-27.1
Manufacturing	1	8	8	-87.5	-87.5
Mining	3	3	3	0.0	0.0
Oil & Gas Extraction	3	2	3	50.0	0.0
Construction	39	81	48	-51.9	-18.8
TOTAL SERVICE PRODUCING	36	45	67	-20.0	-46.3
Transportation, Communication & Public Utilities	9	1	8	800.0	12.5
Transportation	6	1	5	500.0	20.0
Communications & Public Utilities	3	0	3	0.0	0.0
Trade	13	13	21	0.0	-38.1
Wholesale Trade	1	0	2	0.0	-50.0
Retail Trade	12	13	19	-7.7	-36.8
Finance, Insurance & Real Estate	0	2	3	0.0	0.0
Services	10	25	29	-60.0	-65.5
Personal & Business Services	8	18	12	-55.6	-33.3
Health Services	0	0	6	0.0	0.0
Government	4	4	6	0.0	-33.3
Local Government	2	1	2	100.0	0.0
Local Education	1	0	0	0.0	0.0
UNCLASSIFIED	6	3	8	100.0	-25.0
NATRONA COUNTY					
TOTAL CLAIMS FILED	136	215	220	-36.7	-38.2
TOTAL GOODS PRODUCING	85	138	104	-38.4	-18.3
Manufacturing	5	15	24	-66.7	-79.2
Mining	15	23	38	-34.8	-60.5
Oil & Gas Extraction	14	20	35	-30.0	-60.0
Construction	65	100	42	-35.0	54.8
TOTAL SERVICE PRODUCING	50	74	108	-32.4	-53.7
Transportation, Communication & Public Utilities	7	10	11	-30.0	-36.4
Transportation	6	9	10	-33.3	-40.0
Communications & Public Utilities	1	1	1	0.0	0.0
Trade	20	21	44	-4.8	-54.5
Wholesale Trade	3	9	16	-66.7	-81.3
Retail Trade	17	12	28	41.7	-39.3
Finance, Insurance & Real Estate	1	4	4	-75.0	-75.0
Services	20	33	45	-39.4	-55.6
Personal & Business Services	12	11	13	9.1	-7.7
Health Services	2	5	10	-60.0	-80.0
Government	2	6	4	-66.7	-50.0
Local Government	1	3	3	-66.7	-66.7
Local Education	1	0	1	0.0	0.0
UNCLASSIFIED	1	3	8	-66.7	-87.5

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

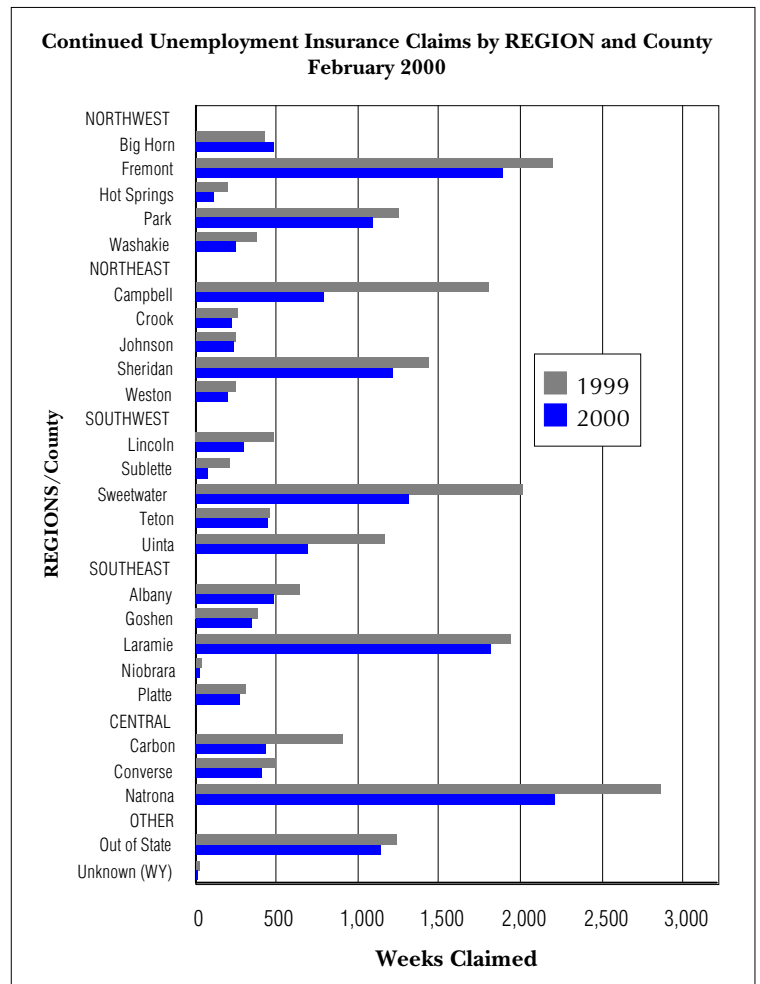
data produced by: Richard Peters, Economist

"Perhaps due to the estimated 2.7 percent employment increase in Oil & Gas Extraction (see page 23), over-the-year continued claims are down for this industry (74.4%)."

	Weeks Claimed			Percent Change Weeks Claimed	
	FEB 00	JAN 00	FEB 99	JAN 00	FEB 00
WYOMING STATEWIDE					
TOTAL WEEKS CLAIMED	16,534	14,716	21,644	12.4	-23.6
TOTAL UNIQUE CLAIMANTS	5,320	4,433	6,526	20.0	-18.5
TOTAL GOODS PRODUCING					
Manufacturing	860	637	1,220	35.0	-29.5
Mining	1,041	727	3,318	43.2	-68.6
Oil & Gas Extraction	724	485	2,824	49.3	-74.4
Construction	6,676	5,953	7,602	12.1	-12.2
TOTAL SERVICE PRODUCING					
Transportation, Communication & Public Utilities	616	530	898	16.2	-31.4
Transportation	515	438	756	17.6	-31.9
Communications & Public Utilities	101	92	142	9.8	-28.9
Trade	1,961	1,840	2,799	6.6	-29.9
Wholesale Trade	247	279	439	-11.5	-43.7
Retail Trade	1,714	1,561	2,360	9.8	-27.4
Finance, Insurance & Real Estate	237	184	289	28.8	-18.0
Services	3,293	3,072	4,102	7.2	-19.7
Personal & Business Services	1,001	887	1,158	12.9	-13.6
Health Services	252	217	406	16.1	-37.9
Government	1,302	1,280	1,164	1.7	11.9
Local Government	445	452	665	-1.5	-33.1
Local Education	106	111	130	-4.5	-18.5
UNCLASSIFIED	548	493	252	11.2	117.5



	1999	2000	1999	2000	1999	2000
LARAMIE COUNTY						
TOTAL WEEKS CLAIMED	1,818	1,743	1,942	4.3	-6.4	
TOTAL UNIQUE CLAIMANTS	582	532	604	9.4	-3.6	
TOTAL GOODS PRODUCING						
Manufacturing	55	40	86	37.5	-36.0	
Mining	21	14	10	50.0	110.0	
Oil & Gas Extraction	19	9	6	111.1	216.7	
Construction	952	913	1,000	4.3	-4.8	
TOTAL SERVICE PRODUCING						
Transportation, Communication & Public Utilities	698	711	815	-1.8	-14.4	
Transportation	70	83	115	-15.7	-39.1	
Communications & Public Utilities	53	67	75	-20.9	-29.3	
Trade	17	16	40	6.3	-57.5	
Wholesale Trade	179	225	280	-20.4	-36.1	
Retail Trade	23	41	28	-43.9	-17.9	
Finance, Insurance & Real Estate	156	184	252	-15.2	-38.1	
Services	60	39	47	53.8	27.7	
Personal & Business Services	314	293	298	7.2	5.4	
Health Services	146	113	102	29.2	43.1	
Government	37	41	76	-9.8	-51.3	
Local Government	75	71	75	5.6	0.0	
Local Education	19	22	28	-13.6	-32.1	
UNCLASSIFIED	0	5	11	0.0	0.0	



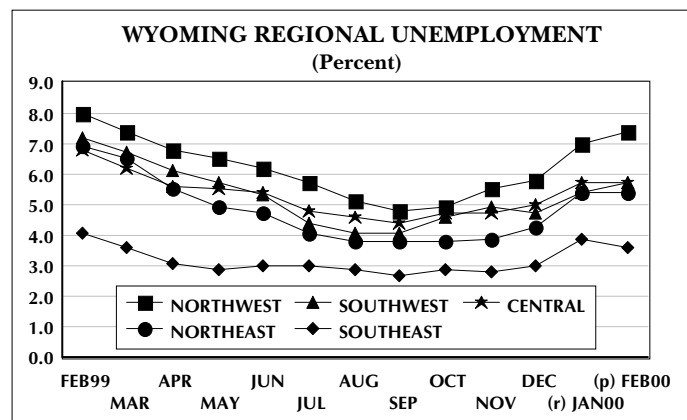
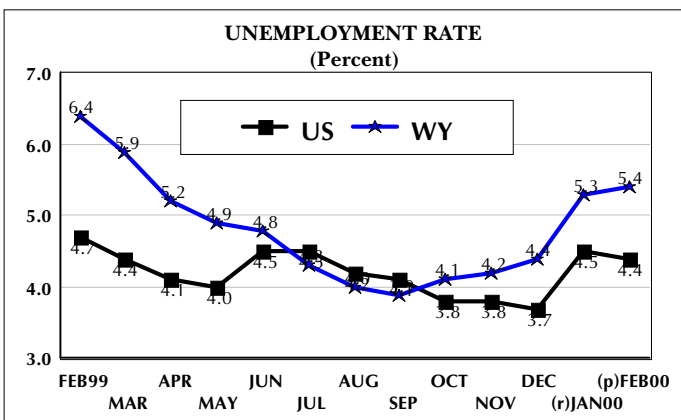
	1999	2000	1999	2000	1999	2000
NATRONA COUNTY						
TOTAL WEEKS CLAIMED	2,208	2,064	2,865	7.0	-22.9	
TOTAL UNIQUE CLAIMANTS	726	642	872	13.1	-16.7	
TOTAL GOODS PRODUCING						
Manufacturing	82	93	120	-11.8	-31.7	
Mining	173	121	480	43.0	-64.0	
Oil & Gas Extraction	130	73	418	78.1	-68.9	
Construction	1,027	980	943	4.8	8.9	
TOTAL SERVICE PRODUCING						
Transportation, Communication & Public Utilities	861	822	1,294	4.7	-33.5	
Transportation	80	83	108	-3.6	-25.9	
Communications & Public Utilities	64	64	93	0.0	-31.2	
Trade	16	19	15	-15.8	6.7	
Wholesale Trade	278	278	415	0.0	-33.0	
Retail Trade	60	81	113	-25.9	-46.9	
Finance, Insurance & Real Estate	218	197	302	10.7	-27.8	
Services	53	47	52	12.8	1.9	
Personal & Business Services	374	348	599	7.5	-37.6	
Health Services	157	145	193	8.3	-18.7	
Government	48	42	127	14.3	-62.2	
Local Government	76	66	120	15.2	-36.7	
Local Education	36	26	98	38.5	-63.3	
UNCLASSIFIED	5	9	37	-44.4	-86.5	

Wyoming Economic Indicators

"The number of unemployed workers decreased over the year by 14.8 percent from 16,458 in February 1999 to 14,015 in February 2000."

	February 2000 (p)	January 2000 (r)	February 1999 (b)	Percent Change Month	Percent Change Year
Wyoming Total Civilian Labor Force (1)	258,771	257,062	257,713	0.7	0.4
Unemployed	14,015	13,711	16,458	2.2	-14.8
Employed	244,756	243,351	241,255	0.6	1.5
Wyoming Unemployment Rate/Seas. Adj.	5.4%/4.1%	5.3%/4.1%	6.4%/5.1%	N/A	N/A
U.S. Unemployment Rate/Seas. Adj.	4.4%/4.1%	4.5%/4.0%	4.7%/4.4%	N/A	N/A
U.S. Multiple Jobholders	7,735,000	7,637,000	8,044,000	1.3	-3.8
As a percent of all workers	5.8%	5.7%	6.1%	N/A	N/A
U.S. Discouraged Workers	2,620,000	234,000	2,710,000	12.0	-3.3
U.S. Part Time for Economic Reasons	3,296,000	3,535,000	3,594,000	-6.8	-8.3
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	\$882.92	\$875.52	\$847.81	0.8	4.1
Average Weekly Hours	45.7	45.6	43.3	0.2	5.5
U.S. Mining					
Average Weekly Earnings	\$761.07	\$765.90	\$729.32	-0.6	4.4
Average Weekly Hours	44.3	44.4	42.7	-0.2	3.7
Wyoming Manufacturing					
Average Weekly Earnings	\$605.09	\$613.32	\$606.37	-1.3	-0.2
Average Weekly Hours	39.6	39.8	39.4	-0.5	0.5
U.S. Manufacturing					
Average Weekly Earnings	\$589.89	\$590.30	\$564.16	-0.1	4.6
Average Weekly Hours	41.6	41.6	41.3	0.0	0.7
Wyoming Unemployment Insurance					
Weeks Compensated (2)	18,402	14,011	19,641	31.3	-6.3
Benefits Paid	\$3,499,963	\$2,642,468	\$3,607,040	32.5	-3.0
Average Weekly Benefit Payment	\$190.19	\$188.60	\$183.65	0.8	3.6
State Insured Covered Jobs (1)	201,751	202,139	200,207	-0.2	0.8
Insured Unemployment Rate	2.1%	2.0%	2.6%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100)					
All Items	169.7	168.7	164.5	0.6	3.2
Food & Beverages	166.8	166.6	163.8	0.1	1.8
Housing	166.9	165.8	162.3	0.7	2.8
Apparel	129.2	126.8	129.7	1.9	-0.4
Transportation	149.7	148.3	139.8	0.9	7.1
Medical Care	257.0	255.5	247.7	0.6	3.8
Recreation (Dec. 1997=100)	102.5	102.3	101.8	0.2	0.7
Education & Communication (Dec. 1997=100)	102.2	102.7	100.9	-0.5	1.3
Other Goods & Services	266.7	264.7	255.0	0.8	4.6
Producer Prices (1982 to 1984 = 100)					
All Commodities	129.8	128.3	122.3	1.2	6.1
Wyoming Building Permits					
New Privately Owned Housing Units Authorized	90	88	89	2.3	1.1
Valuation	\$10,774,000	\$9,030,000	\$11,968,000	19.3	-10.0

(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

"By holding steady at 4.1 percent, the Wyoming seasonally adjusted unemployment rate for February matches the U.S. seasonally adjusted unemployment rate, which rose from 4.0 percent in January."

REGION COUNTY	Labor Force			Employed			Unemployed			Unemployment Rates		
	Feb 2000 (p)	Jan 2000 (r)	Feb 1999 (b)	Feb 2000 (p)	Jan 2000 (r)	Feb 1999 (b)	Feb 2000 (p)	Jan 2000 (r)	Feb 1999 (b)	Feb 2000 (p)	Jan 2000 (r)	Feb 1999 (b)
Northwest	45,981	45,760	45,577	42,583	42,555	41,933	3,398	3,205	3,644	7.4	7.0	8.0
Big Horn	5,819	5,873	5,706	5,357	5,404	5,232	462	469	474	7.9	8.0	8.3
Fremont	18,132	17,925	18,112	16,528	16,419	16,347	1,604	1,506	1,765	8.8	8.4	9.7
Hot Springs	2,375	2,359	2,396	2,270	2,262	2,248	105	97	148	4.4	4.1	6.2
Park	14,742	14,662	14,411	13,872	13,787	13,530	870	875	881	5.9	6.0	6.1
Washakie	4,913	4,941	4,952	4,556	4,683	4,576	357	258	376	7.3	5.2	7.6
Northeast	43,811	43,622	42,823	41,424	41,259	39,866	2,387	2,363	2,957	5.4	5.4	6.9
Campbell	19,950	19,775	19,076	19,023	18,862	17,795	927	913	1,281	4.6	4.6	6.7
Crook	2,965	3,013	3,020	2,774	2,814	2,794	191	199	226	6.4	6.6	7.5
Johnson	3,677	3,720	3,698	3,523	3,552	3,510	154	168	188	4.2	4.5	5.1
Sheridan	13,843	13,727	13,586	12,931	12,850	12,610	912	877	976	6.6	6.4	7.2
Weston	3,376	3,387	3,443	3,173	3,181	3,157	203	206	286	6.0	6.1	8.3
Southwest	51,314	50,936	51,010	48,381	48,161	47,360	2,933	2,775	3,650	5.7	5.4	7.2
Lincoln	6,213	6,258	6,176	5,834	5,862	5,695	379	396	481	6.1	6.3	7.8
Sublette	2,863	2,914	2,944	2,758	2,819	2,780	105	95	164	3.7	3.3	5.6
Sweetwater	20,613	20,333	20,893	19,254	19,021	19,181	1,359	1,312	1,712	6.6	6.5	8.2
Teton	10,996	10,862	10,514	10,686	10,590	10,214	310	272	300	2.8	2.5	2.9
Uinta	10,629	10,569	10,483	9,849	9,869	9,490	780	700	993	7.3	6.6	9.5
Southeast	69,240	68,762	69,490	66,720	66,113	66,617	2,520	2,649	2,873	3.6	3.9	4.1
Albany	17,505	17,253	17,595	17,111	16,872	17,116	394	381	479	2.3	2.2	2.7
Goshen	6,439	6,596	6,569	6,136	6,266	6,176	303	330	393	4.7	5.0	6.0
Laramie	39,514	39,008	39,466	37,969	37,378	37,804	1,545	1,630	1,662	3.9	4.2	4.2
Niobrara	1,282	1,325	1,320	1,236	1,279	1,272	46	46	48	3.6	3.5	3.6
Platte	4,500	4,580	4,540	4,268	4,318	4,249	232	262	291	5.2	5.7	6.4
Central	48,426	47,982	48,814	45,649	45,263	45,480	2,777	2,719	3,334	5.7	5.7	6.8
Carbon	7,986	7,992	8,393	7,578	7,589	7,714	408	403	679	5.1	5.0	8.1
Converse	6,562	6,581	6,794	6,146	6,153	6,344	416	428	450	6.3	6.5	6.6
Natrona	33,878	33,409	33,627	31,925	31,521	31,422	1,953	1,888	2,205	5.8	5.7	6.6
Statewide	258,771	257,062	257,713	244,756	243,351	241,255	14,015	13,711	16,458	5.4	5.3	6.4
Statewide Seasonally Adjusted										4.1	4.1	5.1
U.S.....										4.4	4.5	4.7
U.S. Seasonally Adjusted.....										4.1	4.0	4.4

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/00. Run Date 03/00.
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
February 2000
(Not Seasonally Adjusted)**

State	Unemp. Rate
Puerto Rico	10.5
Alaska	7.5
West Virginia	6.6
Montana	6.0
District of Columbia	5.9
Oregon	5.9
Idaho	5.8
Mississippi	5.5
Washington	5.4
Wyoming	5.4
New Mexico	5.3
New York	5.3
Arkansas	5.2
California	5.0
Rhode Island	4.9
Alabama	4.8
Ohio	4.8
Illinois	4.7
Louisiana	4.7
Pennsylvania	4.7
Hawaii	4.6
Kentucky	4.6
Maine	4.6
Texas	4.5
South Carolina	4.4
United States	4.4
New Jersey	4.3
Delaware	4.1
Nevada	3.8
North Carolina	3.8
Tennessee	3.7
Vermont	3.7
Arizona	3.6
Indiana	3.6
Kansas	3.6
North Dakota	3.6
Wisconsin	3.6
Florida	3.5
Maryland	3.5
Georgia	3.4
Massachusetts	3.4
Michigan	3.4
Oklahoma	3.4
Utah	3.3
Minnesota	3.1
Connecticut	3.0
Nebraska	3.0
New Hampshire	3.0
Missouri	2.9
South Dakota	2.9
Colorado	2.8
Iowa	2.8
Virginia	2.8

Wyoming Employment Growth Strong in February

by: David Bullard, Economist

"Wyoming added 5,000 new jobs for a growth rate of 2.3 percent. This compares favorably with a national job growth rate of 2.0 percent in February."

Continuing the trend of the past few months, nonagricultural employment grew at a healthy pace in February. Wyoming added 5,000 new jobs for a growth rate of 2.3 percent. This compares favorably with a national job growth rate of 2.0 percent in February (see page 23). Wyoming's seasonally adjusted unemployment rate was 4.1 percent in February, the same as the U.S. average and a large drop from 5.1 percent in February 1999 (see page 21).

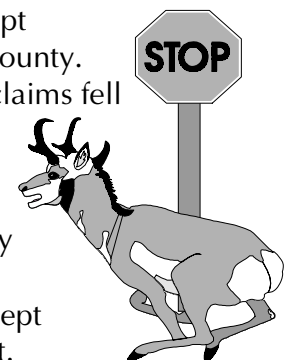
Three industries accounted for 80.0 percent of the job growth: Construction (900 jobs), Trade (1,300 jobs) and Services (1,800 jobs) - (see page 23). Within Construction, large gains were seen in Heavy Construction (400 jobs or 10.3%) and Special Trade Construction (400 jobs or 5.9%). In the Services sector, job growth was especially strong in Membership Organizations (600 jobs or 18.8%), Social Services (400 jobs or 7.0%) and Health Services (400 jobs or 3.9%). Suggesting continued growth in tourism, Hotels & Other Lodging Places added 300 jobs or 4.3 percent. The job gains in Retail Trade were particularly broad-based, with every two-digit industry except Furniture &

Home Furnishings Stores showing job gains.

Civilian Labor Force grew by 1,058 individuals or 0.4 percent, much slower than employment (see page 20). This is largely due to a significant drop in the number of unemployed (down 2,443 or 14.8%). Wyoming's seasonally adjusted unemployment rate remained at 4.1 percent for the second month in a row (see page 21).

In a departure from a previous pattern, Wyoming's two metropolitan areas had declining employment. Casper lost 100 jobs (0.3%) and employment in Cheyenne dropped by 500 jobs or 1.4 percent (see page 23).

Unemployment Insurance (UI) claims fell dramatically over the year. Continued UI claims were down by 23.6 percent, while Initial UI claims decreased by 44.8 percent (see pages 19 and 18, respectively). Initial claims fell in every industry and every county except Washakie County. Continued claims fell in every county except Big Horn County and every industry except Government.



Wyoming Nonagricultural Wage and Salary Employment¹

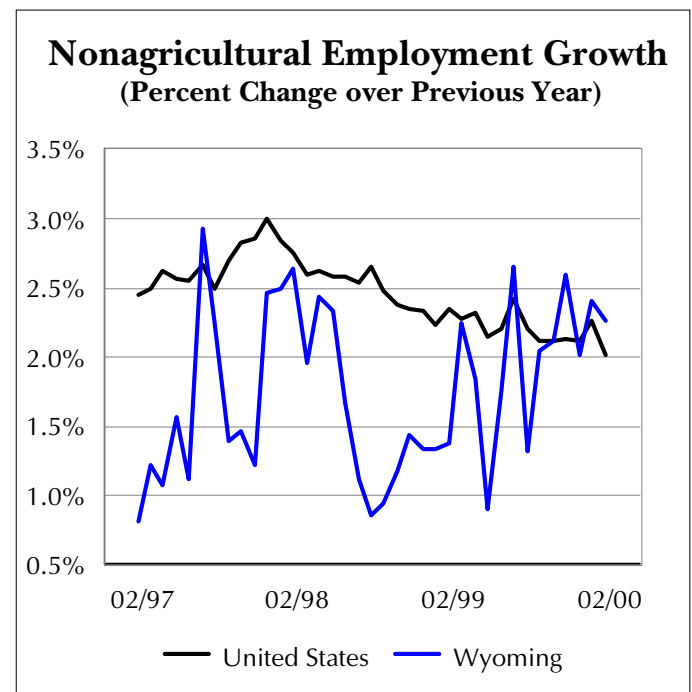
data produced by: Rick Gallinger, Statistician

"Wyoming's total nonagricultural employment decreased slightly over the month (-0.1% from January to February 2000) but was up over the year (2.3% from February 1999 to 2000)."

WYOMING STATEWIDE*	Employment in Thousands			Percent Change Total Employment	
	FEB00(p)	JAN00(r)	FEB 99	JAN 00	FEB 99
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	225.9	226.2	220.9	-0.1	2.3
TOTAL GOODS PRODUCING	41.3	41.8	40.0	-1.2	3.2
Mining	15.4	15.6	15.2	-1.3	1.3
Coal Mining	4.7	4.7	4.4	0.0	6.8
Oil & Gas Extraction	7.6	7.9	7.4	-3.8	2.7
Crude Petrol-Natural Gas	2.5	2.5	2.5	0.0	0.0
Oil & Gas Field Services	5.1	5.4	4.9	-5.6	4.1
Nonmetallic Minerals	2.6	2.6	2.9	0.0	-10.3
Construction	15.0	15.2	14.1	-1.3	6.4
General Building Contractors	3.5	3.6	3.4	-2.8	2.9
Heavy Construction	4.3	4.2	3.9	2.4	10.3
Special Trade Construction	7.2	7.4	6.8	-2.7	5.9
Manufacturing	10.9	11.0	10.7	-0.9	1.9
Durable Goods	5.0	5.1	4.9	-2.0	2.0
Nondurable Goods	5.9	5.9	5.8	0.0	1.7
Printing & Publishing	1.6	1.6	1.6	0.0	0.0
Petroleum & Coal Products	1.1	1.1	1.1	0.0	0.0
TOTAL SERVICE PRODUCING	184.6	184.4	180.9	0.1	2.0
Transportation & Public Utilities	13.8	13.8	13.9	0.0	-0.7
Transportation	8.7	8.8	8.8	-1.1	-1.1
Railroad Transportation	2.7	2.7	2.9	0.0	-6.9
Trucking & Warehousing	3.7	3.7	3.5	0.0	5.7
Communications	2.2	2.2	2.2	0.0	0.0
Telephone Communications	1.1	1.1	1.0	0.0	10.0
Electric, Gas & Sanitary Services	2.9	2.8	2.9	3.6	0.0
Electric Services	1.9	1.9	1.9	0.0	0.0
Trade	51.5	52.2	50.2	-1.3	2.6
Wholesale Trade	7.5	7.5	7.5	0.0	0.0
Durable Goods	4.3	4.3	4.2	0.0	2.4
Nondurable Goods	3.2	3.2	3.3	0.0	-3.0
Retail Trade	44.0	44.7	42.7	-1.6	3.0
Building Materials & Garden Supply	2.0	2.1	1.9	-4.8	5.3
General Merchandise Stores	4.7	4.9	4.5	-4.1	4.4
Department Stores	3.7	3.9	3.7	-5.1	0.0
Food Stores	5.5	5.7	5.3	-3.5	3.8
Auto Dealers & Service Stations	8.0	8.1	7.8	-1.2	2.6
Gas Stations	4.2	4.3	4.0	-2.3	5.0
Apparel & Accessory Stores	1.5	1.5	1.3	0.0	15.4
Furniture & Home Furnishing Stores	1.5	1.5	1.5	0.0	0.0
Eating & Drinking Places	15.8	15.9	15.7	-0.6	0.6
Miscellaneous Retail	5.0	5.0	4.7	0.0	6.4
Finance, Insurance & Real Estate	8.0	8.0	7.8	0.0	2.6
Depos-Nondepos & Security Brokers	4.1	4.1	4.0	0.0	2.5
Depository Institutions	3.3	3.3	3.1	0.0	6.5
Insurance	1.8	1.8	1.9	0.0	-5.3
Services	51.1	51.0	49.3	0.2	3.7
Hotels & Other Lodging Places	7.3	7.2	7.0	1.4	4.3
Personal Services	1.8	1.8	2.0	0.0	-10.0
Business Services	7.4	7.5	7.4	-1.3	0.0
Automotive & Misc. Repair Services	2.7	2.7	2.8	0.0	-3.6
Amusements (Rec Services & Mot. Pics.)	3.5	3.4	3.5	2.9	0.0
Health Services	10.7	10.8	10.3	-0.9	3.9
Offices of Doctors of Medicine	2.5	2.5	2.3	0.0	8.7
Legal Services	1.2	1.2	1.3	0.0	-7.7
Social Services	6.1	6.0	5.7	1.7	7.0
Membership Organizations	3.8	3.7	3.2	2.7	18.8
Engineering & Management	3.7	3.7	3.5	0.0	5.7
Government	60.2	59.4	59.7	1.3	0.8
Total Federal Government	6.9	6.9	6.6	0.0	4.5
Department of Defense	0.8	0.8	0.9	0.0	-11.1
Total State Government	13.5	13.4	13.6	0.7	-0.7
State Education	5.4	5.4	5.4	0.0	0.0
Total Local Government	39.8	39.1	39.5	1.8	0.8
Local Hospitals	5.0	4.9	5.1	2.0	-2.0
Local Education	23.2	22.6	22.5	2.7	3.1

LARAMIE COUNTY	Employment in Thousands			Percent Change Total Employment	
	FEB00(p)	JAN00(r)	FEB 99	FEB 00	FEB 99
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	34.8	34.7	35.3	0.3	-1.4
TOTAL GOODS PRODUCING	4.1	4.0	3.6	2.5	13.9
Mining & Construction	2.4	2.4	2.0	0.0	20.0
Manufacturing	1.7	1.6	1.6	6.2	6.2
TOTAL SERVICE PRODUCING	30.6	30.6	31.5	0.0	-2.9
Transportation & Public Utilities	2.0	2.0	2.6	0.0	-23.1
Trade	8.4	8.3	8.1	1.2	3.7
Wholesale Trade	0.8	0.8	0.8	0.0	0.0
Retail Trade	7.6	7.5	7.4	1.3	2.7
Finance, Insurance & Real Estate	1.6	1.6	1.7	0.0	-5.9
Services	7.6	7.7	7.9	-1.3	-3.8
Total Government	11.0	11.0	11.2	0.0	-1.8
Federal Government	2.4	2.4	2.4	0.0	0.0
State Government	3.4	3.3	3.4	3.0	0.0
Local Government	5.3	5.3	5.4	0.0	-1.9

NATRONA COUNTY*	Employment in Thousands			Percent Change Total Employment	
	FEB00(p)	JAN00(r)	FEB 99	FEB 00	FEB 99
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	30.4	30.4	30.5	0.0	-0.3
TOTAL GOODS PRODUCING	4.9	4.9	5.0	0.0	-2.0
Manufacturing	1.5	1.5	1.5	0.0	0.0
Mining	1.6	1.6	1.7	0.0	-5.9
Construction	1.8	1.7	1.8	5.9	0.0
TOTAL SERVICE PRODUCING	25.5	25.5	25.5	0.0	0.0
Transportation & Public Utilities	1.5	1.5	1.7	0.0	-11.8
Transportation	1.0	1.0	1.1	0.0	-9.1
Communications & Public Utilities	0.5	0.5	0.6	0.0	-16.7
Trade	8.4	8.5	8.1	-1.2	3.7
Wholesale Trade	2.3	2.3	2.3	0.0	0.0
Retail Trade	6.1	6.2	5.8	-1.6	5.2
Finance, Insurance & Real Estate	1.2	1.2	1.2	0.0	0.0
Services	8.9	8.8	9.0	1.1	-1.1
Personal & Business Services	1.9	1.9	2.1	0.0	-9.5
Health Services	2.9	2.9	2.7	0.0	7.4
Government	5.5	5.5	5.5	0.0	0.0
Local Government	4.2	4.2	4.2	0.0	0.0
Local Education	3.0	3.0	2.9	0.0	3.4



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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