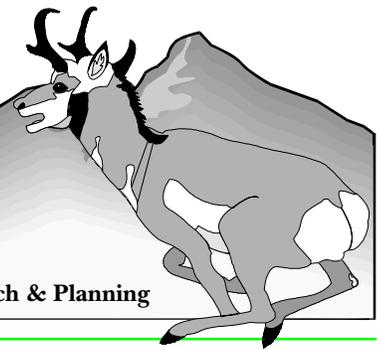


Wyoming Labor Force TRENDS



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Job Turnover and Hire Rates in Wyoming

Which is Greater: Job Creation or Destruction?

by: Mike Evans, Senior Economist

Tables by: Mike Evans and G. Lee Saathoff

"... the number of labor market transactions (individuals hired and exiting jobs) occurring in the Wyoming economy is extremely high (473,316 in 1997)."

The last three feature articles in *Wyoming Labor Force Trends* have examined specific types of labor turnover, migration and job flow data in Wyoming from the perspective of the individual labor market participant. This month we will look at the overall job flow and turnover data for the state from the individual **and** employer perspective using Unemployment Insurance (UI) Wage Records for individuals and UI Employment Specific (ES-202)

data for employers.

A constant churning occurs in the labor market. Individuals are hired and exit jobs, businesses expand and contract or start and end, and the difference of all these transactions determines whether or not jobs are created or destroyed. Even if **exits** equal **hires** (see "Definitions," below), a stable establishment exists with the same employment level as the previous year. For example, in a forthcoming

article, we will show that over one-third of all businesses have the same employment level from one year to the next. However, a firm may turn over its entire workforce in the course of two years and still be classified as stable growth compared to high turnover.

The total number of accumulated exits by individuals from employers in all industries in Wyoming amounted to 231,198 in 1997 (see Table 1, page 3). This level of exits is greater than Wyoming's total 1997 annual average non-agricultural jobs¹ (224,500)! A large number of these exits come from the same individuals jumping from job to job during the year and seasonal workers hired temporarily. The number of hires by employers in 1997 amounted to 242,118, showing a positive net job flow of

Definitions

Hires = Number of individuals hired by employers.

Exits = Number of individuals that left employers.

Turnover Rate = Exits divided by the total number of jobs.

Hire Rate = Hires divided by the total number of jobs.

Net Job Flow = Exits subtracted from Hires.

Job Flow Rate = Net Job Flow divided by the total number of jobs.

Gross Job Flow = Sum of Hires and Exits.

Job Creation = Positive net job flows and job flow rates.

Job Destruction = Negative net job flows and job flow rates.

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10,920 more hires than exits (242,118 hires minus 231,198 exits). This job growth is up from 1995 when an employment contraction of 480 more exits than hires coincided with other data showing a slowdown in the Wyoming economy². This also gives us new insight into understanding the dynamics of changes in the overall employment levels for industries (see page 11).

Data

In this research, we link quarterly Wyoming Unemployment Insurance ES-202 (employer) files to the wage record (employee) database to develop time series data on the aggregated characteristics of firms and employee turnover. The data sets were matched from quarter to quarter to track the changes from year to year and seasonal patterns.

The data sets used are a census of UI covered employers and employees with no sampling. Other studies (see page 5) merely examine large businesses at one point in time. We will look at continuous data to analyze the condition of all

businesses over time³. In Wyoming, most businesses are required to submit joint quarterly UI/Worker's Compensation (WC) forms on the number of employees working on the 12th of the month, along with their employee's wage records, a list of each individual employed and wages paid by the business for the previous quarter.

Turnover rates to determine job expansion and contraction

Net change in employment is the traditional way of studying economic growth (see page 11). Turnover rates describe the processes of net job flow growth. **Job flow rates** are calculated by subtracting hires from exits and then dividing this by total employment for the time period (0.4% in 1997, Total for All Industries; see Table 1, page 3). **Net job flows** determine whether or not employment is stable in comparison to turnover levels and also determine if a business is expanding or contracting.

If net job flows and job flow rates are positive, then **job creation** is occurring (employment in the

present time period is greater than employment in previous periods). Similarly, if employment in the present time period is less than employment in previous time periods, then **job destruction** is occurring. The **turnover rate** (i.e., total number of exits from employers divided by the total number of jobs) has leveled off at **9.0 percent** (Total for All Industries, see Table 1, page 3) after increasing from 1993. The hire and job flow rates followed the same pattern of declining from 1993 to 1995 and thereafter showed signs of growth. Nebraska's turnover rate is half of Wyoming's (4.5%) which could be due either to higher wages, the nature of the calculation, the time period covered or that Nebraska uses a survey instead of administrative data⁴ to derive their turnover rate.

On the other hand, Alaska, Illinois and Oregon have higher turnover rates⁵ (24.9, 17.6 and 20.7% for 1995, respectively⁶). The gross job flow for Wyoming shows the sheer quantity of total exits and

(Continued on page 3)

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hires of 473,316 during 1997. This is a tremendous number of labor market transactions. In future research, we will examine turnover by county and industry.

Industry Turnover Rates

Construction, Agriculture and Retail Trade have the largest industrial turnover rates in Wyoming, ranging from 12.1 to 15.6 percent in 1997. This is primarily due to the seasonal nature of the industries. For example, Agriculture’s crop production industry (see Table 2, page 4) has a turnover rate of 26.0 to 31.0 percent in third quarter (July, August and September) when harvesting is nearing completion. Hire rates range from 28.0 to 37.0 percent in second quarter (April, May and June) when the planting season is starting. Table 2 also shows that job flow rates and net job flows follow this same pattern. Total turnover and hire rates in Wyoming also follow this seasonal pattern where hiring rates are around 10.0 to 11.0 percent in the second and third quarters, while the fourth (October, November and December) and first (January, February and March) quarter rates are around 7.0 to 8.0 percent and the majority of the exits occur in the fourth quarter of the year.

Industries with low turnover rates of 3.4 and 6.0 percent, such as Public Administration and Finance, Insurance, & Real Estate (FIRE), typically do not have the seasonal patterns associated with Construction or Agriculture. As can be seen from Table 1 (see page 3), Public Administration has zero job flow rates since 1994, indicating neither job

Table 1: Annual Job Turnover in Wyoming by Major Industry

Year	Hires	Exits	Turnover Rate	Hire Rate	Gross Job Flow	Job Flow Rate	Net Job Flow
Agriculture							
1993	4,825	4,661	13.7%	14.2%	9,486	0.5%	164
1994	4,676	4,655	13.3%	13.3%	9,331	0.1%	21
1995	4,875	4,836	13.3%	13.4%	9,711	0.1%	39
1996	5,198	5,018	13.3%	13.8%	10,216	0.5%	180
1997	5,365	5,338	13.8%	13.8%	10,703	0.1%	27
Mining							
1993	13,606	13,728	6.5%	6.4%	27,334	-0.1%	-122
1994	12,492	12,844	6.0%	5.9%	25,336	-0.2%	-352
1995	11,650	12,391	6.1%	5.7%	24,041	-0.4%	-741
1996	11,516	12,550	6.6%	6.0%	24,066	-0.5%	-1,034
1997	15,978	14,158	7.0%	7.9%	30,136	0.9%	1,820
Construction							
1993	28,233	26,822	15.9%	16.7%	55,055	0.8%	1,411
1994	30,245	29,591	15.8%	16.2%	59,836	0.3%	654
1995	30,097	30,589	15.9%	15.7%	60,686	-0.3%	-492
1996	29,538	29,177	15.2%	15.4%	58,715	0.2%	361
1997	32,592	31,446	15.6%	16.1%	64,038	0.6%	1,146
Manufacturing							
1993	8,923	8,094	7.5%	8.3%	17,017	0.8%	829
1994	9,298	8,890	7.9%	8.3%	18,188	0.4%	408
1995	8,293	8,669	8.0%	7.6%	16,962	-0.3%	-376
1996	8,855	9,277	7.6%	7.3%	18,132	-0.3%	-422
1997	9,158	8,875	7.4%	7.6%	18,033	0.2%	283
Transportation, Communication & Public Utilities (TCPU)							
1993	9,267	8,859	6.1%	6.4%	18,126	0.3%	408
1994	9,168	8,904	6.3%	6.4%	18,072	0.2%	264
1995	9,271	7,491	5.4%	6.7%	16,762	1.3%	1,780
1996	9,274	7,678	5.3%	6.4%	16,952	1.1%	1,596
1997	7,404	7,618	5.3%	5.2%	15,022	-0.1%	-214
Wholesale Trade							
1993	4,784	4,767	5.8%	5.8%	9,551	0.0%	17
1994	5,589	5,318	6.1%	6.4%	10,907	0.3%	271
1995	5,777	5,831	6.5%	6.4%	11,608	-0.1%	-54
1996	5,609	5,370	6.0%	6.3%	10,979	0.3%	239
1997	6,427	6,275	6.7%	6.9%	12,702	0.2%	152
Retail Trade							
1993	59,652	57,623	11.6%	12.0%	117,275	0.4%	2,029
1994	61,122	60,308	11.7%	11.8%	121,430	0.2%	814
1995	63,616	63,969	12.0%	12.0%	127,585	-0.1%	-353
1996	64,647	67,134	12.5%	12.0%	131,781	-0.5%	-2,487
1997	67,767	65,532	12.1%	12.5%	133,299	0.4%	2,235
Finance, Insurance & Real Estate (FIRE)							
1993	5,071	4,743	5.0%	5.4%	9,814	0.3%	328
1994	5,177	5,145	5.4%	5.4%	10,322	0.0%	32
1995	4,958	5,201	5.4%	5.2%	10,159	-0.3%	-243
1996	5,239	5,096	5.3%	5.4%	10,335	0.1%	143
1997	6,236	5,934	6.0%	6.3%	12,170	0.3%	302
Services							
1993	74,949	72,961	8.8%	9.1%	147,910	0.2%	1,988
1994	78,469	75,065	8.8%	9.2%	153,534	0.4%	3,404
1995	78,880	80,865	9.2%	8.9%	159,745	-0.2%	-1,985
1996	81,974	80,238	8.9%	9.1%	162,212	0.2%	1,736
1997	82,300	80,594	8.7%	8.9%	162,894	0.2%	1,706
Public Administration (Local, State & Federal Government)							
1993	8,307	7,931	3.3%	3.4%	16,238	0.2%	376
1994	10,140	10,049	4.1%	4.1%	20,189	0.0%	91
1995	7,885	7,965	3.3%	3.3%	15,850	0.0%	-80
1996	8,998	9,048	3.8%	3.7%	18,046	0.0%	-50
1997	7,626	7,521	3.4%	3.5%	15,147	0.0%	105
Total for All Industries in Wyoming							
1993	217,624	204,653	8.5%	9.0%	422,277	0.5%	12,971
1994	225,177	215,528	8.7%	9.0%	440,705	0.4%	9,649
1995	223,550	224,030	8.9%	8.9%	447,580	0.0%	-480
1996	229,874	227,344	9.0%	9.1%	457,218	0.1%	2,530
1997	242,118	231,198	9.0%	9.4%	473,316	0.4%	10,920

(Continued on page 4)

expansions nor contraction (job replacements are equal to openings). Typically, elected officials serve two- to four-year terms and many workers in Public Administration work on one-year contracts thereby reducing the turnover rates⁷. Education shows 3.0 to 4.0 percent turnover in the fourth and first quarters and 6.0 to 7.0 percent in the second and third quarters (see Table 2). This is expected, due to summer break and teachers taking positions in other industries when contracts expire. The Services industry as a whole has a turnover rate of 8.9 to 9.2 percent for the time period from 1993 to 1997.

Public Administration and education also have low turnover because people who go into those types of professions (i.e., teachers, nurses, police officers, firemen, etc) typically make a career decision. If they leave their jobs, these people usually move to a similar job somewhere else, either to another county or out of state. Also, when teachers move from one school to another in the same county, they usually stay with the same employer. Turnover within the same employer or internal promotional moves cannot be followed using wage records, resulting in an underestimation of overall turnover rates⁸.

High paying industries, such as Mining and Transportation, Communications, & Public Utilities (TCPU), also have low turnover rates. Rates for these industries range from 5.3 to 7.0 percent, compared to the Total for All Industries norm of 9.0 percent. The hypothesis is that higher wages induce fewer exits. Consequently, high-wage industries require fewer

Table 2: Quarterly Job Turnover for Specific Industries

Year	Quarter	Hires	Exits	Turnover Rate	Hire Rate	Gross Job Flow	Job Flow Rate	Net Job Flow	
Agriculture; crop production (Standard Industrial Classification 01)									
1993	First	114	59	10.0%	20.0%	173	10.0%	55	
	Second	491	309	23.0%	37.0%	800	14.0%	182	
	Third	232	354	29.0%	19.0%	586	-10.0%	-122	
	Fourth	219	276	29.0%	23.0%	495	-6.0%	-57	
1994	First	133	87	12.0%	19.0%	220	7.0%	46	
	Second	411	253	18.0%	30.0%	664	12.0%	158	
	Third	261	401	31.0%	20.0%	662	-11.0%	-140	
1995	Fourth	171	262	28.0%	19.0%	433	-10.0%	-91	
	First	139	83	11.0%	19.0%	222	8.0%	56	
	Second	372	211	16.0%	28.0%	583	12.0%	161	
1996	Third	232	364	26.0%	17.0%	596	-10.0%	-132	
	Fourth	199	262	25.0%	19.0%	461	-6.0%	-63	
	First	109	72	10.0%	14.0%	181	5.0%	37	
	Second	444	260	18.0%	31.0%	704	13.0%	184	
1997	Third	264	413	28.0%	18.0%	677	-10.0%	-149	
	Fourth	190	253	24.0%	18.0%	443	-6.0%	-63	
	First	147	72	8.0%	17.0%	219	9.0%	75	
	Second	517	314	18.0%	30.0%	831	12.0%	203	
1997	Third	220	407	26.0%	14.0%	627	-12.0%	-187	
	Fourth	173	269	26.0%	17.0%	442	-9.0%	-96	
	Transportation, Communication & Public Utilities (TCPU); pipelines (Standard Industrial Classification 46)								
	1993	First	8	14	2.0%	1.0%	22	-1.0%	-6
Second		8	3	0.0%	1.0%	11	1.0%	5	
Third		11	14	2.0%	2.0%	25	0.0%	-3	
Fourth		10	12	2.0%	2.0%	22	0.0%	-2	
1994	First	9	9	1.0%	1.0%	18	0.0%	0	
	Second	13	6	1.0%	2.0%	19	1.0%	7	
	Third	5	19	3.0%	1.0%	24	-2.0%	-14	
	Fourth	7	8	1.0%	1.0%	15	0.0%	-1	
1995	First	10	6	1.0%	2.0%	16	1.0%	4	
	Second	42	10	2.0%	8.0%	52	6.0%	32	
	Third	10	17	3.0%	2.0%	27	-1.0%	-7	
	Fourth	5	6	1.0%	1.0%	11	0.0%	-1	
1996	First	23	33	6.0%	4.0%	56	-2.0%	-10	
	Second	16	5	1.0%	3.0%	21	2.0%	11	
	Third	29	15	2.0%	5.0%	44	2.0%	14	
	Fourth	18	123	20.0%	3.0%	141	-17.0%	-105	
1997	First	22	65	10.0%	3.0%	87	-7.0%	-43	
	Second	11	5	1.0%	2.0%	16	1.0%	6	
	Third	170	31	5.0%	26.0%	201	21.0%	139	
	Fourth	11	63	10.0%	2.0%	74	-9.0%	-52	
Services; educational services (Standard Industrial Classification 82)									
1993	First	2,953	2,130	3.0%	4.0%	5,083	1.0%	823	
	Second	3,047	5,310	7.0%	4.0%	8,357	-3.0%	-2,263	
	Third	3,232	2,898	6.0%	6.0%	6,130	1.0%	334	
	Fourth	4,199	2,414	3.0%	6.0%	6,613	2.0%	1,785	
1994	First	2,589	2,280	3.0%	4.0%	4,869	0.0%	309	
	Second	2,932	5,278	7.0%	4.0%	8,210	-3.0%	-2,346	
	Third	3,156	2,744	5.0%	6.0%	5,900	1.0%	412	
	Fourth	4,780	2,669	4.0%	6.0%	7,449	3.0%	2,111	
1995	First	2,590	2,310	3.0%	3.0%	4,900	0.0%	280	
	Second	2,692	6,546	9.0%	4.0%	9,238	-5.0%	-3,854	
	Third	2,857	2,521	5.0%	6.0%	5,378	1.0%	336	
	Fourth	5,302	3,150	4.0%	7.0%	8,452	3.0%	2,152	
1996	First	2,421	2,170	3.0%	3.0%	4,591	0.0%	251	
	Second	4,176	5,737	8.0%	6.0%	9,913	-2.0%	-1,561	
	Third	3,308	2,838	5.0%	6.0%	6,146	1.0%	470	
	Fourth	4,718	2,961	4.0%	6.0%	7,679	2.0%	1,757	
1997	First	2,930	2,331	3.0%	4.0%	5,261	1.0%	599	
	Second	3,160	5,430	7.0%	4.0%	8,590	-3.0%	-2,270	
	Third	3,457	3,413	6.0%	6.0%	6,870	0.0%	44	
	Fourth	4,505	2,981	4.0%	6.0%	7,486	2.0%	1,524	

replacement hires and turnover rates are thereby reduced. For example, in an industry with an average turnover of 10.0 percent, a specific employer may have a 35.0 percent turnover rate because it is paying wages that are much lower than the industrial

demand.

One interesting note: the pipeline industry in TCPU (see Table 2) shows fairly consistent hire and

(Continued on page 5)

turnover rates until the third quarter of 1997 when hire rates increase dramatically from 2.0 to 26.0 percent. This is due to a special pipeline construction project that started in that quarter. An examination of forthcoming 1998 data should show a dramatic increase in exits and turnover when the project was completed. Special one-time projects can increase both hire and turnover rates, while dramatic increases in exits and turnover alone would suggest a massive layoff by employers.

Conclusion

Using individual and employer information, we determined that the number of labor market transactions (individuals hired and exiting jobs) occurring in the Wyoming economy is extremely high (473,316 in 1997). Turnover appears to increase among lower wage industries when wages are low and the industry requires few job skills, although for certain industries this is not true because of seasonality. In the future, we will continue studying job expansion and contraction by examining the growth and decline of businesses

over time by industry, occupation and size class.

1 **Current Employment Statistics**, "Wyoming Annual Average Nonagricultural Employment by Industry 1990-1998" (<http://lmi.state.wy.us/ces/anav9098.htm>).

2 Gregg Detweiler, "Industry Variations in Wyoming's Steady Workers," **Wyoming Labor Force Trends**, May 1999, pp. 1-6.

3 Businesses covered under Unemployment Insurance (UI) have a payroll of \$500 or more in a calendar year or acquire all or part of an organization, business, or trade, subject to the UI law at the time of acquisition. UI typically does not cover self-employed, agricultural workers, unpaid family workers, domestic help, military personnel, railroad workers, and non-profit workers.

4 Nebraska Department of Labor, **Nebraska Economic Trends**, January 1999.

5 Wyoming also had artificially high turnover rates in 1992. Since 1992

was the first year hires and exits were available, all employees picked up in the first quarter of 1992 were considered hires because there was no prior work history in the database. Thus, the number of hires was artificially increased; that is why we are not reporting 1992 hire and turnover rates.

6 C. Caldwell, "Cyclical Patterns of Occupational Hiring," Short-Term Employment Forecasts Consortium, Caldwell Economic Information Services, 1999.

7 Ownership type in Public Administration (i.e., Local, State and Federal Government) is not broken out of these calculations, although other studies show State Government employee turnover around 14.0 percent in 1998.

8 Krista Shinkle, "Wyoming-Attached Workers: Living and Working in Wyoming," **Wyoming Labor Force Trends**, April 1999, pp. 1-6.



Afterword: Job Turnover Rates for Other Countries

by: Mike Evans, Senior Economist

Similar turnover studies and methods have been used in other countries. Stewart worked on a turnover project in Canada where monthly turnover rates ranged 2.3 to 4.2 percent overall which would be around 6.9 to 12.6 percent quarterly. Baldwin, Dunne, and Haltiwanger found turnover rates in the Manufacturing industry around 20.5 percent in Canada and 19.6 percent in the United States for the late 70's and early 80's. Our study found turnover rates of 7.5 to 8.0 percent in the 1990's for the Manufacturing industry in Wyoming. Bingley and Westergaard-Nielsen found 23.0 percent turnover rates in Denmark overall, while Barth and Dale-Olsen found turnover rates of 17.9 percent for Norway.

Many of these studies calculated job reallocation flow rates that are determined using the absolute value of hires minus exits divided by average quarterly employment in the present time period and are not reported here due to the similarity with job flow rates. These studies also calculated employee churning rates; the difference between job flow rates and job reallocation rates (similar to turnover rates). Again, these rates are not reported due to the similarity with job flow rates. These two methods can also be used to determine employment stability and whether an employer has high or low turnover rates compared to the industry.

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

data produced by: Krista R. Shinkle, Senior Statistician

"For the second month in a row, Wyoming statewide continued claims have decreased slightly in over-the-year comparisons (down 4.3% from April 1998 to 1999)."

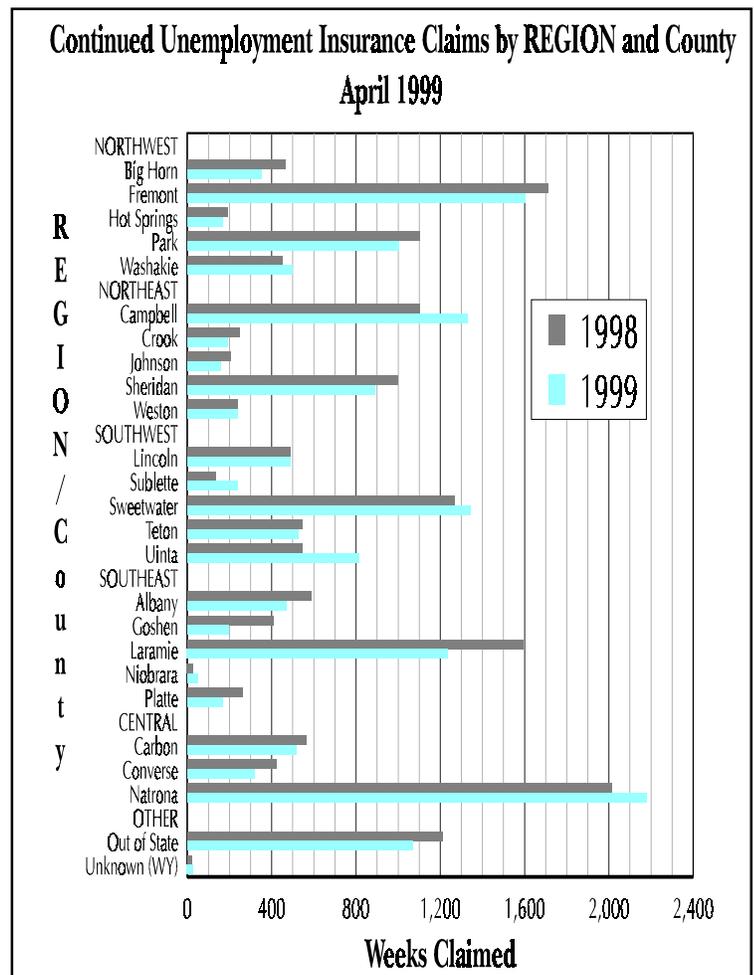
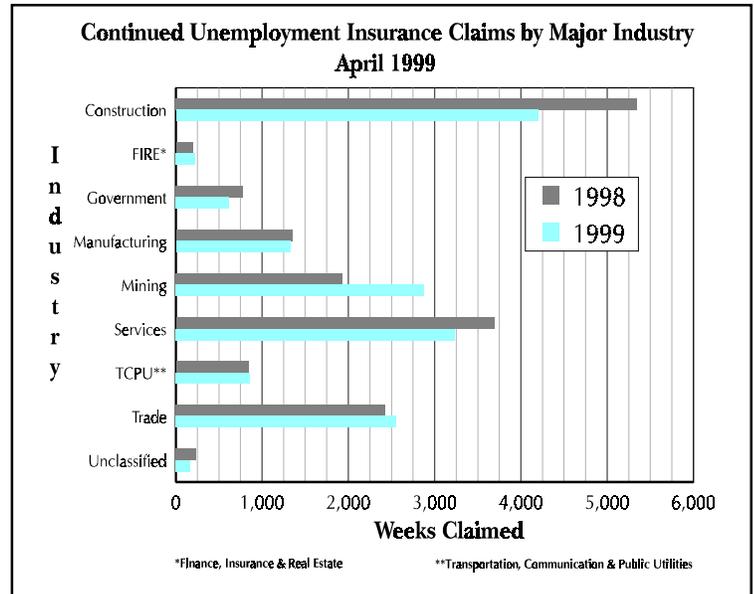
	WEEKS CLAIMED			Percent Change Weeks Claimed	
	APR 99	MAR 99	APR 98	APR 99	APR 98
	WYOMING STATEWIDE				
TOTAL WEEKS CLAIMED	16,066	20,018	16,794	-19.7	-4.3
TOTAL UNIQUE CLAIMANTS	5,148	5,262	4,618	-2.2	11.5
TOTAL GOODS PRODUCING	8,403	11,386	8,621	-26.2	-2.5
Manufacturing	1,324	1,538	1,351	-13.9	-2.0
Mining	2,883	3,248	1,929	-11.2	49.5
Oil & Gas Extraction	2,722	3,034	1,806	-10.3	50.7
Construction	4,196	6,600	5,341	-36.4	-21.4
TOTAL SERVICE PRODUCING	7,494	8,428	7,939	-11.1	-5.6
Transportation, Communication & Public Utilities	855	921	842	-7.2	1.5
Transportation	712	782	693	-9.0	2.7
Communications & Public Utilities	143	139	149	2.9	-4.0
Trade	2,555	2,686	2,426	-4.9	5.3
Wholesale Trade	393	456	355	-13.8	10.7
Retail Trade	2,162	2,231	2,071	-3.1	4.4
Finance, Insurance & Real Estate	224	229	194	-2.2	15.5
Services	3,241	3,701	3,693	-12.4	-12.2
Personal & Business Services	792	1,064	940	-25.6	-15.7
Health Services	384	398	417	-3.5	-7.9
Government	619	891	784	-30.5	-21.0
Local Government	385	557	435	-30.9	-11.5
Local Education	103	113	146	-8.8	-29.5
UNCLASSIFIED	169	204	234	-17.2	-27.8

LARAMIE COUNTY

TOTAL WEEKS CLAIMED	1,236	1,700	1,591	-27.3	-22.3
TOTAL UNIQUE CLAIMANTS	407	455	454	-10.5	-10.4
TOTAL GOODS PRODUCING	520	917	746	-43.3	-30.3
Manufacturing	57	78	56	-26.9	1.8
Mining	28	17	36	64.7	-22.2
Oil & Gas Extraction	24	14	36	71.4	-33.3
Construction	435	822	654	-47.1	-33.5
TOTAL SERVICE PRODUCING	697	759	832	-8.2	-16.2
Transportation, Communication & Public Utilities	122	120	80	1.7	52.5
Transportation	91	86	74	5.8	23.0
Communications & Public Utilities	31	35	6	-11.4	416.7
Trade	247	256	283	-3.5	-12.7
Wholesale Trade	36	29	27	24.1	33.3
Retail Trade	211	228	256	-7.5	-17.6
Finance, Insurance & Real Estate	53	42	35	26.2	51.4
Services	236	301	348	-21.6	-32.2
Personal & Business Services	105	105	136	0.0	-22.8
Health Services	52	66	42	-21.2	23.8
Government	39	40	86	-2.5	-54.7
Local Government	18	16	37	12.5	-51.4
Local Education	8	14	23	-42.9	-65.2
UNCLASSIFIED	19	24	13	-20.8	46.2

NATRONA COUNTY

TOTAL WEEKS CLAIMED	2,180	2,656	2,014	-17.9	8.2
TOTAL UNIQUE CLAIMANTS	698	716	578	-2.5	20.8
TOTAL GOODS PRODUCING	1,094	1,364	1,018	-19.8	7.5
Manufacturing	140	222	120	-36.9	16.7
Mining	469	448	294	4.7	59.5
Oil & Gas Extraction	423	397	261	6.5	62.1
Construction	485	694	604	-30.1	-19.7
TOTAL SERVICE PRODUCING	1,065	1,264	978	-15.7	8.9
Transportation, Communication & Public Utilities	94	126	71	-25.4	32.4
Transportation	80	113	48	-29.2	66.7
Communications & Public Utilities	14	14	23	0.0	-39.1
Trade	388	472	307	-17.8	26.4
Wholesale Trade	108	129	87	-16.3	24.1
Retail Trade	279	343	221	-18.7	26.2
Finance, Insurance & Real Estate	58	52	33	11.5	75.8
Services	469	544	533	-13.8	-12.0
Personal & Business Services	155	182	167	-14.8	-7.2
Health Services	110	123	150	-10.6	-26.7
Government	56	70	34	-20.0	64.7
Local Government	43	57	22	-24.6	95.5
Local Education	24	23	9	4.3	166.7
UNCLASSIFIED	21	28	18	-25.0	16.7

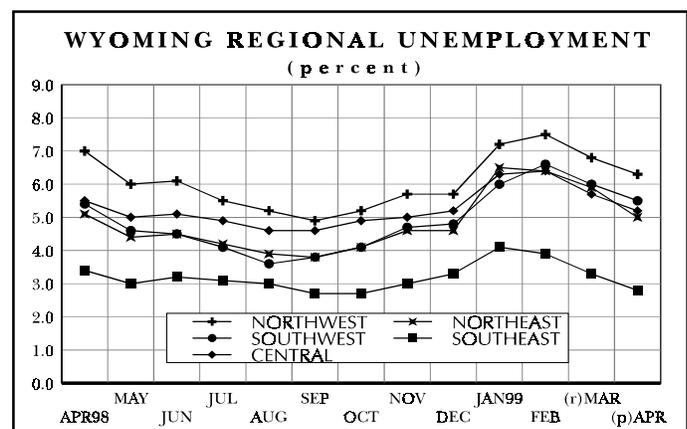
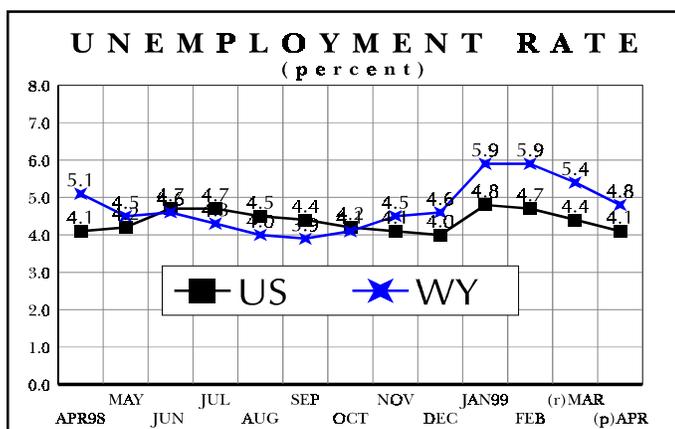


Wyoming Economic Indicators

"A sharp increase in gasoline prices caused the Consumer Price Index (CPI) to increase 0.7 percent over the month; this is a larger monthly increase than has been seen in almost nine years."

	April 1999 (p)	March 1999 (r)	April 1998 (b)	Percent Change Month	Year
Wyoming Total Civilian Labor Force (1)	259,580	259,394	255,755	0.1	1.5
Unemployed	12,397	13,906	13,039	-10.9	-4.9
Employed	247,183	245,488	242,716	0.7	1.8
Wyoming Unemployment Rate/Seas. Adj.	4.8%/4.4%	5.4%/4.4%	5.1%/4.8%	N/A	N/A
U.S. Unemployment Rate/Seas. Adj.	4.1%/4.3%	4.4%/4.2%	4.1%/4.3%	N/A	N/A
U.S. Multiple Jobholders	7,648,000	8,027,000	7,930,000	-4.7	-3.6
As a percent of all workers	5.8%	6.1%	6.1%	N/A	N/A
U.S. Discouraged Workers	245,000	295,000	344,000	-16.9	-28.8
U.S. Part Time for Economic Reasons	3,316,000	3,703,000	3,649,000	-10.5	-9.1
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	\$926.34	\$838.72	\$842.35	10.4	10.0
Average Weekly Hours	44.6	43.3	43.6	2.8	0.2
U.S. Mining					
Average Weekly Earnings	\$739.94	\$722.91	\$730.86	2.4	1.2
Average Weekly Hours	43.5	42.3	43.4	2.8	0.2
Wyoming Manufacturing					
Average Weekly Earnings	\$633.36	\$621.24	\$648.08	2.0	-2.3
Average Weekly Hours	40.6	39.9	41.2	1.8	-1.5
U.S. Manufacturing					
Average Weekly Earnings	\$574.08	\$568.01	\$549.17	1.1	4.5
Average Weekly Hours	41.6	41.4	40.8	0.5	2.0
Wyoming Unemployment Insurance					
Weeks Compensated (2)	15,008	21,726	14,545	-30.9	3.2
Benefits Paid	\$2,744,491	\$4,013,221	\$2,528,487	-31.6	8.5
Average Weekly Benefit Payment	\$182.87	\$184.72	\$173.84	-1.0	5.2
State Insured Covered Jobs (1)	204,522	201,065	201,527	1.7	1.5
Insured Unemployment Rate	1.9%	2.4%	1.9%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100)					
All Items	166.2	165.0	162.5	0.7	2.3
Food & Beverages	163.9	163.7	160.2	0.1	2.3
Housing	163.0	162.8	159.5	0.1	2.2
Apparel	135.2	132.7	135.8	1.9	-0.4
Transportation	144.3	140.6	141.5	2.6	2.0
Medical Care	249.1	248.3	240.7	0.3	3.5
Recreation (Dec. 1997=100)	102.0	101.8	101.1	0.2	0.9
Education & Communication (Dec. 1997=100)	100.7	100.8	99.9	-0.1	0.8
Other Goods & Services	256.1	253.3	234.7	1.1	9.1
Producer Prices (1982 to 1984 = 100)					
All Commodities	123.5	122.8	124.9	0.6	-1.1

(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

"From March to April 1999, the unemployment rate fell in every county in Wyoming except Teton County, which has different seasonal employment patterns from the rest of the state."

REGION COUNTY	<u>Labor Force</u>			<u>Employed</u>			<u>Unemployed</u>			<u>Unemployment Rates</u>		
	Apr 1999 (p)	Mar 1999 (r)	Apr 1998 (b)	Apr 1999 (p)	Mar 1999 (r)	Apr 1998 (b)	Apr 1999 (p)	Mar 1999 (r)	Apr 1998 (b)	Apr 1999 (p)	Mar 1999 (r)	Apr 1998 (b)
Northwest	45,438	45,067	45,330	42,579	41,988	42,135	2,859	3,079	3,195	6.3	6.8	7.0
Big Horn	5,867	5,965	5,795	5,511	5,526	5,406	356	439	389	6.1	7.4	6.7
Fremont	17,820	17,677	17,766	16,505	16,301	16,240	1,315	1,376	1,526	7.4	7.8	8.6
Hot Springs	2,511	2,444	2,469	2,385	2,314	2,340	126	130	129	5.0	5.3	5.2
Park	14,201	13,944	14,333	13,488	13,218	13,540	713	726	793	5.0	5.2	5.5
Washakie	5,039	5,037	4,967	4,690	4,629	4,609	349	408	358	6.9	8.1	7.2
Northeast	43,525	43,352	42,533	41,337	40,780	40,380	2,188	2,572	2,153	5.0	5.9	5.1
Campbell	19,676	19,696	19,066	18,598	18,541	18,151	1,078	1,155	915	5.5	5.9	4.8
Crook	2,901	2,793	2,890	2,750	2,619	2,727	151	174	163	5.2	6.2	5.6
Johnson	3,608	3,554	3,616	3,484	3,408	3,451	124	146	165	3.4	4.1	4.6
Sheridan	13,893	13,863	13,683	13,259	12,997	12,948	634	866	735	4.6	6.2	5.4
Weston	3,447	3,446	3,278	3,246	3,215	3,103	201	231	175	5.8	6.7	5.3
Southwest	52,049	52,603	50,889	49,175	49,428	48,156	2,874	3,175	2,733	5.5	6.0	5.4
Lincoln	6,053	6,155	6,181	5,640	5,645	5,736	413	510	445	6.8	8.3	7.2
Sublette	2,943	2,934	2,814	2,778	2,768	2,709	165	166	105	5.6	5.7	3.7
Sweetwater	21,990	22,323	21,331	20,822	20,826	20,146	1,168	1,497	1,185	5.3	6.7	5.6
Teton	10,006	10,083	9,877	9,584	9,886	9,461	422	197	416	4.2	2.0	4.2
Uinta	11,057	11,108	10,686	10,351	10,303	10,104	706	805	582	6.4	7.2	5.4
Southeast	69,911	69,601	69,129	67,955	67,310	66,784	1,956	2,291	2,345	2.8	3.3	3.4
Albany	17,557	17,419	17,133	17,201	17,058	16,748	356	361	385	2.0	2.1	2.2
Goshen	6,506	6,386	6,519	6,310	6,087	6,227	196	299	292	3.0	4.7	4.5
Laramie	39,917	39,978	39,640	38,729	38,617	38,267	1,188	1,361	1,373	3.0	3.4	3.5
Niobrara	1,379	1,299	1,293	1,343	1,254	1,249	36	45	44	2.6	3.5	3.4
Platte	4,552	4,519	4,544	4,372	4,294	4,293	180	225	251	4.0	5.0	5.5
Central	48,656	48,770	47,875	46,135	45,981	45,261	2,521	2,789	2,614	5.2	5.7	5.5
Carbon	8,211	8,268	8,053	7,785	7,727	7,603	426	541	450	5.2	6.5	5.6
Converse	6,389	6,405	6,474	6,098	6,019	6,094	291	386	380	4.6	6.0	5.9
Natrona	34,056	34,097	33,348	32,252	32,235	31,564	1,804	1,862	1,784	5.3	5.5	5.3
Statewide	259,580	259,394	255,755	247,183	245,488	242,716	12,397	13,906	13,039	4.8	5.4	5.1
Statewide Seasonally Adjusted										4.4	4.4	4.8
U.S.....										4.1	4.4	4.1
U.S. Seasonally Adjusted.....										4.3	4.2	4.3

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/99. Run Date 05/99.
Data are not seasonally adjusted except where otherwise specified.

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

NOTE: The Current Population Survey (CPS) estimated the 1998 annual average Wyoming unemployment rate at 4.8 percent.

The 90 percent confidence interval for this estimate suggests that in 9 out of 10 cases, the interval 4.2 to 5.4 percent would contain the actual rate.

**State Unemployment Rates
April 1999
(Not Seasonally Adjusted)**

April News

by: David Bullard, Economist

"Wyoming's unemployment rate fell significantly over the month, from 5.4 percent to 4.8 percent ... "

State	Unemp. Rate
Puerto Rico	10.9
West Virginia	6.9
District of Columbia	6.3
New Mexico	6.2
Alaska	6.0
California	5.5
Hawaii	5.5
Oregon	5.5
Montana	5.4
Idaho	5.0
New York	4.9
Wyoming	4.8
Louisiana	4.6
Washington	4.4
Texas	4.3
Alabama	4.2
New Jersey	4.2
Arkansas	4.1
Maine	4.1
Nevada	4.1
Pennsylvania	4.1
United States	4.1
Florida	4.0
Kentucky	4.0
Mississippi	4.0
Ohio	4.0
Oklahoma	3.9
Arizona	3.8
Illinois	3.8
Michigan	3.8
Tennessee	3.8
South Carolina	3.6
Georgia	3.5
Maryland	3.4
Wisconsin	3.3
Kansas	3.2
Connecticut	3.1
Missouri	3.1
Utah	3.0
Delaware	2.9
Rhode Island	2.8
Vermont	2.8
Colorado	2.7
Iowa	2.7
Massachusetts	2.7
North Dakota	2.7
New Hampshire	2.6
North Carolina	2.6
Indiana	2.5
South Dakota	2.4
Virginia	2.3
Minnesota	2.2
Nebraska	2.0

Employment in Wyoming continued to increase in April. A total of 1,600 new jobs were created for a growth rate of 0.7 percent (see page 11). Industries with large gains include Construction (+500 jobs or 3.4%), business services (+400 jobs or 6.5%) and social services (+300 jobs or 5.7%). Manufacturing added 300 jobs (+2.9%) and communications added 200 (+10.0%).

Mining led the list of declining industries with a loss of 300 jobs (down 1.8%). Of the 300 jobs lost in Mining, two-thirds were in oil & gas extraction, and one-third in nonmetallic minerals (the industry which includes trona mining). Government employment was also down in over-the-year comparisons (-300 jobs or 0.5%).

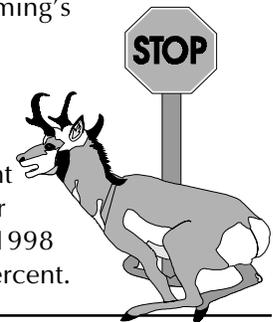
In spite of continued job losses in Mining, the gains in Construction and Manufacturing caused goods-producing industries to grow faster (1.2%) than service-producing

industries (0.6%) in April.

Wyoming's unemployment rate fell significantly over the month, from 5.4 percent to 4.8 percent (see page 9). The decline in the number of unemployed from March to April (-1,509) appears to be associated with large over-the-month employment gains in Construction (+1,300), Trade (+800) and Manufacturing (+300). Continued Unemployment Insurance (UI) claims also fell from March to April (-3,953 or -19.7%; see page 7).

The national unemployment rate remained below Wyoming's at 4.1 percent (see page 8). National job growth, at 2.1 percent, continued to outpace Wyoming's growth at 0.7 percent.

However, the Wyoming unemployment rate was lower than its April 1998 level of 5.1 percent.



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Editor's Note

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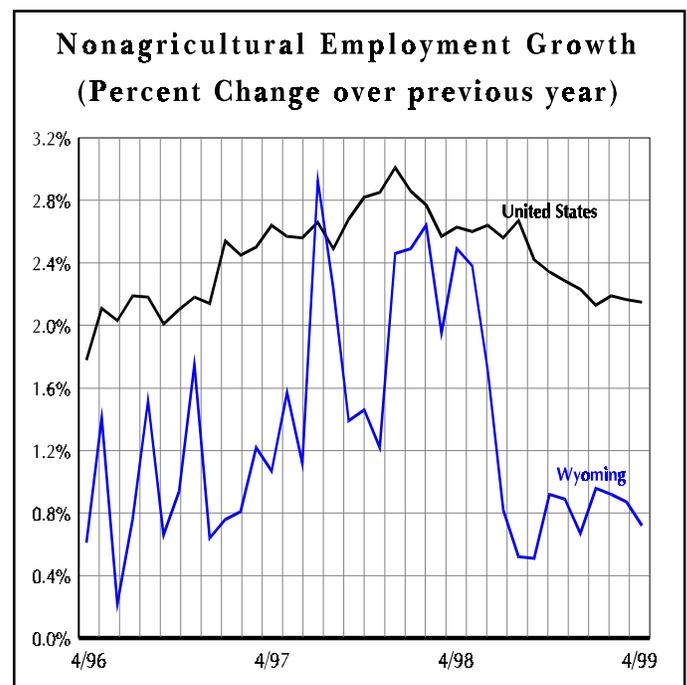
Wyoming Nonagricultural Wage and Salary Employment¹

data produced by: Gregg Detweiler, Senior Economist

"Wyoming's total nonagricultural employment growth continues to hover around one percent over the year (up 0.7% from April 1998 to 1999)."

WYOMING STATEWIDE*	Employment in Thousands			Percent Change Total Employment	
	APR 99(p)	MAR 99(r)	APR 98	APR 99	APR 98
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	224.2	221.1	222.6	1.4	0.7
TOTAL GOODS PRODUCING	42.1	40.6	41.6	3.7	1.2
Mining	16.2	16.3	16.5	-0.6	-1.8
Coal Mining	4.5	4.5	4.4	0.0	2.3
Oil & Gas Extraction	8.1	8.2	8.3	-1.2	-2.4
Crude Petrol-Natural Gas	2.5	2.5	2.6	0.0	-3.8
Oil & Gas Field Services	5.6	5.7	5.7	-1.8	-1.8
Nonmetallic Minerals	3.0	3.0	3.1	0.0	-3.2
Construction	15.1	13.8	14.6	9.4	3.4
General Building Contractors	3.8	3.6	3.6	5.6	5.6
Heavy Construction	4.2	3.5	3.9	20.0	7.7
Special Trade Construction	7.1	6.7	7.1	6.0	0.0
Manufacturing	10.8	10.5	10.5	2.9	2.9
Durable Goods	5.0	4.9	4.9	2.0	2.0
Nondurable Goods	5.8	5.6	5.6	3.6	3.6
Printing & Publishing	1.7	1.7	1.6	0.0	6.3
Petroleum & Coal Products	1.2	1.2	1.2	0.0	0.0
TOTAL SERVICE PRODUCING	182.1	180.5	181.0	0.9	0.6
Transportation & Public Utilities	14.0	13.9	13.7	0.7	2.2
Transportation	8.7	8.6	8.6	1.2	1.2
Railroad Transportation	2.9	2.8	2.9	3.6	0.0
Trucking & Warehousing	3.5	3.5	3.5	0.0	0.0
Communications	2.2	2.1	2.0	4.8	10.0
Telephone Communications	1.0	1.0	0.9	0.0	11.1
Electric, Gas & Sanitary Services	3.1	3.1	3.1	0.0	0.0
Electric Services	2.1	2.1	2.0	0.0	5.0
Trade	51.1	50.3	51.0	1.6	0.2
Wholesale Trade	7.8	7.7	7.8	1.3	0.0
Durable Goods	4.4	4.3	4.4	2.3	0.0
Nondurable Goods	3.4	3.4	3.4	0.0	0.0
Retail Trade	43.3	42.6	43.2	1.6	0.2
Building Materials & Garden Supply	2.1	1.9	2.0	10.5	5.0
General Merchandise Stores	4.6	4.6	4.6	0.0	0.0
Department Stores	3.9	4.0	3.8	-2.5	2.6
Food Stores	5.5	5.3	5.5	3.8	0.0
Auto Dealers & Service Stations	7.9	7.8	7.8	1.3	1.3
Gas Stations	4.2	4.1	4.1	2.4	2.4
Apparel & Accessory Stores	1.3	1.4	1.3	-7.1	0.0
Furniture & Home Furnishing Stores	1.5	1.5	1.5	0.0	0.0
Eating & Drinking Places	15.7	15.4	15.8	1.9	-0.6
Miscellaneous Retail	4.7	4.7	4.7	0.0	0.0
Finance, Insurance & Real Estate	8.6	8.6	8.5	0.0	1.2
Depos-Nondepos & Security Brokers	4.0	4.0	4.0	0.0	0.0
Depository Institutions	3.2	3.2	3.2	0.0	0.0
Insurance	2.4	2.4	2.4	0.0	0.0
Services	48.6	48.1	47.7	1.0	1.9
Hotels & Other Lodging Places	7.1	7.0	7.1	1.4	0.0
Personal Services	2.0	2.0	2.0	0.0	0.0
Business Services	6.6	6.5	6.2	1.5	6.5
Automotive & Misc. Repair Services	2.8	2.8	2.8	0.0	0.0
Amusements (Rec Services & Mot. Pics.)	3.3	3.5	3.3	-5.7	0.0
Health Services	10.3	10.2	10.3	1.0	0.0
Offices of Doctors of Medicine	2.2	2.2	2.2	0.0	0.0
Legal Services	1.3	1.2	1.3	8.3	0.0
Social Services	5.6	5.5	5.3	1.8	5.7
Membership Organizations	3.2	3.2	3.3	0.0	-3.0
Engineering & Management	3.6	3.5	3.5	2.9	2.9
Government	59.8	59.6	60.1	0.3	-0.5
Total Federal Government	6.6	6.5	6.7	1.5	-1.5
Department of Defense	0.9	0.9	0.9	0.0	0.0
Total State Government	13.7	13.7	13.8	0.0	-0.7
State Education	5.5	5.5	5.6	0.0	-1.8
Total Local Government	39.5	39.4	39.6	0.3	-0.3
Local Hospitals	5.1	5.1	5.1	0.0	0.0
Local Education	22.3	22.5	22.4	-0.9	-0.4

LARAMIE COUNTY	Employment in Thousands			Percent Change Total Employment	
	APR 99(p)	MAR 99(r)	APR 98	APR 99	APR 98
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	35.8	35.3	35.4	1.4	1.1
TOTAL GOODS PRODUCING	4.1	3.8	4.0	7.9	2.5
Mining & Construction	2.4	2.1	2.3	14.3	4.3
Manufacturing	1.7	1.7	1.7	0.0	0.0
TOTAL SERVICE PRODUCING	31.6	31.6	31.4	0.0	0.6
Transportation & Public Utilities	2.5	2.5	2.4	0.0	4.2
Trade	8.2	8.2	8.2	0.0	0.0
Wholesale Trade	0.8	0.8	0.8	0.0	0.0
Retail Trade	7.4	7.4	7.4	0.0	0.0
Finance, Insurance & Real Estate	2.3	2.3	2.2	0.0	4.5
Services	7.4	7.3	7.4	1.4	0.0
Total Government	11.2	11.3	11.2	-0.9	0.0
Federal Government	2.4	2.4	2.4	0.0	0.0
State Government	3.3	3.3	3.3	0.0	0.0
Local Government	5.5	5.5	5.5	0.0	0.0
NATRONA COUNTY*	Employment in Thousands			Percent Change Total Employment	
	APR 99(p)	MAR 99(r)	APR 98	APR 99	APR 98
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	31.0	30.6	30.4	1.3	2.0
TOTAL GOODS PRODUCING	5.3	5.3	5.3	0.0	0.0
Manufacturing	1.5	1.5	1.5	0.0	0.0
Mining	1.9	2.0	2.0	-5.0	-5.0
Construction	1.9	1.8	1.8	5.6	5.6
TOTAL SERVICE PRODUCING	25.7	25.3	25.1	1.6	2.4
Transportation & Public Utilities	1.8	1.8	1.7	0.0	5.9
Trade	1.2	1.2	1.1	0.0	9.1
Communications & Public Utilities	0.6	0.6	0.6	0.0	0.0
Wholesale Trade	8.4	8.3	8.3	1.2	1.2
Retail Trade	2.4	2.4	2.3	0.0	4.3
Finance, Insurance & Real Estate	6.0	5.9	6.0	1.7	0.0
Services	1.2	1.2	1.2	0.0	0.0
Personal & Business Services	8.7	8.4	8.4	3.6	3.6
Health Services	1.8	1.7	1.6	5.9	12.5
Government	2.7	2.7	2.7	0.0	0.0
Local Government	5.6	5.6	5.5	0.0	1.8
Local Education	4.2	4.2	4.1	0.0	2.4
Local Education	2.9	3.0	2.8	-3.3	3.6



(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.

After 5 Days Return to:
**Wyoming Department of Employment
Employment Resources Division
Research & Planning
P.O. Box 2760
Casper, WY 82602**

**Official Business
Penalty for Private Use \$300**

