

TRENDS

Nursing in Wyoming, Part Two: Turnover

by: Tony Glover, Senior Research Analyst

“Health care related industries have a a low turnover rate when compared to the overall turnover rate in Wyoming.”

In response to reports by the U.S. General Accounting Office (GAO) of a nationwide nursing shortage,¹ Research & Planning (R&P) began examining Wyoming’s position in terms of the State’s supply of Registered Nurses (RNs),² as well as our current and future demand. R&P’s findings appear as a three-part series in **Wyoming Labor Force Trends**. Part One, featured in the September 2002 issue, focused on the supply of RNs based on the number of nursing graduates and licenses issued. This article, **Part Two**, looks at factors that will likely affect the future demand for RNs in the State.

The GAO report suggests that the national nursing shortage is spurred by four issues:

- Aging of the nursing population
- Diversification of the health services industry
- Working conditions
- Growth in the number of care recipients

R&P found that these same issues are also affecting the supply of RNs in Wyoming. Table 1 (see page 3) shows the number of RNs working, the average quarterly wage, and the average age of

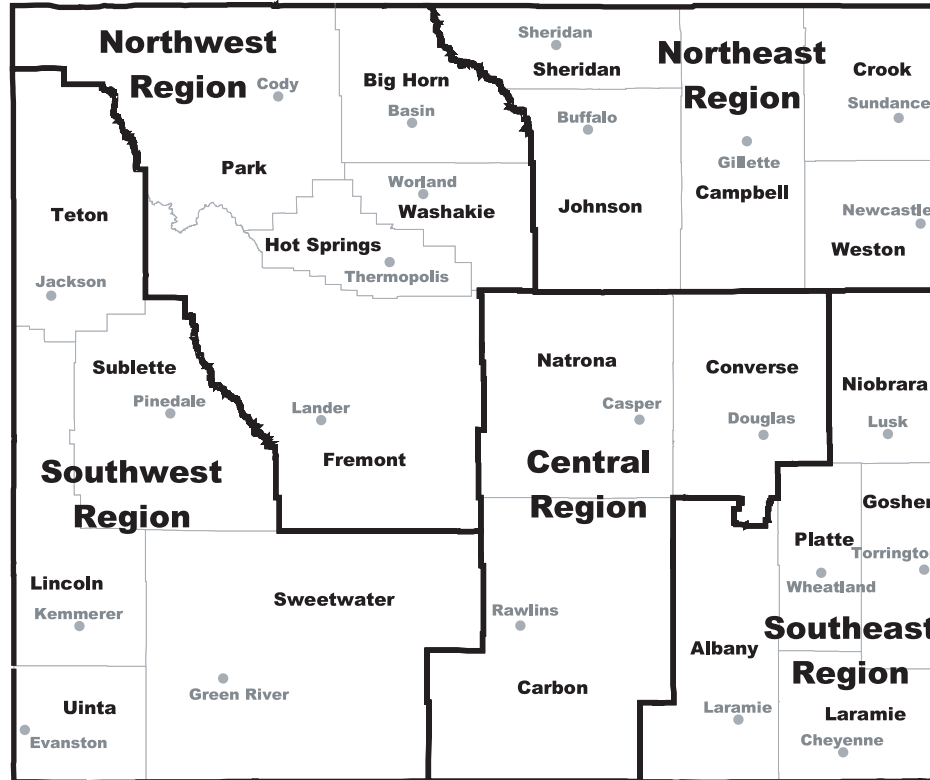
those working in Wyoming’s labor force by industry for selected years between 1992 and 2000. The average age of RNs working in Wyoming has increased over the past decade from 40.2 years to 44.5. This finding coincides with data collected by the GAO which states that, “the nurse workforce will continue to age, and, by 2010, approximately 40 percent will likely be older than 50.”³ As with the national

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Wyoming Regions, Counties, and County Seats



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Table 1: Wyoming Registered Nurses Licensed in the State by Primary Industry,* Average Quarterly Wage, and Average Age, 1992, 1995, 1998, 1999, and 2000

Industry by SIC**	Variable	1992	1995	1998	1999	2000
Hospitals	Number	1,349	1,833	2,003	2,152	2,224
	Average Quarterly Wage	\$7,264	\$8,097	\$9,426	\$9,554	\$10,073
	Average Age	39.0	40.3	41.5	41.9	42.4
Nursing Care Facilities	Number	164	352	348	326	292
	Average Quarterly Wage	\$6,361	\$6,670	\$7,554	\$8,006	\$8,606
	Average Age	41.0	39.5	41.6	43.3	44.5
Offices and Clinics	Number	186	283	366	417	442
	Average Quarterly Wage	\$5,237	\$5,878	\$6,597	\$6,782	\$7,298
	Average Age	41.7	43.1	43.4	43.9	44.4
Balance of Health Services	Number	45	117	183	133	117
	Average Quarterly Wage	\$7,400	\$7,755	\$7,762	\$7,599	\$8,091
	Average Age	41.4	41.2	41.3	41.7	42.7
Educational Services	Number	199	220	252	258	271
	Average Quarterly Wage	\$6,107	\$6,662	\$7,228	\$7,565	\$7,620
	Average Age	44.0	45.6	47.6	48.1	48.4
Social Services	Number	32	52	76	79	77
	Average Quarterly Wage	\$4,823	\$6,369	\$6,265	\$6,875	\$6,985
	Average Age	44.7	43.2	45.6	46.7	47.1
Public Administration	Number	177	251	271	268	284
	Average Quarterly Wage	\$6,688	\$7,175	\$7,739	\$8,493	\$8,769
	Average Age	42.3	43.7	46.0	46.4	47.5
Balance All Other Industries	Number	69	101	126	143	166
	Average Quarterly Wage	\$5,687	\$7,266	\$6,785	\$6,830	\$7,602
	Average Age	38.9	43.0	44.1	45.0	46.0
Total	Number	2,221	3,209	3,625	3,776	3,873
	Average Quarterly Wage	\$6,817	\$7,527	\$8,458	\$8,717	\$9,183
	Average Age	40.2	41.2	42.6	43.2	43.8

*The industry which paid the individual the largest portion of wages during the year.

**Industries are grouped by the following 2- and 3-digit Standard Industrial Classification (SIC) codes: Hospitals (SIC 806), Nursing Care Facilities (SIC 805), Offices and Clinics of Physicians and Other Health Practitioners (SIC 801-804), Balance of Health Services (SIC 807-809), Educational Services (SIC 82), Social Services (SIC 83), and Public Administration (SIC 943). The industries include both public and private entities.

Source: Wyoming State Board of Nursing database combined with Wyoming's Wage Records.

trend, the aging and pending retirements of Wyoming's nursing workforce will further increase the demand for RNs over the next decade.

Another factor discussed by the GAO report is the diversification of the health care industry as a result of technological advances. This factor creates an increasing demand for RNs outside a hospital setting because patients who were once cared for

in hospitals are now more often accommodated in outpatient clinics and physicians' offices. Additionally, technology has expanded the treatment of medically complex conditions (e.g., organ transplants and serious illnesses). These conditions generally require more intensive services and a larger, more specialized staff of doctors and nurses. The data in Table 1 demonstrates that there has been growth in the number of RNs, thus suggesting

Table 2: Turnover* Rates in Wyoming by Year and Industry, 1992, 1995, 1998, 1999, and 2000

Industry	1992	1995	1998	1999	2000
Agriculture	32.1	32.1	32.1	32.8	31.2
Mining	17.5	19.0	20.9	21.1	20.8
Construction	34.0	34.2	33.6	34.2	32.7
Manufacturing	18.6	17.6	17.4	19.1	19.9
TCPU**	17.3	15.8	17.6	18.0	16.5
Wholesale Trade	15.3	16.9	18.1	18.2	17.0
Retail Trade	26.8	28.1	31.4	31.4	30.1
FIRE***	13.9	14.3	16.3	16.6	16.5
Services	22.4	23.0	24.2	24.8	24.5
Hotels & Other Lodging Places	37.8	38.0	39.1	38.6	40.1
Personal Services	28.3	26.4	25.8	27.6	27.2
Business Services	39.7	39.8	42.2	40.7	40.8
Auto Repair, Services & Parking	24.4	25.7	25.9	26.5	24.3
Miscellaneous Repair Service	20.1	21.8	23.3	22.4	22.4
Motion Pictures	27.5	29.0	28.5	31.6	26.1
Amusement & Recreation Services	37.5	38.8	39.1	37.3	37.3
Health Services	14.6	17.0	18.3	23.7	17.6
Registered Nurses	15.6	14.2	20.2	23.5	18.3
Offices and Clinics	14.5	21.8	17.5	19.6	17.0
Registered Nurses	17.8	17.4	18.9	19.1	17.1
Nursing Care Facilities	19.8	19.6	25.8	23.6	28.4
Registered Nurses	11.5	14.2	18.4	16.1	21.2
Hospitals	12.3	9.5	9.8	12.5	10.5
Registered Nurses	7.8	5.5	6.6	8.6	6.6
Legal Services	13.8	16.4	16.3	16.6	17.3
Educational Services	13.8	14.1	15.2	15.0	15.0
Registered Nurses	13.2	14.3	14.7	16.4	14.3
Social Services	19.8	20.6	20.8	22.1	22.4
Registered Nurses	12.5	16.8	16.2	14.7	14.5
Museums & Botanical Gardens	28.5	25.7	24.2	22.8	22.0
Membership Organizations	24.8	25.7	25.8	26.0	26.7
Engineering & Management Services	21.2	19.6	20.8	25.2	23.0
Private Households	25.9	24.0	23.7	25.3	25.0
Services, Not Elsewhere Classified	15.5	15.7	17.8	16.1	18.8
Public Administration	15.1	12.2	13.7	12.9	14.1
Registered Nurses	9.4	8.2	8.8	8.0	10.0
Registered Nurses in Industries Other than Services and Public Administration	31.1	25.5	31.7	31.2	28.8
All Industries	22.4	23.0	24.5	25.0	24.5
All Registered Nurses	11.0	9.9	12.1	12.9	11.6

*Turnover is defined as the number of exiting transactions divided by the total number of transactions.

**Transportation, Communications, & Public Utilities.

***Finance, Insurance, & Real Estate.

diversification in Wyoming. However, growth is varied across health care industries. For example, the number of RNs working in hospital settings has increased to 2,224 in 2000 from 1,349 in 1992 (64.9%). The number of RNs working in offices and clinics has increased to 442 in 2000 from 186 in 1992 (137.6%). Though the increase in the actual number of RNs working in offices and clinics seems small, the percentage job growth for clinic-based RNs was twice as fast as for RNs working in hospitals.

Table 1 (see page 3) also shows that in 2000, the highest paid RNs in Wyoming's labor force worked in hospitals earning an average quarterly wage of \$10,073. The lowest paid worked in offices and clinics at \$7,298 per quarter. However, the wage difference is likely attributable to the working conditions. The wages of RNs working in hospitals may reflect compensation for shift work, scheduled overtime, and working in an occupation that is often cited as lacking respect and recognition.⁴ These factors, which may lessen the appeal of the

Table 3: Gross Exits of Registered Nurses Licensed in Wyoming by Primary Industry,* Average Quarterly Wage, and Average Age, 1992, 1995, 1998, 1999, and 2000

Industry by SIC**	Variable	1992	1995	1998	1999	2000
Hospitals	Number	106	211	257	283	287
	Average Quarterly Wage	\$4,964	\$6,604	\$7,280	\$7,529	\$8,270
	Average Age	37.4	38.2	39.6	39.2	40.8
Nursing Care Facilities	Number	48	91	127	114	75
	Average Quarterly Wage	\$6,093	\$5,347	\$7,281	\$7,748	\$7,532
	Average Age	41.5	36.4	38.3	42.8	42.1
Offices and Clinics	Number	50	72	85	104	107
	Average Quarterly Wage	\$4,883	\$4,600	\$7,112	\$6,216	\$6,344
	Average Age	39.0	43.1	42.0	42.5	44.1
Balance Health Services	Number	21	39	99	56	38
	Average Quarterly Wage	\$8,713	\$6,180	\$7,516	\$6,639	\$6,430
	Average Age	39.7	40.9	41.3	41.9	40.9
Educational Services	Number	23	21	35	33	48
	Average Quarterly Wage	\$4,324	\$4,087	\$5,471	\$6,388	\$5,675
	Average Age	39.8	41.0	46.5	46.9	45.7
Social Services	Number	7	15	16	21	18
	Average Quarterly Wage	\$3,641	\$5,292	\$4,857	\$6,424	\$7,202
	Average Age	41.0	39.4	43.8	45.9	44.7
Public Administration	Number	28	38	40	32	33
	Average Quarterly Wage	\$6,174	\$5,329	\$7,058	\$6,811	\$7,905
	Average Age	41.9	42.1	46.2	41.4	47.2
Balance All Other Industries	Number	34	47	46	52	71
	Average Quarterly Wage	\$4,725	\$7,409	\$5,884	\$5,974	\$6,398
	Average Age	36.6	41.2	40.5	44.0	44.1
Total Exits	Number	317	534	705	695	677
	Average Quarterly Wage	\$5,459	\$5,959	\$7,051	\$7,089	\$7,393
	Average Age	39.0	39.4	40.7	41.5	42.6

*The industry in which paid the individual the largest portion of wages during the year.

**Industries are grouped by the following 2- and 3-digit Standard Industrial Classification (SIC) codes: Hospitals (SIC 806), Nursing Care Facilities (SIC 805), Offices and Clinics of Physicians and Other Health Practitioners (SIC 801-804), Balance of Health Services

Source: Wyoming State Board of Nursing database combined with Wyoming's Wage Records.

occupation, likely contribute to the enrollment decline in college nursing programs.⁵

Transitions

R&P has been working with several other states to adopt a consensus on common

definitions relating to turnover. This project is leading to the development of comparable data across these states, using the administrative databases collected for Unemployment Insurance tax purposes. The methodology is beyond the scope of this article, but is discussed in "Turnover Analyses; Definitions, Process, and

Table 4: Gross Entries of Registered Nurses Licensed in Wyoming by Primary Industry,* Average Quarterly Wage, and Average Age, 1993, 1995, 1998, 1999, and 2000

Industry by SIC**	Variable	1993	1995	1998	1999	2000
Hospitals	Number	288	230	266	375	310
	Average Quarterly Wage	\$6,102	\$6,078	\$6,855	\$8,426	\$8,257
	Average Age	37.3	37.4	37.4	38.4	38.3
Nursing Care Facilities	Number	67	100	66	90	74
	Average Quarterly Wage	\$4,916	\$5,028	\$6,122	\$7,274	\$7,780
	Average Age	37.6	35.5	40.2	42.3	45.3
Offices and Clinics	Number	49	105	118	134	125
	Average Quarterly Wage	\$4,274	\$4,866	\$5,766	\$6,662	\$7,123
	Average Age	36.9	42.1	40.9	42.3	42.3
Balance Health Services	Number	46	40	51	49	37
	Average Quarterly Wage	\$8,567	\$6,141	\$5,943	\$6,388	\$7,018
	Average Age	41.3	38.6	39.5	40.4	44.1
Educational Services	Number	35	31	43	41	46
	Average Quarterly Wage	\$3,735	\$4,013	\$4,840	\$5,046	\$4,946
	Average Age	39.0	40.6	44.7	44.6	43.7
Social Services	Number	14	23	27	19	18
	Average Quarterly Wage	\$5,631	\$6,168	\$6,115	\$5,908	\$6,760
	Average Age	42.0	40.8	42.0	45.5	45.4
Public Administration	Number	35	53	54	36	46
	Average Quarterly Wage	\$5,168	\$5,874	\$6,486	\$7,592	\$7,199
	Average Age	41.5	39.1	42.9	43.1	44.5
Balance All Other Industries	Number	45	34	48	58	73
	Average Quarterly Wage	\$3,873	\$6,524	\$6,451	\$5,121	\$7,387
	Average Age	38.8	38.4	41.7	43.2	45.6
Total Entries	Number	579	616	673	802	729
	Average Quarterly Wage	\$5,655	\$5,626	\$6,292	\$7,404	\$7,551
	Average Age	38.2	38.4	39.8	40.7	41.6

*The industry which paid the individual the largest portion of wages during the year.

**Industries are grouped by the following 2- and 3-digit Standard Industrial Classification (SIC) codes: Hospitals (SIC 806), Nursing Care Facilities (SIC 805), Offices and Clinics of Physicians and Other Health Practitioners (SIC 801-804), Balance of Hea

Source: Wyoming State Board of Nursing database combined with Wyoming's Wage Records.

Quantification.”⁶ For an example of how New Mexico utilizes comparable data, see page 11. Table 2 (see page 4) presents the annual turnover rates by industry from 1992 to 2000. The rows in bold reflect RNs with active licenses within each industry. Table 2 indicates that the health care related industries have a low turnover rate (17.6% in 2000) when compared to the overall turnover rate in Wyoming (24.5% in

2000). This disputes the common assumption that turnover is relatively high in the health care industries. Further, Table 2 demonstrates that RNs in hospitals have even lower relative turnover rates (6.6% for hospital RNs compared to 11.6% for all RNs). Higher pay in hospitals may be reducing turnover among RNs in this industry.

Exiting and entering behavior offers a useful way to examine labor market activity. Tables 3 and 4 (see pages 5 and 6) show the number of RNs exiting (Table 3) and entering (Table 4) their primary industries. The primary industry is the industry which constitutes the largest portion of an individual's income. There were 2,152 RNs employed by hospitals (their primary industry) in 1999 (see Table 1, page 3). Based on Table 3, we know that 283 (13.2%) of these individuals left this industry by the end of 1999. Further, we know that 375 of the 2,152 (17.4%) RNs employed by hospitals in 1999 came from some other industry or state in 1998 (see Table 4). This represents a gross churning of 29.6 percent.⁷

The average age of both the RNs exiting (41.5) and those entering (40.7) in 1999 was lower than the overall average age of all RNs employed (43.2). Tables 3 and 4 give insight into the churning (exits and entries) of RNs occurring within Wyoming. They do not, however, provide information as to the origin of the RNs entering Wyoming or the destination of RNs who leave. Part three of this series will focus on where Wyoming's RNs are coming from and where they are going after leaving employment in the State.

Summary

Research indicates that the four factors influencing the nation's supply of nurses (i.e., the aging of the nursing population, diversification of the health services industry, working conditions, and growth in the number of care recipients) are also affecting the supply of RNs in Wyoming. The average age of RNs working in Wyoming has increased over the past decade from 40.2 years to 44.5, moving them closer to retirement. Diversification within the health services industry and more care recipients may have led to increases in both the percentage of RNs employed by hospitals (64.9%) and those working in offices and

clinics (137.6%). Unfortunately, the lower pay associated with working in offices and clinics and the working conditions experienced by RNs employed by hospitals may have lessened the appeal of the nursing profession, thus reducing enrollment in college nursing programs. The relatively low turnover rate of RNs in Wyoming indicates a measure of stability in terms of the current supply of nurses. However, unless efforts are made to improve working conditions and encourage enrollment in nursing programs, Wyoming's supply of RNs may not meet future demand.

¹U.S. General Accounting Office, "Nursing Workforce: Emerging Nurse Shortages Due to Multiple Factors," **GAO Report GAO-01-944**, July 10, 2001, <<http://www.gao.gov>> (September 10, 2002).

²The shortage of nursing-related health care practitioners is not limited to Registered Nurses (RNs) but also includes many of the support occupations such as Licensed Practical Nurses (LPNs) and Certified Nursing Assistants (CNAs). Due to time constraints and difficulties associated with occupational analysis, this article series focuses on RNs who were issued licenses in the State of Wyoming during the past decade.

³U.S. General Accounting Office, "Nursing Workforce: Emerging Nurse Shortages Due to Multiple Factors," **GAO Report GAO-01-944**, July 10, 2001, <<http://www.gao.gov>> (September 10, 2002).

⁴U.S. General Accounting Office, "Nursing Workforce: Multiple Factors Create Nurse Recruitment and Retention Problems," **GAO Report GAO-01-912T**, June 27, 2001, <<http://www.gao.gov>> (September 26, 2002).

⁵U.S. General Accounting Office, "Nursing Workforce: Emerging Nurse Shortages Due to Multiple Factors," **GAO Report GAO-01-944**, July 10, 2001, <<http://www.gao.gov>> (September 10, 2002). See also Tony Glover, "Nursing in Wyoming, Part One: Supply and Retention," **Wyoming Labor Force Trends**, September 2002, pp. 9-15.

⁶Tony Glover, "Turnover Analyses; Definitions, Process, and Quantification," Working paper distributed to multi-state turnover group, Wyoming Department of Employment, Research & Planning, Casper, WY, December 2001.

⁷The formula for determining gross churning of Registered Nurses (RNs) is $([\text{exits} + \text{entries}] / \text{total number of RNs}) * 100$.



Covered Employment and Wages for First Quarter 2002

by: David Bullard, Senior Economist

tables by: Nancy Brennan, Economist

“Employment increased in 18 of Wyoming’s 23 counties during first quarter.”

Unemployment Insurance (UI) covered employment¹ increased by 3,969 jobs or 1.8 percent during the first quarter of 2002 compared to first quarter 2001. First quarter’s employment increase is significantly lower than the five-year average growth of 2.3 percent, signaling a slowdown in job growth in Wyoming (see Table 1, page 9). Reviewing the months of January, February, and March separately provides further evidence of an economic slowdown. In January 2002, employment was 1.9 percent higher than January 2001, a difference of 4,230 jobs. February 2002 employment was 1.6 percent higher than February 2001. By March 2002, employment growth (measured on an over-the-year basis) had fallen to 1.1 percent (a gain of 2,515 jobs). Perhaps the largest single industry contributing to the slowdown between January and March was oil & gas extraction. In January 2002, this industry boasted 1,300 more jobs than a year earlier, but by March, the over-the-year job gains had fallen to less than 100.

Total payroll increased by 6.6 percent, slightly above the five-year average of 6.3 percent. Average weekly wage increased by \$25 or 4.8 percent, well above its five-year average of 3.9 percent.

Statewide Employment and Wages by Industry

Table 2 (see page 9) shows that Mining, Construction, Services, and Local Government created the largest number of jobs in first quarter. Mining added 1,237 jobs or 6.9 percent as a result of strong gains in oil & gas extraction and coal

mining. Employment was down slightly in other areas of Mining (metal mining and nonmetallic mineral mining). Gas plant construction helped push employment in the Construction industry up by 1,158 jobs or 7.7 percent. Services gained 922 jobs or 1.8 percent, including 200 jobs in miscellaneous repair services, 300 jobs in health services, 300 jobs in private social services, and 200 jobs in engineering & management services. Local Government grew by 679 jobs or 1.8 percent. Job gains in local hospitals (200 jobs) and educational services (100 jobs) helped increase Local Government employment during first quarter.

Wholesale Trade grew significantly during first quarter, adding 238 jobs or 3.1 percent, part of which was due to a “non-economic code change.” A firm that was previously classified in Manufacturing was reclassified into Wholesale Trade.²

Finance, Insurance, & Real Estate (FIRE) added 387 jobs or 4.9 percent in first quarter including 100 jobs in depository institutions.

Manufacturing and Retail Trade both lost jobs when compared with first quarter 2001. Manufacturing employment decreased by 944 jobs or 8.4 percent because of job losses in food processing; printing & publishing; chemicals; petroleum refining; primary metals; and industrial & commercial machinery & computer equipment. Manufacturing employment also fell because of the reclassification of firms into other industries, such as Wholesale Trade. Retail Trade lost 349 jobs or 0.8 percent as a result of significant job losses in food stores,

Table 1: Percent Change in Wyoming Covered Employment and Wages for First Quarter, 1998-2002

	Average Monthly Employment		Total Wages		Average Weekly Wage	
	Over the Previous Year	Over the Previous Quarter	Over the Previous Year	Over the Previous Quarter	Over the Previous Year	Over the Previous Quarter
98Q1	2.4	-3.7	4.0	-9.5	1.6	-6.0
99Q1	1.9	-3.0	4.1	-11.3	2.1	-8.5
00Q1	3.1	-2.4	10.9	-7.4	7.6	-5.1
01Q1	2.4	-2.3	6.0	-9.2	3.5	-7.0
02Q1	1.8	-3.4	6.6	-9.0	4.8	-5.8
5 Year Average for Q1	2.3	-3.0	6.3	-9.3	3.9	-6.5

Table 2: Wyoming Average Monthly Employment, Total Payroll, and Average Weekly Wage for First Quarter 2002 by Standard Industrial Classification (SIC) Industry

	Average Monthly Employment				Total Payroll				Average Weekly Wage			
	First Quarter		Change		First Quarter		Change		First Quarter		Change	
	2001	2002	No.	%	2001	2002	Amount	%	2001	2002	Amt.	%
Total, All Industries	226,099	230,067	3,969	1.8	\$1,533,505,459	\$1,634,891,863	\$101,386,404	6.6	\$522	\$547	\$25	4.8
Private	169,551	172,415	2,864	1.7	\$1,139,696,603	\$1,204,572,023	\$64,875,420	5.7	\$517	\$537	\$20	3.9
Agriculture	3,002	3,042	40	1.3	14,987,312	14,208,380	-778,932	-5.2	384	359	-25	-6.4
Mining	17,968	19,205	1,237	6.9	239,752,002	265,624,743	25,872,741	10.8	1,026	1,064	38	3.7
Construction	14,989	16,147	1,158	7.7	109,535,353	123,754,430	14,219,077	13.0	562	590	27	4.9
Manufacturing	11,256	10,311	-944	-8.4	101,404,497	94,377,362	-7,027,135	-6.9	693	704	11	1.6
TCPU*	10,971	11,145	174	1.6	101,089,116	101,437,132	348,016	0.3	709	700	-9	-1.2
Wholesale Trade	7,785	8,023	238	3.1	67,459,202	70,304,639	2,845,437	4.2	667	674	7	1.1
Retail Trade	44,730	44,381	-349	-0.8	166,779,786	171,570,021	4,790,235	2.9	287	297	11	3.7
FIRE**	7,930	8,317	387	4.9	66,178,220	71,764,158	5,585,938	8.4	642	664	22	3.4
Services	50,921	51,843	922	1.8	272,511,115	291,490,849	18,979,734	7.0	412	433	21	5.1
Total Government	56,548	57,652	1,105	2.0	\$393,808,856	\$430,319,840	\$36,510,984	9.3	\$536	\$574	\$38	7.2
Federal Government	6,684	6,810	126	1.9	70,690,435	72,165,416	1,474,981	2.1	814	815	2	0.2
State Government	11,859	12,158	299	2.5	93,406,731	105,376,416	11,969,685	12.8	606	667	61	10.0
Local Government	38,005	38,684	679	1.8	229,711,690	252,778,008	23,066,318	10.0	465	503	38	8.1

* Transportation, Communications, & Public Utilities.

** Finance, Insurance, & Real Estate.

general merchandise stores, gasoline service stations, and miscellaneous retailers. However, employment grew in building materials & garden supply stores.

Average weekly wage increased \$25 or 4.8 percent. The largest growth in average weekly wage occurred in State Government with a gain of \$61 per week or 10.0 percent. The wage increase was the result of market

pay increases implemented by the legislature. Average weekly wages in Mining and Construction increased by \$38 (3.7%) and \$27 (4.9%), respectively.

Employment and Wages by County

As shown in Table 3 (see page 10), employment increased in 18 of Wyoming's 23 counties during first quarter. Campbell

Table 3: Wyoming Average Monthly Employment, Total Payroll, and Average Weekly Wage for First Quarter 2002 by Region and County

REGION/ County	Average Monthly Employment				Total Payroll				Average Weekly Wage			
	First Quarter		Change		First Quarter		Change		First Quarter		Change	
	2001	2002	No.	%	2001	2002	Amount	%	2001	2002	Amt.	%
TOTAL	226,099	230,067	3,969	1.8	\$1,533,505,459	\$1,634,891,863	\$101,386,404	6.6	\$522	\$547	\$25	4.8
NORTHWEST	33,844	34,591	747	2.2	\$199,029,457	\$207,711,579	\$8,682,122	4.4	\$452	\$462	\$10	2.1
Big Horn	4,020	4,009	-12	-0.3	25,109,161	25,492,405	383,244	1.5	480	489	9	1.8
Fremont	13,645	14,365	720	5.3	78,830,155	86,697,758	7,867,603	10.0	444	464	20	4.5
Hot Springs	1,893	1,926	33	1.7	9,912,718	9,948,651	35,933	0.4	403	397	-5	-1.4
Park	10,789	10,963	174	1.6	63,728,228	64,902,947	1,174,719	1.8	454	455	1	0.2
Washakie	3,497	3,327	-169	-4.8	21,449,195	20,669,818	-779,377	-3.6	472	478	6	1.3
NORTHEAST	35,587	37,779	2,192	6.2	\$256,605,823	\$297,298,417	\$40,692,594	15.9	\$555	\$605	\$51	9.1
Campbell	18,718	20,473	1,755	9.4	158,480,864	189,796,521	31,315,657	19.8	651	713	62	9.5
Crook	1,764	1,785	20	1.2	10,220,412	11,180,622	960,210	9.4	446	482	36	8.1
Johnson	2,444	2,642	198	8.1	12,111,758	13,977,138	1,865,380	15.4	381	407	26	6.8
Sheridan	10,540	10,670	130	1.2	62,206,733	67,373,803	5,167,070	8.3	454	486	32	7.0
Weston	2,121	2,210	89	4.2	13,586,056	14,970,333	1,384,277	10.2	493	521	28	5.8
SOUTHWEST	48,480	47,770	-710	-1.5	\$362,296,906	\$365,121,155	\$2,824,249	0.8	\$575	\$588	\$13	2.3
Lincoln	4,718	4,737	19	0.4	32,055,697	31,086,920	-968,777	-3.0	523	505	-18	-3.4
Sublette	2,118	2,286	168	7.9	13,052,796	14,574,257	1,521,461	11.7	474	490	16	3.4
Sweetwater	18,319	17,936	-383	-2.1	161,517,002	158,651,612	-2,865,390	-1.8	678	680	2	0.3
Teton	15,444	14,776	-668	-4.3	102,926,433	101,641,845	-1,284,588	-1.2	513	529	16	3.2
Uinta	7,881	8,035	154	2.0	52,744,978	59,166,521	6,421,543	12.2	515	566	52	10.0
SOUTHEAST	57,625	58,261	636	1.1	\$366,762,496	\$390,448,142	\$23,685,646	6.5	\$490	\$516	\$26	5.3
Albany	14,096	14,358	262	1.9	81,807,594	90,842,178	9,034,584	11.0	446	487	40	9.0
Goshen	3,964	4,005	41	1.0	19,609,621	19,751,031	141,410	0.7	381	379	-1	-0.3
Laramie	35,791	36,080	289	0.8	242,999,459	256,518,413	13,518,954	5.6	522	547	25	4.7
Niobrara	740	753	13	1.8	3,473,440	3,799,734	326,294	9.4	361	388	27	7.5
Platte	3,034	3,065	31	1.0	18,872,382	19,536,786	664,404	3.5	478	490	12	2.5
CENTRAL	41,076	41,079	3	0.0	\$275,239,451	\$281,193,717	\$5,954,266	2.2	\$515	\$527	\$11	2.2
Carbon	5,908	5,951	43	0.7	36,477,222	36,927,779	450,557	1.2	475	477	2	0.5
Converse	4,273	4,025	-249	-5.8	27,956,072	24,437,887	-3,518,185	-12.6	503	467	-36	-7.2
Natrona	30,895	31,104	209	0.7	210,806,157	219,828,051	9,021,894	4.3	525	544	19	3.6
Nonclassified*	9,487	10,588	1,101	11.6	\$73,571,326	\$93,118,853	\$19,547,527	26.6	\$597	\$677	\$80	13.4

* The employer may be located statewide or in more than one county.

County was the fastest growing area of the state, adding 1,755 jobs or 9.4 percent. About half of the job gains in Campbell County were in Mining (including oil & gas extraction). Employment in Construction; Transportation, Communications, & Public Utilities (TCPU); and Services also grew rapidly.

Fremont County grew by 720 jobs or 5.3 percent during first quarter. A large part of this increase was Construction employment related to a new gas plant.

Sweetwater County lost 383 jobs or 2.1 percent during first quarter. Job losses were seen in Mining (including oil & gas),

Construction, Manufacturing, and Retail Trade.

Natrona County gained 209 jobs or 0.7 percent. Job gains in Construction, Services, and Government were partially offset by losses in Mining and Manufacturing.

Employment fell in Teton County by 668 jobs or 4.3 percent during first quarter 2002. Modest gains in TCPU, FIRE, and Agriculture were not enough to offset job losses in Construction, Retail Trade, and Services. Within Services, job losses appear concentrated in tourist-related industries such as amusement & recreation services. These job losses may be related to a decrease in travel because of the events of September 11, 2001.

Laramie County employment increased by 289 jobs or 0.8 percent during first quarter 2002. Manufacturing and TCPU each fell by about 100 jobs while significant job gains

were seen in Construction, Services, and State Government.

Average weekly wage increased in all but four Wyoming counties. Campbell County had the largest increase in average weekly wage with a gain of \$62 or 9.5 percent.

More detailed tables on first quarter covered employment and wages are located on our Internet site at: <http://LMI.state.wy.us/02Q1_202/toc.htm>

¹Approximately 85-90 percent of all workers in Wyoming are covered by Unemployment Insurance (UI). Some exceptions include the self-employed and many agricultural workers.

²Each year during the refiling survey, approximately one-third of the employers covered by Unemployment Insurance (UI) in Wyoming are contacted to confirm that they have been assigned the correct Standard Industrial Classification (SIC) code. If it is found that an employer has changed primary business activity, a new SIC code is assigned to reflect that change.



Excerpt from “Industry Labor Flows in New Mexico”*

by: Maurice L. Moffett, Ph.D., Economist, *New Mexico Labor Market Review*, New Mexico Department of Labor, Economic Research & Analysis

introduction by: Krista R. Shinkle, Economist, Research & Planning

Strategies to increase worker retention are among the issues of greatest interest to the workforce development community.¹ Turnover data can be used by workforce development councils to identify industries most likely to offer opportunities for stable worker attachment. To improve comparability of turnover data between states, several state Labor Market Information (LMI) offices² joined together to create a standardized approach to the computation of turnover. Consequently, comparable turnover analysis can be used by these states to estimate the effects of training, wages, and benefits on worker retention. The three-part article series, “Nursing in Wyoming,” is an example of how turnover data are used to help explain the shortage in the supply of nurses (see page 1 of this issue for **Part Two** of the series). The following article is an excerpt from the January 2002 *New Mexico Labor Market Review*. It represents another use of comparable turnover data. Both Wyoming’s study on nursing and New Mexico’s analysis of State labor flows could be replicated by other states, and the data could be compared among states for further analysis.

Turnover Rates

Labor turnover is often discussed as the movement of labor from one [job] to another. There will always be some level of normal turnover [as people seek] the highest pay for their skills and experience. The calculation of the turnover rate is usually an exit rate. The rates in Table 1 are calculated from the following formula, [which closely matches the Bureau of Labor Statistics' definition of the Turnover Rate:]

$$\text{Turnover Rate} = \frac{\text{(Count of Job Exits)}}{\text{(Count of Workers)}^{[3]}}$$

About a quarter of the New Mexico workforce left their employer during the first quarter of 2001. This is down from the previous quarter. The turnover rate for the fourth quarter of almost any year is

dominated by [agricultural firms] completing any last activity and the ending of seasonal work that occurs during the holiday season. The rate of exit was higher in the first quarter of 2001 compared to 2000. This is largely due to an increase in exits from Mining, State and Local Government, and Transportation, Communications, [& Public Utilities] (TCPU).

Construction is generally a high turnover field [due to] the nature of the business. A construction worker will finish one project and then might work for someone else on a different project. Retail Trade is volatile because of the large number of restaurants and other establishments that have large amounts of job churning.^[4] [The Services industry includes] temporary agencies that [employ short-term workers].

Table 1: New Mexico Turnover Rates for January - March 2001 by Industry

Industry	Rate				
	First Quarter 2001	Fourth Quarter 2000	Percent Change	First Quarter 2000	Percent Change
Total	24.75%	28.33%	-3.57%	20.27%	4.48%
Agriculture	29.12	69.76	-40.64	33.32	-4.20
Mining	23.08	21.06	2.02	15.52	7.57
Construction	28.24	34.82	-6.58	28.10	0.14
Manufacturing	15.42	21.49	-6.07	13.21	2.21
TCPU*	21.41	22.62	-1.21	15.27	6.13
Wholesale Trade	17.05	20.77	-3.72	15.95	1.11
Retail Trade	28.79	32.81	-4.02	27.21	1.58
FIRE**	18.38	17.59	0.78	14.66	3.71
Services	22.59	27.59	-5.00	19.27	3.33
Public Administration	14.95	16.55	-1.60	7.75	7.20

*Transportation, Communications, & Public Utilities.

**Finance, Insurance, & Real Estate.

¹Tom Gallagher, "The Development of Common Measures of Turnover in Four States; Overview and Applications," Symposium on Labor Market Information Applications of Wage Records for Workforce Investment, April 30-May 1, 2002.

²Currently, seven states have adopted the standardized computation of turnover rates: Alaska, Minnesota, Nebraska, New Mexico, Oklahoma, South Dakota, and Wyoming.

³Although this formula is identical to the formula used by Research & Planning, the terminology is different. We refer to the count of job exits as the count of exiting transactions, and the count of workers is the total number of transactions. We define a transaction as a worker-employer relationship. For example, if one person worked for seven employers during a quarter, the total number of transactions would equal seven. If one person worked for seven employers and another person worked for five employers during a quarter, the total number of transactions would equal twelve.

⁴Job churning refers to the movement of workers from job to job and in and out of the labor market.

*Used with permission. Originally published on January 31, 2000 in *New Mexico Labor Market Review*, a monthly publication produced by the New Mexico Department of Labor, Economic Research & Analysis office. The entire article can be viewed at http://www.dol.state.nm.us/dol_lmrsa6.html.



Did You Know?

Wyoming Labor Force Trends is also found on the Internet (along with many other Research & Planning publications). The Internet version and the hard copy of *Trends* are coordinated to be released simultaneously. So, you do not have to wait for your hard copy to come in the mail. You can access the most recent issue online.

As a special service, you can request an e-mail notification when *Trends* becomes available on our Internet site. Contact Krista Shinkle at kshink@state.wy.us to take advantage of this service.

State Unemployment Rates August 2002 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	13.1
Washington	6.7
Oregon	6.6
Arizona	6.3
North Carolina	6.3
Texas	6.3
California	6.2
Illinois	6.2
Mississippi	6.2
New Mexico	6.1
Alabama	6.0
District of Columbia	6.0
Louisiana	5.9
Alaska	5.8
Michigan	5.8
New York	5.7
South Carolina	5.7
United States	5.7
West Virginia	5.6
Florida	5.4
New Jersey	5.3
Ohio	5.3
Pennsylvania	5.3
Utah	5.3
Colorado	5.0
Indiana	5.0
Massachusetts	5.0
Nevada	5.0
Arkansas	4.9
Idaho	4.8
Missouri	4.8
Georgia	4.7
Kentucky	4.7
Tennessee	4.7
Wisconsin	4.7
Rhode Island	4.6
New Hampshire	4.5
Kansas	4.4
Hawaii	4.2
Maryland	4.2
Virginia	4.2
Oklahoma	4.0
Connecticut	3.9
Delaware	3.9
Minnesota	3.9
Vermont	3.7
Iowa	3.4
Maine	3.2
Nebraska	3.2
Montana	3.1
Wyoming	3.1
North Dakota	3.0
South Dakota	2.4

State Unemployment Rates August 2002 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	12.1
Alaska	7.3
Washington	7.2
Oregon	7.0
North Carolina	6.3
California	6.2
Illinois	6.2
Michigan	6.2
Mississippi	6.1
New Mexico	6.1
Texas	6.1
District of Columbia	5.9
Louisiana	5.9
West Virginia	5.9
New York	5.8
Alabama	5.7
Arizona	5.7
United States	5.7
Ohio	5.5
South Carolina	5.4
Florida	5.3
Idaho	5.3
New Jersey	5.3
Pennsylvania	5.3
Indiana	5.2
Kentucky	5.2
Massachusetts	5.2
Wisconsin	5.2
Colorado	5.1
Nevada	5.1
Arkansas	5.0
Utah	5.0
Rhode Island	4.8
Missouri	4.7
New Hampshire	4.7
Georgia	4.6
Tennessee	4.6
Kansas	4.5
Maryland	4.3
Minnesota	4.3
Oklahoma	4.2
Vermont	4.2
Virginia	4.1
Connecticut	4.0
Hawaii	4.0
Maine	4.0
Montana	4.0
Delaware	3.8
Iowa	3.7
Wyoming	3.6
Nebraska	3.4
North Dakota	3.2
South Dakota	2.6

Wyoming Unemployment Falls in August

by: David Bullard, Senior Economist

Wyoming's seasonally adjusted unemployment rate fell from 3.7 percent in July to 3.6 percent in August. The U.S. unemployment rate also fell, but at 5.7 percent remained well above Wyoming's rate. Wyoming job growth, measured on an over-the-year basis, was 0.7 percent in August. The U.S. continued to lose jobs in over-the-year comparisons (-0.9%).

From July to August 2002, Wyoming gained 1,700 jobs or 0.7 percent of employment, mostly because of strong gains in Construction (800 jobs or 4.0%), Government (600 jobs or 1.0%), and Mining (200 jobs or 1.0%).

When compared to August 2001, Wyoming added 1,700 jobs or 0.7 percent. Job growth in Services (1,400 jobs or 2.2%) and Government (1,200 jobs or 2.1%) was partially offset by job losses in Mining (-600 jobs or 2.9%), Manufacturing (-500 jobs or 4.5%), and Transportation, Communications, & Public Utilities (-200 jobs or 1.4%). Within Mining, coal mining grew by 200 jobs or 4.1 percent, but employment in every other area of Mining (including oil & gas) remained below year-ago levels. Within Services, growth was particularly strong in health services (300 jobs or 2.6%) and engineering & management services (400 jobs or 8.9%). All levels of Government gained jobs when compared to August 2001. Federal Government added 200 jobs or 2.5 percent, State Government added 400 jobs or 3.0 percent, and Local Government (including public schools and hospitals) added 600 jobs or 1.6 percent.

From July to August 2002, unemployment rates were stable or decreased in 16 of Wyoming's 23 counties. The largest over-the-month decrease occurred in Sweetwater County where unemployment fell from 4.4 percent to 3.8 percent. Fremont County (down from 4.9% to 4.5%), Uinta County (down from 5.1% to 4.6%), and Washakie County (down from 4.3% to 3.9%) also posted significant declines.

When compared to a year ago, unemployment decreased in a majority of Wyoming counties. Weston County posted the largest decrease, with unemployment falling from 3.5 percent in August 2001 to 2.4 percent in August 2002. Unemployment also fell significantly in Fremont, Sweetwater, Park, and Carbon counties. The largest over-the-year increase occurred in Platte County (up from 3.4% to 3.7%).



Wyoming Nonagricultural Wage and Salary Employment¹

by: David Bullard, Senior Economist

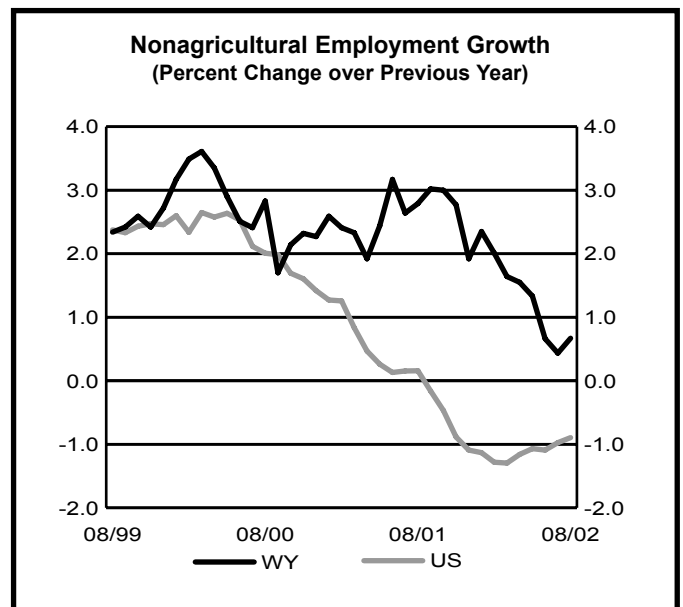
“From July to August 2002, Wyoming gained 1,700 jobs or 0.7 percent of employment, mostly because of strong gains in Construction, Government, and Mining.”

WYOMING STATEWIDE*	Employment in Thousands		Percent Change Total Employment		LARAMIE COUNTY	Employment in Thousands		Percent Change Total Employment		
	AUG2(p)	JULY02(r)	AUG01	AUG 02		AUG02(p)	JULY02(r)	AUG01	AUG 02	AUG 02
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	255.7	254.0	254.0	0.7	0.7	38.8	39.2	38.5	-1.0	0.8
TOTAL GOODS PRODUCING	51.2	50.2	52.4	2.0	-2.3	4.0	4.0	4.1	0.0	-2.4
Mining	19.9	19.7	20.5	1.0	-2.9	2.4	2.4	2.5	0.0	-4.0
Coal Mining	5.1	5.1	4.9	0.0	4.1	1.6	1.6	1.6	0.0	0.0
Oil & Gas Extraction	11.9	11.7	12.6	1.7	-5.6	0.8	0.8	0.8	0.0	0.0
Crude Petrol-Natural Gas	3.3	3.4	3.5	-2.9	-5.7	0.0	0.0	0.0	0.0	0.0
Oil & Gas Field Services	8.6	8.3	9.1	3.6	-5.5	0.0	0.0	0.0	0.0	0.0
Nonmetallic Minerals	2.6	2.7	2.7	-3.7	-3.7	0.0	0.0	0.0	0.0	0.0
Construction	20.6	19.8	20.7	4.0	-0.5	0.0	0.0	0.0	0.0	0.0
General Building Contractors	4.6	4.3	4.6	7.0	0.0	0.0	0.0	0.0	0.0	0.0
Heavy Construction	6.4	6.3	6.7	1.6	-4.5	0.0	0.0	0.0	0.0	0.0
Special Trade Construction	9.6	9.2	9.4	4.3	2.1	0.0	0.0	0.0	0.0	0.0
Manufacturing	10.7	10.7	11.2	0.0	-4.5	0.0	0.0	0.0	0.0	0.0
Durable Goods	5.0	5.0	5.2	0.0	-3.8	0.0	0.0	0.0	0.0	0.0
Nondurable Goods	5.7	5.7	6.0	0.0	-5.0	0.0	0.0	0.0	0.0	0.0
Printing & Publishing	1.6	1.6	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Petroleum & Coal Products	1.2	1.2	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL SERVICE PRODUCING	204.5	203.8	201.6	0.3	1.4	34.8	35.2	34.4	-1.1	1.2
Transportation & Public Utilities	14.1	14.1	14.3	0.0	-1.4	3.0	3.0	3.0	0.0	0.0
Transportation	9.3	9.3	9.4	0.0	-1.1	0.0	0.0	0.0	0.0	0.0
Railroad Transportation	2.9	2.9	3.0	0.0	-3.3	0.0	0.0	0.0	0.0	0.0
Trucking & Warehousing	3.9	3.8	3.9	2.6	0.0	0.0	0.0	0.0	0.0	0.0
Communications	2.1	2.1	2.2	0.0	-4.5	0.0	0.0	0.0	0.0	0.0
Telephone Communications	1.0	1.0	1.1	0.0	-9.1	0.0	0.0	0.0	0.0	0.0
Electric, Gas & Sanitary Services	2.7	2.8	2.7	-3.6	0.0	0.0	0.0	0.0	0.0	0.0
Electric Services	1.9	1.9	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Trade	58.3	58.0	57.9	0.5	0.7	8.4	8.6	8.4	-2.3	0.0
Wholesale Trade	8.5	8.4	8.2	1.2	3.7	1.9	1.9	1.8	0.0	5.6
Durable Goods	5.0	5.0	4.8	0.0	4.2	0.0	0.0	0.0	0.0	0.0
Nondurable Goods	3.5	3.4	3.4	2.9	2.9	0.0	0.0	0.0	0.0	0.0
Retail Trade	49.8	49.6	49.7	0.4	0.2	8.4	8.6	8.4	-2.3	0.0
Building Materials & Garden Supply	2.4	2.4	2.2	0.0	9.1	1.9	1.9	1.8	0.0	5.6
General Merchandise Stores	5.8	5.9	5.9	-1.7	-1.7	0.0	0.0	0.0	0.0	0.0
Department Stores	4.4	4.5	4.5	-2.2	-2.2	0.0	0.0	0.0	0.0	0.0
Food Stores	5.1	5.2	5.2	-1.9	-1.9	0.0	0.0	0.0	0.0	0.0
Auto Dealers & Service Stations	8.4	8.4	8.6	0.0	-2.3	0.0	0.0	0.0	0.0	0.0
Gas Stations	4.3	4.3	4.6	0.0	-6.5	0.0	0.0	0.0	0.0	0.0
Apparel & Accessory Stores	1.3	1.3	1.4	0.0	-7.1	0.0	0.0	0.0	0.0	0.0
Furniture & Home Furnishing Stores	1.7	1.6	1.6	6.2	6.2	0.0	0.0	0.0	0.0	0.0
Eating & Drinking Places	19.1	18.8	18.8	1.6	1.6	0.0	0.0	0.0	0.0	0.0
Miscellaneous Retail	6.0	6.0	6.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, Insurance & Real Estate	8.6	8.5	8.5	1.2	1.2	0.0	0.0	0.0	0.0	0.0
Depos-Nondepos & Security Brokers	4.3	4.3	4.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Depository Institutions	3.5	3.5	3.4	0.0	2.9	0.0	0.0	0.0	0.0	0.0
Insurance	1.9	1.9	1.8	0.0	5.6	0.0	0.0	0.0	0.0	0.0
Services	64.5	64.8	63.1	-0.5	2.2	0.0	0.0	0.0	0.0	0.0
Hotels & Other Lodging Places	12.7	13.5	12.4	-5.9	2.4	0.0	0.0	0.0	0.0	0.0
Personal Services	2.1	2.1	2.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0
Business Services	8.9	8.7	9.0	2.3	-1.1	0.0	0.0	0.0	0.0	0.0
Automotive & Misc. Repair Services	3.5	3.4	3.3	2.9	6.1	0.0	0.0	0.0	0.0	0.0
Amusements (Rec Services & Mot. Pics.)	4.2	4.2	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Health Services	12.0	11.9	11.7	0.8	2.6	0.0	0.0	0.0	0.0	0.0
Offices of Doctors of Medicine	3.0	2.9	2.8	3.4	7.1	0.0	0.0	0.0	0.0	0.0
Legal Services	1.3	1.3	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Social Services	6.7	6.6	6.5	1.5	3.1	0.0	0.0	0.0	0.0	0.0
Membership Organizations	3.9	3.9	3.8	0.0	2.6	0.0	0.0	0.0	0.0	0.0
Engineering & Management	4.9	4.7	4.5	4.3	8.9	0.0	0.0	0.0	0.0	0.0
Government	59.0	58.4	57.8	1.0	2.1	0.0	0.0	0.0	0.0	0.0
Total Federal Government	8.3	8.4	8.1	-1.2	2.5	0.0	0.0	0.0	0.0	0.0
Department of Defense	0.9	0.9	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total State Government	13.7	13.8	13.3	-0.7	3.0	0.0	0.0	0.0	0.0	0.0
State Education	4.6	4.7	4.4	-2.1	4.5	0.0	0.0	0.0	0.0	0.0
Total Local Government	37.0	36.2	36.4	2.2	1.6	0.0	0.0	0.0	0.0	0.0
Local Hospitals	5.6	5.6	5.5	0.0	1.8	0.0	0.0	0.0	0.0	0.0
Local Education	16.8	16.1	16.6	4.3	1.2	0.0	0.0	0.0	0.0	0.0

¹Current 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.



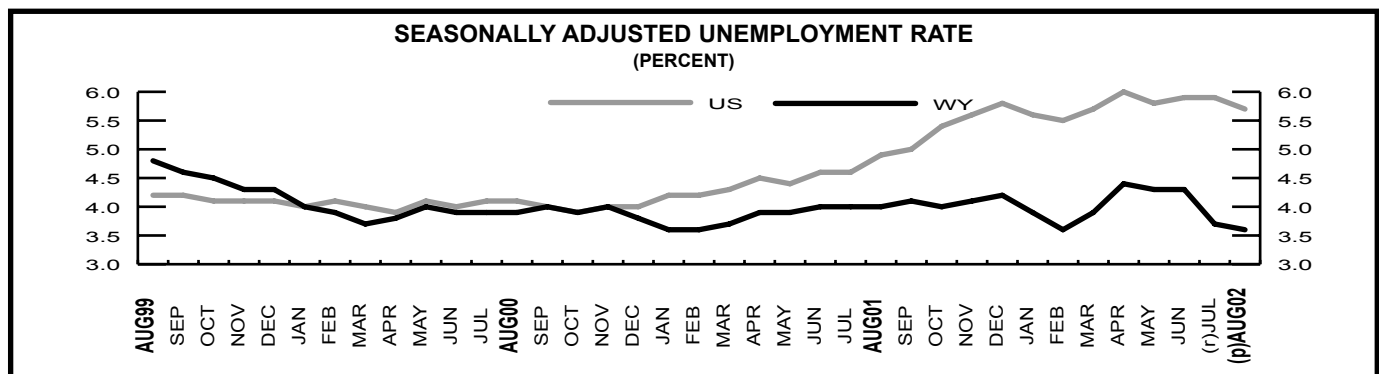
Economic Indicators

by: David Bullard, Senior Economist

“The Consumer Price Index for all Urban Consumers (CPI-U) increased 1.8 percent from its August 2001 level.”

	Aug 2002 (p)	July 2002 (r)	Aug 2001 (b)	Percent Change Month	Year
Wyoming Total Civilian Labor Force (1)	274,851	277,328	276,610	-0.9	-0.6
Unemployed	8,654	9,032	9,612	-4.2	-10.0
Employed	266,197	268,296	266,998	-0.8	-0.3
Wyoming Unemployment Rate/Seas. Adj.	3.1%/3.6%	3.3%/3.7%	3.5%/4.0%	N/A	N/A
U.S. Unemployment Rate/Seas. Adj.	5.7%/5.7%	6.0%/5.9%	4.9%/4.9%	N/A	N/A
U.S. Multiple Jobholders	6,808,000	7,168,000	6,963,000	-5.0	-2.2
As a percent of all workers	5.0%	5.3%	5.2%	N/A	N/A
U.S. Discouraged Workers	372,000	398,000	335,000	-6.5	11.0
U.S. Part Time for Economic Reasons	4,190,000	4,286,000	3,289,000	-2.2	27.4
Hours & Earnings for Production Workers					
Wyoming Mining	\$908.01	\$908.10	\$854.97	0.0	6.2
Average Weekly Earnings	40.5	42.1	42.2	-3.8	-4.0
Average Weekly Hours					
U.S. Mining Hours & Earnings	\$769.44	\$761.05	\$761.69	1.1	1.0
Average Weekly Earnings	43.3	42.9	43.6	0.9	-0.7
Average Weekly Hours					
Wyoming Manufacturing Hours & Earnings	\$617.89	\$648.46	\$648.73	-4.7	-4.8
Average Weekly Earnings	37.2	38.1	38.5	-2.4	-3.4
Average Weekly Hours					
U.S. Manufacturing Hours & Earnings	\$626.59	\$614.98	\$609.00	1.9	2.9
Average Weekly Earnings	40.9	40.3	40.9	1.5	0.0
Average Weekly Hours					
Wyoming Unemployment Insurance					
Weeks Compensated (2)	10,143	12,041	6,818	-15.8	48.8
Benefits Paid	\$2,317,292	\$2,719,639	\$1,405,598	-14.8	64.9
Average Weekly Benefit Payment	\$228.46	\$225.86	\$206.16	1.2	10.8
State Insured Covered Jobs (1)	228,371	227,395	227,691	0.4	0.3
Insured Unemployment Rate	1.3%	1.4%	0.9%	N/A	N/A
Consumer Price Index for All U.S. Urban Consumers (CPI-U) (1982 to 1984 = 100)					
All Items	180.7	180.1	177.5	0.3	1.8
Food & Beverages	176.6	176.6	174.4	0.0	1.3
Housing	181.7	181.2	178.0	0.3	2.1
Apparel	120.5	118.7	122.6	1.5	-1.7
Transportation	153.9	153.7	153.3	0.1	0.4
Medical Care	287.3	286.6	274.4	0.2	4.7
Recreation (Dec. 1997=100)	106.3	106.2	105.1	0.1	1.1
Education & Communication (Dec. 1997=100)	108.9	107.6	105.8	1.2	2.9
Other Goods & Services	295.9	294.5	283.3	0.5	4.4
Producer Prices (1982 to 1984 = 100)					
All Commodities	131.5	131.2	133.4	0.2	-1.4
Wyoming Building Permits					
New Privately Owned Housing Units Authorized	156	174	140	-10.3	11.4
Valuation	\$27,482,000	\$28,621,000	\$25,075,000	-4.0	9.6

(p) Preliminary. (r) Revised. (b) Benchmarked. (1) Local Area Unemployment Statistics Program Estimates. (2) Not Normalized.



Wyoming County Unemployment Rates

by: Brad Payne, Economist

“From July to August 2002, unemployment rates were stable or decreased in 16 of Wyoming’s 23 counties. In Sweetwater County, unemployment fell from 4.4 percent to 3.8 percent.”

REGION County	Labor Force			Employed			Unemployed			Unemployment Rate		
	Aug 2002 (p)	Jul 2002 (r)	Aug 2001 (b)	Aug 2002 (p)	Jul 2002 (r)	Aug 2001 (b)	Aug 2002 (p)	Jul 2002 (r)	Aug 2001 (b)	Aug 2002 (p)	Jul 2002 (r)	Aug 2001 (b)
NORTHWEST	48,572	49,307	48,732	46,754	47,372	46,599	1,818	1,935	2,133	3.7	3.9	4.4
Big Horn	5,701	5,725	5,948	5,448	5,479	5,698	253	246	250	4.4	4.3	4.2
Fremont	18,576	18,745	18,657	17,740	17,831	17,653	836	914	1,004	4.5	4.9	5.4
Hot Springs	2,399	2,418	2,566	2,330	2,342	2,478	69	76	88	2.9	3.1	3.4
Park	17,408	17,941	17,006	16,922	17,434	16,418	486	507	588	2.8	2.8	3.5
Washakie	4,488	4,478	4,555	4,314	4,286	4,352	174	192	203	3.9	4.3	4.5
NORTHEAST	48,270	47,458	47,431	46,961	46,213	46,076	1,309	1,245	1,355	2.7	2.6	2.9
Campbell	23,580	22,999	23,159	22,866	22,340	22,510	714	659	649	3.0	2.9	2.8
Crook	2,976	2,992	3,064	2,913	2,922	2,987	63	70	77	2.1	2.3	2.5
Johnson	4,265	4,228	4,048	4,194	4,156	3,971	71	72	77	1.7	1.7	1.9
Sheridan	14,248	13,979	13,918	13,864	13,617	13,481	384	362	437	2.7	2.6	3.1
Weston	3,201	3,260	3,242	3,124	3,178	3,127	77	82	115	2.4	2.5	3.5
SOUTHWEST	55,833	57,244	57,124	53,991	55,208	55,098	1,842	2,036	2,026	3.3	3.6	3.5
Lincoln	6,664	6,697	7,269	6,375	6,415	6,967	289	282	302	4.3	4.2	4.2
Sublette	3,778	3,746	3,669	3,703	3,676	3,600	75	70	69	2.0	1.9	1.9
Sweetwater	19,467	20,125	19,987	18,722	19,241	19,096	745	884	891	3.8	4.4	4.5
Teton	14,792	15,391	14,960	14,569	15,170	14,765	223	221	195	1.5	1.4	1.3
Uinta	11,132	11,285	11,239	10,622	10,706	10,670	510	579	569	4.6	5.1	5.1
SOUTHEAST	72,194	73,566	73,057	70,268	71,516	70,823	1,926	2,050	2,234	2.7	2.8	3.1
Albany	18,102	18,726	17,820	17,831	18,425	17,474	271	301	346	1.5	1.6	1.9
Goshen	6,306	6,173	6,309	6,110	5,973	6,095	196	200	214	3.1	3.2	3.4
Laramie	42,160	43,028	43,002	40,895	41,677	41,523	1,265	1,351	1,479	3.0	3.1	3.4
Niobrara	1,276	1,225	1,318	1,244	1,191	1,280	32	34	38	2.5	2.8	2.9
Platte	4,350	4,414	4,608	4,188	4,250	4,451	162	164	157	3.7	3.7	3.4
CENTRAL	49,981	49,752	50,263	48,220	47,988	48,402	1,761	1,764	1,861	3.5	3.5	3.7
Carbon	8,337	8,266	8,500	8,102	8,018	8,203	235	248	297	2.8	3.0	3.5
Converse	6,550	6,570	6,682	6,329	6,355	6,446	221	215	236	3.4	3.3	3.5
Natrona	35,094	34,916	35,081	33,789	33,615	33,753	1,305	1,301	1,328	3.7	3.7	3.8
STATEWIDE	274,851	277,328	276,610	266,197	268,296	266,998	8,654	9,032	9,612	3.1	3.3	3.5
Statewide Seasonally Adjusted										3.6	3.7	4.0
U.S.....										5.7	6.0	4.9
U.S. Seasonally Adjusted.....										5.7	5.9	4.9

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/02. Run Date 09/02.

Data are not seasonally adjusted except where otherwise specified.

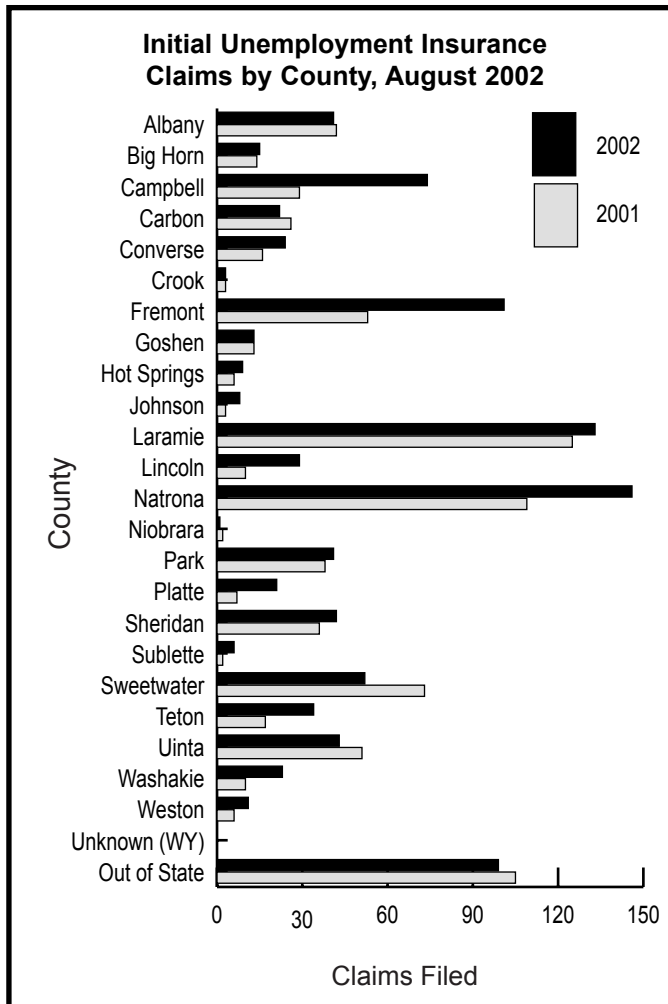
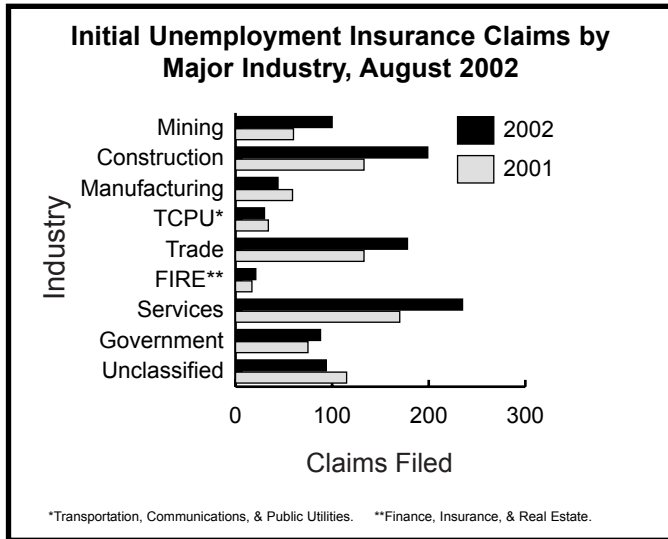
(p) Preliminary. (r) Revised. (b) Benchmarked.

NOTE: The Current Population Survey (CPS) estimated the 2001 annual average Wyoming unemployment rate at 3.9 percent.

The 90 percent confidence interval for this estimate suggests that in 9 of 10 cases, the interval 3.4 to 4.4 percent would contain the actual rate.

Wyoming Normalized Unemployment Insurance Statistics: Initial Claims by: Douglas Leonard, Economist

“August statewide initial claims were 24.2 percent higher than in August 2001, with Construction, Mining, and Business Services showing the largest increases.”



WYOMING STATEWIDE	Claims Filed			Percent Change	
	Aug 02	Jul 02	Aug 01	Jul 02	Aug 02
TOTAL CLAIMS FILED	989	1,121	796	-11.8	24.2
TOTAL GOODS PRODUCING	343	364	252	-5.8	36.1
Mining	100	98	60	2.0	66.7
Oil & Gas Extraction	82	82	50	0.0	64.0
Construction	199	197	133	1.0	49.6
Manufacturing	44	69	59	-36.2	-25.4
TOTAL SERVICES PRODUCING	552	646	429	-14.6	28.7
Transportation, Comm., & Pub. Utilities	30	55	34	-45.5	-11.8
Transportation	21	40	22	-47.5	-4.5
Communications & Public Utilities	9	15	12	-40.0	-25.0
Trade	178	177	133	0.6	33.8
Wholesale Trade	29	36	23	-19.4	26.1
Retail Trade	149	141	110	5.7	35.5
Finance, Insurance, & Real Estate	21	23	17	-8.7	23.5
Services	235	273	170	-13.9	38.2
Personal & Business Services	81	70	48	15.7	68.8
Health Services	35	39	24	-10.3	45.8
Government	88	118	75	-25.4	17.3
Local Government	51	76	39	-32.9	30.8
Local Education	15	41	10	-63.4	50.0
UNCLASSIFIED	94	111	115	-15.3	-18.3

LARAMIE COUNTY					
LARAMIE COUNTY	Claims Filed			Percent Change	
	Aug 02	Jul 02	Aug 01	Jul 02	Aug 02
TOTAL CLAIMS FILED	132	152	124	-13.2	6.5
TOTAL GOODS PRODUCING	33	32	29	3.1	13.8
Mining	1	1	0	0.0	0.0
Oil & Gas Extraction	1	1	0	0.0	0.0
Construction	27	23	18	17.4	50.0
Manufacturing	5	8	11	-37.5	-54.5
TOTAL SERVICES PRODUCING	91	111	82	-18.0	11.0
Transportation, Comm., & Pub. Utilities	6	14	14	-57.1	-57.1
Transportation	5	6	10	-16.7	-50.0
Communications & Public Utilities	1	8	4	-87.5	-75.0
Trade	28	27	20	3.7	40.0
Wholesale Trade	1	4	5	-75.0	-80.0
Retail Trade	27	23	15	17.4	80.0
Finance, Insurance, & Real Estate	6	5	5	20.0	20.0
Services	38	44	31	-13.6	22.6
Personal & Business Services	16	10	13	60.0	23.1
Health Services	8	10	3	-20.0	166.7
Government	13	21	12	-38.1	8.3
Local Government	2	9	2	-77.8	0.0
Local Education	0	6	0	0.0	0.0
UNCLASSIFIED	8	9	13	-11.1	-38.5

NATRONA COUNTY					
NATRONA COUNTY	Claims Filed			Percent Change	
	Aug 02	Jul 02	Aug 01	Jul 02	Aug 02
TOTAL CLAIMS FILED	145	172	111	-15.7	30.6
TOTAL GOODS PRODUCING	47	53	33	-11.3	42.4
Mining	18	17	7	5.9	157.1
Oil & Gas Extraction	13	16	5	-18.8	160.0
Construction	23	23	16	0.0	43.8
Manufacturing	6	13	10	-53.8	-40.0
TOTAL SERVICES PRODUCING	89	109	65	-18.3	36.9
Transportation, Comm., & Pub. Utilities	5	4	6	25.0	-16.7
Transportation	3	3	3	0.0	0.0
Communications & Public Utilities	2	1	3	100.0	-33.3
Trade	34	35	19	-2.9	78.9
Wholesale Trade	9	12	3	-25.0	200.0
Retail Trade	25	23	16	8.7	56.3
Finance, Insurance, & Real Estate	4	3	3	33.3	33.3
Services	40	56	30	-28.6	33.3
Personal & Business Services	9	11	10	-18.2	-10.0
Health Services	5	12	5	-58.3	0.0
Government	6	11	7	-45.5	-14.3
Local Government	2	7	6	-71.4	-66.7
Local Education	0	3	2	0.0	0.0
UNCLASSIFIED	9	10	13	-10.0	-30.8

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims by: Douglas Leonard, Economist

“Statewide continued weeks claimed climbed by 40.1 percent compared to August 2001, but the over-the-year increase was less than in July 2002.”

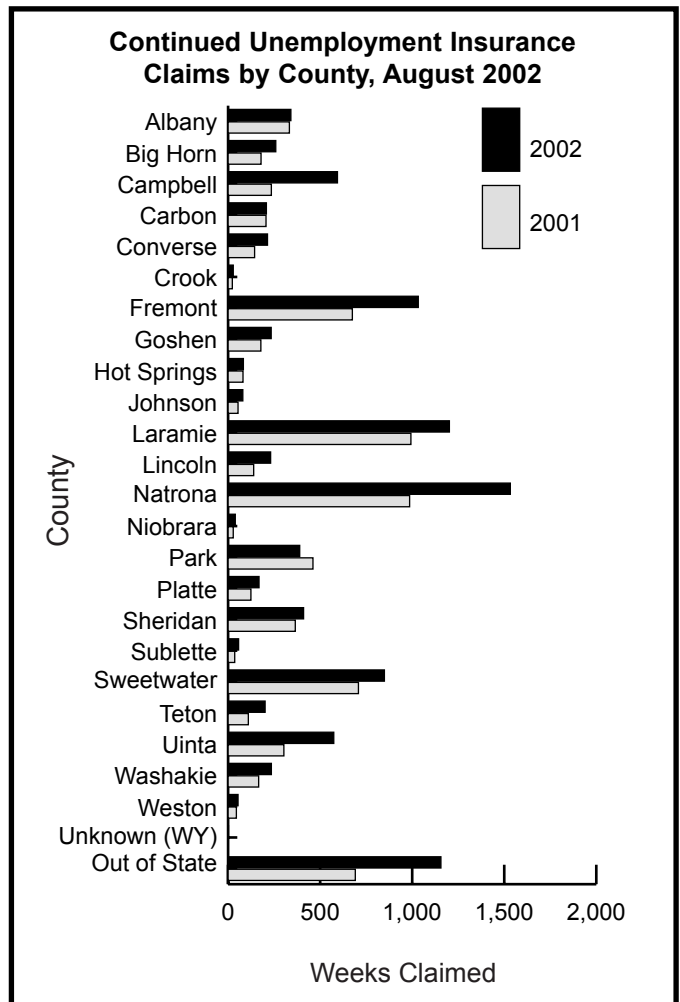
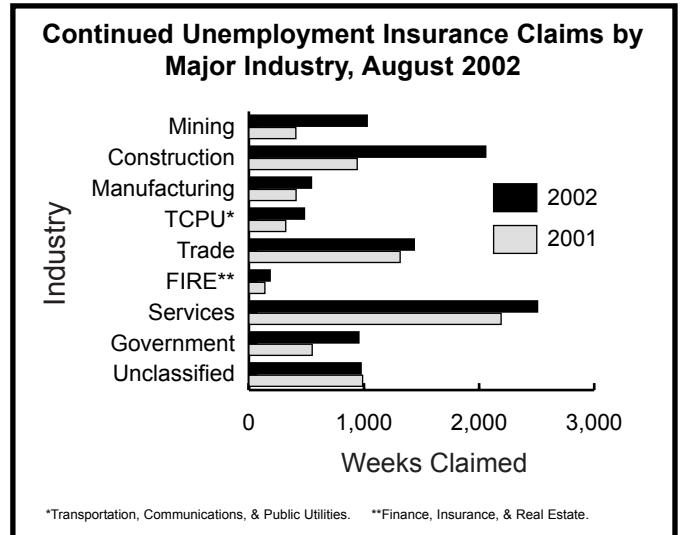
WYOMING STATEWIDE	Weeks Claimed			Percent Change Weeks Claimed	
	Aug 02	Jul 02	Aug 01	Aug 02 Aug 02	Aug 02 Aug 02
TOTAL CLAIMS FILED	10,174	11,122	7,261	-8.5	40.1
TOTAL UNIQUE CLAIMANTS	3,277	3,025	1,952	8.3	67.9
TOTAL GOODS PRODUCING	3,630	4,251	1,759	-14.6	106.4
Mining	1,028	1,219	408	-15.7	152.0
Oil & Gas Extraction	949	1,132	287	-16.2	230.7
Construction	2,058	2,359	941	-12.8	118.7
Manufacturing	544	673	410	-19.2	32.7
TOTAL SERVICES PRODUCING	5,569	5,782	4,514	-3.7	23.4
Transportation, Comm., & Pub. Utilities	483	491	320	-1.6	50.9
Transportation	290	275	213	5.5	36.2
Communications & Public Utilities	193	216	107	-10.6	80.4
Trade	1,437	1,513	1,314	-5.0	9.4
Wholesale Trade	300	308	201	-2.6	49.3
Retail Trade	1,137	1,205	1,113	-5.6	2.2
Finance, Insurance, & Real Estate	185	212	139	-12.7	33.1
Services	2,508	2,551	2,191	-1.7	14.5
Personal & Business Services	658	696	598	-5.5	10.0
Health Services	297	277	226	7.2	31.4
Government	956	1,015	550	-5.8	73.8
Local Government	633	680	340	-6.9	86.2
Local Education	305	339	163	-10.0	87.1
UNCLASSIFIED	975	1,089	988	-10.5	-1.3

LARAMIE COUNTY

TOTAL CLAIMS FILED	1,202	1,324	993	-9.2	21.0
TOTAL UNIQUE CLAIMANTS	383	354	273	8.2	40.3
TOTAL GOODS PRODUCING	241	280	175	-13.9	37.7
Mining	4	3	2	33.3	100.0
Oil & Gas Extraction	4	3	0	33.3	0.0
Construction	186	211	107	-11.8	73.8
Manufacturing	51	66	66	-22.7	-22.7
TOTAL SERVICES PRODUCING	859	947	732	-9.3	17.3
Transportation, Comm., & Pub. Utilities	119	137	109	-13.1	9.2
Transportation	28	38	75	-26.3	-62.7
Communications & Public Utilities	91	99	34	-8.1	167.6
Trade	197	218	176	-9.6	11.9
Wholesale Trade	38	44	24	-13.6	58.3
Retail Trade	159	174	152	-8.6	4.6
Finance, Insurance, & Real Estate	28	42	44	-33.3	-36.4
Services	388	421	318	-7.8	22.0
Personal & Business Services	127	137	103	-7.3	23.3
Health Services	56	72	34	-22.2	64.7
Government	127	129	85	-1.6	49.4
Local Government	37	48	49	-22.9	-24.5
Local Education	26	25	28	4.0	-7.1
UNCLASSIFIED	102	97	86	5.2	18.6

NATRONA COUNTY

TOTAL CLAIMS FILED	1,533	1,634	985	-6.2	55.6
TOTAL UNIQUE CLAIMANTS	494	466	259	6.0	90.7
TOTAL GOODS PRODUCING	527	585	228	-9.9	131.1
Mining	218	206	49	5.8	344.9
Oil & Gas Extraction	207	197	44	5.1	370.5
Construction	251	285	129	-11.9	94.6
Manufacturing	58	94	50	-38.3	16.0
TOTAL SERVICES PRODUCING	964	983	690	-1.9	39.7
Transportation, Comm., & Pub. Utilities	61	67	41	-9.0	48.8
Transportation	40	50	31	-20.0	29.0
Communications & Public Utilities	21	17	10	23.5	110.0
Trade	281	287	203	-2.1	38.4
Wholesale Trade	80	86	60	-7.0	33.3
Retail Trade	201	201	143	0.0	40.6
Finance, Insurance, & Real Estate	38	39	24	-2.6	58.3
Services	515	498	370	3.4	39.2
Personal & Business Services	110	131	78	-16.0	41.0
Health Services	68	40	61	70.0	11.5
Government	69	92	52	-25.0	32.7
Local Government	48	69	35	-30.4	37.1
Local Education	27	42	26	-35.7	3.8
UNCLASSIFIED	42	66	67	-36.4	-37.3



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