

TRENDS

Where Do They Come From and Where Do They Go: Wyoming Employers Compete for Older Workers

by: *Dr. Mark A. Harris, Sociologist*

The number of hires into State Government among older workers nearly doubled from 1994 to 2005. More hires came from Wyoming State Government sources than from other sources. The number of hires among people 55 or older in Wyoming hospitals generally increased from the mid-1990s to the mid-2000s. The trend in aging for older hospital workers is similar to that of older government workers.

Source and destination analysis defines the market movement of employees and can provide valuable insights for human resource management. For example, when historical patterns reveal that few employees originate from a given location or sector of the economy, recruitment efforts there may be unwise. Additionally, identifying and understanding the work destination of those who exit employment may assist employers in developing or improving retention strategies. Understanding the source and destination of labor also will

help job seekers such as returning military veterans or college students better position themselves for employment in a particular industry. Incumbent workers will find it useful for making informed choices when considering advancement opportunities.

Methodology

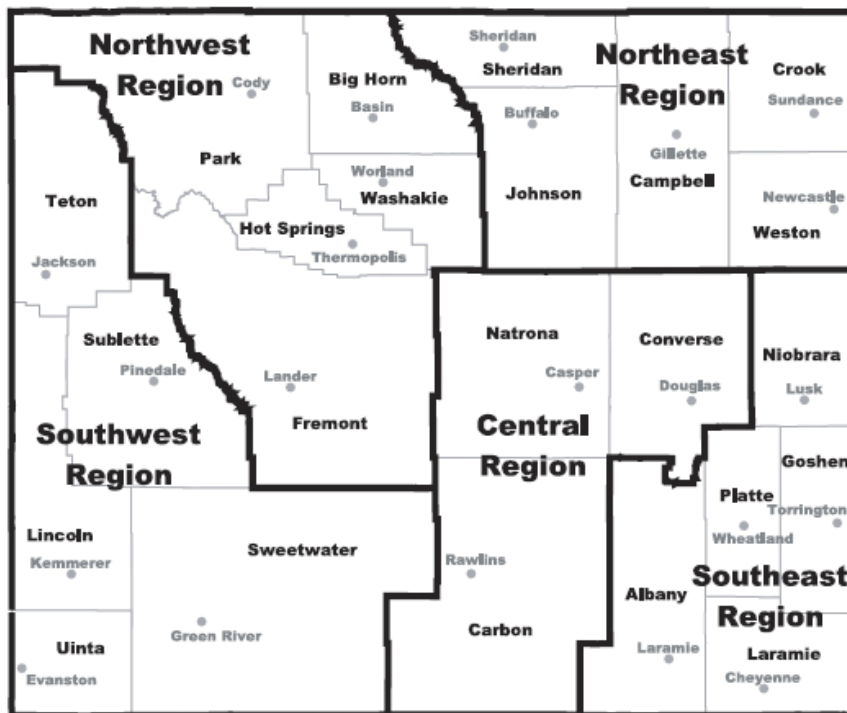
Data for this study primarily came from Unemployment Insurance (UI) Wage Records (Wyoming and 10 Partner

(Text continued on page 3)

HIGHLIGHTS

- **The Succession Planning Survey of workers in the Wyoming Department of Employment conducted by Research & Planning (R&P) is now available online. The 88-page report can be viewed at http://doe.state.wy.us/LMI/SP_Report.pdfpage 11**
- **Wyoming job growth continued at a rapid pace in October 2006. As in previous months, Natural Resources, Mining, and Construction dominated the job gains. Wyoming's seasonally adjusted unemployment rate remained well below the U.S. unemployment ratepage 12**

Wyoming Regions, Counties, and County Seats



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Research States: Alaska, Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah) and Wyoming's Quarterly Census of Employment and Wages (QCEW). For illustrative purposes, this report is restricted to the source and destination of hires and exits of employees age 55 or older in State Government, as well as publicly and privately owned hospitals. Although beyond the scope of this article, any industry or firm could be presented in a similar manner.

Glover (2001) previously developed the methodology for determining hires and exits. The methodology for determining the source of hires and the destination of exits is developed here and is based upon quarterly employee/employer transactions. A transaction is defined as an employee's interaction with an employer. Transactions include, but are not limited to, being hired, exiting employment, and maintaining continuous employment. Because each individual may be involved in more than one employment transaction during a particular reference quarter (e.g., John has two jobs during the second quarter), each transaction is counted separately and will have its own source and destination.

The most recent employer, within the four quarters prior to the reference quarter, is defined as the source of the hire. If there is more than one employer in the most recent quarter, the source is defined as the employer that paid the highest quarterly wage. Employees for whom there is no wage record in the four quarters prior to the reference quarter are defined as coming from an unknown source. Research & Planning may have other useful information about them (e.g., residency), but their employment source, if any, is undefined for our purposes. The same strategy

applies to the destination employer in the four quarters subsequent to the reference quarter. The only exception to these general rules applies to employees who re-hire with a prior employer (e.g., seasonal employment). In these cases, the source or destination can be the same employer as the one in the reference quarter. Sample employer/employee transaction scenarios, along with the relevant source and destination designations, are illustrated in Table 1 (see page 4).

Findings for State Government

The number of hires into State Government among persons age 55 or older has nearly doubled, on an average quarterly basis, from 1994Q1 to 2005Q1 (see Figure 1, page 5). More hires came from Wyoming State Government sources (e.g., other state agencies) than from other sources (approximately 50 hires on average per quarter since 2002Q3). An example of this is a person hired by the Department of Family Services who left employment at the Department of Health. Wyoming's private sector was the next largest contributor of hires into State Government (approximately 40 hires on average per quarter in recent quarters). Other government sources (e.g., cities and school districts) also were a notable source of hires into State Government. Additionally, a number of hires each quarter were Wyoming residents (Jones, 2004) who were not employed in the prior four quarters. Very few hires originated from Partner Research States or were nonresidents without a known work history in the prior four quarters.

The pattern of exiting from State Government among persons 55 or older was somewhat different than hires (see Figure 2, page 5). Exits increased dramatically during the mid-1990s due to

Table 1: Sample Source and Destination Designations

	Source				Reference Quarter	Destination			
	Q-4	Q-3	Q-2	Q-1	Q	Q+1	Q+2	Q+3	Q+4
Mary	Employer A (Retail Trade)				Employer B (Construction)		Employer C (Mining)	Employer C (Mining)	Employer C (Mining)
Steve			Employer A (Accomodation & Food Services)		Employer A (Accomodation & Food Services)		Employer A (Accomodation & Food Services)		
Pat					Employer A (Manufacturing)		Employer B (Mining) \$5,000 Employer C (Manufacturing) \$3,500	Employer B (Mining)	Employer B (Mining)
Kari			Employer A (Wholesale Trade)	Employer A (Wholesale Trade)	Employer A (Wholesale Trade)	Employer A (Wholesale Trade)	Employer A (Wholesale Trade)		
Bob		Employer A (Education Services) \$3,000 Employer B (Information) \$4,500			Employer B (Information)	Employer B (Information)	Employer B (Information)		

an early retirement option. Exits dropped substantially after this buyout period (second quarter 1996) and then generally increased over time. Among exiters who continued working, many took a job with another state agency (approximately 40 on an average quarterly basis in more recent quarters). Approximately 30 exiters took a job in Wyoming’s private sector, and a handful found employment in Local Government settings. More than 50 exiters (since 2004Q2) did not work but were known to be residents during the reference quarter. It is presumed these individuals retired.

The total volume of hires and exits increased over time (see Figure 3, page 6). Additionally, the net flow indicates there were more exits than hires in recent quarters. We expect these trends to continue into the future as the population of state employees ages and moves into retirement (see Figure 4, page 7). The trend toward increasing exits among older workers could be altered depending upon policy changes directed at retaining them.

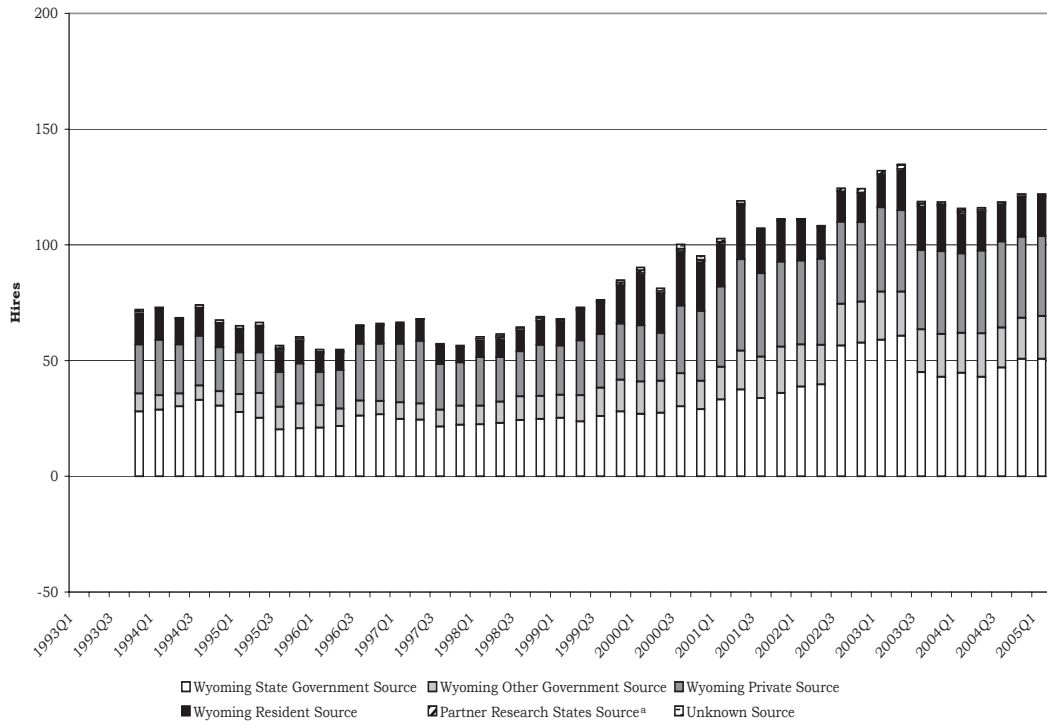
Findings for Hospitals

The number of hires among people 55 or older in Wyoming hospitals generally increased from

the mid-1990s to the mid-2000s (approximately 70 on average since 2004Q1; see Figure 5, page 8). The spike in hiring during 2001Q1 is an artificial increase due primarily to two hospitals changing from public to private ownership. Hires into hospitals among older people came from a variety of sources. More recently, the number of hires originating from other hospitals diminished. The number of hires originating from the private sector, as well as the number from Ambulatory Health Care Services and Nursing & Residential Care Facilities increased. A handful of

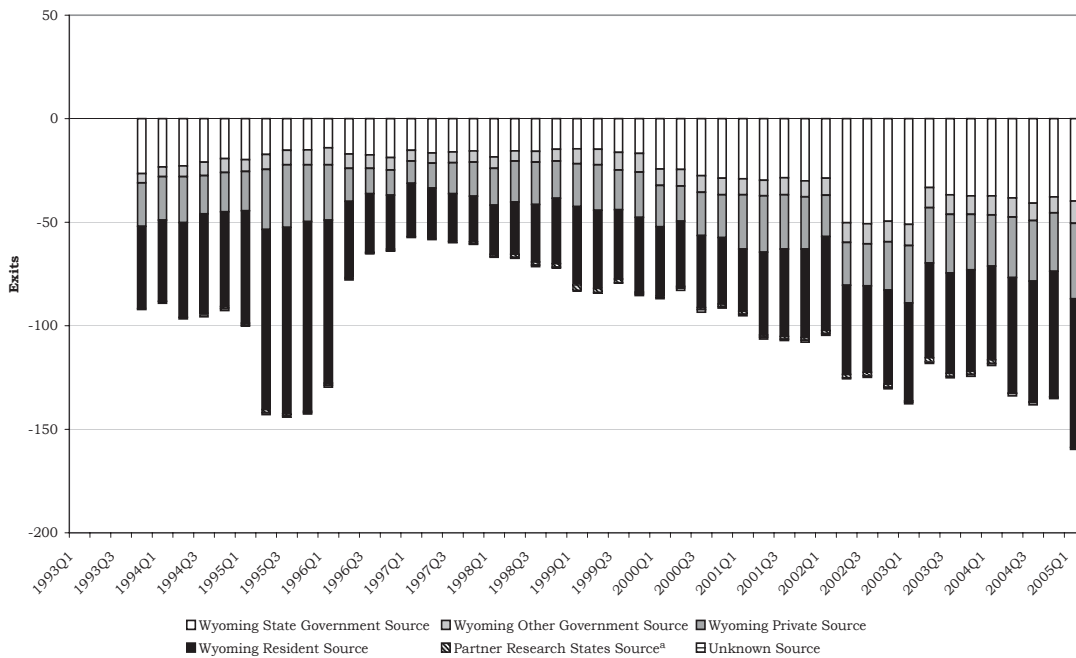
(Text continued on page 7)

Figure 1: Source of Hires for Wyoming State Government Among Employees 55 or Older, Four Quarter Moving Average



^a Alaska, Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah.

Figure 2: Destination of Exits for Wyoming State Government Among Employees 55 or Older, Four Quarter Moving Average



^a Alaska, Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah.

Figure 3: Source of Hires and Destination of Exits for Wyoming State Government Employees 55 or Older, Four Quarter Moving Average

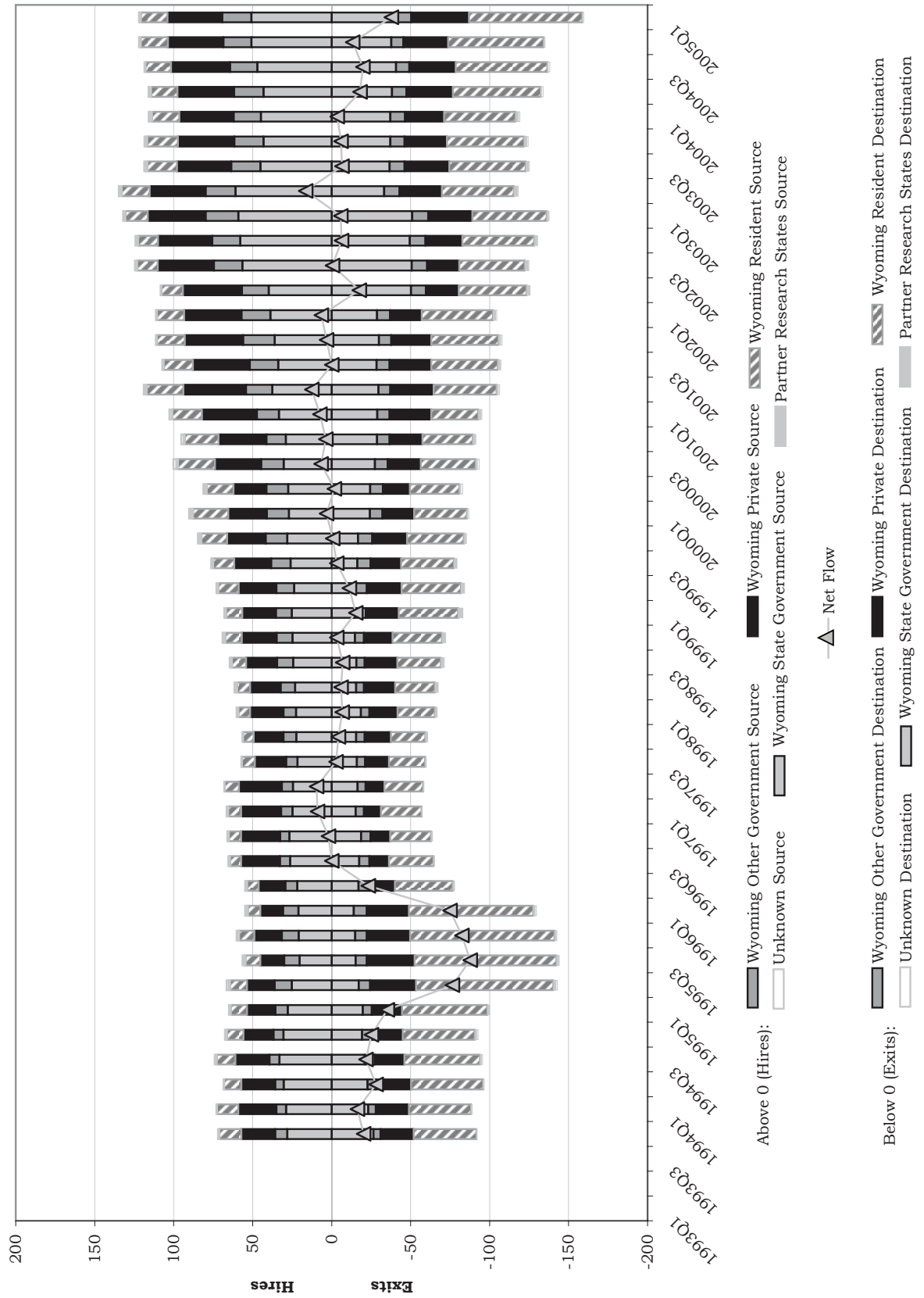
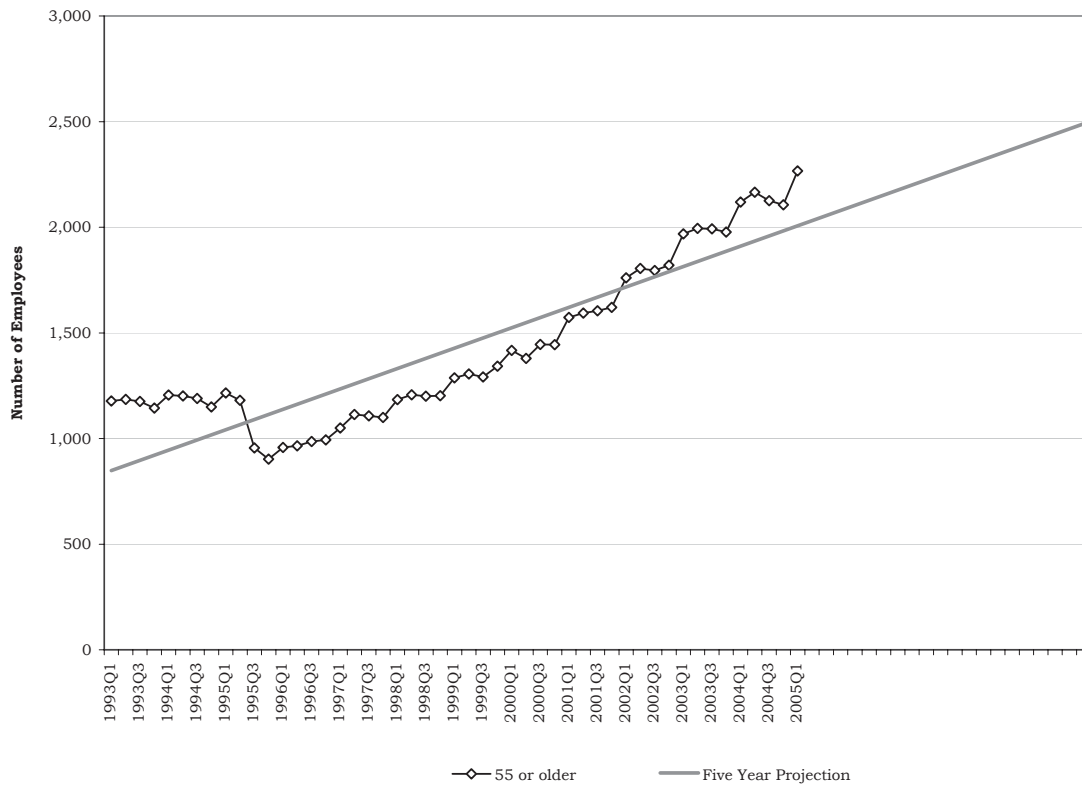


Figure 4: Age Trends in Wyoming State Government, Employees 55 or Older



(Text continued from page 4)

hires originated from Wyoming government sources and a dozen or so were Wyoming residents who were not working the previous four quarters. A few hires had no work or resident information in the database, perhaps originating from states with which R&P does not have data-sharing agreements (e.g., California). One or two per quarter originated from a Partner Research State. Given the findings, it is clear that the vast majority of hires among older workers originated from within Wyoming.

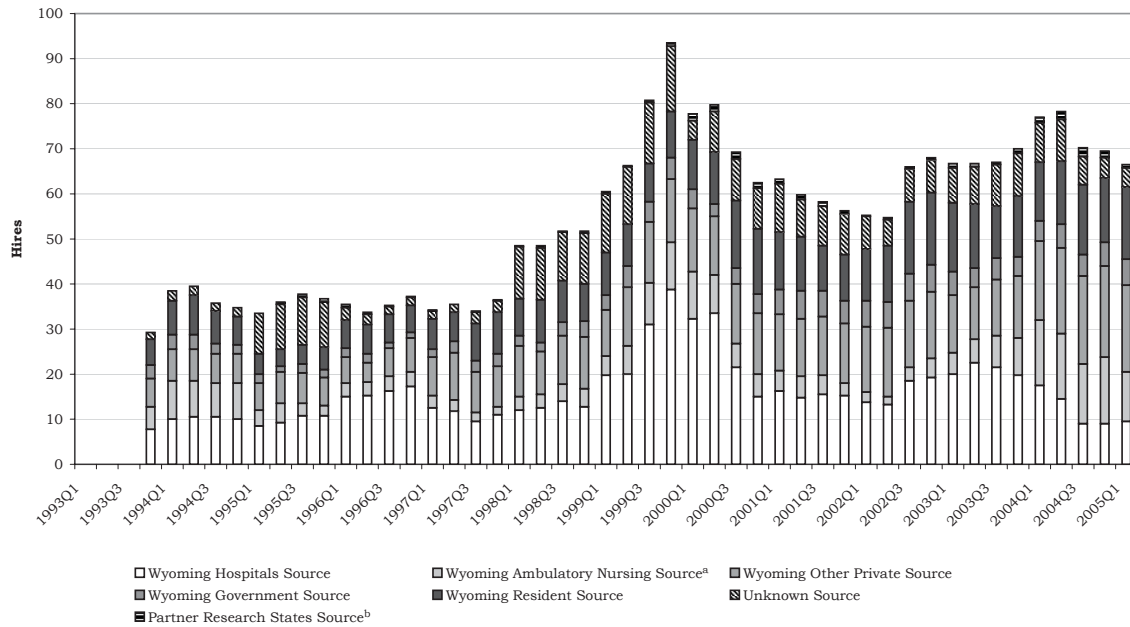
There were three peaks in hospital exits among people age 55 or older through the 1990s and into the mid-2000s, but the general trend shows an increasing number

of exits over time (see Figure 6, page 8). As with hires, the large increase in exits in 2001Q1 is artificial. About 10 people a quarter, on average, exited to another hospital and about an equal number found work in Ambulatory Health Care Services and Nursing & Residential Care Facilities. A few older exiters from hospitals (less than 10 since 2003Q4) went to work in Wyoming government each quarter. A substantial portion (about 25-30 each quarter) presumably retired. Only a very few went on to work in a Partner Research State or had an unknown destination.

The net flow among persons 55 or older working in hospitals was generally negative (more exits than hires) throughout

(Text continued on page 10)

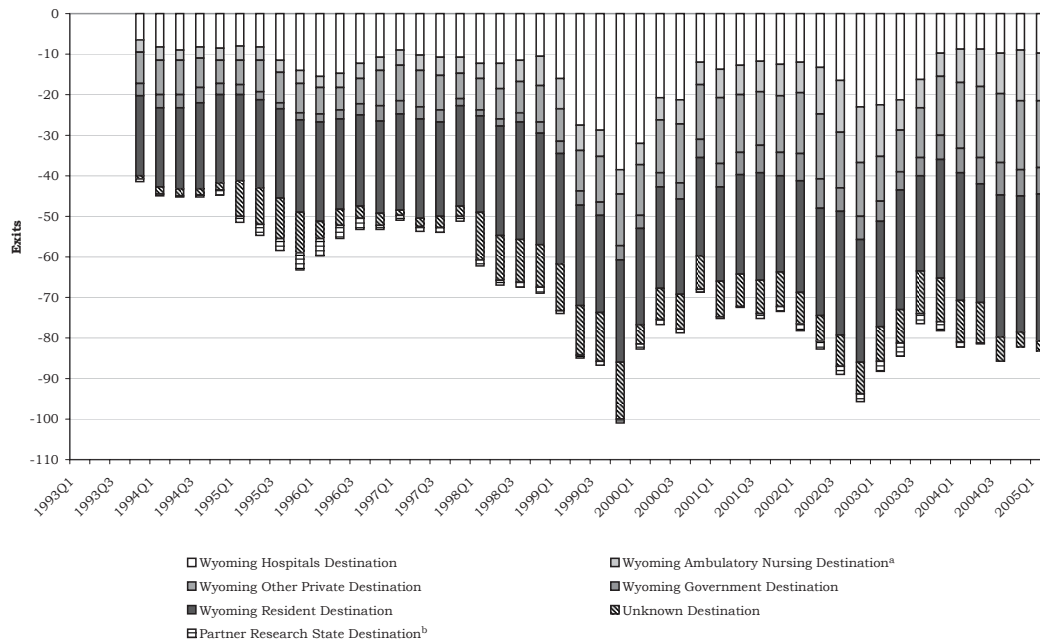
Figure 5: Source of Hires for Wyoming Hospitals (North American Industry Classification System 622) Among Employees 55 or Older, Four Quarter Moving Average



^aIncludes Ambulatory Health Care Services and Nursing & Residential Care Facilities.

^bAlaska, Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah.

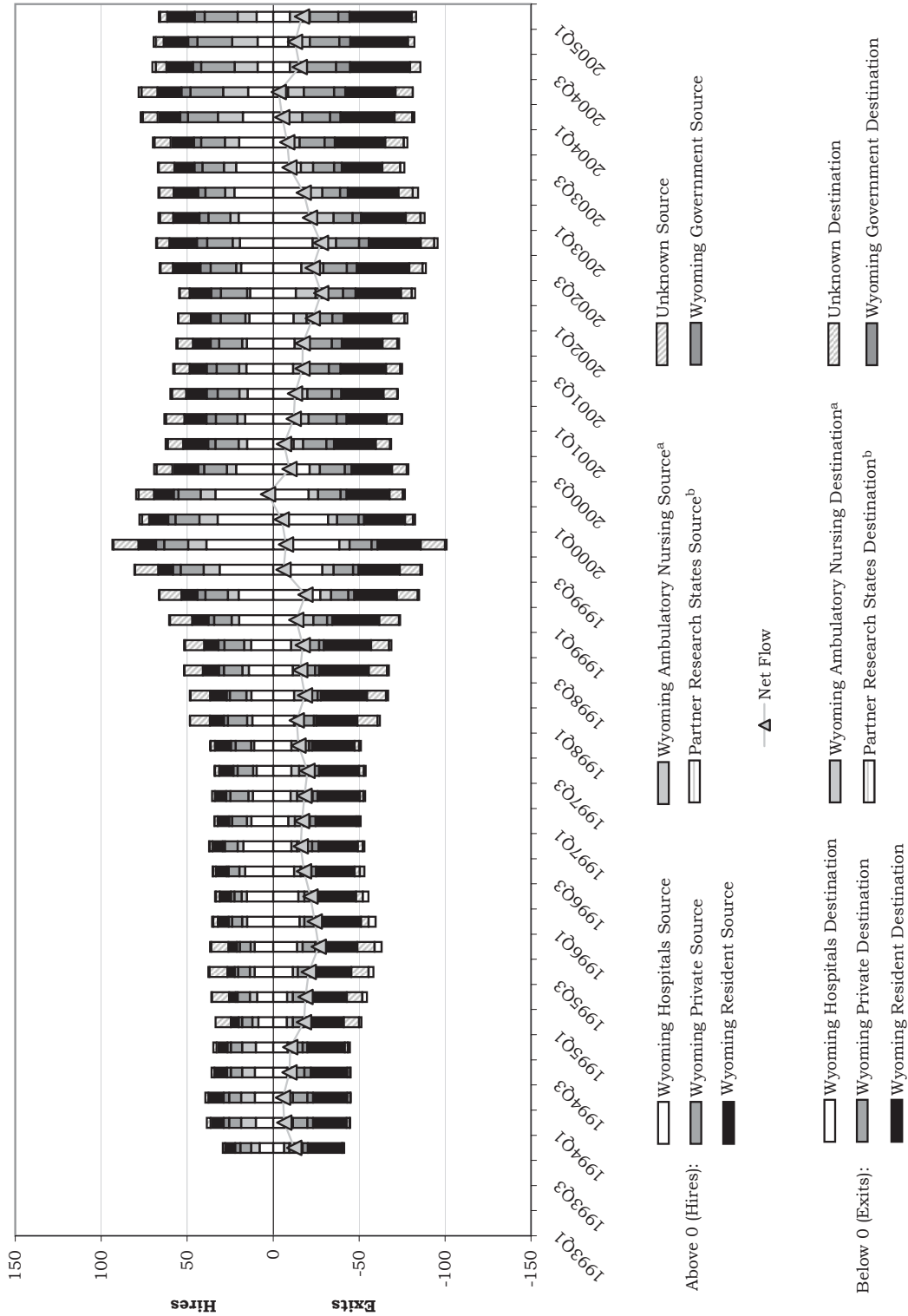
Figure 6: Destination of Exits for Hospitals (North American Industry Classification System 622) Among Employees 55 or Older, Four Quarter Moving Average



^aIncludes Ambulatory Health Care Services and Nursing & Residential Care Facilities.

^bAlaska, Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah.

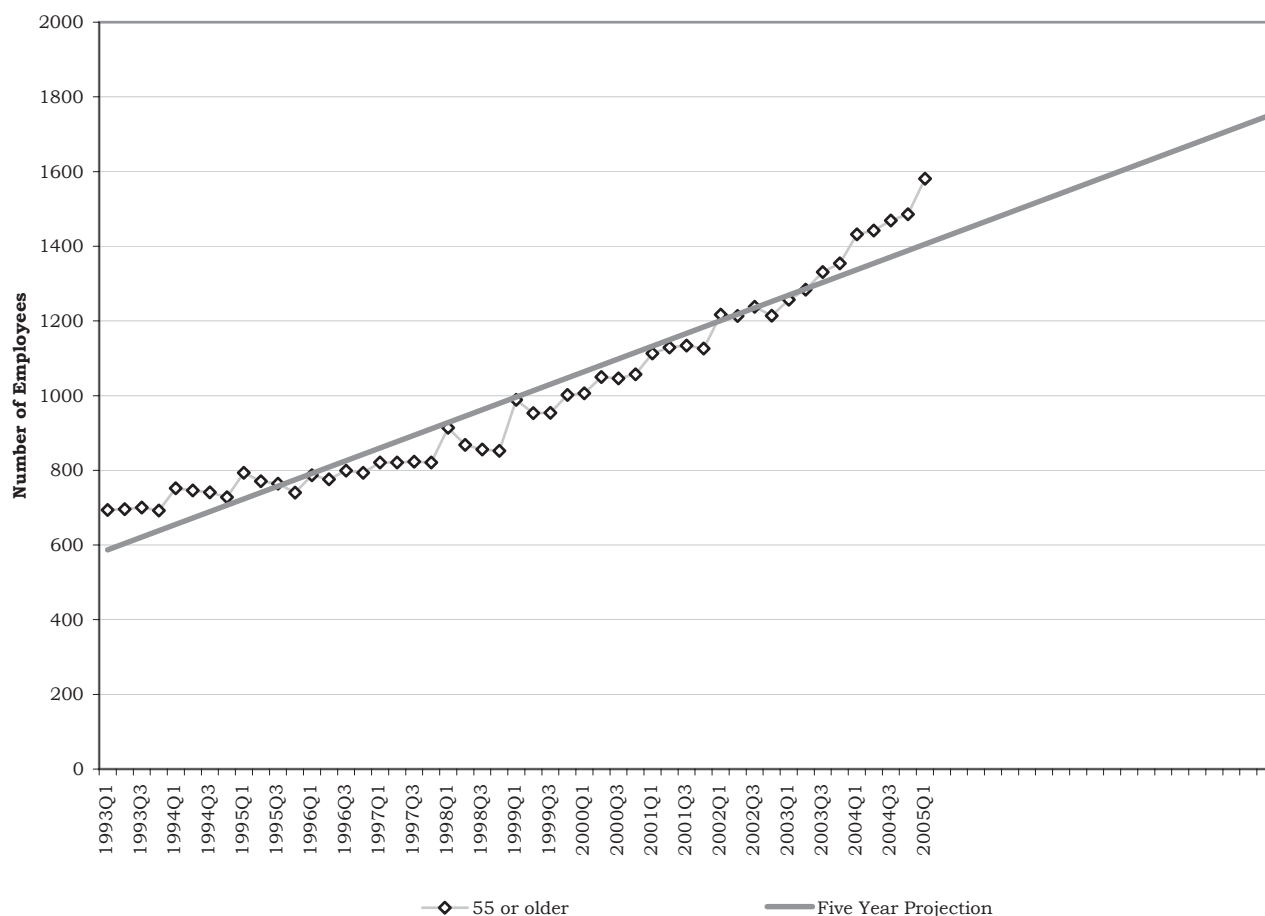
Figure 7: Source of Hires and Destination of Exits for Wyoming Hospitals (North American Industry Classification System 622) Among Employees 55 or Older, Four Quarter Moving Average



^aIncludes Ambulatory Health Care Services and Nursing & Residential Care Facilities.

^bAlaska, Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah.

Figure 8: Age Trends in Wyoming Hospitals, Employees 55 or Older



(Text continued from page 7)

the study period (see Figure 7, page 9).

Further, much like older State Government workers, the trend has been for increasing hiring and exiting behavior among workers 55 or older in hospitals. The trend in aging for older hospital workers is similar to that of older government workers (see Figure 8). As such, we should anticipate increasing amounts of hiring and exiting among older hospital workers.

Summary

Workers in both State Government and hospitals are aging, which is reflected

in increased levels of hiring and exiting among persons 55 or older. Wyoming appears to be the primary market source for hires into both State Government and hospitals as very little hiring can be traced to non-Wyoming sources (at least within the timeframe designated here). Retirement was a major destination for older exiters among both State Government and hospital workers. However, a substantial number of exiters from hospitals and State Government obtained other employment in Wyoming subsequent to exiting. Some movement between hospitals occurred for older workers, but it was not as pronounced as the interagency movement within State Government. Internal

movement of employees among state departments is probably more attractive than movement among hospitals due to the fact that state benefits (retirement, health care, etc.) are portable between departments, while benefits offered in hospitals may not be as portable to other hospitals.

Although beyond the scope of this article, R&P has gathered survey data from Department of Employment (DOE) employees who plan to leave employment in the next 12 months. This information was compared to Wage Records behavior among (DOE) employees. We found substantial similarities among plans to leave and actual leaving behavior in terms of both volume and stated reasons for leaving (Gallagher, Harris, Jones, Knapp, Leonard, & Saulcy, 2006). Not only does R&P have the tools to retrospectively examine leaving behavior at the industry and firm level but also to conduct prospective survey research to determine likely outcomes.

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Succession Planning Report Now Online

Online at http://doe.state.wy.us/LMI/SP_Report.pdf

Research & Planning (R&P) recently conducted a Succession Planning Survey of workers in the Wyoming Department of Employment. This study had two purposes: to gather information regarding workers' retirement intentions and factors that affect employee retention, and to serve as a model for future succession planning research for other agencies, companies, and organizations. The study assessed worker demographics, employee satisfaction, occupations of concern due to exits and retirement, and the importance of factors such as

benefits, opportunities for advancement, wages, and training in influencing worker retention.

The complete 88-page report, including methodology and the survey instrument, is available online in pdf format at R&P's Labor Market Information website at http://doe.state.wy.us/LMI/SP_Report.pdf. Contact R&P at (307) 473-3807 or pellsw@state.wy.us for more information about this succession planning analysis or regarding ways it might be applied to other companies or organizations.

County Fact Sheets Revised for 2007

Online at <http://doe.state.wy.us/LMI/county.htm>

Research & Planning's County Fact Sheets have been revised for 2007 and are now available online or in hard copy. Each two-page fact sheet contains county-specific employment information regarding income and earnings, labor, industry distribution, demographics, and commuters.

The fact sheets provide a snapshot of the local economy and show how county

statistics compare to state statistics on such metrics as median earnings, unemployment rate, and average weekly wage. Median housing values and the percentage of families and individuals living in poverty are also compared. The fact sheets can be found at <http://doe.state.wy.us/LMI/county.htm>. If you would like hard copies of these, contact R&P at (307) 473-3807 or via e-mail to pellsw@state.wy.us.

Wyoming Job Growth Continues in October 2006

by: *David Bullard, Senior Economist*

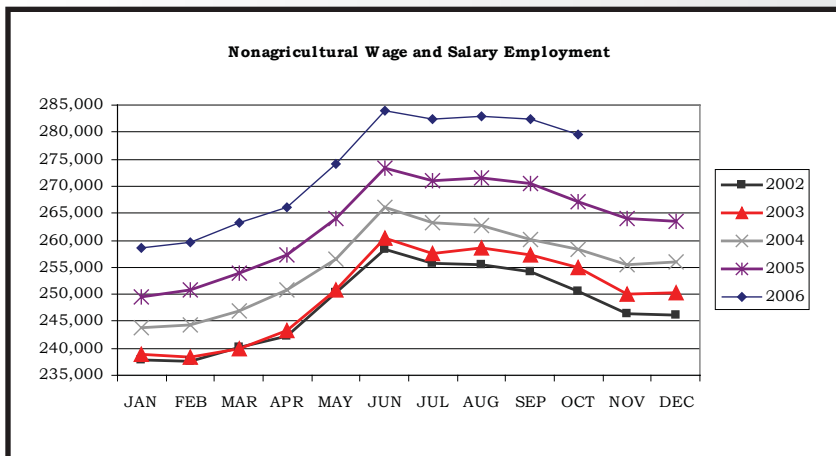
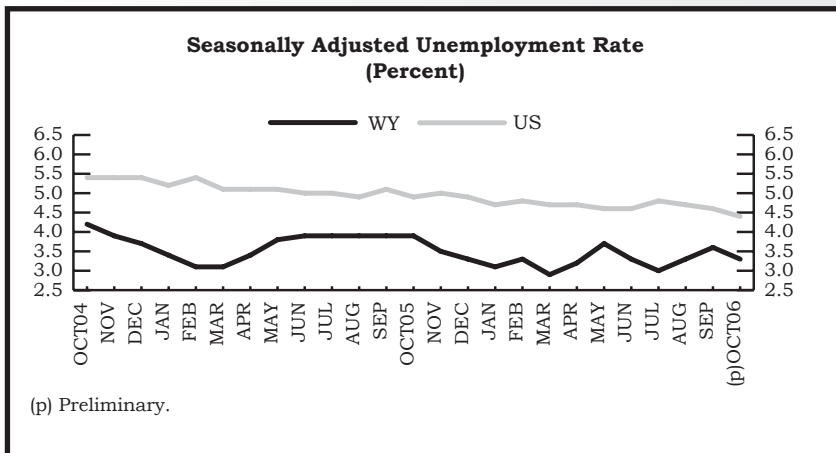
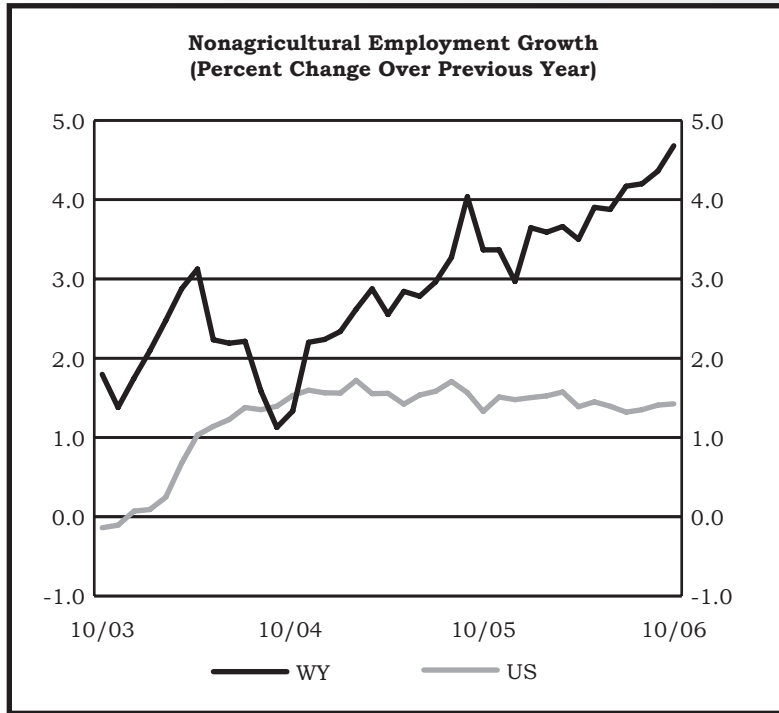
Wyoming job growth continued at a rapid pace in October 2006 (up 4.7% from October 2005). As in previous months, Natural Resources, Mining, and Construction dominated the job gains. Wyoming's seasonally adjusted unemployment rate fell slightly from 3.6% in September to 3.3% in October, and remained well below the U.S. unemployment rate of 4.4%. U.S. job growth was much slower than Wyoming (1.4%).

From September to October, employment fell by 2,800 jobs or 1.0%. This level of decrease is consistent with seasonal patterns for October. Seasonal job losses in Construction (-600 jobs or -2.4%), Retail Trade (-500 jobs or -1.6%), Professional & Business Services (-300 jobs or -1.8%), and Leisure & Hospitality (-3,400 jobs or -9.7%) were partially offset by gains in Natural Resources & Mining (400 jobs or 1.5%) and Government (1,600 jobs or 2.5%).

From October 2005 to October 2006 Wyoming gained 12,500 jobs (4.7%).

Employment in Natural Resources & Mining (including oil & gas) increased by 4,100 jobs or 17.4% and Construction employment rose rapidly, gaining 2,200 jobs or 10.0%. Strong job growth also occurred in Manufacturing (600 jobs or 6.1%), Wholesale Trade (500 jobs or 6.3%), Transportation, Warehousing, & Utilities (900 jobs or 7.1%), Professional & Business Services (700 jobs or 4.4%), and Other Services (1,100 jobs or 11.3%). Employment in the Information sector fell slightly (-100 jobs or -2.3%).

Unemployment fell from October 2005 to October 2006 in all but one county (Big Horn County's unemployment rate was unchanged at 3.5%). From September to October, unemployment increased slightly in two counties (Teton & Niobrara), and decreased or remained stable in the other 21 counties. Sublette County had the lowest unemployment rate in October (1.5%) followed by Campbell County (1.9%) and Albany and Sweetwater counties (both 2.2%).



State Unemployment Rates October 2006 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	9.6
Michigan	6.9
Mississippi	6.7
South Carolina	6.6
Alaska	6.4
District of Columbia	5.9
Missouri	5.4
Kentucky	5.2
Arkansas	5.1
Ohio	5.1
Oregon	5.1
West Virginia	5.1
Indiana	5.0
Rhode Island	5.0
Texas	4.8
Washington	4.8
Georgia	4.7
Maine	4.7
North Carolina	4.7
Massachusetts	4.6
Wisconsin	4.6
California	4.5
Tennessee	4.5
Colorado	4.4
New Jersey	4.4
United States	4.4
Kansas	4.3
New Mexico	4.3
Pennsylvania	4.3
Connecticut	4.2
Louisiana	4.2
Nevada	4.2
Illinois	4.1
Maryland	4.0
New York	4.0
Arizona	3.9
Minnesota	3.9
Oklahoma	3.8
Delaware	3.6
Iowa	3.6
Montana	3.6
Vermont	3.6
New Hampshire	3.3
South Dakota	3.3
Wyoming	3.3
Alabama	3.2
Idaho	3.2
North Dakota	3.2
Florida	3.1
Nebraska	3.0
Virginia	2.9
Utah	2.5
Hawaii	2.1

Wyoming Nonagricultural Wage and Salary Employment

by: *David Bullard, Senior Economist*

From October 2005 to October 2006, employment in the Information sector fell slightly (-100 jobs or -2.3%).

WYOMING STATEWIDE	Employment in Thousands			Percent Change Total Employment		LARAMIE COUNTY	Employment in Thousands			Percent Change Total Employment	
	Oct06(p)	Sep06(r)	Oct05	Sep06	Oct05		Oct06(p)	Sep06(r)	Oct05	Sep06	Oct05
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	279.6	282.4	267.1	-1.0	4.7	TOTAL NONAG. WAGE & SALARY EMPLOYMENT	43.1	43.1	41.9	0.0	2.9
TOTAL PRIVATE	212.7	217.1	200.6	-2.0	6.0	TOTAL PRIVATE	30.2	30.4	29.1	-0.7	3.8
GOODS PRODUCING	62.5	62.5	55.6	0.0	12.4	GOODS PRODUCING	4.9	5.0	4.5	-2.0	8.9
Natural Resources & Mining	27.7	27.3	23.6	1.5	17.4	Nat. Res., Mining, & Construction	3.3	3.3	2.9	0.0	13.8
Mining	27.6	27.2	23.6	1.5	16.9	Manufacturing	1.6	1.7	1.6	-5.9	0.0
Oil & Gas Extraction	4.2	4.3	4.0	-2.3	5.0	SERVICE PROVIDING	38.2	38.1	37.4	0.3	2.1
Mining Except Oil & Gas	8.7	8.7	7.9	0.0	10.1	Trade, Transportation, & Utilities	9.3	9.3	8.9	0.0	4.5
Coal Mining	5.9	6.0	5.1	-1.7	15.7	Wholesale Trade	0.8	0.8	0.8	0.0	0.0
Support Activities for Mining	14.7	14.2	11.7	3.5	25.6	Retail Trade	5.8	5.8	5.6	0.0	3.6
Support Act. for Oil & Gas	9.8	9.6	8.1	2.1	21.0	Trans, Warehouse, & Utilities	2.7	2.7	2.5	0.0	8.0
Construction	24.3	24.9	22.1	-2.4	10.0	Information	1.0	1.0	1.0	0.0	0.0
Construction of Buildings	5.3	5.1	4.7	3.9	12.8	Financial Activities	2.0	2.0	2.0	0.0	0.0
Heavy & Engineering Constr.	7.7	7.9	6.5	-2.5	18.5	Professional & Business Services	3.6	3.5	3.4	2.9	5.9
Specialty Trade Contractors	11.3	11.9	10.9	-5.0	3.7	Educational & Health Services	3.5	3.5	3.4	0.0	2.9
Manufacturing	10.5	10.3	9.9	1.9	6.1	Leisure & Hospitality	4.2	4.4	4.3	-4.5	-2.3
Durable Goods	5.4	5.4	5.2	0.0	3.8	Other Services	1.7	1.7	1.6	0.0	6.2
Non-Durable Goods	5.1	4.9	4.7	4.1	8.5	TOTAL GOVERNMENT	12.9	12.7	12.8	1.6	0.8
SERVICE PROVIDING	217.1	219.9	211.5	-1.3	2.6	Federal Government	2.5	2.5	2.5	0.0	0.0
Trade, Trans., Warehouse, & Util.	52.9	53.6	50.9	-1.3	3.9	State Government	3.9	3.9	3.8	0.0	2.6
Wholesale Trade	8.4	8.6	7.9	-2.3	6.3	Local Government	6.5	6.3	6.5	3.2	0.0
Merchant Whslsrs., Durable	5.1	5.2	4.8	-1.9	6.3	Local Education	3.5	3.4	3.4	2.9	2.9
Retail Trade	31.0	31.5	30.4	-1.6	2.0	NATRONA COUNTY					
Motor Vehicle & Parts Dealers	4.5	4.6	4.4	-2.2	2.3	TOTAL NONAG. WAGE & SALARY EMPLOYMENT	39.4	39.0	37.8	1.0	4.2
Bldg. Material & Garden Sup.	2.8	2.9	2.6	-3.4	7.7	TOTAL PRIVATE	33.6	33.6	31.9	0.0	5.3
Food & Beverage Stores	4.6	4.6	4.7	0.0	-2.1	GOODS PRODUCING	9.1	9.1	8.0	0.0	13.8
Grocery Stores	3.9	3.9	3.9	0.0	0.0	Natural Resources & Mining	4.5	4.4	3.7	2.3	21.6
Gasoline Stations	4.1	4.1	4.0	0.0	2.5	Construction	2.7	2.8	2.5	-3.6	8.0
General Merchandise Stores	6.1	6.4	6.1	-4.7	0.0	Manufacturing	1.9	1.9	1.8	0.0	5.6
Miscellaneous Store Retailers	1.8	1.9	1.8	-5.3	0.0	SERVICE PROVIDING	30.3	29.9	29.8	1.3	1.7
Transport., Warehouse, & Util.	13.5	13.5	12.6	0.0	7.1	Trade, Transportation, & Utilities	8.7	8.6	8.5	1.2	2.4
Utilities	2.3	2.3	2.3	0.0	0.0	Wholesale Trade	2.5	2.5	2.5	0.0	0.0
Transportation & Warehousing	11.2	11.2	10.3	0.0	8.7	Retail Trade	5.0	4.9	4.9	2.0	2.0
Truck Transportation	4.1	4.1	3.8	0.0	7.9	Transport., Warehouse, & Util.	1.2	1.2	1.1	0.0	9.1
Information	4.2	4.2	4.3	0.0	-2.3	Information	0.6	0.6	0.6	0.0	0.0
Financial Activities	11.1	11.2	10.6	-0.9	4.7	Financial Activities	2.0	2.0	1.9	0.0	5.3
Finance & Insurance	6.9	7.0	6.7	-1.4	3.0	Professional & Business Services	2.9	3.0	2.9	-3.3	0.0
Real Estate & Rental & Leasing	4.2	4.2	3.9	0.0	7.7	Educational & Health Services	4.8	4.8	4.7	0.0	2.1
Professional & Business Services	16.7	17.0	16.0	-1.8	4.4	Leisure & Hospitality	3.7	3.7	3.6	0.0	2.8
Prof., Scientific & Tech. Services	8.6	8.7	8.1	-1.1	6.2	Other Services	1.8	1.8	1.7	0.0	5.9
Architect., Engineering & Rel.	2.5	2.5	2.4	0.0	4.2	TOTAL GOVERNMENT	5.8	5.4	5.9	7.4	-1.7
Mgmt. of Companies & Enterpr.	0.8	0.8	0.8	0.0	0.0	Federal Government	0.6	0.7	0.7	-14.3	-14.3
Admin., Support & Waste Svcs.	7.3	7.5	7.1	-2.7	2.8	State Government	0.7	0.7	0.7	0.0	0.0
Educational & Health Services	22.7	22.5	22.1	0.9	2.7	Local Government	4.5	4.0	4.5	12.5	0.0
Educational	2.4	2.4	2.1	0.0	14.3	Local Education	3.1	2.5	3.0	24.0	3.3
Health Care & Social Assistance	20.3	20.1	20.0	1.0	1.5	Note: 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. Wyoming, Laramie County, and Natrona County are published in cooperation with the Bureau of Labor Statistics.					
Ambulatory Health Care	7.7	7.7	7.5	0.0	2.7	(p) Preliminary. (r) Revised.					
Offices of Physicians	3.1	3.1	3.0	0.0	3.3						
Hospitals	2.9	2.8	2.9	3.6	0.0						
Nursing & Res. Care Facilities	4.5	4.4	4.4	2.3	2.3						
Social Assistance	5.2	5.2	5.2	0.0	0.0						
Leisure & Hospitality	31.8	35.2	31.4	-9.7	1.3						
Arts, Entertainment, & Rec.	2.8	3.2	2.6	-12.5	7.7						
Accommodation & Food Services	29.0	32.0	28.8	-9.4	0.7						
Accommodation	10.6	12.8	10.3	-17.2	2.9						
Food Serv. & Drinking Places	18.4	19.2	18.5	-4.2	-0.5						
Other Services	10.8	10.9	9.7	-0.9	11.3						
Repair & Maintenance	3.6	3.7	3.1	-2.7	16.1						
TOTAL GOVERNMENT	66.9	65.3	66.5	2.5	0.6						
Federal Government	7.3	7.7	7.3	-5.2	0.0						
State Government	15.8	15.3	15.7	3.3	0.6						
State Govt. Education	6.5	6.0	6.7	8.3	-3.0						
Local Government	43.8	42.3	43.5	3.5	0.7						
Local Govt. Education	22.9	21.2	23.0	8.0	-0.4						
Hospitals	6.0	6.0	6.0	0.0	0.0						

Wyoming Nonagricultural Wage and Salary Employment

(Continued)

	Employment in Thousands			Percent Change Total Employment	
	Oct06(p)	Sep06(tr)	Oct05	Sep06	Oct05
				Oct06	Oct06
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	27.1	26.9	24.6	0.7	10.2
TOTAL PRIVATE	23.1	23.1	20.7	0.0	11.6
GOODS PRODUCING	11.9	11.8	10.4	0.8	14.4
Natural Resources & Mining	8.3	8.2	7.0	1.2	18.6
Construction	3.0	3.0	2.8	0.0	7.1
Manufacturing	0.6	0.6	0.6	0.0	0.0
SERVICE PROVIDING	15.2	15.1	14.2	0.7	7.0
Trade, Transport., & Utilities	4.9	4.9	4.5	0.0	8.9
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.6	0.0	16.7
Professional & Bus. Services	1.7	1.8	1.6	-5.6	6.2
Educational & Health Serv.	0.8	0.8	0.8	0.0	0.0
Leisure & Hospitality	2.0	2.0	1.8	0.0	11.1
Other Services	0.9	0.9	0.8	0.0	12.5
TOTAL GOVERNMENT	4.0	3.8	3.9	5.3	2.6
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	25.2	25.2	23.2	0.0	8.6
TOTAL PRIVATE	20.9	21.0	18.9	-0.5	10.6
GOODS PRODUCING	9.7	9.7	8.2	0.0	18.3
Natural Resources & Mining	5.8	5.8	4.9	0.0	18.4
Construction	2.7	2.7	2.1	0.0	28.6
Manufacturing	1.2	1.2	1.2	0.0	0.0
SERVICE PROVIDING	15.5	15.5	15.0	0.0	3.3
Trade, Transport., & Utilities	4.9	4.9	4.7	0.0	4.3
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.8	0.8	0.8	0.0	0.0
Professional & Bus. Services	1.2	1.2	1.0	0.0	20.0
Educational & Health Serv.	0.9	0.9	0.9	0.0	0.0
Leisure & Hospitality	2.5	2.5	2.4	0.0	4.2
Other Services	0.7	0.8	0.7	-12.5	0.0
TOTAL GOVERNMENT	4.3	4.2	4.3	2.4	0.0
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	17.3	19.4	17.1	-10.8	1.2
TOTAL PRIVATE	15.0	17.1	14.9	-12.3	0.7
GOODS PRODUCING	2.9	2.9	2.6	0.0	11.5
Nat. Res., Mining & Const.	2.7	2.7	2.4	0.0	12.5
Manufacturing	0.2	0.2	0.2	0.0	0.0
SERVICE PROVIDING	14.4	16.5	14.5	-12.7	-0.7
Trade, Transport., & Utilities	2.3	2.5	2.4	-8.0	-4.2
Information	0.2	0.2	0.3	0.0	-33.3
Financial Activities	1.0	1.0	0.9	0.0	11.1
Professional & Bus. Services	1.8	1.8	1.7	0.0	5.9
Educational & Health Serv.	0.9	0.9	0.9	0.0	0.0
Leisure & Hospitality	5.4	7.3	5.6	-26.0	-3.6
Other Services	0.5	0.5	0.5	0.0	0.0
TOTAL GOVERNMENT	2.3	2.3	2.2	0.0	4.5

State Unemployment Rates October 2006 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	9.6
Mississippi	6.6
South Carolina	6.6
Michigan	6.1
Alaska	5.7
District of Columbia	5.6
Missouri	5.0
Georgia	4.7
Kentucky	4.7
Ohio	4.7
Indiana	4.6
Texas	4.6
North Carolina	4.5
Oregon	4.5
Arkansas	4.4
Rhode Island	4.4
West Virginia	4.4
Tennessee	4.3
California	4.2
Kansas	4.2
Maine	4.2
Massachusetts	4.2
Washington	4.2
Colorado	4.1
New Mexico	4.1
United States	4.1
Arizona	4.0
Nevada	4.0
New Jersey	4.0
Louisiana	3.9
Pennsylvania	3.9
Wisconsin	3.9
Connecticut	3.8
New York	3.8
Maryland	3.7
Illinois	3.6
Oklahoma	3.6
Delaware	3.3
Minnesota	3.3
Alabama	3.2
Florida	3.1
Iowa	3.1
Montana	3.0
New Hampshire	3.0
Vermont	3.0
South Dakota	2.9
Wyoming	2.8
Virginia	2.7
Nebraska	2.6
Idaho	2.5
North Dakota	2.3
Utah	2.3
Hawaii	2.0

Economic Indicators

by: *Margaret Hiatt, Administrative/Survey Support Specialist*

From September to October, the Consumer Price Index fell by 0.5%, partly because of lower gasoline prices.

	Oct 2006 (p)	Sep 2006 (r)	Oct 2005 (b)	Percent Change Month Year	
Wyoming Total Civilian Labor Force	291,516	292,574	287,088	-0.4	1.5
Unemployed	8,021	8,604	9,249	-6.8	-13.3
Employed	283,495	283,970	277,839	-0.2	2.0
Wyoming Unemp. Rate/Seasonally Adjusted	2.8%/3.3%	2.9%/3.6%	3.2%/3.9%	N/A	N/A
U.S. Unemployment Rate/Seasonally Adjusted	4.1%/4.4%	4.4%/4.6%	4.6%/4.9%	N/A	N/A
U.S. Multiple Jobholders	7,865,000	7,792,000	7,813,000	0.9	0.7
As a percent of all workers	5.4%	5.4%	5.5%	N/A	N/A
U.S. Discouraged Workers	331,000	325,000	392,000	1.8	-15.6
U.S. Part-Time for Economic Reasons	4,010,000	3,735,000	3,915,000	7.4	2.4
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	\$1,240.44	\$1,199.26	\$1,091.87	3.4	13.6
Average Weekly Hours	50.2	49.7	45.8	1.0	9.6
U.S. Mining Hours & Earnings					
Average Weekly Earnings	\$972.90	\$943.40	\$908.98	3.1	7.0
Average Weekly Hours	47.0	46.2	47.0	1.7	0.0
Wyoming Manufacturing Hours & Earnings					
Average Weekly Earnings	\$700.94	\$724.80	\$658.84	-3.3	6.4
Average Weekly Hours	40.8	40.0	40.1	2.0	1.7
U.S. Manufacturing Hours & Earnings					
Average Weekly Earnings	\$701.32	\$700.07	\$688.04	0.2	1.9
Average Weekly Hours	41.4	41.4	41.2	0.0	0.5
Wyoming Unemployment Insurance					
Weeks Compensated	6,416	4,945	6,376	29.7	0.6
Benefits Paid	\$1,655,563	\$1,272,548	\$1,534,772	30.1	7.9
Average Weekly Benefit Payment	\$258.04	\$257.34	\$240.71	0.3	7.2
State Insured Covered Jobs	255,222	257,756	248,696	-1.0	2.6
Insured Unemployment Rate	0.7%	0.6%	0.8%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100) - All Items					
Food & Beverages	201.8	202.9	199.2	-0.5	1.3
Housing	197.5	196.7	192.5	0.4	2.6
Apparel	204.4	205.0	198.4	-0.3	3.0
Transportation	123.3	121.7	122.7	1.3	0.5
Medical Care	174.8	180.6	184.0	-3.2	-5.0
Recreation (Dec. 1997=100)	339.3	338.3	326.2	0.3	4.0
Education & Comm. (Dec. 1997=100)	111.2	111.1	109.9	0.1	1.2
Other Goods & Services	118.5	118.4	115.1	0.1	3.0
Other Goods & Services	324.3	323.3	315.3	0.3	2.9
Producer Prices (1982 to 1984 = 100) - All Commodities	162.0	165.4	166.2	-2.1	-2.5
Wyoming Building Permits (New Privately Owned Housing Units Authorized)					
Total Units	370	297	337	24.6	9.8
Valuation	\$43,386,000	\$56,506,000	\$55,601,000	-23.2	-22.0
Single Family Homes	339	252	250	34.5	35.6
Valuation	\$40,444,000	\$52,634,000	\$49,942,000	-23.2	-19.0
Baker Hughes North American Rotary Rig Count for WY	104	109	85	-4.6	22.4

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

Wyoming County Unemployment Rates

by: Roy Azar, Economist

Unemployment fell from October 2005 to October 2006 in all but one county (Big Horn County's unemployment rate was unchanged at 3.5%).

REGION County	Labor Force			Employed			Unemployed			Unemployment Rates		
	Oct 2006 (p)	Sep 2006 (p)	Oct 2005 (b)	Oct 2006 (p)	Sep 2006 (p)	Oct 2005 (b)	Oct 2006 (p)	Sep 2006 (p)	Oct 2005 (b)	Oct 2006 (p)	Sep 2006 (p)	Oct 2005 (b)
NORTHWEST	44,449	45,695	45,429	43,005	44,139	43,738	1,444	1,556	1,691	3.2	3.4	3.7
Big Horn	5,381	5,418	5,546	5,195	5,215	5,353	186	203	193	3.5	3.7	3.5
Fremont	18,049	18,345	18,364	17,396	17,645	17,620	653	700	744	3.6	3.8	4.1
Hot Springs	2,427	2,449	2,351	2,359	2,371	2,260	68	78	91	2.8	3.2	3.9
Park	14,323	15,216	14,715	13,914	14,782	14,207	409	434	508	2.9	2.9	3.5
Washakie	4,269	4,267	4,453	4,141	4,126	4,298	128	141	155	3.0	3.3	3.5
NORTHEAST	52,311	52,604	50,365	51,131	51,337	48,942	1,180	1,267	1,423	2.3	2.4	2.8
Campbell	25,993	25,918	24,274	25,505	25,379	23,686	488	539	588	1.9	2.1	2.4
Crook	3,491	3,582	3,353	3,409	3,497	3,257	82	85	96	2.3	2.4	2.9
Johnson	3,981	4,071	3,945	3,882	3,969	3,824	99	102	121	2.5	2.5	3.1
Sheridan	15,641	15,765	15,511	15,219	15,324	15,013	422	441	498	2.7	2.8	3.2
Weston	3,205	3,268	3,282	3,116	3,168	3,162	89	100	120	2.8	3.1	3.7
SOUTHWEST	63,726	65,811	61,692	62,191	64,178	59,922	1,535	1,633	1,770	2.4	2.5	2.9
Lincoln	8,155	8,412	8,083	7,921	8,164	7,809	234	248	274	2.9	2.9	3.4
Sublette	5,862	6,075	5,431	5,775	5,985	5,343	87	90	88	1.5	1.5	1.6
Sweetwater	24,400	24,377	23,146	23,853	23,763	22,486	547	614	660	2.2	2.5	2.9
Teton	13,936	15,498	13,720	13,592	15,175	13,311	344	323	409	2.5	2.1	3.0
Uinta	11,373	11,449	11,312	11,050	11,091	10,973	323	358	339	2.8	3.1	3.0
SOUTHEAST	75,139	72,846	74,081	72,796	70,358	71,498	2,343	2,488	2,583	3.1	3.4	3.5
Albany	21,747	19,454	20,476	21,275	18,935	19,943	472	519	533	2.2	2.7	2.6
Goshen	5,940	5,840	6,005	5,758	5,633	5,774	182	207	231	3.1	3.5	3.8
Laramie	42,271	42,233	42,336	40,769	40,667	40,740	1,502	1,566	1,596	3.6	3.7	3.8
Niobrara	1,132	1,150	1,169	1,095	1,116	1,129	37	34	40	3.3	3.0	3.4
Platte	4,049	4,169	4,095	3,899	4,007	3,912	150	162	183	3.7	3.9	4.5
CENTRAL	55,891	55,616	55,522	54,372	53,956	53,740	1,519	1,660	1,782	2.7	3.0	3.2
Carbon	7,839	7,976	7,917	7,591	7,715	7,635	248	261	282	3.2	3.3	3.6
Converse	7,135	7,168	6,980	6,933	6,945	6,756	202	223	224	2.8	3.1	3.2
Natrona	40,917	40,472	40,625	39,848	39,296	39,349	1,069	1,176	1,276	2.6	2.9	3.1
STATEWIDE	291,516	292,574	287,088	283,495	283,970	277,839	8,021	8,604	9,249	2.8	2.9	3.2
Statewide Seasonally Adjusted										3.3	3.6	3.9
U.S.....										4.1	4.4	4.6
U.S. Seasonally Adjusted.....										4.4	4.6	4.9

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/06. Run Date 11/06.

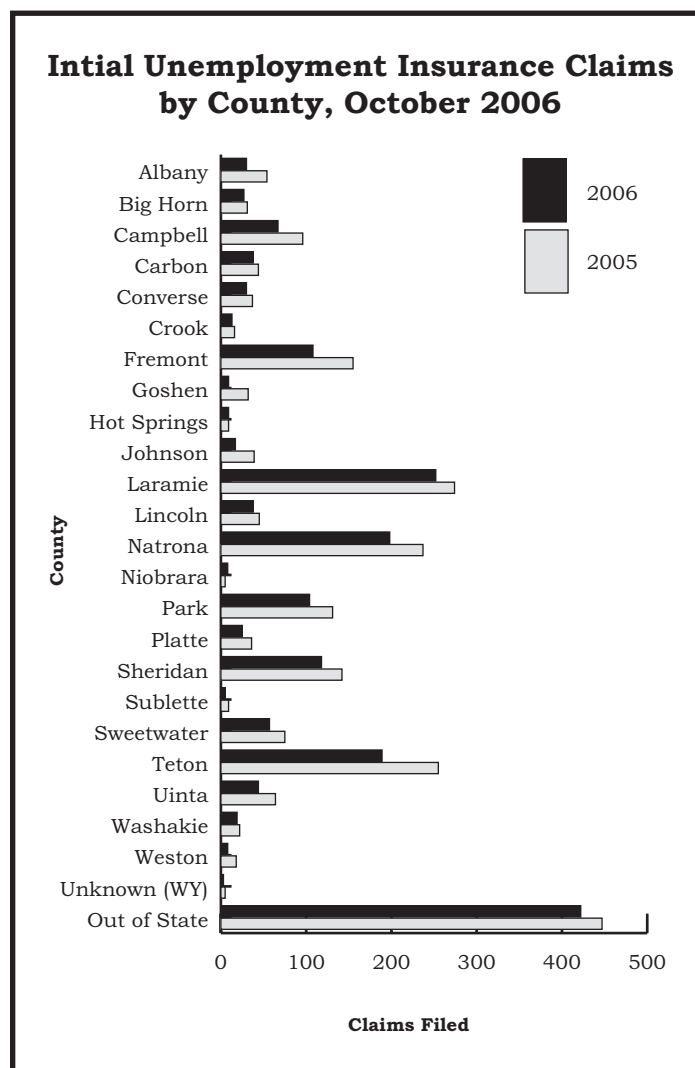
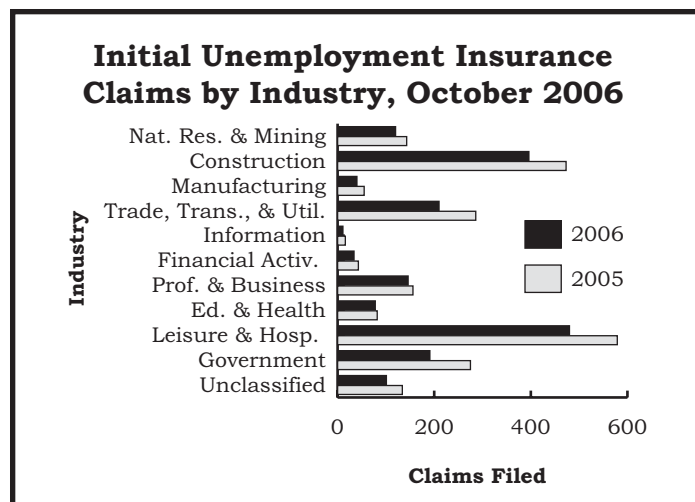
Data are not seasonally adjusted except where otherwise specified.

(p) Preliminary. (b) Benchmarked.

Wyoming Normalized Unemployment Insurance Statistics: Initial Claims

by: Douglas W. Leonard, Senior Research Analyst

Initial claims rose by 85.2% over the month and declined by 19.1% over the year. The over-the-month increase was the second greatest percentage increase for October since 1997.



WYOMING STATEWIDE	Claims Filed		Percent Change		
	Oct06	Sep06	Oct06	Oct05	
TOTAL CLAIMS FILED	1,841	994	85.2	-19.1	
TOTAL GOODS PRODUCING	556	340	671	63.5	-17.1
Natural Resources and Mining	120	84	143	42.9	-16.1
Mining	107	80	133	33.8	-19.5
Oil & Gas Extraction	21	4	13	425.0	61.5
Construction	396	220	473	80.0	-16.3
Manufacturing	40	36	55	11.1	-27.3
TOTAL SERVICE PROVIDING	993	490	1,197	102.7	-17.0
Trade, Trans., Storage, & Util.	210	144	286	45.8	-26.6
Wholesale Trade	25	26	54	-3.8	-53.7
Retail Trade	117	77	155	51.9	-24.5
Trans., Storage, & Utilities	68	41	77	65.9	-11.7
Information	11	9	16	22.2	-31.3
Financial Activities	34	24	43	41.7	-20.9
Professional & Business Serv.	146	93	156	57.0	-6.4
Educational & Health Serv.	78	50	82	56.0	-4.9
Leisure & Hospitality	480	147	579	226.5	-17.1
Other Services	34	23	35	47.8	-2.9
TOTAL GOVERNMENT	191	90	275	112.2	-30.5
Federal Government	111	41	174	170.7	-36.2
State Government	28	16	30	75.0	-6.7
Local Government	52	33	71	57.6	-26.8
Local Education	10	9	15	11.1	-33.3
UNCLASSIFIED	101	74	134	36.5	-24.6

LARAMIE COUNTY					
TOTAL CLAIMS FILED	250	185	269	35.1	-7.1
TOTAL GOODS PRODUCING	100	59	106	69.5	-5.7
Construction	89	56	91	58.9	-2.2
TOTAL SERVICE PROVIDING	119	95	122	25.3	-2.5
Trade, Trans., Storage, & Util.	35	31	36	12.9	-2.8
Financial Activities	9	8	9	12.5	0.0
Professional & Business Serv.	31	23	33	34.8	-6.1
Educational & Health Services	17	12	18	41.7	-5.6
Leisure & Hospitality	19	14	21	35.7	-9.5
TOTAL GOVERNMENT	20	21	26	-4.8	-23.1
UNCLASSIFIED	11	10	15	10.0	-26.7

NATRONA COUNTY					
TOTAL CLAIMS FILED	196	123	235	59.3	-16.6
TOTAL GOODS PRODUCING	91	49	88	85.7	3.4
Construction	67	31	70	116.1	-4.3
TOTAL SERVICE PROVIDING	88	69	124	27.5	-29.0
Trade, Trans., Storage, & Util.	30	20	43	50.0	-30.2
Financial Activities	8	3	4	166.7	100.0
Professional & Business Serv.	22	19	29	15.8	-24.1
Educational & Health Services	16	11	16	45.5	0.0
Leisure & Hospitality	10	10	19	0.0	-47.4
TOTAL GOVERNMENT	12	1	13	1100.0	-7.7
UNCLASSIFIED	5	4	10	25.0	-50.0

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

by: Douglas W. Leonard, Senior Research Analyst

Continued claims rose by 10.5% over the month and declined by 17.4% over the year.

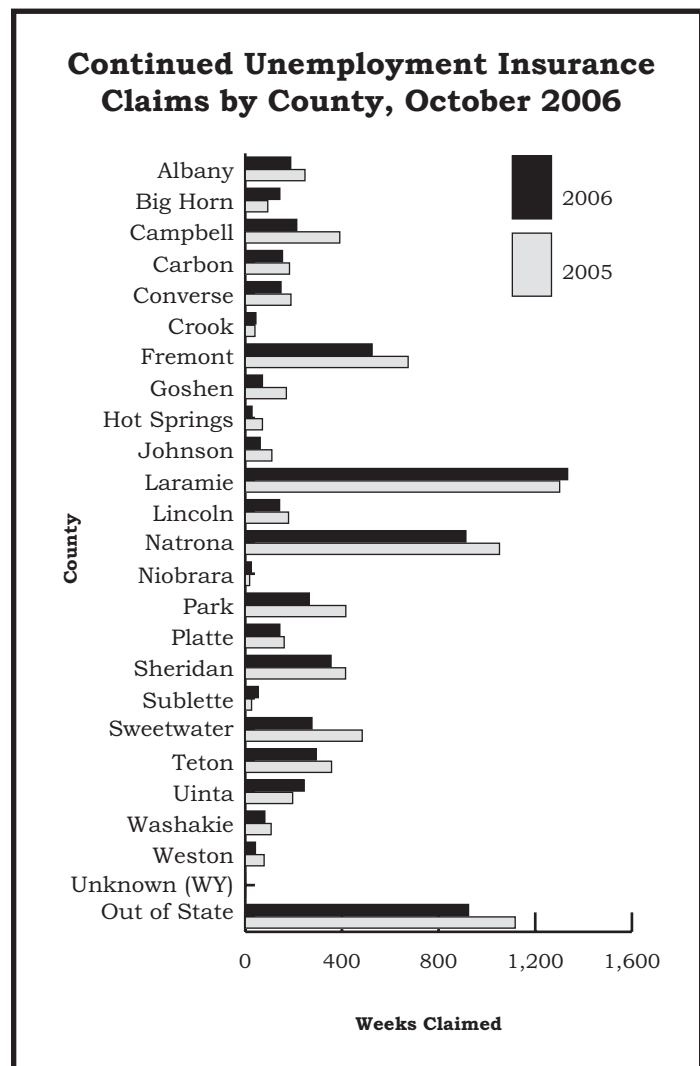
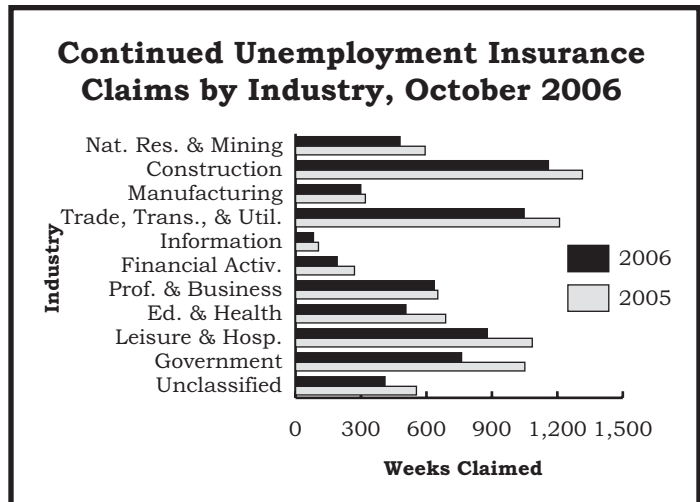
WYOMING STATEWIDE	Percent Change				
	Weeks Claimed			Weeks Claimed	
	Oct06	Sep06	Oct05	Oct06	Oct05
TOTAL WEEKS CLAIMED	6,670	6,038	8,077	10.5	-17.4
TOTAL UNIQUE CLAIMANTS	2,077	1,758	2,568	18.1	-19.1
TOTAL GOODS PRODUCING	1,937	1,769	2,229	9.5	-13.1
Natural Resources and Mining	479	403	594	18.9	-19.4
Mining	413	326	553	26.7	-25.3
Oil & Gas Extraction	34	17	55	100.0	-38.2
Construction	1,159	1,027	1,315	12.9	-11.9
Manufacturing	299	339	320	-11.8	-6.6
TOTAL SERVICE PROVIDING	3,562	3,268	4,243	9.0	-16.0
Trade, Trans., Storage, & Util.	1,048	1,063	1,210	-1.4	-13.4
Wholesale Trade	176	186	170	-5.4	3.5
Retail Trade	635	657	766	-3.3	-17.1
Trans., Storage, & Utilities	237	220	274	7.7	-13.5
Information	82	89	105	-7.9	-21.9
Financial Activities	191	214	270	-10.7	-29.3
Professional & Business Serv.	636	571	652	11.4	-2.5
Educational & Health Serv.	506	567	688	-10.8	-26.5
Leisure & Hospitality	879	505	1,085	74.1	-19.0
Other Services	220	259	233	-15.1	-5.6
TOTAL GOVERNMENT	761	623	1,051	22.2	-27.6
Federal Government	218	115	309	89.6	-29.4
State Government	121	101	191	19.8	-36.6
Local Government	422	407	551	3.7	-23.4
Local Education	133	119	179	11.8	-25.7
UNCLASSIFIED	410	378	554	8.5	-26.0

LARAMIE COUNTY

TOTAL WEEKS CLAIMED	1,332	1,302	1,301	2.3	2.4
TOTAL UNIQUE CLAIMANTS	438	412	434	6.3	0.9
TOTAL GOODS PRODUCING	362	316	290	14.6	24.8
Construction	299	240	238	24.6	25.6
TOTAL SERVICE PROVIDING	792	822	778	24.6	1.8
Trade, Trans., Storage, & Util.	262	294	201	-32.5	30.3
Financial Activities	62	77	70	-19.5	-11.4
Professional & Business Serv.	177	153	164	15.7	7.9
Educational & Health Services	122	129	169	-5.4	-27.8
Leisure & Hospitality	95	99	102	-4.0	-6.9
TOTAL GOVERNMENT	149	139	185	7.2	-19.5
UNCLASSIFIED	29	25	48	16.0	-39.6

NATRONA COUNTY

TOTAL WEEKS CLAIMED	911	906	1,052	0.6	-13.4
TOTAL UNIQUE CLAIMANTS	292	290	359	0.7	-18.7
TOTAL GOODS PRODUCING	233	223	308	4.5	-24.4
Construction	122	114	183	7.0	-33.3
TOTAL SERVICE PROVIDING	592	617	645	-4.1	-8.2
Trade, Trans., Storage, & Util.	212	201	228	5.5	-7.0
Financial Activities	17	17	58	0.0	-70.7
Professional & Business Serv.	140	141	98	-0.7	42.9
Educational & Health Services	83	99	87	-16.2	-4.6
Leisure & Hospitality	98	95	97	3.2	1.0
TOTAL GOVERNMENT	59	49	73	20.4	-19.2
UNCLASSIFIED	27	17	26	58.8	3.8



**Wyoming Department of Employment
Research & Planning
P.O. Box 2760
Casper, WY 82602**

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

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Cheyenne, WY**