

TRENDS

INTRODUCTION FROM THE EDITOR

Methods of Analysis: Using Survey Data and Administrative Data to Explore Similar Ideas

This month's articles, "Wage Change Analysis Among Exiting Wyoming Executive Branch Employees" and "Factors that Influence Job Changing: An Examination of Demographic Differences," both discuss wages in relation to state employees changing jobs. However, each article presents different sets of data and a different method of analysis.

The article "Wage Change Analysis Among Exiting Wyoming Executive Branch Employees" (see page 3) explores wages of workers who left state employment during 2005. "Factors that Influence Job Changing: An Examination of Demographic Differences" (see page 10) discusses various factors that may influence workers' stated intent to leave state employment, as well as factors that could encourage them to stay.

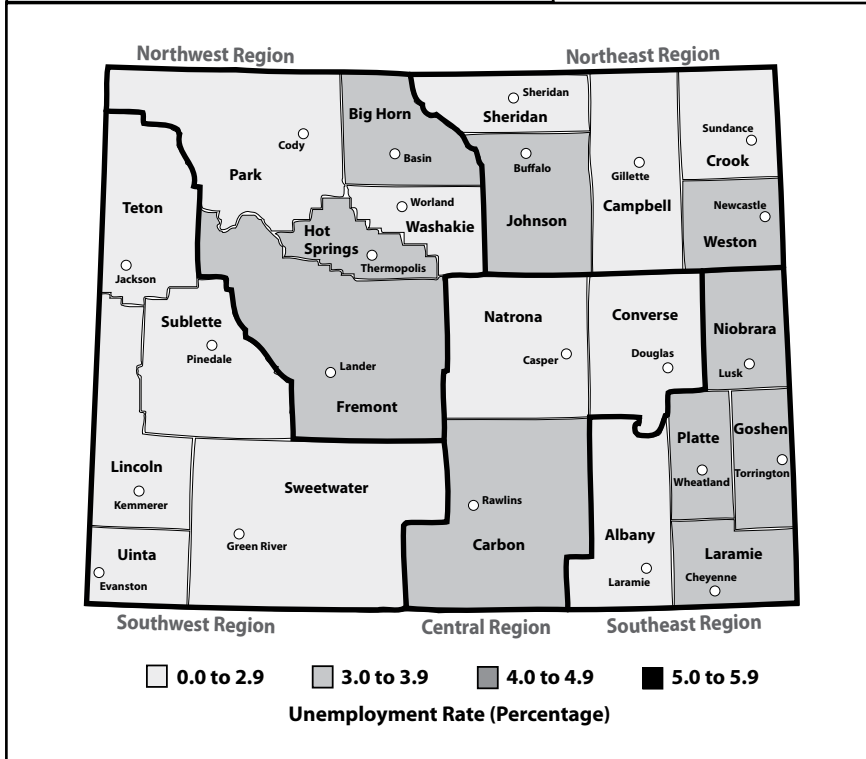
A mail questionnaire sent to Wyoming state employees in 2008 (a precursor to the *2008 Succession Planning Report: A Survey of Employees*, http://doe.state.wy.us/LMI/SPR_08/cover.htm) asked whether they intended to leave their current jobs. Collectively, the questionnaire responses became *survey data*, while subsequently gathered *administrative data* (e.g., employer, industry, wages) could show whether those employees did in fact leave their jobs. Higher wages might have been a factor in an employee's stated intent on the questionnaire to leave a job and, following a job change, administrative data could show if the new job pays higher wages.

These articles are just two examples of what can be done with survey data, administrative data, and various methods of analysis.

HIGHLIGHTS

- The analysis presented here focuses on state employees, but the method is generic and could be applied to any known subgroup of persons appearing in the administrative databases available to Research & Planning. . . . *page 3*
- During summer 2008 Research & Planning conducted a succession planning study on employees in selected Wyoming state departments. The study sought to identify ways the agencies can prepare for the likelihood of a significant proportion of their workforce retiring. . . . *page 10*

Unemployment Rate by Wyoming County, October 2008 (Not Seasonally Adjusted)



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Wyoming Labor Force Trends

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Wage Change Analysis Among Exiting Wyoming Executive Branch Employees

by: Dr. Mark A. Harris, Sociologist

The following analysis examines wage changes among persons who left employment (for any reason) from a Wyoming executive branch agency during calendar year 2005. The analysis presented here focuses on state employees, but the method is generic and could be applied to any known subgroup of persons appearing in the administrative databases available to Research & Planning (R&P). A similar study was conducted previously among nurses (Harris, 2008).

Data and Method

Data used for this study included Unemployment Insurance (UI) wage records for Wyoming and partner research states (i.e., Alaska, Colorado, Idaho, Montana, Nebraska, New Mexico, South Dakota, Texas, and Utah), the Wyoming Quarterly Census of Employment and Wages (QCEW), and the Wyoming Department of Transportation's driver's license database. The UI wage records identified a person's work history and employers, while the QCEW identified the employer's industry and ownership (e.g., private sector, local government, etc.). Driver's license records showed a worker's gender. Calendar year 2005 was the reference period for this study. This period represented the most recent year for which all requisite data were available. The information presented here can be updated on an annual basis as new data become available.

The destination of exit among executive branch employees was determined using methodologies previously developed by Harris (2006). The methodology tracked all

exiters regardless of destination (within one year). Previous studies by R&P (Ellsworth, 2006) established that many employees who exited from executive branch employers obtained subsequent employment with another state agency. In relation to wages, this method captured the total quarterly wage data only when a consecutive three-quarter continuous employment relationship with both the prior and subsequent

Results in Brief

- A total of 2,098 employees exited from executive branch employment during 2005, with 1,527 (72.8%) found working at another job within one year.
- Among males, the top private sector work destinations were natural resources & mining, construction, and professional & business services.
- For females, the top private sector work destinations were health services, retail trade, and professional & business services.
- The private sector appeared to substantially reward male exiters with increased average quarterly pay while government destinations did not.
- Overall, female exiters experienced wage decreases in the private sector but showed increases among local and state government destinations and partner research states.

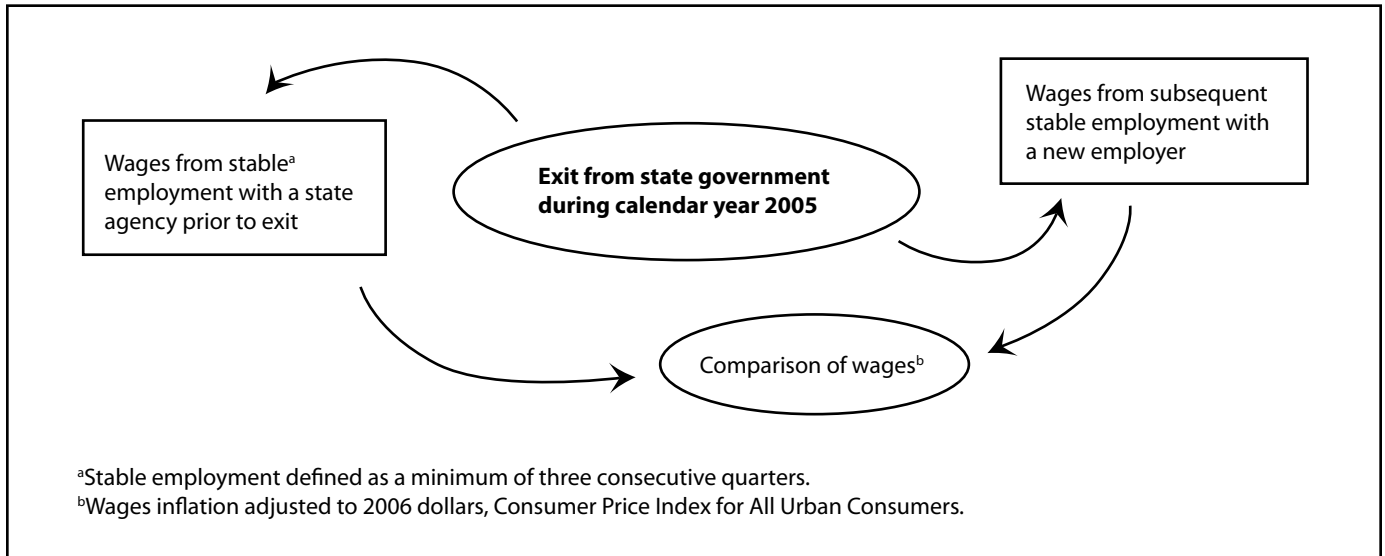


Figure 1: Wage Change Analysis for Employees Who Exited from Executive Branch Employment During Calendar Year 2005

employer existed.¹ This procedure eliminated exiters who were temporarily employed in the executive branch prior to leaving or who had not yet obtained stable employment with a new employer. Additionally, both prior and subsequent wages were inflation adjusted to 2006 dollars, using the Consumer Price Index for All Urban Consumers, to make them comparable over time. The average quarterly wage used here did not factor in differences in the number of hours worked and did not distinguish types of pay (e.g., overtime, longevity, etc.). Figure 1 provides a visual description of the basic model.

Results

There were 2,098 employee exits from Wyoming's executive branch employers in calendar year 2005 (see Table 1, page 5). Some exiters were found working within one year of exit while others were not. The table shows the destination as determined by administrative records, the gender of the exiter when known, and the percentage of

the respective column totals. Some data were removed to protect confidentiality. Among 1,527 exiters found working after exiting from an executive branch agency, 805 (38.4% of total exiters) were located in Wyoming's private sector and 541 (25.8% of total exiters) were working in local or state government, while 181 (8.6% of total exiters) were found working in a partner research state. Additionally, 571 (27.2% of total exiters) could not be located in the administrative records available to R&P.²

Among a total of 1,000 males, 413 (41.3% of total males) were found working in Wyoming's private sector after leaving employment in the executive branch (see Figure 2, page 6). The top three private sector work destinations were natural resources & mining (63, or 6.3% of total males), construction (59, or 5.9% of total

²The *not found* category included individuals who retired or otherwise withdrew from the labor market, as well as employees not covered by Wyoming Unemployment Insurance. It also included persons who were working but for whom R&P did not have administrative data (e.g., self-employed persons and persons working in states, such as California, where no data sharing agreement exists).

¹See Glover (2001) for a full description of the continuous employment calculation methodology.

Table 1: Employment Destination of Executive Branch Employee Exits During Calendar Year 2005

Destination of Exit	Male Exitters	Male Exitters %	Female Exitters	Female Exitters %	Unknown Gender	Unknown Gender %	Total Exitters	Grand Total %
Construction	59	5.9%	10	1.0%	ND	ND	69	3.3%
Educational Services	ND	ND	ND	ND	ND	ND	ND	ND
Financial Activities	21	2.1%	17	1.7%	ND	ND	38	1.8%
Health Services	28	2.8%	94	9.7%	ND	ND	123	5.9%
Information	ND	ND	ND	ND	ND	ND	ND	ND
Leisure & Hospitality	42	4.2%	55	5.7%	ND	ND	100	4.8%
Manufacturing	23	2.3%	11	1.1%	ND	ND	34	1.6%
Natural Resources & Mining	63	6.3%	13	1.3%	ND	ND	77	3.7%
Other Services	18	1.8%	21	2.2%	ND	ND	41	2.0%
Professional & Business Services	56	5.6%	63	6.5%	ND	ND	120	5.7%
Retail Trade	52	5.2%	70	7.2%	ND	ND	123	5.9%
Wholesale Trade, Transportation, & Utilities	41	4.1%	13	1.3%	ND	ND	54	2.6%
Wyoming Private Sector Total	413	41.3%	382	39.3%	10	7.9%	805	38.4%
Local Government	100	10.0%	126	13.0%	3	2.4%	229	10.9%
State Government	144	14.4%	154	15.8%	14	11.1%	312	14.9%
Wyoming Government Total	244	24.4%	280	28.8%	17	13.5%	541	25.8%
Partner Research State ^a	78	7.8%	59	6.1%	44	34.9%	181	8.6%
Total Found Working	735	73.5%	721	74.2%	71	56.3%	1,527	72.8%
Presumed Retirement ^b	68	6.8%	44	4.5%	0	0.0%	112	5.3%
Resident Not Found Working	189	18.9%	199	20.5%	6	4.8%	394	18.8%
Nonresident Not Found Working	8	0.8%	8	0.8%	49	38.9%	65	3.1%
Total Not Found Working	265	26.5%	251	25.8%	55	43.7%	571	27.2%
Grand Total	1,000	100.0%	972	100.0%	126	100.0%	2,098	100.0%

ND: Not disclosable due to confidentiality of information.

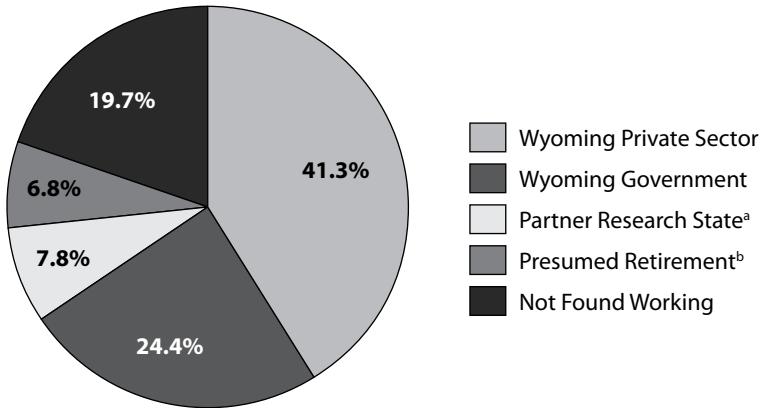
^aIncludes Alaska, Colorado, Idaho, Montana, Nebraska, New Mexico, South Dakota, Texas, and Utah.

^bResidents who were 62 or older at the time of exit.

males), and professional & business services (56, or 5.6% of total males). Outside the private sector, 244 male exitters (24.4% of total males) were found working in government, concentrating more heavily in state (144, or 14.4% of total males) than local ownerships (100, or 10.0% of total males). Additionally, 78 (7.8% of total males) were subsequently found working in a partner research state.

Of 972 total female exitters, approximately an equal percentage of female exitters (39.3%, or 382) were found working in Wyoming's private sector compared to

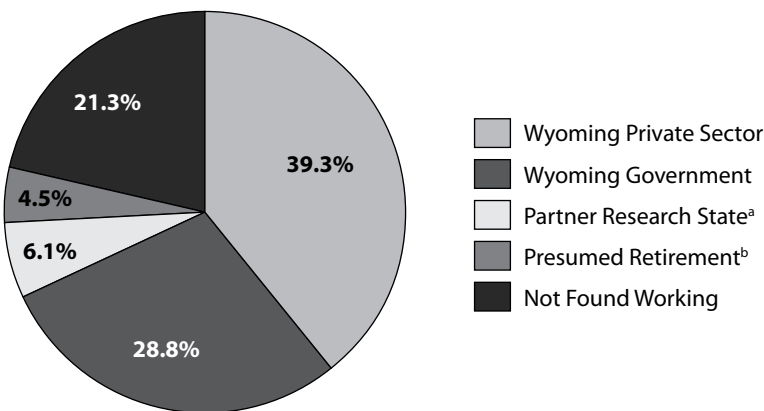
males (see Figure 3, page 6). However, the employment distribution of female exitters among private industry sectors was different than for male exitters. Health services was the top private sector work destination among females (94, or 9.7% of total females). Retail trade was next with 70 female exitters (7.2% of total females) and professional & business services was the third top private sector destination with 63 female exitters (6.5% of total females). As with males, state government had more female exitters than local government (154 versus 126, respectively). Fifty-nine females (6.1% of total females) were found working in a



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

^bResidents who were 62 or older at the time of exit.

Figure 2: Employment Destination of Executive Branch Male Employee Exits During Calendar Year 2005



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

^bResidents who were 62 or older at the time of exit.

Figure 3: Employment Destination of Executive Branch Female Employee Exits During Calendar Year 2005

partner research state after exiting from employment in the executive branch.

Of the total 735 male exiters subsequently found working, 299 (40.7%) met

the continuous employment criteria for inclusion in the wage analysis (see Table 2, page 7). Overall, these 299 male exiters had a 17.7% increase in average quarterly wages

after exiting from executive branch employment (\$9,125 to \$10,743). Male exiters who left state government for Wyoming's private sector had a 41.4% increase in average quarterly wages (\$8,418 to \$11,900).

However, there were substantial differences among industries. Among private sector destinations, educational services and leisure & hospitality had too few cases for display due to confidentiality limitations.

In 8 of the remaining 10 private sector destinations, males had an increase in wages; in 5 of those industries, males had a wage increase of more than 50% (see Figure 4, page 8). Financial activities and natural resources & mining had the largest increases in average quarterly wages (133.4% and 127.3%, respectively). Other services had the next largest increase (84.1%). Male exiters with subsequent employment in health services and retail trade experienced decreases in average quarterly wages (-49.8% and -39.2%, respectively).

Male exiters subsequently employed in government showed a decrease in quarterly wages for both local and state ownerships (-8.4% and -1.2%, respectively). Average quarterly wages were largely

Table 2: Wage Change Analysis for Executive Branch Male Employee Exits During Calendar Year 2005

Destination of Exit	Exits from Continuous Employment ^a	Total Wages ^b		Mean Quarterly Wage Change		
		Prior Executive Branch Job	Destination Job	Prior Average Quarterly Wage	Subsequent Average Quarterly Wage	Percentage Difference
Construction	16	\$138,710	\$171,397	\$8,669	\$10,712	23.6%
Educational Services	ND	ND	ND	ND	ND	ND
Financial Activities	12	\$75,707	\$176,663	\$6,309	\$14,722	133.4%
Health Services	16	\$165,727	\$83,155	\$10,358	\$5,197	-49.8%
Information	6	\$51,314	\$81,231	\$8,552	\$13,539	58.3%
Leisure & Hospitality	ND	ND	ND	ND	ND	ND
Manufacturing	10	\$82,126	\$105,209	\$8,213	\$10,521	28.1%
Natural Resources & Mining	30	\$239,260	\$543,799	\$7,975	\$18,127	127.3%
Other Services	4	\$11,400	\$20,982	\$2,850	\$5,246	84.1%
Professional & Business Services	22	\$196,288	\$330,046	\$8,922	\$15,002	68.1%
Retail Trade	10	\$106,700	\$64,879	\$10,670	\$6,488	-39.2%
Wholesale Trade, Transportation, & Utilities	25	\$212,127	\$226,902	\$8,485	\$9,076	7.0%
Wyoming Private Sector Total	152	\$1,279,519	\$1,808,730	\$8,418	\$11,900	41.4%
Local Government	45	\$453,527	\$415,607	\$10,078	\$9,236	-8.4%
State Government	67	\$677,652	\$669,531	\$10,114	\$9,993	-1.2%
Wyoming Government Total	112	\$1,131,179	\$1,085,138	\$10,100	\$9,689	-4.1%
Partner Research State ^c	35	\$317,539	\$318,194	\$9,073	\$9,091	0.2%
Total Found Working	299	\$2,728,237	\$3,212,062	\$9,125	\$10,743	17.7%

ND: Not disclosable due to confidentiality of information.

^aContinuous employment is defined as employment in the current, prior, and subsequent quarters.

^bWages inflation adjusted to 2006 dollars, Consumer Price Index for All Urban Consumers.

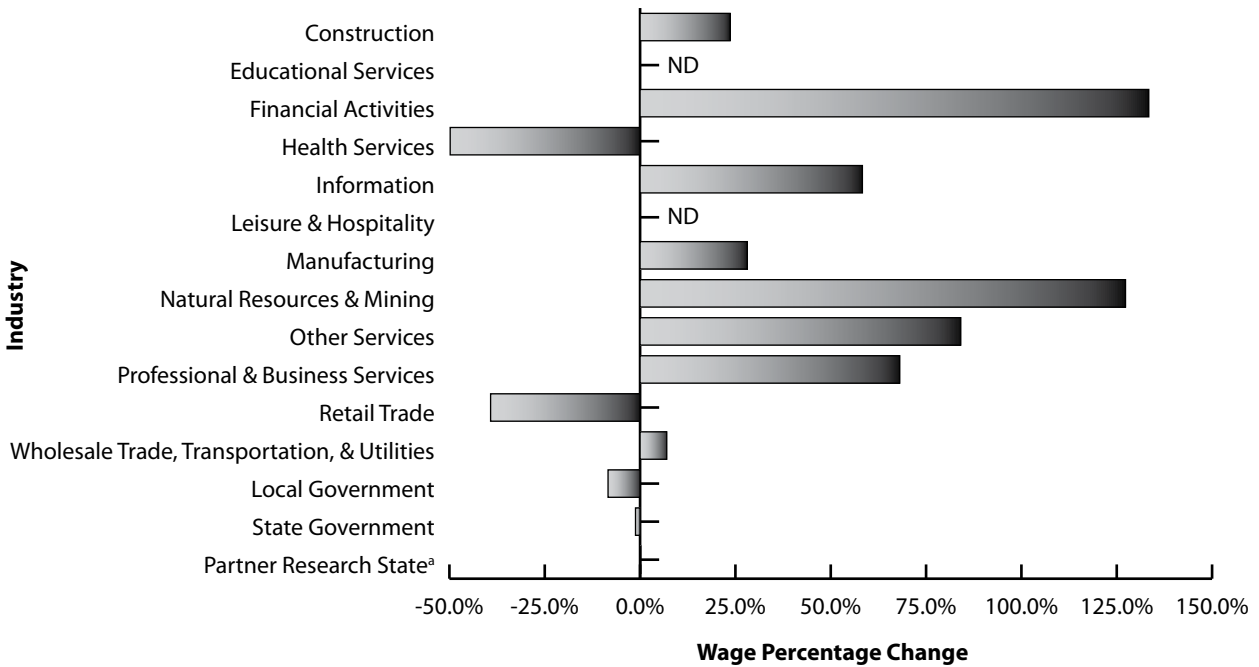
^cIncludes Alaska, Colorado, Idaho, Montana, Nebraska, New Mexico, South Dakota, Texas, and Utah.

unchanged for male exiters subsequently employed in a partner research state (0.2%).

As shown in Table 3 (see page 9), a slightly higher percentage of female exiters met the criteria for inclusion in the wage change analysis (332 of 721, or 46.0%). Overall, these 332 female exiters had a 7.0% increase in average quarterly wages subsequent to exiting from an executive branch agency (\$7,457 to \$7,978). Female exiters who left state government for Wyoming's private sector had an overall 4.1% decrease in average quarterly wages (\$7,051 to \$6,761). Among private sector destinations for female exiters, construction and educational services had too few cases

to display due to confidentiality limitations. Females in 4 of the remaining 10 private sector destinations had a decrease in subsequent quarterly wages (i.e., health services, leisure & hospitality, professional & business services, and retail trade). The largest gains in subsequent average quarterly wages for female exiters employed in the private sector were found in natural resources & mining (89.0%), financial activities (56.6%), and other services (51.6%).

Female exiters subsequently employed in government had an increase in quarterly wages for both local and state ownerships (21.2% and 9.6%, respectively). Female exiters subsequently working in



ND: Not disclosable due to confidentiality of information.

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

Figure 4: Wage Percentage Change for Executive Branch Male Employee Exits During Calendar Year 2005

a partner research state experienced a 13.2% increase in average quarterly wages.

Observations

On the whole, both male and female exiters experienced an average quarterly wage increase after leaving employment with an executive branch agency. The private sector appeared to substantially reward male exiters with increased average quarterly pay while government destinations did not. Partner research states destinations appeared largely neutral in relation to pay for males. Overall, female exiters experienced wage decreases in the private sector but had increases among local and state government destinations and partner research states.

Not all exits from executive branch employment are made with the apparent intent of obtaining higher wages. Relocation to a new area following a spousal employment change may mean difficulty in finding replacement employment at similar or better wages. Additionally, not all job changes resulting in lower wages are necessarily bad (e.g., partial retirement, greater freedom, less stress, new opportunities for growth, etc.). These are issues deserving further research.

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Table 3: Wage Change Analysis for Executive Branch Female Employee Exits During Calendar Year 2005

Destination of Exit	Exits from Continuous Employment ^a	Total Wages ^b		Mean Quarterly Wage Change		
		Prior Executive Branch Job	Destination Job	Prior Average Quarterly Wage	Subsequent Average Quarterly Wage	Percentage Difference
Construction	ND	ND	ND	ND	ND	ND
Educational Services	ND	ND	ND	ND	ND	ND
Financial Activities	6	\$30,191	\$47,271	\$5,032	\$7,879	56.6%
Health Services	41	\$310,159	\$307,991	\$7,565	\$7,512	-0.7%
Information	6	\$56,386	\$56,842	\$9,398	\$9,474	0.8%
Leisure & Hospitality	10	\$73,862	\$45,777	\$7,386	\$4,578	-38.0%
Manufacturing	3	\$21,251	\$24,574	\$7,084	\$8,191	15.6%
Natural Resources & Mining	4	\$19,183	\$36,254	\$4,796	\$9,064	89.0%
Other Services	11	\$62,334	\$94,504	\$5,667	\$8,591	51.6%
Professional & Business Services	22	\$171,214	\$147,028	\$7,782	\$6,683	-14.1%
Retail Trade	24	\$151,058	\$104,832	\$6,294	\$4,368	-30.6%
Wholesale Trade, Transportation, & Utilities	4	\$23,839	\$25,218	\$5,960	\$6,305	5.8%
Wyoming Private Sector Total	134	\$944,900	\$906,020	\$7,051	\$6,761	-4.1%
Local Government	71	\$483,980	\$586,432	\$6,817	\$8,260	21.2%
State Government	96	\$784,201	\$859,217	\$8,169	\$8,950	9.6%
Wyoming Government Total	167	\$1,268,181	\$1,445,649	\$7,594	\$8,657	14.0%
Partner Research State ^c	31	\$262,529	\$297,064	\$8,469	\$9,583	13.2%
Total Found Working	332	\$2,475,610	\$2,648,733	\$7,457	\$7,978	7.0%

ND: Not disclosable due to confidentiality of information.

^aContinuous employment is defined as employment in the current, prior, and subsequent quarters.

^bWages inflation adjusted to 2006 dollars, Consumer Price Index for All Urban Consumers.

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

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Harris, M. A. (2006, December). Where do they come from and where do they go: Wyoming employers compete for

Factors that Influence Job Changing: An Examination of Demographic Differences

by: Lisa Knapp, Research Analyst

During summer 2008 Research & Planning conducted a succession planning study of employees in the Wyoming Department of Family Services (DFS), the Wyoming Department of Employment (DOE), and the Wyoming Department of Workforce Services (DWS). The study sought to identify ways the agencies can prepare for the likelihood of a significant proportion of their workforce retiring. This can be accomplished in several ways, including identifying factors affecting the likelihood of job change, identifying ways to entice retirees back into the workforce, and training other employees to fill positions vacated by retirees.

The publication produced from this study, *2008 Succession Planning Report: A Survey of Employees* (Ellsworth & Szuch, 2008), analyzed factors by agency in order to pinpoint possible differences in job satisfaction and employees' intent to leave. However, because demographic differences such as gender and age can have varying effects on job satisfaction and job leaving, it is also important to analyze responses by these categories in order to understand workplace dynamics separate from place of work. Job leaving, or turnover, has a number of negative effects on a workplace, including increased costs to fill open positions, lower employee morale, and decreased customer satisfaction. This article will identify differences in selected factors that may influence employees' stated intent to change jobs by age and gender. As discussed later in this analysis, results indicate that the most important factors in job changing, especially for younger workers, are those that improve the employee's financial well-being, such as higher wages,

more opportunities for job advancement, and increased access to education and training.

Methodology

Beginning in May 2008, Research & Planning sent questionnaires pertaining to various aspects of job satisfaction and future work plans to employees of DFS, DOE, and DWS. One of the questions on this survey instrument was, "Even if you do not have definite plans for leaving your department, which of the following factors, if offered by a different employer, would lead you to take a job somewhere else?" Responses to this question included higher wages, better benefits, opportunities for advancement, and flexible scheduling. The question was intended to pinpoint factors that employees found important in their decision to change jobs, particularly if they were not planning to retire in the following 12 months. Employees may not actually leave because of any of these factors, but their answers provide insight into areas that could be improved, either among the agencies or at the state level, to increase tenure and job satisfaction.

This analysis contains a series of tables comparing the answers of employees by age or gender for the job-change factors. The tables include the number (N) and percentage (%) of workers who chose that option. The tables also include a number labeled *frequency missing*, which indicates nonresponse. This is the number of people who either did not answer that particular question or skipped that question based on instructions from a previous question. For example, a question on the survey asked respondents if they had previously retired

from a state government position. If they answered yes, they were instructed to skip forward to another section rather than answer any more questions related to job satisfaction. To see more detail about the survey process for this project as well as response rates and copies of the survey instrument, go to http://doe.state.wy.us/LMI/SPR_08/cover.htm.

Response rates are important in research because the greater the percentage of responses received, coupled with an even response across age and gender groups, the more the results may be generalized to the population under study. Mailed questionnaires typically result in a response rate of 50% to 80% (Dillman, 1978). Overall, 75.5% (986; see Table 1) of employees in the three agencies of interest returned usable copies of the succession planning questionnaire. By agency, 71.2% (545) of DFS employees, 81.1% (245) of DOE employees, and 82.0% (196) of DWS employees responded. As the following discussion details, because the demographic makeup of the employees in these three agencies differs significantly from that of all state government and all industries in Wyoming,

Table 1: Response by Department, 2008

		Department			Total
		DFS	DOE	DWS	
Responded	N	545	245	196	986
	Column Percentage	71.2%	81.1%	82.0%	75.5%
Did Not Respond	N	220	57	43	320
	Column Percentage	28.8%	18.9%	18.0%	24.5%
Total	N	765	302	239	1,306
	Column Percentage	100.0%	100.0%	100.0%	100.0%

Table 2: Gender for Wyoming Workers in All Industries and Total Government, 2007

Gender	Number	Percentage	Number (Gender Known)	Percentage (Gender Known)
All Industries				
Female	133,554	35.9%	133,554	46.4%
Male	153,993	41.4%	153,993	53.6%
Gender Not Known	84,375	22.7%		
Total	371,922	100.0%	287,547	100.0%
Total Government				
Female	10,258	44.5%	10,258	46.9%
Male	11,613	50.4%	11,613	53.1%
Gender Not Known	1,175	5.1%		
Total	23,046	100.0%	21,871	100.0%

Note: Persons working at any time during the year.
 Source: Jones, S.D. (2007). *Earnings by age, gender & industry, 1994-2007*, <http://doe.state.wy.us/LMI/wfdemog/govt07.htm>

these results may be generalized only to the agencies surveyed.

During 2007, more than one-fifth (22.7%; see Table 2) of workers in all private and public industries within the state were nonresidents whose gender was not known. Because nonresidents were far less likely to be employed in state government (5.1%), they were set aside for purposes of this discussion. Among the remainder of workers in all industries, 46.4% were

women and 53.6% were men. Similarly, in total government, 46.9% were women and 53.1% were men. In comparison, 76.8% (see Table 3, page 12) of survey respondents in DFS, DOE, and DWS were women and only 23.2% were men.

With nonresidents removed (see Table 4, page 12), 40.6% of workers in all industries were younger than age 35, 41.4% were between 35 and 54, and only 17.9% were age 55 and older. Workers in total government

Table 3: Survey Respondents by Gender and Department, 2008

Gender		Department			Total
		DFS	DOE	DWS	
Female	N	439	176	141	756
	Column Percentage	80.6%	72.1%	71.9%	76.8%
Male	N	106	68	55	229
	Column Percentage	19.4%	27.9%	28.1%	23.2%
Total	N	545	244	196	985
	Column Percentage	100.0%	100.0%	100.0%	100.0%

Table 4: Age Groups for Wyoming Workers in All Industries and Total Government, 2007

Age	Number	Percentage	Number (Age Known)	Percentage (Age Known)
All Industries				
<35	116,851	31.4%	116,851	40.6%
35-54	119,058	32.0%	119,058	41.4%
55+	51,576	13.9%	51,576	17.9%
Age Not Known	84,437	22.7%		
Total	371,922	100.0%	287,485	100.0%
Total Government				
<35	6,354	27.6%	6,354	29.1%
35-54	10,462	45.4%	10,462	47.8%
55+	5,055	21.9%	5,055	23.1%
Age Not Known	1,175	5.1%		
Total	23,046	100.0%	21,871	100.0%

Note: Persons working at any time during the year. Percentages may not sum to 100.0% due to rounding.

Age not known are those with a birth date less than 12 years prior to the year of work.

Source: Jones, S.D. (2007). *Earnings by age, gender & industry, 1994-2007*, <http://doe.state.wy.us/LMI/wfdemog/total07.htm>

Table 5: Survey Respondents by Age and Department, 2008

Age		Department			Total
		DFS	DOE	DWS	
<35	N	111	34	21	166
	Row Percentage	66.9%	20.5%	12.7%	100.0%
	Column Percentage	20.4%	13.9%	10.8%	16.9%
35-54	N	290	129	102	521
	Row Percentage	55.7%	24.8%	19.6%	100.0%
	Column Percentage	53.2%	52.7%	52.3%	52.9%
55+	N	144	82	72	298
	Row Percentage	48.3%	27.5%	24.2%	100.0%
	Column Percentage	26.4%	33.5%	36.9%	30.3%
Total	N	545	245	195	985
	Row Percentage	55.3%	24.9%	19.8%	100.0%
	Column Percentage	100.0%	100.0%	100.0%	100.0%

Note: Percentages may not sum to 100.0% due to rounding.

were also comparatively young, with 29.1% younger than 35, 47.8% between 35 and 54, and 23.1% age 55 or older. However, within DFS, DOE, and DWS, only 16.9% (see Table 5) of respondents were younger than 35, while more than half (52.9%) were between age 35 and 54 and nearly a third (30.3%) were age 55 or older. Overall, the employees in these agencies were older than the state's workforce as a whole at the time of the study.

To identify differences among demographic groups in the factors that would influence their decision to change jobs, the chi-square statistic was used. The chi-square statistic helps to determine whether the distributions of categorical variables differ from each other. It is essentially the measure of distance between the observed and expected responses. In this case, we expected the responses from the individual agencies to look the same as the total from all three. This statistic is used to calculate a p-value, or probability, which tells us if these differences are statistically significant. Any p-value that is less than or equal to 0.05 is considered statistically significant, indicating that there is a statistically real difference that is not due to chance.

This is important as it may give agency heads insight into issues that are specific to their own departments, which, if altered, may increase employee satisfaction and tenure.

Analysis

Several factors showed statistically significant differences among the three age categories. As shown in Table 6 ($p \leq 0.0001$), an offer of higher wages appeared to be more important to younger workers than older workers. Nearly all employees younger than age 35 (94.3%) indicated they would consider changing jobs if offered higher wages. In comparison, only 74.7% of those older than age 55 indicated that this factor would influence their decision to change jobs. The results were similar when the data were analyzed by age and gender ($p = 0.0001$; see Table 7, and $p = 0.0001$; see Table 8, page 14). A slightly greater proportion of males (96.6%) than females (93.8%) in the younger than age 35 category marked higher wages as a reason for deciding to change jobs. However, a smaller percentage of male employees (70.8%) than females (76.0%) age 55 and older chose this factor.

Table 6: Survey Category Wages, All Respondents by Age

Q34a: If offered by a different employer, I would take a job somewhere else for higher wages.	Age			Total
	<35	35-54	55+	
Checked	148	428	186	762
Cell Chi-Square	1.8534	0.1612	2.7186	
Percentage	16.4%	47.4%	20.6%	84.3%
Column Percentage	94.3%	86.0%	74.7%	
Not Checked	9	70	63	142
Cell Chi-Square	9.946	0.865	14.588	
Percentage	1.0%	7.7%	7.0%	15.7%
Column Percentage	5.7%	14.1%	25.3%	
Total	157	498	249	904
Percentage	17.4%	55.1%	27.5%	100.0%

Frequency Missing = 67

$p \leq 0.0001$

Note: Percentages may not sum to 100.0% due to rounding.

Table 7: Survey Category Wages, Male Respondents by Age

Q34a: If offered by a different employer, I would take a job somewhere else for higher wages.	Age			Total
	<35	35-54	55+	
Checked	28	101	46	175
Cell Chi-Square	0.3919	0.4668	1.7083	
Percentage	13.7%	49.5%	22.6%	85.8%
Column Percentage	96.6%	91.8%	70.8%	
Not Checked	1	9	19	29
Cell Chi-Square	2.3651	2.8172	10.309	
Percentage	0.5%	4.4%	9.3%	14.2%
Column Percentage	3.5%	8.2%	29.2%	
Total	29	110	65	204
Percentage	14.2%	53.9%	31.9%	100.0%

Frequency Missing = 21

$p = 0.0001$

Note: Percentages may not sum to 100.0% due to rounding.

Increased opportunities for career advancement was another factor that showed statistically significant differences among age groups ($p \leq 0.0001$; see Table 9, page 14). Overall, the proportion of employees younger than age 35 who

chose this factor was nearly double (66.9%) that of employees age 55 or older who chose this option (35.7%). As with wages, this factor was also statistically significant when analyzed separately by age and gender ($p = 0.0005$; see Table 10,

Table 8: Survey Category Wages, Female Respondents by Age

Q34a: If offered by a different employer, I would take a job somewhere else for higher wages.	Age			Total
	<35	35-54	55+	
Checked	120	327	139	586
Cell Chi-Square	1.5013	0.0091	1.3547	
Percentage	17.2%	46.8%	19.9%	83.8%
Column Percentage	93.8%	84.3%	76.0%	
Not Checked	8	61	44	113
Cell Chi-Square	7.7853	0.0474	7.0252	
Percentage	1.1%	8.7%	6.3%	16.2%
Column Percentage	6.3%	15.7%	24.0%	
Total	128	388	183	699
Percentage	18.3%	55.5%	26.2%	100.0%

Frequency Missing = 46

p=0.0001

Note: Percentages may not sum to 100.0% due to rounding.

Table 9: Survey Category Increased Advancement Opportunities, All Respondents by Age

Q34i: If offered by a different employer, I would take a job somewhere else for more opportunities for advancement.	Age			Total
	<35	35-54	55+	
Checked	105	262	89	456
Cell Chi-Square	8.4086	0.464	10.666	
Percentage	11.6%	29.0%	9.9%	50.4%
Column Percentage	66.9%	52.6%	35.7%	
Not Checked	52	236	160	448
Cell Chi-Square	8.5587	0.4723	10.857	
Percentage	5.8%	26.1%	17.7%	49.6%
Column Percentage	33.1%	47.4%	64.3%	
Total	157	498	249	904
Percentage	17.4%	55.1%	27.5%	100.0%

Frequency Missing = 67

p≤0.0001

page 15, and $p \leq 0.0001$; see Table 11, page 15). A greater proportion of male employees younger than age 35 (75.9%) indicated they would change jobs for advancement opportunities than did female employees in that age group (64.8%). Approximately half of male (46.4%) and

female (54.4%) employees between age 35 and 54 chose this option, along with only approximately one-third of both male (32.3%) and female (37.2%) employees age 55 or older.

Increased access to training and educational

opportunities also had statistical significance when analyzed by age and gender ($p=0.0002$; see Table 12, page 16). As with wages and advancement opportunities, access to education and training was more important to younger workers (45.2%) than to those age 35 to 54 (36.1%) or 55 and older (25.7%). This factor was not statistically significant for male employees ($p=0.0575$; see Table 13, page 16) but was for female employees ($p=0.0038$; see Table 14, page 17).

Finally, increased recognition showed statistically significant differences among age categories ($p=0.031$; see Table 15, page 17). A greater proportion of employees younger than age 35 chose this factor as one that would influence their decision to change jobs (31.9%) compared to employees age 35 to 54 (22.5%) and age 55 and older (21.3%). There were no statistically significant differences for this variable when analyzed by gender and age (see Tables 16 and 17, page 18).

Discussion

Turnover is very costly to an employer, not only monetarily but also in terms

of the effect it has on employee morale and customer satisfaction. Some studies have estimated that the cost of replacing an employee can be \$50,000 or more due to such things as advertising and recruiting, lost productivity, and time spent on training a new employee (Abbasi & Hollman, 2000). There are other costs as well, especially within DFS, DOE, and DWS. It takes time for new employees to gain knowledge about systems and procedures. In addition, the public may not obtain the level of benefits or care to which they are entitled, and receiving these benefits may take more time than it would if the employee had more experience.

Turnover also increases the burden on other employees in the agency, potentially causing them to pick up extra work while a position is being filled. Past research (Knapp, 2008a) on workplace satisfaction within DFS, DOE, and DWS has shown that some employees already feel overworked. Extra work added to an already full load may increase dissatisfaction. Because of these effects, it may be prudent for employers to identify the causes of workplace satisfaction and try to improve it.

Table 10: Survey Category Increased Advancement Opportunities, Male Respondents by Age

Q34i: If offered by a different employer, I would take a job somewhere else for more opportunities for advancement.

	Age			Total
	<35	35-54	55+	
Checked	22	51	21	94
Cell Chi-Square	5.5828	0.0019	2.675	
Percentage	10.8%	25.0%	10.3%	46.1%
Column Percentage	75.9%	46.4%	32.3%	
Not Checked	7	59	44	110
Cell Chi-Square	4.7708	0.0017	2.2859	
Percentage	3.4%	28.9%	21.6%	53.9%
Column Percentage	24.1%	53.6%	67.7%	
Total	29	110	65	204
Percentage	14.2%	53.9%	31.9%	100.0%

Frequency Missing = 21 p=0.0005

Table 11: Survey Category Increased Advancement Opportunities, Female Respondents by Age

Q34i: If offered by a different employer, I would take a job somewhere else for more opportunities for advancement.

	Age			Total
	<35	35-54	55+	
Checked	83	211	68	362
Cell Chi-Square	4.2127	0.5038	7.563	
Percentage	11.9%	30.2%	9.7%	51.8%
Column Percentage	64.8%	54.4%	37.2%	
Not Checked	45	177	115	337
Cell Chi-Square	4.5253	0.5412	8.1241	
Percentage	6.4%	25.3%	16.5%	48.2%
Column Percentage	35.2%	45.6%	62.8%	
Total	128	388	183	699
Percentage	18.3%	55.5%	26.2%	100.0%

Frequency Missing = 46 p≤0.0001

Turnover is often affected by workplace satisfaction. If employees are dissatisfied with some aspect of their work environment, they are more apt to seek employment elsewhere. Many things have an effect on job satisfaction, such as management attitudes and workplace recognition,

as well as compensation. As the preceding analysis has shown, these appear to be important factors to employee-stated intent to leave among DFS, DOE, and DWS employees, particularly among younger employees.

Overall, the factors

Table 12: Survey Category Educational Opportunities, All Respondents by Age

Q34c: If offered by a different employer, I would take a job somewhere else for training opportunities or education.	Age			Total
	<35	35-54	55+	
Checked	71	180	64	315
Cell Chi-Square	4.8525	0.2413	5.9727	
Percentage	7.9%	19.9%	7.1%	34.9%
Column Percentage	45.2%	36.1%	25.7%	
Not Checked	86	318	185	589
Cell Chi-Square	2.5952	0.1291	3.1942	
Percentage	9.5%	35.2%	20.5%	65.2%
Column Percentage	54.8%	63.9%	74.3%	
Total	157	498	249	904
Percentage	17.4%	55.1%	27.5%	100.0%

Frequency Missing = 67

p=0.0002

Note: Percentages may not sum to 100.0% due to rounding.

Table 13: Survey Category Educational Opportunities, Male Respondents by Age

Q34c: If offered by a different employer, I would take a job somewhere else for training opportunities or education.	Age			Total
	<35	35-54	55+	
Checked	11	37	12	60
Cell Chi-Square	0.7156	0.6675	2.65	
Percentage	5.4%	18.1%	5.9%	29.4%
Column Percentage	37.9%	33.6%	18.5%	
Not Checked	18	73	53	144
Cell Chi-Square	0.2982	0.2781	1.1041	
Percentage	8.8%	35.8%	26.0%	70.6%
Column Percentage	62.1%	66.4%	81.5%	
Total	29	110	65	204
Percentage	14.2%	53.9%	31.9%	100.0%

Frequency Missing = 21

p=0.0575

that showed statistically significant differences did so for the youngest age group. Wages, advancement opportunities, and education were found to be more important to this group than to the older age groups. These three factors may be more important to younger workers because

they are ways to improve one's financial well-being. Younger workers generally start in entry-level jobs. Changing jobs for an increase in wages has an obvious effect on a worker's financial status, but changing jobs for increased access to education and training opportunities may

also improve a worker's chances for advancement. For this, however, advancement opportunities must be available. The perceived lack of these advancement opportunities within the state government system was a common theme among respondents to the succession planning questionnaire (see http://doe.state.wy.us/LMI/SPR_08/cover.htm). It should be noted, though, that increased access to training opportunities was only statistically significant to female employees when analyzed by age, so it may be that training opportunities hold a greater level of appeal for female employees in these agencies.

Employees in the younger age group were also more likely to feel that more recognition for their work would encourage them not to change jobs. Recent research indicates that this is a trait typical to Generation X employees as a whole. In fact, one of the top complaints of employees in this generation is that there is a "lack of consistent feedback or recognition when it's due" (O'Bannon, 2001, p. 95).

Several factors did not show statistically significant differences when analyzed by age and

gender, including benefits, better staffing, flexible scheduling, increased autonomy, and more respect from management (to see the statistical outputs for these variables, go to http://doe.state.wy.us/LMI/SPR_08/appB.htm). This does not mean the factors were not important in the process of deciding to change jobs; rather, they were not more important to any one age group or gender. For example, although better staffing did not show statistically significant results for any one age group or gender, future research may find that there are statistically significant differences among departments as to the influence this factor has on the likelihood an employee would decide to change jobs.

Only workers in the youngest age group showed statistically significant results for any of the questionnaire factors regarding influence on a decision to change jobs. However, part of the goal of succession planning is to retain older workers who have experience and greater job knowledge. While not statistically significant, a large proportion of employees age 55 and older in DFS, DOE, and DWS also chose wages,

Table 14: Survey Category Educational Opportunities, Female Respondents by Age

Q34c: If offered by a different employer, I would take a job somewhere else for training opportunities or education.	Age			Total
	<35	35-54	55+	
Checked	60	143	52	255
Cell Chi-Square	3.7909	0.015	3.2632	
Percentage	8.6%	20.5%	7.4%	36.5%
Column Percentage	46.9%	36.9%	28.4%	
Not Checked	68	245	131	444
Cell Chi-Square	2.1772	0.0086	1.8741	
Percentage	9.7%	35.1%	18.7%	63.5%
Column Percentage	53.1%	63.1%	71.6%	
Total	128	388	183	699
Percentage	18.3%	55.5%	26.2%	100.0%

Frequency Missing = 46 p=0.0038

Table 15: Survey Category Increased Recognition, All Respondents by Age

Q34e: If offered by a different employer, I would take a job somewhere else for more recognition.	Age			Total
	<35	35-54	55+	
Checked	50	112	53	215
Cell Chi-Square	4.2926	0.3502	0.6533	
Percentage	5.5%	12.4%	5.9%	23.8%
Column Percentage	31.9%	22.5%	21.3%	
Not Checked	107	386	196	689
Cell Chi-Square	1.3395	0.1093	0.2039	
Percentage	11.8%	42.7%	21.7%	76.2%
Column Percentage	68.2%	77.5%	78.7%	
Total	157	498	249	904
Percentage	17.4%	55.1%	27.5%	100.0%

Frequency Missing = 67 p=0.031

Note: Percentages may not sum to 100.0% due to rounding.

advancement opportunities, and recognition as factors that would influence their decision to leave. Past research conducted on nurses found that older nurses most often indicated that they would leave their jobs for retirement (Harris & Jones, 2008); this is possibly the case with

state workers as well. If so, retention efforts for workers in the oldest age group should focus on what might entice the worker to return to work post-retirement. Analysis of the succession planning data has already shown that employees were most interested in part-time work after

Table 16: Survey Category Increased Recognition, Male Respondents by Age

Q34e: If offered by a different employer, I would take a job somewhere else for more recognition.	Age			Total
	<35	35-54	55+	
Checked	7	19	11	37
Cell Chi-Square	0.5757	0.0453	0.0528	
Percentage	3.4%	9.3%	5.4%	18.1%
Column Percentage	24.1%	17.3%	16.9%	
Not Checked	22	91	54	167
Cell Chi-Square	0.1276	0.01	0.0117	
Percentage	10.8%	44.6%	26.5%	81.9%
Column Percentage	75.9%	82.7%	83.1%	
Total	29	110	65	204
Percentage	14.2%	53.9%	31.9%	100.0%

Frequency Missing = 21

p=0.6626

Table 17: Survey Category Increased Recognition, Female Respondents by Age

Q34e: If offered by a different employer, I would take a job somewhere else for more recognition.	Age			Total
	<35	35-54	55+	
Checked	43	93	42	178
Cell Chi-Square	3.3214	0.3409	0.4542	
Percentage	6.2%	13.3%	6.0%	25.5%
Column Percentage	33.6%	24.0%	23.0%	
Not Checked	85	295	141	521
Cell Chi-Square	1.1348	0.1165	0.1552	
Percentage	12.2%	42.2%	20.2%	74.5%
Column Percentage	66.4%	76.0%	77.1%	
Total	128	388	183	699
Percentage	18.3%	55.5%	26.2%	100.0%

Frequency Missing = 46

p=0.0632

Note: Percentages may not sum to 100.0% due to rounding.

retirement (Knapp, 2008b); consequently, programs that involve job sharing or shortened work weeks may be viable options. This is an area for future research.

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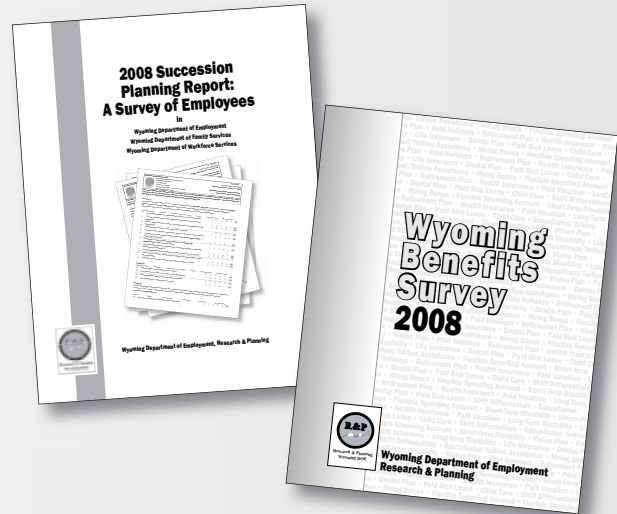
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New Reports Available Online: Succession Planning, Wyoming Benefits Survey, Nurse Employment in Wyoming

Research & Planning's newest online publications are the *2008 Succession Planning Report: A Survey of Employees and Wyoming Benefits Survey 2008*. Within each report are detailed methodology, survey results, implications of the data, and avenues for future research. Also available online is the latest update to *The NEW Report: Nurse Employment in Wyoming (NEW), Second Quarter 2006 Through Second Quarter 2008*.



Succession Planning

The *2008 Succession Planning Report* includes:

- Purpose of the study
- Agencies and employees involved
- Selected findings
- Demographics
- Factor and logistic analysis
- Demographic and market challenges
- Turnover
- Occupations of concern
- Tips on report use

HTML format: http://doe.state.wy.us/LMI/SPR_08/cover.htm

PDF format: http://doe.state.wy.us/LMI/Succession_Planning_2008.pdf

Benefits Survey

Wyoming Benefits Survey 2008 includes:

- Response rates and methodology
- Benefits by employer size
- Types of benefits (e.g., health insurance, retirement plans, child care)
- Benefits for full- and part-time employees
- Employer and employee contributions

HTML format: http://doe.state.wy.us/LMI/benefits_2008/cover.htm

PDF format: http://doe.state.wy.us/LMI/benefits_2008/benefits_2008.pdf

Nurse Employment in Wyoming

The NEW Report: Nurse Employment in Wyoming (NEW), Second Quarter 2006 Through Second Quarter 2008 includes tables and figures on nurse employment detailed by:

- Industry
- Wages
- Age
- License type
- Workers' compensation claims
- Tenure
- County

Also updated are tables for Powell Valley Healthcare. Data for Campbell County Memorial Hospital are a new addition.

HTML format: <http://doe.state.wy.us/LMI/dashboard/toc.htm>

Employer Seminars Continue in 2009

Running a business can be a daunting task. Fortunately, there is help for employers. The Wyoming Department of Employment is sponsoring the 2009 Employer Seminars, coming to a town near you. The seminars provide information about workers' compensation, the state mine inspector's office, unemployment insurance, workplace safety, labor standards, and labor market information. Upcoming seminars are scheduled for Cody (April 22), Jackson (May 20), Evanston (June 25), and Sheridan (September 17). Register online at <http://doe.state.wy.us/employerseminars>.

Wyoming Unemployment Unchanged at 3.3% in October 2008

by: David Bullard, Senior Economist

Wyoming's seasonally adjusted unemployment rate remained unchanged at 3.3% in October. In contrast, the U.S. unemployment rate increased from 6.1% in September to 6.5% in October (its highest level in 14 years). U.S. employment fell by 1.2 million jobs (0.9%) from October 2007 to October 2008 while Wyoming job growth continued at a healthy pace (up 9,500 jobs, or 3.2%, from a year earlier).

From September to October Wyoming employment fell by 2,400 jobs (0.8%). This level of decrease is consistent with normal seasonal patterns. Seasonal job gains in manufacturing (300 jobs, or 3.0%) and government (including public schools, colleges, and hospitals; 1,200 jobs, or 1.7%) were more than offset by seasonal job losses in construction (-400 jobs, or -1.4%), retail trade (-300 jobs, or -0.9%), and leisure & hospitality (-3,300 jobs, or -8.9%).

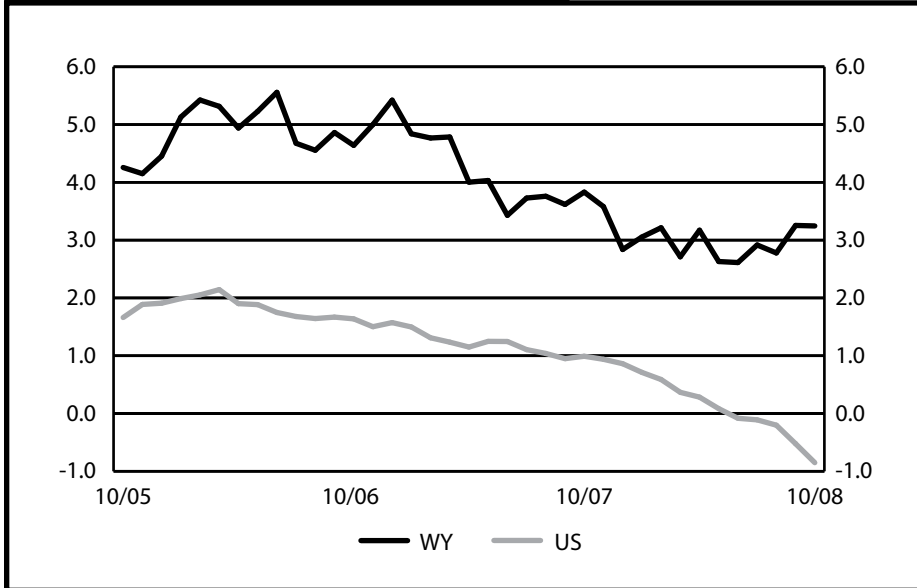
Over the year Wyoming added 9,500 jobs (3.2%). Growth was seen in almost every sector. The most rapid growth

occurred in natural resources & mining (1,700 jobs, or 6.1%) and other services (800 jobs, or 7.0%). Solid job gains were seen in retail trade (500 jobs, or 1.6%), professional & business services (600 jobs, or 3.2%), educational & health services (1,000 jobs, or 4.3%), leisure & hospitality (1,200 jobs, or 3.7%), and government (including public schools, colleges, and hospitals; 2,600 jobs, or 3.8%). Manufacturing employment fell by 100 jobs (1.0%) and transportation, warehousing, & utilities was unchanged from a year earlier.

County unemployment rates remained quite low in October. Platte County posted the highest unemployment rate (3.7%), followed by Niobrara County (3.6%) and Fremont and Laramie counties (both 3.4%). Compared to a year earlier, unemployment rates increased in all but one county (Niobrara). The lowest unemployment rates were found in Sublette (1.5%), Campbell (1.8%), Sweetwater (2.2%), and Albany (2.2%) counties.



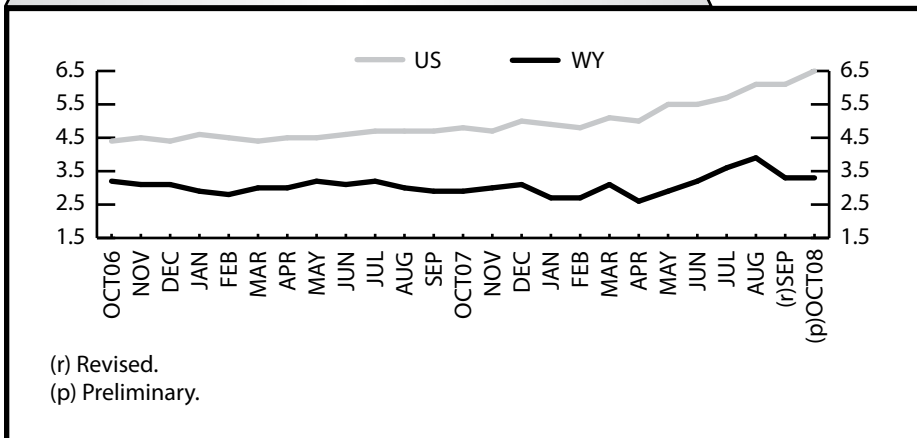
**Nonagricultural Employment Growth
(Percentage Change Over Previous Year)**



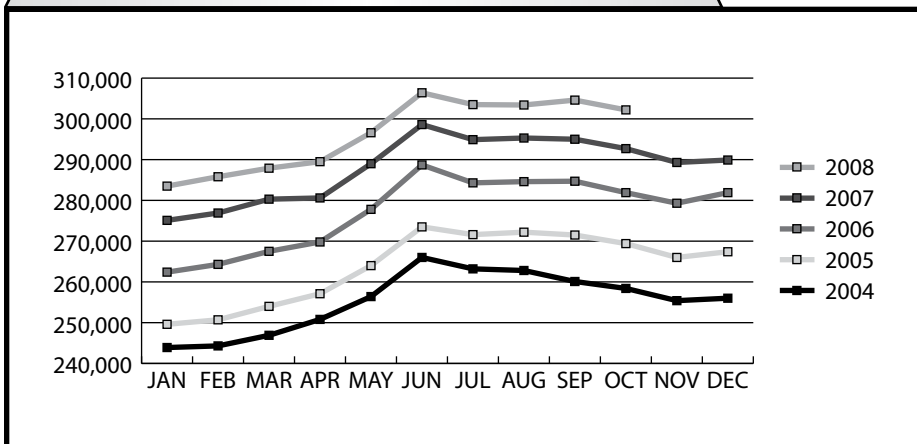
**State Unemployment Rates
October 2008
(Seasonally Adjusted)**

State	Unemp. Rate
Puerto Rico	12.0
Michigan	9.3
Rhode Island	9.3
California	8.2
South Carolina	8.0
Nevada	7.6
Alaska	7.4
District of Columbia	7.4
Illinois	7.3
Ohio	7.3
Oregon	7.3
Mississippi	7.2
Florida	7.0
Georgia	7.0
North Carolina	7.0
Tennessee	7.0
Kentucky	6.8
Connecticut	6.5
Missouri	6.5
United States	6.5
Indiana	6.4
Washington	6.3
Arizona	6.1
Minnesota	6.0
New Jersey	6.0
Pennsylvania	5.8
Colorado	5.7
Maine	5.7
New York	5.7
Alabama	5.6
Texas	5.6
Louisiana	5.5
Massachusetts	5.5
Arkansas	5.4
Delaware	5.4
Idaho	5.3
Vermont	5.2
Wisconsin	5.1
Maryland	5.0
Kansas	4.9
Montana	4.8
West Virginia	4.7
Hawaii	4.5
Iowa	4.4
New Mexico	4.4
Virginia	4.4
Oklahoma	4.3
New Hampshire	4.1
Nebraska	3.6
Utah	3.5
North Dakota	3.4
South Dakota	3.3
Wyoming	3.3

Seasonally Adjusted Unemployment Rate (Percentage)



Wyoming Nonagricultural Wage and Salary Employment



Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

Wyoming job growth continued at a healthy pace: up 9,500 jobs (3.2%) from a year earlier.

WYOMING STATEWIDE	Employment in Thousands		Percentage Change Total Employment			LARAMIE COUNTY	Employment in Thousands		Percentage Change Total Employment		
	Oct08(p)	Sep08(r)	Oct07	Oct08	Oct08		Oct08(p)	Sep08(r)	Oct07	Oct08	Oct08
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	302.2	304.6	292.7	-0.8	3.2	TOTAL NONAG. WAGE & SALARY EMPLOYMENT	45.5	45.0	44.8	1.1	1.6
TOTAL PRIVATE	230.9	234.5	224.0	-1.5	3.1	TOTAL PRIVATE	31.9	31.6	31.4	0.9	1.6
GOODS PRODUCING	68.4	68.6	66.4	-0.3	3.0	GOODS PRODUCING	4.9	4.9	4.9	0.0	0.0
Natural Resources & Mining	29.5	29.6	27.8	-0.3	6.1	Natural Res., Mining, & Construction	3.2	3.2	3.3	0.0	-3.0
Mining	29.5	29.5	27.7	0.0	6.5	Manufacturing	1.7	1.7	1.6	0.0	6.2
Oil & Gas Extraction	4.6	4.8	4.4	-4.2	4.5	SERVICE PROVIDING	40.6	40.1	39.9	1.2	1.8
Mining Except Oil & Gas	9.9	9.9	9.2	0.0	7.6	Trade, Transportation, & Utilities	10.0	9.9	10.1	1.0	-1.0
Coal Mining	6.9	6.9	6.3	0.0	9.5	Wholesale Trade	0.9	0.9	0.8	0.0	12.5
Support Activities for Mining	15.0	14.8	14.1	1.4	6.4	Retail Trade	5.8	5.7	5.8	1.8	0.0
Support Act. for Oil & Gas	10.7	10.6	10.2	0.9	4.9	Trans., Warehousing, & Utilities	3.3	3.3	3.5	0.0	-5.7
Construction	28.6	29.0	28.2	-1.4	1.4	Information	1.0	1.0	1.0	0.0	0.0
Construction of Buildings	4.8	4.9	4.9	-2.0	-2.0	Financial Activities	2.2	2.2	2.0	0.0	10.0
Heavy & Engineering Constr.	9.6	9.9	9.9	-3.0	-3.0	Professional & Business Services	3.6	3.5	3.5	2.9	2.9
Specialty Trade Contractors	14.2	14.2	13.4	0.0	6.0	Educational & Health Services	3.9	3.9	3.8	0.0	2.6
Manufacturing	10.3	10.0	10.4	3.0	-1.0	Leisure & Hospitality	4.6	4.6	4.5	0.0	2.2
Durable Goods	5.2	5.2	5.3	0.0	-1.9	Other Services	1.7	1.6	1.6	6.2	6.2
Nondurable Goods	5.0	4.8	5.1	4.2	-2.0	TOTAL GOVERNMENT	13.6	13.4	13.4	1.5	1.5
SERVICE PROVIDING	233.8	236.0	226.3	-0.9	3.3	Federal Government	2.6	2.5	2.5	4.0	4.0
Trade, Trans., Warehousing, & Util.	56.6	57.0	55.7	-0.7	1.6	State Government	4.1	4.1	4.0	0.0	2.5
Wholesale Trade	9.1	9.1	8.7	0.0	4.6	Local Government	6.9	6.8	6.9	1.5	0.0
Merchant Wholesalers, Durable	6.0	5.9	5.4	1.7	11.1	Local Education	3.6	3.5	3.6	2.9	0.0
Retail Trade	32.5	32.8	32.0	-0.9	1.6	NATRONA COUNTY					
Motor Vehicle & Parts Dealers	4.7	4.8	4.7	-2.1	0.0	TOTAL NONAG. WAGE & SALARY EMPLOYMENT					
Food & Beverage Stores	4.7	4.7	4.7	0.0	0.0	TOTAL PRIVATE					
Grocery Stores	4.0	4.0	3.9	0.0	2.6	GOODS PRODUCING					
Gasoline Stations	4.0	4.2	4.1	-4.8	-2.4	Natural Resources & Mining					
General Merchandise Stores	6.8	6.7	6.7	1.5	1.5	Construction					
Miscellaneous Store Retailers	2.0	2.0	1.9	0.0	5.3	Manufacturing					
Trans., Warehousing, & Utilities	15.0	15.1	15.0	-0.7	0.0	SERVICE PROVIDING					
Utilities	2.6	2.6	2.5	0.0	4.0	Trade, Transportation, & Utilities					
Transportation & Warehousing	12.4	12.5	12.5	-0.8	-0.8	Wholesale Trade					
Truck Transportation	4.6	4.6	4.4	0.0	4.5	Retail Trade					
Information	4.1	4.0	4.0	2.5	2.5	Trans., Warehousing, & Utilities					
Financial Activities	11.8	11.8	11.5	0.0	2.6	Information					
Finance & Insurance	7.2	7.2	7.0	0.0	2.9	Financial Activities					
Real Estate & Rental & Leasing	4.6	4.6	4.5	0.0	2.2	Professional & Business Services					
Professional & Business Services	19.5	19.5	18.9	0.0	3.2	Educational & Health Services					
Prof., Scientific, & Tech. Services	10.1	9.9	9.5	2.0	6.3	Leisure & Hospitality					
Architect., Engineering, & Rel.	3.1	3.1	2.9	0.0	6.9	Other Services					
Mgmt. of Companies & Enterprises	0.9	0.9	0.9	0.0	0.0	TOTAL GOVERNMENT					
Admin., Support, & Waste Services	8.5	8.7	8.5	-2.3	0.0	Federal Government					
Educational & Health Services	24.4	24.3	23.4	0.4	4.3	State Government					
Educational Services	2.4	2.3	2.3	4.3	4.3	Local Government					
Health Care & Social Assistance	22.0	22.0	21.1	0.0	4.3	Local Education					
Ambulatory Health Care	8.2	8.2	7.9	0.0	3.8						
Offices of Physicians	3.1	3.1	3.2	0.0	-3.1						
Hospitals	3.3	3.3	3.0	0.0	10.0						
Nursing & Res. Care Facilities	4.4	4.4	4.5	0.0	-2.2						
Social Assistance	6.1	6.1	5.7	0.0	7.0						
Leisure & Hospitality	33.9	37.2	32.7	-8.9	3.7						
Arts, Entertainment, & Recreation	2.9	3.3	2.8	-12.1	3.6						
Accommodation & Food Services	31.0	33.9	29.9	-8.6	3.7						
Accommodation	11.4	13.7	10.9	-16.8	4.6						
Food Services & Drinking Places	19.6	20.2	19.0	-3.0	3.2						
Other Services	12.2	12.1	11.4	0.8	7.0						
Repair & Maintenance	4.1	4.1	3.9	0.0	5.1						
TOTAL GOVERNMENT	71.3	70.1	68.7	1.7	3.8						
Federal Government	7.4	7.7	7.3	-3.9	1.4						
State Government	16.5	16.5	15.8	0.0	4.4						
State Government Education	7.4	7.3	6.7	1.4	10.4						
Local Government	47.4	45.9	45.6	3.3	3.9						
Local Government Education	25.0	23.2	23.7	7.8	5.5						
Hospitals	6.6	6.5	6.2	1.5	6.5						

Federal Funding Cuts Lead to Discontinuation of MSA Employment Statistics

Effective with the release of January 2008 data on March 11, 2008, the Bureau of Labor Statistics (BLS) discontinued publication of all nonfarm employment series for 65 small metropolitan areas. In Wyoming, this funding cut affects the Casper metropolitan statistical area (MSA) and Natrona County. These cutbacks are due to a reduction in BLS funding from the 2008 Consolidated Appropriations Act enacted on December 26, 2007. For more details, see <http://www.bls.gov/sae/msareductions.htm>.

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 that includes the 12th of the month. Self-employed, domestic services, and personnel of the armed forces are excluded. Data are not seasonally adjusted. Wyoming and Laramie County are published in cooperation with the Bureau of Labor Statistics.

(p) Preliminary. (r) Revised.

Wyoming Nonagricultural Wage and Salary Employment

(Continued)

	Employment in Thousands			Percentage Change Total Employment	
	Oct08	Sep08	Oct07	Sep08	Oct07
				Oct08	Oct08
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	30.0	29.9	28.4	0.3	5.6
TOTAL PRIVATE	25.7	25.7	24.2	0.0	6.2
GOODS PRODUCING	13.1	13.1	12.2	0.0	7.4
Natural Resources & Mining	8.3	8.4	7.8	-1.2	6.4
Construction	4.1	4.1	3.7	0.0	10.8
Manufacturing	0.7	0.6	0.7	16.7	0.0
SERVICE PROVIDING	16.9	16.8	16.2	0.6	4.3
Trade, Transportation, & Utilities	5.6	5.6	5.4	0.0	3.7
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.8	0.8	0.7	0.0	14.3
Professional & Business Services	2.0	2.0	1.8	0.0	11.1
Educational & Health Services	1.0	1.0	0.9	0.0	11.1
Leisure & Hospitality	1.9	1.9	1.9	0.0	0.0
Other Services	1.1	1.1	1.1	0.0	0.0
TOTAL GOVERNMENT	4.3	4.2	4.2	2.4	2.4
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	26.5	26.4	25.3	0.4	4.7
TOTAL PRIVATE	22.0	22.0	20.8	0.0	5.8
GOODS PRODUCING	10.0	10.0	8.9	0.0	12.4
Natural Resources & Mining	6.0	6.0	5.5	0.0	9.1
Construction	2.7	2.7	2.1	0.0	28.6
Manufacturing	1.3	1.3	1.3	0.0	0.0
SERVICE PROVIDING	16.5	16.4	16.4	0.6	0.6
Trade, Transportation, & Utilities	5.4	5.4	5.2	0.0	3.8
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.9	0.9	0.9	0.0	0.0
Professional & Business Services	1.3	1.3	1.3	0.0	0.0
Educational & Health Services	1.0	0.9	0.9	11.1	11.1
Leisure & Hospitality	2.4	2.5	2.5	-4.0	-4.0
Other Services	0.8	0.8	0.9	0.0	-11.1
TOTAL GOVERNMENT	4.5	4.4	4.5	2.3	0.0
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	18.7	21.1	17.6	-11.4	6.2
TOTAL PRIVATE	16.4	18.7	15.4	-12.3	6.5
GOODS PRODUCING	2.9	2.9	2.7	0.0	7.4
Natural Res., Mining, & Construction	2.7	2.7	2.6	0.0	3.8
Manufacturing	0.2	0.2	0.1	0.0	100.0
SERVICE PROVIDING	15.8	18.2	14.9	-13.2	6.0
Trade, Transportation, & Utilities	2.6	2.8	2.5	-7.1	4.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	1.0	1.0	1.0	0.0	0.0
Professional & Business Services	1.9	2.0	1.8	-5.0	5.6
Educational & Health Services	0.9	1.0	0.9	-10.0	0.0
Leisure & Hospitality	6.4	8.3	5.8	-22.9	10.3
Other Services	0.5	0.5	0.5	0.0	0.0
TOTAL GOVERNMENT	2.3	2.4	2.2	-4.2	4.5

State Unemployment Rates October 2008 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	12.7
Rhode Island	8.8
Michigan	8.6
California	8.0
South Carolina	8.0
District of Columbia	7.5
Nevada	7.4
Florida	7.0
Georgia	7.0
Mississippi	6.9
Illinois	6.8
Ohio	6.8
Oregon	6.8
Alaska	6.7
North Carolina	6.7
Tennessee	6.7
Arizona	6.2
Kentucky	6.2
Connecticut	6.1
Missouri	6.1
United States	6.1
Indiana	6.0
Washington	5.8
New Jersey	5.6
New York	5.5
Alabama	5.4
Pennsylvania	5.4
Texas	5.4
Colorado	5.3
Delaware	5.3
Louisiana	5.3
Minnesota	5.3
Maine	5.2
Massachusetts	5.0
Maryland	4.9
Arkansas	4.7
Idaho	4.7
Vermont	4.6
Kansas	4.5
Hawaii	4.4
Wisconsin	4.4
Montana	4.3
Virginia	4.2
New Mexico	4.1
Oklahoma	4.1
West Virginia	4.0
Iowa	3.9
New Hampshire	3.7
Utah	3.3
Nebraska	3.2
South Dakota	2.8
Wyoming	2.7
North Dakota	2.5

Economic Indicators

by: Margaret Hiatt, Administrative/Survey Support Specialist

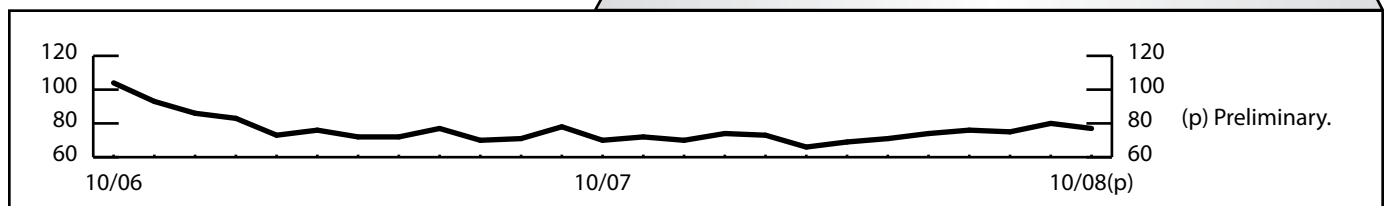
The number of people working part-time for economic reasons increased 55.6% from October 2007 to October 2008.

	Oct 2008	Sept 2008	Oct 2007	Percentage Change	
	(p) ₋	(r) ₋	(b) ₋	Month	Year
Wyoming Total Civilian Labor Force ^a	293,949	293,679	288,453	0.1	1.9
Unemployed	7,964	7,790	6,732	2.2	18.3
Employed	285,985	285,889	281,721	0.0	1.5
Wyoming Unemp. Rate/Seasonally Adjusted	2.7%/3.3%	2.7%/3.3%	2.3%/2.9%	N/A	N/A
U.S. Unemployment Rate/Seasonally Adjusted	6.1%/6.5%	6.0%/6.1%	4.4%/4.8%	N/A	N/A
U.S. Multiple Jobholders	7,817,000	7,724,000	7,852,000	1.2	-0.4
As a percentage of all workers	5.4%	5.3%	5.4%	N/A	N/A
U.S. Discouraged Workers	484,000	467,000	320,000	3.6	51.3
U.S. Part-Time for Economic Reasons	6,267,000	5,701,000	4,028,000	9.9	55.6
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	Data not available; see box on page 22.				
Average Weekly Hours	Data not available; see box on page 22.				
U.S. Mining Hours & Earnings					
Average Weekly Earnings	\$1,067.35	\$1,073.05	\$1,002.92	-0.5	6.4
Average Weekly Hours	45.4	45.2	46.8	0.4	-3.0
Wyoming Manufacturing Hours & Earnings					
Average Weekly Earnings	\$876.20	\$855.39	\$797.80	2.4	9.8
Average Weekly Hours	42.7	42.2	42.1	1.2	1.4
U.S. Manufacturing Hours & Earnings					
Average Weekly Earnings	\$725.27	\$729.25	\$717.88	-0.5	1.0
Average Weekly Hours	40.7	40.9	41.4	-0.5	-1.7
Wyoming Unemployment Insurance					
Weeks Compensated	9,607	9,048	7,605	6.2	26.3
Benefits Paid	\$3,000,886	\$2,835,621	\$2,155,047	5.8	39.2
Average Weekly Benefit Payment	\$312.36	\$313.40	\$283.37	-0.3	10.2
State Insured Covered Jobs ^a	280,451	282,421	270,633	-0.7	3.6
Insured Unemployment Rate	0.8%	0.7%	0.6%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100) – All Items					
Food & Beverages	216.6	218.8	208.9	-1.0	3.7
Housing	218.7	217.7	206.1	0.5	6.1
Apparel	217.4	218.2	210.7	-0.4	3.2
Transportation	122.2	121.2	121.8	0.9	0.3
Medical Care	192.7	203.9	185.0	-5.5	4.2
Recreation (Dec. 1997 = 100)	365.7	365.0	355.7	0.2	2.8
Education & Comm. (Dec. 1997 = 100)	114.2	114.0	111.8	0.1	2.2
Other Goods & Services	125.7	125.5	121.6	0.1	3.4
Other Goods & Services	349.3	348.2	335.7	0.3	4.1
Producer Prices (1982 to 1984 = 100) – All Commodities					
	186.4	197.2	174.7	-5.5	6.7
Wyoming Building Permits (New Privately Owned Housing Units Authorized)					
Total Units	234	228	263	2.6	-11.0
Valuation	\$31,062,000	\$42,425,000	\$49,574,000	-26.8	-37.3
Single Family Homes	187	176	197	6.3	-5.1
Valuation	\$28,605,000	\$39,474,000	\$44,156,000	-27.5	-35.2
Baker Hughes North American Rotary Rig Count for WY	77	80	70	-3.8	10.0

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

^aLocal Area Unemployment Statistics program estimates.

Baker Hughes North American Rotary Rig Count for Wyoming



Wyoming County Unemployment Rates

by: Carola Cowan, BLS Programs Supervisor

Platte County posted the highest unemployment rate in October (3.7%), followed by Niobrara County (3.6%) and Fremont and Laramie counties (both 3.4%).

REGION County	Labor Force			Employed			Unemployed			Unemployment Rates		
	Oct 2008 (p)	Sep 2008 (r)	Oct 2007 (b)	Oct 2008 (p)	Sep 2008 (r)	Oct 2007 (b)	Oct 2008 (p)	Sep 2008 (r)	Oct 2007 (b)	Oct 2008 (p)	Sep 2008 (r)	Oct 2007 (b)
NORTHWEST	43,731	44,416	43,727	42,341	43,035	42,485	1,390	1,381	1,242	3.2	3.1	2.8
Big Horn	4,846	4,840	4,978	4,684	4,671	4,824	162	169	154	3.3	3.5	3.1
Fremont	18,072	18,155	18,023	17,449	17,526	17,478	623	629	545	3.4	3.5	3.0
Hot Springs	2,304	2,304	2,355	2,230	2,232	2,293	74	72	62	3.2	3.1	2.6
Park	14,243	14,936	14,204	13,826	14,544	13,827	417	392	377	2.9	2.6	2.7
Washakie	4,266	4,181	4,167	4,152	4,062	4,063	114	119	104	2.7	2.8	2.5
NORTHEAST	54,012	53,852	52,192	52,770	52,632	51,105	1,242	1,220	1,087	2.3	2.3	2.1
Campbell	27,423	27,153	25,790	26,933	26,681	25,346	490	472	444	1.8	1.7	1.7
Crook	3,433	3,475	3,490	3,334	3,374	3,409	99	101	81	2.9	2.9	2.3
Johnson	4,000	4,078	3,948	3,867	3,941	3,834	133	137	114	3.3	3.4	2.9
Sheridan	15,979	15,970	15,763	15,562	15,574	15,406	417	396	357	2.6	2.5	2.3
Weston	3,177	3,176	3,201	3,074	3,062	3,110	103	114	91	3.2	3.6	2.8
SOUTHWEST	67,426	68,525	65,141	65,845	67,026	63,937	1,581	1,499	1,204	2.3	2.2	1.8
Lincoln	9,341	9,448	9,033	9,087	9,206	8,858	254	242	175	2.7	2.6	1.9
Sublette	7,170	7,161	6,871	7,064	7,060	6,797	106	101	74	1.5	1.4	1.1
Sweetwater	24,408	24,547	24,077	23,868	24,017	23,629	540	530	448	2.2	2.2	1.9
Teton	15,331	16,157	13,845	14,963	15,841	13,585	368	316	260	2.4	2.0	1.9
Uinta	11,176	11,212	11,315	10,863	10,902	11,068	313	310	247	2.8	2.8	2.2
SOUTHEAST	73,020	71,805	72,531	70,755	69,531	70,567	2,265	2,274	1,964	3.1	3.2	2.7
Albany	19,539	19,101	19,159	19,106	18,709	18,808	433	392	351	2.2	2.1	1.8
Goshen	5,972	5,781	5,980	5,788	5,577	5,805	184	204	175	3.1	3.5	2.9
Laramie	42,421	41,729	42,248	40,959	40,237	40,990	1,462	1,492	1,258	3.4	3.6	3.0
Niobrara	1,200	1,229	1,228	1,157	1,186	1,183	43	43	45	3.6	3.5	3.7
Platte	3,888	3,965	3,916	3,745	3,822	3,781	143	143	135	3.7	3.6	3.4
CENTRAL	55,760	55,084	54,862	54,274	53,668	53,626	1,486	1,416	1,236	2.7	2.6	2.3
Carbon	8,366	8,407	8,237	8,104	8,169	8,037	262	238	200	3.1	2.8	2.4
Converse	7,070	6,967	6,832	6,880	6,779	6,660	190	188	172	2.7	2.7	2.5
Natrona	40,324	39,710	39,793	39,290	38,720	38,929	1,034	990	864	2.6	2.5	2.2
STATEWIDE	293,949	293,679	288,453	285,985	285,889	281,721	7,964	7,790	6,732	2.7	2.7	2.3
Statewide Seasonally Adjusted										3.3	3.3	2.9
U.S.										6.1	6.0	4.4
U.S. Seasonally Adjusted										6.5	6.1	4.8

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/08. Run date 11/08.

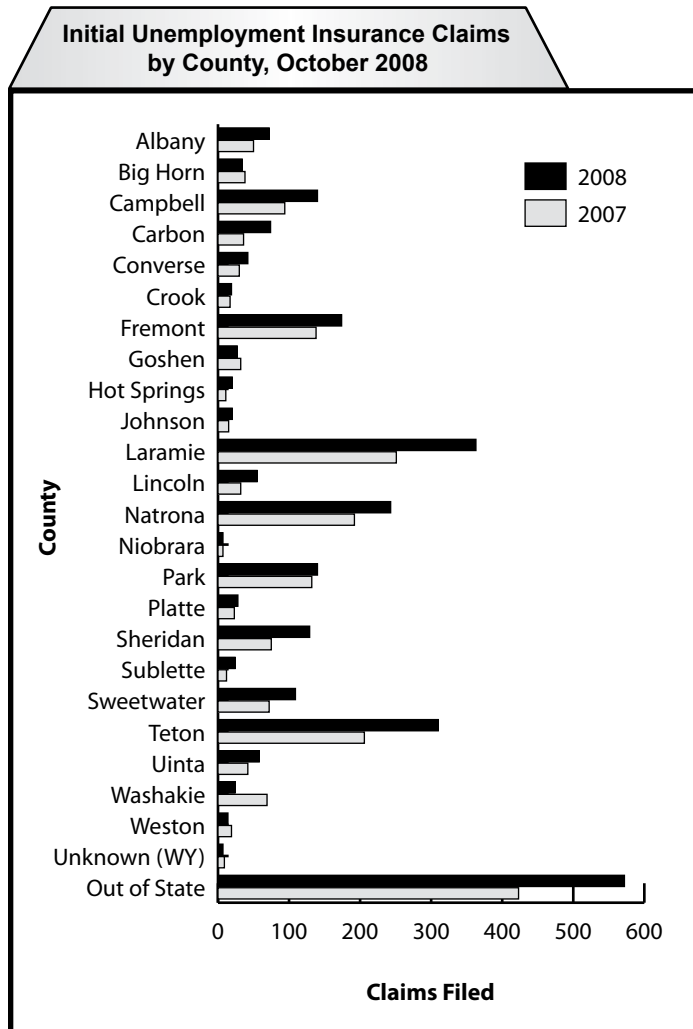
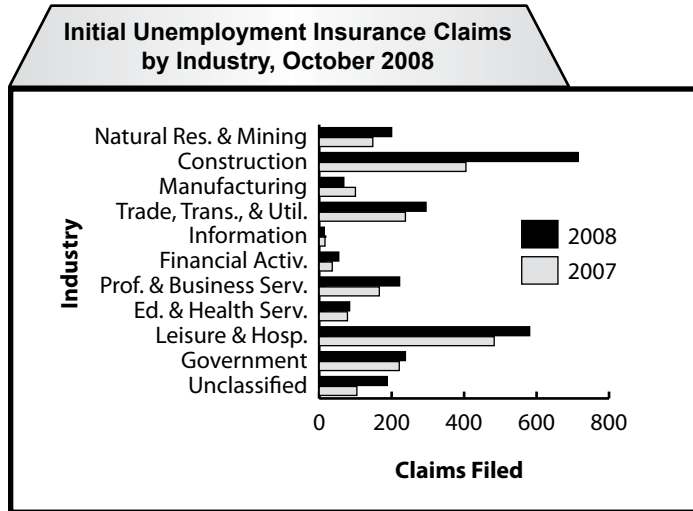
Data are not seasonally adjusted except where otherwise specified.

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

Wyoming Normalized^a Unemployment Insurance Statistics: Initial Claims

by: Douglas W. Leonard, Senior Economist

October claims were 83.0% greater than in September and 33.6% higher than a year ago. Construction claims were 76.5% higher than in October 2007, the largest increase for any industry.



Initial Claims

	Claims Filed		Percentage Change	
	Oct08	Sep08	Oct08	Oct07
	Oct08	Sep08	Oct08	Oct07
WYOMING STATEWIDE	2,706	1,479	83.0	33.6
TOTAL CLAIMS FILED	2,706	1,479	83.0	33.6
TOTAL GOODS PRODUCING	983	618	59.1	50.5
Natural Resources & Mining	200	179	11.7	35.1
Mining	187	176	6.3	43.8
Oil & Gas Extraction	18	87	-8	125.0
Construction	715	389	83.8	76.5
Manufacturing	68	50	36.0	-32.0
TOTAL SERVICE PROVIDING	1,297	635	104.3	23.8
Trade, Trans., Storage, & Util.	295	207	238	42.5
Wholesale Trade	32	32	32	0.0
Retail Trade	178	115	132	54.8
Trans., Storage, & Utilities	85	60	74	41.7
Information	14	15	16	-6.7
Financial Activities	54	29	36	86.2
Professional & Business Serv.	222	129	166	72.1
Educational & Health Services	84	82	78	2.4
Leisure & Hospitality	581	149	483	289.9
Other Services	47	24	31	95.8
TOTAL GOVERNMENT	238	112	221	112.5
Federal Government	136	34	124	300.0
State Government	23	13	25	76.9
Local Government	79	65	72	21.5
Local Education	19	17	18	11.8
UNCLASSIFIED	188	114	104	64.9
LARAMIE COUNTY	364	226	250	61.1
TOTAL CLAIMS FILED	364	226	250	61.1
TOTAL GOODS PRODUCING	150	76	80	97.4
Construction	132	68	68	94.1
TOTAL SERVICE PROVIDING	169	115	137	47.0
Trade, Trans., Storage, & Util.	51	45	42	13.3
Financial Activities	5	4	10	25.0
Professional & Business Serv.	46	31	40	48.4
Educational & Health Services	24	19	17	26.3
Leisure & Hospitality	30	9	23	233.3
TOTAL GOVERNMENT	26	17	23	52.9
UNCLASSIFIED	19	18	10	5.6
NATRONA COUNTY	243	183	189	32.8
TOTAL CLAIMS FILED	243	183	189	32.8
TOTAL GOODS PRODUCING	126	80	92	57.5
Construction	85	49	69	73.5
TOTAL SERVICE PROVIDING	100	94	82	6.4
Trade, Trans., Storage, & Util.	23	32	30	-28.1
Financial Activities	7	9	6	-22.2
Professional & Business Serv.	16	23	16	-30.4
Educational & Health Services	15	16	14	-6.3
Leisure & Hospitality	26	9	7	188.9
TOTAL GOVERNMENT	10	-	10	NA
UNCLASSIFIED	7	9	5	-22.2

^aAn average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.

Wyoming Normalized^a Unemployment Insurance Statistics: Continued Claims

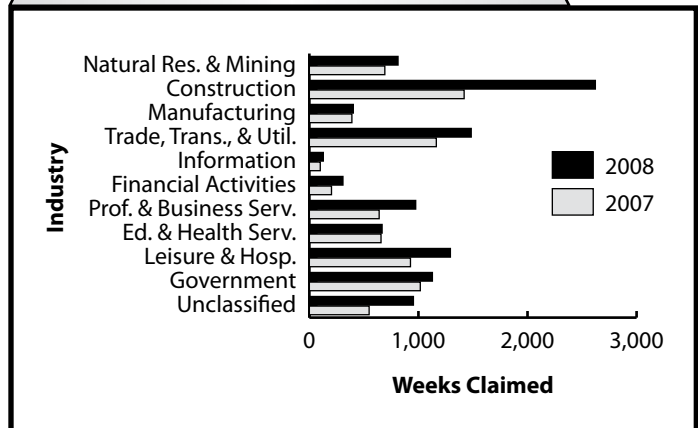
by: Douglas W. Leonard, Senior Economist

Continued weeks claimed increased 38.5% compared to October 2007. Nearly half of the statewide increase was in construction (1,203 more weeks claimed in 2008 than in 2007).

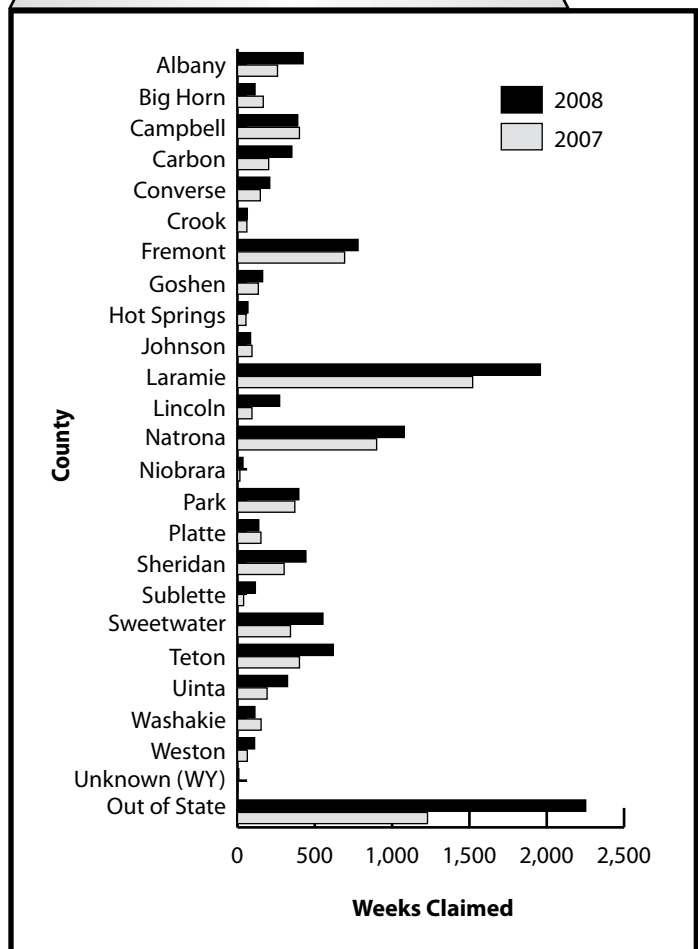
Continued Claims

WYOMING STATEWIDE	Percentage Change Claims Filed				
	Claims Filed			Sep08	Oct07
	Oct08	Sep08	Oct07	Oct08	Oct07
TOTAL WEEKS CLAIMED	11,072	9,719	7,994	13.9	38.5
TOTAL UNIQUE CLAIMANTS	3,003	2,804	2,172	7.1	38.3
TOTAL GOODS PRODUCING	3,838	3,415	2,501	12.4	53.5
Natural Resources & Mining	813	689	692	18.0	17.5
Mining	784	640	656	22.5	19.5
Oil & Gas Extraction	261	140	33	86.4	690.9
Construction	2,622	2,332	1,419	12.4	84.8
Manufacturing	403	394	390	2.3	3.3
TOTAL SERVICE PROVIDING	5,152	4,393	3,928	17.3	31.2
Trade, Trans., Storage, & Util.	1,484	1,482	1,164	0.1	27.5
Wholesale Trade	222	246	195	-9.8	13.8
Retail Trade	813	813	663	0.0	22.6
Trans., Storage, & Utilities	449	423	306	6.1	46.7
Information	128	100	100	28.0	28.0
Financial Activities	308	280	203	10.0	51.7
Professional & Business Serv.	975	820	640	18.9	52.3
Educational & Health Services	667	651	657	2.5	1.5
Leisure & Hospitality	1,293	772	927	67.5	39.5
Other Services	297	288	237	3.1	25.3
TOTAL GOVERNMENT	1,128	1,071	1,017	5.3	10.9
Federal Government	337	270	317	24.8	6.3
State Government	166	159	177	4.4	-6.2
Local Government	625	642	523	-2.6	19.5
Local Education	195	196	164	-0.5	18.9
UNCLASSIFIED	954	840	548	13.6	74.1
LARAMIE COUNTY					
TOTAL WEEKS CLAIMED	1,959	1,944	1,521	0.8	28.8
TOTAL UNIQUE CLAIMANTS	505	564	400	-10.5	26.3
TOTAL GOODS PRODUCING	582	567	350	2.6	66.3
Construction	472	439	301	7.5	56.8
TOTAL SERVICE PROVIDING	987	1,021	916	-3.3	7.8
Trade, Trans., Storage, & Util.	322	355	343	-9.3	-6.1
Financial Activities	63	73	58	-13.7	8.6
Professional & Business Serv.	245	231	170	6.1	44.1
Educational & Health Services	148	147	188	0.7	-21.3
Leisure & Hospitality	129	142	117	-9.2	10.3
TOTAL GOVERNMENT	251	238	179	5.5	40.2
UNCLASSIFIED	139	118	76	17.8	82.9
NATRONA COUNTY					
TOTAL WEEKS CLAIMED	1,079	998	901	8.1	19.8
TOTAL UNIQUE CLAIMANTS	295	297	249	-0.7	18.5
TOTAL GOODS PRODUCING	417	335	296	24.5	40.9
Construction	243	156	171	55.8	42.1
TOTAL SERVICE PROVIDING	594	617	524	-3.7	13.4
Trade, Trans., Storage, & Util.	142	185	169	-23.2	-16.0
Financial Activities	54	55	40	-1.8	35.0
Professional & Business Serv.	108	109	110	-0.9	-1.8
Educational & Health Services	108	91	92	18.7	17.4
Leisure & Hospitality	96	93	85	3.2	12.9
TOTAL GOVERNMENT	40	37	58	8.1	-31.0
UNCLASSIFIED	28	9	23	211.1	21.7

Continued Unemployment Insurance Claims by Industry, October 2008



Continued Unemployment Insurance Claims by County, October 2008



^aAn average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.

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