

Chapter 2: Leisure & Hospitality

Note: Figures for this chapter are located on pages 21-27.

In general, workers in this industry are more likely young and female. Turnover is high, while tenure and wages are low. Access to health care is limited. At 36.3 percent (2002Q3), Leisure & Hospitality employs the largest proportion of nonresidents (see Appendix C, page C14).

The age and sex distribution of residents in Leisure & Hospitality (see Figure 1.2.1) is considerably different than the statewide distribution. The proportion of male (12.1%) and female (15.4%) resident workers under age 20 in this industry is much greater than the statewide percentage of all male (5.2%) and female (5.1%) resident workers under age 20.

In Figure 1.2.2, the turnover rates for residents (33.5%) and nonresidents (43.0%) are similarly high. Nonresidents comprise 36.3 percent of workers in this industry compared to the statewide total of 23.0 percent (see Figure 1.1.3, page 13). It is to be expected then, that the proportion of Leisure & Hospitality workers eligible to receive benefits in 2002 is lower than that for all workers (see Appendix B, page B2). Figure 1.2.3 shows that an average 63.4 percent of workers in this industry attain tenure sufficient for benefits eligibility, compared with 73.7 percent for all workers (see Figure 1.1.4, page 14). However, nonresident workers in this industry (60.2%) were more likely to be eligible than nonresidents overall (55.8%). The proportion of highly tenured resident workers (39.8%) is much lower in Leisure & Hospitality than in the state as a whole (60.8%; see Figures 1.2.4, page 24 and 1.1.5, page 15). In contrast to statewide, average tenure is much lower in this industry. It has relatively high proportions of marginal (33.7%) and seasonal (17.2%) workers compared to the statewide averages of 19.3 and 10.7 percent, respectively.

The proportion of workers offered benefits in Leisure & Hospitality (32%) is less than half of the statewide proportion (65%; see Figures 1.2.5, page 25 and 1.1.6, page 16). While approximately half of all workers in larger firms (more than 50 employees) in Leisure & hospitality have benefit access, the proportion drops to 18 percent in firms with 20 to 49 employees and 3 percent for firms with less than 10 employees. Although the percentage offered benefits in Leisure & Hospitality increases with firm size, the 51 percent for firms of 50 or more employees is much lower than the 81 percent for all Wyoming workers with access to benefits in very large firms.

The distribution of employers by size in Leisure & Hospitality also differs from the state as a whole. Table ii (see page 7) shows that only 53.0 percent of businesses in Leisure & Hospitality have less than 10 employees compared to 75.5 percent in the state. In addition, 8.3 percent of Leisure & Hospitality businesses have 50 or more employees compared to the statewide total of 4.1 percent. Although firms in this industry tend to be relatively large, the probability of benefit offerings is lower than that of the state as a whole.

Wages and benefits costs in Leisure & Hospitality are both considerably lower than the statewide averages (see Figures 1.2.6, page 26 and 1.1.7, page 17). Highly tenured employees in Leisure & Hospitality earned an average of \$3,573 per quarter or 44.5 percent of the statewide average (\$8,116). Similar results are observed when comparing the wages of transitioning, seasonal, or marginal workers. The concentration of workers in the marginal and seasonal categories contributes to the relatively low average wages paid in this industry. The average annual employer cost per worker offered benefits is much lower (\$711) than the statewide average (\$2,388). Fewer than one-third of the workers in Leisure & Hospitality have access to benefits (see Figure 1.2.7). The proportion of full-time workers offered health benefits is 55 percent, while dependent health and dental are 53 and 42 percent, respectively. Only 1 in 16 part-time workers is offered health and dependent health benefits. Approximately 1 in 33 part-time workers is offered dental benefits. Consequently, the overall proportions of workers offered benefits in this industry is much lower than the statewide average.

Leisure & Hospitality Figures

Figure 1.2.1: Percentage of Resident Wyoming Workers in Leisure & Hospitality by Age and Sex, 2002

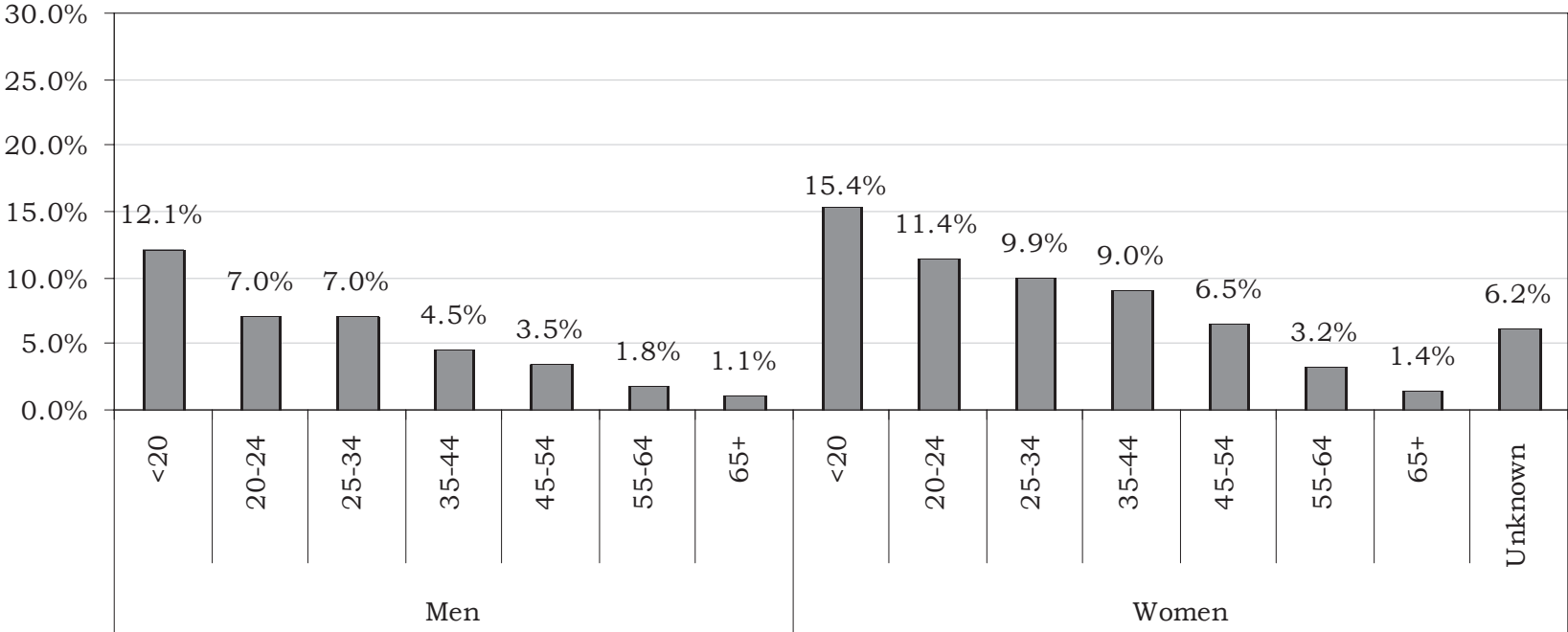


Figure 1.2.2: Percentage of Nonresident Workers and Turnover Rate of Wyoming Workers in Leisure & Hospitality by Residency Status, 2002

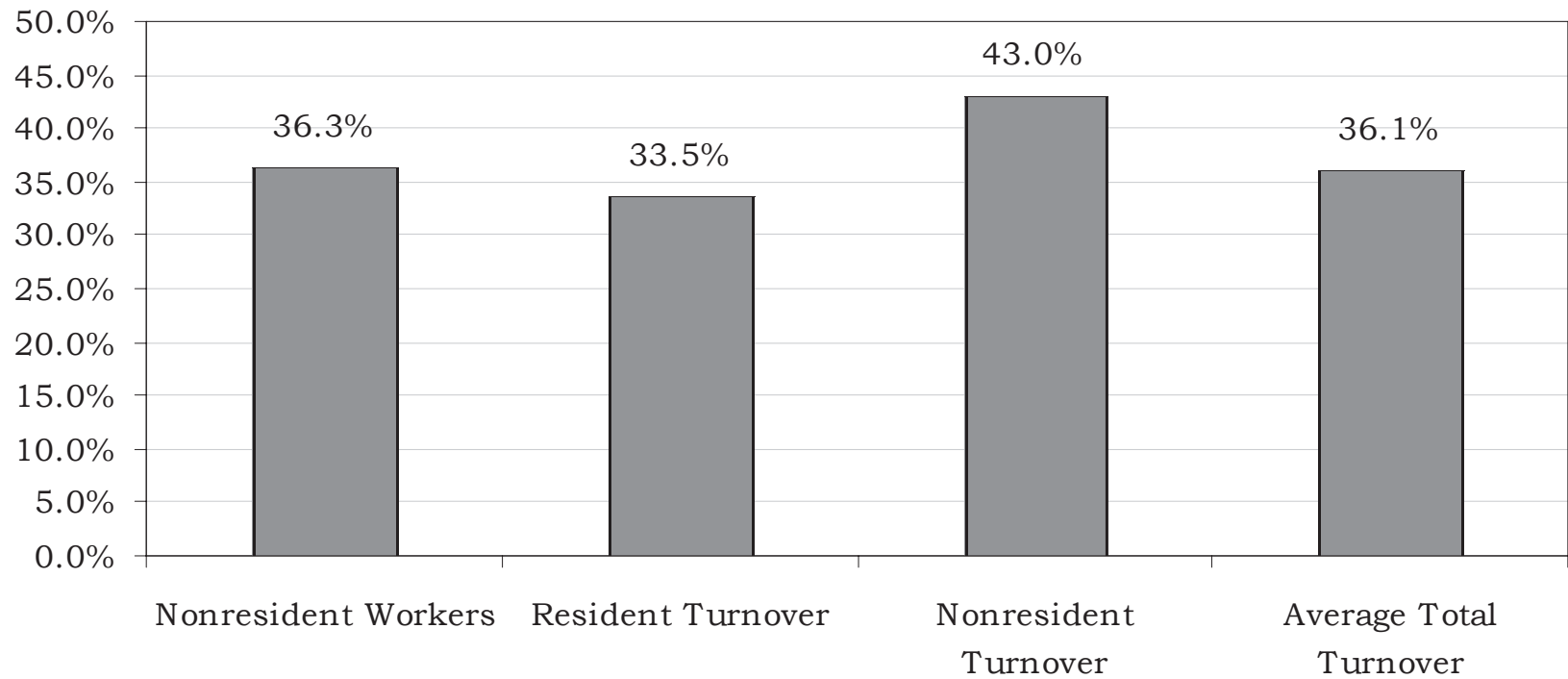
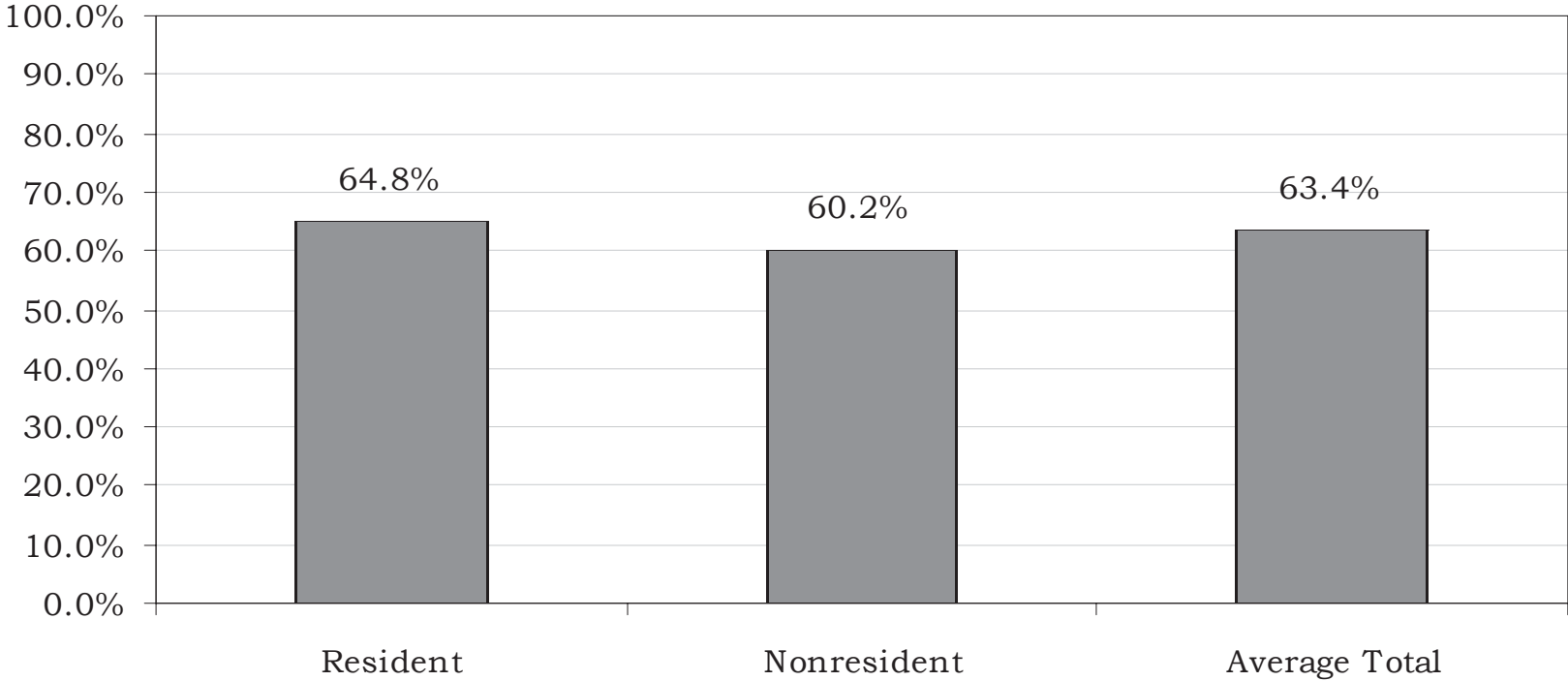


Figure 1.2.3: Distribution of Wyoming Workers in Leisure & Hospitality Eligible to Receive Insurance Benefits by Residency Status, 2002Q3



**Figure 1.2.4: Wyoming Resident Worker in Leisure & Hospitality
Average Turnover and Distribution of Wyoming Resident Workers
in Leisure & Hospitality by Tenure (Worker Attachment to
Employer), 2002**

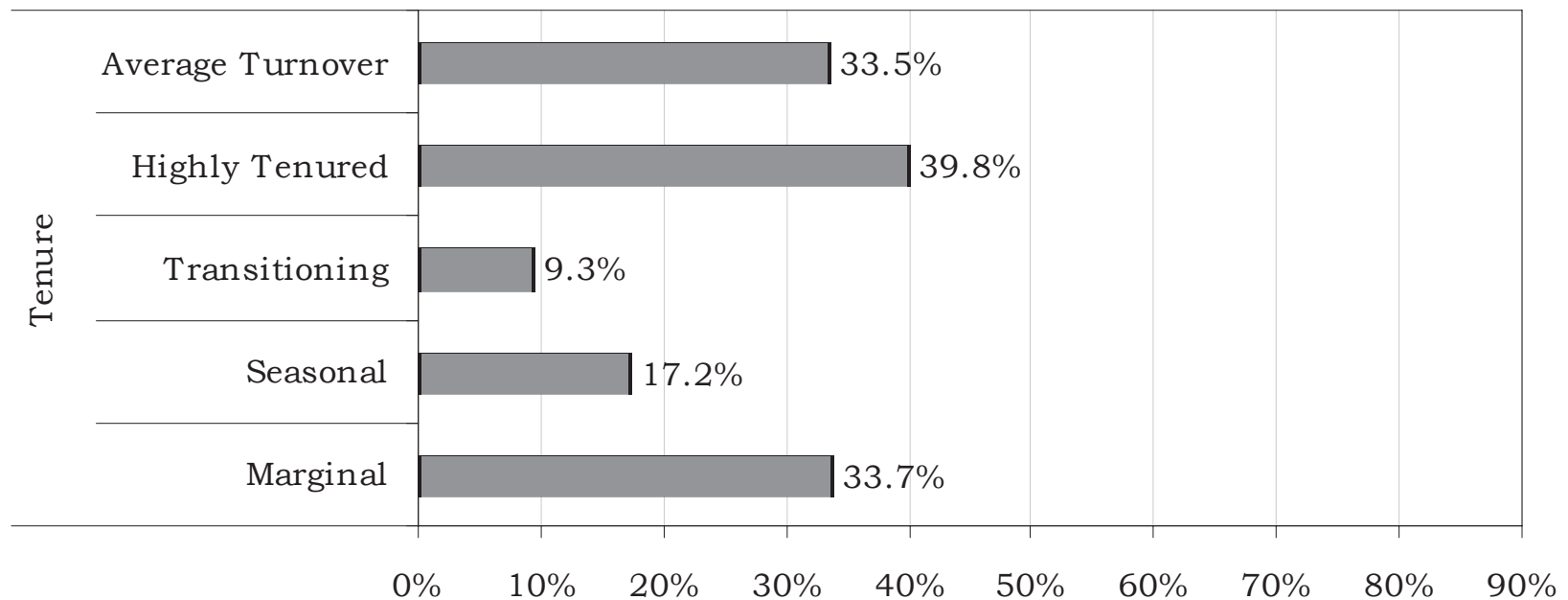


Figure 1.2.5: Percentage of Wyoming Workers in Leisure & Hospitality Offered Benefits by Firm Size, 2002

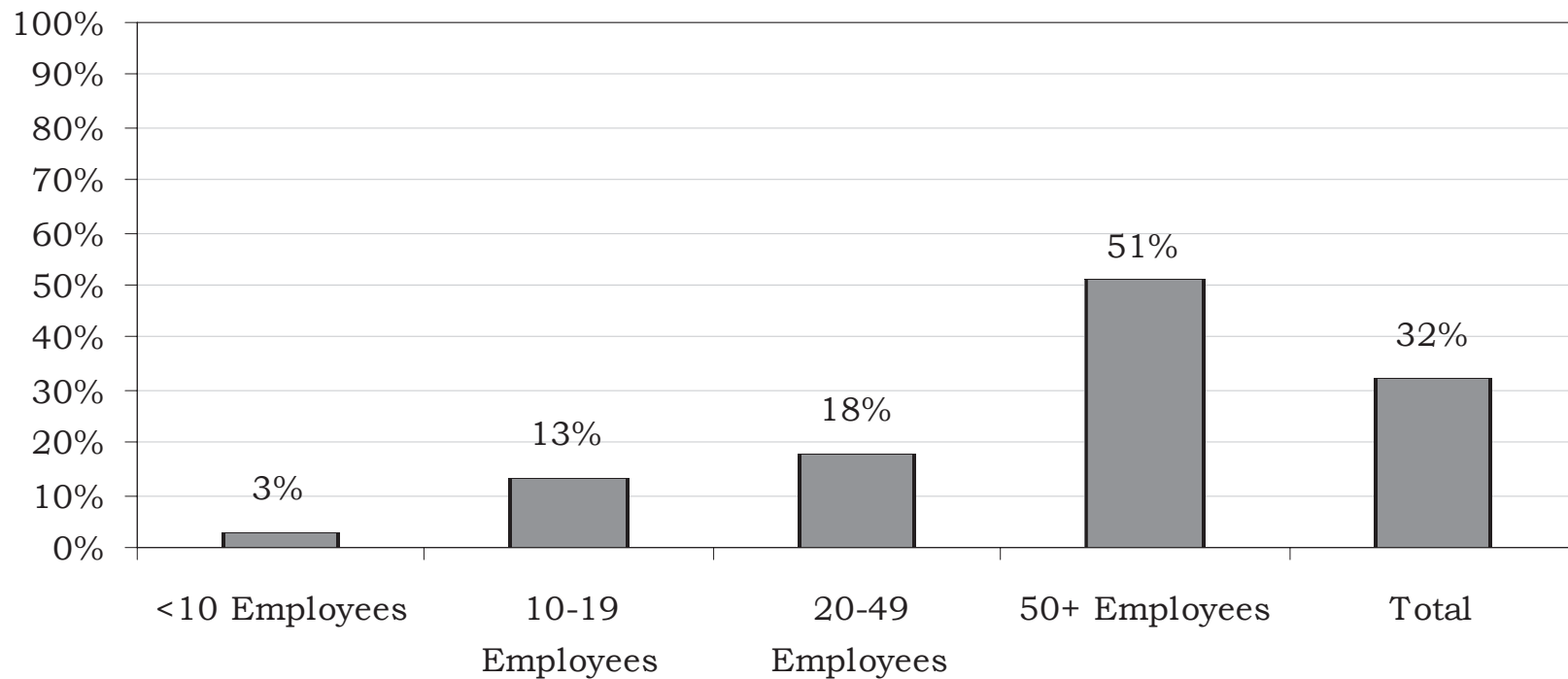


Figure 1.2.6: Average Annual Insurance Cost Per Worker for Wyoming Employers in Leisure & Hospitality and Average Quarterly Wage of Wyoming Workers in Leisure & Hospitality by Tenure (Worker Attachment to Employer), 2002

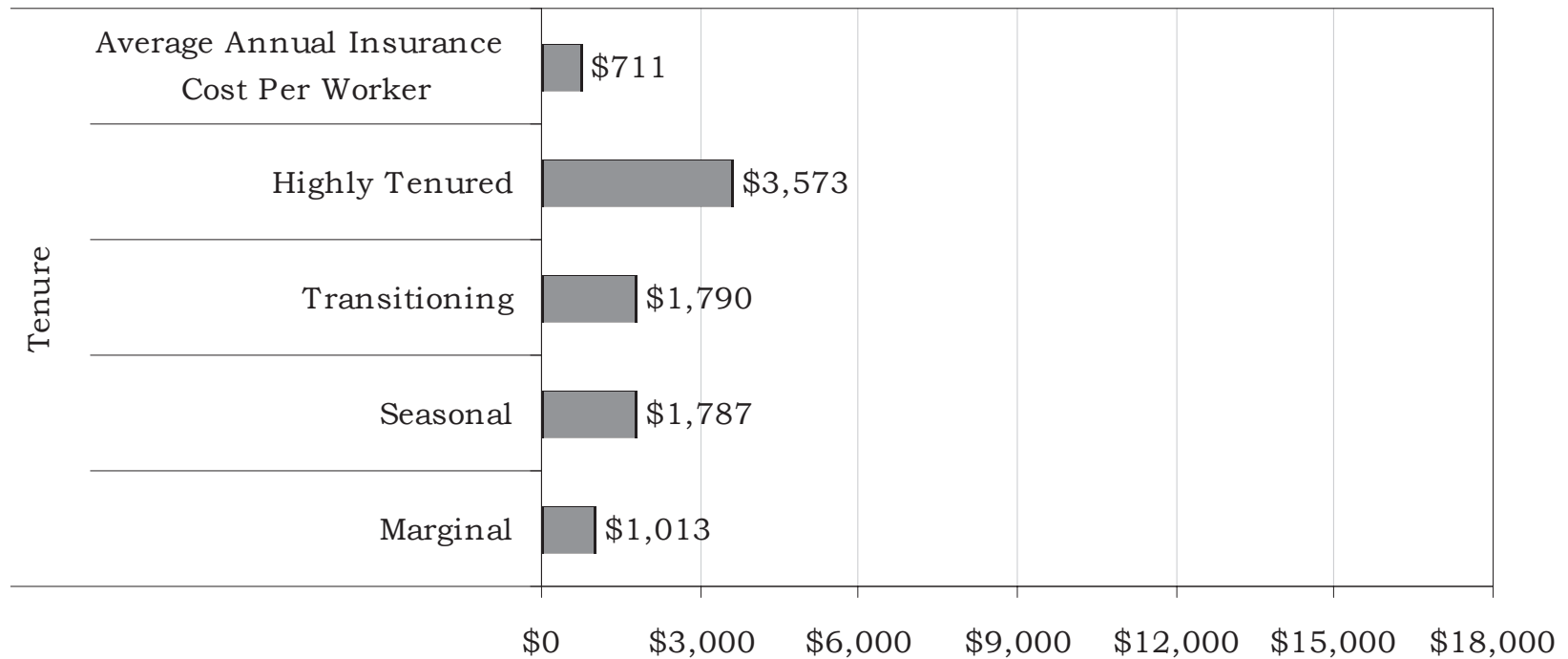


Figure 1.2.7: Percentage of Wyoming Workers in Leisure & Hospitality Offered Selected Benefits by Employment Status, 2002

