

Wyoming Workforce Information Grant: Annual Performance Report PY 2023

I. WID

- A. Description: Wyoming upgraded the Workforce Information Database (WID) to version 2.8 in PY2019, and continues to populate core and non-core tables. Research & Planning (R&P) also continues to update additional databases used in previous years, such as wage records, Quarterly Census of Employment and Wages (QCEW), Occupational Employment and Wage Statistics (OEWS), postsecondary education student records, vital statistics, drivers' license, and health licensing boards.
- B. Customer Consultation: The ARC WID Center guidance is followed for the database structure. R&P adheres to guidance for constraints and the current version of the database. Appropriate R&P staff attends live and online training when available.
- C. Customer Needs Met: Data from the WID were used to update the customer facing Geosol LMI suite. Wyoming's contract with Geosol ended in 2023 and was replaced with HireWyo, a product of Career Edge.
- D. Collaboration: R&P used the data from the WID to populate our state's Labor Market Information module of Wyoming at Work, a Geosol product. R&P is currently working with Career Edge representatives to develop an LMI portion of HireWyo.

II. Industry and Occupational Employment Projections

- A. Description: R&P has two economists who are responsible for the creation of the Industry and Occupational Projections. The lead economist develops the projections utilizing the Projection Management Partnership software version 10.0.0906.00. Once preliminary projections are completed, the lead and secondary economists meet and evaluate each three-digit North American Industrial Classification System industry and sub-state region projection. The economists adjust the projections based on economic assumptions and more current data from the QCEW. Industry projections are combined with data from the OEWS Local Employment and Wage Information System (LEWIS) to create occupational projections. The following projections deliverables were published and submitted to the Projections Management Partnership.
 - 1. Wyoming Long-Term Sub-State Occupational Employment Projections, 2020-2030: Published July 2023.
<https://doe.state.wy.us/lmi/projections/2023/LT-Substate/2020-2030.htm>
 - 2. Wyoming Short-Term Industry and Occupational Employment Projections, 2023-2025: Published March 2024.
https://doe.state.wy.us/lmi/projections/2023/WY_ST_Projections_2023-2025.htm

3. Wyoming Long-Term Industry and Occupational Projections, 2022-2032. Published June 2024.
https://doe.state.wy.us/lmi/projections/2024/WY_LT_Projections_2022-2032.htm

B. Collaboration: R&P is also contacted through the year by the public, Legislative Services Office, local workforce centers, and the DWS executive team regarding Projection information.

III. Employee Development and LMI Training for Service Delivery

A. R&P provided two presentations during the year:

1. "Inside the 2023 Wyoming Workforce Annual Report." Presented by Michael Moore, Research Supervisor, of the Research & Planning section of the Wyoming Department of Workforce Services to the Wyoming Workforce Development Council, September 13, 2023, Buffalo, WY
https://doe.state.wy.us/lmi/presentations/WWDC_Annual_Report_2023.ppt
2. "Wyoming's Labor Market in 2024." Presented by Michael Moore, Research Supervisor, of the Research & Planning section of the Wyoming Department of Workforce Services to the Wyoming Auto Dealer Association, June 17, 2024, Casper, WY.
https://doe.state.wy.us/lmi/presentations/WADA_Presentation_2024.ppt
3. Customer Consultation: These presentations were developed in a partnership with each audience to find out what information would be most beneficial.
4. Customer Needs Met: The presentations succeeded in teaching the audiences (the workforce board and the Wyoming Auto Dealer Association) how to understand Labor Market Information, where to find it, and how to determine which information would be most useful in a given situation.
5. Collaboration: "Wyoming's Labor Market in 2024" was developed after receiving a request for a presentation from the Wyoming Auto Dealer Association. The presentation was completed based on discussion with the group's executive vice president. She asked that R&P return with a new presentation next year.

B. LMI Fact of the Week.

1. Description: A timely and applicable fact is chosen from programs such as QCEW, LAUS, UI, *2024 Wyoming Workforce Annual Report*, etc. The fact is shared on all DWS social media and in the Weekly Roundup, the agency's intra-agency weekly bulletin.
2. Customer Consultation: This initiative was developed by the research supervisor initially as a weekly email. After meeting with DWS leadership and communications staff, it was suggested that the fact also be shared on the DWS website and all social media.

3. Customer Needs Met: The LMI Fact of the Week continues R&P's outreach goals of delivering concise LMI data to customers while directing them to the R&P website for more information.
 4. Collaboration: R&P developed this project in collaboration with DWS leadership and communications staff.
- C. R&P Monthly Electronic Bulletin.
1. Description: At the end of each month, a bulletin is emailed to subscribers that discusses all of R&P's products that were published online in that month. This is somewhat similar to the monthly bulletin produced by the National Association of State Workforce Agencies (NASWA). From PY 2022 to PY 2023, R&P increased its subscriber list from approximately 600 to 960, an increase of 65%.
 2. Customer Consultation: R&P publishes a notice at the top of its website for LMI users to subscribe and also submit input for ideas for the monthly bulletin.
 3. Customer Needs Met: The monthly bulletin provides a gateway to the customers that adds to what has historically been done with *Wyoming Labor Force Trends*. Customers are made aware of new products such as reports, datasets, publications, presentations, and more, along with a brief description and where to find the information.
 4. Collaboration: R&P worked with DWS communications staff to design a template and format

IV. Annual Economic Analysis and Other Reports

A. 2024 Wyoming Workforce Annual Report

1. Description: R&P published the *2024 Wyoming Workforce Annual Report* in June 2024, which was then distributed electronically to members of the Wyoming Legislature, Wyoming Department of Workforce Services, Wyoming Workforce Development Council, Wyoming Innovation Partnership, state workforce staff, *Trends* subscribers, and others. The 72-page report was made available online at https://doe.state.wy.us/lmi/annual-report/2024/2024_Annual_Report.pdf, with excerpts published occasionally in *Wyoming Labor Force Trends*. In addition, 250 copies were printed and delivered to workforce investment board council members, state workforce staff and workforce centers, and others.

The Annual Economic Analysis report included the following:

- a) Continued Growth in Wyoming's Labor Market in 2023
- b) Wyoming Adds More Than 6,300 New Jobs in 2023
- c) Population Growth Strongest in Wyoming's Northern Counties
- d) Labor Force, Employment Reach 7-Year High in 2023
- e) Wyoming UI Claims, Benefits Paid Remain Low in 2023
- f) Wyoming Sees Continued Decline in Resident Workers in 2023
- g) Wyoming Again Trails U.S. in Post-Secondary Degrees in 2022

- h) New Short-Term Projections Show Job Growth for Wyoming
 - i) Wyoming New Business Formation in 2021 and 2022
 - j) Percentage of Jobs Offered Health Care Insurance Increases
 - k) Fewer Teleworkers in Wyoming Compared to Surrounding States
 - l) Employment and Wages by Employer Size Class for Private Industries in Wyoming in 2022
 - m) Wyoming Occupational Fatalities Increase to 34 in 2022
 - n) Highlights of the 2022 SOII Survey for Wyoming
 - o) Just the Facts
2. Customer Consultation: The report was created with data from BLS program partnerships including QCEW, OEWS, Local Area Unemployment Statistics (LAUS), Current Employment Statistics (CES), Occupational Safety and Health (OSH), Census of Fatal Occupational Injuries (CFOI), Survey of Occupational Injuries and Illnesses (SOII), and others. Wyoming wage records were also used along with R&P survey data and Unemployment Insurance claim data.
 3. Customer Needs Met: The report is provided to the public via the above link and paper copies are provided to the Legislative Services Office, DWS executive committee, legislators, state workforce board members, and by request.
 4. Collaboration: BLS program data are leveraged and the Wyoming Economic Analysis Division is consulted to create “Just the Facts” including several economic statistics about the state aside from Labor Market Information.

B. Wyoming Labor Force Trends

1. Description: *Wyoming Labor Force Trends* is published monthly, with electronic copies sent to an approximately 960 subscribers. In March 2022, R&P made the decision to change *Trends* to an electronic format based on customer requests and rising printing costs. In addition to the traditional PDF, R&P also began producing an html version of each issue of *Trends*.

<https://doe.state.wy.us/LMI/trends.htm>

Featured articles are as follows:

a) July 2023

- (1) 2022Q4 Quarterly Update: Mining Adds Nearly 1,500 Jobs, \$39 Million in Total Wages
- (2) New from R&P: 2022 Annual Wage and Employment Data
- (3) Growing and Declining Industries in Wyoming, 2022Q4
- (4) Quarterly Turnover Statistics by Industry, Third Quarter 2022

b) August 2023

- (1) An Update on the Demographics of Wyoming's Labor Market

- (2) Wyoming Again Trails U.S. in Post-Secondary Degrees in 2021
- c) September 2023
 - (1) New Publication from R&P: Wyoming Benefits Survey 2022
 - (2) Lincoln County Sees Population, Employment Growth in 2022
- d) October 2023
 - (1) 2023Q1 Quarterly Update: Wyoming Employment Returns to Pre-Pandemic Levels
 - (2) Growing and Declining Industries in Wyoming, 2023Q1
 - (3) Quarterly Turnover Statistics by Industry, Fourth Quarter 2022
- e) November 2023
 - (1) Labor Market Churn in Wyoming and the U.S.
 - (2) R&P Publishes New Directory of Licensed Occupations
- f) December 2023
 - (1) Wyoming Occupational Fatalities Increase to 34 in 2022
 - (2) Results of the 2022 Survey of Occupational Injuries and Illnesses
 - (3) Wyoming Labor Force Trends Articles from 2023
- g) January 2024
 - (1) 2023Q2 Quarterly Update: Identifying Areas of Job Growth by County and Industry
 - (2) Growing and Declining Industries in Wyoming, 2023Q2
 - (3) R&P Publishes New Summary Statistics Tables by County
 - (4) Quarterly Turnover Statistics by Industry, First Quarter 2023
- h) February 2024
 - (1) Wyoming New Business Formation in 2021 and 2022
 - (2) 20 Years of Job Growth and Decline in Wyoming Counties.
- i) March 2024
 - (1) New Short-Term Projections Show Continued Job Growth
 - (2) Employment and Wages by Employer Size Class for Private Industries in Wyoming in 2022.
- j) April 2023
 - (1) 2023Q3 Quarterly Update: Job Growth Continues for 10th Consecutive Quarter
 - (2) Growing and Declining Industries in Wyoming, 2023Q3
 - (3) Quarterly Turnover Statistics by Industry, Second Quarter 2023
- k) May 2024
 - (1) Wyoming UI Claims, Benefits Paid Remain Low in 2023
 - (2) Wyoming Trails Surrounding States in Post-Pandemic Job Growth
- l) June 2024

- (1) New Wyoming Residents: Where They Came From and Where They Are Working
2. Customer Consultation: Each issue of *Trends* includes a feature article or articles, along with regularly monthly tables and figures from sources such as LAUS, CES, Unemployment Insurance (UI) claims, and more. Quarterly issues with data from the QCEW and Wyoming Wage Records are published in the January, April, July, and October issues of *Trends*.
3. Customer Needs Met: *Trends* is provided to the public via the website, and electronic monthly updates, and per request. The *Trends* articles provide valuable LMI for the public and decision makers.
4. Collaboration: *Trends* articles are created using wage records, Unemployment Claim information, survey data regarding employer benefits and job skills for newly hired employees, and BLS program information such as LAUS, QCEW, OEWS, CES, CFI, and SOI. The partnerships are integral to the production and dissemination of labor market information via *Trends*.

C. Customer Contacts and Responses

1. R&P is also contacted throughout the year by the public, Legislative Services Office, and the DWS executive team for LMI. Requests include:
 - a) Employment and wage data at the county and industry levels.
 - b) Employment and wage data on leisure & hospitality for an article written by the Director.
 - c) State government employment by county for Advance Casper
 - d) Long-term projections: in-demand occupations. Torrington Workforce Center speaking to 11th graders about careers.
 - e) Wages for dentists – Natrona County and statewide. Requested by Community Health Centers of Central Wyoming.
 - f) Detailed request for LAUS, QCEW, and wage records data for southwest Wyoming. McDermott Inc. sought data on the workforce southwest Wyoming workforce. His company was looking to bid on an upcoming project and wanted an understanding of what challenges employers face when hiring for large construction projects.
 - g) Employment and wage data on social workers in Wyoming
 - h) Employment and projections data for health care occupations
 - i) Projections data for behavioral health occupations
 - j) OEWS wage data for wind turbine service technicians
 - k) Historical employment and wages for Independent Artists, Writers, & Performers (NAICS 711510)
 - l) Employment, wage, and projections data for IT jobs in southwest Wyoming
 - m) Employment data for Laramie County by ownership and industry

- n) Employment and wages in motion picture and video production (NAICS 512110) in Wyoming
 - o) Estimated employment for nursing occupations and number per 10,000 people in Wyoming
 - p) OEWS and projections data for paramedics and EMTs in Wyoming and surrounding states
 - q) Licensed health care occupations
 - r) selected employment and wages for computer and mathematical occupations in Wyoming
 - s) Projected openings in jobs requiring a commercial driver's license in Wyoming by sub-state region, 2020-2030
 - t) UI claims data by industry, 2021 and 2022
 - u) OEWS and projections data for operating engineers and other construction equipment operators (SOC code 47-2073) by sub-state region
 - v) Projections request from the Wyoming Community College Commission
 - w) OEWS and projections data for employment and wage data for solar electric power generation (221114) and wind electric power generation (221115)
 - x) OEWS and projections data on childcare workers
 - y) LAUS and QCEW data for Wyoming's southwest region
 - z) Coal mining (NAICS 2121) employment data for Wyoming.
2. Customer Consultation: Research & Planning staff regularly talk with data users such as workforce center staff, DWS leadership, local businesses, media, local government entities, and more to determine which information will best answer their questions.
 3. Customer Needs Met: R&P staff respond to all customer contacts with appropriate data, explanations about the data, write-ups, and Excel files.
 4. Collaboration: R&P uses administrative wage records data and data from BLS programs such as LAUS, QCEW, OEWS, CES, CFI, and SOI to answer customer questions. When a question falls outside of R&P's expertise, R&P staff consult with others such as other statewide agencies and BLS regional representatives in order to provide the best answers to customers' questions.

D. Wyoming Unemployment Insurance Claims Report (June 2023 to May 2024)

1. Description: A monthly Unemployment Insurance Claims Report is published and emailed to *Trends* subscribers and selected state employees around the third week of each month. Each report includes tables and figures on initial and continued claims, along with two pages of narrative that describes highlights of the report.
<https://doe.state.wy.us/lmi/ui.htm>

2. Customer Consultation: Unemployment Claim information is gathered from the Unemployment Insurance (UI) division of DWS. R&P is also contacted through the year by the public, Legislative Services Office, and the DWS executive team regarding Unemployment Claim information. Requests include:
 - a) Definition for initial and continued claims.
 - b) Methodology for calculating initial and continued claims.
 - c) Unemployment Benefit Information
 - d) Unemployment benefit payments.
3. Customer Needs Met: Unemployment Claims information provides a somewhat real time look at Wyoming's labor market, and can be used by the public and policy makers to make informed decisions.
4. Collaboration: R&P partners with UI in order to create accurate information regarding initial and continued Unemployment claims. The information is also used to assist with UI determining employer UI tax rates.

E. Quarterly Growing and Declining Industries Reports (2023Q1-2023Q4)

1. Description: A quarterly report on growing and declining industries is published and emailed to *Trends* subscribers. R&P defines a *growing* or *declining* industry as a three-digit NAICS subsector with its employment level increasing or decreasing for two consecutive quarters by 5% or more compared to the prior the year; only industries with a minimum employment of 100 are included. For example, all industries that grew or declined in employment by at least 5% from third quarter 2022 to third quarter 2023 (2022Q3 to 2023Q3) and subsequently from fourth quarter 2022 to fourth quarter 2023 (2022Q4 to 2023Q4) are included in the respective tables in this report. Each report includes tables and figures on employment and wages for declining industries and two pages of narrative that describes highlights of the report.
https://doe.state.wy.us/lmi/G_DInd/G_D_Industries.htm
2. Customer Consultation: Growing and declining industry data are gathered from the QCEW and Wyoming Wage Records. R&P provides the report to DWS staff for use in relevant presentations.
3. Customer Needs Met: Growing and declining industries reports can be used by the public, policymakers, jobseekers, and others to make informed decisions.
4. Collaboration: R&P collaborates with UI to determine quarterly employment and wages by industry, thus identifying growing and declining industries for Wyoming.

F. Licensed Occupation Data – June 2024

1. Description: Data were revised and posted to the Analyst Resource Center on 6/21/24.

2. Customer Consultation: R&P collaborates with the licensing boards around the state to collect the information necessary to update the data.
3. Customer Needs Met: The submission to the Analyst Resource Center fulfills the WIG requirements and provides contact information for schools and each licensing board, job descriptions for each occupation, additional resources related to each occupation, and more.
4. Collaboration: State licensing boards were consulted to assist in creating the relevant tables.

G. Wyoming Benefits Survey – June 2024

1. Description: Research & Planning conducts a quarterly survey of Wyoming employers to determine how many employers are offering and how many employees are offered benefits such as paid leave, a retirement plan, health insurance, etc. The results are published in an annual publication.
2. Customer Consultation: During the Covid-19 pandemic at the request of employers, R&P temporarily suspended the benefits survey because so many employers were closed or short-staffed. R&P resumed the survey in 2022. In the last year, R&P received several requests from employers and benefit providers to resume the survey.
3. Customer Needs Met: The benefits report helps employers and benefit providers determine how frequently certain benefits are being offered in a given industry, sub-state region, or by employer firm size.
4. Collaboration: R&P collaborates with employers and benefit providers in conducting the survey.

V. Optional LMI Activities

A. Wyoming Workforce Development Council (WWDC) Partnership

1. Description: R&P Manager and Research Supervisor attended monthly meetings with the Wyoming Workforce Development Council where staff was often asked for expert knowledge regarding LMI programs. R&P staff were involved in the following committees:
 - a) Executive Committee – Purpose: A) Act on interim business of the full Council in its stead; B) Strategic Planning; C) Educate and inform policy makers and legislators about workforce development issues and its critical connection to education and economic development; E) Ensure that business has the leading voice in workforce programs.
 - b) Strategic Performance & Finance Committee - Purpose: A) Financials; B) WIOA Compliance; C) Policies; D) Foster continuous improvement in workforce (one-stop) centers and program alignment.
 - c) Next Generation Sector Partnerships & Career Pathways Committee - Purpose: A) Strategically plan to train individuals in emerging industries; B) Work to create apprenticeship training models for industries and employers seeking skilled workers and

- promote on-the-job training opportunities; C) Promote the use of Wyoming's Career Pathways
 - d) Communications & Community Relations Committee – Purpose:
 - A) Building awareness about the Wyoming Workforce Development Council and the Department of Workforce Services;
 - B) Developing new and innovative outreach strategies
 - 2. Customer Consultation: R&P staff are asked to provide expertise on the following:
 - a) In-Demand jobs
 - b) Prevailing wages
 - c) Common education requirements for occupations
 - d) Industry unemployment rates
 - e) Educational outcomes

B. WIOA Unified State Plan

1. Description: R&P is consulted to assist in writing and revisions to the Workforce Innovation and Opportunity Act (WIOA) strategic plan. R&P, working with the Wyoming Workforce Development Council, is developing a Unified State Plan, including an analysis of the economic conditions, economic development strategies, and labor market in which the state's workforce system and programs operate. Using long-term occupational projections, the report looks at top in-demand occupations for each educational level (high school diploma or equivalent, associate's degree, bachelor's degree, etc.).
2. Customer Consultation: R&P provides labor market information and assists in analyzing program outcomes. The report looks at both existing and emerging in-demand industries, using data from LAUS, QCEW, the American Community Survey (ACS), and other sources. It takes into consideration data on diverse variables such as poverty levels and veterans' status, and provides insight into issues with state-specific impacts such as the "brain drain," which refers to students leaving the state upon graduation, and recent layoffs in coal mining.
3. Customer Needs Met: The strategic plan fulfills the WIOA grant requirements. The Unified Plan includes a Strategic Planning Elements section that analyzes the state's current economic environment and identifies the state's overall vision for its workforce development system. As the plan notes, "The required elements in this section allow the state to develop data-driven goals to prepare an educated and skilled workforce and to identify successful strategies to align workforce development programs to support economic growth."
4. Collaboration: R&P is one of several partners on the WIOA Planning Group. Partners include DWS administrators, members of the WIOA training program, and members of the WDC.

C. Website Updates:

1. Description: R&P continued to update the LMI website content to meet the needs of the public. Regular updates include publications, presentations, webinar content, datasets, presentations, and other BLS partner program deliverables.
2. Customer Consultation: R&P regularly updates its content based on requests from the public, DWS staff, state and local government agencies, educators, training providers, jobseekers, and more.
3. Customer Needs Met: The research presented on R&P's website provides a comprehensive overview of Wyoming's labor market. R&P staff regularly walk customers through the website and explain to them where to find the appropriate resources and how to use them.
4. Collaboration: R&P leverages BLS data to create the publications, datasets, reports, presentations, and more that are presented on the website.

D. Industrial Siting Research

1. Description: R&P is tasked with reviewing industrial siting applications for the Industrial Siting Division of the Department of Environmental Quality (DEQ). Projects with a budget of slightly over \$200 million require approval.
2. Customer Consultation: R&P's objective is to review the socioeconomic sections of these applications and address any concerns or mistakes when workforce data were utilized.
3. Customer Needs Met: R&P verified information from the following projects:
 - a) Goshen Solar Project 8-31-2023
 - b) Cowboy Solar Project 2-8-2024
 - c) Project West 3-1-2024
4. Collaboration: This is an ongoing partnership with the Wyoming Department of Environmental Quality (DEQ).

E. Statewide Longitudinal Education Data Systems (SLEDS)

1. Description: The goal of SLEDS is to create a system combining education and employment records. R&P and the Wyoming Department of Workforce Services (DWS) has five staff members sitting on various committees of the SLEDS initiative.
2. Customer Consultation: The Director of DWS attends the Executive Governance, Manager of R&P is on the Data Governance Board, and others attend the Privacy, Data Stewards, Security, and Policy Sub-Committees. The staff sitting on these committees provide information as requested.
3. Customer Needs Met: R&P provides expert information, analysis, and answers to LMI inquiries.
4. Collaboration: Other agencies involved in the initiative are as follows:
 - a) Wyoming Community Colleges Commission
 - b) University of Wyoming

- c) Wyoming Department of Education
- d) Wyoming Department of Workforce Services
- e) Wyoming Enterprise Technology Services
- f) Wyoming Attorney General's Office