

Navigating the Information Jungle

Labor Market Information



What does this picture have to do with Labor Market Information?



Long ago, our forebears decided that the collection and analysis of labor market data would be useful for society.

(sorry.)

... a common language for planning and program evaluation ...

“Congress chose to place responsibility for the LMI system in BLS for two reasons. First, BLS has a historic mission in data development, collection, analysis, and dissemination. This mandate **is not subject to the changing policy priorities of successive administrations** and, indeed, is independent of them--a quality necessary in statistical agencies. Second, BLS **does not administer any service programs.**”

U.S. Sen. Jim Jeffords, R-VT, *former chairman of the Senate Labor and Human Resources Committee and co-chair of the Northeast-Midwest Senate Coalition.*
From The Northeast-Midwest Economic Review, September/October 1998.

<http://doe.state.wy.us/lmi/0998/0998a4.htm>

How can I use LMI?



If You Are A Job Seeker

- ▶ See what careers are in demand and how much they pay.
- ▶ Identify occupations that match my skills, training, education, and abilities.
- ▶ Find out which industries are most likely to hire someone with my occupational background.
- ▶ Which occupations are the fastest growing?

If You Are an Employer

► Recruiting & Hiring Workers

- Compare wages for specific occupations
- See the typical staffing pattern for a particular type of business
- What industries are competing with me for workers, and what do they pay?
- Look at commuting data. Are there available workers who are commuting out of my county? What states are providing the most out-of-state workers for a particular industry?
- What do other states pay for those jobs?

If You Are an Employer (cont.)

▶ Looking down the road

- Compare my number of worker's comp claims to the industry as a whole
- Calculate my turnover rate and compare it to my industry's turnover rate
- What do the industry and occupational projections show (will the local labor supply be adequate?)

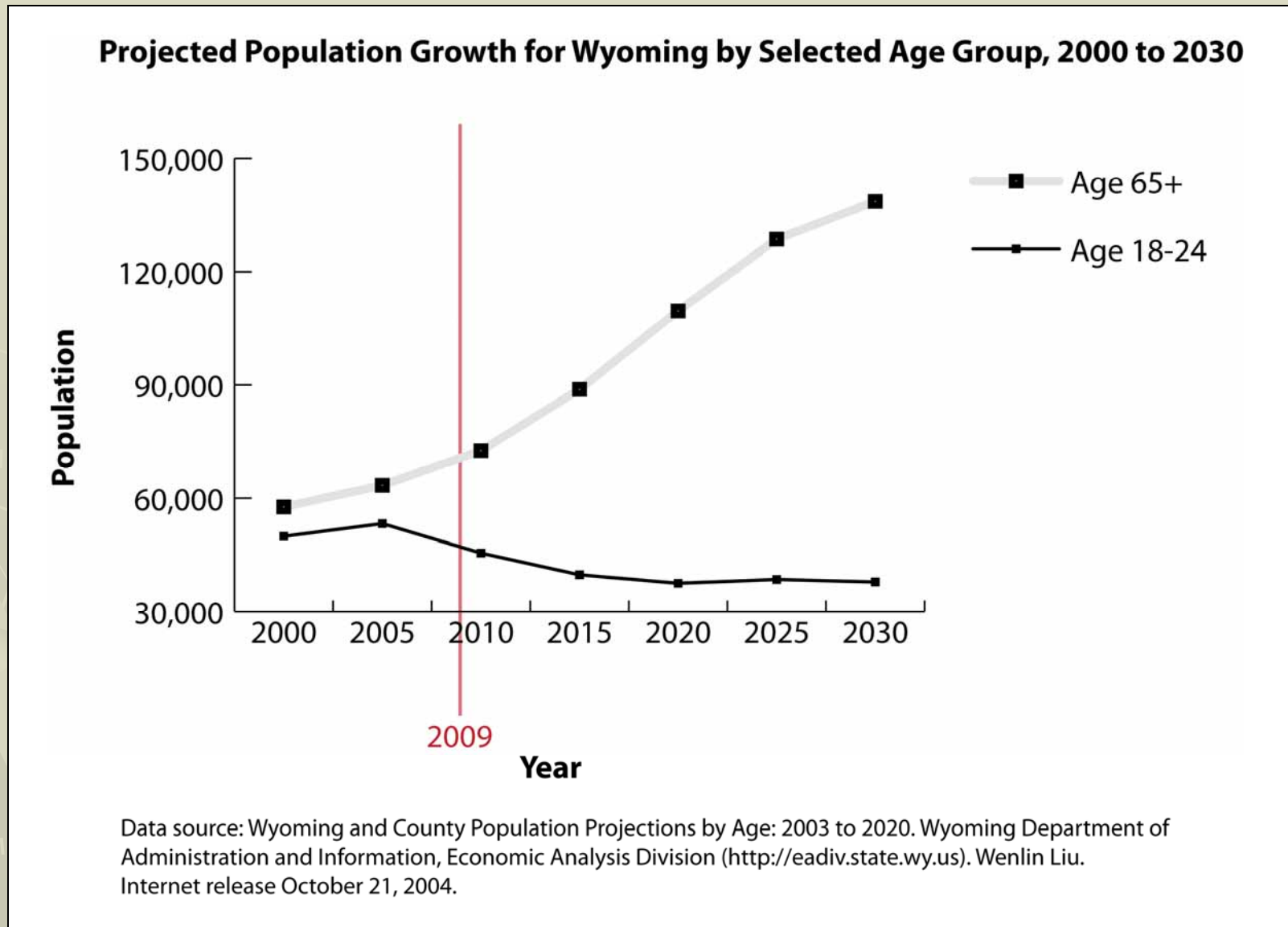
If You Are an Employer (cont.)

- How is the state's demographic profile expected to change, and what does that mean for me and my business?
- What benefits (e.g. health insurance, paid vacation, etc.) do businesses in my industry typically provide?
- A lot of my employees work here as a second job. How will my business be affected if local wages increase or decrease?

If You Are A Policy Maker or Involved in Community Planning

- ▶ How will changes in the labor force affect my community?
- ▶ How many people commute to and from my county? What industries do they work in? What's that mean in terms of inflow and outflow of wages?
- ▶ Are local schools and community colleges meeting the needs of projected growth in in-demand occupations and industries?
- ▶ How will projected demographic changes affect my community?

"The Demographic Sledgehammer"



What is Labor Market Information?

- ▶ "Labor Market Information (LMI) is an applied science; it is the systematic collection and analysis of data which describes and predicts the relationship between labor demand and supply."

The States' Labor Market Information Review,
Interstate Conference of Employment Security
Agencies, 1995, p. 7.

- ▶ Basically, it's any data or analysis related to the work force.

Who is Research & Planning?

OUR ORGANIZATION:

R&P is a separate, exclusively statistical entity.

WHAT WE DO:

R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards.

OUR CUSTOMERS:

LMI makes the labor market more efficient by providing the public and the public's representatives with the basis for informed decision making.

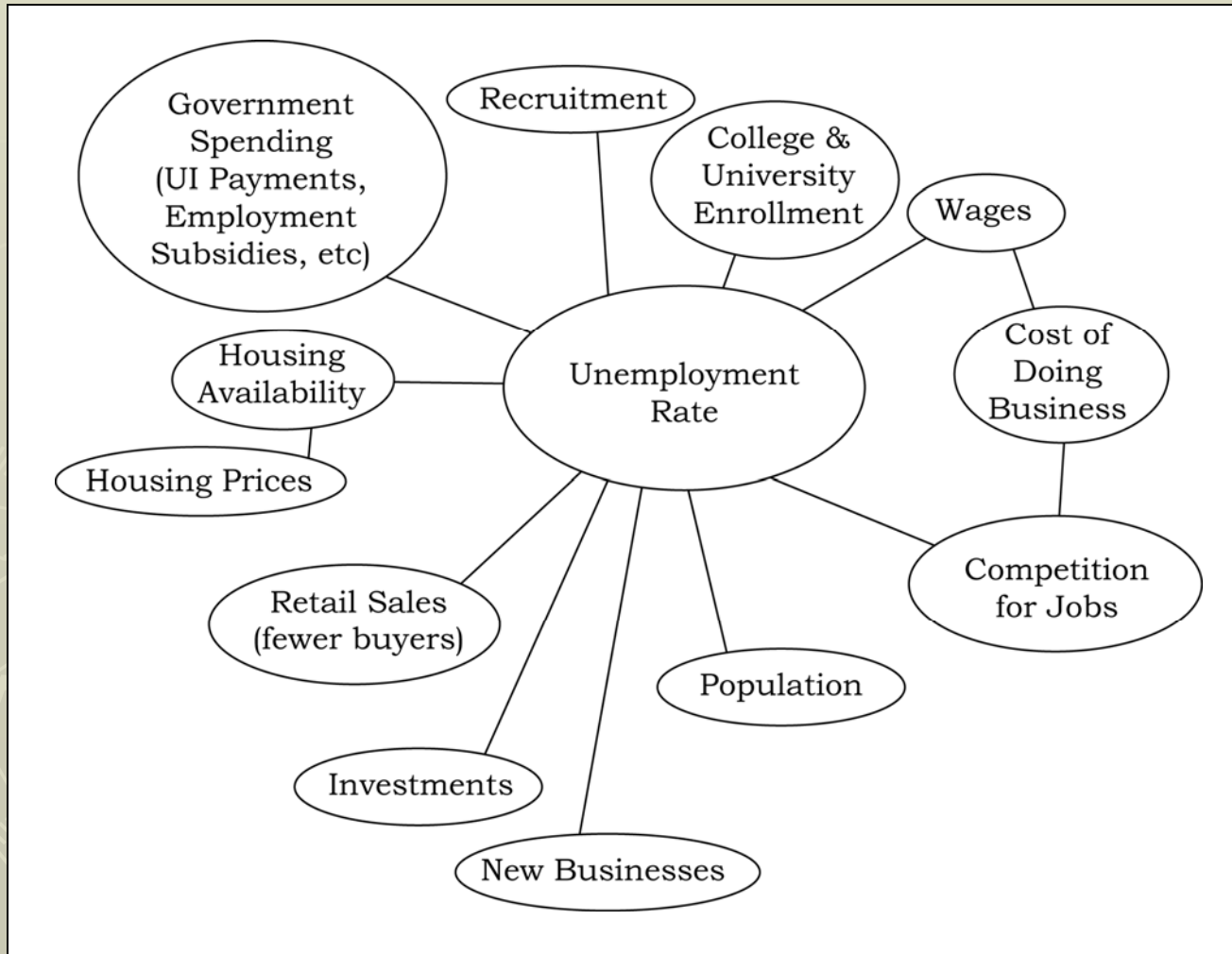
Research Code of Ethics (Things R&P Cannot Do.)

- ▶ Violate research subject (firms and individuals) confidentiality.
- ▶ Conceal findings deemed unfavorable to a research sponsor or interested party.
- ▶ Allow our name to be put on products whose content has not been fully under our control or which has not been prepared without full investigatory freedom.
- ▶ Conduct studies to “Prove that ... something is true or false.” Science represents a process of hypothesis testing in which findings are produced as a function of probabilities.

Confidentiality

- ▶ Wyoming Employment Security Law, Statute 27-3-603 Confidentiality of Information
- ▶ PL 107-347, Title V Confidential Information Protection and Statistical Efficiency Act of 2002
- ▶ PL 103-322 Title XXX Protection of Privacy of Information in State Motor Vehicle Records
- ▶ Interagency Agreement with Board of Nursing
- ▶ Memorandum of Understanding with R&P counterpart research offices in ten states
- ▶ Memorandum of Understanding with the Worker's Compensation and Safety Division of the Department of Employment
- ▶ Memorandum of Understanding with the Vital Statistics section of the Department of Health
- ▶ Memorandum of Understanding with the Defense Manpower Data Center (Pentagon)

Hey! I'm employed ... why should I care about the unemployment rate?



Learning to Use the (Labor) Force

- ▶ Employed: Worked at least one hour for pay during the week that includes the 12th of the month.
- ▶ Unemployed: No job attachment; able, available, & actively seeking work; can be experienced or a new or re-entrant.

A few terms

▶ Labor Force:

- 16+ years old
- Employed + Unemployed
- Does not include military personnel, incarcerated, etc.

▶ Unemployment Rate:

- $\text{Unemployed} \div \text{Labor Force}$
- Expressed as a %

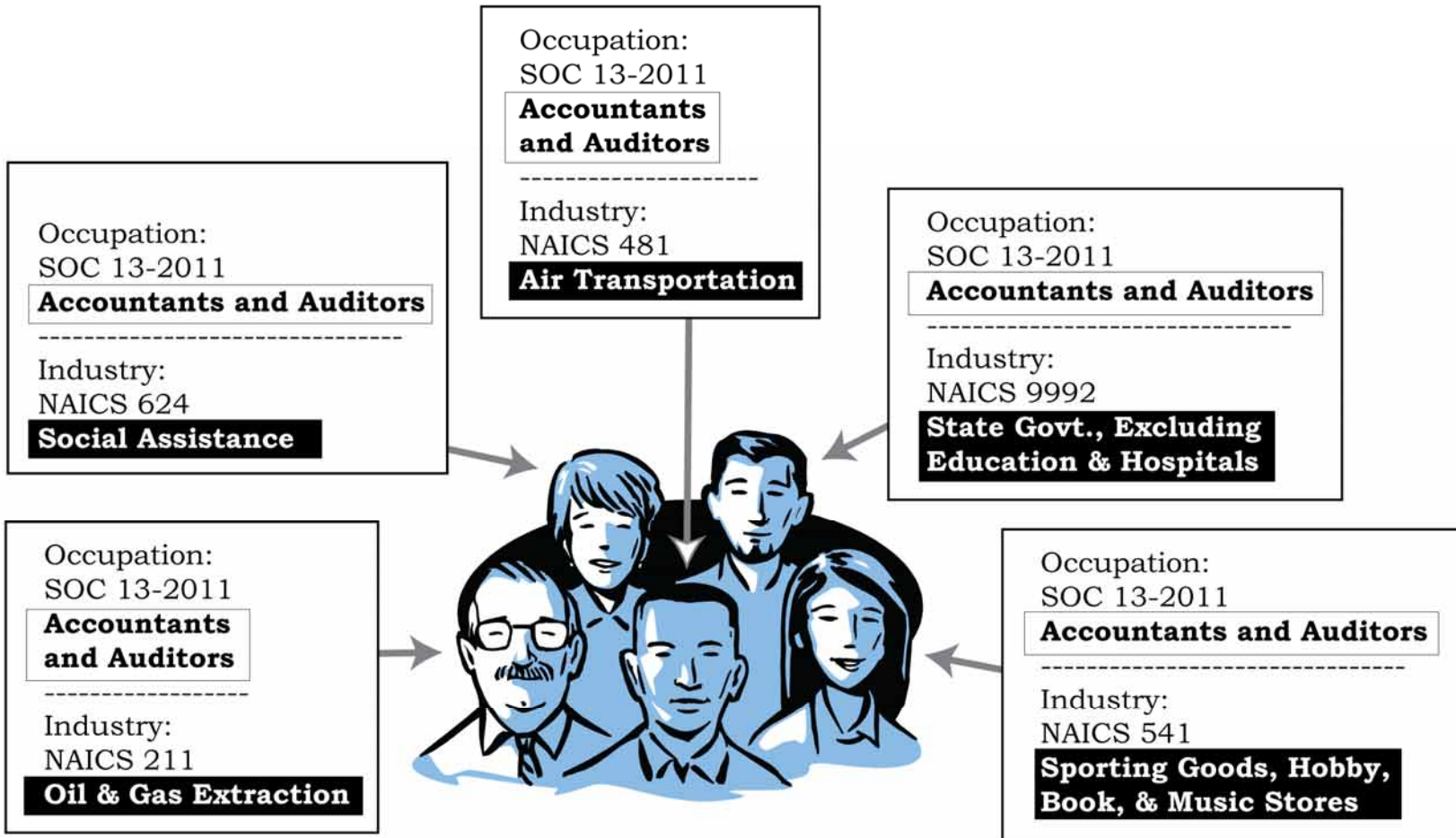
Data Collection Sources

- ▶ Establishment Surveys
 - Current Employment Statistics (CES)
- ▶ Household Surveys
 - Current Population Survey (CPS)
 - Decennial Census
 - Consumer Price Index (CPI)
- ▶ Administrative Data
 - Quarterly Census of Employment & Wages
 - Unemployment Insurance (claims & quarterly reports)



Industries & Occupations





Same Occupation, Different Industries

Industries

The North American Industry Classification System (**NAICS**) uses a 6-digit hierarchical coding system to classify all economic activity into 20 industry sectors. Five sectors are mainly goods-producing sectors and 15 are entirely service-providing sectors. NAICS allows for the identification of approximately 1,170 industries.

NAICS uses a 6-digit format, with each digit representing a specific industry level. For example:

- 23** is the **Construction *sector***.
- 237** is the **Heavy & Civil Engineering Construction *subsector***.
- 2371** is the **Utility System Construction *group***.
- 23712** is the **Oil & Gas Pipeline and Related Structures Construction *industry***.
- 237120** is the **Oil & Gas Pipeline and Related Structures Construction *U.S. industry***.

Source: Bureau of Labor Statistics.

This Can Help Us Answer:

- ▶ How many workers are employed in retail trade in Wyoming?
- ▶ How much did the average weekly wage in transportation & warehousing go up from 2006 to 2007?
- ▶ How many jobs were added in accommodation & food services in the state last year?

Collection of NAICS Codes

- ▶ When an establishment opens, the state UI agency collects information on its economic activity.
- ▶ Every three years, an establishment will get a survey from BLS that will check whether the firm's economic activity has changed. If it has, BLS will change the firm's NAICS code.

Reasons for Code Changes

- ▶ Changes in business activity
- ▶ Establishment previously given the wrong NAICS code



Uses of NAICS:

QCEW NAICS DATA:

Series ID: ENUUS000505339992

State: US TOTAL

Area: US TOTAL

Industry: NAICS 339992 Musical instrument manufacturing

Owner: Private

Size: All establishment sizes

Type: All Employees

Year: 2005 Annual: **13,369**

QCEW NAICS DATA:

Series ID: ENUUS000505339992

State: US TOTAL

Area: US TOTAL

Industry: NAICS 339992 Musical instrument manufacturing

Owner: Private

Size: All establishment sizes

Type: Average Annual Pay

Year: 2005 Annual: **\$37,149**

In 2005, there were 13,369 workers in the musical instrument manufacturing industry in the U.S. Their average annual pay for 2005 was \$37,149.

Source: Bureau of Labor Statistics.

Other Uses of NAICS

- ▶ Used to determine Unemployment Insurance tax rates
- ▶ Correct NAICS data ensures that firms are not unfairly taxed
- ▶ NAICS provides industry descriptions:
 - Industries in the Air Transportation subsector provide air transportation of passengers and/or cargo using aircraft, such as airplanes and helicopters. The subsector distinguishes scheduled from nonscheduled air transportation. **Scheduled air carriers** fly regular routes on regular schedules and operate even if flights are only partially loaded. **Nonscheduled carriers** often operate during nonpeak time slots at busy airports. These establishments have more flexibility with respect to choice of airport, hours of operation, load factors, and similar operational characteristics. Nonscheduled carriers provide chartered air transportation of **passengers, cargo, or specialty flying services**. Specialty flying services establishments use general-purpose aircraft to provide a variety of specialized flying services.

More About NAICS

Updated every five years (was updated in 2007)

Potatoes Unite!

Under NAICS 2007, Sweet potato and yam farmers (previously NAICS 111219 under NAICS 2002) now share a NAICS code with other potato farmers: 111211



Assigning NAICS Codes

In most cases, the industry code is assigned based on the establishment's principal product(s) or service(s).

In theory, production costs and capital investment would be used to determine the NAICS code, but this information can be difficult to obtain.

Occupations

- ▶ A set of activities or tasks that employees are paid to perform. Employees that perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries.
- ▶ In general, it refers to what kind of work people do, not where they work, what they produce, or what services they provide.
- ▶ Coding system is Standard Occupational Classification (SOC).

SOC Major Groups

11-0000 Management
13-0000 Business and Financial Operations
15-0000 Computer and Mathematical
17-0000 Architecture and Engineering
19-0000 Life, Physical, and Social Science
21-0000 Community and Social Services
23-0000 Legal
25-0000 Education, Training, and Library
27-0000 Arts, Design, Entertainment, Sports, and Media
29-0000 Healthcare Practitioners and Technical
31-0000 Healthcare Support
33-0000 Protective Service
35-0000 Food Preparation and Serving Related
37-0000 Building and Grounds Cleaning and Maintenance
39-0000 Personal Care and Service
41-0000 Sales and Related
43-0000 Office and Administrative Support
45-0000 Farming, Fishing, and Forestry
47-0000 Construction and Extraction
49-0000 Installation, Maintenance, and Repair
51-0000 Production
53-0000 Transportation and Material Moving
55-0000 Military Specific

Using SOC for Projections

Table: Top 20 Occupations in Wyoming With the Greatest Projected Net Change in Employment, 2004-2014

6-Digit SOC Code	Occupational Title	2004 Employment	Projected 2014 Employment	Net Employment Change	Total Percent Change	Annual Openings	Average Hourly Wage	Typical Education/ Experience Requirements
53-3032	Truck Drivers, Heavy & Tractor-Trailer	6,089	8,499	2,410	39.6	340	\$17.54	Moderate OTJ
41-2031	Retail Salespersons	8,376	10,485	2,109	25.2	515	\$9.82	Short-term OTJ
11-1021	General & Operations Managers	5,093	6,894	1,801	35.4	276	\$33.00	Bachelor's +
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	2,791	4,164	1,373	49.2	229	\$10.39	Short-term OTJ
47-1011	First-Line Supervisors/Managers of Construction Trades & Extraction Workers	2,765	4,126	1,361	49.2	183	\$26.50	Work exper.
29-1111	Registered Nurses	3,888	5,172	1,284	33	210	\$23.41	Associate's
47-2031	Carpenters	2,898	4,119	1,221	42.1	169	\$17.14	Long-term OTJ
47-5099	Extraction Workers, All Other	1,299	2,478	1,179	90.8	150	\$18.41	Moderate OTJ
47-2073	Operating Engineers & Other Construction Equipment Operators	2,501	3,543	1,042	41.7	169	\$18.38	Moderate OTJ
31-1012	Nursing Aides, Orderlies, & Attendants	3,287	4,304	1,017	30.9	145	\$10.43	Short-term OTJ
47-2061	Construction Laborers	2,971	3,961	990	33.3	139	\$12.19	Moderate OTJ
43-3031	Bookkeeping, Accounting, & Auditing Clerks	5,052	6,007	955	18.9	190	\$12.28	Moderate OTJ
37-2011	Janitors & Cleaners, Except Maids & Housekeeping Cleaner	4,384	5,323	939	21.4	177	\$9.76	Short-term OTJ
35-3031	Waiters & Waitresses	5,748	6,598	850	14.8	381	\$6.78	Short-term OTJ
47-2111	Electricians	2,182	3,030	848	38.9	128	\$21.24	Long-term OTJ
47-5071	Roustabouts, Oil & Gas	892	1,707	815	91.4	106	\$16.18	Moderate OTJ
37-2012	Maids & Housekeeping Cleaners	3,678	4,490	812	22.1	158	\$8.06	Short-term OTJ
49-9042	Maintenance & Repair Workers, General	2,622	3,423	801	30.6	130	\$17.20	Moderate OTJ
31-1011	Home Health Aides	1,232	2,007	775	62.9	94	\$9.52	Short-term OTJ
35-3021	Combined Food Preparation & Serving Workers, Including Fast Food	4,671	5,406	735	15.7	276	\$7.28	Short-term OTJ

Construction & Extraction Occupation

Degree Required

Staffing Patterns

aka Occupations & Industries Together!

- ▶ http://doe.state.wy.us/LMI/cust_staff.htm
- ▶ Requires MS Access
- ▶ Can compare industries by occupation or vice versa.

Staffing Pattern Examples

Customized Staffing Pattern for an Establishment in the Food Services and Drinking Places Industry (NAICS 722000) in Wyoming with 20 Employees

Occupation	35-3031 Waiters and waitresses	4	\$6.66	Hourly	Short-term on-the-job training
	35-3021 Combined food prep. and servers, incl. fast food	3	\$6.95	Hourly	Short-term on-the-job training
	35-2011 Cooks, fast food	2	\$6.53	Hourly	Short-term on-the-job training
	35-2014 Cooks, restaurant	2	\$8.30	Hourly	Long-term on-the-job training
	35-1012 First-line supervisors/mgrs of food prep. and servers	2	\$10.73	Hourly	Work exp. in a related occ.
	35-3011 Bartenders	1	\$7.23	Hourly	Short-term on-the-job training
	35-9021 Dishwashers	1	\$6.65	Hourly	Short-term on-the-job training
	53-3031 Driver/sales workers	1	\$6.13	Hourly	Short-term on-the-job training
	35-3022 Counter attend., cafeteria, concession, and coffee shop	1	\$6.11	Hourly	Short-term on-the-job training
	35-9031 Hosts/hostesses, restaurant, lounge, and coffee shop	1	\$6.52	Hourly	Short-term on-the-job training
		18*			

Customized Staffing Pattern for Typical Distribution of 20 Welders, Cutters, Solderers, and Brazers (SOC 514121) by Industry in Wyoming

Industry	332 Fabricated Metal Product Manufacturing	4	\$14.82	Hourly	Long-term on-the-job training
	811 Repair and Maintenance	3	\$15.46	Hourly	Long-term on-the-job training
	237 Heavy and Civil Engineering Construction	3	\$15.94	Hourly	Long-term on-the-job training
	423 Merchant Wholesalers, Durable Goods	2	\$14.38	Hourly	Long-term on-the-job training
	238 Specialty Trade Contractors	2	\$17.50	Hourly	Long-term on-the-job training
	213 Support Activities for Mining	1	\$17.63	Hourly	Long-term on-the-job training
	212 Mining (except Oil and Gas)	1	\$19.92	Hourly	Long-term on-the-job training
	333 Machinery Manufacturing	1	\$15.38	Hourly	Long-term on-the-job training
	482 Rail Transportation	1	\$20.37	Hourly	Long-term on-the-job training
			18*		

*Totals do not equal 20 due to rounding.

BLS Funded & Supported Programs

- ▶ Quarterly Census of Employment & Wages
- ▶ Current Employment Statistics
- ▶ Local Area Unemployment Statistics
- ▶ Occupational Employment Statistics

Quarterly Census of Employment & Wages (QCEW)

- ▶ National UI system began in 1938
- ▶ About 96% of total wage & salary is UI-covered
- ▶ Used as benchmark for CES, OES, & OSHA
- ▶ Consistent source of county employment by industry

QCEW Data by County

Table 4: Wyoming Average Monthly Employment, Total Payroll, and Average Weekly Wage for First Quarter by County, 2007 and 2008*

County	Average Monthly Employment				Total Payroll				Average Weekly Wage			
	First Quarter		Change		First Quarter		Change		First Quarter		Change	
	2007	2008	n	%	2007	2008	\$	%	2007	2008	\$	%
Total	266,578	275,754	9,176	3.4	\$2,528,908,901	\$ 2,792,831,789	\$ 263,922,888	10.4	\$ 730	\$ 779	\$ 49	6.7
Albany	15,222	15,369	147	1.0	\$ 115,070,553	\$ 123,814,682	\$ 8,744,129	7.6	\$ 581	\$ 620	\$ 39	6.7
Big Horn	3,930	4,062	132	3.4	30,174,556	32,407,461	2,232,905	7.4	591	614	23	3.9
Campbell	26,623	28,027	1,404	5.3	325,343,074	365,696,399	40,353,325	12.4	940	1,004	64	6.8
Carbon	7,100	7,826	726	10.2	61,891,720	84,323,900	22,432,180	36.2	671	829	158	23.5
Converse	4,714	5,251	537	11.4	41,867,729	50,730,562	8,862,833	21.2	683	743	60	8.8
Crook	2,233	2,204	-29	-1.3	17,014,068	17,318,247	304,179	1.8	586	604	18	3.1
Fremont	15,495	15,985	490	3.2	121,603,946	132,399,587	10,795,641	8.9	604	637	33	5.5
Goshen	4,236	4,251	15	0.4	27,326,253	28,711,329	1,385,076	5.1	496	520	24	4.8
Hot Springs	1,947	2,005	58	3.0	12,793,430	14,152,949	1,359,519	10.6	505	543	38	7.5
Johnson	3,232	3,305	73	2.3	24,544,720	26,392,280	1,847,560	7.5	584	614	30	5.1
Laramie	41,593	42,756	1,163	2.8	362,761,840	391,277,217	28,515,377	7.9	671	704	33	4.9
Lincoln	6,463	6,907	444	6.9	61,408,520	81,700,278	20,291,758	33.0	731	910	179	24.5
Natrona	38,275	39,061	786	2.1	377,985,507	407,901,750	29,916,243	7.9	760	803	43	5.7
Niobrara	816	809	-7	-0.9	5,259,877	5,441,921	182,044	3.5	496	517	21	4.2
Park	11,873	12,313	440	3.7	99,165,640	104,846,379	5,680,739	5.7	642	655	13	2.0
Platte	3,313	3,312	-1	0.0	25,521,292	25,523,598	2,306	0.0	593	593	0	0.0
Sheridan	12,831	13,126	295	2.3	106,136,401	119,218,831	13,082,430	12.3	636	699	63	9.9
Sublette	4,868	5,145	277	5.7	63,577,198	71,496,916	7,919,718	12.5	1,005	1,069	64	6.4
Sweetwater	24,117	25,058	941	3.9	282,275,761	310,927,088	28,651,327	10.2	900	954	54	6.0
Teton	17,306	17,993	687	4.0	155,148,270	173,975,808	18,827,538	12.1	690	744	54	7.8
Uinta	9,391	9,612	221	2.4	88,144,080	95,131,163	6,987,083	7.9	722	761	39	5.4
Washakie	3,775	3,833	58	1.5	30,077,995	31,853,783	1,775,788	5.9	613	639	26	4.2
Weston	2,247	2,297	50	2.2	18,023,157	19,717,175	1,694,018	9.4	617	660	43	7.0
Nonclassified^b	4,980	5,247	267	5.4	75,793,314	77,872,486	2,079,172	2.7	1,171	1,142	-29	-2.5

aPreliminary

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

Source: Quarterly Census of Employment and Wages, developed through a cooperative program between Research & Planning and the U.S. Bureau of Labor Statistics.

Extract Date: July 2008

QCEW Data for Natrona County by Industry

Table 127: Natrona County, Central Region, Covered Employment, Total Wages, & Average Weekly Wages by NAICS Industries, Second Quarters 2005 and 2006

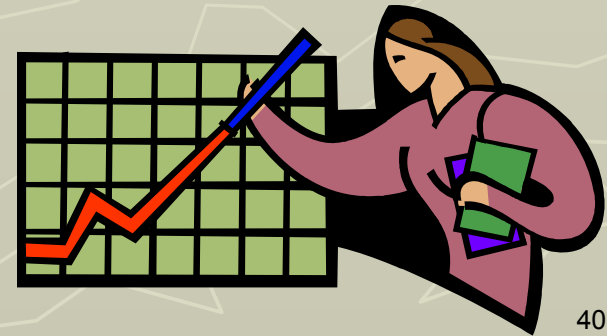
NAICS* Sectors	Average Monthly Employment				Total Wages				Average Weekly Wages			
	Second Quarter		Change		Second Quarter		Change		Second Quarter		Change	
	2005	2006	No.	%	2005	2006	Number	%	2005	2006	No.	
Total, Natrona County	36,513	38,599	2,086	5.7	\$311,789,979	\$363,264,395	\$51,474,416	16.5	\$657	\$724	\$67	
Private (NAICS)	11 - 99	31,149	33,185	2,037	6.5	\$256,389,460	\$302,387,244	\$45,997,784	17.9	\$633	\$701	\$68
--Agriculture, Forestry, Fishing, & Hunting	11	135	141	6	4.7	599,443	702,991	103,548	17.3	342	383	41
--Mining	21	3,496	4,235	739	21.1	49,643,397	67,089,902	17,446,505	35.1	1,092	1,219	127
--Utilities	<u>22-ND</u>											
--Construction	23	2,497	2,733	237	9.5	21,274,058	25,669,732	4,395,674	20.7	655	722	67
--Manufacturing	31 - 33	1,764	1,929	165	9.4	16,480,137	19,209,729	2,729,592	16.6	719	766	47
--Wholesale Trade	42	2,401	2,487	86	3.6	26,494,395	31,663,901	5,169,506	19.5	849	979	130
--Retail Trade	44 - 45	4,827	4,871	44	0.9	27,106,544	29,821,722	2,715,178	10.0	432	471	39
--Transportation & Warehousing	48 - 49	983	1,022	39	4.0	9,383,630	10,701,839	1,318,209	14.0	734	805	71
--Information	51	577	566	-11	-1.9	4,257,517	4,434,276	176,759	4.2	568	603	35
--Finance & Insurance	52	1,014	1,059	45	4.4	10,103,020	11,757,742	1,654,722	16.4	766	854	88
--Real Estate & Rental & Leasing	53	906	1,010	104	11.5	7,802,411	8,660,146	857,735	11.0	663	660	-3
--Professional & Technical Services	54	1,257	1,320	63	5.0	12,574,697	14,178,798	1,604,101	12.8	770	826	56
--Management of Companies & Enterprises	55-ND											
--Administrative & Waste Services	56	1,488	1,646	158	10.6	7,409,415	8,947,843	1,538,428	20.8	383	418	35
--Educational Services	61	108	88	-20	-18.3	375,546	317,896	-57,650	-15.4	268	278	10
--Health Care & Social Assistance	62	4,547	4,656	109	2.4	39,852,708	42,394,701	2,541,993	6.4	674	700	26
---Ambulatory health care services	621	1,601	1,622	21	1.3	19,070,303	20,556,510	1,486,207	7.8	916	975	59

Current Employment Statistics (CES) Program

- ▶ Includes some workers not included in QCEW:
 - Full-commission salespersons
 - Elected officials
 - Teachers (in summer) on 12-month contracts
- ▶ Sources of data
 - QCEW & monthly employer survey

Uses of CES

- ▶ A primary economic indicator (earnings, working hours for nation, state, & selected areas)
- ▶ Total employment growth used by Federal Reserve
- ▶ Used in productivity estimates and preliminary estimates of national product & income



Occupational Employment Statistics (OES) Program

- ▶ Employer survey
- ▶ Produces employment & wage-rate estimates by occupation & industry for states and areas
- ▶ Employment by occupation tallied for each 3- or 4-digit industry
- ▶ Used for state & area projections (short-term, 2 years; long-term, 10 years)

Local Area Unemployment Statistics (LAUS) Program

- ▶ Dates back to 1950, but since 1996 has been producing model-based estimates (although U.S. data comes directly from CPS)
- ▶ Less erratic and cheaper than direct CPS estimates

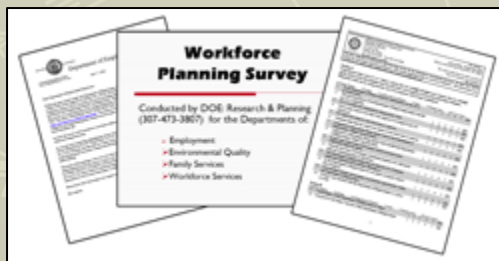


Ambulatory Care Employers
Job Vacancy Survey

Results as of August 17, 2007

Presented by Sara Skulcy, Senior Economist
Wyoming Dept. of Employment
Research & Planning
August 23, 2007

Surveys and Other Research



Wyoming Wage Survey

Wyoming Wyoming Labor Market Information

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Occupations, Earnings, and Wages

OES

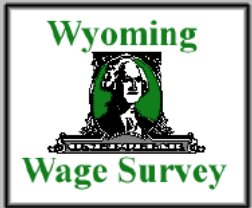
Occupational Employment Statistics (OES) in Wyoming

- [County and Regional Wages](#) [estimates for Wyoming wages for March 2008]
- [Wyoming Wage Survey](#)
- [Earnings by Age, Gender & Industry](#)

Wyoming Department of Employment Research & Planning
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Wyoming Wage Survey



Wyoming Wage Survey

[Wages and Benefits in Wyoming](#) (combining the *Wyoming Wage Survey* and the *Employer Benefits Survey - 2008*)

[County and Regional Wages](#) (estimates for Wyoming wages for March 2008)

[Wage Posters](#) (2001)

[Wages by Occupation-State/National Estimates](#) (BLS website)

Historical Surveys

Wages and Benefits
[2005](#) (PDF) | [2004](#) (PDF) | [2003](#) (PDF)

County and Regional Wages
[November 2006](#) | [May 2006](#) | [November 2005](#) | [May 2005](#) | [November 2004](#)

Private Ownership Wages
[May 2006-Updated](#)

Local Government Wages
[May 2006-Updated](#)

Wyoming Wage Survey



Wyoming Occupational Employment and Wages March 2008

Introduction to Regional and County Occupational Wages for March 2008

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State

[Wyoming Statewide](#)

Metropolitan Statistical Area (MSA)

[Casper, Wyoming](#)

[Cheyenne, Wyoming](#)

County

[Albany County, Wyoming](#)

[Big Horn County, Wyoming](#)

[Campbell County, Wyoming](#)

[Carbon County, Wyoming](#)

[Converse County, Wyoming](#)

[Crook County, Wyoming](#)

Wyoming Wage Survey



Wyoming Occupational Employment and Wages

Wyoming Statewide

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Wyoming Statewide

All industries

Total all occupations

Management Occupations

Business and Financial Operations Occupations

Computer and Mathematical Occupations

Architecture and Engineering Occupations

Life, Physical, and Social Science Occupations

Community and Social Services Occupations

Legal Occupations

Education, Training, and Library Occupations

Arts, Design, Entertainment, Sports, and Media Occupations

Healthcare Practitioners and Technical Occupations

Healthcare Support Occupations

Protective Service Occupations

Wyoming Wage Survey



Total all industries Wyoming Statewide

Community and Social Services Occupations

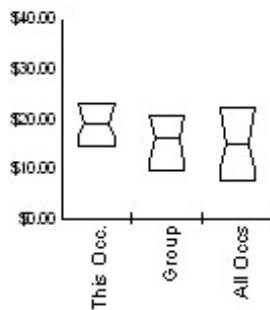
Occupation	Occ. code	Estabs. reporting occupation	Est. empl.	Mean wage	Mean of		Mean of		Median		
					Lower 1/3	Upper 2/3	10th pct	25th pct	wage	75th pct	90th pct
COMMUNITY AND SOCIAL SERVICES OCCUPATIONS	21-0000	279	4,140	35,251	21,587	42,082	20,425	23,950	33,665	43,352	54,592
				16.95	10.38	20.23	9.82	11.52	16.18	20.84	26.24
Substance Abuse and Behavioral Disorder Counselors	21-1011	29	140	40,600	32,179	44,811	28,777	34,448	38,810	46,111	56,533
				19.51	15.47	21.55	13.83	16.56	18.66	22.17	27.18
Educational, Vocational, and School Counselors	21-1012	80	420	48,681	33,463	56,290	30,061	38,859	49,003	59,340	67,762
				23.40	16.09	27.06	14.45	18.68	23.56	28.53	32.58
Marriage and Family Therapists	21-1013	5	20	46,423	35,039	52,115	33,238	36,136	42,031	49,978	68,973
				23.21	16.81	26.81	16.88	17.87	20.21	24.82	33.16
Mental Health Counselors	21-1014	29	190	41,315	32,873	45,536	30,368	34,580	39,692	47,672	54,576
				19.86	15.80	21.89	14.60	16.62	19.08	22.92	26.24
Public Health Social Workers	21-1015	12	78	39,888	33,956	43,424	30,226	34,187	37,928	44,988	56,688
				19.19	15.79	20.88	14.53	16.41	18.19	21.16	27.26
Counselors, All Other	21-1019	4		34,587	24,008	39,876	22,028	25,503	31,386	45,618	50,455
				16.63	11.55	19.17	10.59	12.26	15.08	21.93	24.25
Child, Family, and School Social Workers	21-1021	81	680	37,656	25,899	43,535	22,637	29,825	37,194	44,467	53,014
				18.10	12.45	20.93	10.88	14.34	17.88	21.38	25.48
Medical and Public Health Social Workers	21-1022	47	250	37,511	28,160	42,187	27,468	30,193	34,457	43,475	51,975
				18.04	13.54	20.28	13.21	14.52	16.56	20.90	24.99

Wyoming Wage Survey

Wyoming Statewide

Wyoming Statewide All-industry

Establishments reporting	29
Estimated employment	190
Mean wage	19.86
Entry wage	15.80
Experienced wage	21.89
10th percentile wage	14.60
25th percentile wage	16.62
50th percentile wage	19.08
75th percentile wage	22.92
90th percentile wage	26.24



Mental Health Counselors

Mental Health Counselors (21-1014)

Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental health. May help individuals deal with addictions and substance abuse; family, parenting, and marital problems; suicide; stress management; problems with self-esteem; and issues associated with aging and mental and emotional health. Exclude "Social Workers" (21-1021 through 21-1029), "Psychiatrists" (29-1066), and "Psychologists" (19-3031 through 19-3039).

Median Wage History

	This Occupation	Compared to Occupational Group	Difference
Current	\$19.08 +1.0%	\$16.18 +1.0%	\$2.90
2007	\$18.89 +3.4%	\$16.02 +3.4%	\$2.87
2006	\$18.26 +4.0%	\$15.48 +3.9%	\$2.78
2005	\$17.55 +2.8%	\$14.89 +2.9%	\$2.66
2004	\$17.06 +3.2%	\$14.47 +3.2%	\$2.59
2003	\$16.53 +3.0%	\$14.02 +3.0%	\$2.51
2002	\$16.04 +2.3%	\$13.60 +2.3%	\$2.44
2001	\$15.67	\$13.29	\$2.38

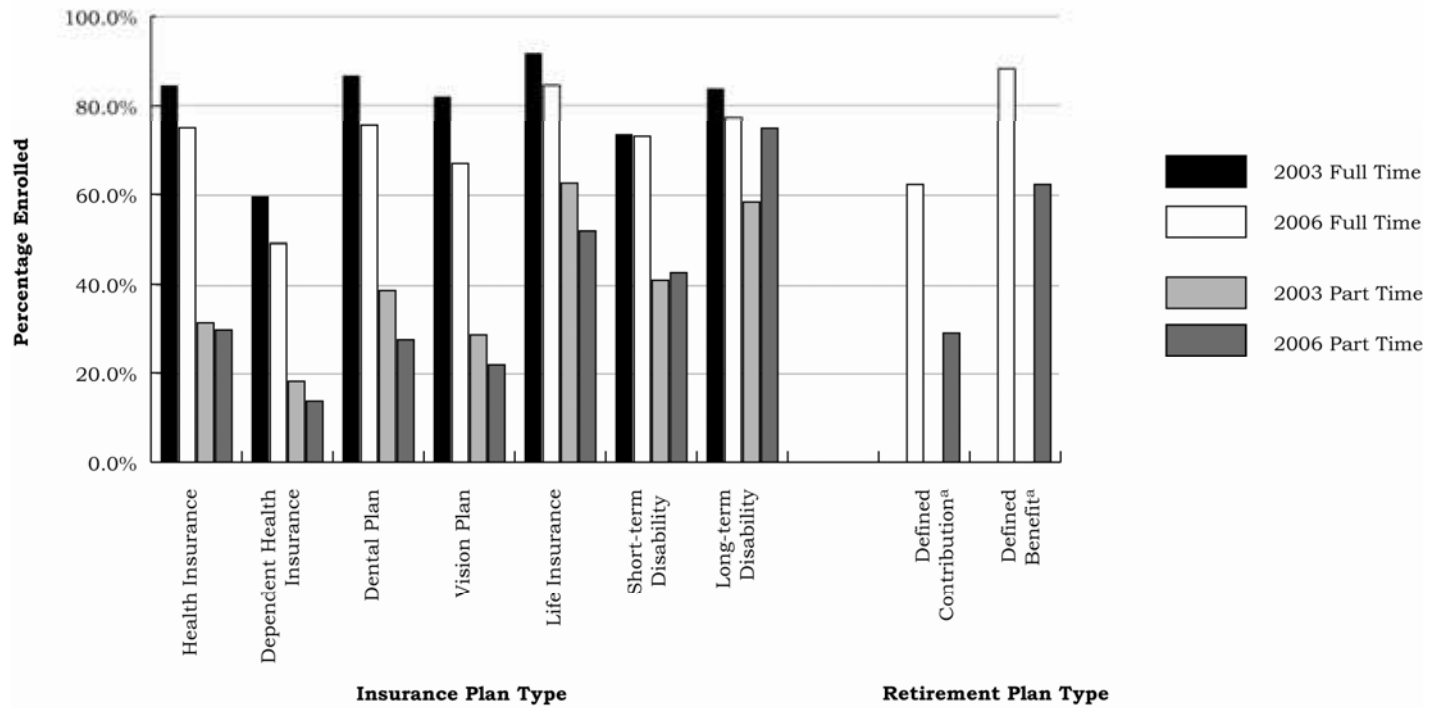
	This Occupation	Compared to All Occupations	Difference
Current	\$19.08 +1.0%	\$15.01 +0.9%	\$4.07
2007	\$18.89 +3.4%	\$14.87 +3.2%	\$4.02
2006	\$18.26 +4.0%	\$14.40 +3.2%	\$3.86
2005	\$17.55 +2.8%	\$13.95 +2.4%	\$3.60
2004	\$17.06 +3.2%	\$13.62 +2.6%	\$3.44
2003	\$16.53 +3.0%	\$13.27 +3.1%	\$3.26
2002	\$16.04 +2.3%	\$12.86 +2.5%	\$3.18
2001	\$15.67	\$12.54	\$3.13

Occupational Safety & Health

- ▶ Survey of Occupational Injuries and Illnesses (SOII)
- ▶ Census of Fatal Occupational Injuries (CFOI)

Benefits Survey

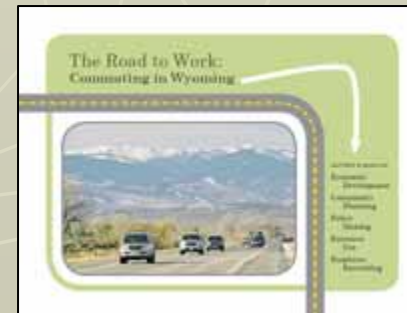
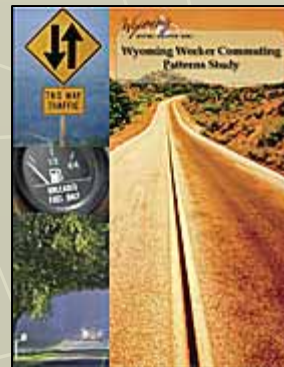
Figure: Average Percentage of Wyoming Employees Who Are Offered Insurance and Retirement Plans and Who Choose to Enroll, 2003 & 2006



^aData Not Available for 2003.

Commuting Patterns

- ▶ Gross and net flows by county
- ▶ Inflow & outflow by age group
- ▶ Inflow & outflow by gender
- ▶ Wage differentials
- ▶ Imported labor



Commuting Data Sources

- ▶ Unemployment Insurance Wage Records
 - Liable employers report all SSNs and wages each quarter
- ▶ Employer Master File
 - Contains aggregate information regarding UI covered employment and wages
- ▶ WYDOT Driver's License File
 - Contains driver names, SSNs and physical addresses

Succession Planning

- ▶ Conduct survey of workers' intent to leave and their job satisfaction
- ▶ Compare survey responses to administrative data (e.g. wage records)
- ▶ Identify areas of concern (i.e. which age groups, occupations, gender are most likely to leave)
- ▶ Identify factors most related to retention (wages, training, benefits, etc.)

Example of Survey Results

- ▶ 2007 Survey of Wyoming Nurses found:
 - Many nurses work in general medicine, general surgery, or obstetrics.
 - Far fewer nurses work in cardiac, respiratory, and cancer care – the specialties needed by older patients.
 - Where a nurse works might not match the training received; mismatch between skills used now and skills needed for the future.

... other useful sites ...

- ▶ O*NET
<http://online.onetcenter.org/>
- ▶ America's Career InfoNet / Career OneStop
<http://www.careeronestop.org/>
- ▶ Bureau of Labor Statistics
<http://www.bls.gov/>
- ▶ Census Bureau
<http://www.census.gov/>

Questions?



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