

Workforce Resources for Human Resources Specialists

Presented to the Energy Capital Chapter of the Society of Human Resource Management
April 20, 2017

Research & Planning
Wyoming Department of Workforce Services
<http://WyomingLMI.gov>



Research & Planning
Wyoming DWS

Agenda

- About R&P
- The Natrona County Economy
- Benefits & Hiring Trends
- Web Resources

About R&P

Research & Planning

<http://WyomingLMI.gov>

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 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 & Planning Data

- Administrative Data
 - Drivers License Files
 - Unemployment Insurance Payroll Tax Records
- R&P Surveys
 - New Hires Survey
 - Benefits Survey
- Bureau of Labor Statistics
 - Quarterly Census of Employment and Wages
 - Occupational Employment Statistics

Relevant Publications: Wages

- Highlights of Wyoming's Occupational Employment and Wages for May 2015
- Youths and Nonresidents in Wyoming's Labor Force: Occupations, Earnings, and Career Opportunities

WYOMING LABOR FORCE

June 2014

TRENDS

Vol. 51 No. 6 © Copyright 2014 by the Wyoming Department of Workforce Services Research & Planning

YOUTHS AND NONRESIDENTS IN WYOMING'S LABOR FORCE, PART 3:
Occupations, Earnings, and Career Opportunities
by: Michael Moore, Research Analyst

This article is the third in a three-part series discussing resident youths and nonresidents in Wyoming's labor market. The previous two articles reviewed the increase in nonresidents in Wyoming's labor force and the decline in resident youth employment, and employment trends at the county and industry levels. This article looks at the types of occupations for which these two segments of the population are hired and what they earn.

Wyoming employers have historically relied to some degree on nonresident workers. For this series of articles, nonresidents are defined as "individuals without a Wyoming-issued driver's license or at least four quarters of work history in Wyoming" (Jones, 2002). The number and proportion of nonresidents working in Wyoming is influenced by economic trends. During times of economic expansion, Wyoming employers turn to nonresidents to fill vacancies when they have exhausted the local labor supply (Leonard, 2010). When the economy contracts, nonresidents leave Wyoming and return to their home states.

Resident youths are defined in this series of articles as those individuals ages 19 and younger who possess a Wyoming driver's license. Since 2008, the number and proportion of resident youths participating in Wyoming's labor force has declined substantially, while the overall youth population has remained relatively flat (Moore, 2013a).

Wyoming's economy expanded rapidly from 2005 to 2008. Then in first quarter 2009 (2009Q1), Wyoming's economy contracted for five consecutive quarters.

(Text continued on page 3)

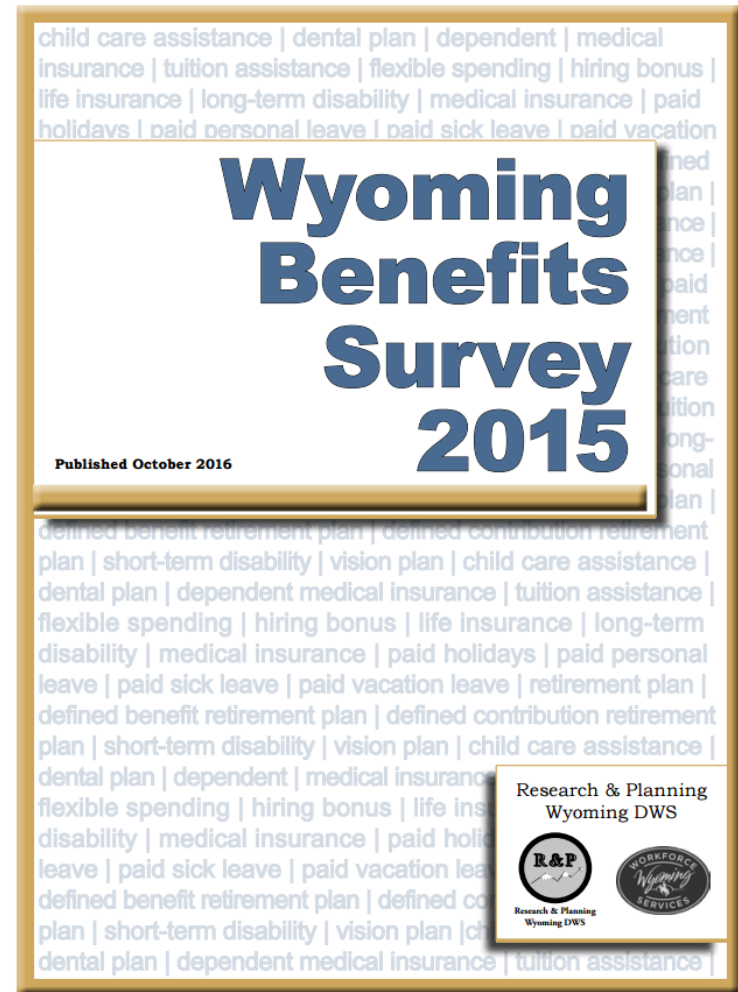
HIGHLIGHTS

- From 2011 to 2012, Wyoming experienced essentially no change in the number of work-related injuries and illnesses resulting in days away from work for private industry. Overall, males continued to experience work-related injuries and illnesses more frequently than females. page 11
- Initial Unemployment Insurance claims decreased by 33.9% over the year with large decreases in construction (-56.4%), professional & business services (-33.5%), and leisure & hospitality (-22.5%).... page 26

<http://doe.state.wy.us/LMI>

Relevant Publications: Benefits

- Do Benefits Reduce Employee Turnover Among Wyoming Firms?
- Benefits Survey 2014: Fewer Jobs Offered Access to Benefits



Relevant Publications: Workplace Safety

- Wyoming's Nonfatal Occupational Injury and Illness Incidence Rate was 3.3 for Private Industry in 2015
- Workplace Safety: Analysis Using Workers' Compensation Data in Wyoming

Wyoming's Nonfatal Occupational Injury and Illness Incidence Rate was 3.3 for Private Industry in 2015

by: Valerie A. Davis, Senior Statistician

The Research & Planning section of the Wyoming Department of Workforce Services has reported that Wyoming's nonfatal occupational injury and illness estimated incidence rate for private industry in 2015 was 3.3 per 100 full-time employees. This was 0.2 less than in 2014 (3.5), according to the Survey of Occupational Injuries and Illnesses (SOII) in cooperation with the Bureau of Labor Statistics. This is not a statistically significant change. The SOII is conducted annually by Research & Planning.

The goods-producing sectors (such as mining and construction) had an injury and illness incidence rate of 3.5 (see the Table). Injury and illness incidence rates among these sectors in 2015 ranged from 1.8 in mining to 5.0 in manufacturing.

The service-providing sectors (such as retail trade and transportation & warehousing) had an incidence rate of 3.2 per 100 full-time workers in 2015, this was 0.6 less than in 2014 (3.8), which

Table: Incidence Rates¹ of Nonfatal Occupational Injuries and Illnesses by Selected Sectors, Wyoming, Private Industry, 2014 & 2015

Sector ² and NAICS ³	2014 Total Recordable Cases (Incidence Rate)	2015 Total Recordable Cases (Incidence Rate)
Total Private Industry⁴	3.5	3.3
Goods-Producing⁴	2.9	3.5
Mining ⁵ (21)	1.8	1.8
Construction (23)	3.6	4.7
Manufacturing (31-33)	4.7	5.0
Service-Providing	3.8	3.2
Wholesale Trade (42)	2.7	2.9
Retail Trade (44-45)	4.3	3.7
Transportation & Warehousing ⁶ (48-49)	3.6	4.1
Utilities (22)	2.9	2.2
Educational Services (61)	—	3.2
Health Care & Social Assistance (62)	4.9	4.4
Accommodation & Food Services (72)	4.7	3.1

¹Incidence rates represent the number of injuries and illnesses per 100 full-time workers and were calculated as: (N/EH) x 200,000 where

N = number of injuries and illnesses

EH = total hours worked by all employees during the calendar year.

200,000 = base for 100 equivalent full-time workers (working 40 hours per week, 50 weeks per year).

²Totals include data for industries not shown separately.

³North American Industry Classification System — United States 2012.

⁴Excludes farms with fewer than 11 employees.

⁵Data for mining (Sector 21 in the North American Industry Classification System — United States, 2012) include establishments not governed by the Mine Safety and Health Administration (MSHA) rules and reporting, such as those in oil and gas extraction and related support activities. Data for mining operators in coal, metal, and nonmetal mining are provided to BLS by the Mine Safety and Health Administration, U.S. Department of Labor. Independent mining contractors are excluded from the coal, metal, and nonmetal mining industries. These data do not reflect the changes the Occupational Safety and Health Administration made to its recordkeeping requirements effective January 1, 2002; therefore estimates for these industries are not comparable to estimates in other industries.

⁶Data for employers in rail transportation are provided to BLS by the Federal Railroad Administration, U.S. Department of Transportation.

NOTE: Because of rounding, components may not add to totals. Dash indicates data that do not meet publication guidelines.

SOURCE: Bureau of Labor Statistics, U.S. Department of Labor, Survey of Occupational Injuries and Illnesses, in cooperation with participating State agencies.

Table created by Valerie A. Davis, Senior Statistician, Research & Planning, Wyoming Department of Workforce Services, October, 2016.

Relevant Publications: Retention

- Labor Retention: Out-Migration of Youth
- Quarterly Turnover Statistics by Industry, First Quarter 2016

Wyoming Department of Workforce Services © WYOMING LABOR FORCE TRENDS Research & Planning

Quarterly Turnover Statistics by Industry, First Quarter 2016

by: Tony Glover, Workforce Information Supervisor

The number of total hires working in Wyoming at any time decreased in nearly all industries (see Figure 1, page 15) from 2015Q1 to 2016Q1. As shown in Figure 2 (see page 15), the number of hires is usually greater than the number of exits, except during periods of economic downturn.

		(H)	(H)+(B)	(B)	(E)	(E)+(B)	(C)	(H+E+B+C)	Turnover		
Major Sector Industry		Hire Only	Total Hires	Both Hire and Exit	Exit Only	Total Exits	Continuous Employment	Total	Rate*	Change Prior Year	
Goods Producing	Agriculture, Forestry, Fishing, & Hunting	Transactions ^a	350	462	112	198	310	2,072	2,732	24.2	0.4
		Rates	12.8	16.9	4.1	7.2	11.3	75.8	100.0		
	Mining	Transactions	727	1,108	381	2,340	2,721	17,692	21,140	16.3	-5.4
		Rates	3.4	5.2	1.8	11.1	12.9	83.7	100.0		
	Construction	Transactions	3,091	4,485	1,394	3,422	4,816	17,511	25,418	31.1	-3.4
		Rates	12.2	17.6	5.5	13.5	18.9	68.9	100.0		
	Manufacturing	Transactions	532	739	207	948	1,155	8,272	9,959	16.9	-2.2
		Rates	5.3	7.4	2.1	9.5	11.6	83.1	100.0		
	Wholesale Trade, Trans., Utilities, & Warehousing	Transactions	1,549	2,050	501	2,337	2,838	17,655	22,042	19.9	-1.8
		Rates	7.0	9.3	2.3	10.6	12.9	80.1	100.0		
Service Providing	Retail Trade	Transactions	3,904	5,220	1,316	4,595	5,911	27,915	37,730	26.0	-4.3
		Rates	10.3	13.8	3.5	12.2	15.7	74.0	100.0		
	Information	Transactions	321	415	94	319	413	3,992	4,726	15.5	-1.2
		Rates	6.8	8.8	2.0	6.7	8.7	84.5	100.0		
	Financial Activities	Transactions	927	1,192	265	887	1,152	9,858	11,937	17.4	-1.4
		Rates	7.8	10.0	2.2	7.4	9.7	82.6	100.0		
	Pro. & Business Services	Transactions	2,400	3,780	1,380	2,348	3,728	14,430	20,558	29.8	-4.1
		Rates	11.7	18.4	6.7	11.4	18.1	70.2	100.0		
	Educational Services	Transactions	1,967	2,576	609	1,271	1,880	28,816	32,663	11.8	-1.0
		Rates	6.0	7.9	1.9	3.9	5.8	88.2	100.0		
	Health Services	Transactions	3,196	3,972	776	2,933	3,709	30,329	37,234	18.5	-1.9
		Rates	8.6	10.7	2.1	7.9	10.0	81.5	100.0		
	Leisure & Hospitality	Transactions	5,937	9,109	3,172	6,178	9,350	24,720	40,007	38.2	-1.9
		Rates	14.8	22.8	7.9	15.4	23.4	61.8	100.0		
	Other Services	Transactions	879	1,176	297	892	1,189	6,411	8,479	24.4	-0.4
	Rates	10.4	13.9	3.5	10.5	14.0	75.6	100.0			
Public Admin.	Transactions	954	1,303	349	1,107	1,456	17,441	19,851	12.1	-0.9	
	Rates	4.8	6.6	1.8	5.6	7.3	87.9	100.0			
Unclassified	Transactions	720	1,223	503	817	1,320	2,422	4,462	45.7	-3.9	
	Rates	16.1	27.4	11.3	18.3	29.6	54.3	100.0			
Total		Transactions	27,454	38,810	11,356	30,592	41,948	229,536	298,938	23.2	-2.6
		Rates	9.2	13.0	3.8	10.2	14.0	76.8	100.0		

(H) Hire Only. (B) Both Hire and Exit. (E) Exit Only. (C) Continuous Employment.

^aTurnover rate equals (H+E+B)/Total.

^bJobs worked at any time during the quarter.

Historical turnover data and a current turnover report can be found online at <http://doe.state.wy.us/LMI/turnover.htm>.

Relevant Publications: Job Skills

- What Do Employers Want? Evidence from the New Hires Survey for Health Care
- Finance and Insurance Estimates of Private Sector New Hire Job Characteristics

Finance and Insurance				
Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*				
		Occupation and SOC Code		
Job Characteristics		Total All Occupations (00-0000)	Tellers (43-3071)	Customer Service Representatives (43-4051)
Typical Education*		N/A	High School Diploma or Less	High School Diploma or Less
N		1,322	416	164
Average Hourly Wage (\$)		\$12.70	\$10.82	\$12.00
% Paid Piece Rate		2.2	0.0	0.0
% Offered Selected Benefits	Health Insurance	72.0	85.3	72.5
	Retirement	70.0	85.3	62.7
	Paid Leave	78.5	88.4	72.5
Skills Selected as "Important" (%)	Service Orientation	94.1	97.7	100.0
	Critical Thinking	88.8	86.0	98.0
	Reading Comprehension	93.7	88.4	100.0
	Technology Design	44.9	45.0	54.9
Employer's Satisfaction with New Hires' Skills	Operation and Control	49.3	49.6	56.9
	Satisfied	43.2	44.2	43.1
	Not Satisfied	3.2	1.6	7.8
	Neither	5.9	3.1	7.8
Average Weekly Hours Worked	Other	47.8	51.2	41.2
	20 or Less	1.7	0.9	2.4
	21-35	13.4	20.4	17.1
Gender	36 or More	84.9	78.8	80.5
	Female	71.0	80.6	82.4
	Male	23.7	11.6	13.7
Age Group	Nonresident	5.4	7.8	3.9
	19 and Younger	2.7	7.0	0.0
	20-24	21.2	31.0	25.5
	25-34	28.0	27.9	33.3
	35-44	16.8	10.1	15.7
	45-54	16.1	12.4	13.7
	55-64	9.0	3.1	7.8
Turnover	65 and Older	0.5	0.0	0.0
	Unknown (Nonresidents)	5.6	8.5	3.9
	% Still Working 1 Quarter After Hire	91.5	88.4	90.2

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS
New Hires Job Skills Survey
<http://doe.state.wy.us/LMI/newhires.htm>

*Source: U.S. Bureau of Labor Statistics.

Page 1 of 10

Relevant Publications: Training

- Higher Wages and More Work: Impact Evaluation of a State-Funded Incumbent Worker Training Program
- Training for What? Using New Hires Survey Data to Identify Training Opportunities

Higher Wages and More Work: Impact Evaluation of a State- Funded Incumbent Worker Training Program

**Appendix
February 2016**





Relevant Publications: Projections

- Long-Term Industry & Occupational Projections, 2014-2024
- Wyoming Short-Term Industry and Occupational Projections, 2016-2018

Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, November 2016

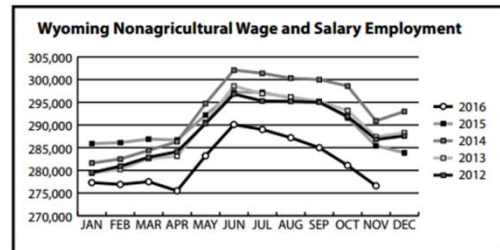
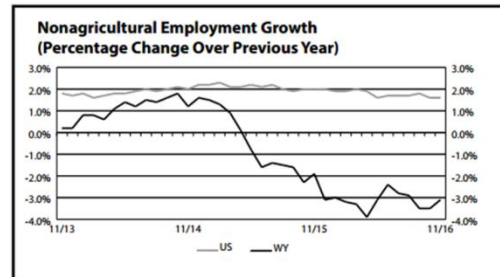
by: David Bullard, Senior Economist

Industry Sector	Research & Planning's Short-Term Projections	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm	274,984	276,600	1,616	0.6%
Natural Resources & Mining	17,449	19,000	1,551	8.2%
Construction	21,384	22,200	816	3.7%
Manufacturing	9,547	10,000	453	4.5%
Wholesale Trade	7,769	8,400	631	7.5%
Retail Trade	31,068	29,800	-1,268	-4.3%
Transportation & Utilities	13,925	14,400	475	3.3%
Information	3,725	3,600	-125	-3.5%
Financial Activities	10,581	10,400	-181	-1.7%
Professional & Business Services	17,499	18,100	601	3.3%
Educational & Health Services	27,624	28,400	776	2.7%
Leisure & Hospitality	31,882	30,200	-1,682	-5.6%
Other Services	9,533	10,100	567	5.6%
Government	72,998	72,000	-998	-1.4%

Projections were run in November 2016 and based on QCEW data through June 2016.

State Unemployment Rates November 2016 Seasonally Adjusted

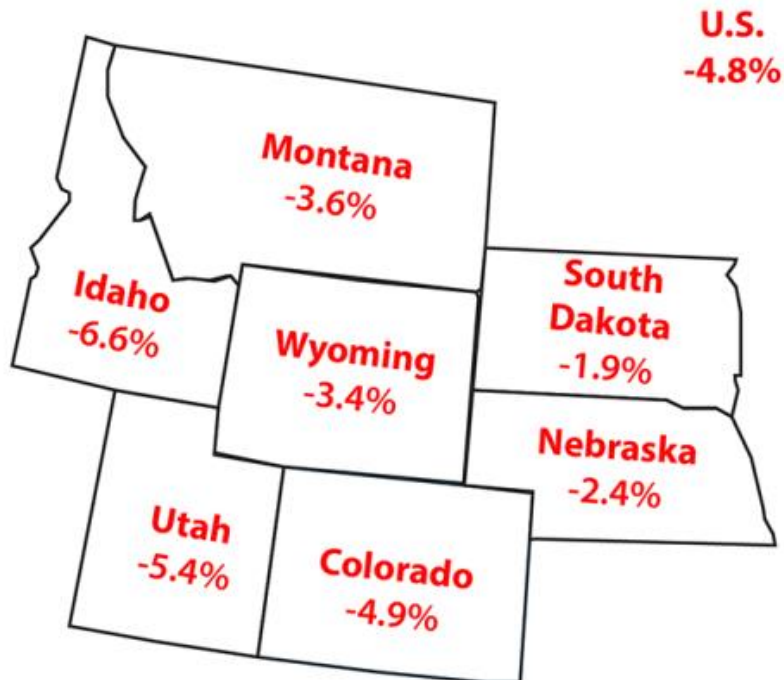
State	Unemp. Rate
Puerto Rico	11.9
Alaska	6.8
New Mexico	6.7
Louisiana	6.2
District of Columbia	6.0
West Virginia	6.0
Alabama	5.9
Mississippi	5.7
Pennsylvania	5.7
Illinois	5.6
California	5.3
Georgia	5.3
Rhode Island	5.3
Washington	5.3
Nevada	5.2
New York	5.1
Oklahoma	5.1
Arizona	5.0
New Jersey	5.0
North Carolina	5.0
Oregon	5.0
Florida	4.9
Michigan	4.9
Ohio	4.9
Wyoming	4.9
Kentucky	4.8
Tennessee	4.8
Connecticut	4.7
Missouri	4.7
Texas	4.6
United States	4.6
South Carolina	4.4
Delaware	4.3
Kansas	4.3
Indiana	4.2
Maryland	4.2
Virginia	4.2
Wisconsin	4.1
Arkansas	4.0
Maine	4.0
Montana	4.0
Idaho	3.8
Iowa	3.8
Minnesota	3.8
Nebraska	3.4
Colorado	3.2
Vermont	3.2
Utah	3.1
Hawaii	3.0
Massachusetts	2.9
North Dakota	2.9
New Hampshire	2.7
South Dakota	2.7



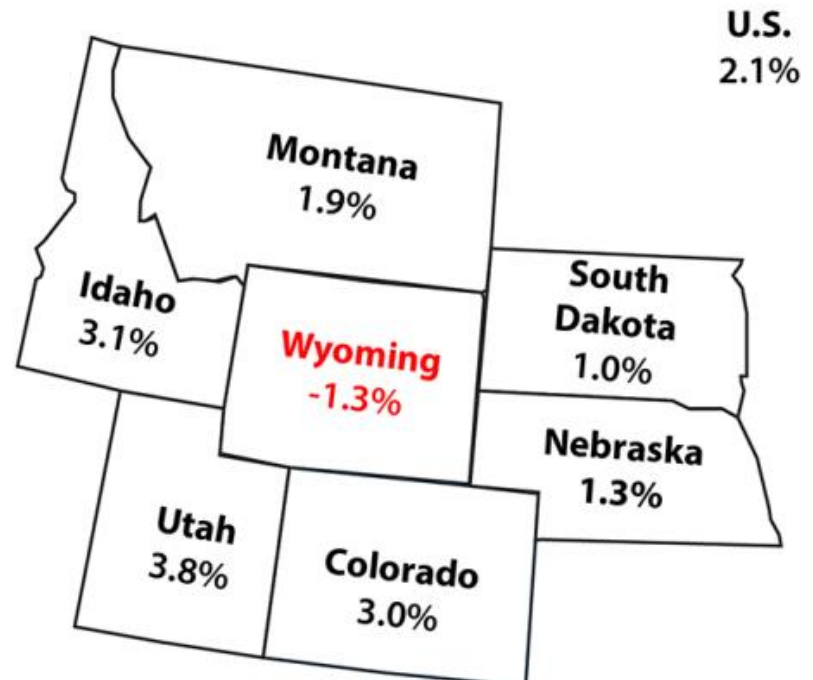
The Natrona County Economy

Employment Changes During Downturns

Change, 2008Q2 to 2009Q2 (Previous Downturn)

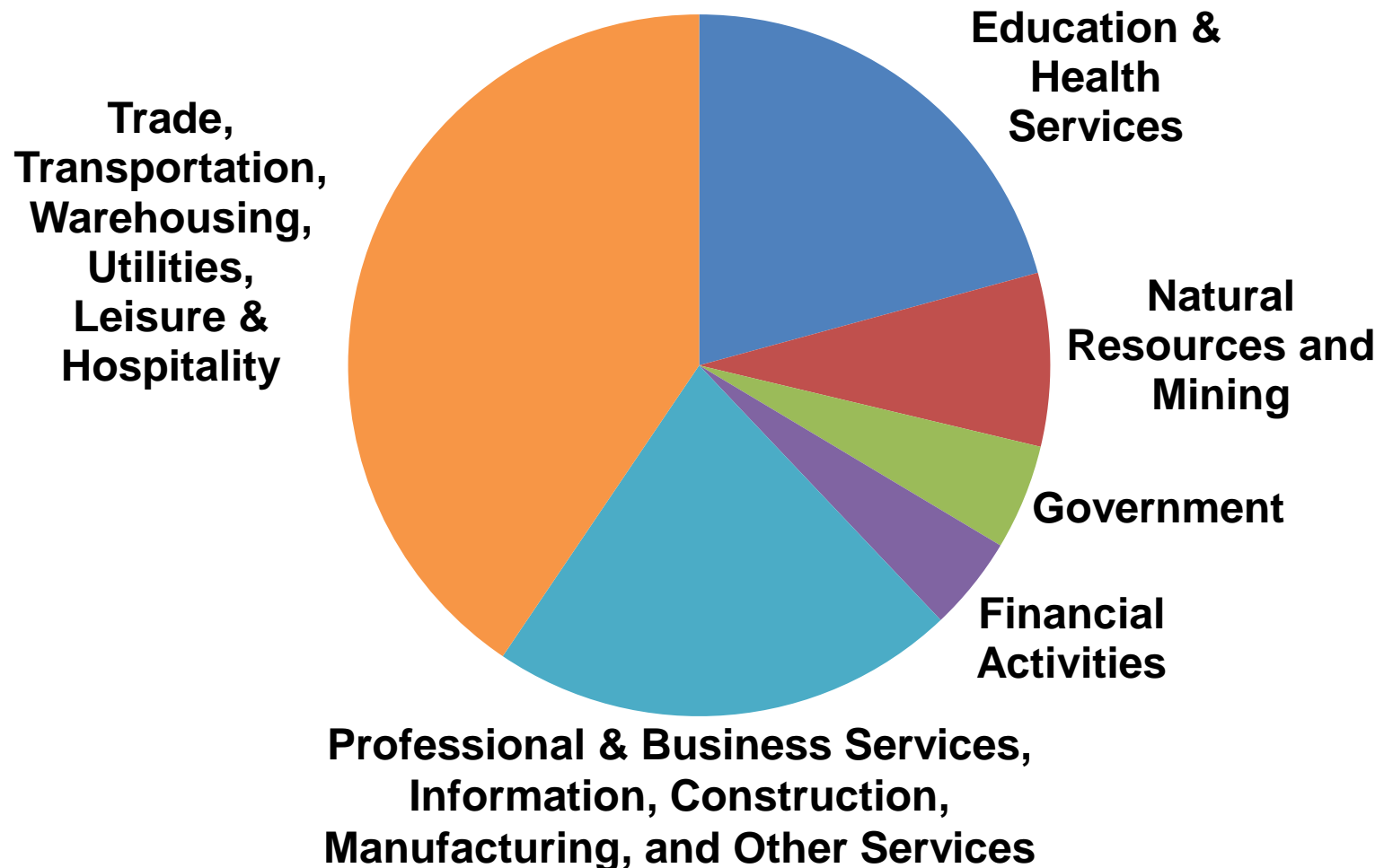


Change, 2014Q3 to 2015Q3 (Current Downturn)



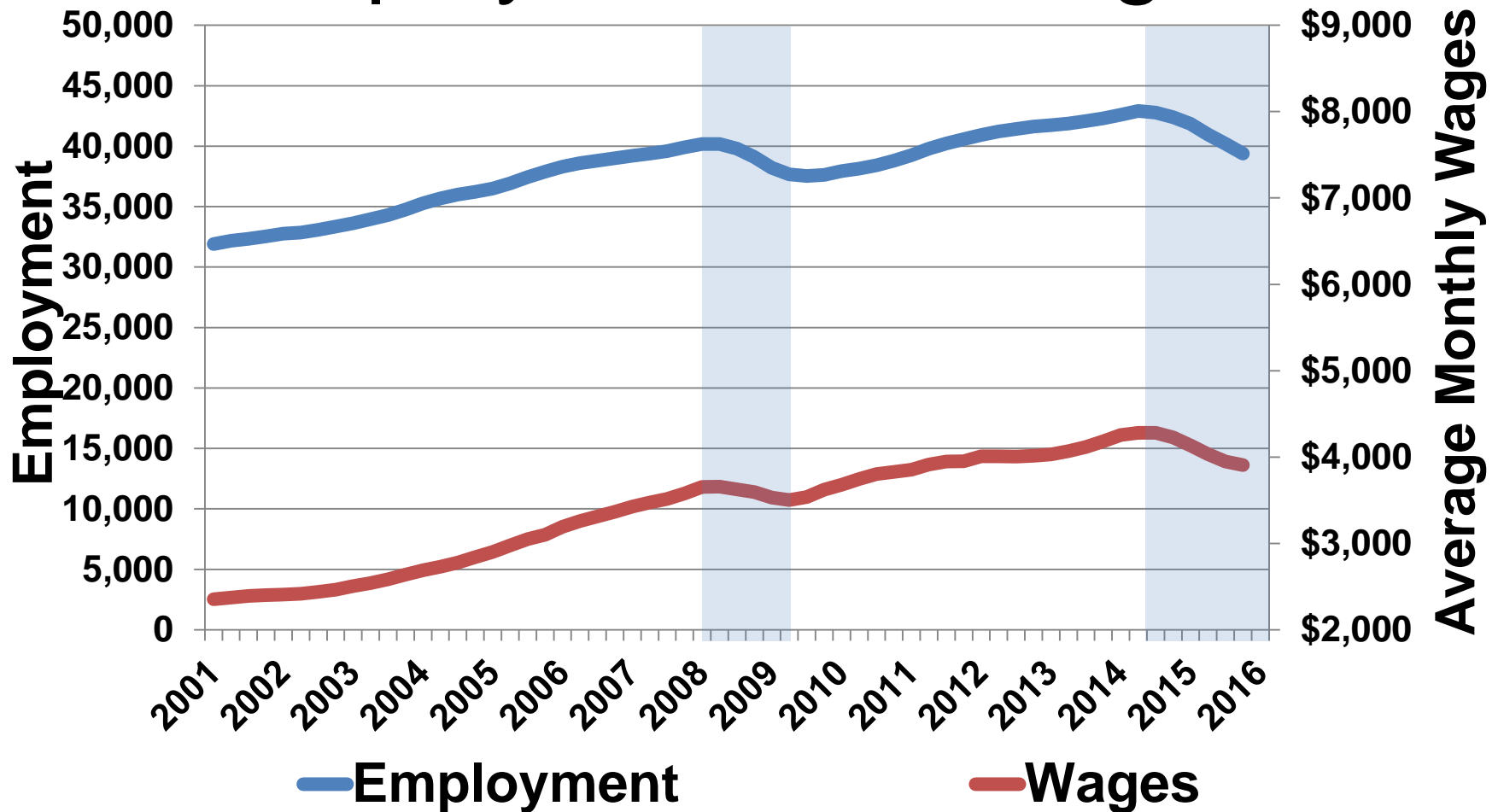
Source: Quarterly Census of Employment and Wages (QCEW), U.S. Bureau of Labor Statistics.

2015 Natrona County Employment



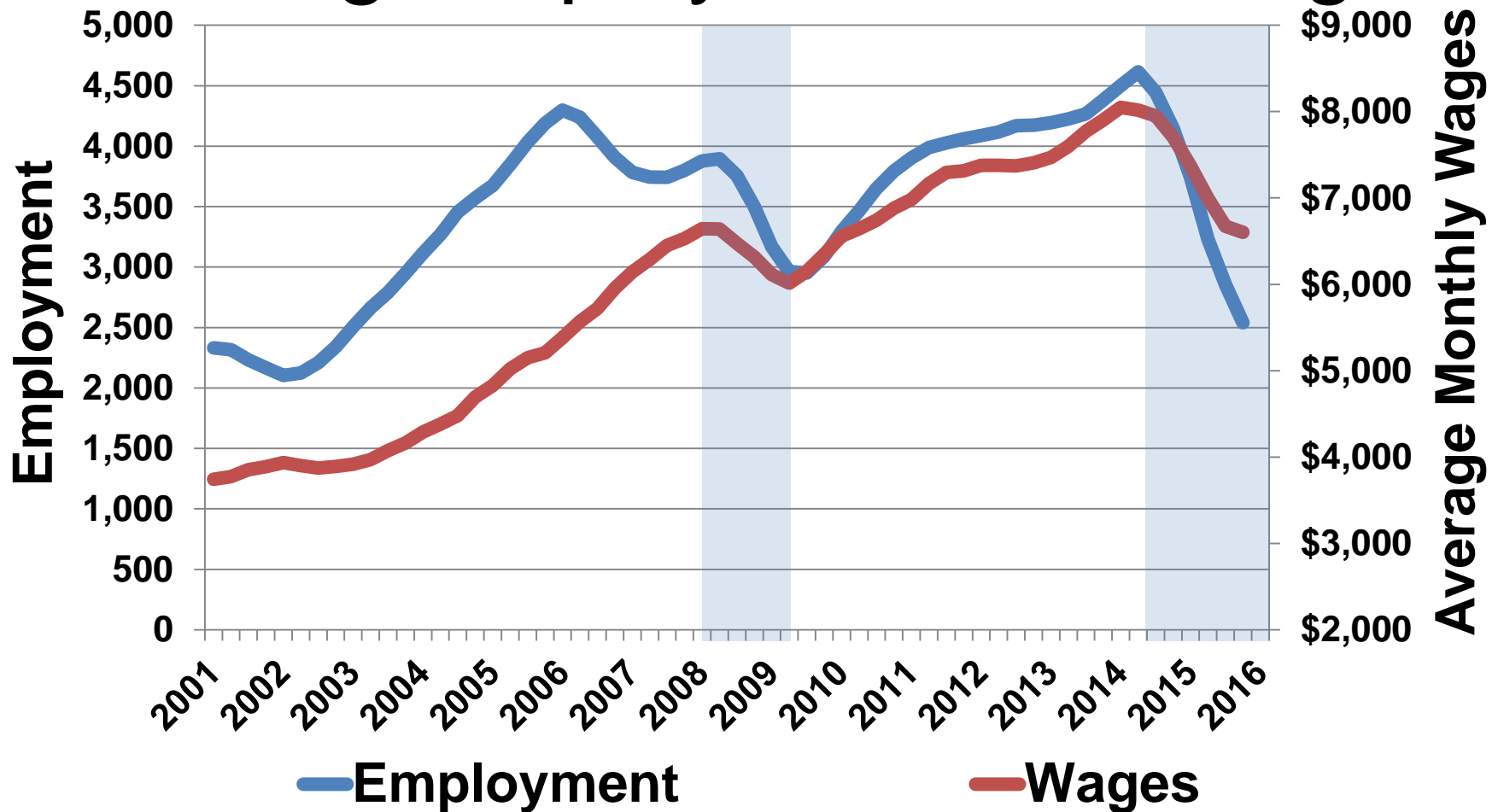
Note: Custom figure using data from the Bureau of Labor Statistics, U.S. Department of Labor, Quarterly Census of Employment and Wages. Retrieved March 20, 2017, from <http://www.bls.gov/qcew/>

Natrona County Total Employment and Wages



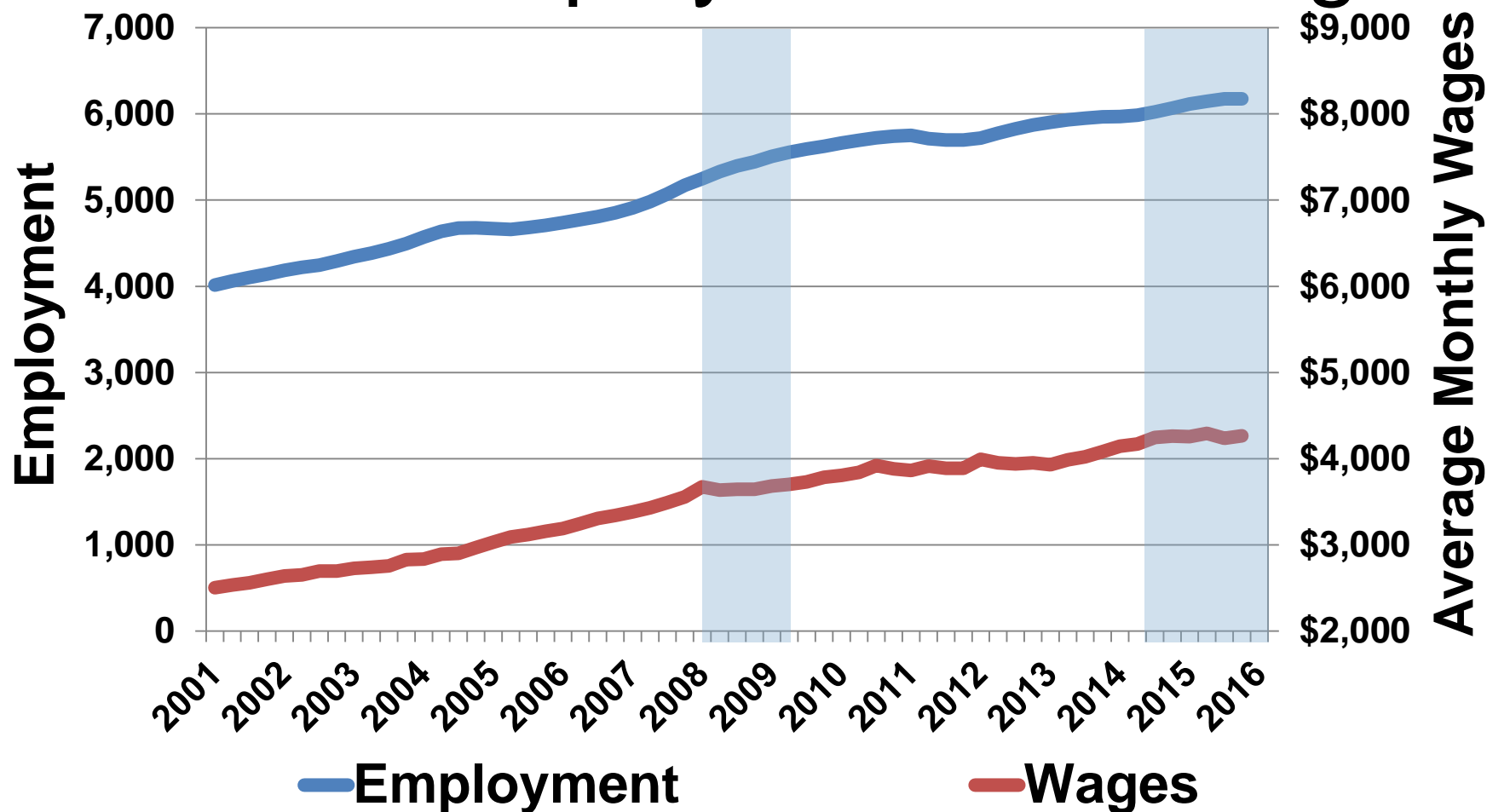
Note: Custom figure using data from the Bureau of Labor Statistics, U.S. Department of Labor, Quarterly Census of Employment and Wages, 2017. Retrieved March 20, 2016, from <http://www.bls.gov/qcew/>

Natrona County Natural Resources & Mining Employment and Wages



Note: Custom figure using data from the Bureau of Labor Statistics, U.S. Department of Labor, Quarterly Census of Employment and Wages, 2017. Retrieved March 20, 2016, from <http://www.bls.gov/qcew/>

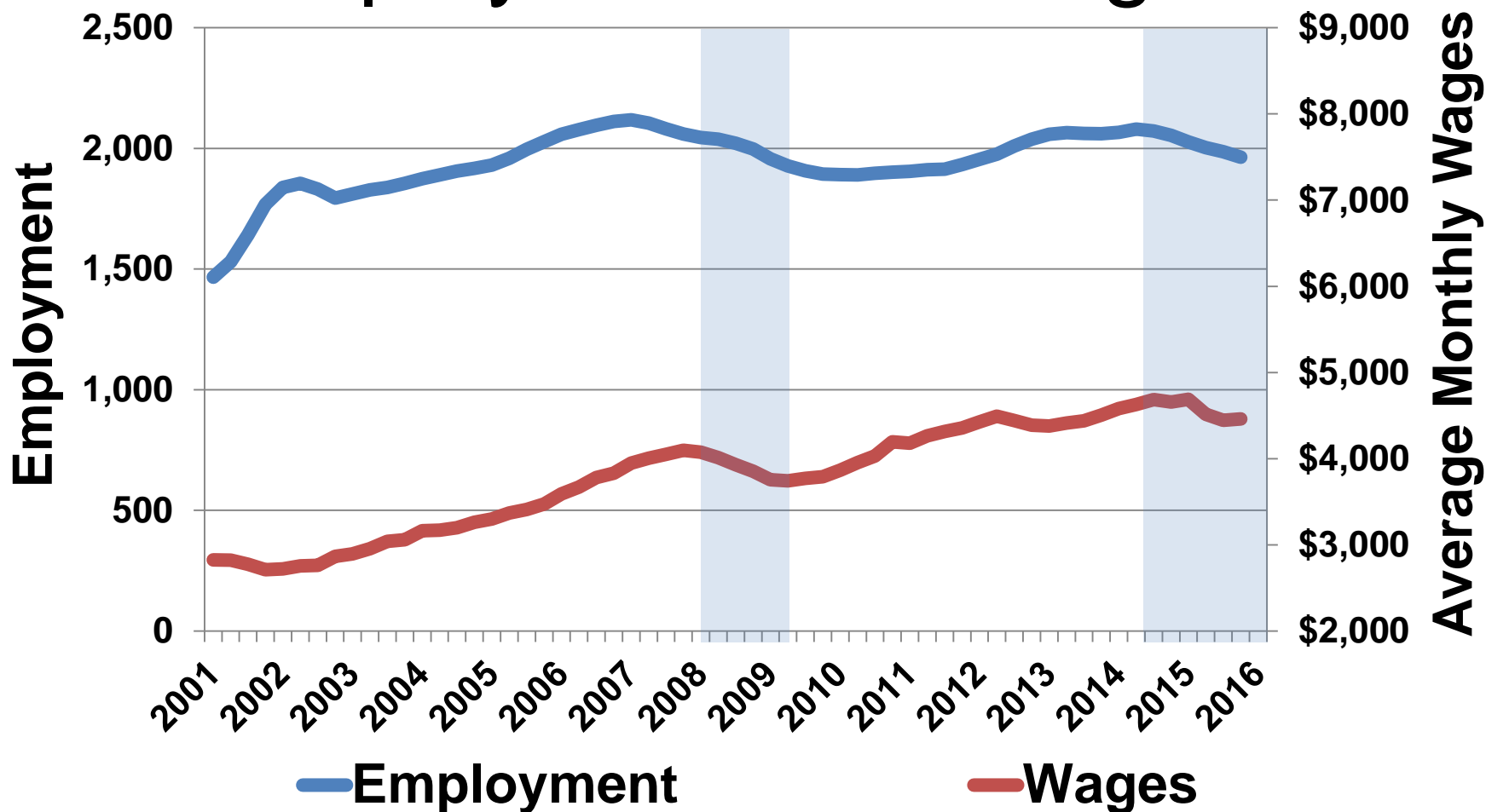
Natrona County Education & Health Services Employment and Wages



Note: Custom figure using data from the Bureau of Labor Statistics, U.S. Department of Labor, Quarterly Census of Employment and Wages, 2017. Retrieved March 20, 2016, from <http://www.bls.gov/qcew/>

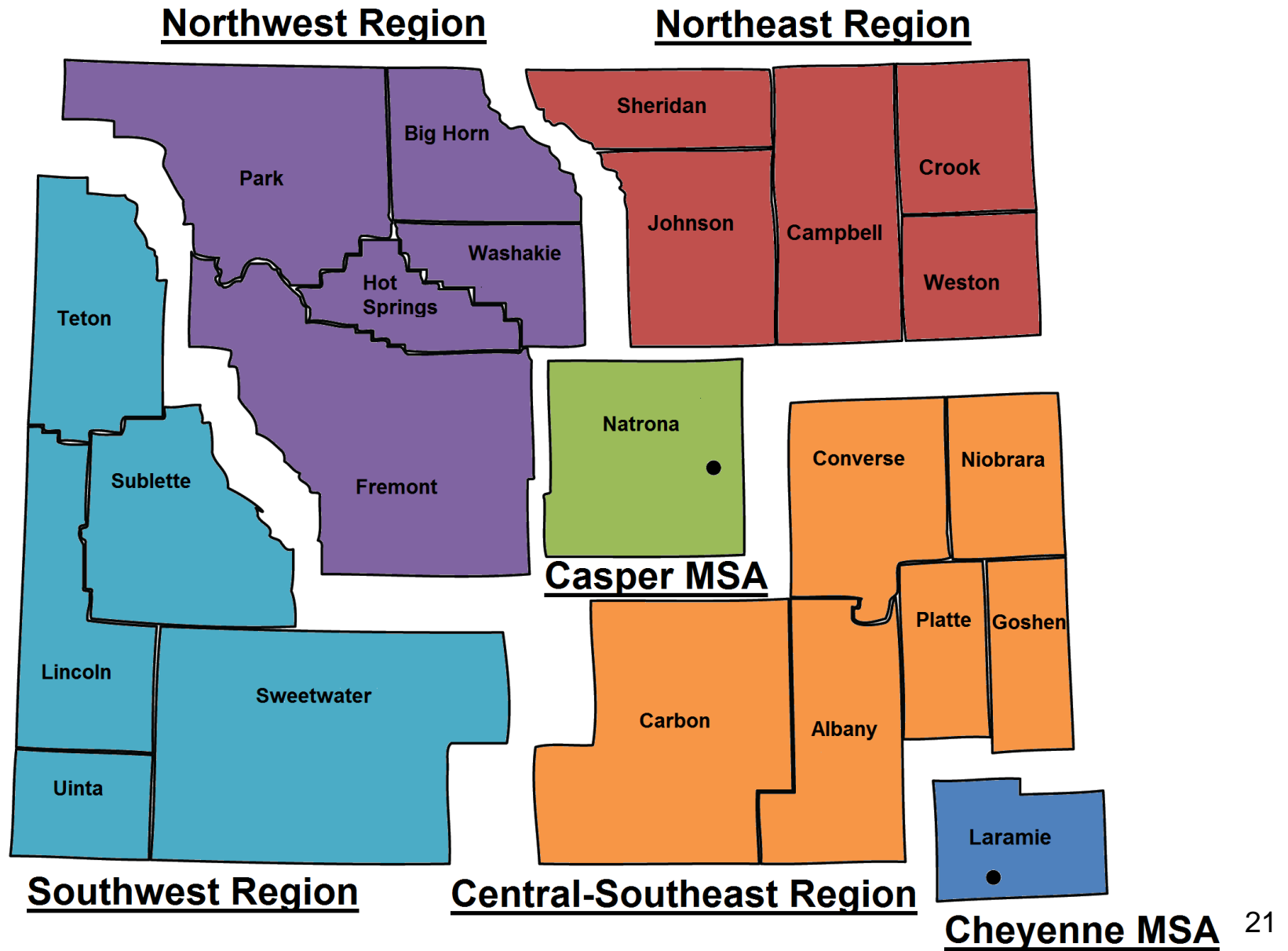
Natrona County Financial Activities

Employment and Wages

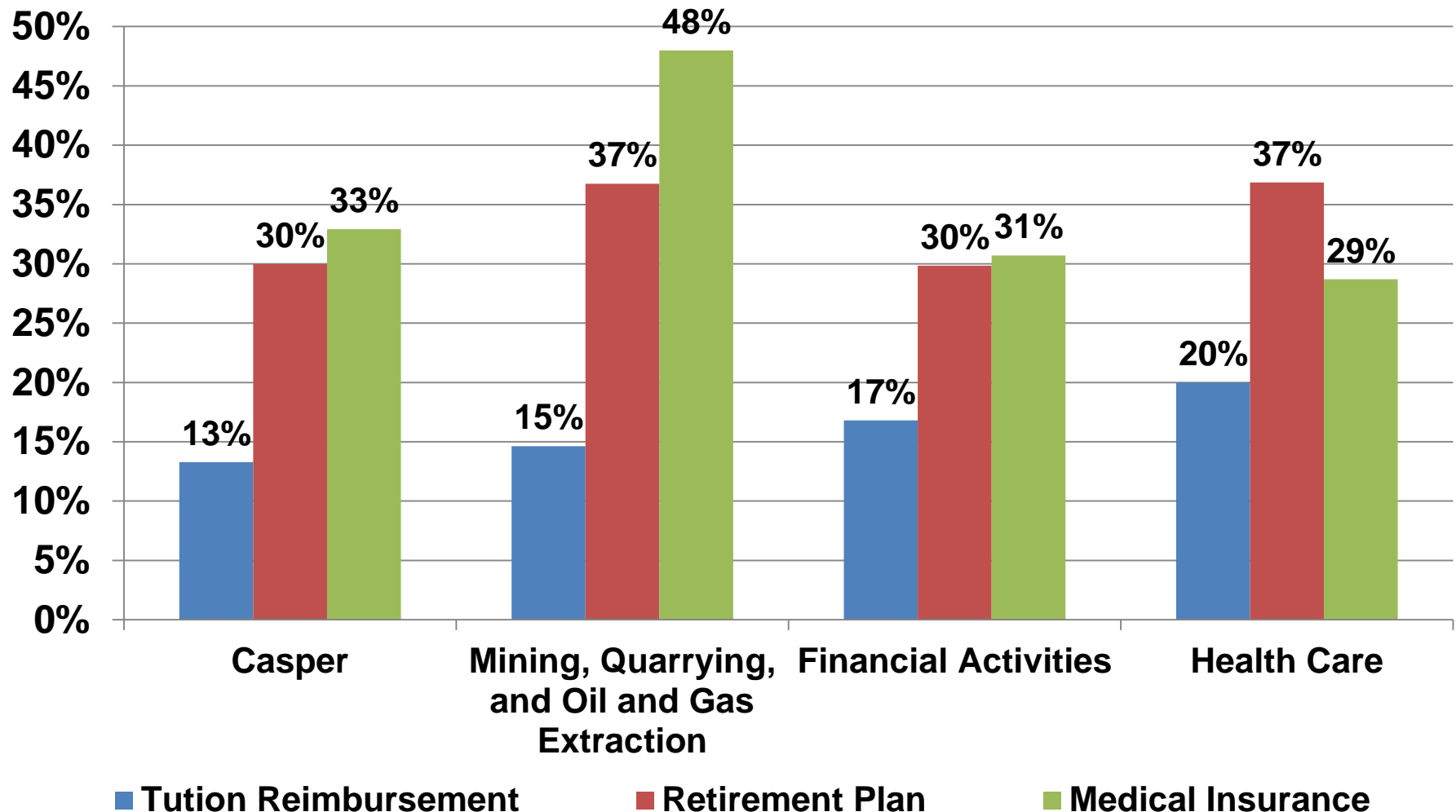


Note: Custom figure using data from the Bureau of Labor Statistics, U.S. Department of Labor, Quarterly Census of Employment and Wages, 2017. Retrieved March 20, 2016, from <http://www.bls.gov/qcew/>

Benefits and Hiring Trends in 2015



Employers Offering Benefits



Note: Custom figure using data from the *Wyoming Benefits Survey 2015 Appendix*, by L. Knapp, Research & Planning, October 2016.
Retrieved from http://doe.state.wy.us/lmi/benefits/benefits_2015.pdf

Hiring Trends for HR Specialists

Industry	Median Hourly Wage	Employers Satisfied with New Hire's Skills	Female
All Industries	\$23.08	39%	69%
Management of Companies & Enterprises	\$31.50	100%	100%
Transportation & Warehousing	\$21.00	50%	50%
Finance & Insurance	\$26.01	0%	75%

Hiring Trends for All Occupations

Industry	Median Hourly Wage	Employers Satisfied with New Hire's Skills	Female
All Industries	\$12.00	39%	40%
Mining	\$19.50	37%	16%
Finance & Insurance	\$12.95	39%	68%
Health Care & Social Assistance	\$12.50	51%	77%
Public Administration	\$14.48	60%	48%

Web Resources

Research and Planning:
Occupational Wages and
Employment by Location

http://doe.state.wy.us/Imi/



WYOMING LABOR MARKET INFORMATION

Home | What's New | News Releases | *Wyoming Labor Force Trends* | Wyoming At Work | Subscribe | Contact Us

[About Research & Planning](#)[Benefits](#)[Bureau of Labor Statistics](#)[Career Information](#)[Commuting Data](#)[Current Employment Statistics \(CES\)](#)[Demographics of the Workforce](#)[Education](#)[Education Costs](#)[Education WE Connect](#)[Energy Efficiency](#)[Health Care](#)[Industries](#)[Local Area Unemployment Statistics \(LAUS\)](#)[Multiple Jobholders](#)[National Links](#)[New Hires](#)[Nursing Studies](#)[Occasional Papers](#)[Occupational Safety and Health](#)[Occupations, Earnings and Wages](#)[Other States' LMI Websites](#)[Presentations](#)[Program Outcomes](#)[Projections](#)[Publications](#)[Publications Order Form](#)[Section 309 of the Workforce Investment Act](#)[Targeted Employment Areas](#)

"**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, ICESA, 1995, p. 7.

WORKFORCE-EDUCATION CONNECTION (WE CONNECT)

Consumer Reports: Wyoming Career Assist

Employment, Earnings, and Hours Worked Five Years Before and Five Years After Graduation by Programs of Study

This report introduces consumers to tabulations and interactive graphics of student outcomes and pre-graduation work experiences.

The Research & Planning (R&P) section of the Wyoming Department of Workforce Services produces reports in tabular and interactive graphic form, and supporting documentation allowing customers to better understand a great deal more about the career pathways between work and education leading to a greater probability of success in their chosen field of study.

Published February 14, 2017.

UNEMPLOYMENT INSURANCE CLAIMS

Unemployment Insurance Claims Information for Wyoming by County, Industry, and Place of Residence of Claimant: February 2017

Wyoming Department of Workforce Services

Research & Planning

246 S. Center St.
PO Box 2760
Casper, WY 82602
(307) 473-3807



NEW!

Labor Market Information
— on —
Wyoming at Work



- Dynamic data
- Industries
- Occupations
- Area Profiles

Go to Site

More Info



<http://doe.state.wy.us/lmi/>

Wage Records Research

Wyoming Labor Force Trends

Information for Job Seekers

The following are some of the specific locations on our website that may have useful information for you as you consider your employment options:

Occupation and Industry projections

Occupational
Employment StatisticsQuarterly Census of
Employment and Wages

The Department of
Workforce Services

Wyoming at Work

© 2016
Wyoming
Department
of Workforce
Services

RESEARCH & PLANNING

- How Out-of-State Claimants Affect Wyoming's Unemployment Rate
- Current Population Survey Estimates for Wyoming: What Does the State's Unemployment Rate Really Mean?
- The Education and Work Experience of Youth in Wyoming's Counties
- Wyoming Short-Term Industry and Occupational Projections, 2015-2017
- Wyoming Unemployment Rate Rises to 4.3% in December 2015
- Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, December 2015
- Unemployment Rates by State, December 2015 (Seasonally Adjusted)
- Unemployment Rates by State, December 2015 (Not Seasonally Adjusted)
- Wyoming Nonagricultural Wage and Salary Employment
- Economic Indicators
- Wyoming County Unemployment Rates
- Wyoming Normalized Unemployment Insurance Statistics: Initial Claims



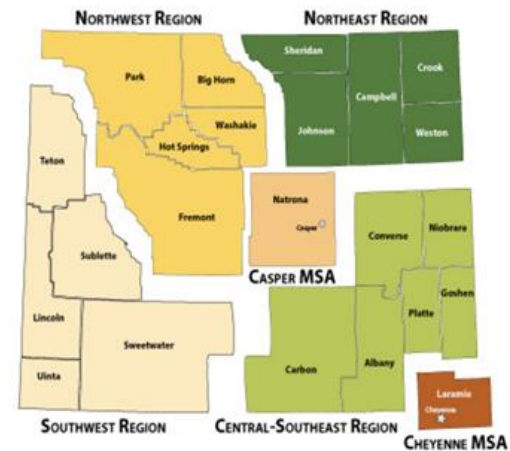
http://doe.state.wy.us/Imi/OES_toc.htm



Wyoming Wage Survey

(May 2015 estimates updated to September 2016
Employment Cost Index)

Occupational Employment Statistics Area Map



[Wages by Occupation-State/National Estimates](#)
(Original May estimates on BLS website)

[2011 Wyoming Career Explorer](#)

Due to recent information requests, Research & Planning is publishing the following tables and documentation:

Wyoming [Tables](#) of Mean & Median Annual Wages for K-12 Non-Teaching Staff [Explained](#)
(and in [xls](#))

Wages by County (May 2008-2010) [htm xls](#) |
(May 2011) [htm xls](#)

Wages by Size Class (May 2009) [htm xls](#) |
(May 2010) [htm xls](#) | (May 2011) [htm xls](#) |

Historical Surveys

Statewide, Regional, & MSA Data			
(All May estimates updated to the March and September Employment Cost Index, except 2006)			
March 2016	September 2015	March 2015	September 2014
March 2014	September 2013	March 2013	September 2012
March 2012	September 2011	March 2011	September 2010
March 2010	September 2009	March 2009	September 2008
March 2008 November 2006 May 2006			

Wage Publications

[2010](#) | [2009](#) | [2001](#) | [2000](#) | [1999](#) | [1998](#) | [1997](#) | [1996](#)

Benefit Publications

[2010](#) (PDF) | [2009](#) (PDF) | [2008](#) (PDF)

<http://doe.state.wy.us/Imi/LEWISSept2016ECI/toc000.htm>

Wyoming Occupational Employment and Wages September 2016

[Introduction to Statewide, MSA, County, and Regional Data](#)

Table of Contents

State

[Wyoming](#)

County

[Albany County](#)

[Big Horn County](#)

[Campbell County](#)

[Carbon County](#)

[Converse County](#)

[Crook County](#)

[Fremont County](#)

[Goshen County](#)

[Hot Springs County](#)

[Johnson County](#)

[Laramie County](#)

[Lincoln County](#)

[Natrona County](#)

[Niobrara County](#)

[Park County](#)

[Platte County](#)

[Sheridan County](#)

[Sublette County](#)

[Sweetwater County](#)

[Teton County](#)



<https://doe.state.wy.us/Imi/LEWIS>

Sept2016ECI/toc014.htm

Wyoming Occupational Employment and Wages September 2016

Natrona County

Table of Contents

Natrona County

[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](#)

[Food Preparation and Service Related Occupations](#)

<https://doe.state.wy.us/Imi/LEWIS> Sept2016ECI/page0311.htm All industries

Natrona County

Business and Financial Operations Occupations

Occupation	Occ. code	Est. empl.	Mean wage	10th pct	25th pct	Median wage	75th pct	90th pct
Business and Financial Operations Occupations	13-0000	1,210	72,594	37,724	46,808	63,056	84,227	117,703
			34.90	18.13	22.51	30.31	40.49	56.59
Business Operations Specialists	13-1000	710	68,817	37,719	46,173	60,824	81,747	112,846
			33.08	18.13	22.20	29.25	39.31	54.25
Wholesale and Retail Buyers, Except Farm Products	13-1022		58,813	45,186	50,293	57,399	67,550	77,832
			28.27	21.72	24.18	27.59	32.47	37.42
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	60	58,339	42,299	46,900	55,606	68,601	79,839
			28.05	20.34	22.55	26.73	32.98	38.39
Claims Adjusters, Examiners, and Investigators	13-1031	40	65,337	32,769	37,624	49,012	106,225	120,250
			31.41	15.76	18.09	23.56	51.07	57.81
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	60	68,900	44,653	50,609	65,903	79,840	101,847
			33.12	21.47	24.34	31.69	38.39	48.96
Cost Estimators	13-1051	70	68,193	41,889	46,871	64,507	87,282	104,629
			32.78	20.14	22.54	31.01	41.96	50.31
Human Resources Specialists	13-1071	80	49,013	34,370	40,310	45,709	54,633	63,317
			23.56	16.52	19.38	21.98	26.27	30.45
Labor Relations Specialists	13-1075	20	80,138	65,081	69,591	77,143	91,025	103,218
			38.53	31.29	33.45	37.09	43.76	49.62
Management Analysts	13-1111	70	102,701	46,925	68,332	79,791	162,148	190,116
			49.38	22.56	32.85	38.36	77.96	91.40

Wyoming Occupational Employment and Wages September 2016

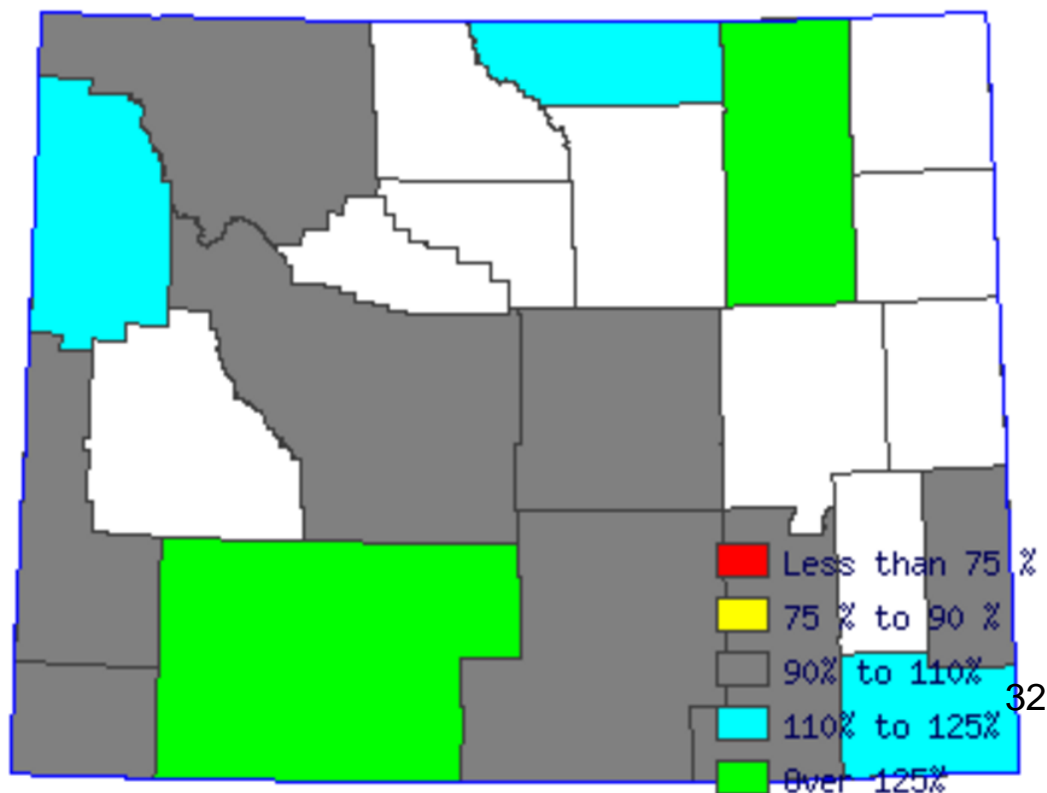
Natrona County All-industry

Estimated employment	80
Mean wage	\$23.56
10th percentile wage	\$16.52
25th percentile wage	\$19.38
50th percentile wage	\$21.98
75th percentile wage	\$26.27
90th percentile wage	\$30.45

Human Resources Specialists (13-1071)

Top Areas For This Occupation

Best Pay			Highest Employment		
	Median Wage	Employment		Median Wage	Employment
Sweetwater County	\$28.93	50	Laramie County	\$25.59	220
Campbell County	\$28.60	60	Natrona County	\$21.98	80
Teton County	\$25.64	40	Campbell County	\$28.60	60



Web Resources

Bureau of Labor Statistics:
Occupational Wages and
Employment by Industry

Wyoming

https://www.bls.gov/



UNITED STATES DEPARTMENT OF LABOR

[A to Z Index](#) | [FAQs](#) | [About BLS](#) | [Contact Us](#) | [Subscribe to E-mail Updates](#) [GO](#)



BUREAU OF LABOR STATISTICS

[Follow Us](#) | [What's New](#) | [Release Calendar](#) | [Blog](#)

Search BLS.gov

[Home](#) ▾ [Subjects](#) ▾ [Data Tools](#) ▾ [Publications](#) ▾ [Economic Releases](#) ▾ [Students](#) ▾ [Beta](#) ▾

MAR

30

Multifactor productivity decreases 0.2% in 2016, first decline since 2009

In 2016 multifactor productivity decreased at a 0.2 percent annual rate in the private nonfarm business sector and 0.1 percent in the private business sector. In both sectors, multifactor productivity declined for the first time since 2009.

[HTML](#) | [PDF](#) | [RSS](#)

03/24/2017 February jobless rates down in 10 states, up in 1; payroll jobs up in 11 states

03/22/2017 Unemployment rate for Gulf War-era II veterans edges down to 5.1% in 2016

03/17/2017 Civilian compensation costs average \$34.90 per hour worked in December

03/17/2017 Jan. jobless rates down over the year in 205 of 388 metro areas; payroll jobs up in 308

[read more »](#)

GEOGRAPHIC INFORMATION »

REGIONAL HOMEPAGES

BLS offers many types of data for regions, states and local areas. To browse for available information, visit the regional pages to the right or use the economic news release finder below.

[Economic news release finder](#)

NEW ENGLAND

NEW YORK - NEW JERSEY

MID - ATLANTIC

SOUTHEAST

MIDWEST

SOUTHWEST

MOUNTAIN - PLAINS

WEST

SPOTLIGHT ON STATISTICS



Women at Work

This Spotlight on Statistics examines women's employment, earnings, educational attainment, fatal work injuries, and how women spend their time and money. [read more »](#)



1 2 3 4 5



LATEST NUMBERS

Consumer Price Index (CPI):
+0.1% in Feb 2017





https://www.bls.gov/

UNITED STATES DEPARTMENT OF LABOR

[A to Z Index](#) | [FAQs](#) | [About BLS](#) | [Contact Us](#) | [Subscribe to E-mail Updates](#) [GO](#)

 BUREAU OF LABOR STATISTICS

[Follow Us](#)  | [What's New](#) | [Release Calendar](#) | [Blog](#)



[Home](#) ▾ [Subjects](#) ▾ [Data Tools](#) ▾ [Publications](#) ▾ [Economic Releases](#) ▾ [Students](#) ▾ [Beta](#) ▾

Search

Human Resources Specialists

Search x

About 22,600 results (0.38 seconds)

[Human Resources Specialists : Occupational Outlook Handbook ...](#)

Human resources specialists recruit, screen, interview, and place workers. They often handle other human resources work, such as those related to employee ...

<https://www.bls.gov/ooh/business.../human-resources-specialists.htm>

[Human Resources Specialists](#)

Occupational Employment and Wages, May 2015. 13-1071 **Human Resources Specialists**. Perform activities in the human resource area. Includes employment ...

<https://www.bls.gov/Oes/current/oes131071.htm>

[Human Resources Managers : Occupational Outlook Handbook ...](#)

Human resources managers plan, direct, and coordinate the administrative functions of an organization. They oversee the recruiting, interviewing, and hiring of ...

<https://www.bls.gov/ooh/.../human-resources-managers.htm>

[Human Resources Specialists](#)

13-1071 **Human Resources Specialists**. Perform activities in the human resource area. Includes

https://www.bls.gov/Oes/current/oes131071.htm

Occupational Employment Statistics

SHARE ON: f t in OES FONT SIZE: PRINT:

BROWSE OES

OES HOME

OES OVERVIEW

OES NEWS RELEASES

OES DATA

OES CHARTS

OES MAPS

OES PUBLICATIONS

OES DATABASES

OES FAQs

CONTACT OES

SEARCH OES

Go

OES TOPICS

RESPONDENTS

DOCUMENTATION

SPECIAL NOTICES

RELATED LINKS

Occupational Employment and Wages, May 2015

13-1071 Human Resources Specialists

Perform activities in the human resource area. Includes employment specialists who screen, recruit, interview, and place workers. Excludes "Compensation, Benefits, and Job Analysis Specialists" (13-1141) and "Training and Development Specialists" (13-1151).

[National estimates for this occupation](#)

[Industry profile for this occupation](#)

[Geographic profile for this occupation](#)

National estimates for this occupation: [Top](#)

Employment estimate and mean wage estimates for this occupation:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
491,090	0.5 %	\$30.63	\$63,710	0.3 %

Percentile wage estimates for this occupation:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$16.40	\$21.05	\$28.06	\$37.16	\$48.04
Annual Wage (2)	\$34,120	\$43,780	\$58,350	\$77,300	\$99,920

Industry profile for this occupation: [Top](#)

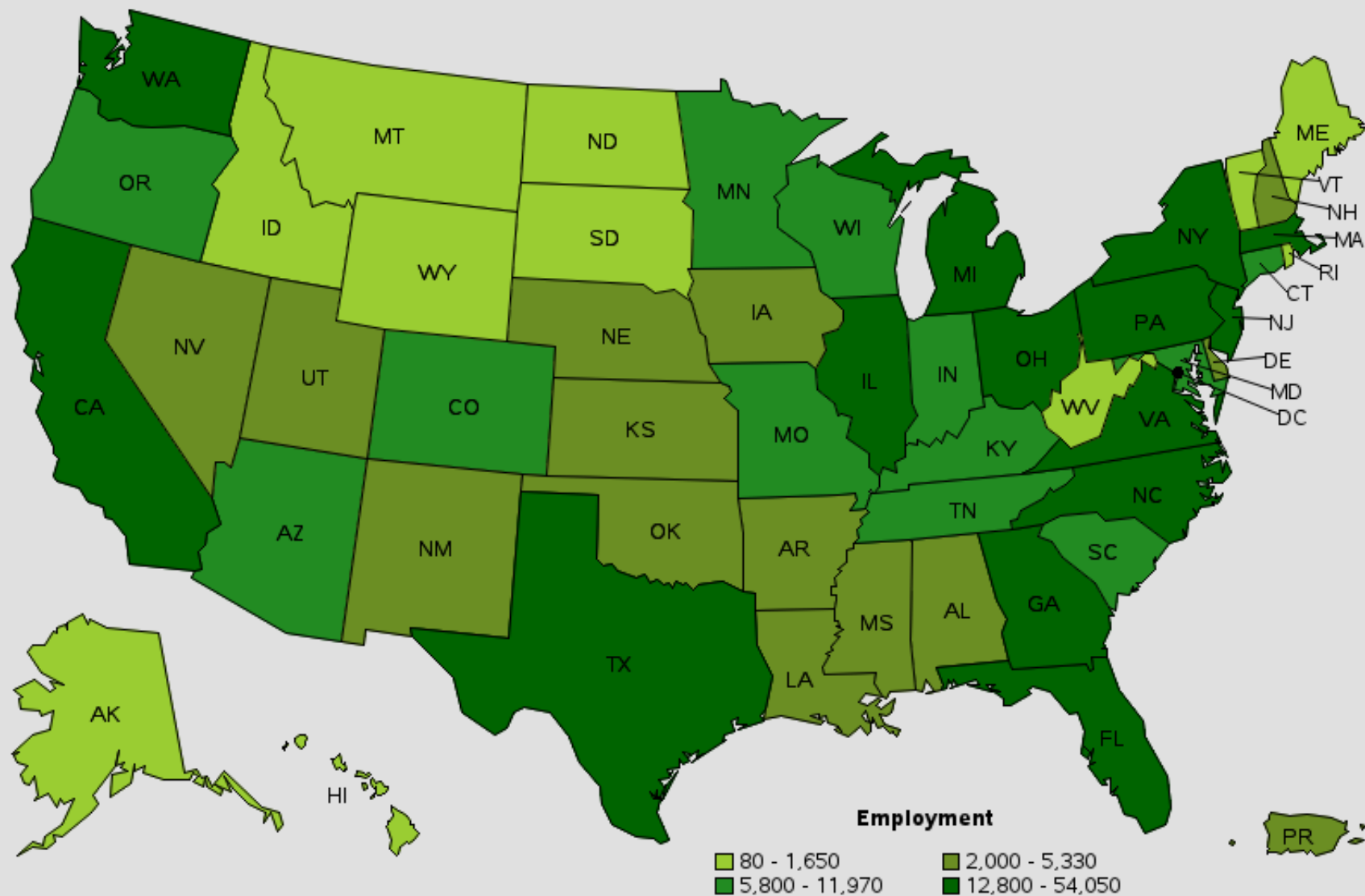
Industries with the highest published employment and wages for this occupation are provided. For a list of all industries with employment in this occupation, see the [Create Customized Tables](#) function.

Industries with the highest levels of employment in this occupation:

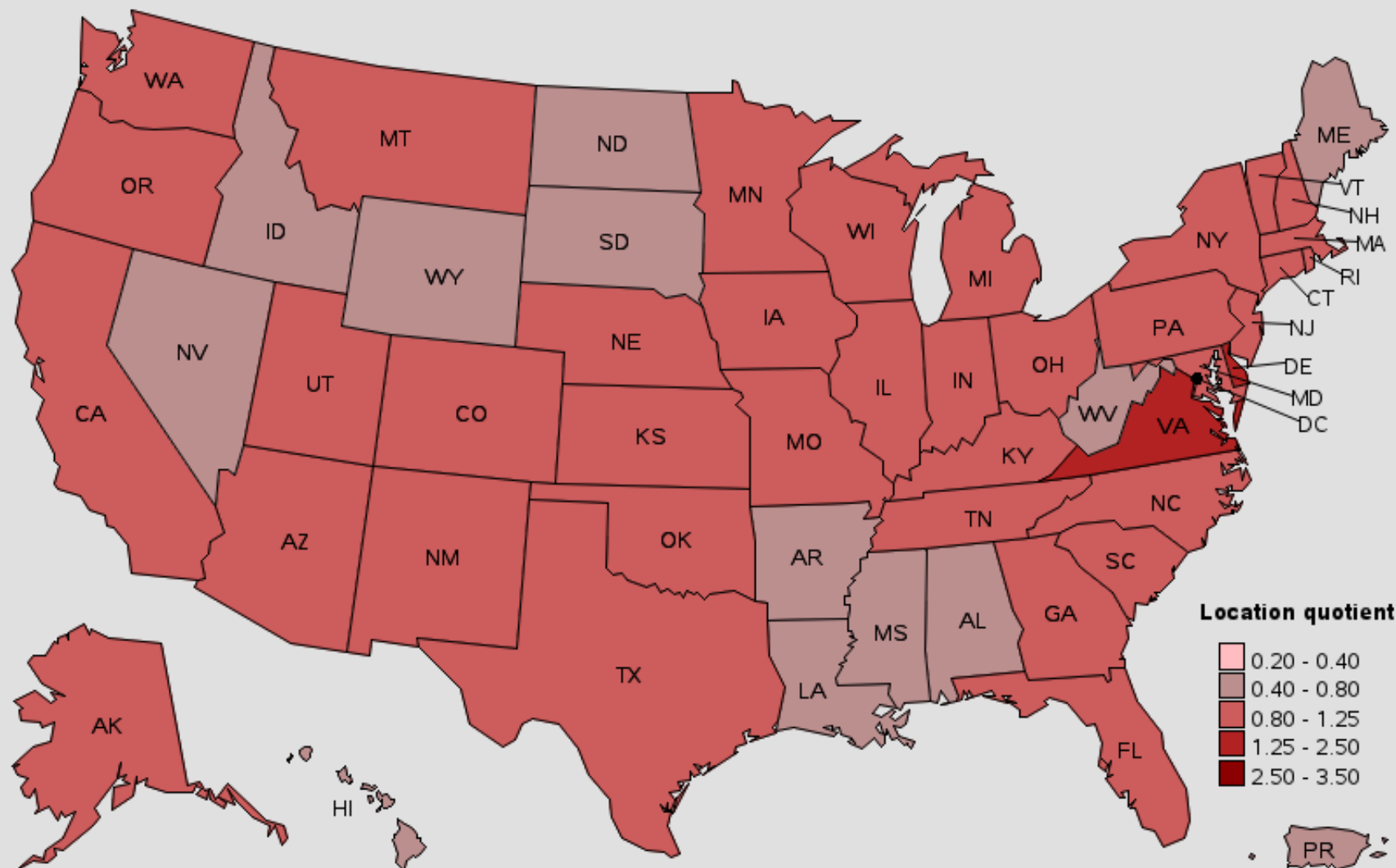
NEW

Subscribe to the OES

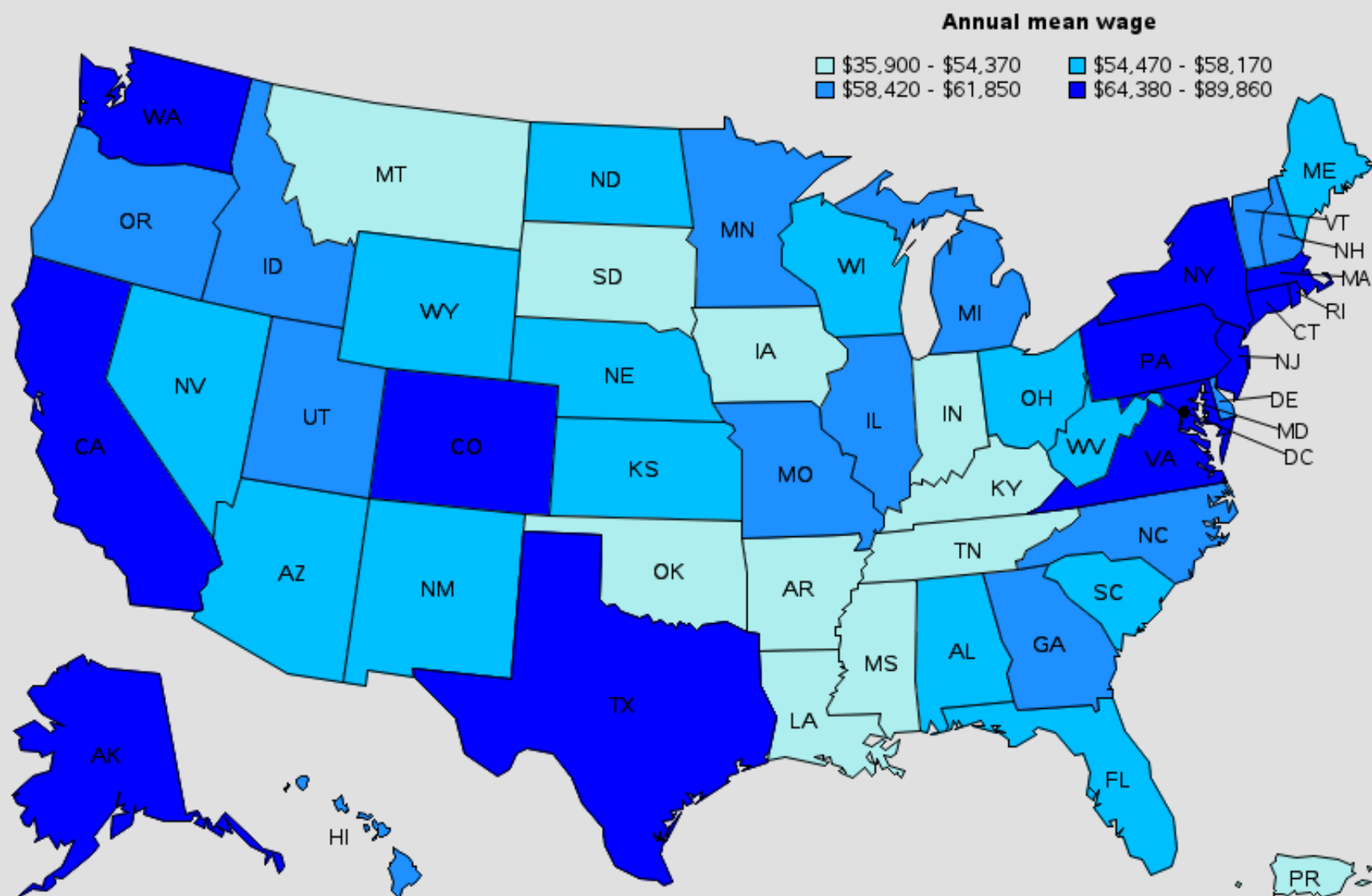
Employment of human resources specialists, by state, May 2015



Location quotient of human resources specialists, by state, May 2015

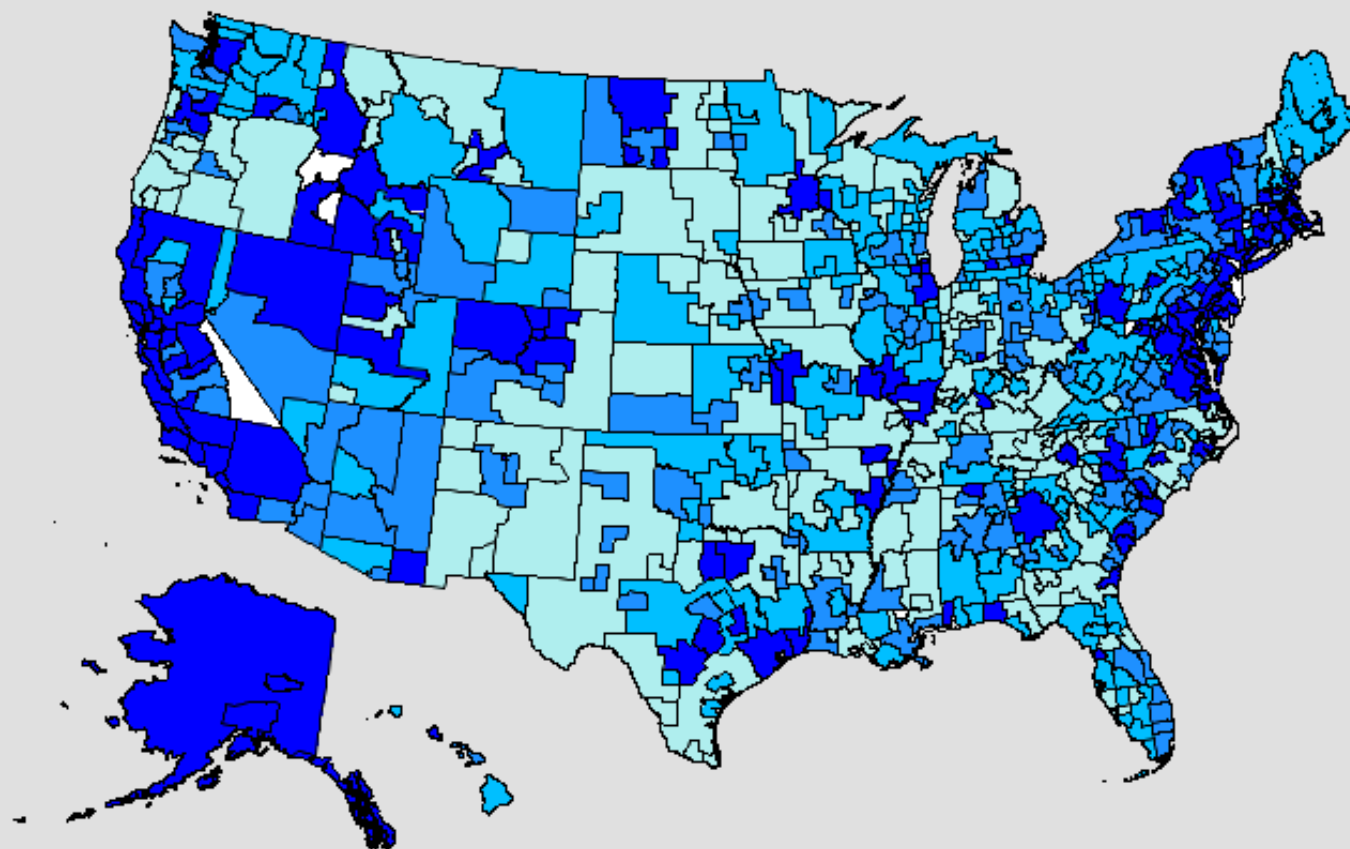


Annual mean wage of human resources specialists, by state, May 2015



Blank areas indicate data not available.

Annual mean wage of human resources specialists, by area, May 2015




Annual mean wage


□ \$27,440 - \$50,700	□ \$50,750 - \$55,350
□ \$55,360 - \$60,680	□ \$60,750 - \$91,120


Blank areas indicate data not available.

https://www.bls.gov/Oes/current/oes131071.htm


 UNITED STATES DEPARTMENT OF LABOR

A to Z Index | FAQs | About BLS | Contact Us | [Subscribe to E-mail Updates](#) [GO](#)

 BUREAU OF LABOR STATISTICS

Follow Us  | [What's New](#) | [Release Calendar](#) | [Blog](#)

Home ▾ | **Subjects ▾** | Data Tools ▾ | Publications ▾ | Economic Releases ▾ | Students ▾ | Beta ▾



Occupational Employment Statistics

SHARE ON:     OES  FONT SIZE:    PRINT: 

BROWSE OES

- OES HOME
- OES OVERVIEW ▸
- OES NEWS RELEASES
- OES DATA ▸
- OES CHARTS
- OES MAPS
- OES PUBLICATIONS
- OES DATABASES
- OES FAQs
- CONTACT OES

SEARCH OES

OES TOPICS

- RESPONDENTS
- DOCUMENTATION
- SPECIAL NOTICES
- RELATED LINKS

Occupational Employment and Wages, May 2015

13-1071 Human Resources Specialists

Perform activities in the human resource area. Includes employment specialists who screen, recruit, interview, and place workers. Excludes "Compensation, Benefits, and Job Analysis Specialists" (13-1141) and "Training and Development Specialists" (13-1151).

[National estimates for this occupation](#)
[Industry profile for this occupation](#)
[Geographic profile for this occupation](#)

National estimates for this occupation: [Top](#)

Employment estimate and mean wage estimates for this occupation:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
491,090	0.5 %	\$30.63	\$63,710	0.3 %

Percentile wage estimates for this occupation:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$16.40	\$21.05	\$28.06	\$37.16	\$48.04
Annual Wage (2)	\$34,120	\$43,780	\$58,350	\$77,300	\$99,920

Industry profile for this occupation: [Top](#)

Industries with the highest published employment and wages for this occupation are provided. For a list of all industries with employment in this occupation, see the [Create Customized Tables](#) function.

Industries with the highest levels of employment in this occupation:

Industry	Employment	Percent of industries	Hourly mean	Annual mean
----------	------------	-----------------------	-------------	-------------

NEW

Subscribe to the OES Update

Wyoming

<https://data.bls.gov/oes/>

 UNITED STATES DEPARTMENT OF LABOR A to Z Index | FAQ

 BUREAU OF LABOR STATISTICS

[Home](#) ▾ [Subjects](#) ▾ [Data Tools](#) ▾ [Publications](#) ▾ [Economic Releases](#) ▾ [Students](#) ▾ [Beta](#) ▾

Occupational Employment Statistics Query System

Occupational Employment Statistics

Select a search type

- ☐ Multiple occupations for one geographical area
- ☐ Multiple occupations for one industry
- ☐ One occupation for multiple geographical areas
- ☐ One occupation for multiple industries

One occupation for multiple industries

Select a search type

- ☐ Multiple occupations for one geographical area
- ☐ One occupation for multiple geographical areas
- ☐ Multiple occupations for one industry
- ☒ One occupation for multiple industries

Select one occupation

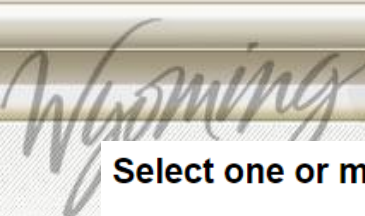
Claims Adjusters, Examiners, and Investigators
Insurance Appraisers, Auto Damage
Compliance Officers
Cost Estimators
Human Resources Workers
Human Resources Specialists
Farm Labor Contractors
Labor Relations Specialists
Logisticians
Management Analysts

Select one occupation

Claims Adjusters, Examiners, and Investigators
Insurance Appraisers, Auto Damage
Compliance Officers
Cost Estimators
Human Resources Workers
Human Resources Specialists
Farm Labor Contractors
Labor Relations Specialists
Logisticians
Management Analysts

Select one or more industry sectors

Sector 21 - Mining
Sector 22 - Utilities
Sector 23 - Construction
Sectors 31, 32, and 33 - Manufacturing
Sector 42 - Wholesale Trade
Sectors 44 and 45 - Retail Trade
Sectors 48 and 49 - Transportation and Warehousing
Sector 51 - Information
Sector 52 - Finance and Insurance
Sector 53 - Real Estate and Rental and Leasing
Sector 54 - Professional, Scientific, and Technical Services



Select one or more industry sectors

Sector 11 - Agriculture, Forestry, Fishing and Hunting
Sector 21 - Mining
Sector 22 - Utilities
Sector 23 - Construction
Sectors 31, 32, and 33 - Manufacturing
Sector 42 - Wholesale Trade
Sectors 44 and 45 - Retail Trade
Sectors 48 and 49 - Transportation and Warehousing
Sector 51 - Information
Sector 52 - Finance and Insurance
Sector 53 - Real Estate and Rental and Leasing

Next

Select one or more industries

(-) INDUSTRIES

- ☐ All Industries in this list
- (-) ☐ Sector 21 - Mining
 - (-) ☐ Oil and Gas Extraction
 - ☒ Oil and Gas Extraction
 - (-) ☐ Mining (except Oil and Gas)
 - ☐ Coal Mining
 - ☐ Metal Ore Mining
 - ☒ Nonmetallic Mineral Mining and Quarrying

Next

Select one or more industries

(-) INDUSTRIES

- ☐ All Industries in this list
- (-) ☐ Sector 21 - Mining
 - (-) ☐ Oil and Gas Extraction
 - ☒ Oil and Gas Extraction
 - (-) ☐ Mining (except Oil and Gas)
 - ☐ Coal Mining
 - ☐ Metal Ore Mining
 - ☒ Nonmetallic Mineral Mining and Quarrying

Next

Select one or more datatypes

(For printer-friendly HTML output, select a maximum of eight datatypes at a time.)

All data types
Employment
Employment percent relative standard error
Hourly mean wage
Annual mean wage
Wage percent relative standard error
Hourly 10th percentile wage
Hourly 25th percentile wage
Hourly median wage
Hourly 75th percentile wage

Next

- (-) ☐ Mining (except Oil and Gas)
 - o ☐ Coal Mining
 - o ☐ Metal Ore Mining
 - o ☒ Nonmetallic Mineral Mining and Quarrying

Next

Select one or more datatypes

(For printer-friendly HTML output, select a maximum of eight datatypes at a time.)

All data types
Employment
Employment percent relative standard error
Hourly mean wage
Annual mean wage
Wage percent relative standard error
Hourly 10th percentile wage
Hourly 25th percentile wage
Hourly median wage
Hourly 75th percentile wage

Next

Select one or more release dates

May 2015 ^
v

Select an output type

HTML
Excel

Submit



Occupational Employment Statistics Query System

Occupational Employment Statistics

([For more information or help](#))

One occupation for multiple industries

[Back to Inputs](#)

Occupation: Human Resources Specialists(SOC code 131071)

Period: May 2015

Occupation (SOC code)	Employment ⁽¹⁾	Annual median wage ⁽²⁾
Oil and Gas Extraction(211100)	1120	78580
Nonmetallic Mineral Mining and Quarrying(212300)	110	70430
Insurance Agencies and Brokerages(524210)	2460	64730
Hospitals - State government owned(622002)	1080	58130
Local Government, including schools and hospitals(999301)	30510	57140

Footnotes:

⁽¹⁾ Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.

⁽²⁾ Annual wages have been calculated by multiplying the hourly mean wage by 2,080 hours.

SOC code: Standard Occupational Classification code -- see <http://www.bls.gov/soc/home.htm>

Data extracted on March 30, 2017

Web Resources

O*Net OnLine:
Detailed Descriptions and
Analysis

Wyoming
<https://www.onetonline.org/>



O*NET OnLine

Occupation Quick Search:

Help


Find Occupations

Advanced Search

Crosswalks

Share

O*NET Sites



Build your future with O*NET OnLine.

Welcome to your tool for career exploration and job analysis!

O*NET OnLine has detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals, students, researchers, and more!

[What is O*NET?](#)

What's New?

O*NET Database and websites updated



[Learn More](#)



Get O*NET news by [email](#) or [RSS](#).

I want to be a...

Start the career you've dreamed about, or find one you never imagined.

[Find It Now](#)



[at My Next Move](#)



Occupation Search

[Keyword](#) or [O*NET-SOC Code](#):



Find Occupations

Browse groups of similar occupations to explore careers. Choose from industry, field of work, science area, and more.



Advanced Search

Focus on occupations that use a specific tool or software. Explore occupations that need your skills.



Crosswalks

Connect to a wealth of O*NET data. Enter a code or title from another classification to find the related O*NET-SOC

ATTN: VETERANS

Put your military skills and experience to work in civilian life. Learn how at:

[MY NEXT MOVE](#)



[Get Started](#)



Whoming
<https://www.onetonline.org/find/>



O*NET OnLine

Occupation Quick Search:

[Help](#)

[Find Occupations](#)

[Advanced Search](#)

[Crosswalks](#)

[Share](#)

[O*NET Sites](#)

Find Occupations

Keyword or O*NET-SOC Code

Human Resources Specialists Go

Examples: 25-1011.00 dental assistant

Enter a word, phrase, or title to search for an O*NET-SOC occupation.
Enter a full or partial O*NET-SOC code to look up occupations by code.

Career Cluster

Agriculture, Food & Natural Resources Go

Career Clusters contain occupations in the same field of work that require similar skills. Students, parents, and educators can use Career Clusters to help focus education plans towards obtaining the necessary knowledge, competencies, and training for success in a particular career pathway.

Industry

Accommodation and Food Services Go

Industries are broad groups of businesses or organizations with similar activities, products, or services. Occupations are considered part of an industry based on their employment

Bright Outlook

Rapid Growth Go

Bright Outlook occupations are expected to grow rapidly in the next several years, will have large numbers of job openings, or are new and emerging occupations.

Green Economy Sector

Agriculture and Forestry Go

The green economy will cause a change in occupations' employment demand or work and worker requirements such as tasks, skills, knowledge, and credentials. Green occupations are linked to Green Economy Sectors.

Job Family

Architecture and Engineering Go

Job Families are groups of occupations based upon work performed, skills, education, training, and credentials.

https://www.onetonline.org/find/



O*NET OnLine

Occupation Quick Search:

[Help](#)[Find Occupations](#)[Advanced Search](#)[Crosswalks](#)[Share](#)[O*NET Sites](#)

Quick Search for: Human Resources Specialists

Showing top 20 occupations for **Human Resources Specialists**. Closest matches are shown first.

[How do they match?](#)[Code](#) [Occupation](#)

13-1071.00	Human Resources Specialists Bright Outlook
11-3121.00	Human Resources Managers
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping
17-2112.01	Human Factors Engineers and Ergonomists
19-3032.00	Industrial-Organizational Psychologists
21-1093.00	Social and Human Service Assistants
11-1021.00	General and Operations Managers Green
13-1199.00	Business Operations Specialists, All Other
13-1141.00	Compensation, Benefits, and Job Analysis Specialists
19-2041.00	Environmental Scientists and Specialists, Including Health
21-1091.00	Health Educators

https://www.onetonline.org/link/ summary/13-1071.00

competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

- ❖ **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- ❖ **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

[back to top](#)

Related Occupations

5 of 10 displayed

11-3121.00 [Human Resources Managers](#)
13-1111.00 [Management Analysts](#) ⭐ Bright Outlook
13-1151.00 [Training and Development Specialists](#) 🟢
13-2099.04 [Fraud Examiners, Investigators and Analysts](#) ⭐
27-3031.00 [Public Relations Specialists](#) 🟢 Green

[back to top](#)

Wages & Employment Trends

Median wages (2015) \$28.06 hourly, \$58,350 annual

State wages 

Employment (2014) 482,000 employees

Projected growth (2014-2024) ■■■ Average (5% to 8%)

Projected job openings (2014-2024) 139,300

State trends 

Top industries (2014) [Administrative and Support Services](#)
[Government](#)

Source: Bureau of Labor Statistics [2015 wage data](#)  and [2014-2024 employment projections](#) . "Projected growth" represents the estimated change in total employment over the projections period (2014-2024). "Projected job openings" represent openings due to growth and replacement.

[back to top](#)

Job Openings on the Web

 Find Jobs

[back to top](#)

Sources of Additional Information

All 1 displayed


Disclaimer: Sources are listed to provide additional information on related jobs, specialties, and/or industries. Links to non-DOL Internet sites are provided for your convenience and do not constitute an endorsement.

- [Human resources specialists](#)  Bureau of Labor Statistics, U.S. Department of Labor. *Occupational Outlook Handbook, 2016-17 Edition*.

[back to top](#)

[Help](#) [Find Occupations](#) [Advanced Search](#) [Crosswalks](#)

[O*NET Sites](#)

Was this page helpful? 

[Job Seeker Help](#) • [Contact Us](#)

Share: 

[Link to Us](#) • [Cite this Page](#)

Follow us: 

[About this Site](#) • [Privacy](#) • [Disclaimer](#)

Sources

Bureau of Labor Statistics, U.S. Department of Labor, Occupational Employment Statistics. Retrieved from <http://www.bls.gov/oes/>

Bureau of Labor Statistics, U.S. Department of Labor, Quarterly Census of Employment and Wages. Retrieved from <http://www.bls.gov/qcew/>

Employment and Training Administration, U.S. Department of Labor, O*Net OnLine. Retrieved from <https://www.onetonline.org/>

Knapp, L., *Wyoming Benefits Survey 2015 Appendix*. Research & Planning, October 2016. Retrieved from http://doe.state.wy.us/lmi/benefits/benefits_2015.pdf

New Hires Job Skills Survey, Research & Planning, July 2015. Retrieved from <http://doe.state.wy.us/LMI/newhires.htm>

Research & Planning Website, October 2016. <http://doe.state.wy.us/lmi/>

Questions?

katelynd.faler@wyo.gov



Research & Planning
Wyoming DWS

