



RESEARCH & PLANNING: YOUR SOURCE FOR WYOMING LABOR MARKET INFORMATION

Presented by Michael Moore
July 11, 2013

Research & Planning
Wyoming Department of Workforce Services

<http://wyomingLMI.org>





Research & Planning

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

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 & Planning
Wyoming DWS

Recent Research Employment, Demographics, and Trends

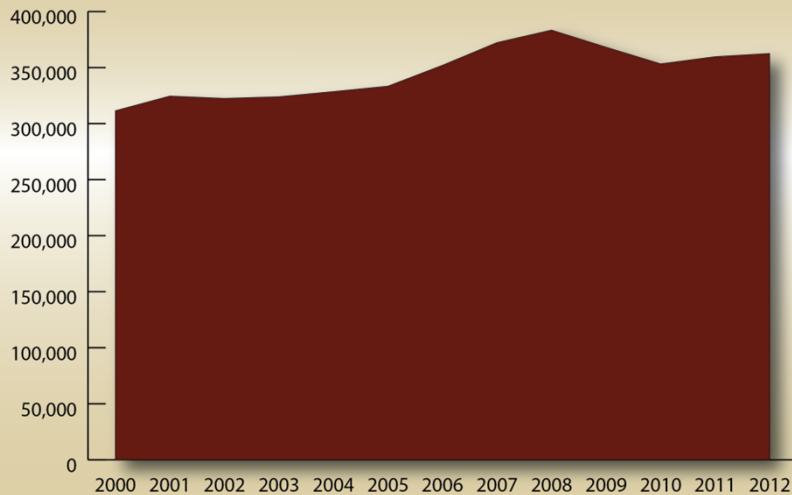


Employment in Carbon County and Wyoming

- ✓ Total employment in Wyoming has increased over the last two years
- ✓ In 2012, the number of nonresident workers increased; resident females and males decreased
- ✓ Fewer resident teens are working
- ✓ What are the potential consequences of these trends?

Employment in Carbon County and Wyoming

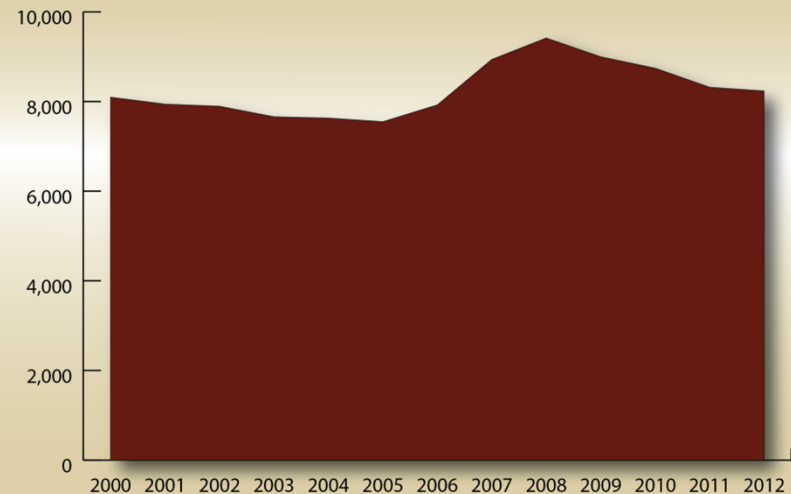
Persons Working in Wyoming at Any Time, 2000-2012



In Wyoming, the total number of persons working at any time has increased over the last two years.

In Carbon County, the total number of persons working at any time has declined every year since 2008.

Persons Working in Carbon County at Any Time, 2000-2012

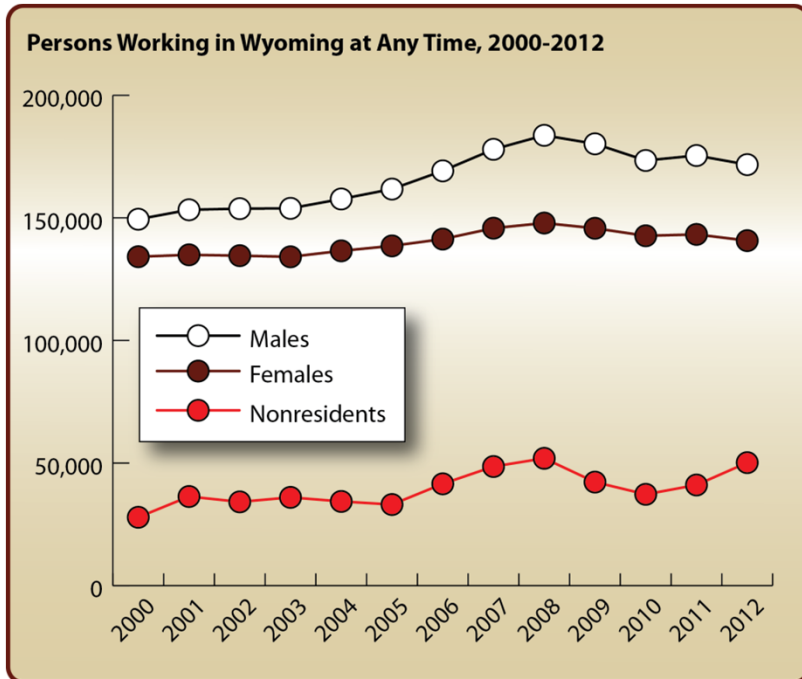


Nonresidents Employed in Carbon County and Wyoming

Nonresidents

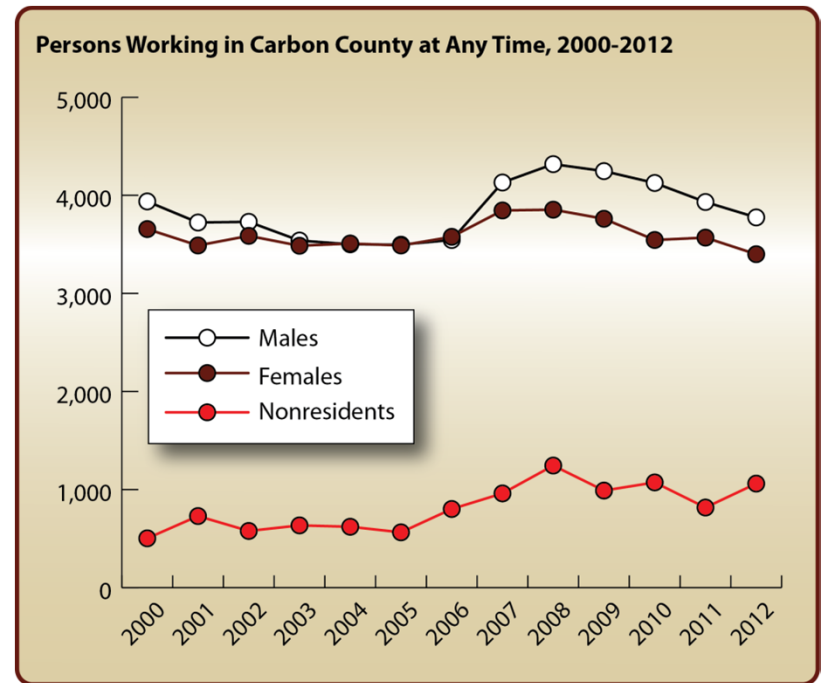
- ✓ "... individuals without a Wyoming-issued driver's license or at least four quarters of work history in Wyoming" (Jones, 2002)
- ✓ During times of economic expansion, Wyoming employers often turn to nonresident workers after exhausting much of the resident labor supply.
- ✓ When the state's economy contracts, many nonresidents lose their jobs and often return to their home state.

Nonresidents in Carbon County and Wyoming



The number of nonresidents employed in Wyoming has increased each of the last two years.

The number of employed resident males and females in Carbon County has steadily declined since 2008.



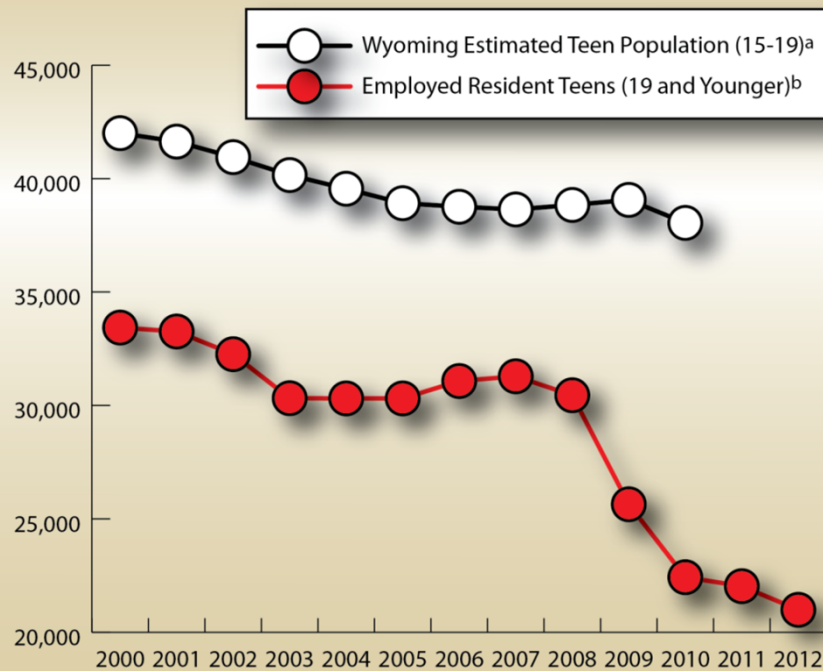
Resident Teens Employed in Carbon County and Wyoming

Resident Teens

- ✓ Those 19 and younger who possess a Wyoming driver's license.
- ✓ During the economic downturn from 2008Q4 to 2009Q4, younger workers were more likely to be affected by job loss than other age groups (Harris, 2013).
- ✓ The number of resident teens has declined every year since 2008, while the teen population has remained relatively flat.

Wyoming's Teen Population and Resident Teen Employment

Wyoming Estimated Teen Population (15-19)^a and Employed Resident Teens (19 and Younger)^b, 2000-2012



^aSource: U.S. Census Bureau, Population Division. (2012).

^bSource: Research & Planning, WY DWS. (2013).

Wyoming's teen population and resident teen employment remained relatively flat through 2008. Since then, the number of employed teen residents has decreased significantly.

Potential Consequences of These Trends

Declining Employment of Resident Teens

- ✓ Lack soft skills when they enter the workforce
- ✓ No exposure to role models in the workplace
- ✓ Lack the discipline of going through a work routine
- ✓ Don't know how to balance school and work responsibilities

Nonresident Labor Force

- ✓ What expenses do employers incur when recruiting regionally instead of locally?
- ✓ What investment do nonresidents make in these communities?
- ✓ Housing shortages
- ✓ Increased cost of living
- ✓ Fewer nonresidents offered health insurance; who pays for this?
- ✓ As other states' economies improve, will nonresidents be available?

Labor Market Information at Your Fingertips

What is Labor Market Information?

- Labor Market Information, or LMI, refers to a variety of data associated with the supply and demand for workers. This includes information on the labor force, employers, industries, occupations, wages, skills, etc.
- Labor force = supply of workers and their characteristics
- Industries = the type of firm for which a person works (health care)
- Occupations = the specific set of tasks performed by an individual (registered nurse)
- Wages = what workers make and what employers can expect to pay
- Skills = education and training requirements for different occupations

Source: milmi.org

LMI at Your Fingertips

- Local Area Unemployment Statistics (LAUS)
 - Employment numbers, unemployment rate
- Occupational Employment Statistics (OES)
 - Estimated employment and wages by occupation
- Quarterly Census of Employment and Wages (QCEW)
 - Total employment, total wages, and average weekly wage by county and industry
- Occupational and Industry Projections
 - What jobs will be in demand 10 years from now? What industries are projected to grow?
- Unemployment Insurance (UI) Claims
 - Initial and continued claims, total benefits paid, etc. by county and industry
- Wyoming Wages by County, Industry, Age, & Gender, 2000-2012
 - Employment, wages, and demographics by county and industry
- New Hires Survey
 - Rich detail on Wyoming new hires – employment, wages, job skills, hours worked, etc.
- ... and more

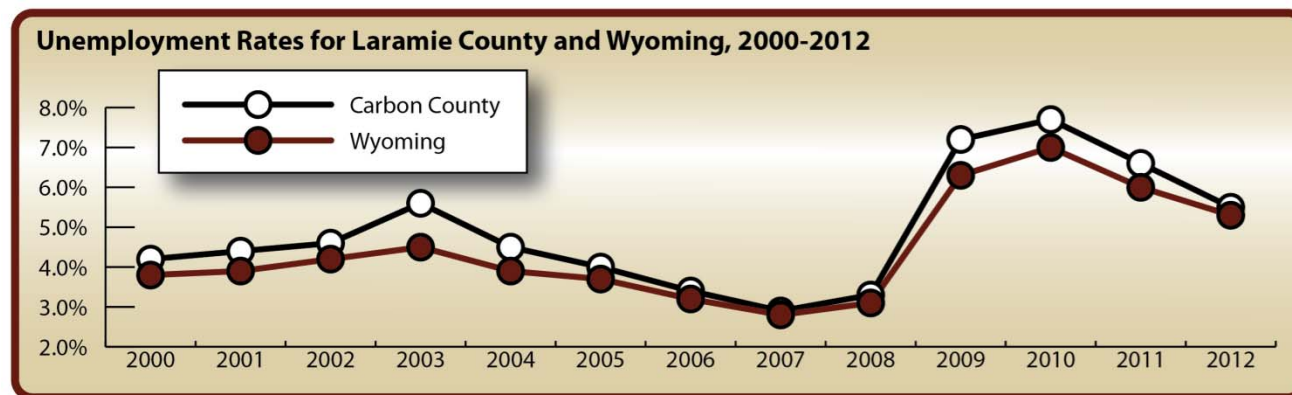
Local Area Unemployment Statistics (LAUS)

Federal-state cooperative program

Monthly estimates of total employment and unemployment
(including unemployment rate)

In Wyoming, this information is prepared for:

- State of Wyoming
- Cheyenne and Casper Metropolitan Statistical Areas (MSAs)
 - All 23 counties
- Cities of Casper, Cheyenne, Laramie, Gillette (Population over 25,000)



The unemployment rate in Carbon County tends to be slightly higher than the statewide average.



Occupational Employment Statistics (OES)

Semiannual mail survey of nonfarm establishments

Annual employment and wage estimates for more than 800 occupations

Participation of Wyoming employers makes this possible

In Wyoming, this information is prepared for:

- State of Wyoming
- Cheyenne and Casper Metropolitan Statistical Areas (MSAs)
 - All 23 counties
- Planning regions (Northwest, Southwest, Northeast, Central-Southeast Regions)

The mean hourly wage for truck drivers in Wyoming is higher than the national average.

Table: Estimated Employment and Mean Hourly Wage for Truck Drivers, Heavy & Tractor-Trailer

Area	Employment	Mean Hourly Wage
Carbon County	210	\$23.51
Wyoming	6,610	\$22.27
U.S.	1,556,510	\$19.40

Estimates for Wyoming wages for May 2012 updated using March 2013 Employment Cost Index.



Occupational Employment Statistics (OES)

Occupation	Occupation Code	Wyoming		Carbon County	
		Estimated Employment	Mean Wage	Estimated Employment	Mean Wage
Office & Administrative Support Occupations	43-0000	36,790	\$15.87	810	\$15.11
First-Line Supervisors/Managers of Office & Administrative Support Workers	43-1011	1,910	\$22.29	20	\$26.18
Bookkeeping, Accounting, & Auditing Clerks	43-3031	4,400	\$17.54	100	\$18.36
Court, Municipal, & License Clerks	43-4031	480	\$16.11	20	\$15.55
Hotel, Motel, & Resort Desk Clerks	43-4081	1,220	\$10.28		\$10.20
Receptionists & Information Clerks	43-4171	1,430	\$12.47	20	\$13.45
Police, Fire, & Ambulance Dispatchers	43-5031	340	\$18.31	20	\$18.05
Dispatchers, Except Police, Fire, & Ambulance	43-5032	330	\$21.92	10	\$19.25
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	330	\$19.58	20	\$13.96
Stock Clerks & Order Fillers	43-5081	3,300	\$12.43	60	\$12.86
Executive Secretaries & Administrative Assistants	43-6011	890	\$20.78	20	\$20.08
Medical Secretaries	43-6013	1,070	\$15.28	20	\$15.73
Secretaries, Except Legal, Medical, & Executive	43-6014	4,850	\$15.75	120	\$14.06
Office Clerks, General	43-9061	5,500	\$14.87	200	\$13.54

Where to find it: <http://doe.state.wy.us/LMI/oes.htm>

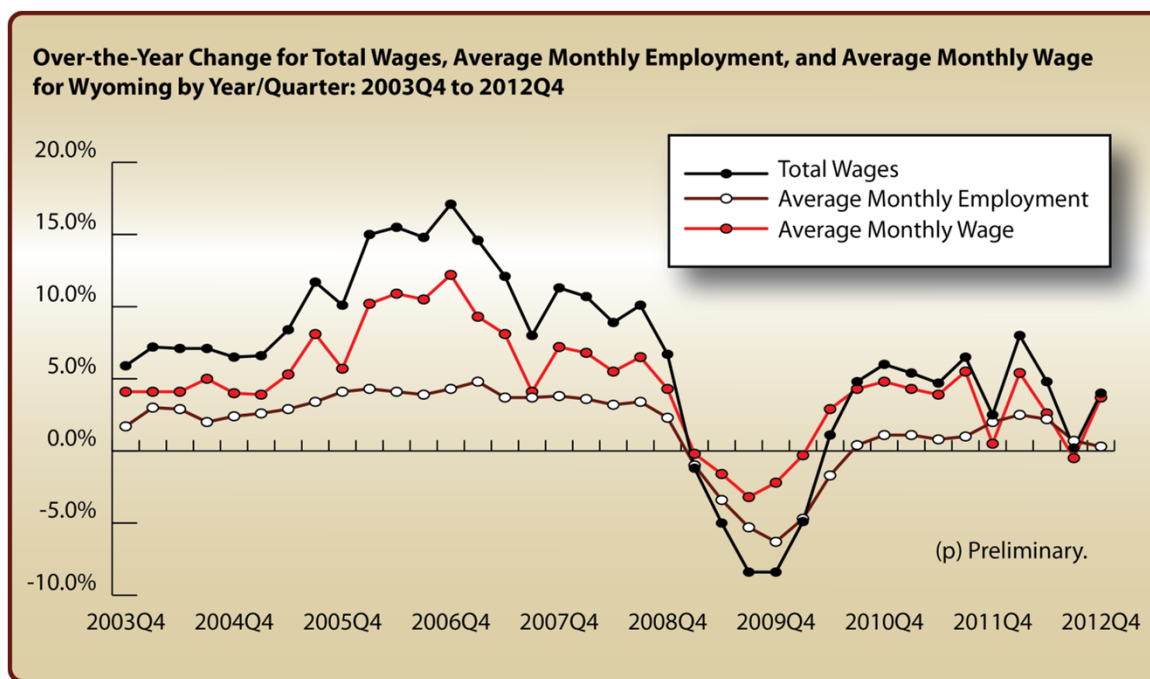
Quarterly Census of Employment and Wages (QCEW)

Quarterly count of employment and wages reported by employers

Covers 98 percent of U.S. jobs

In Wyoming, this information is prepared for:

- State of Wyoming
- All 23 counties
- North American Industry Classification System (NAICS) groups



Average monthly employment remained flat from 2011Q4 to 2012Q4, while the average monthly wage and total wages both increased by approximately 4.0%.

Quarterly Census of Employment and Wages (QCEW)

Table 120: Wyoming Employing Units, Employment, & Wages by NAICS Subsectors for Carbon County - Central Region - Third Quarter 2012

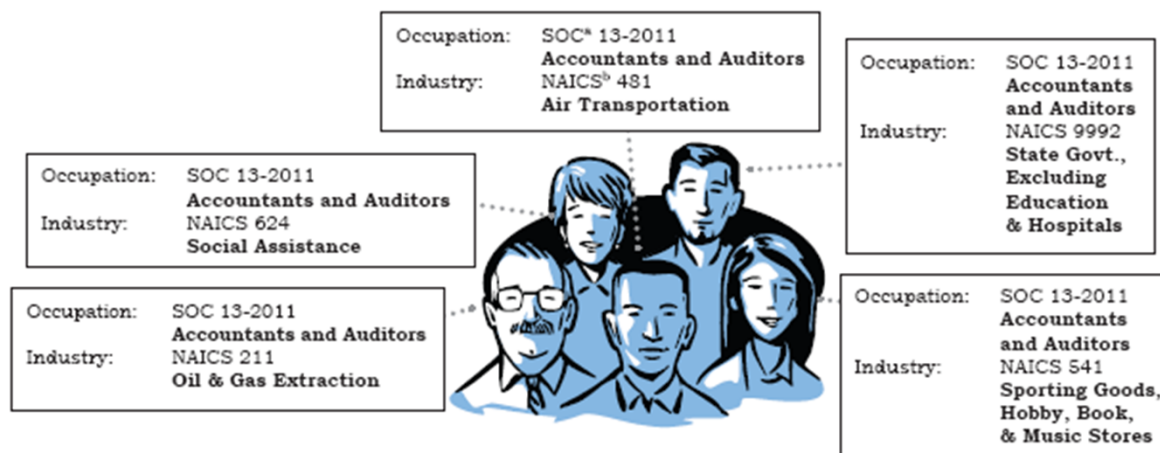
	NAICS* Sub Sectors	Units	Jul 12	Aug 12	Sep 12	12Q3 Average Monthly Employ- ment	12Q3 Total Wages	12Q3 Average Weekly Wage
Total, Carbon County		684	7,051	7,043	7,238	7,111	\$71,650,075	\$775
Total, Private	11 - 99	616	5,189	5,268	5,063	5,173	\$51,227,703	\$762
Agriculture, Forestry, Fishing, & Hunting	11	25	199	192	187	193	\$1,383,736	\$552
-Crop production	111-ND							
-Animal production & aquaculture	112	19	178	173	171	174	1,294,123	572
-Forestry & logging	113-ND							
-Agriculture & forestry support activities	115-ND							
Mining, Quarrying, & Oil & Gas Extraction	21	29	262	251	233	249	\$4,528,785	\$1,399
-Oil & gas extraction	211-ND							
-Mining, except oil & gas	212-ND							
-Support activities for mining	213	17	103	96	81	93	1,131,898	936

Data that would identify an individual or employer
do not appear in these tables

Industry and Occupational Projections

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

Industries and Occupations



The North American Industry Classification System codes describe industries; it is not a system for classifying occupations.

- Example 1. An IT specialist who works for a police agency would be counted under police agencies, not IT companies.
- Example 2. If a report shows 100,000 workers in the Electrical Contracting industry, this does not mean that there are 100,000 people who work as electrical contractors. These firms may employ accountants, receptionists, and other workers who would be included in the 100,000 total.

*Standard Occupational Classification.

^bNorth American Industry Classification System.

Source: Bureau of Labor Statistics.

Industry:

The type of firm for which a person works

Occupation:

A specific task or set of tasks performed by an individual

Note: Projections based on historical trend line.
Cannot account for certain factors.

Occupational Projections

Used by jobseekers to select a career path

Used by employers to determine training and employment needs

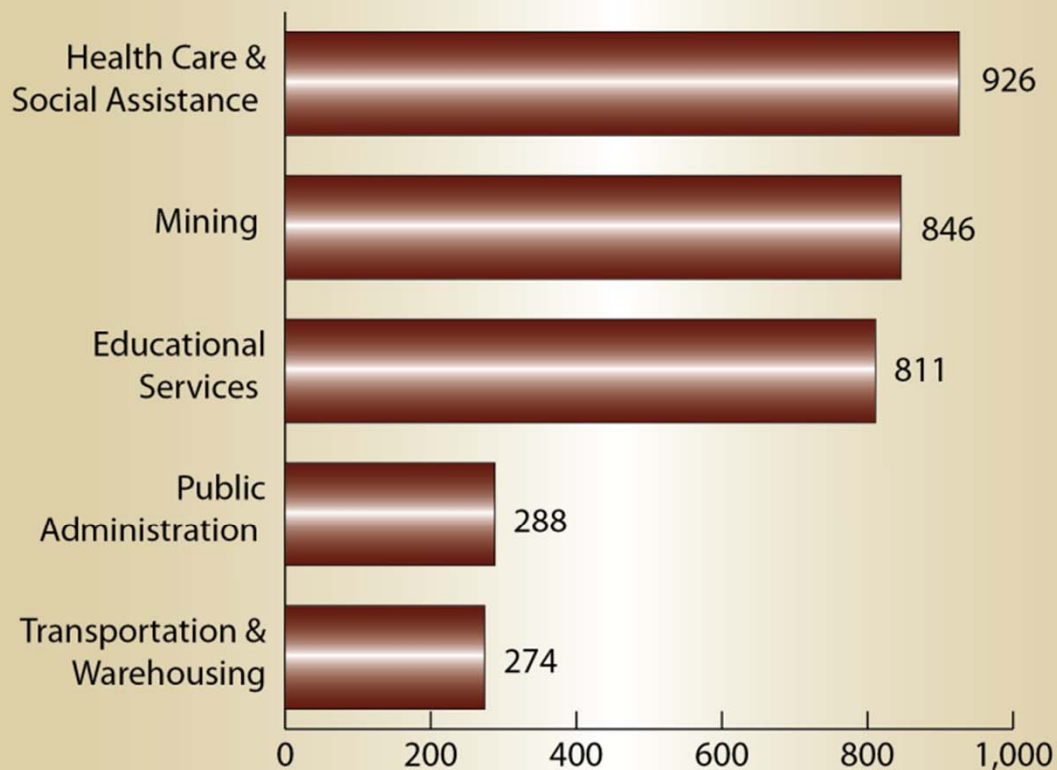
Occupations with the Highest Number of Average Annual Openings in Wyoming, 2011 to 2021

Occupation	Annual Openings			Typical Education	Average Annual Wage
	Growth	Replacement Need	Total		
Truck Drivers, Heavy and Tractor-Trailer	114	706	820	High School or Less	\$43,266
Secretaries, Except Legal, Medical, and Executive	89	585	674	Some College or Certificate	\$30,456
Registered Nurses	133	522	654	Associate's Degree	\$60,929
General and Operations Managers	69	555	625	Bachelor's Degree	\$87,270
Operating Engineers and Other Construction Equipment Operators	151	447	598	High School or Less	\$47,929
Bookkeeping, Accounting, and Auditing Clerks	61	509	571	High School or Less	\$34,920
Office Clerks, General	61	463	524	High School or Less	\$29,683
Teacher Assistants	109	333	441	Some College or Certificate	\$25,469
Service Unit Operators, Oil, Gas, and Mining	99	334	433	High School or Less	\$46,984
Nursing Aides, Orderlies, and Attendants	81	342	423	High School or Less	\$27,566

Of the top 10 occupations with the highest number of projected annual openings, only four require more than a high school diploma.

Industry Projections

Top 5 Industries by Total Projected Growth Openings in Wyoming, 2011-2021
Total Openings for All Industries: 4,087



Help determine if an industry is projected to contract or expand over the next decade

Wyoming is projected to add 4,087 new jobs from 2011 to 2021. Of those, nearly one-fourth (22.7%) are projected to be in the health care & social assistance industry.



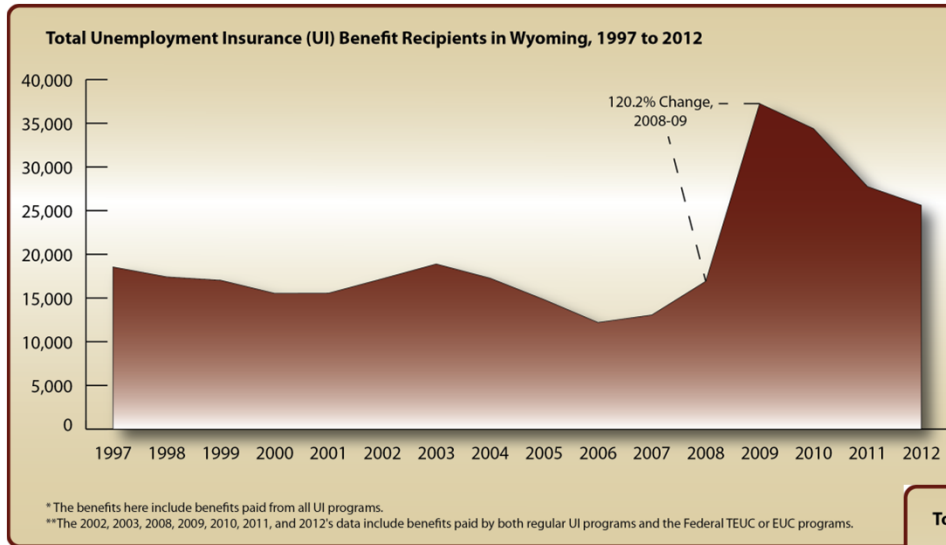
Unemployment Insurance (UI) Claims

- Initial and continued claims by industry and county
- Benefit recipients and exhaustees
 - Benefits paid
- Benefits paid by county
- Unemployment Insurance Trust Fund tax revenue and ending balance

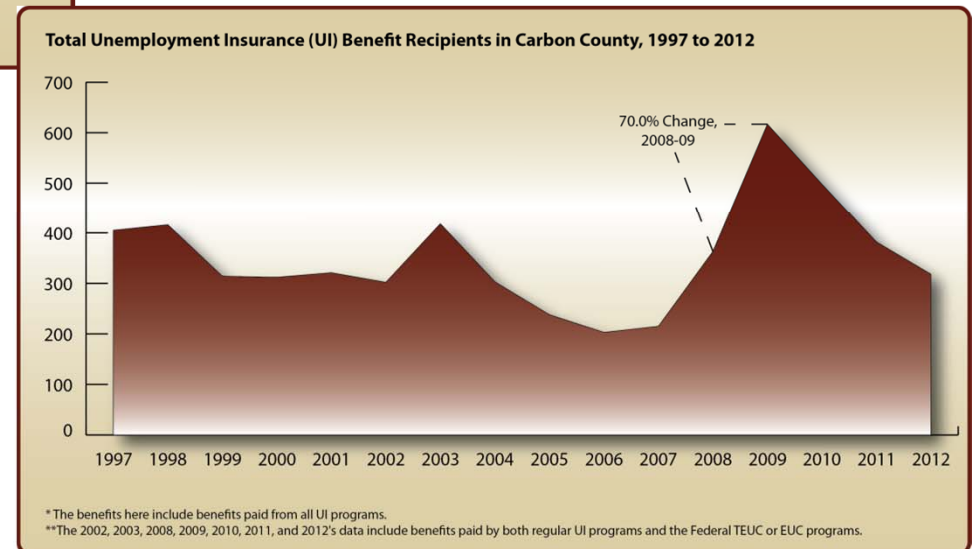
Table: Initial Unemployment Insurance (UI) Claims for Wyoming, June 2013

	Claims Filed			Percent Change Claims Filed	
	Jun-13	May-13	Jun-12	Jun-13 May-13	Jun-13 Jun-12
Wyoming Statewide					
Total Claims Filed	2,225	2,348	2,375	-5.2	-6.3
Goods-Producing	724	827	820	-12.5	-11.7
Natural Resources and Mining (11,21)	240	278	211	-13.7	13.7
Mining (21)	232	256	181	-9.4	28.2
Oil & Gas Extraction (211)	20	7	11	185.7	81.8
Construction (23)	418	443	540	-5.6	-22.6
Manufacturing (31 - 33)	63	104	68	-39.4	-7.4
Service-Providing	899	982	989	-8.5	-9.1
Trade, Transportation, and Utilities (22,42,44-45,48-49)	251	282	320	-11.0	-21.6
Wholesale Trade (42)	42	49	46	-14.3	-8.7
Retail Trade (44 - 45)	133	138	191	-3.6	-30.4
Transportation, Warehousing and Utilities (22,48 - 49)	76	95	83	-20.0	-8.4
Information (51)	7	11	15	-36.4	-53.3
Financial Activities (52, 53)	34	34	38	0.0	-10.5
Professional and Business Services (54 - 56)	146	119	156	22.7	-6.4
Educational and Health Services (61 - 62)	215	151	203	42.4	5.9
Leisure and Hospitality (71 - 72)	161	268	192	-39.9	-16.1
Other Services, except Public Admin. (81)	80	110	59	-27.3	35.6
Government	234	173	221	35.3	5.9
Federal Government	37	33	34	12.1	8.8
State Government	22	19	21	15.8	4.8
Local Government	174	120	165	45.0	5.5
Local Education	85	38	88	123.7	-3.4
Unclassified	366	365	343	0.3	6.7

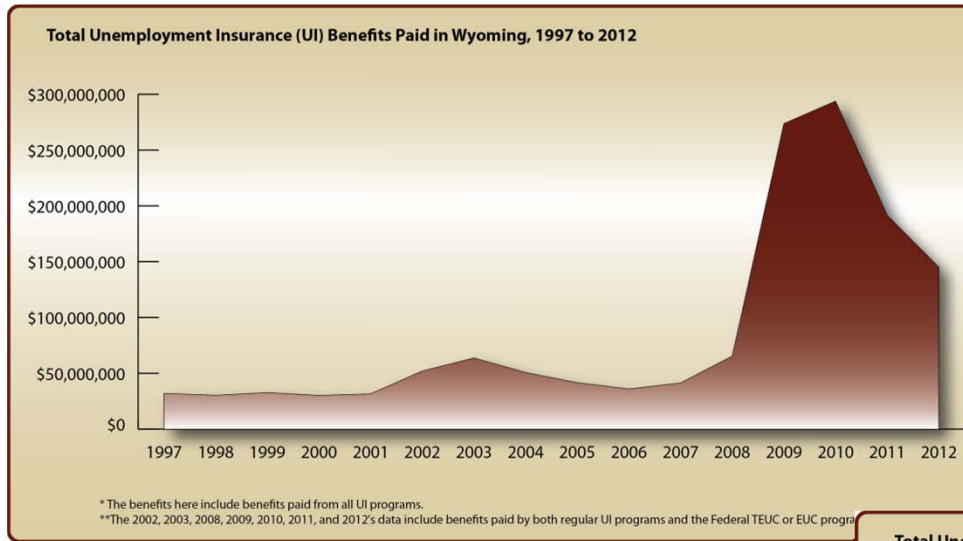
Unemployment Insurance (UI) Claims



The number of UI benefit recipients increased at a greater rate across Wyoming (120.2%) than in Carbon County (70.0%) from 2008-09.

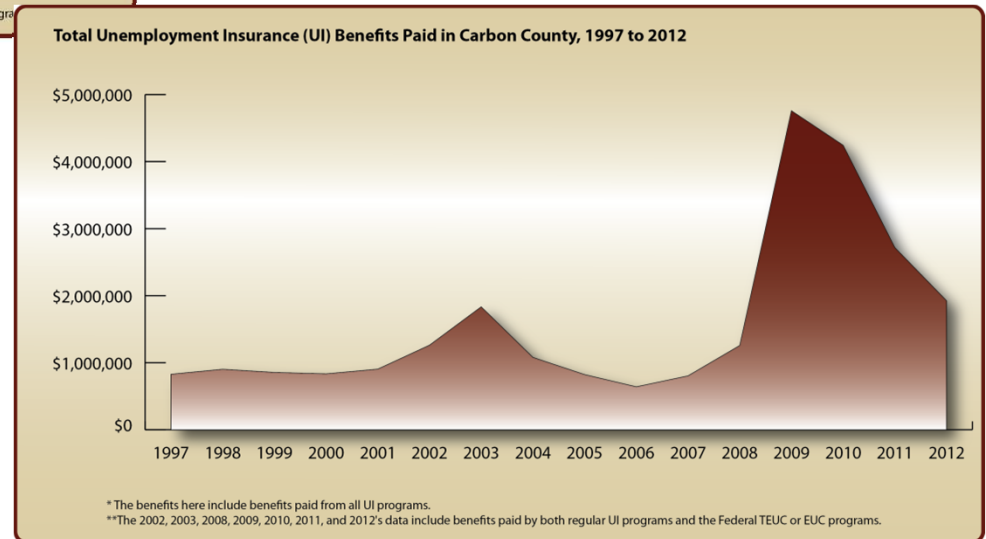


Unemployment Insurance (UI) Claims

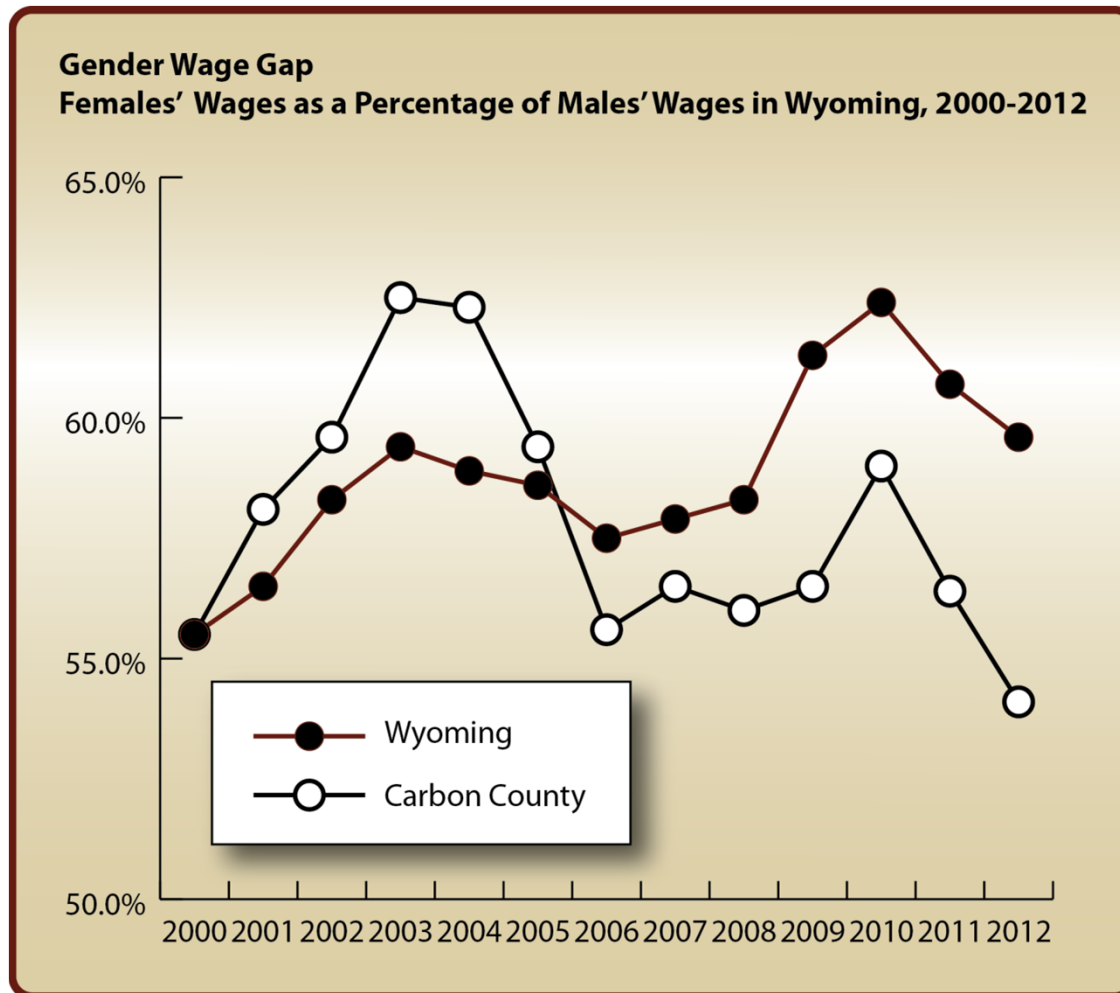


← In Wyoming, the total amount of UI benefits paid continued to increase through 2010.

In Carbon County, the total amount of UI benefits paid peaked at \$1,924,850 in 2009 and has decreased every year since.



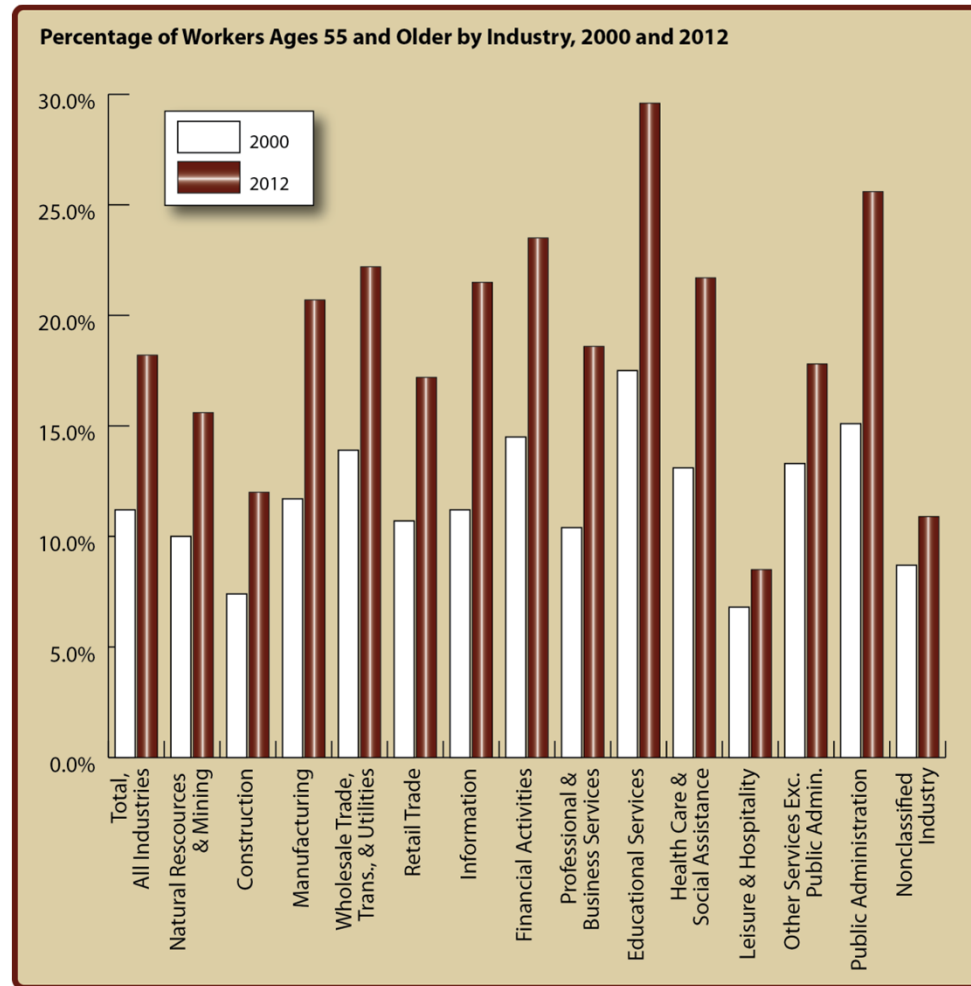
Wyoming Wages by County, Industry, Age, & Gender, 2000-2012



Prior to 2006, the gender wage gap in Carbon County was narrower than the statewide average. When Wyoming's economy expanded, the gender wage gap in Carbon County widened and has stayed greater than the statewide average.

Wyoming Wages by County, Industry, Age, & Gender, 2000-2012

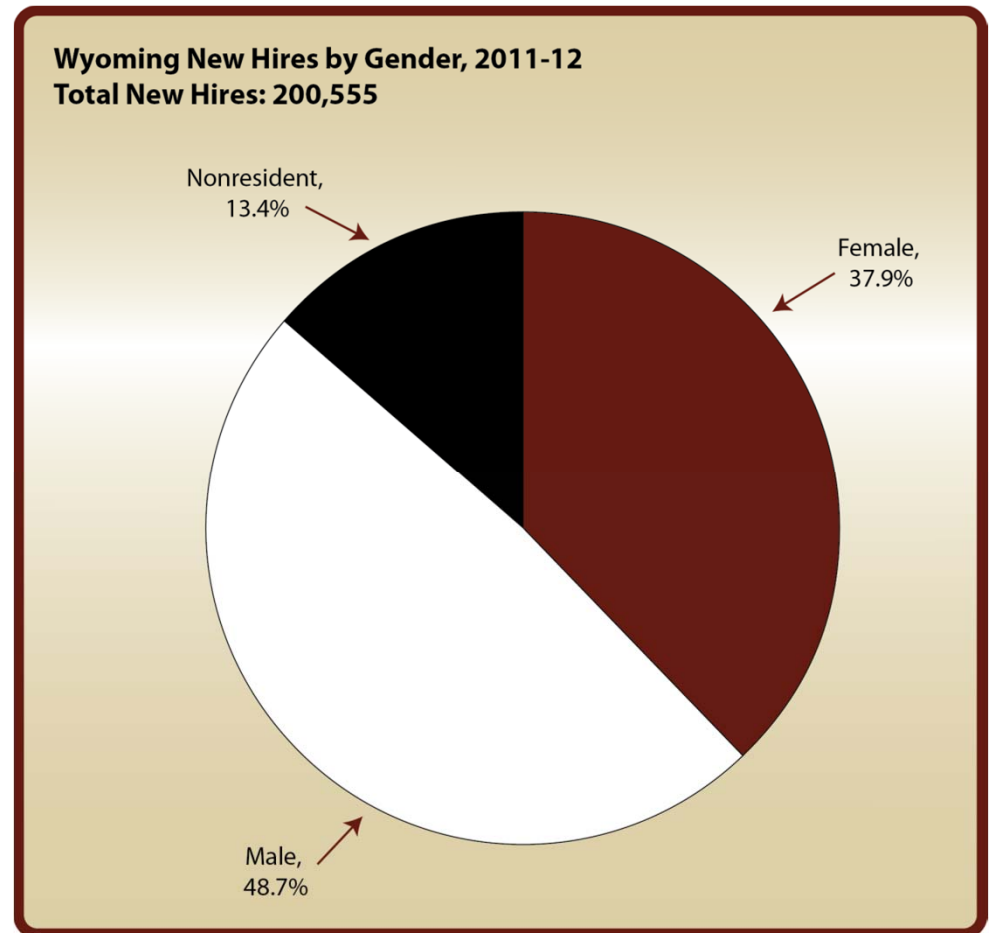
In 2012, nearly 30.0% of all workers in educational services were age 55 or older.



New Hires Survey

- Started in 2009
- Surveys mailed quarterly to Wyoming employers
- Most recent data is through 2012
- Focuses on the job, not the person
- New hire is someone who has not worked for that employer since 1992

In 2011-2012, 48.7% of all new hires were males, 37.9% were females, and 13.4% were nonresidents.

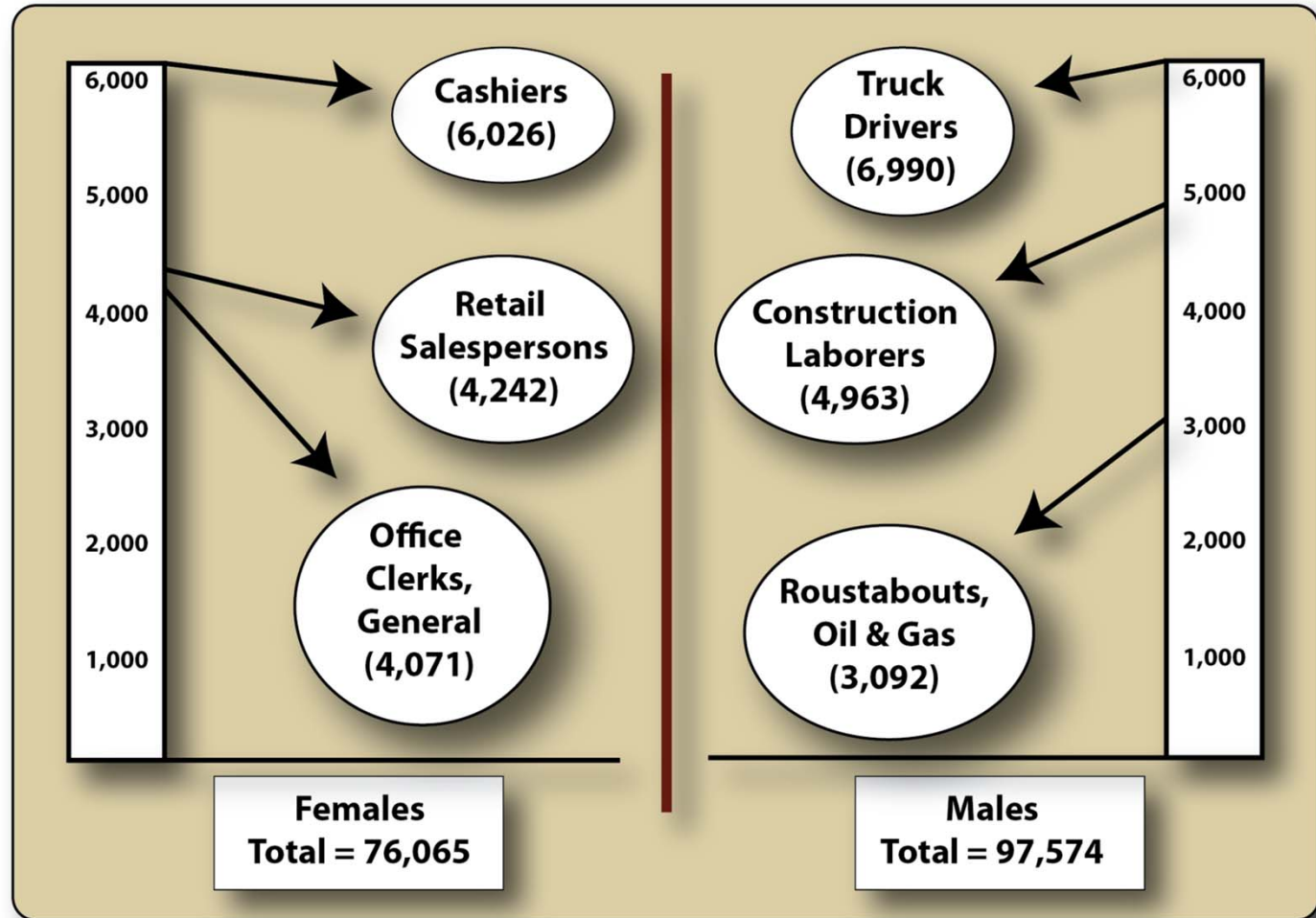


New Hires Survey

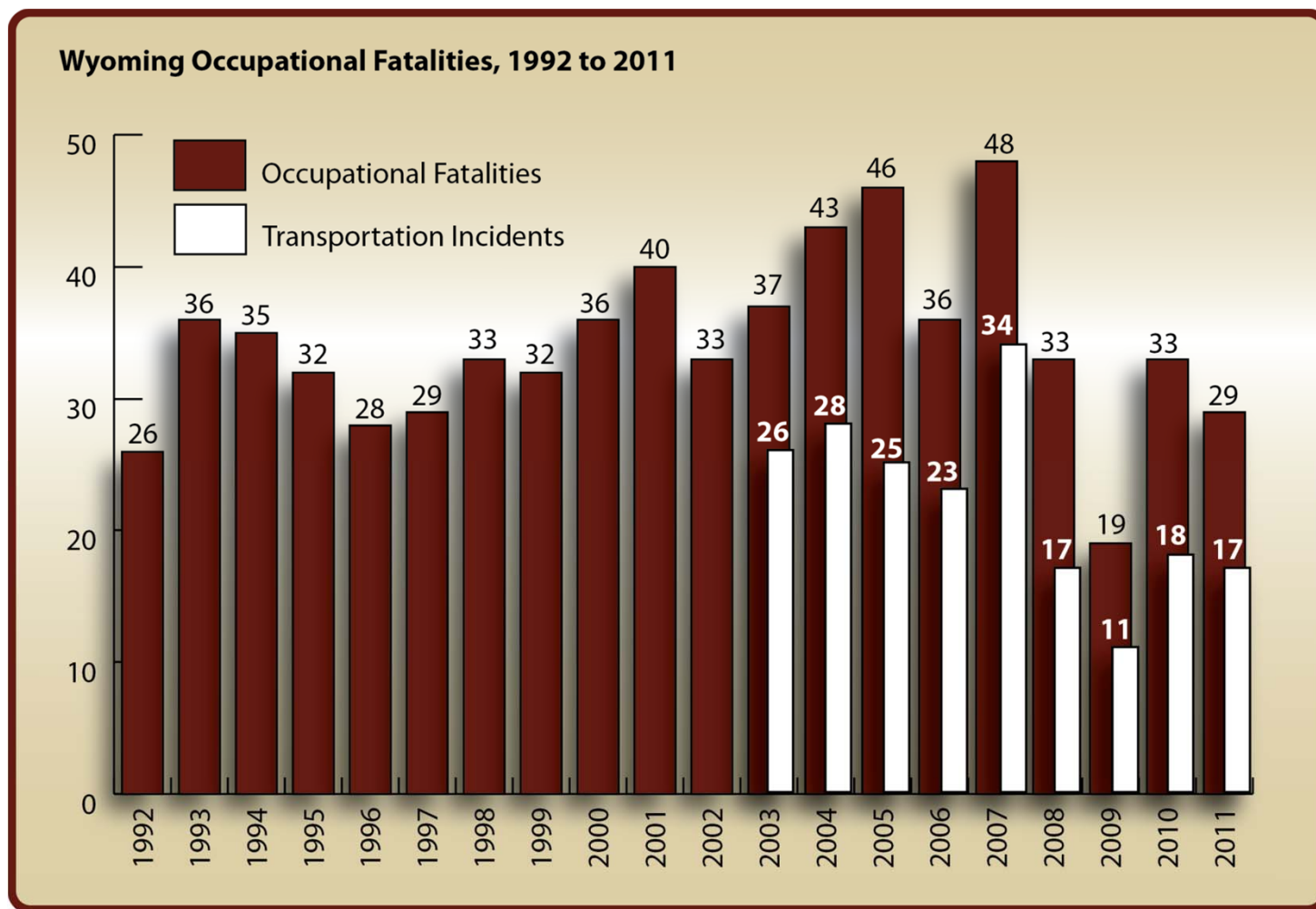
Allows us to examine:

- Wages
- Hours worked
- Job skills
- Benefits offered
- Educational and licensing requirements
- Turnover and retention
- Demographics

Top Occupations for Female and Male New Hires in Wyoming, 2011-2012



Census of Fatal Occupational Injuries (CFOI)



Each year from 2003 to 2011, transportation incidents made up more than half of all workplace deaths.

Where to find it: <http://doe.state.wy.us/LMI/safety.htm>

Turnover

Hire, exit, and turnover data by industry

Published quarterly in *Trends* (January, April, July, October)

Data from 2000 to 2012

**Top 5 Turnover Rates by Industry in Wyoming,
2012Q3**

Industry	Turnover Rate
Leisure & Hospitality	51.6
Construction	46.0
Professional & Business Services	38.2
Agriculture, Forestry, Fishing, & Hunting	35.7
Retail Trade	35.7
Total, All Industries	32.1

↑
The highest turnover rates were in
leisure & hospitality and construction,
two industries that rely heavily on
seasonal employment.



Benefits

Annual benefits publication

Since 1999

Health care, retirement, paid holidays, paid sick leave, etc.

By industry, firm size, etc.

Estimated Number of Jobs and Number of Jobs Offered Benefits by Industry in Wyoming, 2011

	Natural Resources & Mining	Construction	Manufacturing	Trade, Transportation, & Utilities	Information	Financial Activities	Professional & Business Services	Education & Health Services	Leisure & Hospitality	Other Services	State & Local Government	All Industries
Estimated Number of Jobs	27,213	21,032	9,822	49,928	3,818	10,510	17,316	59,785	32,548	7,708	23,576	263,254
Benefit Type	Number of Jobs Offered Benefits											
Child Care	1,681	490	344	35	18	15	320	8,889	5,936	200	4,404	22,331
Dental Plan	22,892	9,230	6,898	23,550	2,074	6,595	6,699	41,024	5,432	2,702	18,754	145,849
Dependent Health Insurance	23,835	9,991	7,508	26,441	2,099	6,543	7,649	40,047	5,564	3,052	18,738	151,468
Educational/Tuition Assistance	20,517	5,546	6,445	16,296	539	4,722	4,863	33,036	4,495	1,009	13,348	110,816
Flexible Spending Account	19,389	3,576	5,320	12,442	820	5,107	4,274	38,792	5,560	1,610	13,248	110,139
Health Insurance	24,231	11,176	7,940	28,400	2,198	7,037	8,693	42,290	5,877	3,398	18,823	160,064
Hiring Bonus	17,916	1,681	1,121	4,399	50	2,422	479	9,763	1,920	215	15	39,982
Life Insurance	23,078	8,894	7,488	22,751	1,580	6,217	6,649	39,258	4,783	2,734	18,803	142,234
Long-Term Disability	20,260	3,704	5,980	12,071	1,049	5,505	3,738	29,302	1,862	1,310	11,216	95,996
Operate in Shifts	19,864	603	6,664	14,362	263	223	987	21,721	7,976	324	15,640	88,627
Shift Differentials	17,961	126	4,759	7,887	18	163	378	16,097	2,515	144	12,925	62,971
Paid Holidays	24,197	12,299	8,790	30,960	2,379	8,100	10,538	43,020	4,850	3,817	19,995	168,945
Paid Personal Leave	10,889	5,785	1,762	14,330	1,283	4,225	3,648	26,989	2,519	1,516	5,252	78,198
Paid Sick Leave	15,845	3,510	4,871	13,508	1,039	4,895	5,231	38,968	6,519	1,172	14,812	110,370
Paid Vacation	22,704	9,708	8,363	26,886	1,358	6,613	8,351	37,956	12,929	4,230	14,917	154,015
Retirement Plan	23,441	12,027	8,077	25,936	2,236	7,471	9,681	45,355	9,211	2,943	15,327	161,705
Short-Term Disability	19,523	4,738	5,736	10,854	1,156	4,646	3,593	21,186	2,372	1,694	6,345	81,842
Vision Plan	21,527	5,659	4,777	15,285	1,690	4,905	4,597	35,239	4,115	1,918	16,811	116,524

This table shows
all benefits offered
in each industry.

Benefits

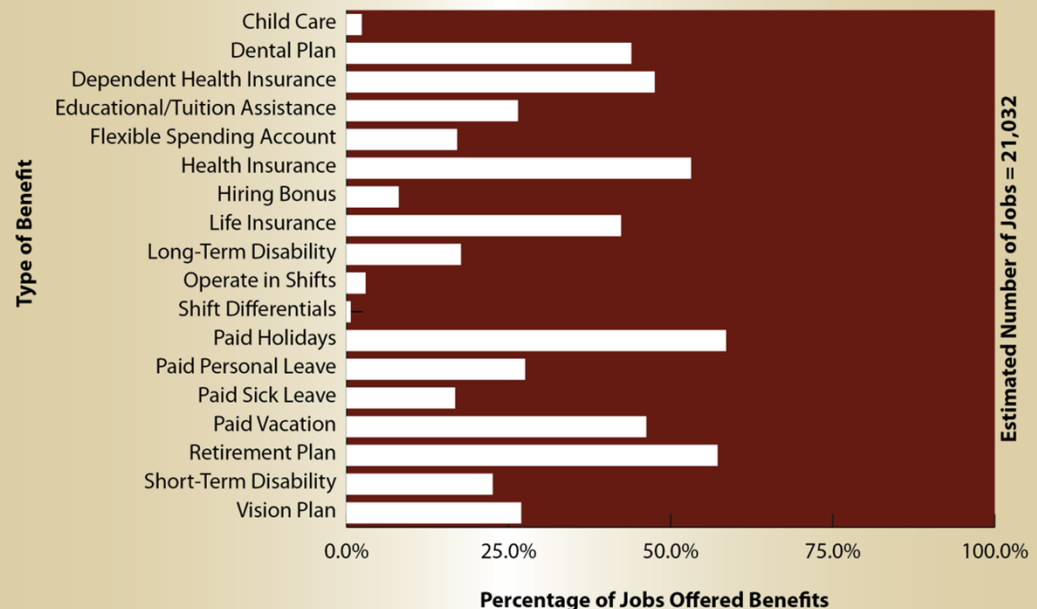
Customize your data

Find the information specific to your industry

Estimated Number of Jobs and Number of Jobs Offered Benefits in Wyoming's Construction Industry, 2011

Estimated Number of Jobs	Construction 21,032	
Benefit Type	N	%
Child Care	490	2.3%
Dental Plan	9,230	43.9%
Dependent Health Insurance	9,991	47.5%
Educational/Tuition Assistance	5,546	26.4%
Flexible Spending Account	3,576	17.0%
Health Insurance	11,176	53.1%
Hiring Bonus	1,681	8.0%
Life Insurance	8,894	42.3%
Long-Term Disability	3,704	17.6%
Operate in Shifts	603	2.9%
Shift Differentials	126	0.6%
Paid Holidays	12,299	58.5%
Paid Personal Leave	5,785	27.5%
Paid Sick Leave	3,510	16.7%
Paid Vacation	9,708	46.2%
Retirement Plan	12,027	57.2%
Short-Term Disability	4,738	22.5%
Vision Plan	5,659	26.9%

Percentage of Jobs Offered Benefits in Wyoming's Construction Industry, 2011



In 2011 the benefits most commonly offered to jobs in Wyoming's construction industry were paid holidays, a retirement plan, health insurance, and a dental plan. Very few jobs were offered child care.

Wyoming Labor Force Trends

Monthly Features:

Local Area Unemployment Statistics (LAUS)

Employment statistics

Economic indicators

Unemployment Insurance (UI) claims

Quarterly Features:

Quarterly Census of Employment & Wages (QCEW)

Wage Records data

Quarterly turnover statistics

Workers' Compensation Claims

Sign up for *Wyoming Labor Force Trends*

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

Many are also available as news releases



Wyoming Labor Force Trends

Recent Feature Articles:

Wyoming Unemployment Insurance Benefit Expenses, Number of Recipients Decline in 2012

Demographics of UI Claimants: More Males Continue to Receive Benefits than Females

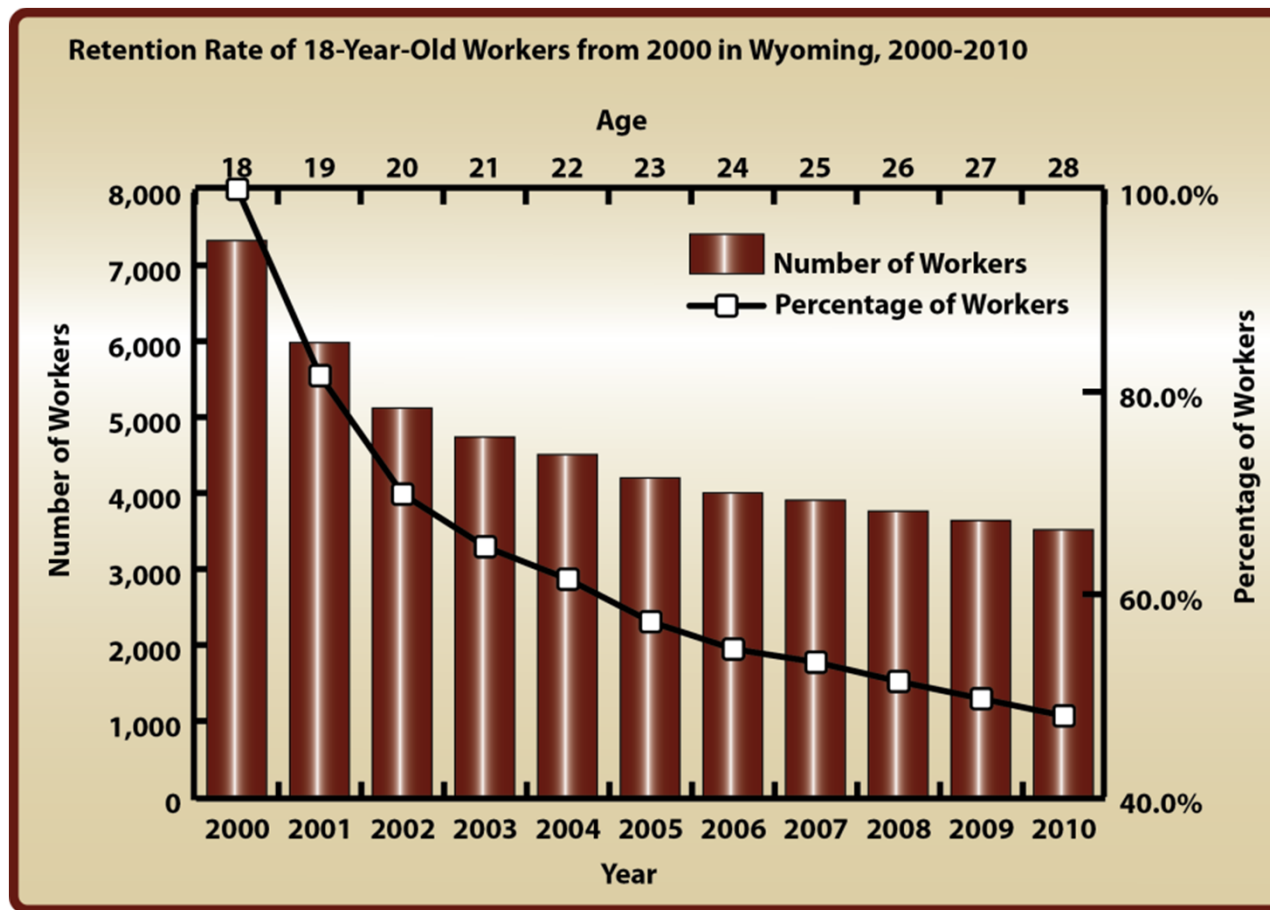
Local Jobs and Payroll in Wyoming: Sharp Slowdown in Job Growth in Third Quarter 2012

Dynamics of Unemployment Spells: A Look at the Trends Before, During, and After the Great Recession

New Business Formation Increases in Wyoming in 2010 and 2011



Custom Research: *A Decade Later*



In 2000, there were 7,325 individuals age 18 (2000 cohort) employed at any time in Wyoming.
In 2010, only 48.0% still had wages in Wyoming.

Custom Research: *A Decade Later*

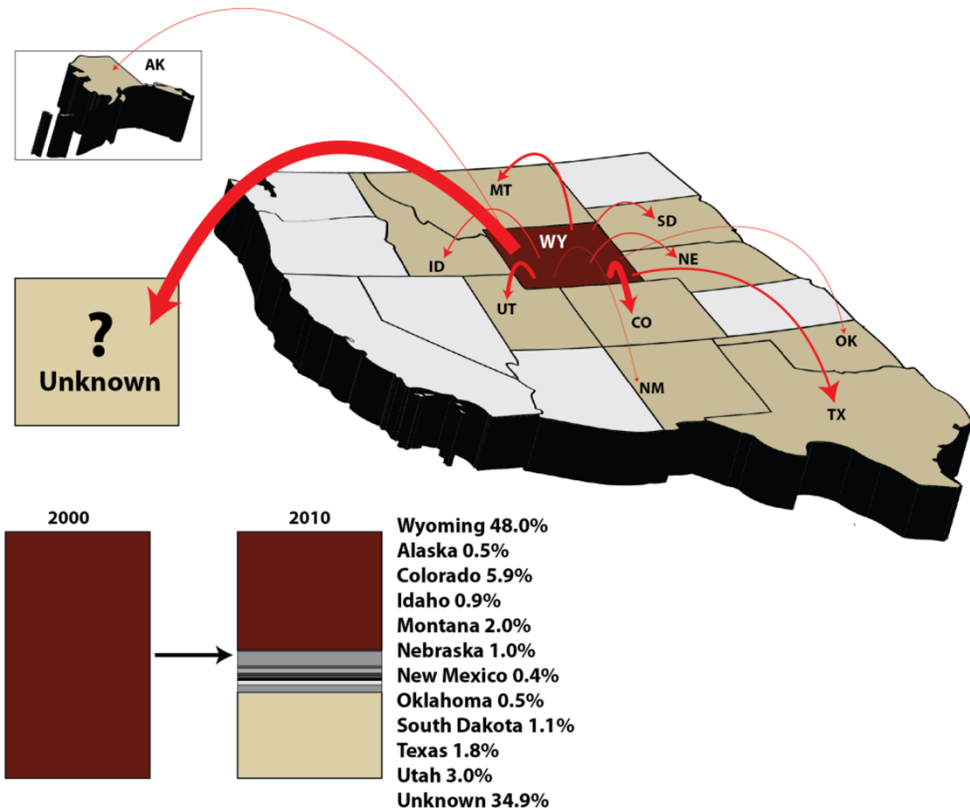
Where did they go?

- 48.0% retained in Wyoming
- 17.1% in states with which R&P has a data sharing agreement
- 34.9% "unknown":
 - a. Working in a state with which R&P does not have a data sharing agreement
 - b. Left the labor force for other reasons, such as caring for family members, returning to school, disability, etc.
 - c. Deceased



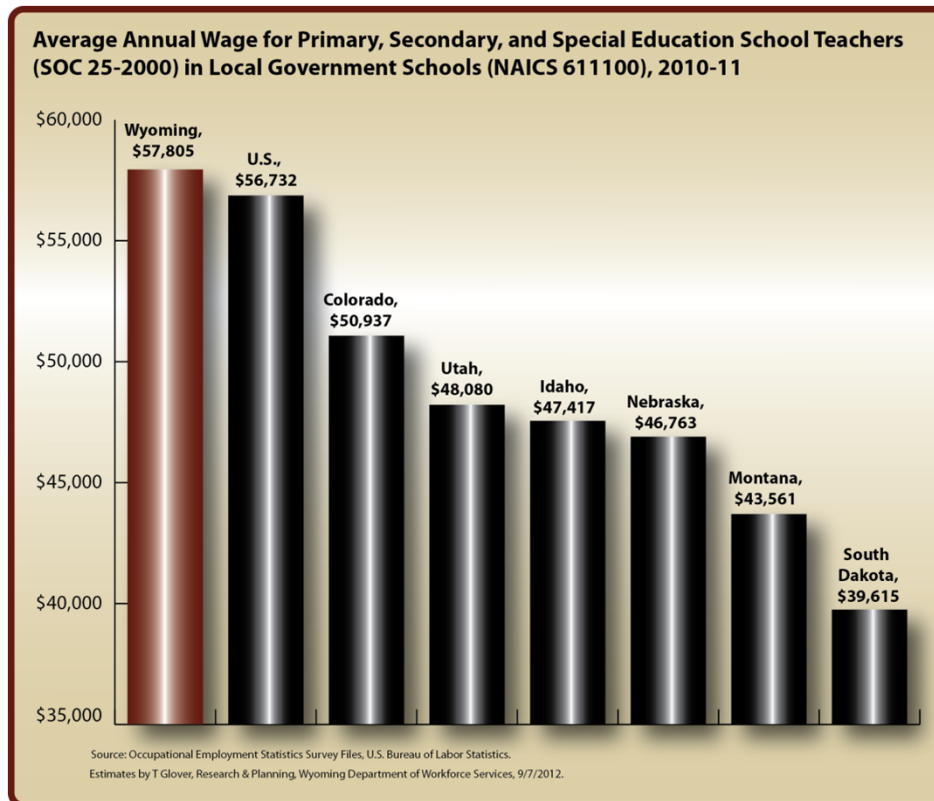
Figure 1: Where Did They Go? 2000 Cohort in 2010

Tracking the exit of 18-year-olds working in Wyoming in 2000 and where they were working in 2010.



Custom Research: *Monitoring School District Human Resource Cost Pressures*

Wyoming Legislature funded Research & Planning to provide a comparison of employment and wages in public schools in Wyoming and surrounding states.



On average, Wyoming teachers were paid 11.9% more than Colorado teachers and 31.5% more than South Dakota teachers during the 2010-11 school year.

Special Publications

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

Health Care Workforce Needs in Wyoming: Advancing the Study

Occasional Paper No. 6



Fall 2011

<http://doe.state.wy.us/LMI/occasional/occ6.pdf>

Potential Impacts of the Patient Protection and Affordable Care Act on Employer-Provided Benefits in Wyoming



Wyoming Department of Workforce Services
Research & Planning
Casper, WY
December 2012

<http://doe.state.wy.us/LMI/ppaca/aca2012.pdf>

A Guide to Licensed Occupations in Wyoming Fall 2011

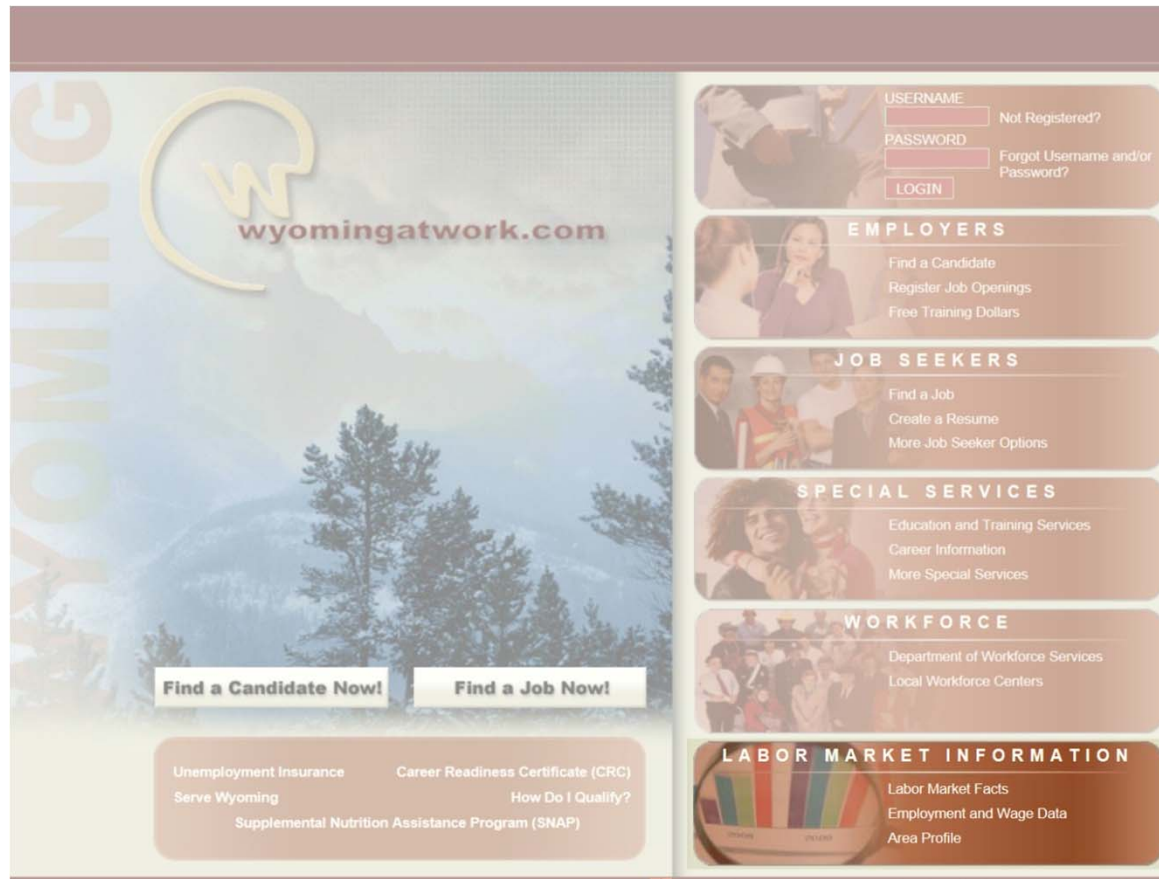


http://doe.state.wy.us/LMI/dir_lic/WY_Licensed_Occs_Fall_2011.pdf



Wyoming LMI on WyomingatWork.com

<https://www.wyomingatwork.com/>



- Much of the previous data can be found here
- Easy custom searches
- Offers labor market information tied into current and historical job postings

Contact Information

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