



Labor Shortage: So What's the Question?

Using Labor Market Information Tools

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Wyoming Department of Employment, Research & Planning
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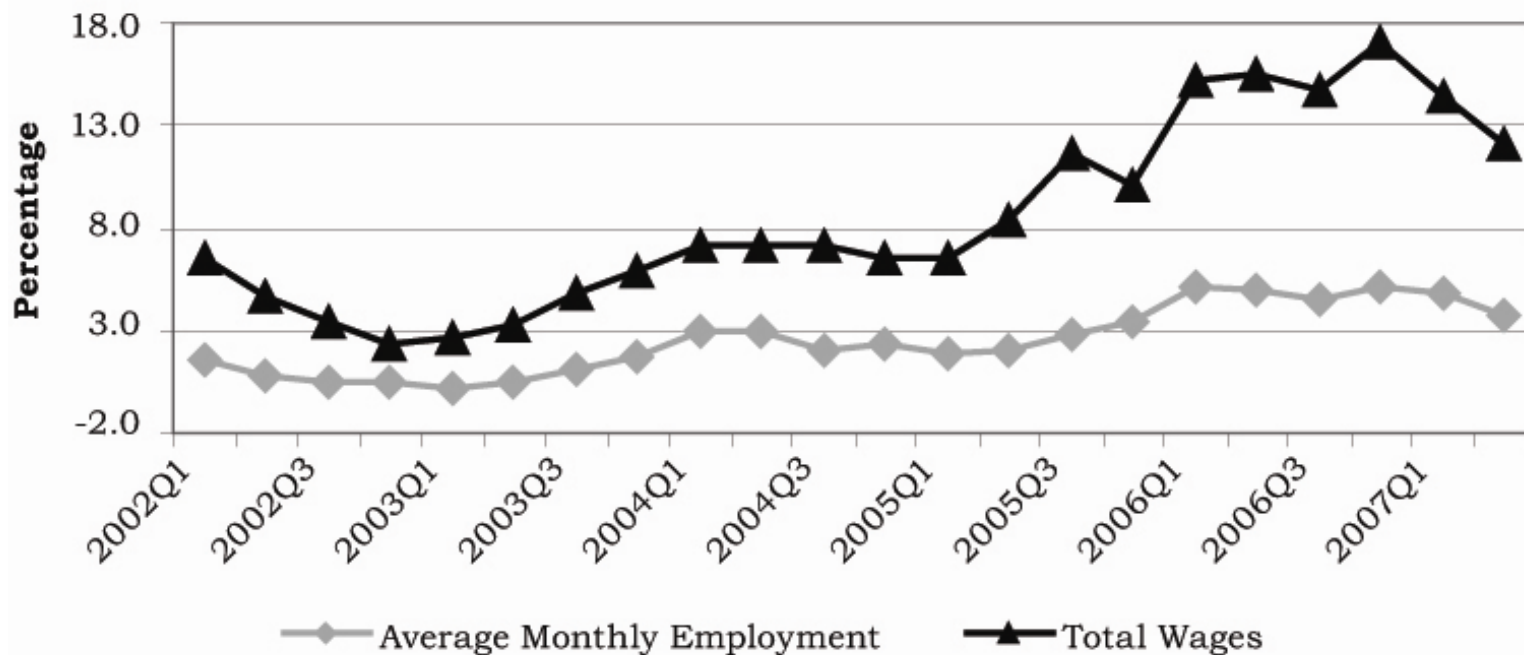
Introduction:

Market Response to Growing Labor Demand

- **Recruitment**
- **Reallocation of Labor**
- **Demographic Drivers**
- **Retention – Do We Really Mean It?**

Employment Growth

Figure: Over-the-Year Percentage Change in Wyoming Covered Employment and Wages for First Quarter 2002 (2002Q1) to Second Quarter 2007 (2007Q2)

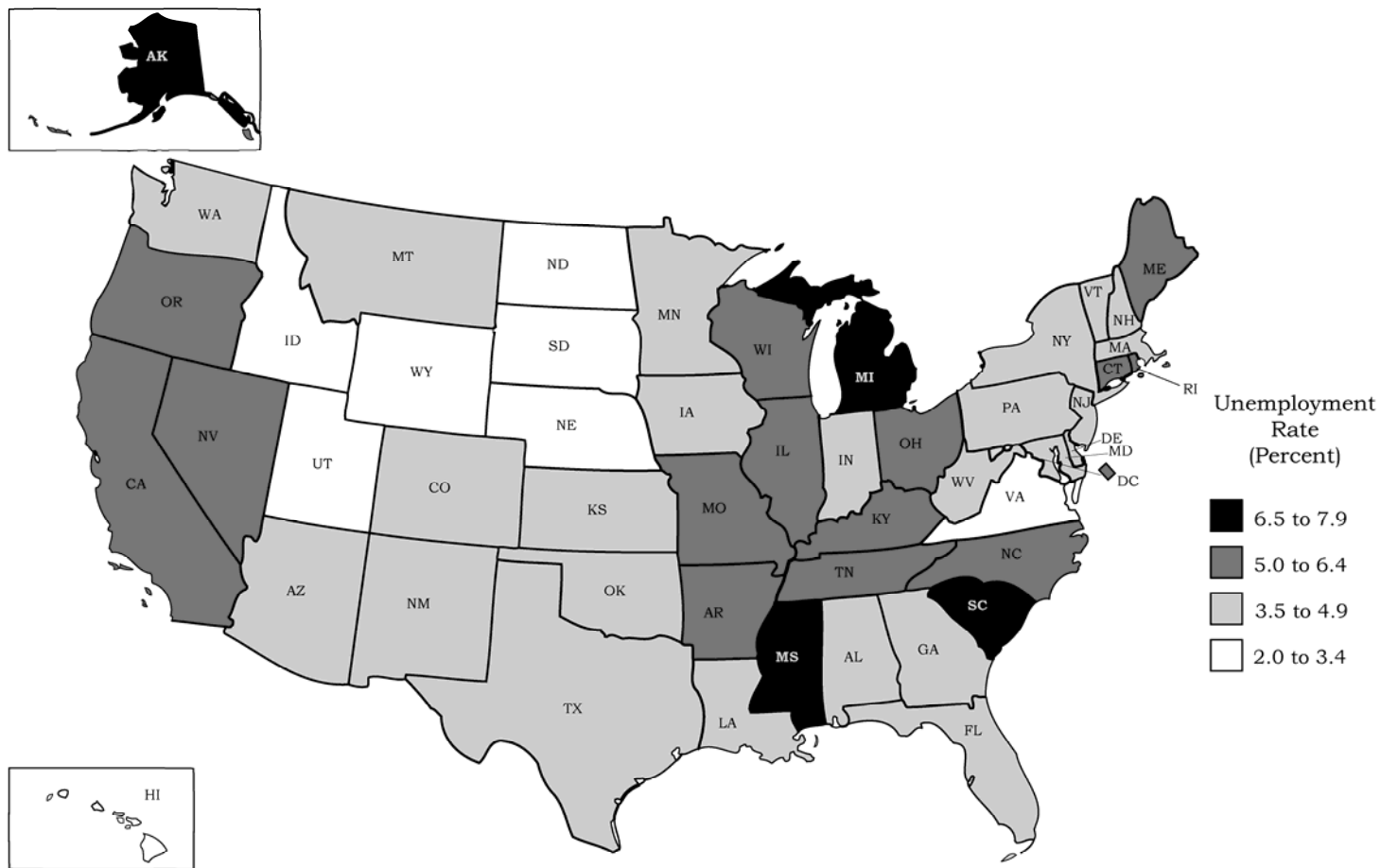


Source: Quarterly Census of Employment and Wages, developed through a cooperative program between Research & Planning and the U.S. Bureau of Labor Statistics.

Extract Date: October 2007.

Unemployment Rates

Seasonally Adjusted Unemployment Rates by State, December 2008



Source: Bureau of Labor Statistics, Local Area Unemployment Statistics program. Extracted February 7, 2008.

Residency Status

Table: Number of Persons Working at Any Time in Wyoming by Residency Status, 2004-2006

Residency Status	2004	2006	2004-2006	
	Number	Number	Numeric Change	Percent Change
Residents	275,740	275,015	-725	-0.3
Nonresidents	48,767	76,586	27,819	57.0
Total	324,507	351,601	27,094	8.3

Excerpt from Jones, S.D. (2007). Demographic Effects of Wyoming's Energy-Related Expansion. *Wyoming Labor Force Trends* 44(4).

<http://doe.state.wy.us/lmi/0407/a1.htm>

Note: Nonresidents represent segment of the population without known demographics.

Commuting Headlines

Mumps spreads across Midwest

MIKE WILSON and MIKE STOBBE
Thursday, April 20, 2006

Despite prevention efforts, police see more crashes

By JOSHUA WOLFSON
Star-Tribune staff writer Wednesday, August 08, 2007

West Belt Loop could divert traffic

By JOHN MORGAN
Star-Tribune staff writer Sunday, March 25, 2007

Motorcycle crashes rise in Wyo

By JARED MILLER
Star-Tribune capital bureau Wednesday, August 08, 2007

On the precipice: Wyo risks economy, way of life without highway funding fix, WYDOT says

By JARED MILLER
Star-Tribune capital bureau Monday, December 11, 2006

Gas activity kicks up dirt throughout the West

Lawmaker: Make I-80 a toll road

By JARED MILLER
Star-Tribune capital bureau Tuesday, December 12, 2006

I-80 poses big burden

By JARED MILLER

Highway funding fix officials say

By JARED MILLER
Star-Tribune

Latest traffic operation leads to 59 tickets

By JOSHUA WOLFSON
Star-Tribune staff writer Saturday, July 14, 2007

Patrol adds Pinedale division

By the Star-Tribune staff Monday, July 02, 2007

Tickets result from traffic days

By JOSHUA WOLFSON
Star-Tribune staff writer Sunday, June 24, 2007

Suspect flees WHP at 130 mph

Tuesday, July 24, 2007

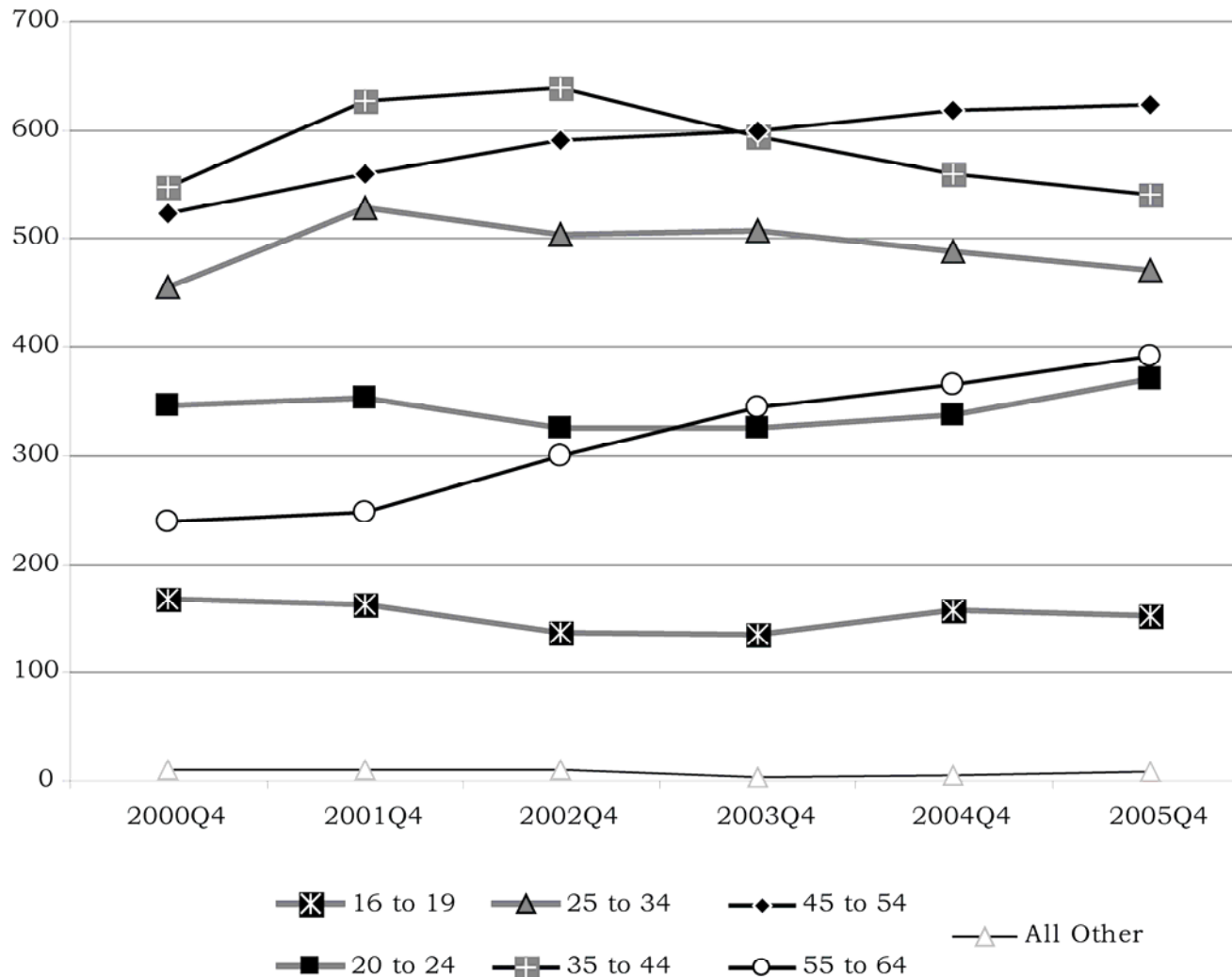
Star-Tribune

Officials plan mass flu response

By ALLISON RUPP
Star-Tribune staff writer Wednesday, June 20, 2007

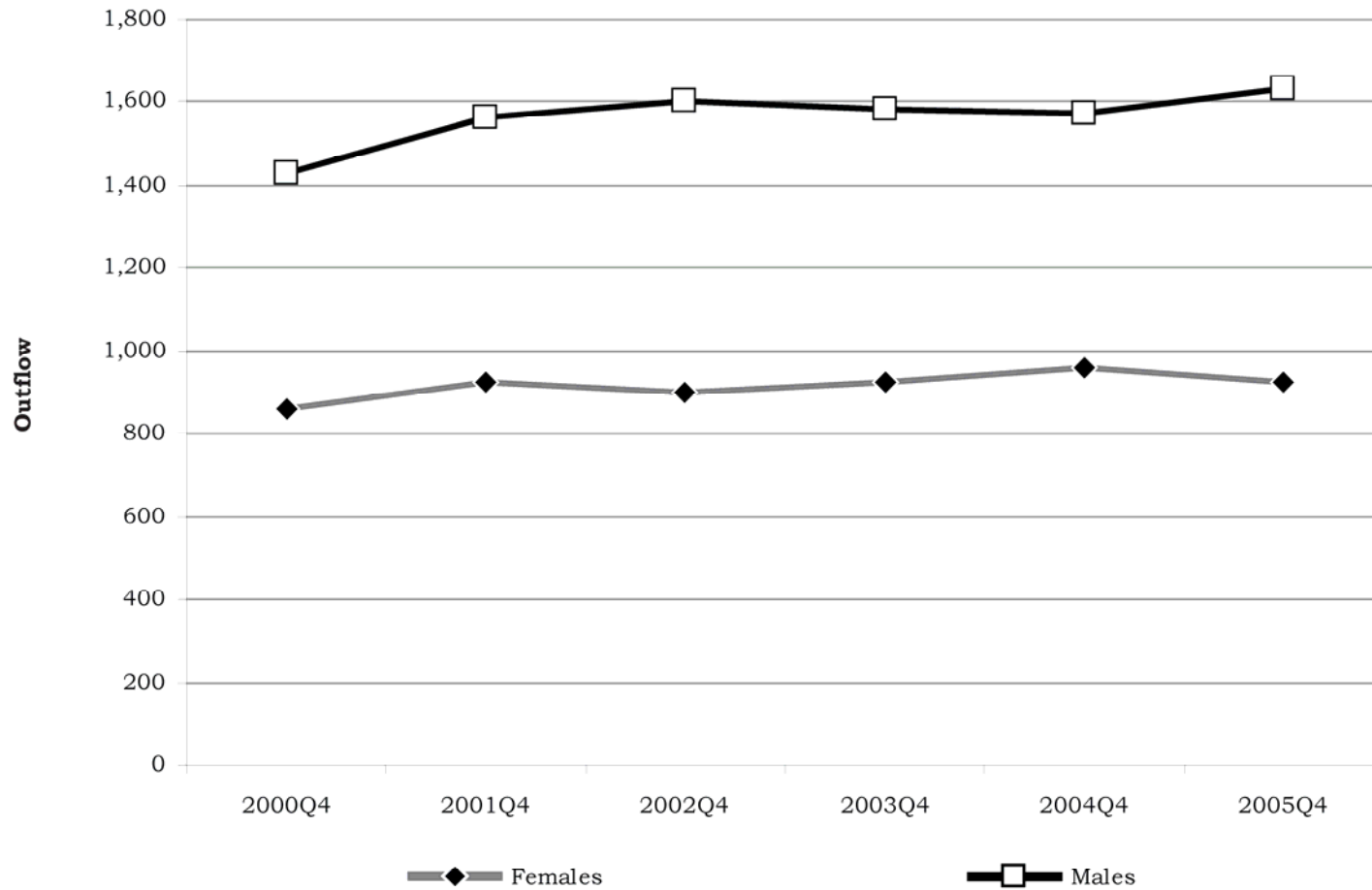
Converse County Outflow by Age

Figure: Converse County Commuting Outflows by Age Group, Fourth Quarter 2000 to Fourth Quarter 2005



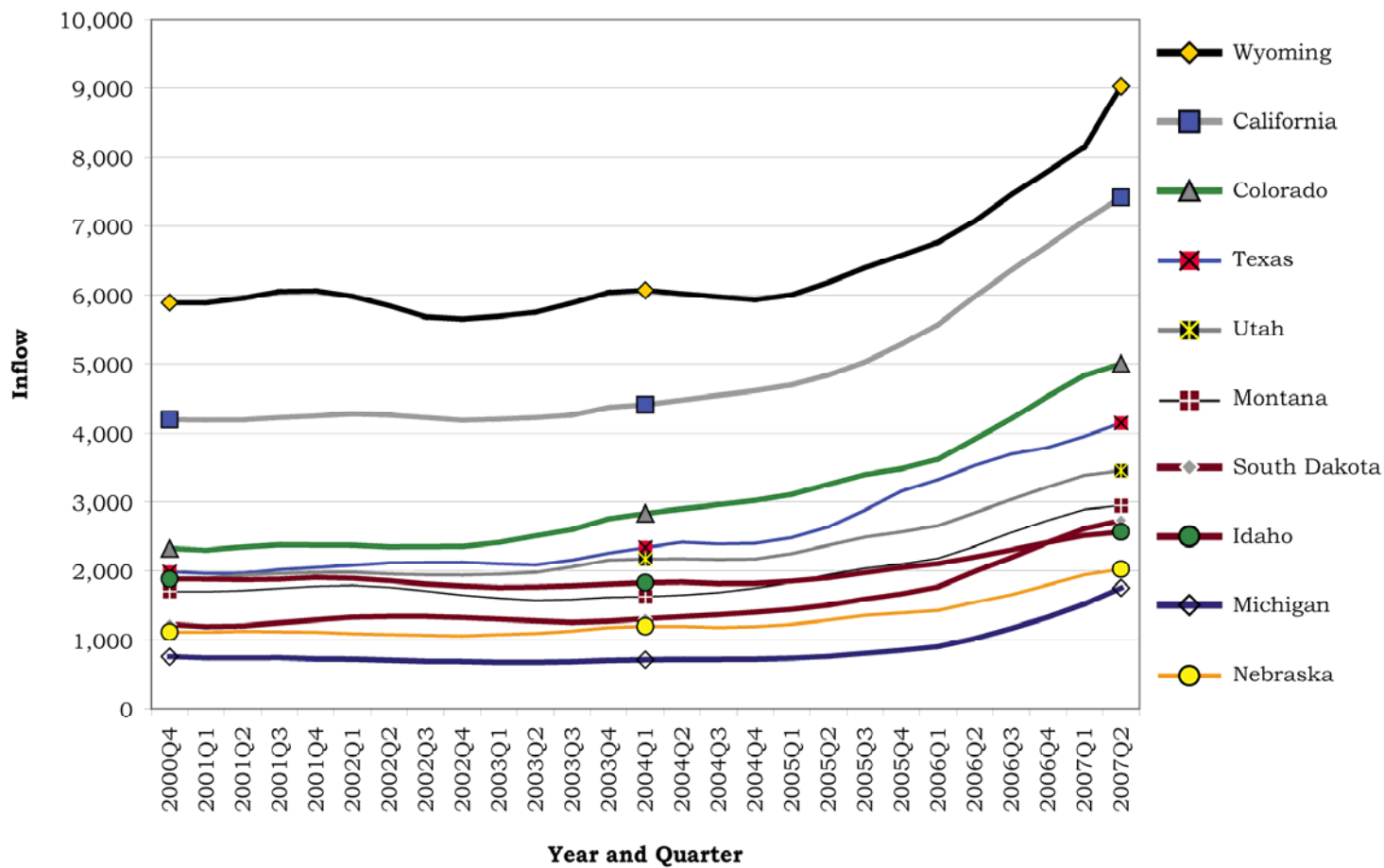
Converse County Outflow by Gender

Figure: Converse County Commuting Outflows by Gender, Fourth Quarter 2000 to Fourth Quarter 2005



Interstate Commuting

Figure: Top State of Origin Inflows to Wyoming for Workers Without Wyoming Driver's Licenses, Four Quarter Moving Averages



Who Stays?

Table: Comparison of Average Number of Workers Starting Employment in Wyoming During a Quarter and Who Were Still Employed One Quarter and Four Quarters Later, by State of Origin (Selected States), 1994 to 2006

	Total n Started Work in Wyoming	Still in Wyoming 1 Quarter Later		Still in Wyoming 4 Quarters Later		p-value
		n	%	n	%	
Wyoming	9,014	6,332	70.2%	3,959	43.9%	*0.000
Nebraska	1,465	1,037	70.8%	498	34.0%	*0.000
South Dakota	1,684	1,249	74.2%	680	40.4%	*0.000
Montana	2,234	1,522	68.1%	734	32.9%	*0.009
Iowa	750	531	70.8%	240	32.0%	0.167
Total of All States	61,337	41,942	68.4%	18,953	30.9%	

*Significant at the .01 level.

Source: Unpublished data. Run February 12, 2008, by S.D. Jones, Research & Planning.

Reasons for living here

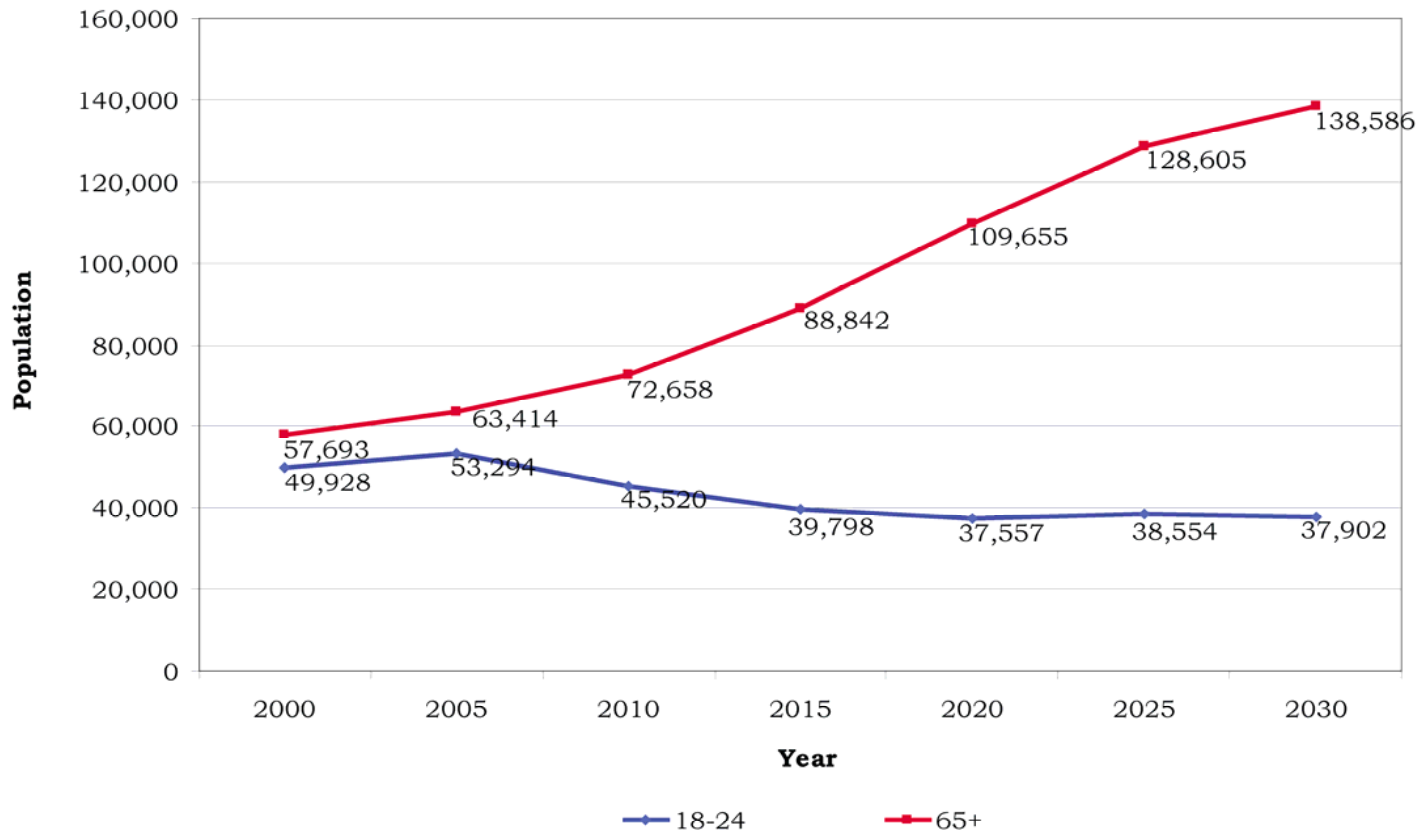
Table: Where Respondent Went to High School * Reason For Living in Community, All Nurses

Reason for living in community		Where Respondent Attended High School			Total
		Wyoming	Out of State	Unknown	
Proximity to Family	n	378	198	8	584
	Col.%	38.8	14.4	14.0	24.3
Spouse or Partner Job	n	197	355	12	564
	Col.%	20.2	25.8	21.1	23.4
Existing Job	n	139	273	13	425
	Col.%	14.3	19.9	22.8	17.7
Proximity to Natural Amenities	n	30	177	4	211
	Col.%	3.1	12.9	7.0	8.8
Cost of Living/Affordable Housing	n	39	74	4	117
	Col.%	4.0	5.4	7.0	4.9
Proximity to School or Work	n	22	29	1	52
	Col.%	2.3	2.1	1.8	2.2
Proximity to Cultural Amenities	n	2	2	0	4
	Col.%	0.2	0.1	0.0	0.2
Other or No Answer	n	168	266	15	449
	Col.%	17.2	19.4	26.3	18.7
Total	n	975	1,374	57	2,406
	Col.%	100.0	100.0	100.0	100.0

Source: 2007 Healthcare Personnel Survey. Table run February 13, 2008, by L. Knapp, Wyoming Department of Employment, R&P.

Demographic Sledgehammer

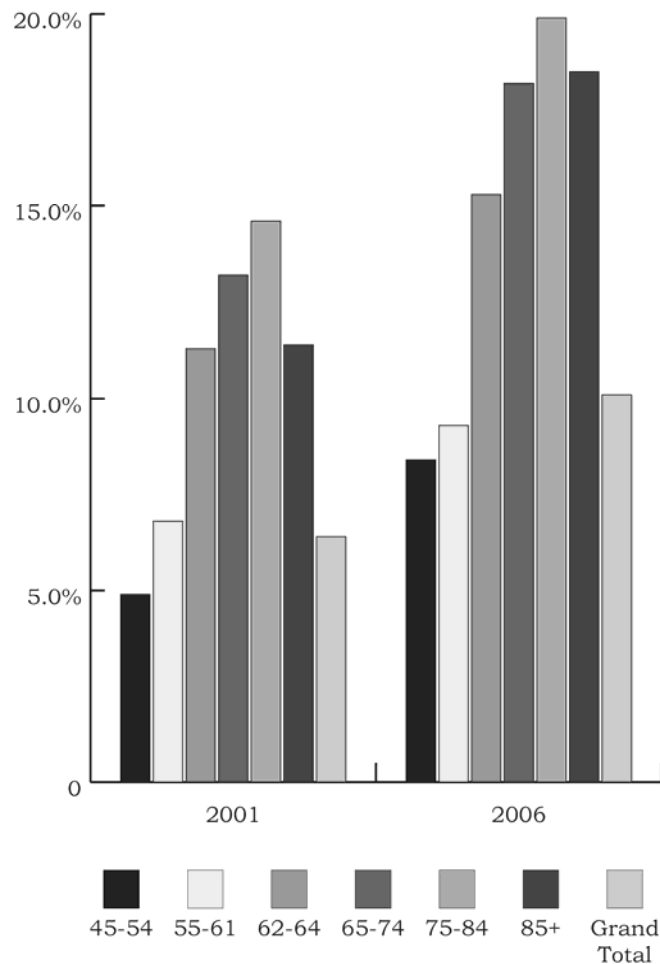
Figure: Projected Population Growth for Wyoming, 2000-2030



Adjusted Exiters

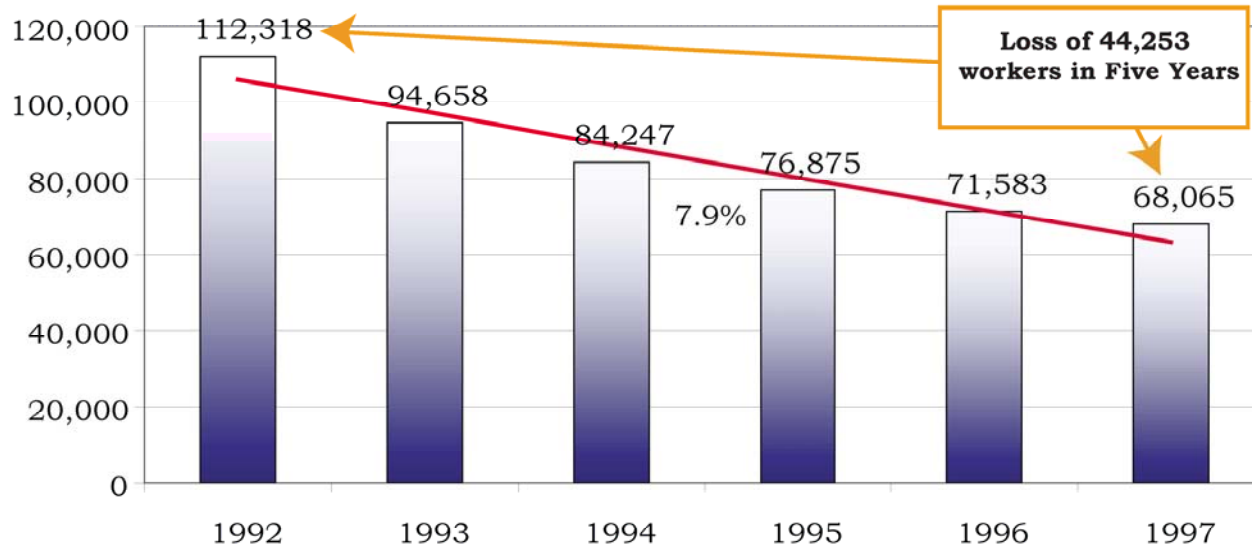
Table: Withdrawal of Employed Workers in Wyoming Age 45 and Older From the Market (Adjusted)

	n	Total Total age	%	
2001	45-54	2,909	59,780	4.9%
	55-61	1,434	21,237	6.8%
	62-64	566	4,993	11.3%
	65-74	887	6,715	13.2%
	75-84	173	1,184	14.6%
	85+	31	272	11.4%
	Grand Total	6,000	94,181	6.4%
2005	45-54	3,999	63,447	6.3%
	55-61	2,090	27,977	7.5%
	62-64	947	6,633	14.3%
	65-74	1,221	8,320	14.7%
	75-84	308	1,673	18.4%
	85+	79	353	22.4%
	Grand Total	8,620	108,403	8.0%
2006	45-54	5,418	64,122	8.4%
	55-61	2,820	30,173	9.3%
	62-64	1,077	7,046	15.3%
	65-74	1,623	8,901	18.2%
	75-84	342	1,719	19.9%
	85+	66	358	18.5%
	Grand Total	11,391	112,319	10.1%
2001 - 2006 Change	45-54	2,509	4,342	3.6%
	55-61	1,386	8,936	2.6%
	62-64	511	2,053	4.0%
	65-74	736	2,186	5.0%
	75-84	169	535	5.3%
	85+	35	86	7.1%
	Grand Total	5,391	18,138	3.8%



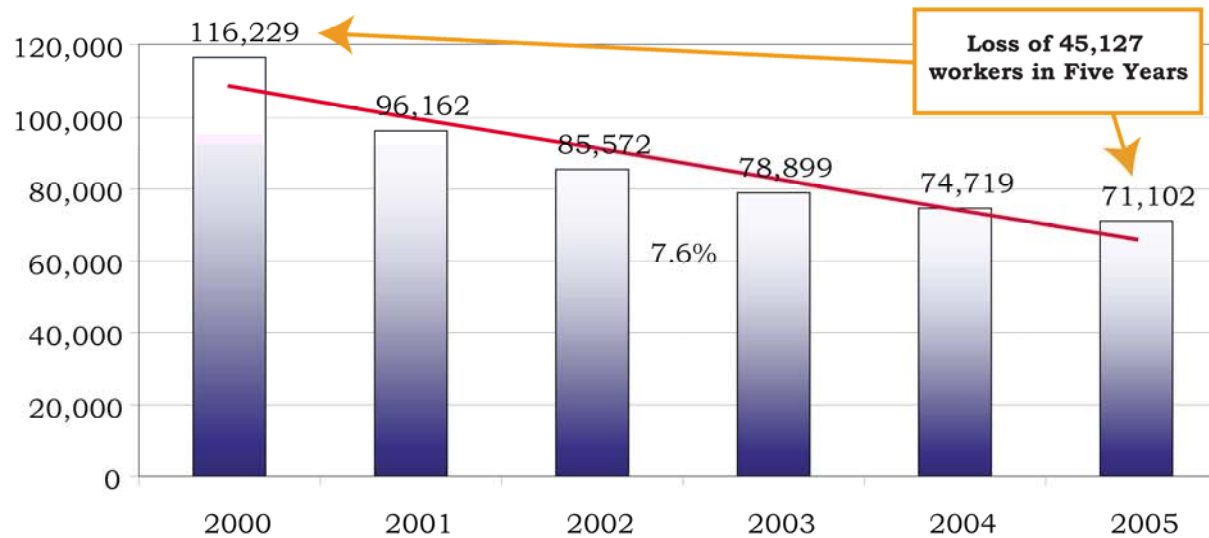
Exodus of Youth

Figure: Number of 1992 Resident Cohort Age 16-34 Still Working in Wyoming



Exodus of Youth

Figure: Number of 2000 Resident Cohort Age 16-34 Still Working in Wyoming



Is the Question Retention?

Young Residents

- **Hathaway Scholarship Program**
- **Occupational Opportunities Matched to Skills**
- **Affordable Health Insurance**

Other Residents

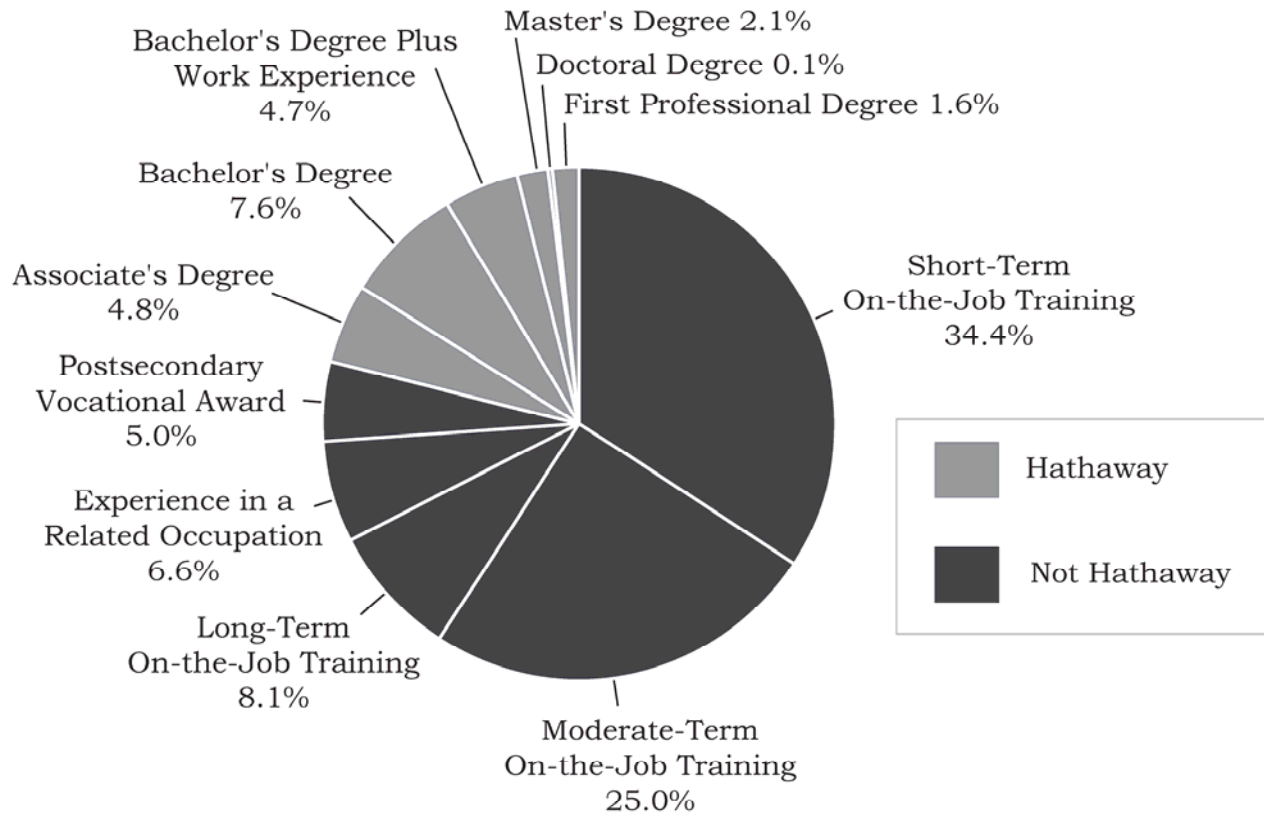
- **Social isolation**
- **Physical Isolation**
- **Cost of Airfares**
- **Affordable Health Insurance**

Nonresidents

- **Isolation From Relatives**
- **Lack of Familiar Amenities (e.g., Large Malls, Pro Sporting Events)**
- **Urban vs. Rural Attitudes**
- **Climate**
- **Affordable Health Insurance**
- **Who Assumes Risk for Housing Infrastructure?**

Educational Requirements

Figure: Distribution of Employment Growth by Typical Education/Experience Level for All Industries in Wyoming, 2012



For More Information

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