

TRENDS

Local Jobs and Payroll in Wyoming in Second Quarter 2014: Construction Leads Job Growth

by: *David Bullard, Senior Economist*

tables by: *Nancy Brennan, Senior Economist*

The purpose of this article is to illustrate and describe employment and payroll changes between second quarter 2013 and second quarter 2014. These economic changes help gauge the overall strength of Wyoming’s economy and identify the fastest and slowest growing sectors and geographic areas.

Total unemployment insurance (UI) covered payroll increased by \$148.5 million (4.8%) in second quarter 2014. Employment rose by 4,562 jobs (1.6%) and average weekly wage increased by \$26 (3.1%). In second quarter, employment (1.6% compared to 0.6%), total wages (4.8% compared to 3.2%), and average weekly wage (3.1% compared to 2.6%; see Table 1, page 3) all grew faster than their five year averages. In terms of dollars, UI covered payroll represents approximately 91.5% of all wage and salary disbursements and 43.8% of personal income in the state (U.S. Bureau of Economic Analysis, 2014). Analysts have noted that “minerals related

employment is one of the key predictors of sales and use tax revenue” in Wyoming (CREG 2010).

Despite the recent growth, overall employment remained approximately 1,500 jobs (0.1%) below its second quarter 2008 level. It appears that the state is getting close to making up all the job losses of 2009 and 2010.

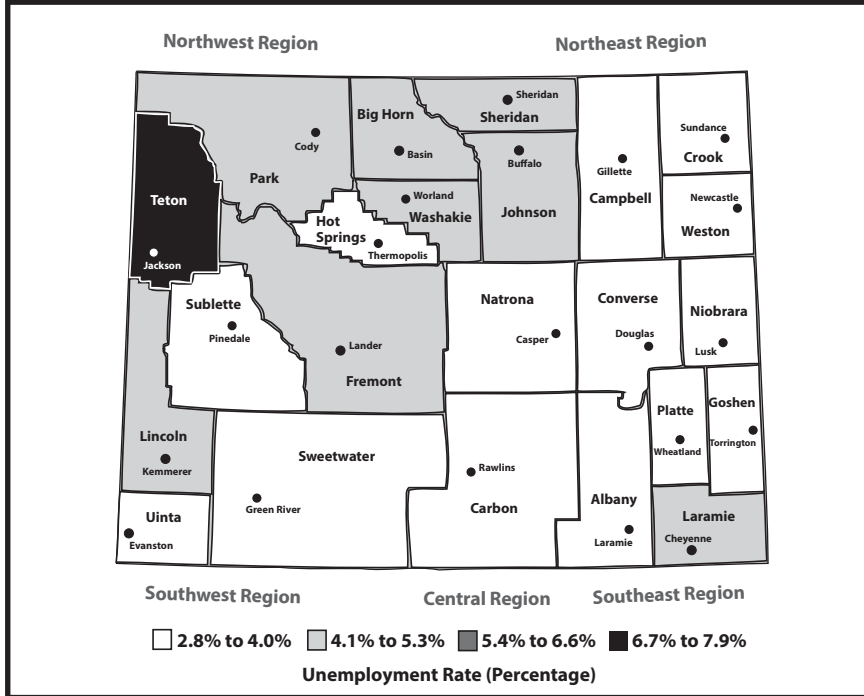
Recently, Research & Planning (R&P) published a report that uses employment and wage data to identify labor shortages within the construction industry and

(Text continued on page 3)

HIGHLIGHTS

- Economic conditions before and after the first spell of unemployment played a significant role in determining length of future unemployment insurance benefit collection. ... *page 13*
- Benefits paid by Wyoming unemployment insurance fell 20.6% from November 2013 to November 2014, suggesting improvement in the state’s labor market. *page 32*

Unemployment Rate by Wyoming County, November 2014 (Not Seasonally Adjusted)



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Joan Evans, Director

Research & Planning
P.O. Box 2760
Casper, WY 82602-2760
dws-researchplanning@wyo.gov
307-473-3807

Tom Gallagher, Manager
Tony Glover, Workforce Information Supervisor

Carola Cowan, Bureau of Labor Statistics Programs Supervisor
Phil Ellsworth, Editor
Michael Moore, Associate Editor

Media Contact:
Michele Holmes, 307-473-3819

Editorial Committee: David Bullard, Valerie A. Davis, Phil Ellsworth, Michele Holmes, and Michael Moore

Contributors to *Wyoming Labor Force Trends* this month: Nancy Brennan, David Bullard, Carola Cowan, and Patrick Harris.

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construction occupations (Faler & Moore, 2014). It defined a labor shortage as a situation where real wages (wages adjusted for inflation) increase. The report used data from 2009 to 2013 and concluded that within Wyoming’s construction sector, labor shortages exist for a number of occupations, including crane & tower operators; drywall & ceiling tile installers; electrical power-line installers & repairers; electricians; excavating & loading machine & dragline operators; heating, air conditioning, & refrigeration mechanics; insulation workers; mechanical, operating engineers & other construction equipment operators; and telecommunications line installers & repairers.

The covered payroll and employment data in this article are tabulated by place of work, in contrast to the labor force estimates (see page 33) which are a measure of employed and unemployed persons by place of residence. Also, the employment data presented in this article represent a count of jobs, not persons. When individuals work more than

Table 1: Percentage Change in Wyoming Covered Employment and Wages for Second Quarter 2010 (2010Q2) to Second Quarter 2014 (2014Q2)

	Average Monthly Employment Percentage Change Over the Previous		Total Wages Percentage Change Over the Previous		Average Weekly Wage Percentage Change Over the Previous	
	Year	Quarter	Year	Quarter	Year	Quarter
2010Q2	-1.7	4.7	1.1	6.7	2.9	1.9
2011Q2	0.8	4.4	4.7	5.9	3.9	1.5
2012Q2	2.2	4.1	4.8	2.8	2.6	-1.3
2013Q2	0.2	4.0	0.6	2.3	0.4	-1.7
2014Q2 ^a	1.6	4.5	4.8	3.8	3.1	-0.7
Five-Year Average for Q2	0.6	4.3	3.2	4.3	2.6	-0.1

^aPreliminary.
 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 2014.

one job, each job is counted separately. Finally, job growth (or decline) is stated in terms of net change. The Quarterly Turnover Statistics by Industry table (see page 27) presents alternative measures of job gains and losses using the same data sources and calculated to describe the components of change.

Wages and salaries are only one part of personal income. Table 2 (see page 4) shows net earnings; dividends, interest, and rent; and transfer receipts as percentages of personal income for the U.S. and the 50 states. Net earnings include wages, salaries, proprietor’s income, and supplements to wages &

salaries, such as employer-paid benefits. More than half of personal income in every state comes from net earnings.

Dividends, interest, and rent is the next largest component of personal income in the United States (18.9%). The percentage of personal income from dividends, interest, and rent varies widely across the 50 states, ranging from 14.2% in West Virginia to 28.5% in Wyoming. Differences across states in this percentage may reflect residence patterns of wealthy individuals who rely on income from assets that they own. Additionally, income from dividends, interest, and rent might be

Table 2: Components of Personal Income for the U.S. and States, 2013

State	Net Earnings by Place of Residence	Dividends, Interest, & Rent	Personal Current Transfer Receipts
United States	64.1%	18.9%	17.1%
Alabama	60.7%	16.9%	22.4%
Alaska	67.7%	18.1%	14.1%
Arizona	61.6%	18.4%	20.0%
Arkansas	56.5%	20.7%	22.8%
California	64.5%	20.3%	15.1%
Colorado	66.4%	20.8%	12.8%
Connecticut	64.4%	22.0%	13.6%
Delaware	63.2%	17.4%	19.4%
District of Columbia	70.9%	17.0%	12.1%
Florida	53.6%	26.6%	19.8%
Georgia	65.8%	16.7%	17.5%
Hawaii	63.4%	21.1%	15.5%
Idaho	61.1%	20.5%	18.4%
Illinois	66.1%	18.6%	15.3%
Indiana	65.3%	15.3%	19.4%
Iowa	66.0%	17.8%	16.2%
Kansas	65.5%	19.3%	15.3%
Kentucky	61.1%	15.9%	23.0%
Louisiana	63.7%	17.1%	19.1%
Maine	59.5%	17.4%	23.0%
Maryland	67.6%	19.3%	13.1%
Massachusetts	66.0%	19.1%	14.9%
Michigan	61.9%	16.5%	21.6%
Minnesota	66.0%	18.3%	15.7%
Mississippi	60.4%	14.6%	25.0%
Missouri	62.4%	18.2%	19.4%
Montana	58.1%	23.5%	18.4%
Nebraska	67.0%	19.1%	13.9%
Nevada	61.8%	22.6%	15.6%
New Hampshire	66.7%	19.2%	14.1%
New Jersey	67.4%	18.3%	14.3%
New Mexico	60.0%	18.5%	21.5%
New York	63.3%	19.3%	17.3%
North Carolina	63.2%	17.1%	19.7%
North Dakota	67.9%	19.7%	12.4%
Ohio	64.8%	15.5%	19.7%
Oklahoma	64.4%	17.5%	18.1%
Oregon	60.7%	19.7%	19.6%
Pennsylvania	63.4%	17.5%	19.1%
Rhode Island	62.4%	18.4%	19.3%
South Carolina	61.0%	16.8%	22.2%
South Dakota	63.9%	21.7%	14.4%
Tennessee	65.0%	14.3%	20.7%
Texas	69.1%	16.4%	14.5%
Utah	68.3%	18.1%	13.6%
Vermont	60.6%	19.2%	20.2%
Virginia	66.2%	20.5%	13.2%
Washington	63.7%	21.0%	15.3%
West Virginia	59.0%	14.2%	26.8%
Wisconsin	65.0%	18.0%	17.0%
Wyoming	59.2%	28.5%	12.3%

Source: State Income and Employment Summary, U.S. Bureau of Economic Analysis.

higher for older individuals, who have had more time to accumulate wealth. Finally, the underlying financial assets which produce dividends, interest, and rent may be located anywhere, but the income they generate is reported in the state where the owner resides.

Transfer receipts include Social Security, Medicare, Medicaid, unemployment insurance, and veteran's benefits. In the United States, transfer receipts make up 17.1% of personal income. Similar to dividends, interest, and rent, the percentage of personal income from transfer receipts varies across states. In two states (West Virginia, 26.8%; and Mississippi, 25.0%), transfer receipts account for one-fourth of personal income. In the District of Columbia (12.1%), Wyoming (12.3%), and North Dakota (12.4%), only one-eighth of personal income comes from transfer receipts.

The data presented in Table 2 do not address the question of the distribution of personal income across the population. The fact that a relatively high percentage of personal income in some states comes from dividends, interest, and rent does

not necessarily suggest that such income is widely distributed across individuals. It is possible that a relatively small group of individuals receive a significant portion of that income. Similarly, per capita personal income is calculated by simply dividing total personal income by the population. By itself, that number does not show how income is shared by different individuals or households.

Table 3 shows the states ranked by their average weekly wage. There are many factors that affect average weekly wage at the state level, such as the industry distribution within a state, the average educational attainment of workers, and the mix of part-time and full-time jobs. It is also possible that differences in cost of living across states affect the average wage level. Wyoming's average weekly wage in 2013 was \$865, which was higher than all neighboring states except Colorado (\$978).

Figure 1 shows Wyoming wage & salary employment by covered/non-covered status. Approximately 92% of wage & salary jobs in the state are covered by state unemployment insurance, while 2.6% of

jobs are covered by federal unemployment insurance, and 0.9% are covered by unemployment insurance administered by the railroad retirement board. There are several categories of non-covered jobs, and together they account for approximately 5% of wage & salary jobs in the state. Some examples of non-covered employment include elected officials, students working at educational institutions, employees of churches, and workers at small non-profit organizations.

As seen in Figure 2 (see page 6), job growth accelerated from 0.2% in second quarter 2013 to 1.6% in second quarter 2014. Growth in total payroll also increased over that same period (see Table 4, page 6).

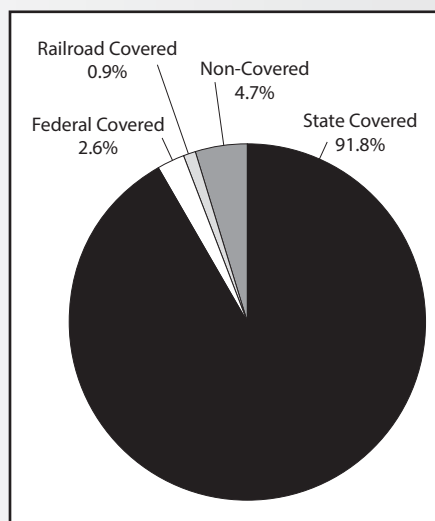


Figure 1: Wyoming Wage & Salary Employment by Covered/Non-Covered Status, March 2011

Table 3: States Ranked by Average Weekly Wage, 2013

State	Average Weekly Wage
District of Columbia	\$1,597
New York	1,213
Connecticut	1,199
Massachusetts	1,188
New Jersey	1,144
California	1,098
Maryland	1,039
Washington	1,020
Illinois	1,011
Delaware	1,001
Virginia	998
Alaska	992
Texas	985
Colorado	978
Minnesota	964
Pennsylvania	944
New Hampshire	942
North Dakota	919
Rhode Island	918
Michigan	906
Georgia	899
Arizona	883
Oregon	866
Wyoming	865
Ohio	859
Nevada	848
Tennessee	848
Louisiana	846
Hawaii	843
North Carolina	842
Florida	839
Missouri	828
Wisconsin	823
Oklahoma	816
Alabama	813
Vermont	809
Utah	804
Indiana	801
Kansas	799
Iowa	791
New Mexico	785
Kentucky	784
West Virginia	773
Nebraska	769
South Carolina	765
Maine	755
Arkansas	749
Montana	723
South Dakota	716
Idaho	708
Mississippi	701

Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Table 4: Over-the-Year Percentage Change in Wyoming Covered Employment and Wages for Second Quarter 2005 (2005Q2) to Second Quarter 2014 (2014Q2)

	Average Monthly Employment	Total Wages
2005Q2	2.1	8.3
2005Q3	2.7	11.7
2005Q4	3.4	10.1
2006Q1	5.1	15.1
2006Q2	5.0	15.5
2006Q3	4.6	14.8
2006Q4	5.1	17.1
2007Q1	4.8	14.5
2007Q2	3.9	12.4
2007Q3	3.7	8.0
2007Q4	3.8	11.3
2008Q1	3.6	10.6
2008Q2	3.1	8.7
2008Q3	3.4	10.1
2008Q4	2.4	6.8
2009Q1	-1.0	-1.2
2009Q2	-3.4	-5.0
2009Q3	-5.3	-8.4
2009Q4	-6.3	-8.4
2010Q1	-4.7	-4.9
2010Q2	-1.7	1.1
2010Q3	0.0	4.8
2010Q4	1.1	6.0
2011Q1	1.1	5.4
2011Q2	0.8	4.7
2011Q3	1.4	6.5
2011Q4	2.0	2.5
2012Q1	2.5	8.0
2012Q2	2.2	4.8
2012Q3	0.7	0.2
2012Q4	0.3	4.1
2013Q1	0.3	1.1
2013Q2	0.2	0.6
2013Q3	0.5	1.9
2013Q4	0.6	1.5
2014Q1	1.2	3.3
2014Q2 ^a	1.6	4.8

^aPreliminary.

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 2014.

Employment and Wages by County

Employment rose in 17 counties and fell in six counties (see Table 5, page 7). Total payroll increased in all 23 counties.

Campbell County added 1,206 jobs (4.4%) and its total payroll rose by \$19.0 million (5.1%). The largest job gains occurred in construction (nearly 600 jobs), mining (including oil & gas; nearly 200 jobs), wholesale trade (approximately 150 jobs), transportation & warehousing (approximately 150 jobs), and accommodation & food

services (approximately 100 jobs). Employment fell in other services and retail trade.

Teton County gained 696 jobs (4.0%) and its total payroll increased by \$11.8 million (7.1%). Employment rose in accommodation & food services (more than 200 jobs), construction (more than 100 jobs), retail trade (approximately 100 jobs), local government (including public schools & hospitals; more than 50 jobs), and real estate & rental & leasing (approximately 50 jobs).

Employment rose in Sheridan County by 430 jobs

(Text continued on page 8)

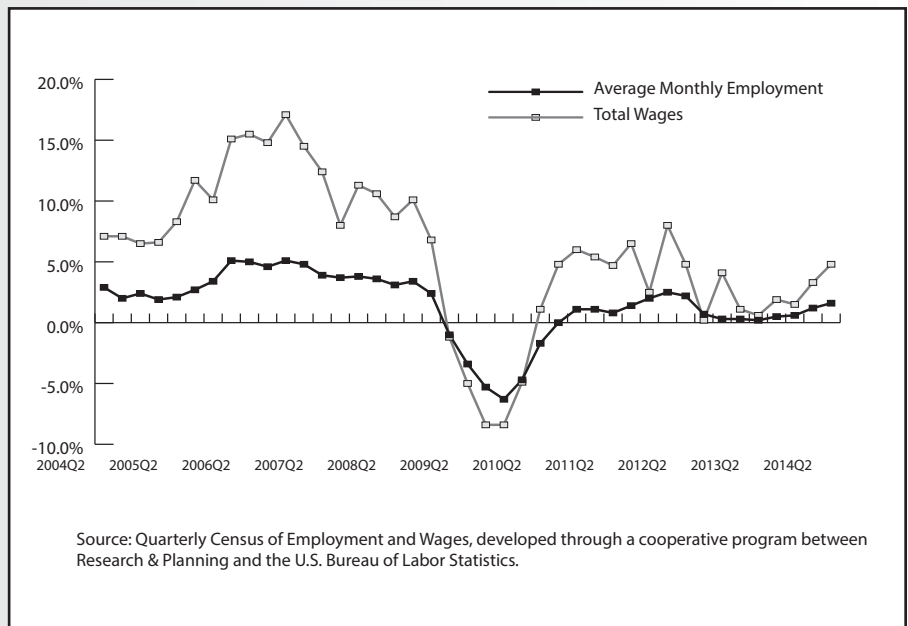


Figure 2: Over-the-Year Percentage Change in Wyoming Unemployment Insurance Covered Employment and Wages, Second Quarter 2004 (2004Q2) to Second Quarter 2014 (2014Q2)

Table 5: Wyoming Average Monthly Employment, Total Payroll, and Average Weekly Wage for Second Quarter by County, 2013 and 2014^a

County	Average Monthly Employment			Total Payroll			Average Weekly Wage			
	Second Quarter 2013	Second Quarter 2014	Change n %	Second Quarter 2013	Second Quarter 2014	Change \$	Second Quarter 2013	Second Quarter 2014	Change \$ %	
Total	281,707	286,269	4,562 1.6	\$3,093,096,086	\$3,241,566,139	\$148,470,053	4.8	\$845	\$871	\$26 3.1
Albany	15,561	15,519	-42 -0.3	\$145,428,539	\$149,172,178	\$3,743,639	2.6	\$719	\$739	\$20 2.8
Big Horn	4,350	4,471	121 2.8	42,541,241	45,503,165	2,961,924	7.0	752	783	31 4.1
Campbell	27,392	28,598	1,206 4.4	376,250,698	395,280,238	19,029,540	5.1	1,057	1,063	6 0.6
Carbon	7,333	7,569	236 3.2	81,298,684	86,827,561	5,528,877	6.8	853	882	29 3.4
Converse	6,165	6,536	371 6.0	70,512,149	79,023,624	8,511,475	12.1	880	930	50 5.7
Crook	2,361	2,395	34 1.4	21,376,598	23,450,866	2,074,268	9.7	696	753	57 8.2
Fremont	16,914	16,719	-195 -1.2	165,935,180	169,801,517	3,866,337	2.3	755	781	26 3.4
Goshen	4,548	4,554	6 0.1	37,821,786	39,151,966	1,330,180	3.5	640	661	21 3.3
Hot Springs	2,162	2,127	-35 -1.6	19,149,340	19,749,537	600,197	3.1	681	714	33 4.8
Johnson	3,442	3,534	92 2.7	31,143,140	33,440,600	2,297,460	7.4	696	728	32 4.6
Laramie	45,307	45,986	679 1.5	460,120,758	474,628,702	14,507,944	3.2	781	794	13 1.7
Lincoln	5,774	5,822	48 0.8	63,021,902	65,331,939	2,310,037	3.7	840	863	23 2.7
Natrona	41,837	42,574	737 1.8	485,081,453	518,954,197	33,872,744	7.0	892	938	46 5.2
Niobrara	963	978	15 1.6	7,984,220	8,844,937	860,717	10.8	638	696	58 9.1
Park	14,063	14,149	86 0.6	131,652,660	133,351,601	1,698,941	1.3	720	725	5 0.7
Platte	3,773	3,884	111 2.9	42,785,879	44,552,844	1,766,965	4.1	872	882	10 1.1
Sheridan	13,038	13,468	430 3.3	122,225,186	127,613,056	5,387,870	4.4	721	729	8 1.1
Sublette	5,027	4,898	-129 -2.6	71,257,662	71,970,591	712,929	1.0	1,090	1,130	40 3.7
Sweetwater	24,851	24,633	-218 -0.9	344,967,104	359,710,969	14,743,865	4.3	1,068	1,123	55 5.1
Teton	17,594	18,290	696 4.0	167,236,762	179,066,734	11,829,972	7.1	731	753	22 3.0
Uinta	8,891	8,931	40 0.4	88,443,847	91,819,057	3,375,210	3.8	765	791	26 3.4
Washakie	3,838	3,788	-50 -1.3	38,307,074	38,979,289	672,215	1.8	768	792	24 3.1
Weston	2,341	2,372	31 1.3	20,878,472	22,184,082	1,305,610	6.3	686	719	33 4.8
Nonclassified ^b	4,182	4,474	292 7.0	57,675,752	63,156,889	5,481,137	9.5	1,061	1,086	25 2.3

^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: October 2014.

(Text continued from page 6)

(3.3%) and total payroll increased by \$5.4 million (4.4%). Large job growth was seen in accommodation & food services (more than 150 jobs), construction (more than 150 jobs) and retail trade (approximately 50 jobs).

Converse County added 371 jobs (6.0%) and its total payroll rose by \$8.5 million (12.1%). Job growth was seen in mining (including oil & gas; more than 100 jobs), construction (approximately 100 jobs), manufacturing (nearly 50 jobs), and local government (including public schools; nearly 50 jobs).

Sweetwater County lost 218 jobs (-0.9%), but its total payroll rose by \$14.7 million (4.3%). Job gains in construction (approximately 250 jobs) were more than offset by job losses in accommodation & food services (approximately 150 jobs), retail trade (approximately 100 jobs), mining (including oil & gas; more than 50 jobs), local government (more than 50 jobs), and administrative & waste services (approximately 50 jobs).

Employment fell by 195 jobs (-1.2%) in Fremont County, but total payroll rose by \$3.9 million (2.3%). Job losses occurred in local government (including public schools & colleges), state government, accommodation & food services, and retail trade.

Sublette County lost 129 jobs (-2.6%), but its total payroll remained stable (\$0.7 million, or 1.0%). Modest job losses were seen in many sectors, including transportation & warehousing, accommodation & food services, mining, wholesale trade, construction, and other services.

Washakie County's employment fell by 50 jobs (-1.3%), but its total payroll rose by

\$0.7 million (1.8%). Declining employment was seen in health care & social assistance; arts, entertainment, & recreation; construction; mining; and retail trade.

Natrona County added 737 jobs (1.8%) and its total payroll rose by \$33.9 million (7.0%). The largest job gains were found in construction (260 jobs, or 8.4%), accommodation & food services (149 jobs, or 3.6%), mining (including oil & gas; 109 jobs, or 2.7%), and retail trade (107 jobs, or 2.2%). Employment fell in other services (-182 jobs, or -9.4%), federal government (-32 jobs, or -4.8%), and private educational services (-26 jobs, or -17.0%).

Laramie County gained 679 jobs (1.5%) and its total payroll grew by \$14.5 million (3.2%). Employment increased in transportation & warehousing (523 jobs, or 21.4%), accommodation & food services (281 jobs, or 6.7%), and mining (including oil & gas; 147 jobs, or 63.9%). Job losses occurred in construction (-203 jobs, or -5.8%), retail trade (-136 jobs, or -2.4%), other services (-93 jobs, or -6.8%), and federal government (-51 jobs, or -2.0%).

Statewide Employment and Wages by Industry

At the statewide level, the largest job gains occurred in construction, accommodation & food services, mining (including oil & gas), transportation & warehousing, manufacturing, wholesale trade, and professional & technical services (see Table 6, page 9). Job losses were seen in other services and state government.

(Text continued on page 10)

Table 6: Wyoming Average Monthly Employment, Total Payroll, and Average Weekly Wage for Second Quarter by Industry, 2013 and 2014^a

NAICS ^b Title	Average Monthly Employment			Total Payroll			Average Weekly Wage					
	Second Quarter		Change	Second Quarter		Change	Second Quarter		Change			
	2013	2014	n %	2013	2014	\$ %	2013	2014	\$ %			
Total, All Industries	281,707	286,269	4,562	1.6	\$3,093,096,086	\$3,241,566,139	\$148,470,053	4.8	\$845	\$871	\$26	3.1
Total Private	213,228	218,147	4,919	2.3	\$2,279,570,821	\$2,428,198,791	\$148,627,970	6.5	\$822	\$856	\$34	4.1
Agriculture	2,663	2,718	55	2.1	19,008,301	20,158,420	1,150,119	6.1	549	571	22	4.0
Mining	26,397	27,024	627	2.4	536,731,909	571,995,700	35,263,791	6.6	1,564	1,628	64	4.1
Utilities	2,489	2,492	3	0.1	50,204,384	52,288,988	2,084,604	4.2	1,552	1,614	62	4.0
Construction	22,166	24,293	2,127	9.6	260,949,292	302,959,859	42,010,567	16.1	906	959	53	5.8
Manufacturing	9,276	9,637	361	3.9	131,443,542	142,200,763	10,757,221	8.2	1,090	1,135	45	4.1
Wholesale Trade	9,194	9,529	335	3.6	125,429,346	136,480,315	11,050,969	8.8	1,049	1,102	53	5.1
Retail Trade	29,706	29,737	31	0.1	194,908,045	198,670,656	3,762,611	1.9	505	514	9	1.8
Transportation & Warehousing	9,675	10,283	608	6.3	114,957,792	122,006,466	7,048,674	6.1	914	913	-1	-0.1
Information	3,777	3,768	-9	-0.2	39,709,683	41,684,861	1,975,178	5.0	809	851	42	5.2
Finance & Insurance	6,785	6,760	-25	-0.4	84,406,685	86,415,567	2,008,882	2.4	957	983	26	2.7
Real Estate & Rental & Leasing	4,321	4,407	86	2.0	49,815,885	54,227,217	4,411,332	8.9	887	947	60	6.8
Professional & Technical Services	9,172	9,480	308	3.4	125,252,056	137,556,322	12,304,266	9.8	1,050	1,116	66	6.3
Mgmt. of Companies & Enterprises	1,019	1,031	12	1.2	22,913,921	24,801,530	1,887,609	8.2	1,730	1,850	120	6.9
Administrative & Waste Services	8,146	8,132	-14	-0.2	60,473,791	61,438,335	964,544	1.6	571	581	10	1.8
Educational Services	1,681	1,661	-20	-1.2	12,174,625	12,466,927	292,302	2.4	557	577	20	3.6
Health Care & Social Assistance	24,031	24,080	49	0.2	237,462,221	244,809,153	7,346,932	3.1	760	782	22	2.9
Ambulatory Health Care Services	9,425	9,615	190	2.0	126,477,399	133,682,811	7,205,412	5.7	1,032	1,070	38	3.7
Hospitals	3,029	2,988	-41	-1.4	40,276,275	40,041,166	-235,109	-0.6	1,023	1,031	8	0.8
Nursing & Res. Care Facilities	4,576	4,559	-17	-0.4	33,502,236	33,400,546	-101,690	-0.3	563	564	1	0.2
Social Assistance	7,002	6,918	-84	-1.2	37,206,311	37,684,630	478,319	1.3	409	419	10	2.4
Arts, Entertainment, & Recreation	2,906	3,033	127	4.4	12,712,507	14,431,041	1,718,534	13.5	337	366	29	8.6
Accommodation & Food Services	31,559	32,197	638	2.0	128,796,170	135,752,440	6,956,270	5.4	314	324	10	3.2
Other Services	8,263	7,883	-380	-4.6	72,220,666	67,854,231	-4,366,435	-6.0	672	662	-10	-1.5
Total Government	68,480	68,122	-358	-0.5	\$813,525,265	\$813,367,348	-\$157,917	0.0	\$914	\$918	\$4	0.4
Federal Government	7,522	7,451	-71	-0.9	108,619,546	106,185,864	-2,433,682	-2.2	1,111	1,096	-15	-1.4
State Government	13,386	13,162	-224	-1.7	174,675,617	172,715,868	-1,959,749	-1.1	1,004	1,009	5	0.5
State Government Education	3,698	3,665	-32	-0.9	47,421,978	47,418,550	-3,428	0.0	987	995	9	0.9
Local Government	47,571	47,509	-62	-0.1	530,230,102	534,465,616	4,235,514	0.8	857	865	8	1.0
Local Government Education	24,445	24,461	16	0.1	292,428,378	289,010,919	-3,417,459	-1.2	920	909	-11	-1.2
Hospitals	6,999	7,118	119	1.7	91,677,911	96,946,370	5,268,459	5.7	1,008	1,048	40	4.0

^aPreliminary.

^bNorth American Industry Classification System.

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 2014.

(Text continued from page 8)

Figure 3 shows the percentage change in average monthly employment and average weekly wage by industry in first quarter 2014. This chart was included in a presentation made to the Wyoming Workforce Development Council (Holmes & Gallagher, 2015). In most sectors, both average wage and employment grew in first quarter.

Construction employment rose by 2,127 jobs (9.6%) and its total payroll grew by \$42.0 million (16.1%). Construction of buildings gained approximately 150 jobs, heavy & civil engineering construction gained more than 1,700 jobs, and specialty trade contractors

gained more than 200 jobs. Growth was especially strong in oil & gas pipeline and related structures construction.

Accommodation & food services gained 638 jobs (2.0%) and its total payroll rose by \$7.0 million (5.4%). Employment increased by more than 250 jobs in accommodation and more than 350 jobs in food services & drinking places.

The mining sector gained 627 jobs (2.4%) and its total payroll rose by \$35.3 million (6.6%). Support activities for oil & gas added more than 400 jobs and drilling oil & gas wells added more than 300 jobs, but coal mining lost more than 150 jobs.

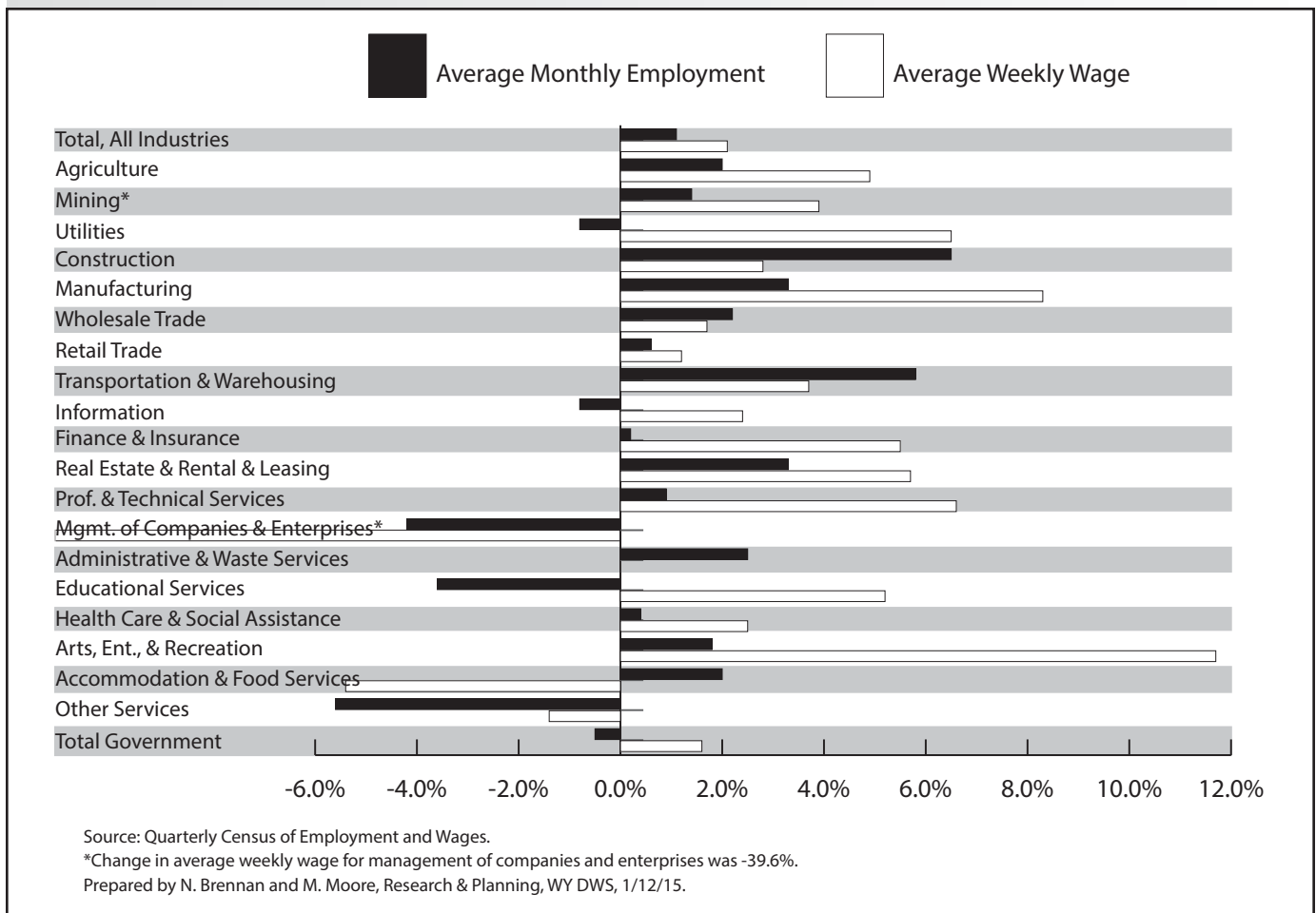


Figure 3: Wyoming Percentage Change in Average Monthly Employment and Average Weekly Wage by Industry, 2013Q1 to 2014Q1

Employment rose by 608 jobs (6.3%) in transportation & warehousing and its total payroll increased by \$7.0 million (6.1%). Large job gains were seen in warehousing & storage (approximately 400 jobs), truck transportation (approximately 150 jobs), and support activities for transportation (approximately 150 jobs). Employment fell by more than 200 jobs in air transportation.

Manufacturing added 361 jobs (3.9%) and its total payroll grew by \$10.8 million (8.2%). Growth was seen in petroleum & coal products manufacturing (approximately 150 jobs), fabricated metal product manufacturing (approximately 100 jobs), and computer & electronic product manufacturing (approximately 100 jobs).

Wholesale trade gained 335 jobs (3.6%) and its total payroll rose by \$11.1 million (8.8%). Rapid job growth was seen in industrial machinery & equipment merchant wholesalers, the industry which sells equipment used in oil & gas extraction.

Professional & technical services added 308 jobs (3.4%) and its total payroll increased by \$12.3 million (9.8%). Growth occurred in architectural & engineering services, management & technical consulting services, and other professional & technical services.

Other services lost 380 jobs (-4.6%) and its total payroll fell by \$4.4 million (-6.0%). Employment fell by 300 jobs in repair & maintenance services and smaller job losses were seen in personal & laundry services and membership associations & organizations.

Employment in state government fell by 224 jobs (-1.7%) and its total payroll decreased by \$2.0 million (-1.1%). Small job losses were seen across many different state agencies.

In summary, job growth and payroll growth accelerated in second quarter, led by a rapid expansion in construction employment. Growth was also seen in many other sectors, such as accommodation & food services, mining (including oil & gas), transportation & warehousing, and manufacturing. Large job gains were reported in Campbell, Natrona, Teton, Laramie, Sheridan, and Converse counties, while employment fell in Sweetwater, Fremont, and Sublette counties.

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Total Wages, Average Monthly Employment, and Average Monthly Wage Changes for Wyoming by Year/Quarter: 2005Q3 to 2014Q3

Year/Quarter	Total Wages	% Change	Avg. Monthly Employment	% Change	Avg. Monthly Wage	% Change
2005/3	\$2,188,006,458		263,747		\$2,765.28	
2006/3	\$2,511,603,105	14.8%	274,060	3.9%	\$3,054.81	10.5%
2005/4	\$2,283,976,604		259,256		\$2,936.58	
2006/4	\$2,674,775,271	17.1%	270,498	4.3%	\$3,296.11	12.2%
2006/1	\$2,206,882,734		254,302		\$2,892.73	
2007/1	\$2,528,871,913	14.6%	266,599	4.8%	\$3,161.89	9.3%
2006/2	\$2,389,394,775		268,726		\$2,963.86	
2007/2	\$2,679,641,341	12.1%	278,792	3.7%	\$3,203.87	8.1%
2006/3	\$2,511,603,105		274,060		\$3,054.81	
2007/3	\$2,712,325,140	8.0%	284,317	3.7%	\$3,179.93	4.1%
2006/4	\$2,674,775,271		270,498		\$3,296.11	
2007/4	\$2,976,397,551	11.3%	280,888	3.8%	\$3,532.13	7.2%
2007/1	\$2,528,871,913		266,599		\$3,161.89	
2008/1	\$2,798,237,273	10.7%	276,195	3.6%	\$3,377.13	6.8%
2007/2	\$2,679,641,341		278,792		\$3,203.87	
2008/2	\$2,918,008,721	8.9%	287,780	3.2%	\$3,379.91	5.5%
2007/3	\$2,712,325,140		284,317		\$3,179.93	
2008/3	\$2,985,771,294	10.1%	293,895	3.4%	\$3,386.44	6.5%
2007/4	\$2,976,397,551		280,888		\$3,532.13	
2008/4	\$3,177,223,682	6.7%	287,478	2.3%	\$3,684.02	4.3%
2008/1	\$2,798,237,273		276,195		\$3,377.13	
2009/1	\$2,764,364,307	-1.2%	273,471	-1.0%	\$3,369.48	-0.2%
2008/2	\$2,918,008,721		287,780		\$3,379.91	
2009/2	\$2,773,191,493	-5.0%	277,897	-3.4%	\$3,326.40	-1.6%
2008/3	\$2,985,771,294		293,895		\$3,386.44	
2009/3	\$2,736,056,780	-8.4%	278,234	-5.3%	\$3,277.88	-3.2%
2008/4	\$3,177,223,682		287,478		\$3,684.02	
2009/4	\$2,911,594,084	-8.4%	269,439	-6.3%	\$3,602.04	-2.2%
2009/1	\$2,764,364,307		273,471		\$3,369.48	
2010/1	\$2,627,558,836	-4.9%	260,726	-4.7%	\$3,359.29	-0.3%
2009/2	\$2,773,191,493		277,897		\$3,326.40	
2010/2	\$2,802,848,365	1.1%	273,044	-1.7%	\$3,421.73	2.9%
2009/3	\$2,736,056,780		278,234		\$3,277.88	
2010/3	\$2,866,694,334	4.8%	279,429	0.4%	\$3,419.71	4.3%
2009/4	\$2,911,594,084		269,439		\$3,602.04	
2010/4	\$3,087,069,661	6.0%	272,511	1.1%	\$3,776.08	4.8%
2010/1	\$2,627,558,836		260,726		\$3,359.29	
2011/1	\$2,769,072,169	5.4%	263,558	1.1%	\$3,502.17	4.3%
2010/2	\$2,802,848,365		273,044		\$3,421.73	
2011/2	\$2,933,492,659	4.7%	275,169	0.8%	\$3,553.56	3.9%
2010/3	\$2,866,694,334		279,429		\$3,419.71	
2011/3	\$3,053,914,162	6.5%	282,231	1.0%	\$3,606.87	5.5%
2010/4	\$3,087,069,661		272,511		\$3,776.08	
2011/4	\$3,165,745,021	2.5%	278,015	2.0%	\$3,795.65	0.5%
2011/1	\$2,769,072,169		263,558		\$3,502.17	
2012/1	\$2,991,246,352	8.0%	270,073	2.5%	\$3,691.90	5.4%
2011/2	\$2,933,492,659		275,169		\$3,553.56	
2012/2	\$3,074,207,136	4.8%	281,192	2.2%	\$3,644.26	2.6%
2011/3	\$3,053,914,162		282,231		\$3,606.87	
2012/3	\$3,060,122,560	0.2%	284,180	0.7%	\$3,589.42	-0.5%

Table continued on page 13

(Table continued from page 12)

Total Wages, Average Monthly Employment, and Average Monthly Wage Changes for Wyoming by Year/Quarter: 2005Q3 to 2014Q3

Year/Quarter	Total Wages	% Change	Avg. Monthly Employment	% Change	Avg. Monthly Wage	% Change
2011/4	\$3,165,745,021		278,015		\$3,795.65	
2012/4	\$3,294,064,060	4.1%	278,934	0.3%	\$3,936.49	3.7%
2012/1	\$2,991,246,352		270,073		\$3,691.90	
2013/1	\$3,024,233,488	1.1%	270,881	0.3%	\$3,721.48	0.8%
2012/2	\$3,074,207,136		281,192		\$3,644.26	
2013/2	\$3,093,096,086	0.6%	281,707	0.2%	\$3,659.94	0.4%
2012/3	\$3,060,122,560		284,180		\$3,589.42	
2013/3	\$3,119,244,931	1.9%	285,726	0.5%	\$3,638.97	1.4%
2012/4	\$3,294,064,060		278,934		\$3,936.49	
2013/4	\$3,344,359,716	1.5%	280,701	0.6%	\$3,971.44	0.9%
2013/1	\$3,024,233,488		270,881		\$3,721.48	
2014/1	\$3,124,158,426	3.3%	274,050	1.2%	\$3,799.99	2.1%
2013/2	\$3,093,096,086		281,707		\$3,659.94	
2014/2	\$3,243,373,986	4.9%	286,669	1.8%	\$3,771.33	3.0%
2013/3	\$3,119,244,931		285,726		\$3,638.97	
2014/3(p)	\$3,316,104,524	6.3%	290,945	1.8%	\$3,799.23	4.4%

(p) Preliminary.

Source: Quarterly Census of Employment and Wages.

The Recent Labor Market Downturn as a Natural Experiment, Part 3:

Previous Unemployment Insurance (UI) Spells as a Predictor of the Length of Future UI Benefit Collection

by: Patrick Harris, Principal Analyst

According to Heckman and Borjas (1980), employment and unemployment may depend on three different types of state dependence. In this article we focus on occurrence dependence which rests on the assumption that the number of previous spells of unemployment determines the probability of future employment. This article contributes to the state dependence literature by including the economic conditions before and after the first use of the Unemployment Insurance (UI) system. Using UI claims data, we found that economic conditions before and after the first spell of unemployment played a significant role in determining length of future UI benefit collection. We found little evidence that a claimant's personal characteristics contribute to the length of future UI benefit collection. Implications for workforce service agencies are also discussed.

If state workforce agencies set a goal of decreasing the number of benefit weeks claimed, past benefit collections have been found to play a significant role in

leaving the UI system which can impact this goal (Corak, 1993; Niedergesäss, 2012). Due to the variability in the use of UI prior, during, and after the recent

economic downturn, many authors deem it a natural experiment (Kahn, 2011; Rothstein, 2011). A natural experiment is one way to evaluate large-scale policy changes and their effects on labor market activity (van Ours & Vodopivec, 2006). A natural experiment is one where clusters of individuals are exposed to treatment or control conditions that are determined by nature or laws and not induced by the researcher. If the variation in subsequent claim duration is accounted for by personal characteristics at the time of the first UI claim, then policies should target those specific characteristics to reduce future claim duration. However, if the variation is due to macro- and micro-economic conditions, such policies will be ineffective in reducing the number of weeks of UI benefits claimed.

Parts I and II of this series explored the rate of UI claimants leaving Wyoming's labor market after UI benefit collection and the characteristics of those claimants who will become repeat claimants. In the first two articles in this series, we found the behavior of UI claimants differs based on labor market histories and regional and local economic conditions.

In this article, we include employment history and economic condition data before and after the first spell of UI to simulate the various experiences of collecting UI. We found that variation in the number of weeks of successive UI spells was accounted for more by macro- and micro-economic conditions than by claimant characteristics. This result suggests that implementing or changing policies that

target claimant characteristics is likely to be ineffective in reducing the number of weeks of benefit collection in successive claims. Further, we found that claimants who do not return to work for the same employer and make higher wages after collecting UI benefits claim fewer benefit weeks in subsequent claims than those who do return to the same employer. This result suggests that there may be an incentive to learn the UI system for those claimants who anticipate repeat use of the UI system.

We also found that the number of weeks of benefits claimed in successive UI spells changes depending upon the level of wage gain (or loss) surrounding the first claim and the weekly UI benefit amount they receive. Claimants who experience a loss in wages after collecting benefits and receive small UI benefit payments claimed more weeks of UI benefits in subsequent claims. This result may be due to claimants searching for more suitable work reducing the likelihood of using the UI system again.

R&P research on UI claims can be found here: <http://doe.state.wy.us/LMI/ui.htm>.

Overview

In this article, we examine the number of weeks of UI benefits collected using the theoretical framework of state dependence developed by Heckman and Borjas (1980). State dependence is the concept that past labor market states (employment and

This is the third article in a three-part series. Part 1 can be found in the November issue of *Wyoming Labor Force Trends* at <http://doe.state.wy.us/LMI/trends/1114/a1.htm>. Part 2 can be found in the December issue of *Trends* at <http://doe.state.wy.us/LMI/trends/1214/a1.htm>.

unemployment) have a causal impact on future labor market states. According to Heckman and Borjas, there are three types of state dependence: duration dependence, occurrence dependence, and lagged duration dependence. Duration dependence is the length of the current spell of unemployment that determines the likelihood an individual will remain unemployed. Occurrence dependence refers to the number of previous spells of unemployment that determines the probability of becoming or remaining unemployed. Lagged duration dependence refers to the probability of remaining on unemployment insurance depending upon the length of previous spells of unemployment.

Many studies have focused on the effect of state dependence in the context of transitioning from one employment state to another such as from employment to unemployment and vice versa (Arranz & Muro, 2000; Cappellari, Dorsett, & Haile, 2010; Doiron & Gørgens, 2008; Heckman & Borjas, 1980; Niedergesäss, 2012; Omori, 1997; Ruhm, 1991). The results of these studies are mixed as to whether the effect of true state dependence has an impact on future labor market states (including in cross-cultural settings). Even though state dependence refers specifically to employment transitions as the outcome, Corak (1993) applied the theoretical underpinnings of occurrence dependence to the length of future UI benefit collection. Using data from the Canadian UI system, Corak found that occurrence dependence played a role in the length of successive UI spells by way of a “scarring” effect of unemployment. The scarring effect is thought to involve changes in tastes and human capital decay as a result of being employed in a sector of the labor market where unemployment is a regular experience (e.g., construction). Examining

the effects of unemployment “scarring” effects on life satisfaction, Knabe and Rätzl (2011) found that individuals are not only scarred by their experience of unemployment (i.e., unemployment having severe direct negative consequences on future employment opportunities), but this scarring is more a result of the individual’s negative perception of their future labor market participation (the authors refer to this as “scarring”).

Separating true state dependence from unmeasured variables that give rise to unobserved heterogeneity (differing characteristics) among claimants and economic conditions has been recognized. Unobserved heterogeneity is the characteristics (such as work ethic and cognitive ability) that are related to both the predictor variable(s) and the outcome variable. The hypothesis that simply interacting with the UI system (and even unemployment itself) increases lengths of future UI benefit collections rests on two assumptions. First, interacting with the UI system erodes a stigma that collecting UI benefits makes claimants “losers”, and they become more knowledgeable about how the UI system works (Corak, 1993; Gray & McDonald, 2012). Second, UI spells cannot be considered stable across time as both claimant and economic characteristics change from one spell to the next. If a researcher does not properly control for variable changes across spells, the correlation between past experiences and future experiences may be “due solely to uncontrolled heterogeneity” (Heckman & Borjas, 1980). However, Heckman and Borjas note that occurrence dependence is the least restrictive (of the three state dependence types) in terms of necessary assumptions in the presence of unobserved heterogeneity while duration dependence is the most restrictive.

Past Research Limitations

The data in Corak (1993) spanned a long horizon; however, the author noted several limitations. The dataset did not contain information on the labor market behavior of claimants between spells of UI claims. This drawback is significant as claimants' wage, employment, residency, and industry can change after UI benefit collection and are likely to influence the length of subsequent claims. Due to the amount of weekly benefits received and the length of benefit collection being tied to past earnings, the labor market activity upon re-employment has an impact on the number of weeks a claimant can claim a benefit. Second, Corak did not have access to information on the time spent before the first UI claim or after the end of the last claim. As with the time spent between claims, the variability between claimants on wage and employment histories at these two time periods will likely contribute to future UI benefit collection.

This article builds upon Corak (1993) by including individual labor market history before, between, and after each UI claim. We argue that it is not merely state dependence that leads to an increase in subsequent UI benefit collection, but the various experiences of past UI collection determining the effect on future UI use. Very few studies include data on labor market participation before and after collecting UI benefits limiting the ability of researchers to analyze the effect of economic characteristics surrounding past states of unemployment on future labor market outcomes. The use of individual and economic characteristics only at the start of UI benefit collection restricts our understanding of the relationship between the entire experience of UI interaction (e.g., job search requirements and workforce

agency service delivery) and future labor market outcomes. We apply the theoretical concept of occurrence dependence on the experience of collecting UI benefits.

Explaining an individual's future labor market behavior after an initial state of unemployment has primarily revolved around three main theories. First, the unemployed individual and employer perceived stigma regarding the UI system has been found to increase the probability of remaining unemployed and increase the length of current and future unemployment (Omori, 1997). The level of stigma experienced has been shown to be negatively related to the local unemployment rate with higher levels of unemployment being associated with lower levels of stigma and perceived human capital decay. Second, as individuals interact with the unemployment system (UI), they begin to understand how the system works and due to the generosity of the program adjust employment patterns to maximize the benefits (Gray & McDonald, 2012). Third, higher wages earned prior to unemployment and lower weekly UI benefits paid have been shown to increase the probability of exiting unemployment due to the lower value of being unemployed (Meyer, 1990).

This article attempts to add to the literature by utilizing the statistical method outlined by Heckman and Borjas (1980) to test the effects of the three theories outlined above on subsequent lengths of UI benefit collection. As stated previously, most studies on state dependence and labor market behavior include only demographic and economic characteristics at the time of the claim while not including fluctuations in conditions before and after the claim. Economic conditions before and after collecting UI benefits are likely to affect availability of jobs, work search intensity, and the length of benefit collection (along

with unemployment duration) in terms of future UI duration. In the section below, we argue three hypothesized moderating relationships among the characteristics surrounding the first claim on the duration of subsequent UI benefit collection. A moderation variable is one that interacts with the relationship of other variables such that the relationship depends upon the level of the moderating variable.

Stigma Effects and Unemployment Duration

If a stigma erodes with the first interaction with the UI system, the expected duration of future UI benefit collection should increase. However, as past research indicates during times of high unemployment, employers (and individuals) may be less likely to view collecting UI benefits as stigmatizing (Omori, 1997). The probability of receiving a job offer has been found to decrease during a recession which also decreases the likelihood of re-employment (Kahn, 2011). Jobs during a recession may be part-time or temporary which the worker is likely to be laid off and because the claimant has already interacted with the UI system, the stigma of being a “loser” is likely to have diminished. We argue that the local unemployment rate immediately before collecting UI benefits will moderate the relationship between length of unemployment and longer durations of future use of UI. That is, as the number of unemployed individuals in a labor market increases before an individual begins collecting benefits, the longer an individual will remain unemployed increasing the number of weeks of future UI benefits (a reduced stigma due to the first unemployment spell occurring during times when many individuals are unemployed).

Incentive Effects and UI Program Generosity

If the generosity of the UI system creates an incentive effect to claim an increased number of weeks in subsequent claims, individuals who are re-employed with the same employer have a greater stake in learning the UI system and learning more about how the system functions compared to those individuals who do not intend to return to their previous employer. Claimants who return to their previous employer may be more likely to use the UI system repeatedly. As part of his social learning theory, Bandura (1986) argues that knowledge is frequently passed from one individual to another and if the individual modeling the behavior is rewarded, then vicarious reinforcement in the observer is likely to increase. From this, we argue that individuals (observers) working in jobs where workers are more likely to be laid off and return to the same employer (e.g., such as in the construction industry), are vicariously reinforced when others (models) are seen benefitting from the UI system, making the observers more inclined to use the experience of the first claim to modify their behavior in subsequent claims.

Reservation Wage and UI Weekly Benefit Amount

An increase in the weekly benefit amount and the number of weeks of UI benefits for which claimants are eligible has been shown to decrease job search intensity, increase the value of being unemployed, and increase a claimant’s reservation wage while claiming benefits (Fishe, 1981). Reservation wage is defined as the minimum wage a worker will

accept for any one job offer. Further, higher wages prior to UI benefit collection have been associated with shorter lengths of unemployment due to an increased cost of being unemployed (Meyer, 1990). The UI benefit amount paid during the first claim is likely to be salient to the claimant and those who received low (high) benefits in the past may anticipate low (high) benefits in the future, thus changing the incentive to collect UI benefits depending on the perceived generosity of the UI system. If claimants find employment that pays a higher wage after collecting UI (compared to just prior) and the salience of the UI system is negative (received low weekly benefits), they may perceive the UI system as unhelpful and there is an increased incentive to find employment quickly in subsequent UI spells. We expect that an increase in wages the year after (compared to prior) receiving the first UI benefit will decrease the duration of subsequent UI benefit collection for those individuals who are paid a lower weekly benefit amount.

Methodology

The data used in this article were collected for claimants who received their first UI benefit between first quarter of 2005 (2005Q1) and first quarter of 2013 (2013Q1) in Wyoming. Corak (1993) suggests that claimant behavior is more likely to change between the first and the second interaction with the UI system with only minimal change in subsequent claims. We collected the same data for the second claim to create the UI experience before, during, between, and after the two claims. The second claim could have been filed between 2006Q1 and 2014Q1. Claimants had to collect at least one week of UI benefits on both claims to be included in the analysis. In an attempt to limit the

sample to first time UI claimants, all individuals who received Wyoming UI benefits prior to 2005 were excluded from the analyses. However, controlling for prior use of UI in another state is not possible with current Research & Planning (R&P) datasets.

R&P maintains a UI wage records database which includes quarterly wages for approximately 92% of Wyoming workers since 1992. Quarterly wage data, number of employers, and the number of tenured quarters with the same employer(s) were gathered to compile labor market participation four quarters prior and four quarters after each claim was filed. The same labor market information was gathered for the time spent between claims. The number of unique quarters the claimant appeared in wage records was calculated to get a complete history of participation in Wyoming's labor market. Wage records are submitted by employers who are required to report quarterly wages for UI tax purposes on all employees. Wage and weekly benefit amount data were adjusted for inflation to the 2013 Consumer Price Index (Manning, 2012). The inflation adjustment methodology is available at <http://doe.state.wy.us/LMI/trends/0812/toc.htm>. To measure labor market conditions surrounding the claim, we used local unemployment rates three months prior and three months after each claim. The local unemployment rate allows us to control for economic conditions leading up to the claim and during and after (which is the time period the claimant is searching for work).

Generally, once an individual applies for benefits and receives their first benefit, they have one year to collect the remainder of their benefits (a benefit year). The number of benefit weeks claimed was calculated by counting benefit payments collected between the start of UI benefits (first pay) and the

final payment. However, if an individual was eligible for and began collecting extended UI benefits during and after the economic downturn, the weeks claimed continued even after the final payment. During the recent economic downturn and recovery (2009Q1 to 2013Q4), the Federal Government passed legislation allowing for extended UI benefits (up to 13 weeks) for those who continued to be unemployed after the initial benefits were exhausted. The number of continued weeks claimed between final payment and the start of a new claim was calculated to obtain the number of extended benefit weeks. The ratio of the total number of weeks claimed during the second claim and the number of weeks claimed during the first week was calculated using a log-linear function as claim length can never be zero. Moderation variables

in multiple regression are multiplied with the independent variables of interest and entered into the model as multiplicative (interaction) variables. Each of the variables that constitute the interaction term must be included in the model to reduce bias in the estimates (Brambor, Clark, & Golder, 2005).

According to Heckman and Borjas (1980), a test for the presence of occurrence dependence is a test of the model variables that do not change across spells (spell invariant) having statistically significant regression coefficients. In the regression model, the change variables control for unobserved heterogeneity (of both claimant characteristics and economic conditions) between claims. See Table 1 for a list and the definition for the variables included in the model.

Table 1: Definitions of Variables Used in the Regression Analysis

Variable	Definition
time1_age	Age at first claim divided by 10
time1_ed	Education at first claim
used_eb	1 if claimant used Extended Benefits, 0 otherwise
f_msa	1 if claimant resided in a Cheyenne or Casper (MSA), 0 otherwise
F_union	1 if claimant was part of a union hiring hall or was job attached, 0 otherwise
F_resident	1 if claimant had a Wyoming address (WY resident), 0 otherwise
F_SecondQuarter	1 if claimant started collecting benefits in the second calendar quarter, 0 otherwise
F_ThirdQuarter	1 if claimant started collecting benefits in the third calendar quarter, 0 otherwise
F_FourthQuarter	1 if claimant started collecting benefits in the fourth calendar quarter, 0 otherwise
f_natres	1 if claimant collected under natural resources and mining , 0 otherwise
f_construct	1 if claimant collected under construction , 0 otherwise
f_manufact	1 if claimant collected under manufacturing , 0 otherwise
f_trade	1 if claimant collected under trade, transportation, or utilities , 0 otherwise
f_info	1 if claimant collected under information or financial activities , 0 otherwise
f_profess	1 if claimant collected under professional and business services , 0 otherwise
f_edandhealth	1 if claimant collected under educational and health , 0 otherwise
f_leisure	1 if claimant collected under leisure and hospitality , 0 otherwise
f_otherservices	1 if claimant collected under other services , 0 otherwise
f_public	1 if claimant collected under government, 0 otherwise
f_unclassified	1 if claimant collected under unclassified, 0 otherwise
firstweekselg	The number of weeks of benefit eligibility for first claim
f_wba100_adj	Weekly benefit amount divided by 100 (adjusted to 2013 CPI)
firstue	Local Unemployment Rate at the time of first claim
avg_ue_before	Average Local Unemployment Rate three months prior to the month of first claim
avg_ue_after	Average Local Unemployment Rate three months after the month of first claim

(Table continued on page 20)

Results

Table 2 (see page 21) shows the relative lengths of benefit weeks claimed by gender and successive claim number. The average length of benefit collection increased from the first to the second spell for both genders; however, the length began to

decrease for both genders beginning with the third claim. The total number of male claimants decreased by 10,269 (-55.1%) after the second claim while the total number of females decreased by 4,230 (-62.5%). A total of 24,570 unique claimants were included in the regression model.

Table 3 (see page 22) shows the results of

(Table continued from page 19)

Table 1: Definitions of Variables Used in the Regression Analysis

Variable	Definition
all_qtrs_before_first	The number of unique quarters claimant had wages in Wyoming Wage Records
qtrs_worked_4_prior_first	The number of quarters claimant had wages four quarters prior to first claim
qtrs_tenured_4_prior_first	The number of quarters the claimant was continuously employed by an employer four quarters prior to first claim
employers_4_prior_first	The number of employers the claimant had four quarters prior to first claim
months_between_spells	The number of months between the first and second claim
weeks_unemployed	Number of weeks unemployed between first claim and re-employment
sameemp	1 if the claimant was re-employed with the same employer after first claim
qtrs_worked_4_after_first	The number of quarters claimant had wages four quarters after first claim
qtrly_wages_4_after_first	The average quarterly wages four quarters after first claim divided by 10,000
qtrs_tenured_4_after_first	The number of quarters the claimant was continuously employed by an employer four quarters after to first claim
employers_4_after_first	The number of employers the claimant had four quarters after first claim
wagediff	The difference in wages after collecting UI benefits compared to prior (wages after - wages prior)
age_change	The change in age from the first claim to the second
msa_change	1 if claimant moved to or out of Cheyenne or Casper, 0 otherwise
QuarterChange	1 if the claimant filed their second claim in a different quarter than their first, 0 otherwise
industry_change	1 if the claimant filed their second claim under a different industry than their first, 0 otherwise
union_change	1 if the claimant changed their union or job attached status from first to second claim, 0 otherwise
res_change	1 if the claimant filed their second claim under a different county of residence than their first, 0 otherwise
weekselg_change	The change in the number of weeks of benefit eligibility from first claim to second
wba_change100_adj	The change in the weekly benefit amount from first to second claim divided by 100 (adjusted to 2013 CPI)
unemp_change	The change in the Local Unemployment Rate from first to second claim
uebefore_weeksue	(Average Local Unemployment Rate three months prior to the month of first claim * Number of weeks unemployed between first claim and re-employment) divided by 10
sameemp_wagesafter	1 if the claimant was re-employed with the same employer after first claim divided by 10,000 * The average quarterly wages four quarters after first claim
eb_weeksue	1 if claimant used Extended Benefits, 0 otherwise * Number of weeks unemployed between first claim and re-employment
wagediff_wba	The difference in wages after collecting UI benefits compared to prior (wages after - wages prior) * Weekly benefit amount divided by 100 (adjusted to 2013 CPI)

the multiple regression model by gender with the log-linear ratio of the length of second claim over the first as the dependent variable. The predictor variables that are statistically significant ($p < .05$) are bolded. For the female sample, several spell in-variant predictor variables are significant indicating that occurrence dependence may be present. However, we would expect that the intercept term would be statistically significant if true occurrence dependence was present. The coefficient on age (.03) indicates that during the first UI spell, older claimants experience an increase in the number of weeks claimed in successive UI claims. Further, individuals with more education collected fewer weeks of UI benefits in subsequent claims. For males, education was not statistically significant. It should be noted that few claimant personal characteristics during the first claim were statistically significant indicating that focusing on specific claimant characteristics to reduce future length of benefit collection may not result in an actual reduction. Many of the variables that were significant pertained to economic conditions (e.g.,

unemployment rate, quarter of claim).

For both genders, the average unemployment rate three months after the start of benefit collection was significant. If claimants experienced higher levels of unemployment during their first three months of UI collection, the number of weeks they collect UI benefits decreases in subsequent claims. This result supports (Omori, 1997) in that claimants may be less “scarred” by UI benefit collection if unemployment is high during their first use of the UI benefit system due to reduced employer stigma. For males, a claimant who was re-employed with the same employer saw an increase in subsequent benefit collection indicating claimants might be learning the UI system if they are employed in an industry that frequently lays-off their workforce.

In terms of our three hypothesized moderating relationships, one was statistically significant for females and two for males. For both genders, a claimant going back to work for the same employer moderated the relationship between wages after the first claim and subsequent claim duration (see Figure 1, page 23, and Figure 2, page 24). Those claimants who earned higher wages after the first claim and did not return to the same employer claimed fewer weeks in successive UI spells compared to those who did return to the same employer. This result supports our hypothesis that for claimants not returning to work with the same employer, learning models may not be as readily available to reinforce the use of the UI system. When others (models) are seen benefitting from the UI system, observers are more inclined to use the experience of the first claim to modify their behavior in subsequent claims.

(Text continued on page 23)

Table 2: Average Length of Benefit Collection by Gender and Claim Sequence Number

Male Sample		
Claim Sequence	Total	Average Number of Weeks Claimed by Claim Sequence
1	18,665	16.4
2	18,622	17.3
3	8,353	16.4
4	4,334	16.3
5+	5,293	14.9
All Spells	55,267	16.6
Female Sample		
Claim Sequence	Total	Average Number of Weeks Claimed by Claim Sequence
1	6,788	18.4
2	6,765	20.1
3	2,535	17.5
4	1,241	16.1
5+	1,566	14.3
All Spells	18,895	18.4

Table 3: Multiple Regression Results By Gender

Variable	Female Sample				Male Sample			
	B	Beta	t	Sig.	B	Beta	t	Sig.
Intercept	0.324		1.305	0.192	0.025		0.118	0.906
time1_age	0.030	0.033	2.213	0.027	0.060	0.065	6.883	0.000
time1_ed	-0.021	-0.038	-2.731	0.006	0.005	0.008	0.930	0.352
used_eb	-0.839	-0.293	-18.729	0.000	-0.742	-0.243	-25.410	0.000
f_msa	0.014	0.005	0.321	0.748	-0.016	-0.005	-0.591	0.555
F_union	-0.123	-0.042	-2.654	0.008	-0.068	-0.027	-2.695	0.007
F_resident	0.113	0.032	1.889	0.059	0.126	0.039	3.671	0.000
F_SecondQuarter	-0.176	-0.062	-3.538	0.000	-0.045	-0.015	-1.438	0.151
F_ThirdQuarter	-0.045	-0.013	-0.804	0.422	0.023	0.006	0.586	0.558
F_FourthQuarter	-0.057	-0.022	-1.169	0.242	0.027	0.010	0.928	0.353
f_natres	0.162	0.023	1.040	0.298	0.241	0.060	1.395	0.163
f_construct	-0.011	-0.003	-0.086	0.932	0.207	0.082	1.207	0.227
f_manufact	0.097	0.015	0.640	0.522	0.324	0.059	1.834	0.067
f_trade	0.124	0.035	0.952	0.341	0.219	0.052	1.263	0.207
f_info	0.032	0.004	0.202	0.840	0.338	0.025	1.640	0.101
f_profess	0.026	0.006	0.191	0.849	0.173	0.035	0.988	0.323
f_edandhealth	0.085	0.023	0.740	0.459	0.173	0.014	1.111	0.266
f_leisure	-0.012	-0.005	-0.099	0.921	0.039	0.010	0.223	0.823
f_otherservices	-0.039	-0.005	-0.252	0.801	0.297	0.031	1.594	0.111
f_public	0.062	0.016	0.582	0.561	0.132	0.024	0.804	0.422
f_unclassified	0.144	0.023	0.952	0.341	0.178	0.034	1.007	0.314
firstweekselg	0.022	0.089	3.812	0.000	0.013	0.053	3.462	0.001
f_wba100_adj	-0.016	-0.015	-0.606	0.545	-0.047	-0.040	-2.949	0.003
firsttue	0.002	0.005	0.141	0.888	0.043	0.075	3.433	0.001
avg_ue_before	0.045	0.071	2.064	0.039	0.013	0.020	0.932	0.352
avg_ue_after	-0.071	-0.116	-3.547	0.000	-0.108	-0.171	-8.380	0.000
all_qtrs_before_first	0.001	0.023	1.442	0.149	-0.002	-0.024	-2.439	0.015
qtrs_worked_4_prior_first	0.027	0.015	0.689	0.491	-0.011	-0.007	-0.468	0.640
qtrs_tenured_4_prior_first	-0.019	-0.021	-0.883	0.377	0.019	0.022	1.330	0.184
employers_4_prior_first	0.004	0.004	0.197	0.844	0.001	0.001	0.094	0.925
qtrs_worked_4_after_first	-0.041	-0.033	-1.287	0.198	-0.032	-0.027	-1.607	0.108
qtrly_wages_4_after_first	-0.101	-0.028	-1.023	0.306	-0.138	-0.058	-3.502	0.000
qtrs_tenured_4_after_first	-0.019	-0.024	-0.907	0.364	-0.007	-0.009	-0.496	0.620
employers_4_after_first	-0.062	-0.055	-2.969	0.003	-0.039	-0.033	-2.661	0.008
months_between_spells	-0.011	-0.151	-4.677	0.000	-0.012	-0.135	-7.256	0.000
weeks_unemployed	-0.002	-0.032	-0.909	0.364	-0.001	-0.012	-0.517	0.605
sameemp	0.105	0.038	1.976	0.048	0.168	0.058	4.637	0.000
wagediff	0.193	0.057	0.849	0.396	-0.205	-0.089	-1.572	0.116
age_change	0.118	0.015	0.474	0.636	0.138	0.015	0.834	0.404
msa_change	0.091	0.012	0.839	0.401	-0.004	0.000	-0.055	0.956
QuarterChange	0.099	0.040	2.671	0.008	0.162	0.065	7.048	0.000
industry_change	0.066	0.027	1.628	0.104	0.026	0.010	1.016	0.310
union_change	-0.103	-0.033	-2.368	0.018	-0.056	-0.020	-2.340	0.019
res_change	0.046	0.009	0.622	0.534	0.040	0.007	0.855	0.393
weekselg_change	0.037	0.181	8.814	0.000	0.034	0.155	12.073	0.000
wba_change100_adj	0.168	0.137	7.862	0.000	0.142	0.109	10.028	0.000
unemp_change	0.075	0.150	8.364	0.000	0.076	0.143	12.430	0.000
uebefore_weeksue	0.016	0.015	0.395	0.693	-0.007	-0.007	-0.294	0.768
sameemp_wagesafter	0.134	0.059	2.612	0.009	0.094	0.054	3.654	0.000
wagediff_wba	-0.048	-0.056	-0.928	0.353	0.066	0.121	2.223	0.026
Model Significance	R2 = .22, F(49, 4435) = 26.17, p < .000				R2 = .21, F(49, 11207) = 59.78, p < .000			

(Text continued from page 21)

For males, weekly benefit amount moderated the relationship between the wage difference surrounding the first claim and subsequent claim duration (see Figure 3, page 24). As expected, claimants who gained wages after receiving UI benefits and received low benefit payments claimed fewer weeks of UI in subsequent claims compared to claimants receiving high benefit payments. The positive slope for claimants receiving high benefit payments is of note. As described in the introduction, the perception of the UI system depending on the amount of benefit payments is likely to be salient the second time a claimant receives UI

benefits. For those claimants receiving high benefit payments during their first claim may view the UI system as positive and helpful and claimants may spend more time looking for a job that pays more than their reservation wage thus increasing the wage earned after claiming compared to before their claim.

Of further note, there is a point where the slopes intersect (in the little change in wage category). When claimants experience a loss in wages, those with low benefit payments have higher subsequent UI weeks compared to those with high benefit payments. However, as claimants gain wages, the relationship intersects and those with higher benefit payments

claim more weeks of UI. This result suggests that wage change surrounding the first claim plays a significant role in the weeks of benefits claimed in the future depending upon the amount of benefit payment. For instance, claimants who experience low benefit payments (compared to those with higher payments) and a loss in wages after benefit collection may spend more time looking for work during the second claim to avoid the need to continue to claim in the future. This may be due to their perception that the UI system is not as valuable as being employed because of low benefit payments.

For both genders, the unemployment rate prior to receiving the first claim did not significantly moderate the relationship between length of unemployment and subsequent benefit weeks claimed. Further, for females, weekly benefit amount did not significantly moderate the relationship between wage difference and subsequent benefit weeks claimed. It should be noted that the simple slopes in each of the moderation terms were not significantly different from zero. This means we cannot draw conclusions regarding the strength of the slopes of the moderation variables.

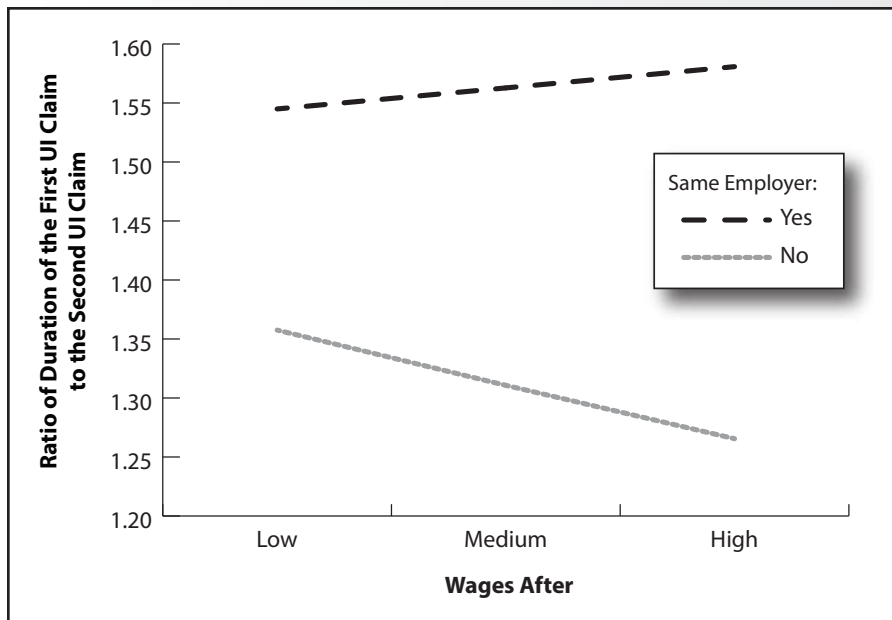


Figure 1: Incentive Effects and Unemployment Insurance (UI) Program Generosity Moderation Effect for the Female Sample

Conclusion

This article explored the experience of using the UI system and expanded upon past research by including both personal and economic variables surrounding the collection of UI. We tested for the presence of occurrence dependence with mixed results. We found that several spell in-variant variables (at the time of the first claim) were statistically significant. However, the constant term was not significant indicating that, all other variables held constant, there is no evidence of true occurrence dependence (simply the occurrence of a UI spell alters future spells).

Our results suggest that changing or implementing policies that target claimant personal characteristics is unlikely to affect the number of benefit weeks claimed in subsequent UI claims. Most of the variation in the duration was due to macro- and micro-economic conditions such as the local unemployment rate and when the claimant was unemployed. Employment histories were also not significant predictors of future weeks of UI benefit claims.

Future research should include data on the number and intensity of workforce agency services on future claimant labor market outcomes. If workforce agencies wish to decrease

the amount of UI benefits received, they will be able to tailor their services to claimants that have specific past and future labor market histories. For example, claimants who

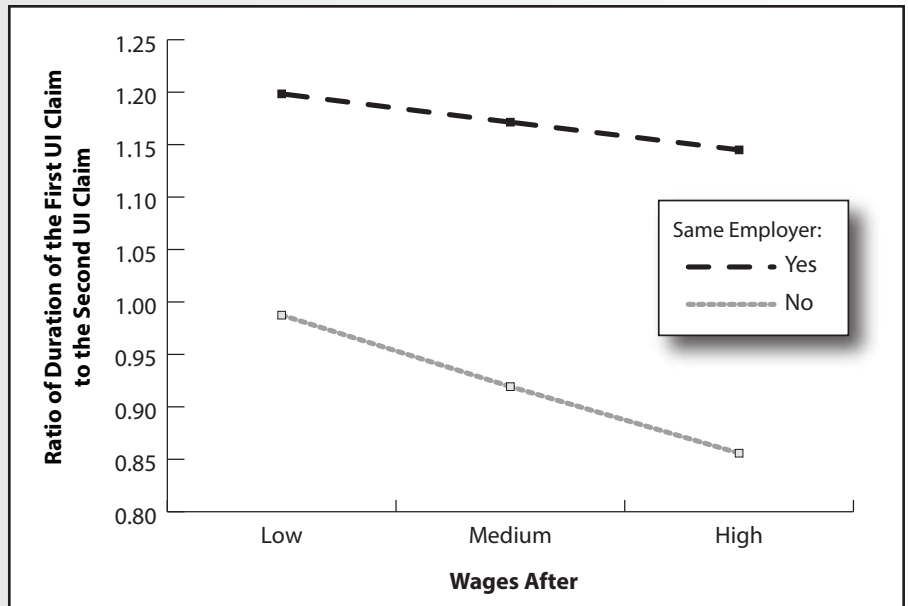


Figure 2: Incentive Effects and Unemployment Insurance (UI) Program Generosity Moderation Effect for the Male Sample

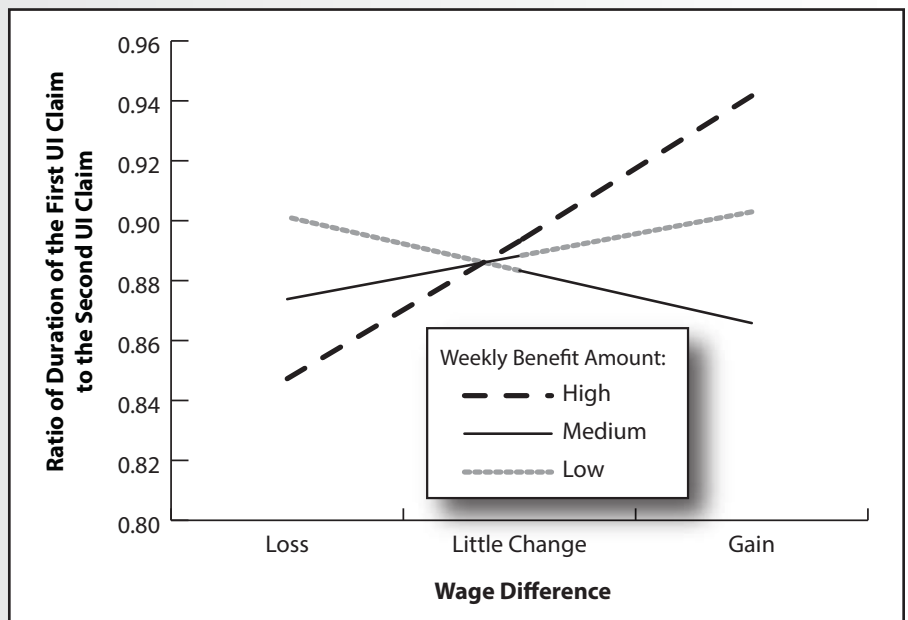


Figure 3: Wage Difference After Compared to Before First Unemployment Insurance (UI) Benefit Collection and Weekly Benefit Amount (WBA) Moderation Effect for the Male Sample

experience their first claim during high levels of unemployment and have highly specialized skills may be more difficult to employ as job opportunities shrink and they may take lower paying jobs to ease the financial burden. However, jobs during economic downturns tend to be of lower quality (Kahn, 2011) and the claimant may claim more benefits during their second claim to spend time looking for a higher quality job. Placing this claimant in workshops or classes where they can broaden their skills and abilities may give more opportunities for better employment after that first claim. Further, workforce agency services may interact with economic conditions where certain services are more or less effective as the business cycle changes.

Several limitations should be noted. The length of time unemployed after the first claim was calculated using the number of quarters between the quarter of collecting benefits and the quarter after appearing in wage records again. There are typically 13 weeks in a quarter and the number of quarters was multiplied by 13 thus limiting the variability in the actual number of weeks unemployed. The Wyoming unemployment rate was substituted for those claimants without a Wyoming residence. Using the statewide unemployment rate does not tell us the economic conditions at the local (county) level. Future research could incorporate the unemployment rate in the claimant's home county which would also be a proxy for the likelihood they could find employment in their home county. Finally, the R^2 for males and females (.21 and .22, respectively) was relatively small. This means that around 80% of the variance in both models was accounted for by other variables. Future research could survey claimants regarding their experience with the UI system and may yield more fruitful information on such

variables as reservation wage, likelihood of taking a job if offered, value of employment, and unemployment stigma.

Future research should also include examining the relationship of returning to the same employer and employer-offered benefits. For example, there may be an interaction between benefits offered and likelihood of returning in those industries where lay-offs are common due to seasonality (e.g., construction). R&P currently surveys a sample of employers in the state regarding the benefits they offer employees. More information regarding R&P benefit survey research can be found here: <http://doe.state.wy.us/LMI/benefits.htm>.

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Quarterly Turnover Statistics by Industry, Second Quarter 2014

The hire rate for construction was 24.7%, the highest hire rate for this industry since 1997Q2. Updated historical data with charts can be found at <http://doe.state.wy.us/LMI/turnover.htm>.

Major Sector	Industry		(H)	(H)+(B)	(B)	(E)	(E)+(B)	(C)	(H+E+B+C)	Turnover Rate ^a	Change Prior Year
			Hire Only	Total Hires	Both Hire and Exit	Exit Only	Total Exits	Continuous Employment	Total		
Goods Producing	Agriculture, Forestry, Fishing, & Hunting	Transactions ^b	798	1,072	274	288	562	2,144	3,504	38.8	0.4
		Rates	22.8	30.6	7.8	8.2	16.0	61.2	100.0		
	Mining	Transactions	2,992	3,840	848	2,622	3,470	22,990	29,452	21.9	2.6
		Rates	10.2	13.0	2.9	8.9	11.8	78.1	100.0		
	Construction	Transactions	8,196	12,676	4,480	4,020	8,500	16,455	33,151	50.4	2.3
		Rates	24.7	38.2	13.5	12.1	25.6	49.6	100.0		
	Manufacturing	Transactions	1,123	1,436	313	816	1,129	8,592	10,844	20.8	-0.9
		Rates	10.4	13.2	2.9	7.5	10.4	79.2	100.0		
	Wholesale Trade, Transp., Utilities, & Warehousing	Transactions	2,942	3,896	954	2,275	3,229	18,042	24,213	25.5	2.5
		Rates	12.2	16.1	3.9	9.4	13.3	74.5	100.0		
Retail Trade	Transactions	6,089	8,223	2,134	4,682	6,816	20,318	33,223	38.8	0.4	
	Rates	18.3	24.8	6.4	14.1	20.5	61.2	100.0			
Service Providing	Information	Transactions	422	532	110	388	498	3,897	4,817	19.1	0.3
		Rates	8.8	11.0	2.3	8.1	10.3	80.9	100.0		
	Financial Activities	Transactions	1,294	1,595	301	1,142	1,443	10,021	12,758	21.5	-0.8
		Rates	10.1	12.5	2.4	9.0	11.3	78.5	100.0		
	Professional & Business Services	Transactions	4,649	7,128	2,479	3,113	5,592	14,881	25,122	40.8	-0.4
		Rates	18.5	28.4	9.9	12.4	22.3	59.2	100.0		
	Educational Services	Transactions	1,868	2,946	1,078	4,865	5,943	25,878	33,689	23.2	1.2
		Rates	5.5	8.7	3.2	14.4	17.6	76.8	100.0		
	Health Services	Transactions	3,723	4,668	945	3,671	4,616	28,495	36,834	22.6	1.0
		Rates	10.1	12.7	2.6	10.0	12.5	77.4	100.0		
Leisure & Hospitality	Transactions	15,596	21,107	5,511	8,754	14,265	22,942	52,803	56.6	0.9	
	Rates	29.5	40.0	10.4	16.6	27.0	43.4	100.0			
Other Services	Transactions	1,478	2,068	590	1,186	1,776	6,449	9,703	33.5	-0.2	
	Rates	15.2	21.3	6.1	12.2	18.3	66.5	100.0			
Public Admin.	Transactions	2,706	3,158	452	1,463	1,915	18,427	23,048	20.0	-1.5	
	Rates	11.7	13.7	2.0	6.3	8.3	80.0	100.0			
Unclassified	Transactions	194	317	123	111	234	216	644	66.5	12.6	
	Rates	30.1	49.2	19.1	17.2	36.3	33.5	100.0			
Total	Transactions	54,070	74,662	20,592	39,396	59,988	219,747	333,805	34.2	1.0	
	Rates	16.2	22.4	6.2	11.8	18.0	65.8	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 can be found online at <http://doe.state.wy.us/LMI/turnover.htm>.

Persons Working in Jobs Covered by Wyoming State Unemployment Insurance, Third Quarter 2014

by: Tony Glover, Workforce Information Supervisor

The number of new persons not previously found working in Wyoming increased 7.8% from 2013Q3. This was the first over-the-year increase during the third quarter since 2011Q3.

The average quarterly wage for persons working one job in Wyoming in third quarter 2014 (2014Q3) was \$10,754, up from \$10,370 (\$384, or 3.7%) in third quarter 2013 (2013Q3). Total wages increased by 5.7% from 2013Q3 to 2014Q3.

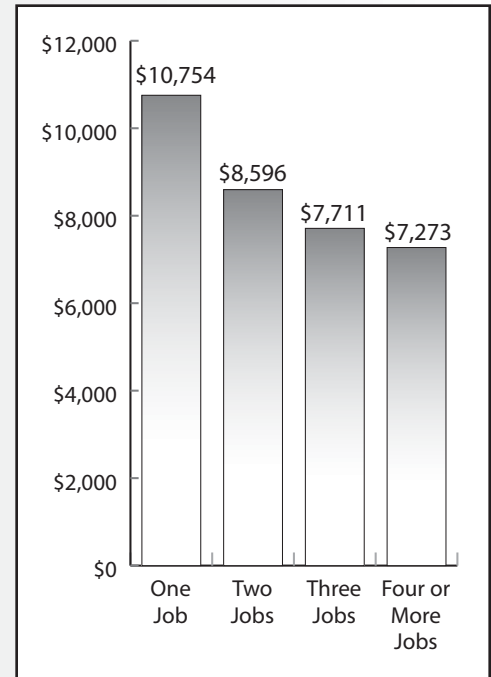
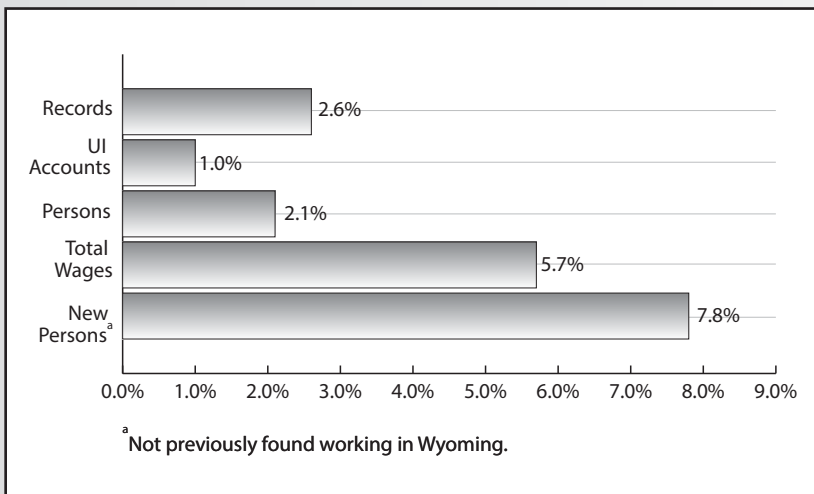


Figure 1: Percentage Change from Previous Year, Wyoming Wage Records, Third Quarter 2014

Figure 2: Mean Quarterly Wages in Wyoming by Number of Jobs, Third Quarter 2014

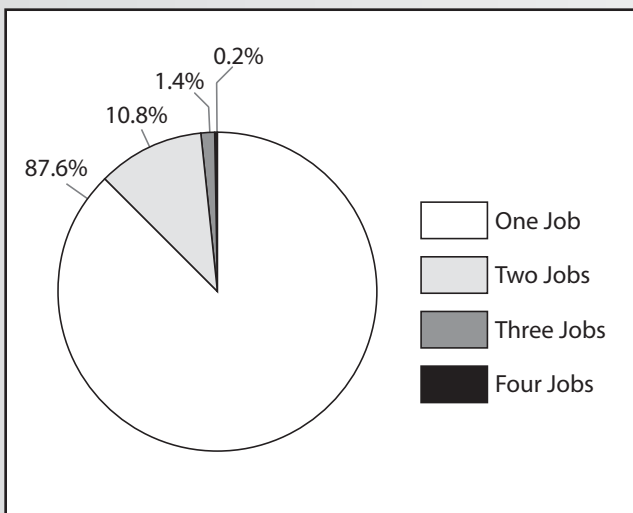


Figure 3: Percentage of Total Persons by Number of Jobs Worked in Wyoming, Third Quarter 2014

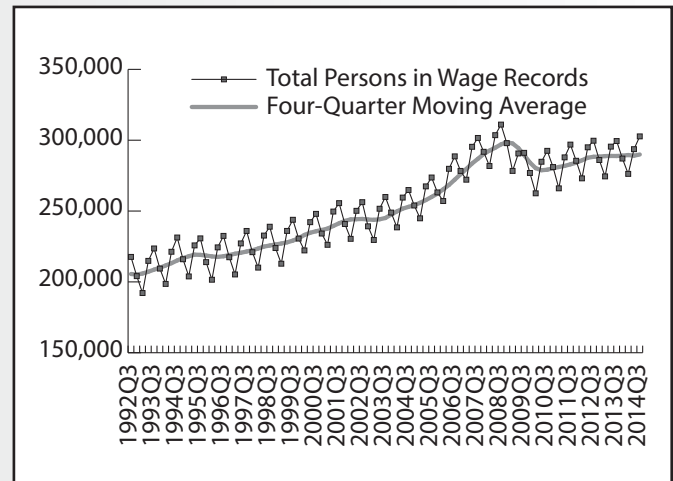


Figure 4: Running Total of Persons in Wyoming Wage Records, Third Quarter 1992 (1992Q3) to Third Quarter 2014 (2014Q3)

Wyoming Unemployment Rate Falls to 4.5% in November 2014

David Bullard, Senior Economist

The Research & Planning section of the Wyoming Department of Workforce Services reported that the state’s seasonally adjusted¹ unemployment rate fell from 4.7% in October to 4.5% in November (not a statistically significant change). Wyoming’s unemployment rate was unchanged from its November 2013 level of 4.5%, and significantly lower than the current U.S. unemployment rate of 5.8%. Seasonally adjusted employment of Wyoming residents increased slightly, rising by an estimated 670 individuals (0.2%) from October to November.

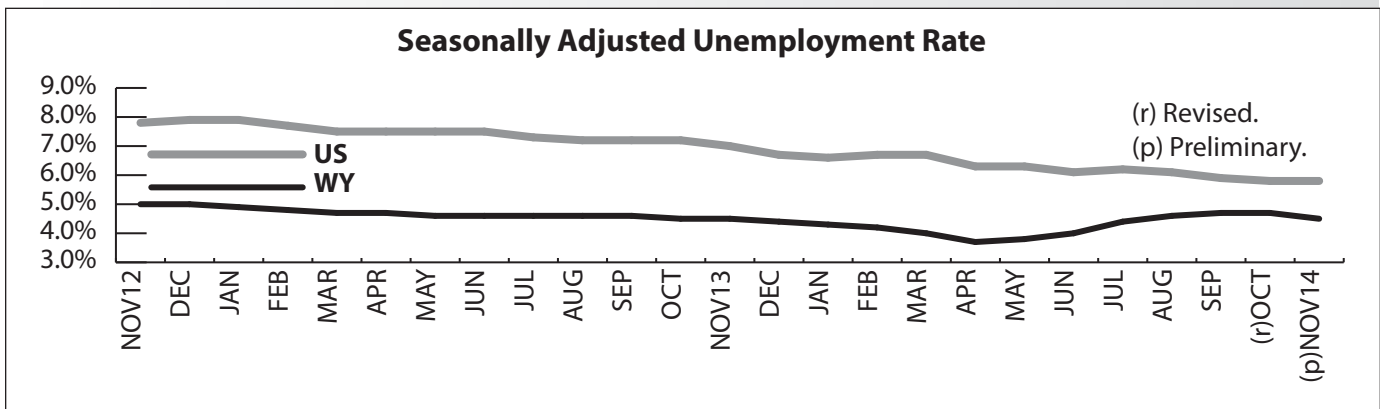
Most county unemployment rates changed very little from October to November. One exception to this pattern was Teton County, where unemployment rose from 5.2% to 7.9%. It is normal for unemployment to increase in November in Teton County as the summer tourist season has ended and the ski season has not begun. Park County, another tourism dependent county, saw its unemployment rate increase from 4.5% to 5.1%.

From November 2013 to November 2014, unemployment rates decreased in 17 counties, increased slightly in 5 counties, and remained unchanged in Albany County. The largest decreases occurred in Platte (down from 4.8% to 4.0%), Johnson (down from 5.2% to 4.6%), Uinta (down from 4.4% to 3.9%), and Niobrara (down from 3.8% to 3.3%) counties. Unemployment rates rose slightly in Laramie (up from 4.3% to 4.6%), Washakie (up from 4.1% to 4.4%), and Weston (up from 3.6% to 3.9%) counties.

Most of the counties with the lowest unemployment rates in November were found in the eastern part of the state where energy development activity has grown in recent years. Converse County had the lowest unemployment rate (2.8%), followed by Campbell (3.0%), Sublette (3.2%), and Niobrara (3.3%) counties. Several of the areas with the highest unemployment rates were found in western Wyoming: Teton (7.9%), Fremont (5.2%), Lincoln (5.1%), and Park (5.1%) counties.

Total nonfarm employment (measured by place of work) rose from 290,300 in November 2013 to 293,000 in November 2014, a gain of 2,700 jobs (0.9%).

1 Seasonal adjustment is a statistical procedure to remove the impact of normal regularly recurring events (such as weather, major holidays, and the opening and closing of schools) from economic time series to better understand changes in economic conditions from month to month.



Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, November 2014

by: David Bullard, Senior Economist

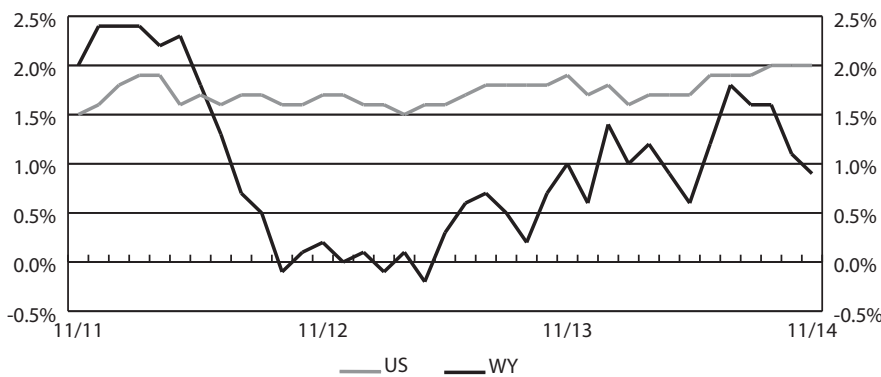
Industry Sector	Research & Planning's Short-Term Projections	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm	292,657	293,000	343	0.1%
Natural Resources & Mining	27,433	27,100	-333	-1.2%
Construction	23,603	21,500	-2,103	-9.8%
Manufacturing	10,105	10,100	-5	0.0%
Wholesale Trade	9,645	9,600	-45	-0.5%
Retail Trade	30,010	31,200	1,190	3.8%
Transportation & Utilities	15,591	15,700	109	0.7%
Information	3,731	3,800	69	1.8%
Financial Activities	11,069	11,300	231	2.0%
Professional & Business Services	18,398	18,800	402	2.1%
Educational & Health Services	27,389	27,800	411	1.5%
Leisure & Hospitality	31,807	30,900	-907	-2.9%
Other Services	11,260	12,200	940	7.7%
Government	72,616	73,000	384	0.5%

Projections were run in May 2014 and based on QCEW data through December 2013.

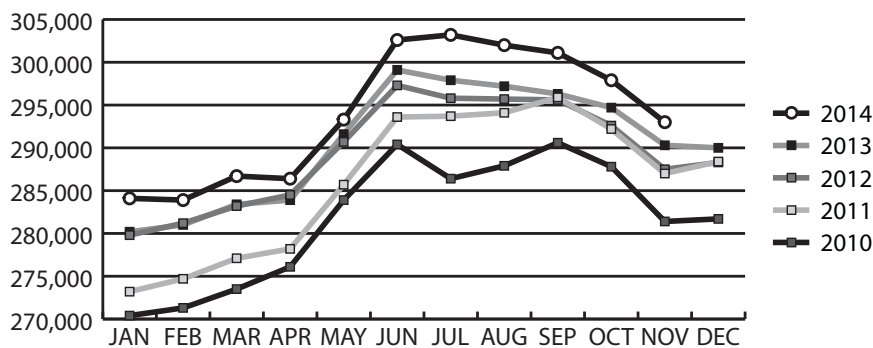
State Unemployment Rates November 2014 Seasonally Adjusted

State	Unemp. Rate
Puerto Rico	14.0
District of Columbia	7.4
Mississippi	7.3
California	7.2
Georgia	7.2
Rhode Island	7.1
Oregon	7.0
Nevada	6.9
Arizona	6.8
Tennessee	6.8
Michigan	6.7
South Carolina	6.7
Alaska	6.6
Connecticut	6.5
Louisiana	6.5
Illinois	6.4
New Jersey	6.4
New Mexico	6.4
West Virginia	6.3
Washington	6.2
Alabama	6.0
Delaware	6.0
Kentucky	6.0
New York	5.9
Arkansas	5.8
Florida	5.8
Massachusetts	5.8
North Carolina	5.8
United States	5.8
Indiana	5.7
Maine	5.7
Maryland	5.6
Missouri	5.6
Wisconsin	5.2
Pennsylvania	5.1
Ohio	5.0
Virginia	5.0
Texas	4.9
Wyoming	4.5
Oklahoma	4.4
Iowa	4.3
Kansas	4.3
Montana	4.3
Vermont	4.3
Colorado	4.1
New Hampshire	4.1
Hawaii	4.0
Idaho	3.9
Minnesota	3.7
Utah	3.6
South Dakota	3.3
Nebraska	3.1
North Dakota	2.7

Nonagricultural Employment Growth (Percentage Change Over Previous Year)



Wyoming Nonagricultural Wage and Salary Employment



Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

	Employment in Thousands			Percent Change Total Employment	
	Nov 2014	Oct 2014	Nov 2013	Oct 2014	Nov 2013
	Nov 2014	Oct 2014	Nov 2013	Nov 2014	Nov 2014
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	29.6	29.8	28.5	-0.7	3.9
TOTAL PRIVATE	24.3	24.5	23.3	-0.8	4.3
GOODS PRODUCING	11.6	11.8	10.8	-1.7	7.4
Natural Resources & Mining	8.1	8.2	7.8	-1.2	3.8
Construction	2.9	3.0	2.4	-3.3	20.8
Manufacturing	0.6	0.6	0.6	0.0	0.0
SERVICE PROVIDING	18.0	18.0	17.7	0.0	1.7
Trade, Transportation, & Utilities	5.9	5.9	5.7	0.0	3.5
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.7	0.0	0.0
Professional & Business Services	1.7	1.7	1.7	0.0	0.0
Educational & Health Services	1.1	1.0	1.1	10.0	0.0
Leisure & Hospitality	2.3	2.4	2.3	-4.2	0.0
Other Services	0.8	0.8	0.8	0.0	0.0
GOVERNMENT	5.3	5.3	5.2	0.0	1.9

	Employment in Thousands			Percent Change Total Employment	
	Nov 2014	Oct 2014	Nov 2013	Oct 2014	Nov 2013
	Nov 2014	Oct 2014	Nov 2013	Nov 2014	Nov 2014
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	25.5	25.8	25.0	-1.2	2.0
TOTAL PRIVATE	20.7	20.9	20.1	-1.0	3.0
GOODS PRODUCING	9.2	9.3	8.6	-1.1	7.0
Natural Resources & Mining	5.8	5.8	5.7	0.0	1.8
Construction	2.0	2.1	1.5	-4.8	33.3
Manufacturing	1.4	1.4	1.4	0.0	0.0
SERVICE PROVIDING	16.3	16.5	16.4	-1.2	-0.6
Trade, Transportation, & Utilities	5.1	5.1	5.1	0.0	0.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.9	0.9	0.9	0.0	0.0
Professional & Business Services	1.1	1.1	1.1	0.0	0.0
Educational & Health Services	1.2	1.2	1.1	0.0	9.1
Leisure & Hospitality	2.3	2.4	2.4	-4.2	-4.2
Other Services	0.7	0.7	0.7	0.0	0.0
GOVERNMENT	4.8	4.9	4.9	-2.0	-2.0

	Employment in Thousands			Percent Change Total Employment	
	Nov 2014	Oct 2014	Nov 2013	Oct 2014	Nov 2013
	Nov 2014	Oct 2014	Nov 2013	Nov 2014	Nov 2014
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	15.7	18.4	15.5	-14.7	1.3
TOTAL PRIVATE	13.3	15.9	13.1	-16.4	1.5
GOODS PRODUCING	2.2	2.2	2.0	0.0	10.0
Natural Resources, Mining & Construction	2.0	2.0	1.9	0.0	5.3
Manufacturing	0.2	0.2	0.1	0.0	100.0
SERVICE PROVIDING	13.5	16.2	13.5	-16.7	0.0
Trade, Transportation, & Utilities	2.3	2.5	2.2	-8.0	4.5
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.9	0.9	0.8	0.0	12.5
Professional & Business Services	1.7	1.8	1.7	-5.6	0.0
Educational & Health Services	1.0	1.1	1.1	-9.1	-9.1
Leisure & Hospitality	4.5	6.7	4.6	-32.8	-2.2
Other Services	0.5	0.5	0.5	0.0	0.0
GOVERNMENT	2.4	2.5	2.4	-4.0	0.0

State Unemployment Rates November 2014 Not Seasonally Adjusted

State	Unemp. Rate
Puerto Rico	13.5
California	7.1
District of Columbia	7.0
Nevada	6.9
Arizona	6.8
Georgia	6.7
Oregon	6.7
Rhode Island	6.6
Mississippi	6.4
Tennessee	6.4
Louisiana	6.3
South Carolina	6.3
Alaska	6.2
Connecticut	6.2
New Mexico	6.2
Washington	6.1
Illinois	6.0
New Jersey	5.9
Indiana	5.8
Kentucky	5.8
New York	5.8
Michigan	5.7
Florida	5.6
Alabama	5.5
United States	5.5
West Virginia	5.5
Maine	5.4
Arkansas	5.3
Maryland	5.3
North Carolina	5.3
Massachusetts	5.2
Missouri	5.1
Delaware	5.0
Wisconsin	4.7
Pennsylvania	4.6
Texas	4.6
Ohio	4.5
Virginia	4.5
Montana	4.2
Oklahoma	4.2
Wyoming	4.2
Colorado	4.0
Hawaii	4.0
Kansas	4.0
Iowa	3.9
New Hampshire	3.9
Vermont	3.9
Idaho	3.8
Utah	3.3
Minnesota	3.2
South Dakota	3.2
Nebraska	2.5
North Dakota	2.4

Economic Indicators

by: David Bullard, Senior Economist

Benefits paid by Wyoming unemployment insurance fell 20.6% from November 2013 to November 2014, suggesting improvement in the state's labor market.

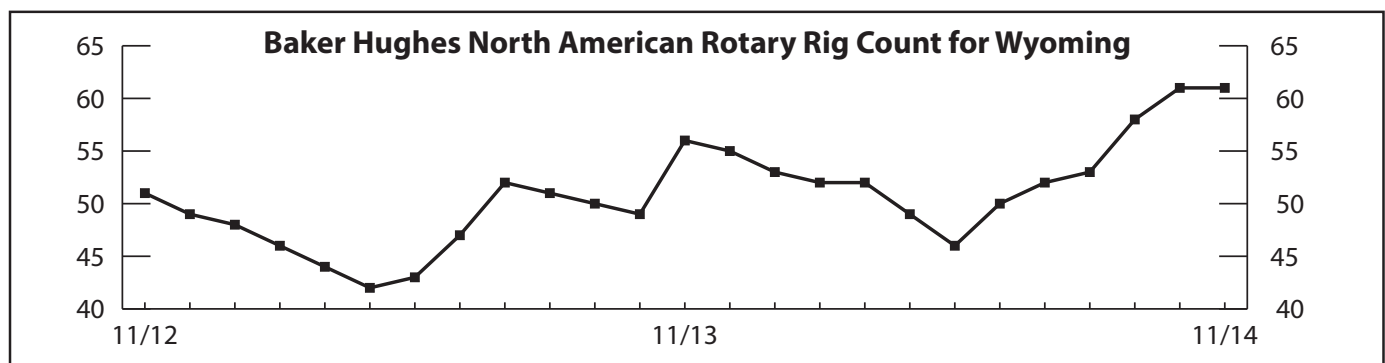
	Nov 2014 (p)	Oct 2014 (r)	Nov 2013 (b)	Percent Change Month	Year
Wyoming Total Nonfarm Employment	293,000	297,900	290,300	-1.6	0.9
Wyoming State Government	15,900	15,900	16,000	0.0	-0.6
Laramie County Nonfarm Employment	46,400	46,800	46,600	-0.9	-0.4
Natrona County Nonfarm Employment	42,800	42,900	42,500	-0.2	0.7
Selected U.S. Employment Data					
U.S. Multiple Jobholders	7,549,000	7,773,000	6,973,000	-2.9	8.3
As a percent of all workers	5.1%	5.3%	4.8%	N/A	N/A
U.S. Discouraged Workers	698,000	770,000	762,000	-9.4	-8.4
U.S. Part Time for Economic Reasons	6,713,000	6,787,000	7,563,000	-1.1	-11.2
Wyoming Unemployment Insurance					
Weeks Compensated	12,446	8,724	16,125	42.7	-22.8
Benefits Paid	\$4,340,053	\$3,082,414	\$5,466,340	40.8	-20.6
Average Weekly Benefit Payment	\$348.71	\$353.33	\$339.00	-1.3	2.9
State Insured Covered Jobs ¹	271,327	275,467	267,159	-1.5	1.6
Insured Unemployment Rate	1.7%	1.1%	2.2%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100)					
All Items	236.2	237.4	233.1	-0.5	1.3
Food & Beverages	244.9	244.8	237.6	0.1	3.1
Housing	234.3	234.4	228.4	-0.1	2.6
Apparel	129.0	132.0	129.4	-2.2	-0.3
Transportation	206.9	212.6	212.8	-2.7	-2.8
Medical Care	438.4	437.0	427.7	0.3	2.5
Recreation (Dec. 1997=100)	115.0	115.4	115.3	-0.3	-0.3
Education & Communication (Dec. 1997=100)	137.7	138.0	136.8	-0.2	0.6
Other Goods & Services	409.8	410.3	403.0	-0.1	1.7
Producer Prices (1982 to 1984 = 100)					
All Commodities	201.0	203.6	201.0	-1.3	0.0
Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized)					
Total Units	107	140	144	-23.6	-25.7
Valuation	\$33,662,000	\$32,219,000	\$28,888,000	4.5	16.5
Single Family Homes	101	113	107	-10.6	-5.6
Valuation	\$33,148,000	\$31,101,000	\$26,360,000	6.6	25.8
Casper MSA ² Building Permits	14	18	53	-22.2	-73.6
Valuation	\$3,645,000	\$3,388,000	\$7,084,000	7.6	-48.5
Cheyenne MSA Building Permits	14	22	37	-36.4	-62.2
Valuation	\$2,243,000	\$4,786,000	\$5,451,000	-53.1	-58.9
Baker Hughes North American Rotary Rig Count for Wyoming	61	61	56	0.0	8.9

(p) Preliminary. (r) Revised. (b) Benchmarked.

¹Local Area Unemployment Statistics Program estimates.

²Metropolitan Statistical Area.

Note: Production worker hours and earnings data have been dropped from the Economic Indicators page because of problems with accuracy due to a small sample size and high item nonresponse. The U.S. Bureau of Labor Statistics will continue to publish these data online at <http://www.bls.gov/eag/eag.wy.htm>.



Wyoming County Unemployment Rates

by: Carola Cowan, BLS Programs Supervisor

Most of the counties with the lowest unemployment rates in November were found in the eastern part of the state where energy development activity has grown in recent years.

REGION	Labor Force			Employed			Unemployed			Unemployment Rates		
	Nov	Oct	Nov	Nov	Oct	Nov	Nov	Oct	Nov	Nov	Oct	Nov
County	2014	2014	2013	2014	2014	2013	2014	2014	2013	2014	2014	2013
	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)
NORTHWEST	46,522	47,281	46,807	44,220	45,043	44,462	2,302	2,238	2,345	4.9	4.7	5.0
Big Horn	5,287	5,217	5,242	5,046	4,969	4,979	241	248	263	4.6	4.8	5.0
Fremont	19,718	19,854	19,813	18,693	18,843	18,748	1,025	1,011	1,065	5.2	5.1	5.4
Hot Springs	2,513	2,551	2,626	2,417	2,444	2,519	96	107	107	3.8	4.2	4.1
Park	14,688	15,351	14,757	13,936	14,655	14,025	752	696	732	5.1	4.5	5.0
Washakie	4,316	4,308	4,369	4,128	4,132	4,191	188	176	178	4.4	4.1	4.1
NORTHEAST	57,269	57,085	55,122	55,204	55,006	53,004	2,065	2,079	2,118	3.6	3.6	3.8
Campbell	29,482	29,277	27,876	28,607	28,372	26,952	875	905	924	3.0	3.1	3.3
Crook	3,575	3,601	3,545	3,445	3,466	3,409	130	135	136	3.6	3.7	3.8
Johnson	4,134	4,150	3,975	3,945	3,965	3,769	189	185	206	4.6	4.5	5.2
Sheridan	16,623	16,655	16,331	15,887	15,943	15,602	736	712	729	4.4	4.3	4.5
Weston	3,455	3,402	3,395	3,320	3,260	3,272	135	142	123	3.9	4.2	3.6
SOUTHWEST	63,990	66,021	63,937	61,038	63,166	60,848	2,952	2,855	3,089	4.6	4.3	4.8
Lincoln	7,867	8,036	7,638	7,468	7,619	7,241	399	417	397	5.1	5.2	5.2
Sublette	6,575	6,981	6,903	6,364	6,758	6,690	211	223	213	3.2	3.2	3.1
Sweetwater	25,490	25,402	25,473	24,599	24,435	24,544	891	967	929	3.5	3.8	3.6
Teton	12,962	14,415	12,867	11,940	13,665	11,800	1,022	750	1,067	7.9	5.2	8.3
Uinta	11,096	11,187	11,056	10,667	10,689	10,573	429	498	483	3.9	4.5	4.4
SOUTHEAST	79,589	78,920	78,847	76,255	75,521	75,604	3,334	3,399	3,243	4.2	4.3	4.1
Albany	20,268	19,982	19,821	19,566	19,225	19,134	702	757	687	3.5	3.8	3.5
Goshen	6,621	6,654	6,788	6,371	6,376	6,511	250	278	277	3.8	4.2	4.1
Laramie	47,045	46,646	46,684	44,880	44,515	44,657	2,165	2,131	2,027	4.6	4.6	4.3
Niobrara	1,357	1,453	1,338	1,312	1,406	1,287	45	47	51	3.3	3.2	3.8
Platte	4,298	4,185	4,216	4,126	3,999	4,015	172	186	201	4.0	4.4	4.8
CENTRAL	63,428	62,978	61,995	61,120	60,588	59,639	2,308	2,390	2,356	3.6	3.8	3.8
Carbon	8,557	8,544	8,025	8,219	8,196	7,684	338	348	341	3.9	4.1	4.2
Converse	8,971	8,689	8,406	8,716	8,427	8,137	255	262	269	2.8	3.0	3.2
Natrona	45,900	45,745	45,564	44,185	43,965	43,818	1,715	1,780	1,746	3.7	3.9	3.8
STATEWIDE	310,801	312,286	306,709	297,839	299,326	293,557	12,962	12,960	13,152	4.2	4.2	4.3

Statewide Seasonally Adjusted	4.5	4.7	4.5
U.S.....	5.5	5.5	6.6
U.S. Seasonally Adjusted.....	5.8	5.8	7.0

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/2014. Run Date 12/2014.

Data are not seasonally adjusted except where otherwise specified.

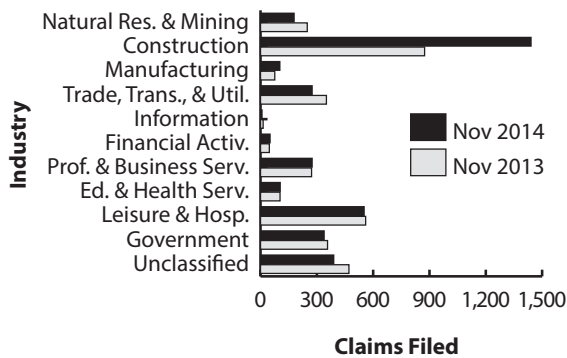
(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming Normalized^a Unemployment Insurance Statistics: Initial Claims

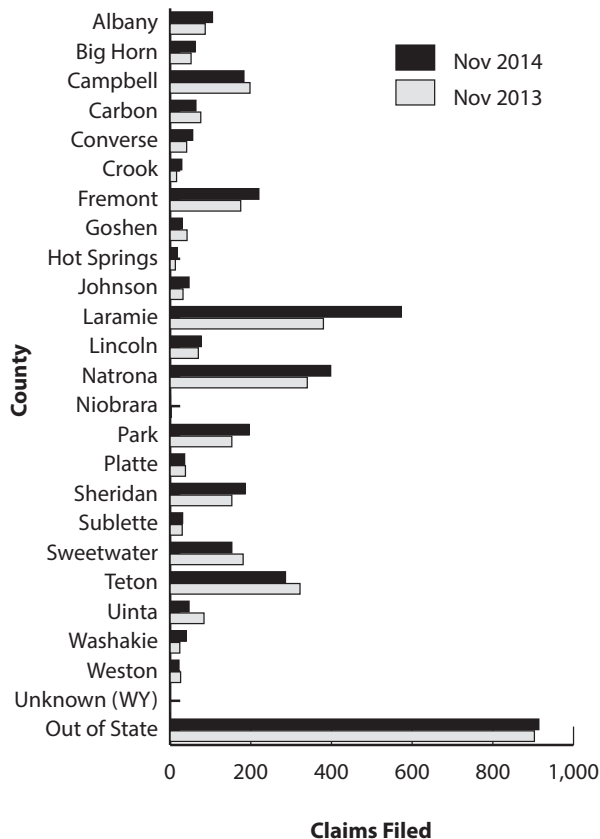
by: *Patrick Harris, Principal Analyst*

Initial claims increased over the year by 9.7% and over the month by 33.1%. A significant increase was observed in construction (64.9%).

Initial Unemployment Insurance Claims by Industry, November 2014



Initial Unemployment Insurance Claims by County, November 2014



INITIAL CLAIMS

	Claims Filed		% Change	
	Nov 14	Oct 14	Nov 13	Oct 14
Wyoming Statewide				
TOTAL CLAIMS FILED	3,772	2,835	3,439	33.1
TOTAL GOODS-PRODUCING	1,726	685	1,201	152.0
Natural Res. & Mining	179	157	249	14.0
Mining	155	142	226	9.2
Oil & Gas Extraction	12	11	17	9.1
Construction	1,441	471	874	205.9
Manufacturing	103	55	76	87.3
TOTAL SERVICE-PROVIDING	1,315	1,635	1,408	-19.6
Trade, Transp., & Utilities	275	280	351	-1.8
Wholesale Trade	41	47	72	-12.8
Retail Trade	137	131	175	4.6
Transp., Warehousing & Utilities	97	102	104	-4.9
Information	8	8	14	0.0
Financial Activities	51	49	47	4.1
Prof. & Business Svcs.	275	200	272	37.5
Educational & Health Svcs.	105	95	104	10.5
Leisure & Hospitality	552	951	560	-42.0
Other Svcs., exc. Public Admin.	43	45	55	-4.4
TOTAL GOVERNMENT	339	276	357	22.8
Federal Government	239	167	222	43.1
State Government	18	30	28	-40.0
Local Government	82	78	106	5.1
Local Education	10	14	20	-28.6
UNCLASSIFIED	390	238	471	63.9

Laramie County

	572	279	379	105.0	50.9
TOTAL CLAIMS FILED					
TOTAL GOODS-PRODUCING	389	108	186	260.2	109.1
Construction	364	89	174	309.0	109.2
TOTAL SERVICE-PROVIDING	140	125	152	12.0	-7.9
Trade, Transp., & Utilities	42	28	45	50.0	-6.7
Financial Activities	8	8	9	0.0	-11.1
Prof. & Business Svcs.	49	59	64	-16.9	-23.4
Educational & Health Svcs.	28	24	17	16.7	64.7
Leisure & Hospitality	12	14	10	-14.3	20.0
TOTAL GOVERNMENT	22	32	30	-31.3	-26.7
UNCLASSIFIED	19	13	10	46.2	90.0

Natrona County

	398	232	339	71.6	17.4
TOTAL CLAIMS FILED					
TOTAL GOODS-PRODUCING	254	110	168	130.9	51.2
Construction	225	77	111	192.2	102.7
TOTAL SERVICE-PROVIDING	123	105	145	17.1	-15.2
Trade, Transp., & Utilities	33	30	51	10.0	-35.3
Financial Activities	7	4	2	75.0	250.0
Prof. & Business Svcs.	40	34	45	17.6	-11.1
Educational & Health Svcs.	19	17	20	11.8	-5.0
Leisure & Hospitality	19	17	24	11.8	-20.8
TOTAL GOVERNMENT	9	7	17	28.6	-47.1
UNCLASSIFIED	10	7	8	42.9	25.0

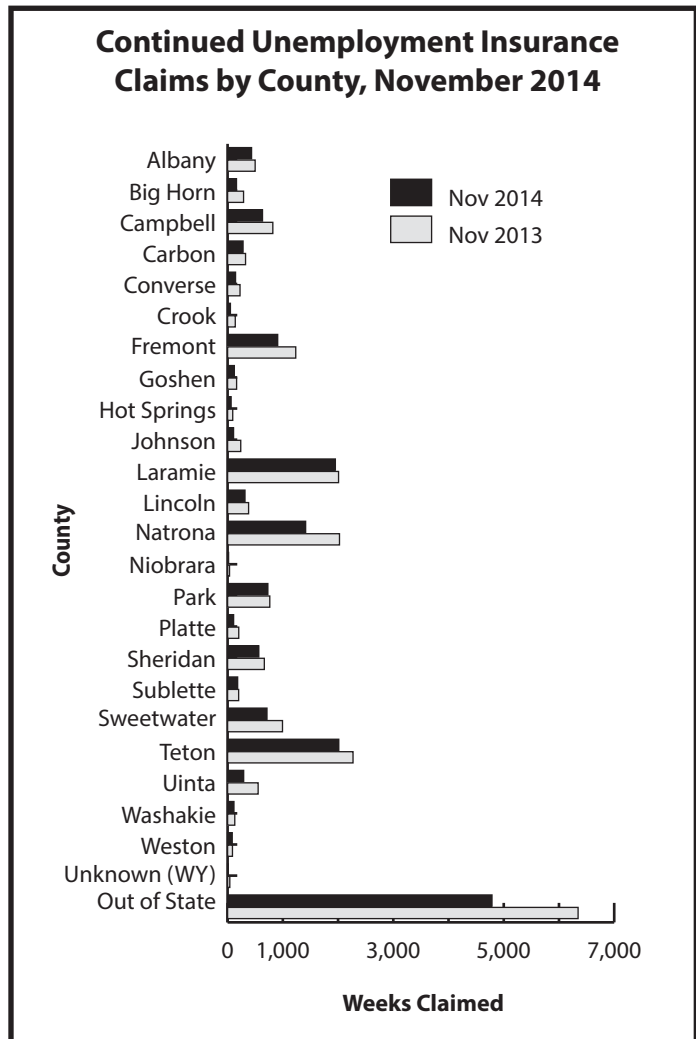
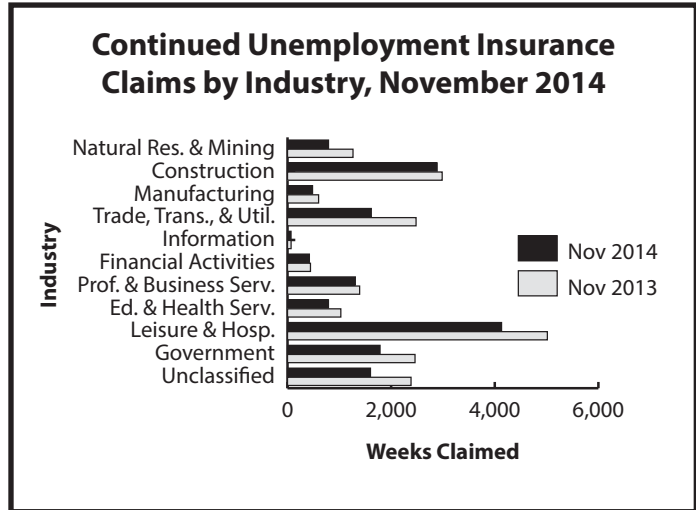
^aAn average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.

Wyoming Normalized^a Unemployment Insurance Statistics: Continued Claims

by: *Patrick Harris, Principal Analyst*

Continued claims decreased over the year by 21.8% with large decreases in retail trade (-47.0%), trade, transportation, and utilities (-34.8%), and leisure and hospitality (-17.6%).

CONTINUED CLAIMS	% Change Weeks Claimed				
	Continued Weeks Claimed Nov 14		Nov 14		Nov 14
	Nov 14	Oct 14	Nov 13	Oct 14	Nov 13
Wyoming Statewide					
TOTAL WEEKS CLAIMED	16,199	10,486	20,727	54.5	-21.8
TOTAL UNIQUE CLAIMANTS^b	5,103	2,914	6,066	75.1	-15.9
<i>Benefit Exhaustions</i>	246	215	375	14.4	-34.4
<i>Benefit Exhaustion Rates</i>	4.8%	7.4%	6.2%	-2.6%	-1.4%
TOTAL GOODS-PRODUCING	4,164	2,457	4,850	69.5	-14.1
Natural Res. & Mining	791	753	1,264	5.0	-37.4
Mining	663	679	1,132	-2.4	-41.4
Oil & Gas Extraction	81	90	124	-10.0	-34.7
Construction	2,888	1,355	2,985	113.1	-3.2
Manufacturing	483	348	600	38.8	-19.5
TOTAL SERVICE-PROVIDING	8,648	5,536	11,030	56.2	-21.6
Trade, Transp., & Utilities	1,617	1,409	2,481	14.8	-34.8
Wholesale Trade	300	297	401	1.0	-25.2
Retail Trade	741	665	1,398	11.4	-47.0
Transp., Warehousing & Utilities	576	447	682	28.9	-15.5
Information	68	92	69	-26.1	-1.4
Financial Activities	422	411	443	2.7	-4.7
Prof. & Business Services	1,309	978	1,392	33.8	-6.0
Educational & Health Svcs.	790	840	1,029	-6.0	-23.2
Leisure & Hospitality	4,131	1,555	5,015	165.7	-17.6
Other Svcs., exc. Public Adm.	304	245	593	24.1	-48.7
TOTAL GOVERNMENT	1,786	1,235	2,461	44.6	-27.4
Federal Government	889	381	1,020	133.3	-12.8
State Government	205	201	310	2.0	-33.9
Local Government	690	652	1,130	5.8	-38.9
Local Education	138	158	242	-12.7	-43.0
UNCLASSIFIED	1,601	1,256	2,384	27.5	-32.8
Laramie County					
TOTAL WEEKS CLAIMED	1,950	1,526	2,009	27.8	-2.9
TOTAL UNIQUE CLAIMANTS	684	397	596	72.3	14.8
TOTAL GOODS-PRODUCING	758	345	615	119.7	23.3
Construction	598	203	476	194.6	25.6
TOTAL SERVICE-PROVIDING	881	929	1,114	-5.2	-20.9
Trade, Transp., & Utilities	214	268	350	-20.1	-38.9
Financial Activities	114	121	94	-5.8	21.3
Prof. & Business Svcs.	295	327	316	-9.8	-6.6
Educational & Health Svcs.	171	175	193	-2.3	-11.4
Leisure & Hospitality	89	79	147	12.7	-39.5
TOTAL GOVERNMENT	240	199	234	20.6	2.6
UNCLASSIFIED	70	52	43	34.6	62.8
Natrona County					
TOTAL WEEKS CLAIMED	1,412	1,169	2,026	20.8	-30.3
TOTAL UNIQUE CLAIMANTS	474	328	598	44.5	-20.7
TOTAL GOODS-PRODUCING	540	327	773	65.1	-30.1
Construction	400	194	371	106.2	7.8
TOTAL SERVICE-PROVIDING	752	744	1,124	1.1	-33.1
Trade, Transp., & Utilities	209	235	345	-11.1	-39.4
Financial Activities	47	44	53	6.8	-11.3
Professional & Business Svcs.	272	249	216	9.2	25.9
Educational & Health Svcs.	144	164	166	-12.2	-13.3
Leisure & Hospitality	99	65	200	52.3	-50.5
TOTAL GOVERNMENT	64	47	79	36.2	-19.0
UNCLASSIFIED	55	50	48	10.0	14.6



^aAn average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.
^bDoes not include claimants receiving extended benefits.

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