

TRENDS

ARE WE BETTER OFF TODAY THAN WE WERE 20 YEARS AGO?

Examining Wage Progression in Wyoming from 1992 to 2011

by: *Patrick Manning, Principal Economist*

From 1992 to 2011, the average annual wage for Wyoming men, women, and nonresidents increased at various levels in terms of nominal dollars. But did Wyoming workers experience an increase in wages in real terms from 1992 to 2011? This analysis will answer that important question.

Introduction

Much of the previous research on wage differences between gender and age groups has focused on the wage difference at a point in time, or nominal wages over time. This analysis examines the changes in wages from 1992 to 2011 in nominal (non-inflation adjusted) and real (inflation adjusted) terms. This study initially defines nominal and real wages, then proceeds to examine factors that influence wage progression, such as economic conditions, the demographics of Wyoming's workforce, and education and work experience.

Economic Conditions in Wyoming from 1992 to 2011

The common measure of total economic output is the gross domestic product (GDP), which is the value of all goods and services produced within a given region. The term gross state product (GSP) is often used at the state level.

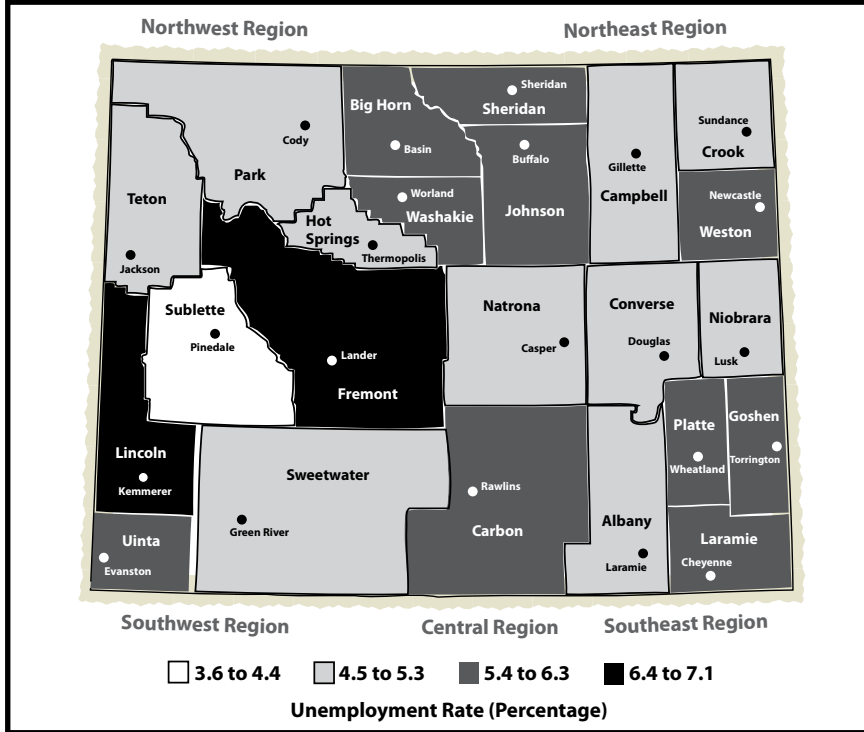
Figure 1a (see page 3) displays the gross state product for Wyoming (U.S. Bureau of Economic Analysis) and total

(Text continued on page 3)

HIGHLIGHTS

- **From 2010Q4 to 2011Q3, Wyoming employers hired 22,162 nonresident workers. Of these, 25.1% were hired in leisure & hospitality and 21.6% were hired in trade, transportation, & utilities, both of which are industries that rely on seasonal help. ... page 19**
- **Significant over-the-year increases in initial unemployment insurance claims were seen in natural resources & mining, manufacturing, and construction in June 2012. ... page 34**

Unemployment Rate by Wyoming County, June 2012 (Not Seasonally Adjusted)



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employment over the time period (U.S. Bureau of Labor Statistics). Gross state product is only charted from 1997 to 2011 due to a change in methodology in 1997. Statistical analysis concluded that the relationship between the gross state product and total employment is positive and highly correlated. This relationship demonstrates that, generally, changes in gross state product will be strongly correlated with changes in employment. There are exceptions, such as an industry that has become more automated over time so that fewer workers have been needed to achieve a similar amount of output. Although total employment increased from 2010 to 2011, gross state product continued to decrease through

2011. Many factors contributed to this, including a drop in natural gas prices (U.S. Energy Information Administration, 2012) and a still relatively weak construction sector.

From 1992 to 2011, Wyoming experienced two significant periods of *economic downturn*, which are periods of declining gross state (or domestic) product. An economic downturn also can be defined as “a period when the annual UI (Unemployment Insurance) benefit expenses exceed annual UI tax collection, and the UI trust fund balance declined for two years or more” (Wen, 2011). Two such periods of economic downturn occurred in Wyoming, from 2002 to 2003 and from November 2008

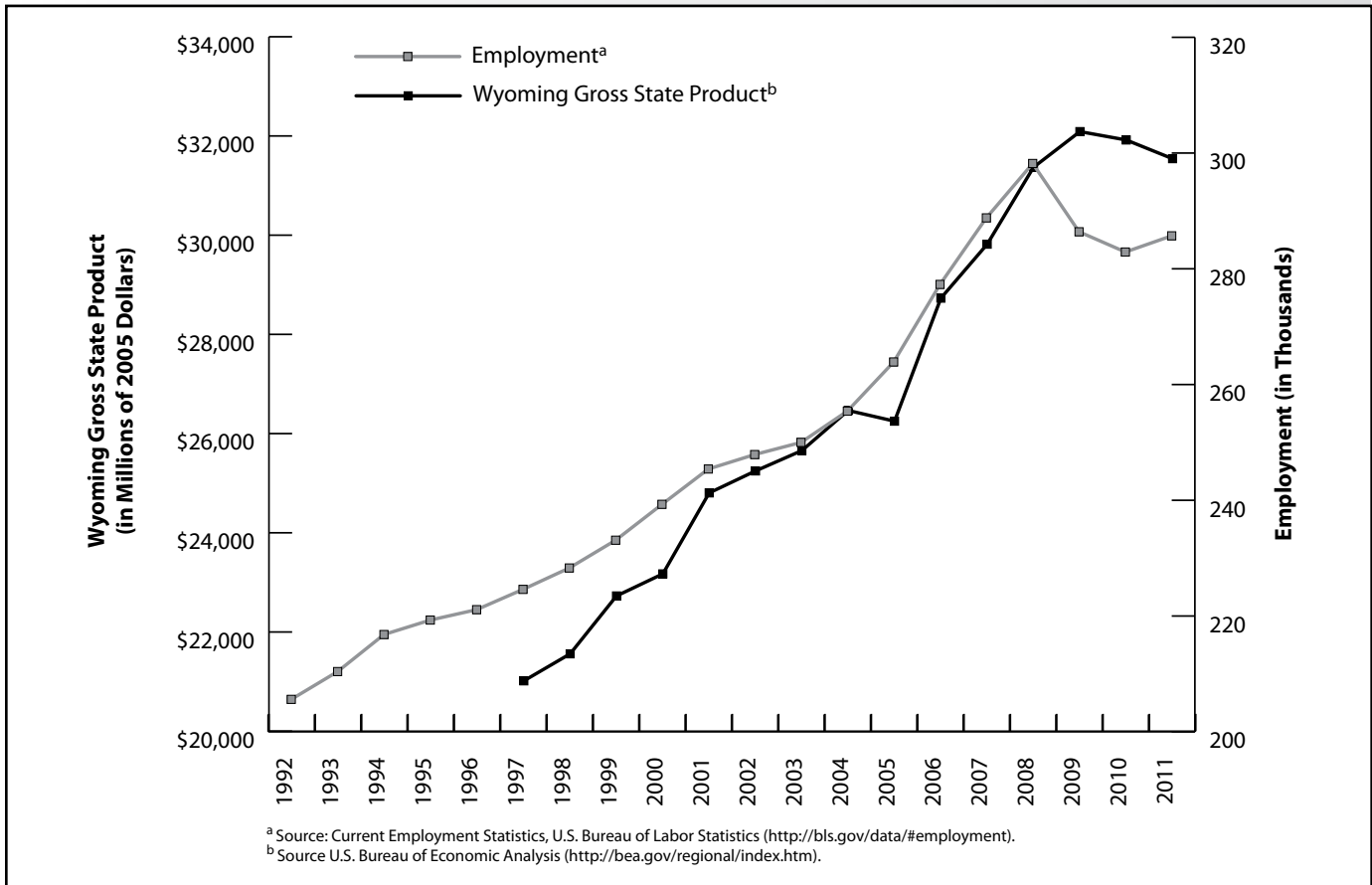


Figure 1a: Wyoming Gross State Product and Employment, 1992 to 2011

through January 2010. During each of these periods, the rate of increase in employment was lower than the overall trend (see Figure 1b). Wyoming also experienced a period of rapid economic expansion from February 2005 to October 2008. During this time, employment increased at a much greater rate than the overall trend. Total employment peaked in October 2008 at 300,400, and still has not returned to that level.

Methodology

Definition of Wages

Wages in this study include all

gross wages including overtime, shift differential payments, holiday pay, and bonuses. The average annual wage and demographic data were obtained from “Earnings in Wyoming, 1992-2011 by County, Industry, Age, & Gender” which is available online at http://doe.state.wy.us/LMI/earnings_tables/2012/index.htm. A limitation of this study is that the number of hours worked is not available. Therefore, pay rate per hour cannot be calculated, so it is unknown if a given worker was part-time or full-time and whether overtime or shift differentials affected workers’ earnings.

Consumer Price Index

When comparing dollar amounts

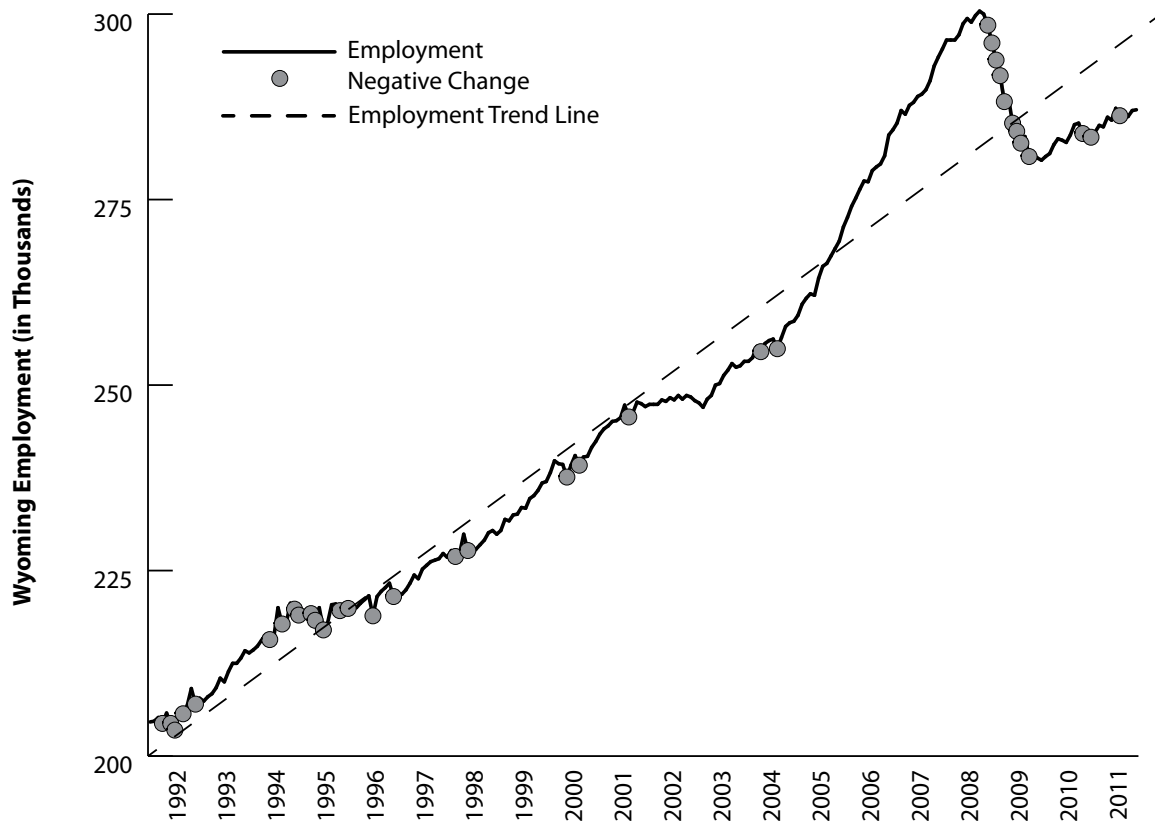


Figure 1b: Wyoming Employment and Periods of Negative Change, 1992 to 2011

across time periods, some form of price index is commonly used to transform the data

Table 1: Consumer Price Index (U) for All U.S. Urban Consumers

Year	Base 1982 (1982-1984 = 100)	Base 1992 (1992 = 100)
1982	96.5	68.8
1983	99.6	71.0
1984	103.9	74.1
1985	107.6	76.7
1986	109.6	78.1
1987	113.6	81.0
1988	118.3	84.3
1989	124.0	88.4
1990	130.7	93.2
1991	136.2	97.1
1992	140.3	100.0
1993	144.5	103.0
1994	148.2	105.6
1995	152.4	108.6
1996	156.9	111.8
1997	160.5	114.4
1998	163.0	116.2
1999	166.6	118.7
2000	172.2	122.7
2001	177.1	126.2
2002	179.9	128.2
2003	184.0	131.1
2004	188.9	134.6
2005	195.3	139.2
2006	201.6	143.7
2007	207.3	147.8
2008	215.3	153.5
2009	214.5	152.9
2010	218.1	155.4
2011	224.9	160.3

Source: Consumer Price Index, U.S. Bureau of Labor Statistics (<http://bls.gov/cpi>).

into a common unit of measurement, such as the value of a dollar in 1992. While there are several possible price indices available for use in analysis, the Consumer Price Index for all urban consumers (CPI-U) is the one most frequently used and was used in this study (U.S. Bureau of Labor Statistics).

Table 1 displays the CPI-U from 1982 to 2011. The base time period for the original index was 1982-1984 (the index = 100). The base year can be changed to any given year in the data series. If a researcher chose to use 1992 as the base year, then the researcher would divide the CPI index for all years in the series by the original index value for 1992 (140.3). Therefore, 1992 is the new base year at 100.0 and all other years

are indexed to 1992; for example, 2011 has an index value of 160.3.

Nominal vs. Real Dollars

Nominal dollars are those for which inflation has not been taken into account. For example a worker may earn an average annual wage of \$30,000 in 1992 and \$40,000 in 2011. Nominally, the worker is earning \$10,000 more a year.

Real dollars are adjusted for inflation. From the example above the worker is making \$10,000 more per year by 2011. However, is the worker making higher wages once inflation is taken into account? The answer is no. The worker may be making \$40,000 in 2011 dollars; however, this is only worth approximately

What are nominal and real values?

Nominal: The value of an economic variable in terms of the price level at the time of its measurement; or, unadjusted for price movements.

Real: The value of an economic variable adjusted for price movements.

Source: Federal Reserve Bank of Dallas. (N.D.). Deflating Nominal Values to Real Values. Retrieved December 6, 2011, from <http://dallasfed.org/data/basics/nominal.html>.

\$24,953 in 1992 dollars ($\$40,000 / [160.3/100] = \$24,953$). The worker would have to make \$48,900 in 2011 to have the purchasing power that \$30,000 had in 1992.

Using nominal versus real dollars can make an enormous difference over long periods of time. For example, Figure 2 shows the top grossing U.S. films of all time in both nominal and real dollars (Silver, 2010). Because these lists are usually produced in nominal terms, these lists are biased toward newer movies because movie

ticket prices have increased over time. In nominal dollars, the 2009 film "Avatar" is the top grossing movie of all time (\$749 million). However, there are several other factors to consider when determining the top grossing film of all time in real dollars, such as ticket prices, number of theaters, economic conditions at the time of the release, length of release, population at the time of release, and more. Accounting for inflation, the top grossing movie of all time is "Gone With the Wind," which was made in 1939 and grossed \$1.6 billion domestically in real dollars.

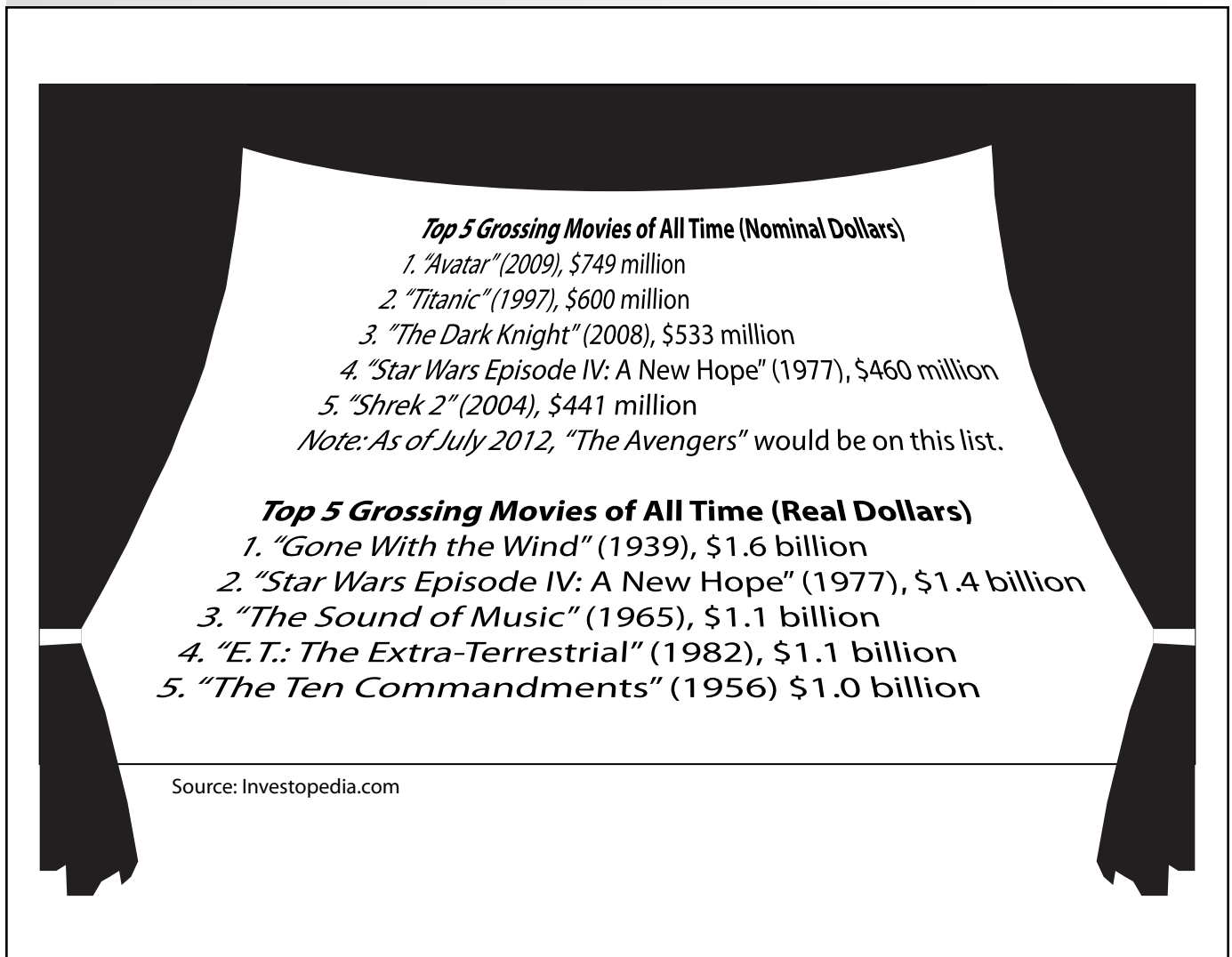


Figure 2: The Top 5 Grossing Movies of All Time in Nominal and Real Dollars

As this example demonstrates, using nominal versus real dollars can greatly affect any analysis. When discussing the need to examine economic issues over time, it is appropriate to discuss the issue in terms of real dollars in addition to, or in place of, nominal dollars.

Results

Gender and Industry

The demographic composition of Wyoming's workforce varies by industry. Industries such as natural resources &

mining, manufacturing, and wholesale trade, transportation, & utilities have a high percentage of male workers, while industries such as educational services and health care & social assistance have a high percentage of female workers. In addition, Wyoming employers provide jobs to a large number of nonresident workers for whom demographic information is not available. The distribution of these nonresidents varies greatly across industries, with the highest proportion of nonresidents working in construction, leisure & hospitality, and natural resources & mining (see Figure 3).

Jones (2002) found that from 1992 through 2001, women worked an average of 17.7 quarters in Wyoming while men averaged 18.1. Nonresident workers averaged only 1.7 quarters, of which the author stated, "the small number of average quarters worked suggests that workers in this group are highly mobile and marginally attached to the Wyoming labor market."

Experience and Education by Industry

The amount of experience

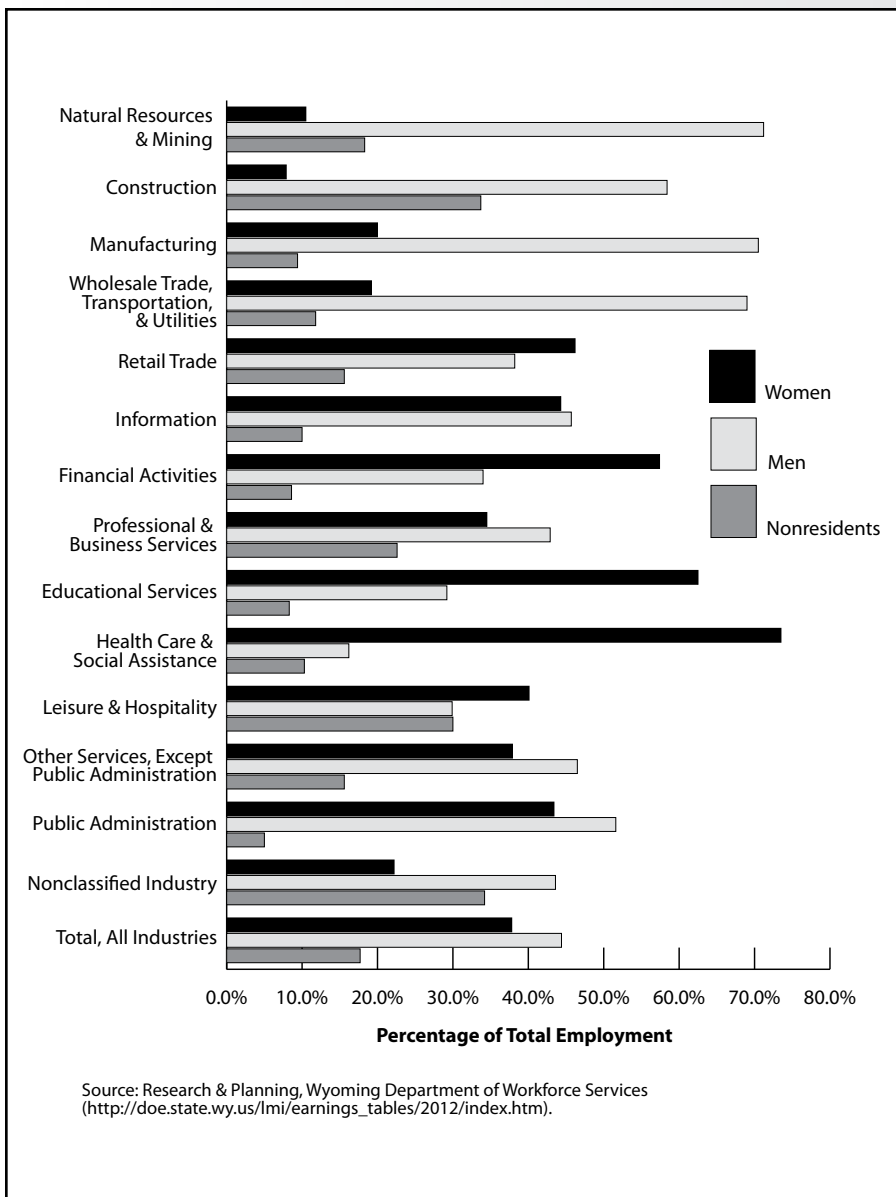


Figure 3: Wyoming Employment by Gender and Industry, 2011

an individual has in a particular industry is an important factor in determining the magnitude of wage progression over time. Experience within an industry tends to lead to raises, promotions, and greater mobility, contributing to a higher wage progression. Table 2 presents the number of individuals within an industry in 2011 and the average, median (the midpoint of a data series), and modal (most occurring number of a data series) quarters of experience within a particular industry.

Educational services and public administration had the highest average (31.5 and 29.9, respectively) and median (22.0 and 21.0, respectively) quarters of experience of all industries. Educational services and public administration had the highest modal quarters of experience with 80.0 each. All other industries had only 1.0 or 2.0 modal quarters of experience. Industries that offered higher wages tended to have higher rates of experience within that industry.

The industries that showed the highest levels of experience were also the industries with the highest percentage of jobs that required more than a high

school diploma. Of all jobs in educational services, 77.5% required more than a high school diploma, as did 62.8% of all jobs in public administration (see Table 3, page 9). It is important to understand that experience is a measurement of the persons working, while educational requirements are a measurement of the jobs worked.

Wage Progression

Table 4 (see page 9) displays the change in

average annual wages in nominal and real dollars by industry from 1992 to 2011. Assuming the CPI-U is a relatively accurate proxy for inflation in Wyoming, real wages increased across all industries from \$14,923 in 1992 to \$20,096 in 2011, an increase of 1.7% per year. The two industries that gained the most wages in real terms per year were public administration (2.5%) and leisure & hospitality (2.2%), followed closely by manufacturing

Table 2: Total Employment and Quarters of Experience by Industry in Wyoming, 2011

Industry Sector	Employment	Quarters of Experience		
		Average	Median	Mode
Total, All Industries	427,450	20.4	11.0	1.0
Natural Resources & Mining (11, 21)	42,663	22.9	15.0	1.0
Construction (23)	43,952	16.3	8.0	1.0
Manufacturing (31, 32, 33)	14,764	23.1	13.0	1.0
Wholesale Trade, Transportation, & Utilities (22, 42, 48, 49)	29,102	22.6	14.0	1.0
Retail Trade (44, 45)	51,317	17.3	9.0	2.0
Information (51)	6,159	22.2	13.0	2.0
Financial Activities (52, 53)	14,673	22.8	14.0	1.0
Professional & Business Services (54, 55, 56)	35,741	13.3	6.0	1.0
Educational Services (61)	39,481	31.5	22.0	80.0
Health Care & Social Assistance (62)	40,506	24.7	16.0	2.0
Leisure & Hospitality (71, 72)	64,954	13.4	8.0	2.0
Other Services, Except Public Administration (81)	14,350	14.3	6.0	1.0
Public Administration (92)	28,741	29.9	21.0	80.0
Nonclassified Industry (99)	1,047	3.8	3.0	1.0

Source: Wage Records Database. Research & Planning, Wyoming Department of Workforce Services.

Note: Data series began in 1992 — no data available before that year.

Table 3: Educational Requirements for Jobs Worked by Industry in Wyoming, 2011

Industry Sector	Number of Jobs	Percentage of Jobs Requiring:	
		High School Diploma or Less	More than High School
Educational Services	25,858	22.5%	77.5%
Health Care & Social Assistance	22,569	36.8%	63.2%
Public Administration	27,172	37.2%	62.8%
Information	3,644	39.1%	60.9%
Professional & Business Services	16,867	40.9%	59.1%
Financial Activities	10,625	44.9%	55.1%
Other Services, Except Public Administration	7,472	47.2%	52.8%
Construction	21,689	55.4%	44.6%
Manufacturing	8,682	57.4%	42.6%
Natural Resources & Mining	25,707	58.8%	41.2%
Trade, Transportation, & Utilities	55,299	65.6%	34.4%
Leisure & Hospitality	30,184	78.0%	22.0%
Total	255,768	51.9%	48.1%

Source: O*NET Online (<http://www.onetonline.org/>).

(2.1%) and health care & social assistance (2.0%). Interpreting percentage changes should be conducted with caution as these changes are very sensitive to the base (in this case, wages in 1992). For example, leisure & hospitality shows a large percentage increase over this period, but that is due to the fact that it had the smallest base of any industry (\$4,741 in 1992).

Table 5 (see page 10) separates the 1992-2011 period into three groups: one of relatively

(Text continued on page 11)

Table 4: Changes in Nominal and Real Wages in Wyoming from 1992 to 2011

Industry Sector	Nominal				Real			
	1992	2011	Difference	% Change per Year	1992	2011	Difference	% Change per Year
Total, All Industries	\$14,923	\$32,219	\$17,297	5.8%	\$14,923	\$20,096	\$5,173	1.7%
Natural Resources & Mining (11, 21)	\$29,470	\$58,732	\$29,262	5.0%	\$29,470	\$36,633	\$7,163	1.2%
Construction (23)	\$14,695	\$26,548	\$11,853	4.0%	\$14,695	\$16,559	\$1,864	0.6%
Manufacturing (31, 32, 33)	\$19,134	\$43,590	\$24,456	6.4%	\$19,134	\$27,188	\$8,054	2.1%
Wholesale Trade, Transportation, & Utilities (22, 42, 48, 49)	\$25,649	\$45,393	\$19,744	3.8%	\$25,649	\$28,313	\$2,664	0.5%
Retail Trade (44, 45)	\$10,417	\$19,513	\$9,096	4.4%	\$10,417	\$12,171	\$1,754	0.8%
Information (51)	\$17,072	\$33,151	\$16,079	4.7%	\$17,072	\$20,677	\$3,605	1.1%
Financial Activities (52, 53)	\$17,824	\$38,973	\$21,149	5.9%	\$17,824	\$24,308	\$6,484	1.8%
Professional & Business Services (54, 55, 56)	\$13,719	\$29,801	\$16,082	5.9%	\$13,719	\$18,587	\$4,868	1.8%
Educational Services (61)	\$18,024	\$34,429	\$16,405	4.6%	\$18,024	\$21,474	\$3,450	1.0%
Health Care & Social Assistance (62)	\$16,252	\$36,498	\$20,246	6.2%	\$16,252	\$22,765	\$6,513	2.0%
Leisure & Hospitality (71, 72)	\$4,741	\$10,926	\$6,185	6.5%	\$4,741	\$6,815	\$2,074	2.2%
Other Services, Except Public Administration (81)	\$11,490	\$25,512	\$14,022	6.1%	\$11,490	\$15,912	\$4,422	1.9%
Public Administration (92)	\$16,022	\$38,595	\$22,573	7.0%	\$16,022	\$24,072	\$8,050	2.5%
Nonclassified Industry (99)	\$12,664	\$17,427	\$4,763	1.9%	\$12,664	\$10,869	-\$1,795	-0.7%

Source: Wage Records database. Research & Planning, Wyoming Department of Workforce Services.

Table 5: Changes in Nominal and Real Wages in Wyoming During Selected Periods from 1992 to 2011

1992-2004 (Relatively Stable Period)

Industry Sector	Nominal				Real			
	1992	2004	Difference	% Change per Year	1992	2004	Difference	% Change per Year
Total, All Industries	\$14,923	\$22,774	\$7,852	4.0%	\$14,923	\$16,915	\$1,992	1.0%
Natural Resources & Mining (11, 21)	\$29,470	\$40,812	\$11,342	3.0%	\$29,470	\$30,312	\$842	0.2%
Construction (23)	\$14,695	\$19,896	\$5,201	2.7%	\$14,695	\$14,777	\$82	0.0%
Manufacturing (31, 32, 33)	\$19,134	\$30,888	\$11,754	4.7%	\$19,134	\$22,941	\$3,807	1.5%
Wholesale Trade, Transportation, & Utilities (22, 42, 48, 49)	\$25,649	\$33,233	\$7,584	2.3%	\$25,649	\$24,683	-\$966	-0.3%
Retail Trade (44, 45)	\$10,417	\$15,303	\$4,885	3.6%	\$10,417	\$11,366	\$948	0.7%
Information (51)	\$17,072	\$24,460	\$7,388	3.3%	\$17,072	\$18,167	\$1,095	0.5%
Financial Activities (52, 53)	\$17,824	\$28,276	\$10,452	4.5%	\$17,824	\$21,001	\$3,177	1.4%
Professional & Business Services (54, 55, 56)	\$13,719	\$20,988	\$7,270	4.1%	\$13,719	\$15,588	\$1,870	1.0%
Educational Services (61)	\$18,024	\$23,189	\$5,165	2.2%	\$18,024	\$17,223	-\$801	-0.3%
Health Care & Social Assistance (62)	\$16,252	\$27,339	\$11,086	5.2%	\$16,252	\$20,305	\$4,053	1.9%
Leisure & Hospitality (71, 72)	\$4,741	\$7,820	\$3,079	5.0%	\$4,741	\$5,808	\$1,067	1.7%
Other Services, Except Public Administration (81)	\$11,490	\$16,998	\$5,507	3.7%	\$11,490	\$12,625	\$1,134	0.8%
Public Administration (92)	\$16,022	\$28,274	\$12,252	5.9%	\$16,022	\$21,000	\$4,978	2.4%

2005-2008 (Period of Economic Growth)

Industry Sector	Nominal				Real			
	2005	2008	Difference	% Change per Year	2005	2008	Difference	% Change per Year
Total, All Industries	\$24,246	\$30,075	\$5,829	6.0%	\$17,418	\$19,598	\$2,180	3.1%
Natural Resources & Mining (11, 21)	\$42,951	\$54,072	\$11,121	6.5%	\$30,855	\$35,235	\$4,380	3.5%
Construction (23)	\$20,398	\$26,237	\$5,839	7.2%	\$14,654	\$17,097	\$2,444	4.2%
Manufacturing (31, 32, 33)	\$32,267	\$39,209	\$6,942	5.4%	\$23,180	\$25,550	\$2,370	2.6%
Wholesale Trade, Transportation, & Utilities (22, 42, 48, 49)	\$35,293	\$43,022	\$7,729	5.5%	\$25,354	\$28,035	\$2,681	2.6%
Retail Trade (44, 45)	\$15,978	\$17,999	\$2,020	3.2%	\$11,479	\$11,729	\$250	0.5%
Information (51)	\$24,593	\$28,733	\$4,140	4.2%	\$17,667	\$18,723	\$1,057	1.5%
Financial Activities (52, 53)	\$30,259	\$38,345	\$8,086	6.7%	\$21,737	\$24,987	\$3,250	3.7%
Professional & Business Services (54, 55, 56)	\$22,981	\$28,498	\$5,517	6.0%	\$16,509	\$18,570	\$2,061	3.1%
Educational Services (61)	\$24,875	\$33,270	\$8,395	8.4%	\$17,870	\$21,680	\$3,810	5.3%
Health Care & Social Assistance (62)	\$29,049	\$33,863	\$4,814	4.1%	\$20,868	\$22,067	\$1,198	1.4%
Leisure & Hospitality (71, 72)	\$8,355	\$10,232	\$1,877	5.6%	\$6,002	\$6,667	\$666	2.8%
Other Services, Except Public Administration (81)	\$18,527	\$24,897	\$6,370	8.6%	\$13,310	\$16,224	\$2,914	5.5%
Public Administration (92)	\$30,113	\$35,954	\$5,841	4.8%	\$21,632	\$23,429	\$1,796	2.1%

(Table continued on page 11)

(Text continued from page 9)

stable economic growth (1992-2004), a growth period greater than the overall trend (2005-2008), and the subsequent economic downturn and the beginning of an economic recovery (2009-2011).

A negative percentage change in real wages indicates that wages are not keeping up with the rate of inflation and therefore, the purchasing power of an individual has lessened even though their wages have increased nominally. For example, from 2009 to 2011, nominal wages in public administration increased at a rate of 1.2% per year; however, in real terms, the wages

in this sector decreased at a rate of 0.4% per year.

Across all industries, wage progression in real wages per year was highest in the 2005-2008 period (3.1%) followed by 1992-2004 (1.0%), with 2009-2011 exhibiting the lowest increase (0.5%). These results conform to standard economic theory, which suggests when the economy is expanding at a rapid rate, employers are inclined to pay higher wages to entice workers with skills in high demand. Individual industries generally followed that same pattern.

Several industries demonstrated a

(Table continued from page 10)

Table 5: Changes in Nominal and Real Wages in Wyoming During Selected Periods from 1992 to 2011

2009-2011 (Economic Downturn and Recovery)

Industry Sector	Nominal				Real			
	2009	2011	Difference	% Change per Year	2009	2011	Difference	% Change per Year
Total, All Industries	\$30,271	\$32,219	\$1,949	2.1%	\$19,796	\$20,096	\$300	0.5%
Natural Resources & Mining (11, 21)	\$53,352	\$58,732	\$5,380	3.4%	\$34,891	\$36,633	\$1,742	1.7%
Construction (23)	\$26,273	\$26,548	\$276	0.3%	\$17,181	\$16,559	-\$623	-1.2%
Manufacturing (31, 32, 33)	\$40,204	\$43,590	\$3,386	2.8%	\$26,292	\$27,188	\$896	1.1%
Wholesale Trade, Transportation, & Utilities (22, 42, 48, 49)	\$42,937	\$45,393	\$2,456	1.9%	\$28,079	\$28,313	\$233	0.3%
Retail Trade (44, 45)	\$18,763	\$19,513	\$750	1.3%	\$12,270	\$12,171	-\$99	-0.3%
Information (51)	\$29,617	\$33,151	\$3,535	4.0%	\$19,368	\$20,677	\$1,309	2.3%
Financial Activities (52, 53)	\$36,172	\$38,973	\$2,800	2.6%	\$23,656	\$24,308	\$653	0.9%
Professional & Business Services (54, 55, 56)	\$28,936	\$29,801	\$865	1.0%	\$18,923	\$18,587	-\$336	-0.6%
Educational Services (61)	\$33,390	\$34,429	\$1,039	1.0%	\$21,836	\$21,474	-\$362	-0.6%
Health Care & Social Assistance (62)	\$34,794	\$36,498	\$1,704	1.6%	\$22,754	\$22,765	\$11	0.0%
Leisure & Hospitality (71, 72)	\$10,413	\$10,926	\$513	1.6%	\$6,810	\$6,815	\$5	0.0%
Other Services, Except Public Administration (81)	\$24,215	\$25,512	\$1,296	1.8%	\$15,836	\$15,912	\$76	0.2%
Public Administration (92)	\$37,248	\$38,595	\$1,347	1.2%	\$24,359	\$24,072	-\$286	-0.4%

Source: Wage Records database. Research & Planning, Wyoming Department of Workforce Services.

drop in wages in real terms between 2009 and 2011. Construction had the largest decrease of 1.2% per year; in addition to this drop in real wages, employment in the construction industry decreased by 7,300 jobs (-26.0%) from 2008 to 2011 (U.S. Bureau of Labor Statistics). Decreasing real wages could also simply reflect employees working fewer hours.

When comparing the increase in nominal wages to the increase in real wages, the rate of increase is slower in real wages. Figure 4 shows the nominal and real wages for all industries over

the time period with a linear regression line (*trend line*) representing the average annual increase. The purpose of the regression equations is to examine the increase in wages per year. From 1992 to 2011, nominal wages increased by approximately \$973 on average per year. By deflating wages using the CPI, the change in real wages is approximately \$325 per year. From 1992 to 1996, real annual average wages decreased. From 1997 to 2011, real wages increased at varying rates. The largest year-to-year increase in real wages (\$952) occurred from 2005 to 2006, while the smallest

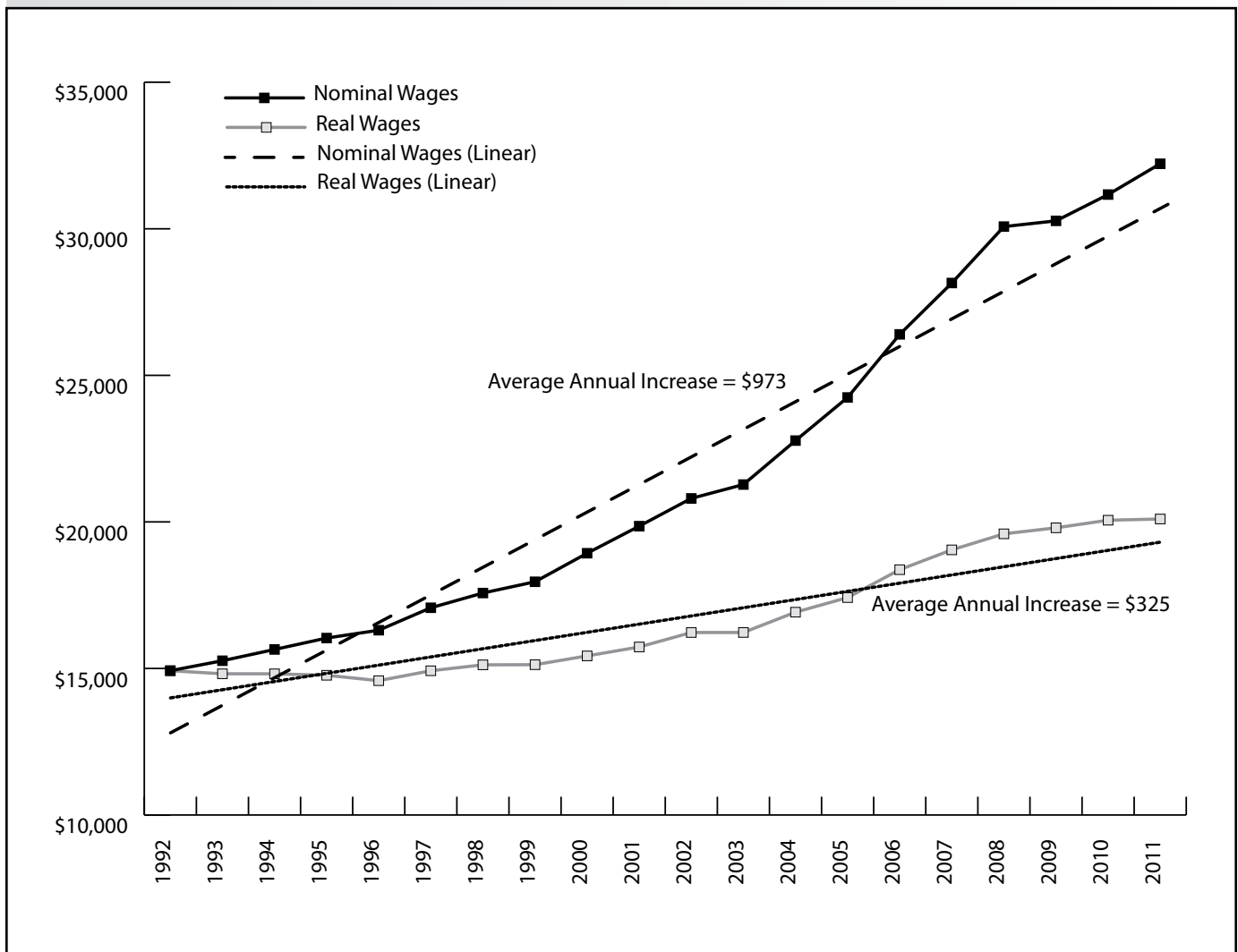


Figure 4: Real and Nominal Wages Across All Industries in Wyoming, 1992 to 2011

increase (\$43) occurred from 2010 to 2011.

Figure 5 displays the real wages (in 1992 dollars) for selected industries from 1992 to 2011. The average annual change for each industry is shown by using a linear trend line. The linear trend line for two industries (natural resources & mining and retail trade) is shown in Figure 4. Wages for the natural resources & mining industry (\$454 per year) have increased at a faster rate than all other industries, while retail trade (\$114 per year) has had the slowest rate of wage increase.

Wages by Gender and Industry

Across all industries, women were paid 51.2% of the average annual wage for men in 1992 and 58.5% in 2011. During

Wyoming's recent economic downturn, the wage gap narrowed and the average annual wage for women was 61.1% of the average annual wage for men (Moore, 2012). As Wyoming began to recover from the economic downturn, the wage gap once again began to widen.

If the trends from 1992 to 2011 continue, the wage gap will continue to widen rather than narrow (see Figures 6a and 6b, page 14). The real average annual wage for men is increasing at \$426 per year while only increasing at \$338 per year for women. Nonresidents generally have a lower average annual wage than residents due largely to the lower number of quarters worked (Jones, 2002).

(Text continued on page 15)

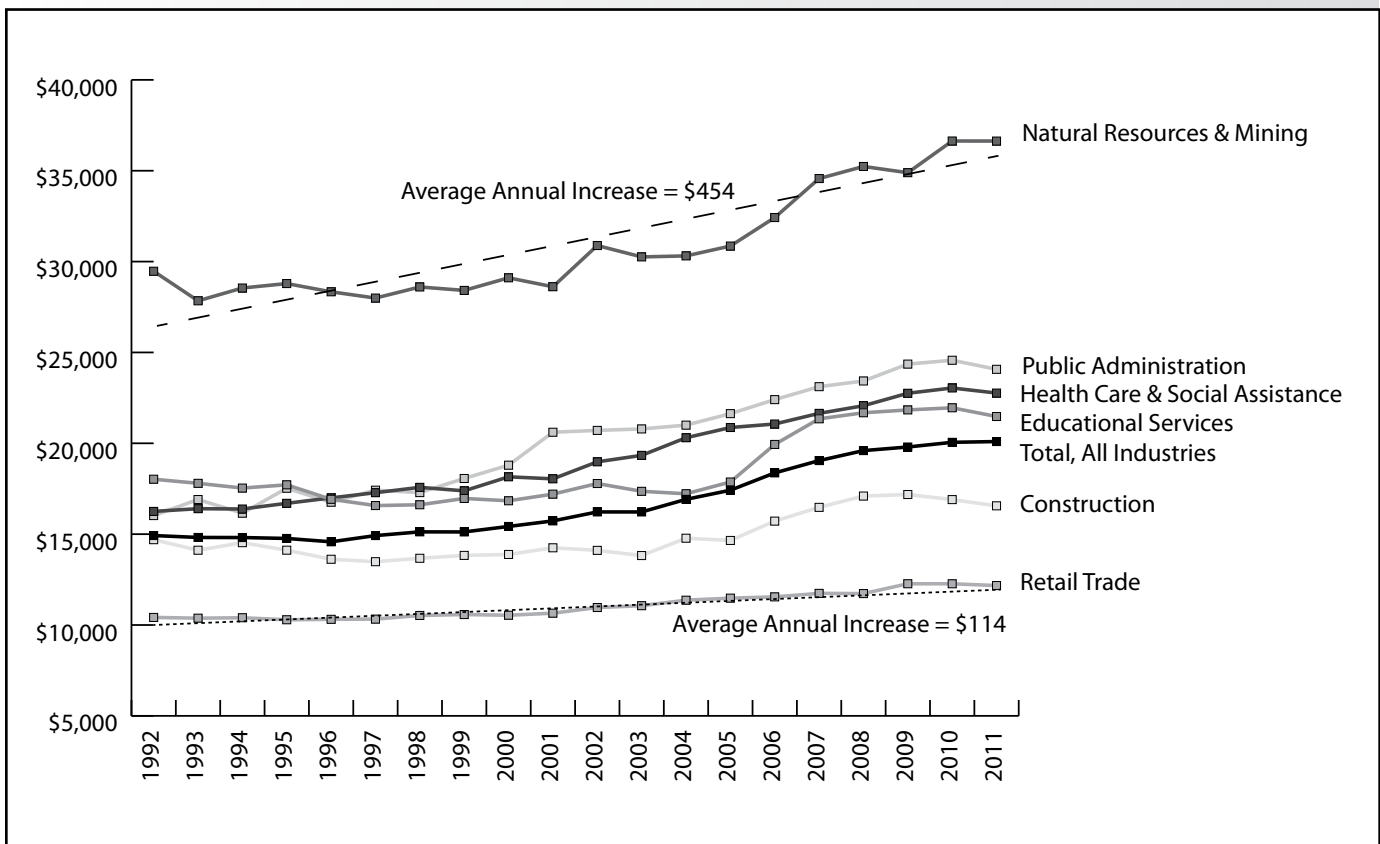


Figure 5: Average Annual Wages (in 1992 Dollars) for Selected Industries in Wyoming, 1992 to 2011

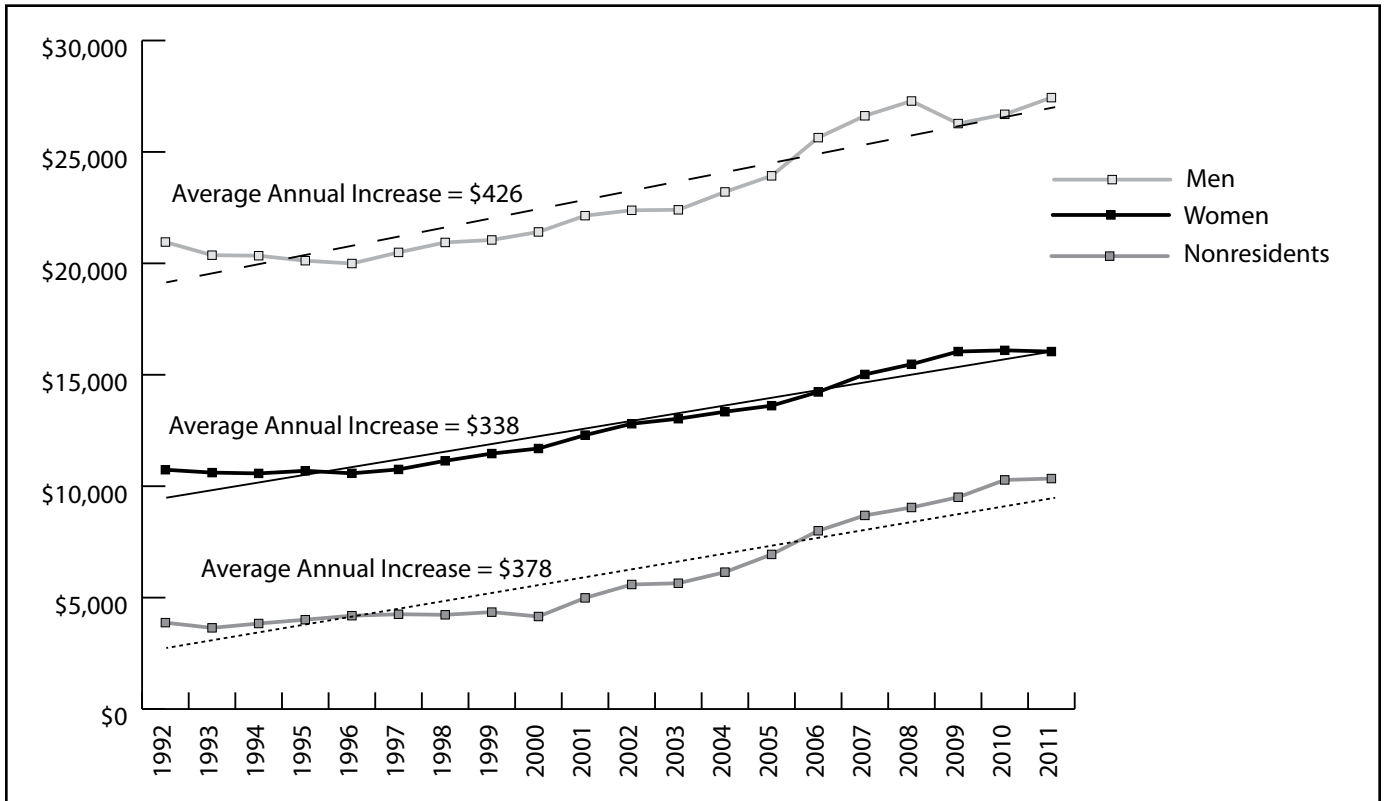


Figure 6a: Average Annual Wages in Real (1992) Dollars by Gender Across All Industries in Wyoming, 1992 to 2011

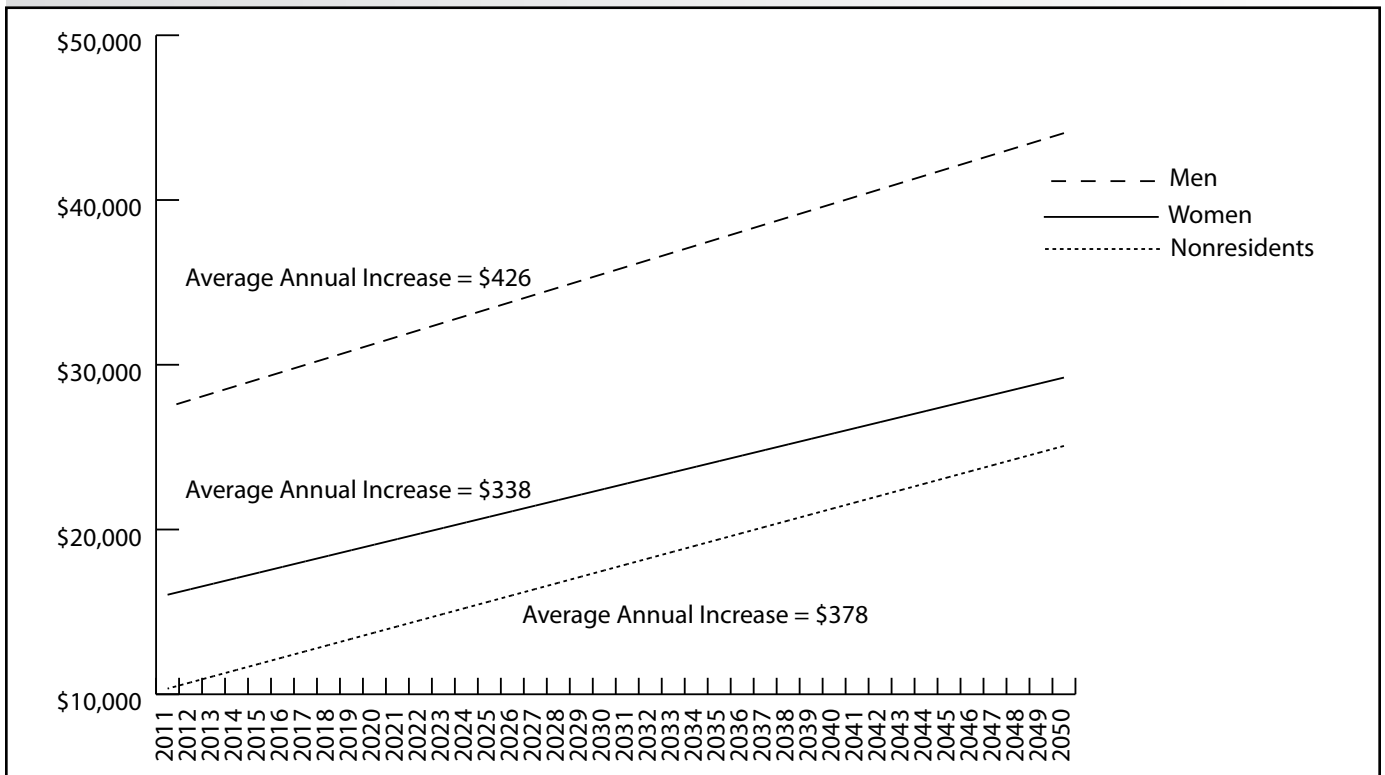


Figure 6b: Projected Average Annual Wages in Real (1992) Dollars by Gender Across All Industries in Wyoming Based on the 1992-2011 Trendline

(Text continued from page 13)

While men’s wages have grown faster than women’s wages, the dynamics of wage progression changed during the economic downturn (see Figure 7). From 2008 to 2011, the increase in the average annual wage for women (\$176) was greater than the increase in the average annual wage for men (\$87). At least part of this change can be explained by the industry/gender composition and the impact of the economic downturn on the various industry sectors. For example, Figures 8a and 8b (see page 16) demonstrate the employment levels in construction, which has a high percentage of male workers, and health care & social assistance, which has a high percentage of female workers. Figure 8a shows that employment in the construction

industry dropped considerably (14,900 jobs) and was much more volatile from 2008 to 2011 than the health care industry. Figure 8b illustrates that employment in health care & social assistance increased by 1,733 jobs over the same period.

Changes in economic conditions affect the number of workers in a given industry and the number of hours worked, and therefore will change the dynamics of wage progression.

Wage Progression by Industry

The average annual wage for women increased at a faster rate than the average annual wage for men in five industries. Of these, three had a significantly higher rate of

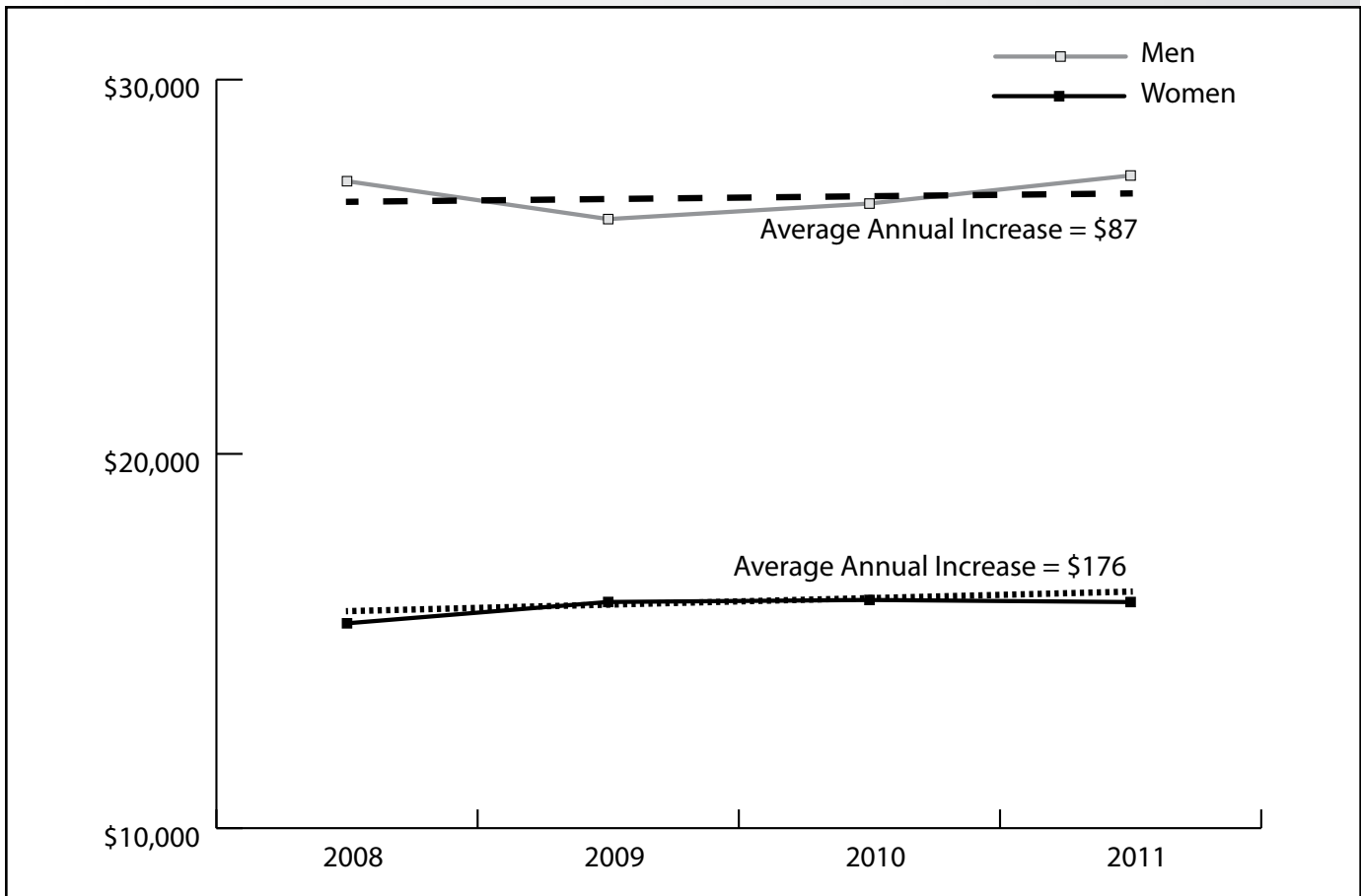


Figure 7: Average Annual Wages in Real (1992) Dollars by Gender Across All Industries in Wyoming, 2008 to 2011

wage progression for women than men: retail trade, information, and public administration. However, while the wage increase was greater for women, men were paid a higher average annual wage. If these trends continue, it would take a minimum of 83 years for women to catch up to men in any of these three industries. The rates of wage progression for both genders will continue to change. One possible approach to closing a gender wage gap within an industry would be to change the occupational mix of genders by promoting public and private training programs.

Wages by Age Groups

Wages have progressed fairly consistently from 1992 to 2011, with older workers generally paid more than younger workers across all industries (see Figure 9, page 17). The 45-54 and 55-64 age groups historically have had the highest average annual wages, while workers under age 20 have had the lowest. These results tend to be the same within individual industries, although there is variation in the magnitude of wage differences between age groups depending on the industry.

This analysis examined

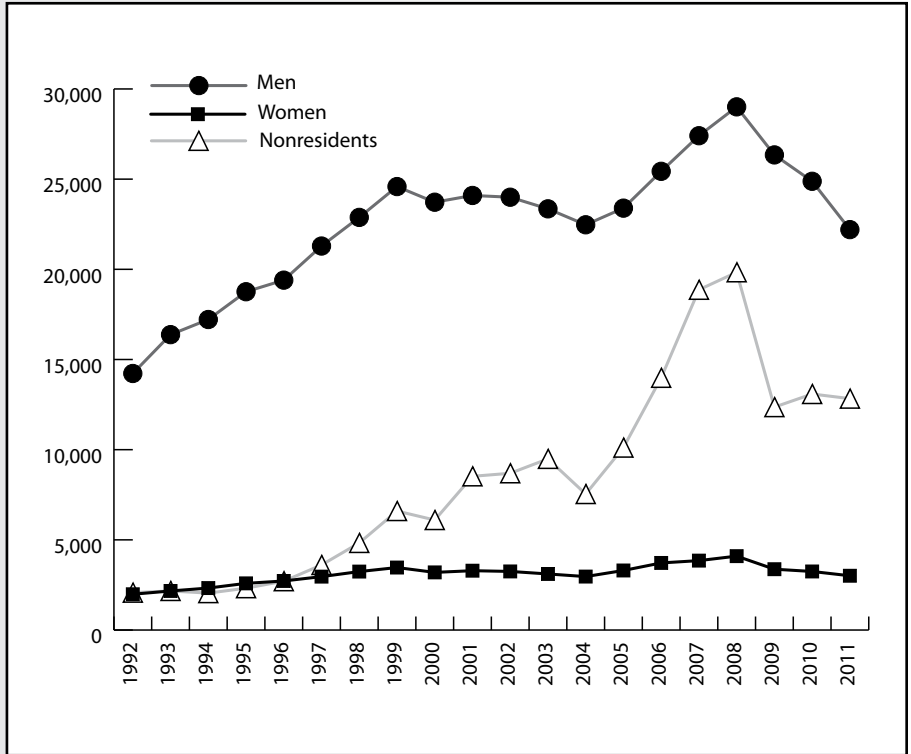


Figure 8a: Average Annual Employment in Construction in Wyoming, 1992-2011

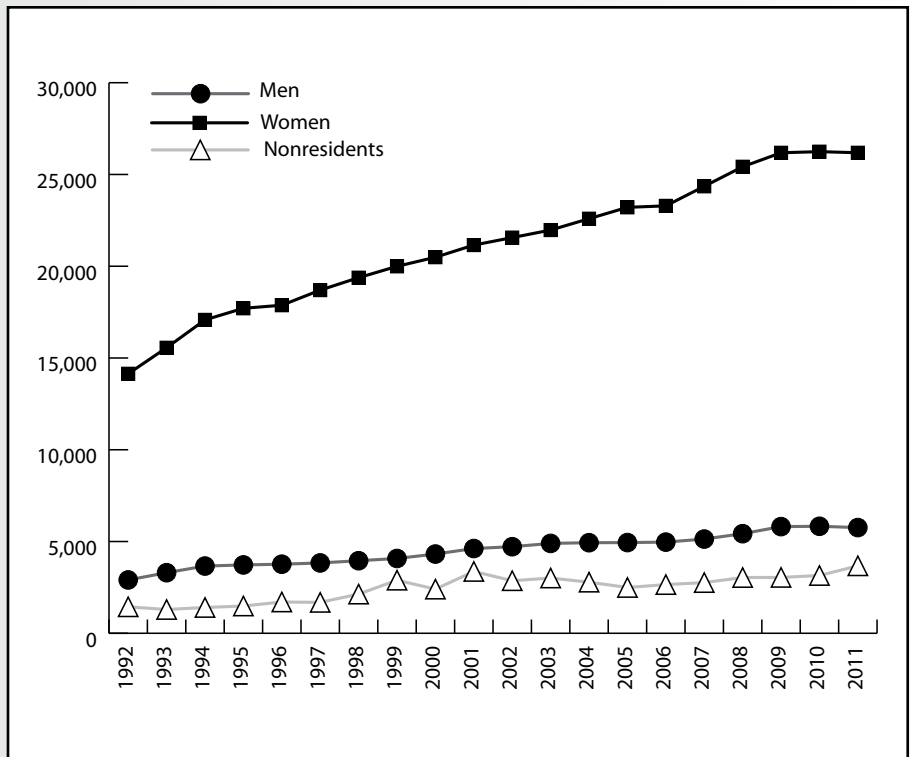


Figure 8b: Average Annual Employment in Health Care & Social Assistance in Wyoming, 1992-2011

wage progression by age group in order to determine how the earnings of one age group compared to the real dollars of that age group in 2011. The data used for this article can also be used to examine the wage progression of workers in a particular age group over time. For example, the wages of those under age 20 can be tracked to see how they changed over time. This may be a future avenue of research for R&P.

economic conditions from the overall trend lead to changes in the number of workers employed, hours worked, and wage per hour. Experience within an industry and the minimum educational requirements also have an impact on average wages and the magnitude of wage progression.

Conclusion

Many factors influence the dynamics of wage change over time. Changes in

In Wyoming, real annual wages increased in all industries from 1992 to 2011. The average annual wage for women increased from 51.2% of the average annual wage for men in 1992 to 58.5% in 2011. This increase is primarily due to changes in employment due to the most recent economic downturn and the subsequent period of recovery. Women

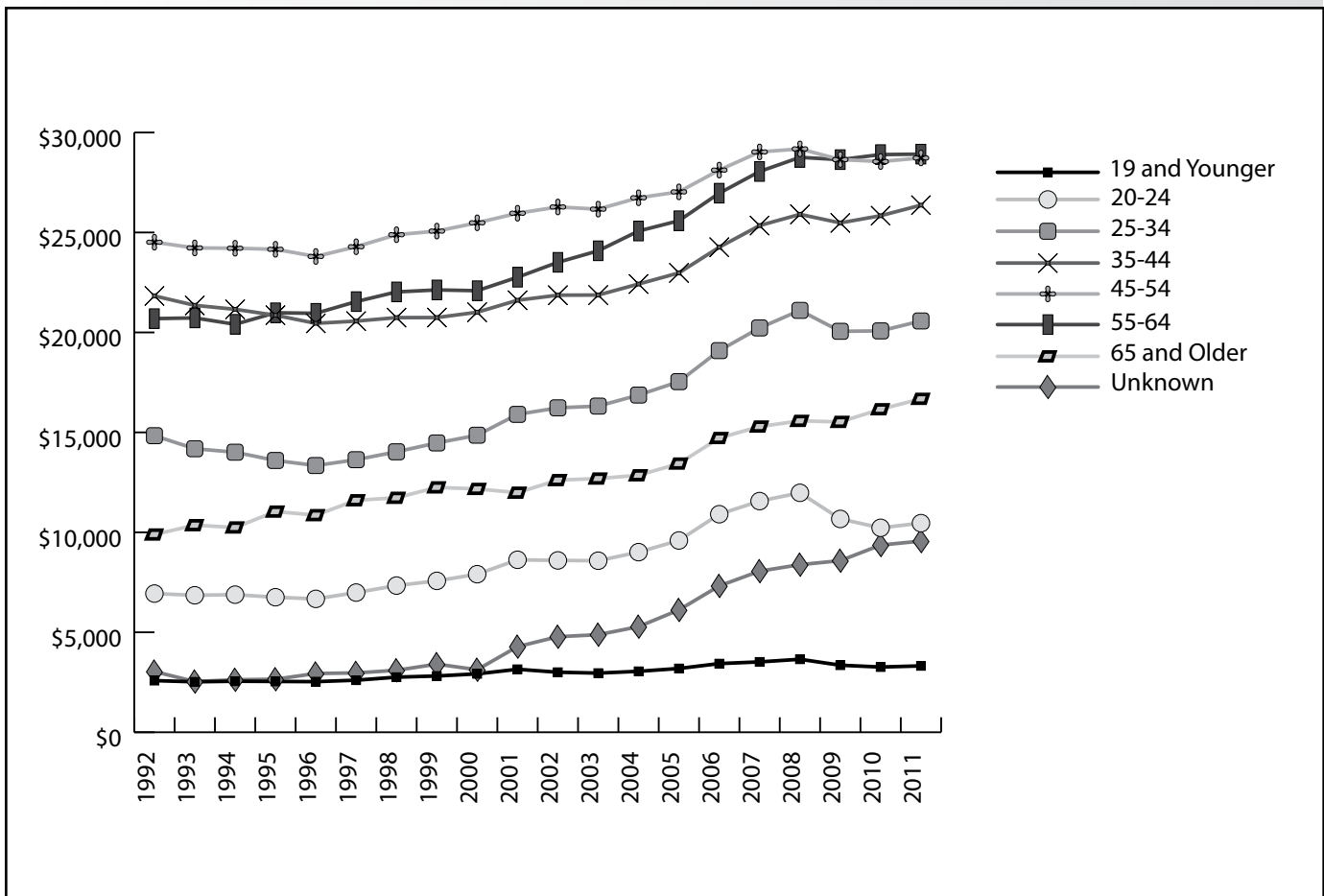


Figure 9: Average Annual Wages in Real (1992) Dollars for All Age Groups in Wyoming, 1992 to 2011

were less likely to lose jobs than men during this period, and employment in health care & social assistance even increased. Much of this is due to the high proportion of men employed in industries that shed jobs during the economic downturn, such as construction.

The results of the annual average wage by age group analysis are consistent with previous research conducted in Wyoming. The 45-54 and 55-64 age groups earned the highest wages while those in the under age 20 group earned the lowest.

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Wyoming New Hires in 2011, Part 2:

Examining the Demographics of New Hires

by: Michael Moore, Associate Editor

methodologist: Lisa Knapp, Research Analyst

The Research & Planning (R&P) section of the Wyoming Department of Workforce Services uses several surveys and administrative databases to gather and analyze detailed information about Wyoming’s labor market. It wasn’t until the implementation of R&P’s New Hires Survey in 2010, however, that it became possible to identify the demographic structure of each occupation for which new workers are hired (Knapp, 2011).

This article examines the demographics among new hires in Wyoming by using data collected through the New Hires Survey. It will describe the types of jobs that males, females, and nonresidents were hired to fill, in addition to revealing in which industries they worked, and will also look at the occupations for which younger (under 25) and older (55 and older) workers were hired. An explanation of industries and occupations can be found in Figure 1.

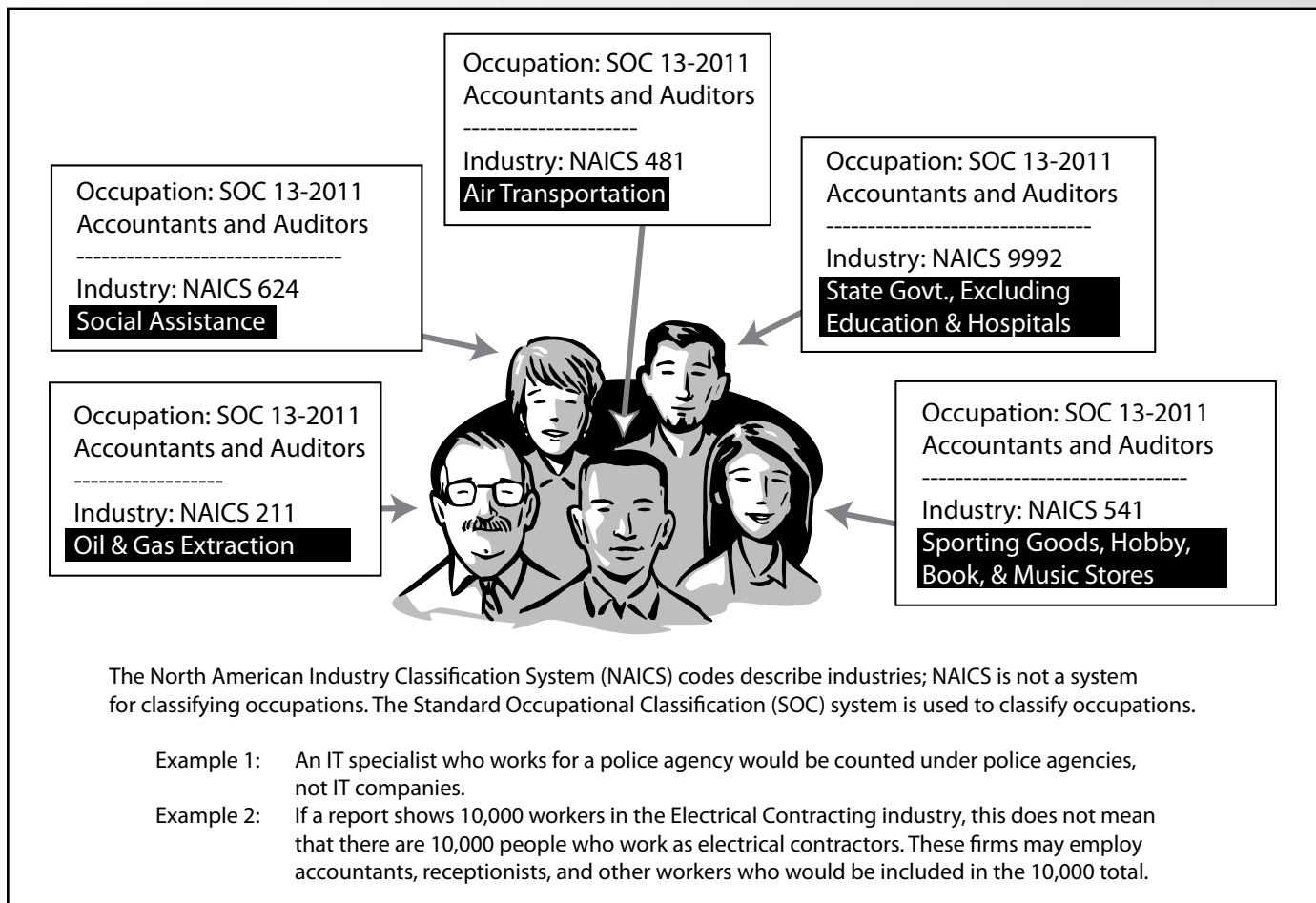


Figure 1: Industries and Occupations

This article focuses only on newly hired workers from fourth quarter 2010 (2010Q4) to third quarter 2011 (2011Q3). A new hire is defined as an employee who has not worked for the hiring employer at any time since 1992, the first year for which comparable data are available. This article does not include re-hires or those who have been continuously employed by the same firm.

Also, the New Hires Survey is not able to capture information on workers who upgrade their skills while working for the same employer. For example, a person may pursue a nursing degree while working for a health care-related employer. Upon completion of that degree, the person may accept a position as a registered nurse with that same employer. Because the person worked for the same employer throughout this duration, he or she would not be considered a new hire and would not appear in this survey.

The first article in this series was published in the June 2012 issue of *Wyoming Labor Force Trends* (Knapp, 2012). More information on the New Hires Survey, including articles, detailed tables,

and methodology, is available online at <http://doe.state.wy.us/LMI/newhires.htm>.

Gender

Where Do They Work? New Hires by Industry

From 2010Q4 to

2011Q3, Wyoming employers added 129,361 new hires. Of these new hires, 44.2% were males, 38.7% were females, and demographic information was unavailable for the remaining 17.1%, who are defined as nonresidents (see Figure 2).

Wyoming historically has provided jobs to a large number of nonresident workers; these

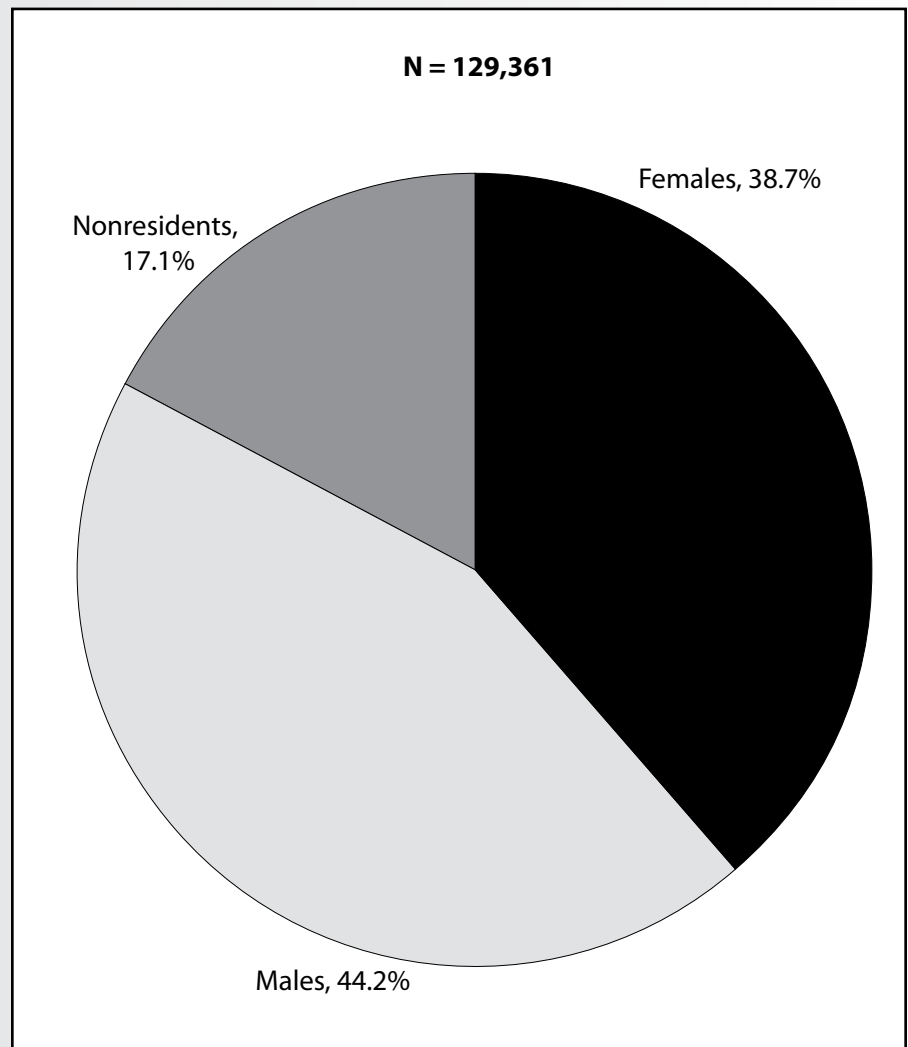


Figure 2: Wyoming New Hires by Gender, 2010Q4-2011Q3

are workers who do not have a Wyoming-issued driver's license and work less than four quarters in Wyoming (Jones, 2002). Nonresident workers often are found in industries that rely on seasonal help, and some also travel to Wyoming to work in the mining industry during times of economic expansion. The number of nonresident workers in-migrating to Wyoming for work has increased dramatically since 2006. In 1992, nonresidents made up 9.8% of Wyoming's workforce. In 2011, that percentage nearly doubled to 17.7%. The nonresident dynamic of Wyoming's workforce will be explored in an article in the September 2012 issue of *Wyoming Labor Force Trends*.

From 2010Q4 to 2011Q3, Wyoming employers hired 22,162 nonresident workers (see Table 1, page 22). Of these, 25.1% were hired in leisure & hospitality; 21.6% were hired in trade, transportation, & utilities; 16.2% were hired in construction; and 11.4% were hired in natural resources & mining.

The two industries in which the most new hires were added during this period were leisure & hospitality (22.1%) and trade, transportation, & utilities (21.1%). These industries have a seasonal component that provides short-term jobs, so it is logical that these industries would make up a large portion of all new hires.

More than one-third (36.2%) of male new hires worked in goods-producing industries, compared to just 6.5% of all female new hires. Of the 57,150 male new hires, 16.8% worked in construction and 15.5% worked in natural resources & mining, both of which are goods-producing industries.

What Do They Do? New Hires by Occupation

From 2010Q4 to 2011Q3, most female new hires in Wyoming were hired to work in relatively low-paying occupations that do not require any education beyond high school, such as retail salespersons, maids & housekeeping cleaners, and cashiers (see Table 2, page 23). Males were often hired to fill jobs that offer higher wages and demand more physical labor, such as truck drivers, heavy & tractor trailer; roustabouts, oil & gas; and operating engineers & other construction equipment operators (see Table 2). Of the top 10 occupations for female new hires, only one (office clerks, general) paid more than \$10 an hour, compared to seven of the top 10 for male new hires. A future article will explore wage disparity among new hires in Wyoming.

Nonresidents made up 17.1% of all new hires in Wyoming. Most were hired for occupations that did not require any education beyond a high school diploma, such as truck drivers, heavy & tractor-trailer; maids & housekeeping cleaners; dishwashers; and cashiers (see Table 2).

Only 10.0% of all female new hires worked in jobs that required any education beyond a high school diploma, such as registered nurses (836, or 1.7%) and general & operations managers (231, or 0.5%). A similar percentage of males (10.2%) were hired for occupations that required more than a high school diploma. Some of these, such as welders, cutters, solderers, & brazers (1,161, or 2.0%), required vocational training while others, such as civil engineers (205, or 0.4%) required a bachelor's degree. Of all nonresident new hires, 11.6% were hired for jobs that required more than a high school diploma (see Table 3, page 24). Many of

these were high paying jobs that required a bachelor's degree, such as occupational health & safety specialists; engineers, all

other; and chief executives.

(Text continued on page 24)

Table 1: Wyoming New Hires by Gender and Industry, 2010Q4-2011Q3

	Total		Females		Males		Non-Residents	
	N	Col %	N	Col %	N	Col %	N	Col %
Total	129,361	100.0%	50,049	100.0%	57,150	100.0%	22,162	100.0%
Goods-Producing	30,525	23.6%	3,229	6.5%	20,667	36.2%	6,630	29.9%
Natural Resources & Mining	12,579	9.7%	1,215	2.4%	8,832	15.5%	2,533	11.4%
Sector 11 (Agriculture, Forestry, Fishing & Hunting)	1,107	0.9%	172	0.3%	643	1.1%	293	1.3%
Sector 21 (Mining)	11,472	8.9%	1,043	2.1%	8,189	14.3%	2,240	10.1%
Construction	14,243	11.0%	1,066	2.1%	9,592	16.8%	3,585	16.2%
Sector 23 (Construction)	14,243	11.0%	1,066	2.1%	9,592	16.8%	3,585	16.2%
Manufacturing	3,703	2.9%	948	1.9%	2,243	3.9%	512	2.3%
Sector 31-33 (Manufacturing)	3,703	2.9%	948	1.9%	2,243	3.9%	512	2.3%
Service-Providing	90,880	70.3%	43,404	86.7%	32,815	57.4%	14,664	66.2%
Trade, Transportation, & Utilities	27,257	21.1%	9,896	19.8%	12,566	22.0%	4,798	21.6%
Sector 42 (Wholesale Trade)	3,470	2.7%	700	1.4%	2,285	4.0%	486	2.2%
Sector 44-45 (Retail Trade)	19,156	14.8%	8,555	17.1%	7,005	12.3%	3,596	16.2%
Sector 48-49 (Transportation & Warehousing)	4,340	3.4%	595	1.2%	3,081	5.4%	666	3.0%
Sector 22 (Utilities)	291	0.2%	46	0.1%	195	0.3%	50	0.2%
Information	1,388	1.1%	652	1.3%	602	1.1%	135	0.6%
Sector 51 (Information)	1,388	1.1%	652	1.3%	602	1.1%	135	0.6%
Financial activities	3,829	3.0%	2,008	4.0%	1,347	2.4%	474	2.1%
Sector 52 (Finance & Insurance)	1,816	1.4%	1,330	2.7%	321	0.6%	165	0.7%
Sector 53 (Real Estate & Rental & Leasing)	2,013	1.6%	678	1.4%	1,026	1.8%	309	1.4%
Professional & Business Services	10,859	8.4%	3,845	7.7%	5,541	9.7%	1,473	6.6%
Sector 54 (Professional, Scientific, & Technical Services)	3,507	2.7%	1,631	3.3%	1,212	2.1%	664	3.0%
Sector 55 (Management of Companies & Enterprises)	84	0.1%	29	0.1%	32	0.1%	23	0.1%
Sector 56 (Administrative & Support & Waste Management & Remediation Services)	7,268	5.6%	2,185	4.4%	4,297	7.5%	786	3.5%
Educational & Health Services	19,005	14.7%	13,062	26.1%	3,711	6.5%	2,232	10.1%
Sector 61 (Educational Services)	6,772	5.2%	3,991	8.0%	1,880	3.3%	901	4.1%
Sector 62 (Health Care & Social Assistance)	12,233	9.5%	9,071	18.1%	1,831	3.2%	1,331	6.0%
Leisure & Hospitality	28,542	22.1%	13,941	27.9%	9,048	15.8%	5,552	25.1%
Sector 71 (Arts, Entertainment, & Recreation)	2,298	1.8%	946	1.9%	863	1.5%	489	2.2%
Sector 72 (Accommodation & Food Services)	26,244	20.3%	12,995	26.0%	8,185	14.3%	5,063	22.8%
Other Services	4,490	3.5%	1,719	3.4%	2,245	3.9%	526	2.4%
Sector 81 (Other Services, Except Public Administration)	4,490	3.5%	1,719	3.4%	2,245	3.9%	526	2.4%
Public Administration	3,165	2.4%	1,609	3.2%	1,424	2.5%	132	0.6%
Sector 92 (Public Administration)	3,165	2.4%	1,609	3.2%	1,424	2.5%	132	0.6%
Unclassified	301	0.2%	89	0.2%	0	0.0%	212	1.0%
Sector 99 (Unclassified)	301	0.2%	89	0.2%	0	0.0%	212	1.0%

Table 2: Top 10 Occupations and Median Hourly Wage for Female, Male, and Non-resident New Hires in Wyoming, 2010Q4 to 2011Q3**Females**

Rank	SOC Code	Occupation	N	Column %	Average Hourly Wage
1	43-9061	Office Clerks, General	3,168	6.3%	\$12.00
2	41-2031	Retail Salespersons	2,878	5.8%	\$8.00
3	37-2012	Maids & Housekeeping Cleaners	2,785	5.6%	\$8.25
4	41-2011	Cashiers	2,498	5.0%	\$8.50
5	35-3031	Waiters & Waitresses	1,988	4.0%	\$5.75
6	35-3021	Combined Food Preparation & Serving Workers, Including Fast Food	1,800	3.6%	\$8.00
7	35-3011	Bartenders	1,483	3.0%	\$7.25
8	39-9011	Child Care Workers	1,265	2.5%	\$8.09
9	35-9021	Dishwashers	1,137	2.3%	\$8.00
10	35-3022	Counter Attendants, Cafeteria, Food Concession, & Coffee Shop	1,105	2.2%	\$7.25
Total, All Occupations			50,049	100.0%	\$10.00

Males

Rank	SOC Code	Occupation	N	Column %	Average Hourly Wage
1	53-3032	Truck Drivers, Heavy & Tractor-Trailer	4,298	7.5%	\$17.37
2	47-5071	Roustabouts, Oil & Gas	2,519	4.4%	\$15.00
3	47-2061	Construction Laborers	2,288	4.0%	\$12.00
4	37-3011	Landscaping & Groundskeeping Workers	1,534	2.7%	\$10.00
5	41-2031	Retail Salespersons	1,490	2.6%	\$9.00
6	41-2011	Cashiers	1,387	2.4%	\$8.50
7	47-2073	Operating Engineers & Other Construction Equipment Operators	1,268	2.2%	\$18.00
8	35-9021	Dishwashers	1,239	2.2%	\$8.00
9	43-9061	Office Clerks, General	1,231	2.2%	\$12.50
10	53-7062	Laborers & Freight, Stock, & Material Movers, Hand	1,185	2.1%	\$11.45
Total, All Occupations			57,150	100.0%	\$13.00

Non-residents

Rank	SOC Code	Occupation	N	Column %	Average Hourly Wage
1	37-2012	Maids & Housekeeping Cleaners	1,139	5.1%	\$8.50
2	53-3032	Truck Drivers, Heavy & Tractor-Trailer	969	4.4%	\$18.00
3	35-9021	Dishwashers	935	4.2%	\$8.50
4	41-2011	Cashiers	754	3.4%	\$8.50
5	41-2031	Retail Salespersons	701	3.2%	\$9.00
6	47-5071	Roustabouts, Oil & Gas	552	2.5%	\$15.00
7	47-2061	Construction Laborers	520	2.3%	\$15.00
8	35-3021	Combined Food Preparation & Serving Workers, Including Fast Food	506	2.3%	\$7.75
9	47-2073	Operating Engineers & Other Construction Equipment Operators	497	2.2%	\$19.00
10	35-2014	Cooks, Restaurant	484	2.2%	\$8.25
Total, All Occupations			22,162	100.0%	\$13.00

(Text continued from page 23)

Age Groups

Where do they work? New hires by industry

From 2010Q4 to 2011Q3, 29.6%

of all new hires were under the age of 25 (see Figure 3, page 25). More than half of these younger workers were hired to work in two industries: leisure & hospitality (30.1%) and trade, transportation, & utilities (23.2%; see Figure 4, page 26). These are both industries that offer lower-paying jobs with seasonal hiring patterns.

Table 3: Top 5 Occupations Requiring More than a High School Diploma for New Hires by Gender, 2010Q4-2011Q3

Females					
Rank	SOC Code	Occupation	N	Column %	Educational Requirement
1	29-1141	Registered Nurses	836	1.7%	Associate's Degree
2	11-1021	General & Operations Managers	231	0.5%	Bachelor's Degree
3	25-3099	Teachers & Instructors, All Other	207	0.4%	Bachelor's Degree
4	39-9031	Fitness Trainers & Aerobics Instructors	140	0.3%	Vocational Training
5	25-2011	Preschool Teachers, Except Special Education	135	0.3%	Vocational Training
<i>Subtotal, All Occupations Requiring More than a High School Diploma</i>			5,000	10.0%	
Total			50,049	100.0%	
Males					
Rank	SOC Code	Occupation	N	Column %	Educational Requirement
1	51-4121	Welders, Cutters, Solderers, & Brazers	1,161	2.0%	Vocational Training
2	49-3023	Automotive Service Technicians & Mechanics	558	1.0%	Vocational Training
3	11-1021	General & Operations Managers	338	0.6%	Bachelor's Degree
4	19-4041	Geological & Petroleum Technicians	232	0.4%	Associate's Degree
5	17-2051	Civil Engineers	205	0.4%	Bachelor's Degree
<i>Subtotal, All Occupations Requiring More than a High School Diploma</i>			5,844	10.2%	
Total			57,150	100.0%	
Non-residents					
Rank	SOC Code	Occupation	N	Column %	Educational Requirement
1	51-4121	Welders, Cutters, Solderers, & Brazers	474	2.1%	Vocational Training
2	29-9011	Occupational Health & Safety Specialists	164	0.7%	Bachelor's Degree
3	17-2199	Engineers, All Other	119	0.5%	Bachelor's Degree
4	11-1011	Chief Executives	118	0.5%	Bachelor's Degree
5	11-1021	General & Operations Managers	114	0.5%	Bachelor's Degree
<i>Subtotal, All Occupations Requiring More than a High School Diploma</i>			2,565	11.6%	
Total			22,162	100.0%	

Wyoming employers also made a significant investment in older workers, as 7.2% (9,282) of all new hires were age 55 or older. These older workers were most frequently hired to work in educational & health services (22.5%) and trade, transportation, & utilities (21.6%; see Figure 5, page 26).

**What do they do?
New hires by occupation**

Younger workers ages 16 to 24 were most often hired to fill low-paying jobs that required no formal education beyond a high school diploma (see Table 4, page 27). Examples of this include retail

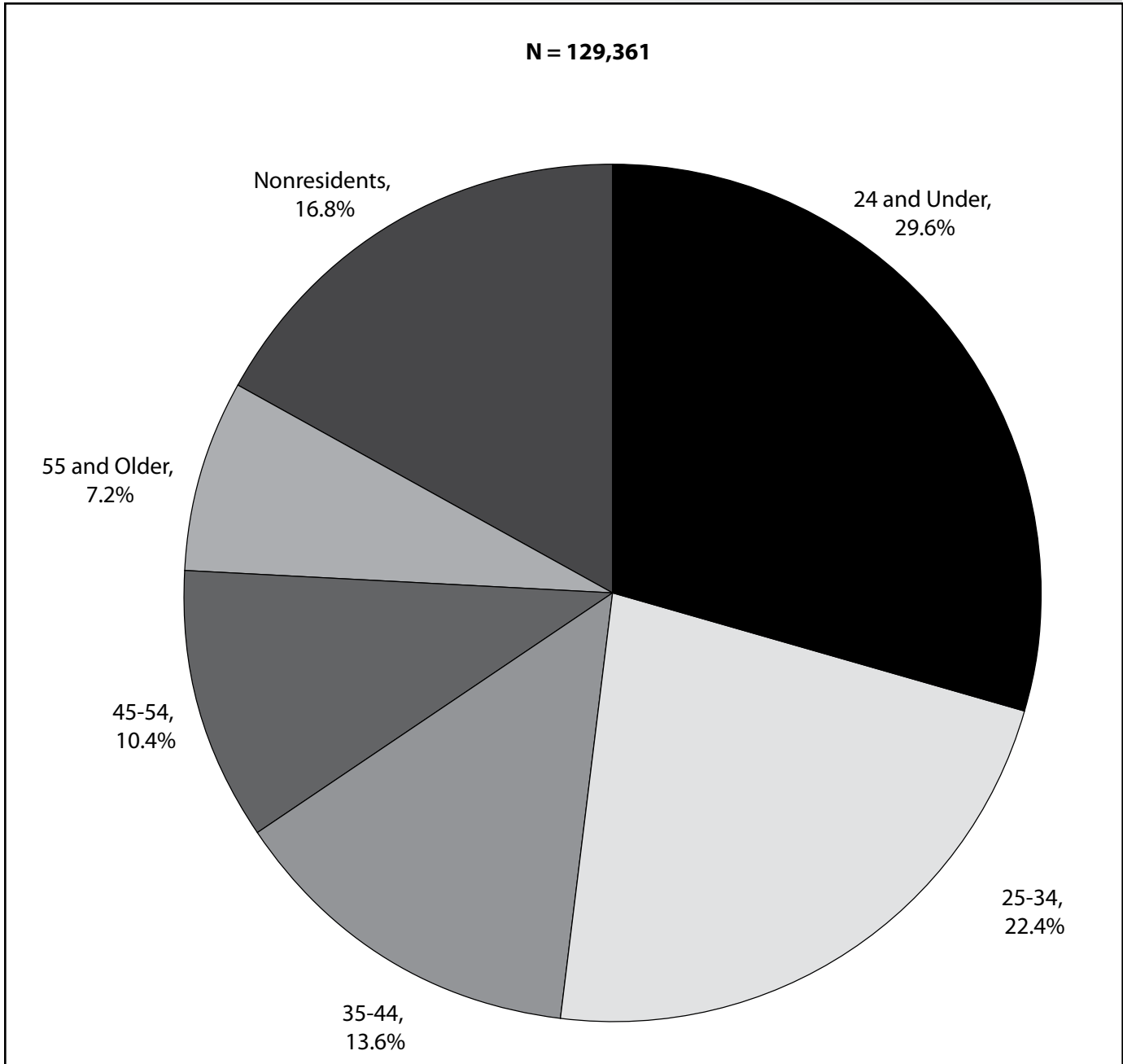


Figure 3: Wyoming New Hires by Age Group, 2010Q4-2011Q3

salespersons (2,278, or 6.0%), cashiers (1,990, or 5.2%), and combined food preparation & serving workers, including fast food (1,628, or 4.3%).

Older workers ages 55 and older were hired to fill many of these same types of occupations, such as office clerks, general (436, or 4.7%), cashiers (415, or 4.5%), and retail salespersons (271, or 2.9%; see Table 4). The occupation for which the greatest number of older new hires was added was truck drivers, heavy & tractor-trailer (577, or 6.2%).

Only 5.7% (2,172) of all new hires under the age of 25 were hired to fill occupations that require more than a high school degree, compared to 16.2% (1,206) of all new hires ages 55 and older (see Table 5). Many of these older and younger workers were both hired to fill the same occupations that required some education beyond high school. Three such occupations – welders, cutters, solderers, & brazers; registered nurses; and automotive service technicians & mechanics – appeared in the top 5 occupations requiring more than a high school diploma for both age groups.

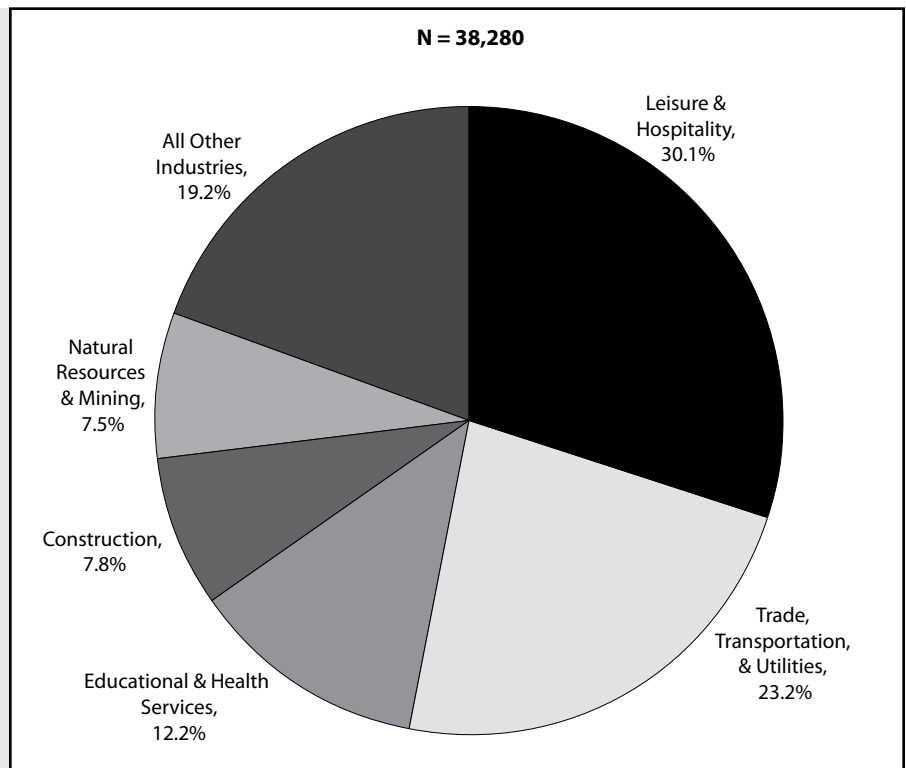


Figure 4: Distribution of New Hires Age 24 and Younger by Industry, 2010Q4-2011Q3

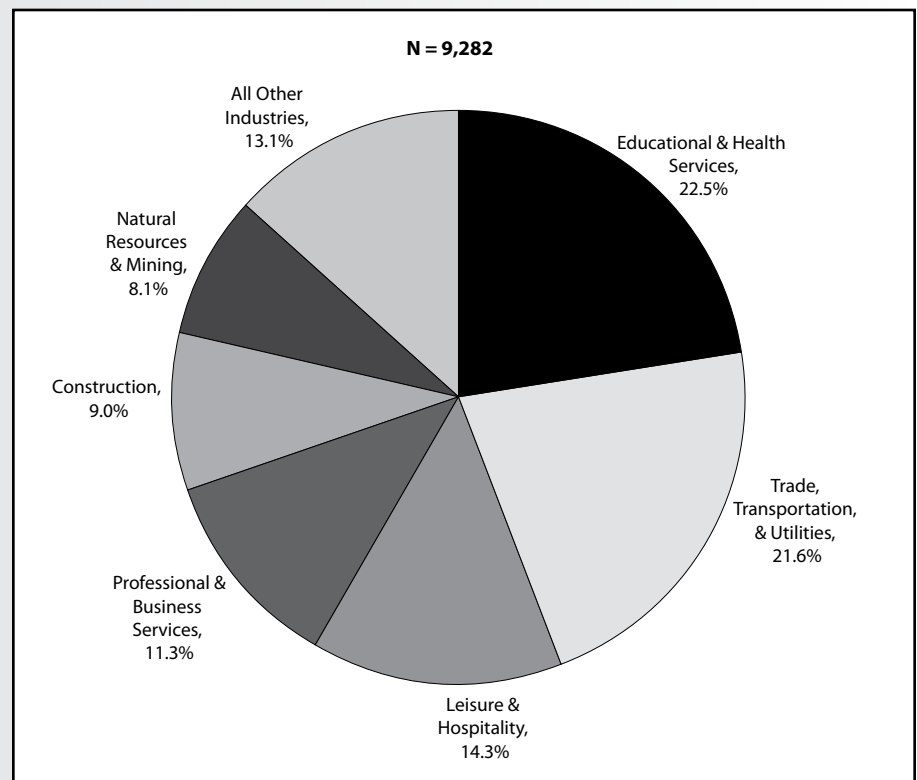


Figure 5: Distribution of New Hires Age 55 and Older by Industry, 2010Q4-2011Q3

Future Studies

The rich data collected through the New Hires Survey make it possible to identify the types of occupations for which males and females are being hired and what they are being paid. Future articles will examine wage disparity among male and female new hires, turnover among new hires, and how new hires from 2011 compared to new hires from 2010.

References

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Knapp, L. (2011). New hires in Wyoming: an in-depth analysis. *Wyoming Labor Force Trends*, 48(2). Retrieved June 18, 2012, from <http://doe.state.wy.us/LMI/0211/a1.htm>

Table 4: Top 10 Occupations for New Hires in Selected Age Groups in Wyoming, 2010Q4-2011Q3

Younger Workers (Under Age 25)				
Rank	SOC Code	Occupation	N	Column %
1	41-2031	Retail Salespersons	2,278	6.0%
2	41-2011	Cashiers	1,990	5.2%
3	35-3021	Combined Food Preparation & Serving Workers, Including Fast Food	1,628	4.3%
4	35-9021	Dishwashers	1,469	3.8%
5	37-2012	Maids & Housekeeping Cleaners	1,436	3.8%
6	35-3031	Waiters & Waitresses	1,275	3.3%
7	43-9061	Office Clerks, General	1,169	3.1%
8	37-3011	Landscaping & Groundskeeping Workers	1,154	3.0%
9	47-5071	Roustabouts, Oil & Gas	1,139	3.0%
10	37-2011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	978	2.6%
Total, All Occupations			38,280	100.0%
Older Workers (Age 55 and Older)				
Rank	SOC Code	Occupation	N	Column %
1	53-3032	Truck Drivers, Heavy & Tractor-Trailer	577	6.2%
2	43-9061	Office Clerks, General	436	4.7%
3	41-2011	Cashiers	415	4.5%
4	41-2031	Retail Salespersons	271	2.9%
5	43-4081	Hotel, Motel, & Resort Desk Clerks	253	2.7%
6	47-2031	Carpenters	218	2.3%
7	37-2011	Housekeeping Cleaners	208	2.2%
8	43-3031	Bookkeeping, Accounting, & Auditing Clerks	194	2.1%
9	25-3098	Substitute Teachers	180	1.9%
10	51-4121	Welders, Cutters, Solderers, & Brazers	172	1.9%
Total, All Occupations			9,282	100.0%

Knapp, L. (2012). Wyoming new hires in 2011, part 1: Even during an economic downturn, Wyoming employers continued to hire new workers.

Wyoming Labor Force Trends, 49(6). Retrieved August 13, 2012, from <http://doe.state.wy.us/LMI/trends/0612/a1.htm>

Table 5: Top 5 Occupations Requiring Greater than a High School Diploma for New Hires in Selected Age Groups, 2010Q4-2011Q3

Younger Workers (Under Age 25)

Rank	SOC Code	Occupation	N	Column %	Educational Requirement
1	51-4121	Welders, Cutters, Solderers, & Brazers	250	0.7%	Vocational Training
2	29-1141	Registered Nurses	180	0.5%	Associate's Degree
3	49-3023	Automotive Service Technicians & Mechanics	175	0.5%	Vocational Training
4	25-2011	Preschool Teachers, Except Special Education	109	0.3%	Vocational Training
5	25-3099	Teachers & Instructors, All Other	103	0.3%	Bachelor's Degree
<i>Subtotal, All Occupations Requiring More than a High School Diploma</i>			2,172	5.7%	
Total, All Occupations			38,280	100.0%	

Older Workers (Age 55 and Older)

Rank	SOC Code	Occupation	N	Column %	Educational Requirement
1	51-4121	Welders, Cutters, Solderers, & Brazers	172	1.6%	Vocational Training
2	11-1021	General & Operations Managers	113	1.0%	Bachelor's Degree
3	29-1141	Registered Nurses	83	0.8%	Associate's Degree
4	25-1194	Vocational Education Teachers, Postsecondary	69	0.6%	Bachelor's Degree
5	49-3023	Automotive Service Technicians & Mechanics	53	0.5%	Vocational Training
<i>Subtotal, All Occupations Requiring More than a High School Diploma</i>			1,206	11.0%	
Total, All Occupations			10,992	100.0%	

Occupation Spotlight

There are an estimated 1,630 workers classified as accountants & auditors in Wyoming.

According to the Occupational Employment Statistics (OES) survey, workers in this occupation in Wyoming earn a mean wage of \$29.42 per hour. Those in the 90th percentile are paid \$43.10 per hour.

Wage data for specific occupations are available online at <http://doe.state.wy.us/LMI/oes.htm>. Click on the "Statewide, Regional and MSA Data (estimates for Wyoming wages for May 2011 updated using March 2012 Employment Cost Index)."



Accountants & Auditors

Wyoming Unemployment Rate Rises to 5.4% in June 2012

by: David Bullard, Senior Economist

The Research & Planning section of the Wyoming Department of Workforce Services has reported that the state's seasonally adjusted¹ unemployment rate increased from 5.2% in May to 5.4% in June (not a statistically significant change). Despite this slight increase, Wyoming's jobless rate was considerably lower than its June 2011 level of 6.0% and the current U.S. rate of 8.2%. Seasonally adjusted employment of Wyoming residents decreased by 606 individuals (-0.2%) from May to June.

From May to June, most county jobless rates increased. Unemployment may increase in June as large numbers of young people leave school and join the labor force. The largest increases occurred in Albany (up from 4.0% to 5.3%), Fremont (up from 5.8% to 6.9%), and Platte (up from 5.0% to 6.0%) counties. Jobless rates decreased in two counties: Teton (down

from 8.7% to 5.2%) and Lincoln (down from 7.2% to 7.1%).

Lincoln County posted the highest unemployment rate in June (7.1%). It was followed by Fremont (6.9%), Laramie (6.3%), and Big Horn (6.3%) counties. The lowest jobless rates were found in Sublette (3.6%), Campbell (4.6%), and Hot Springs (4.7%) counties.

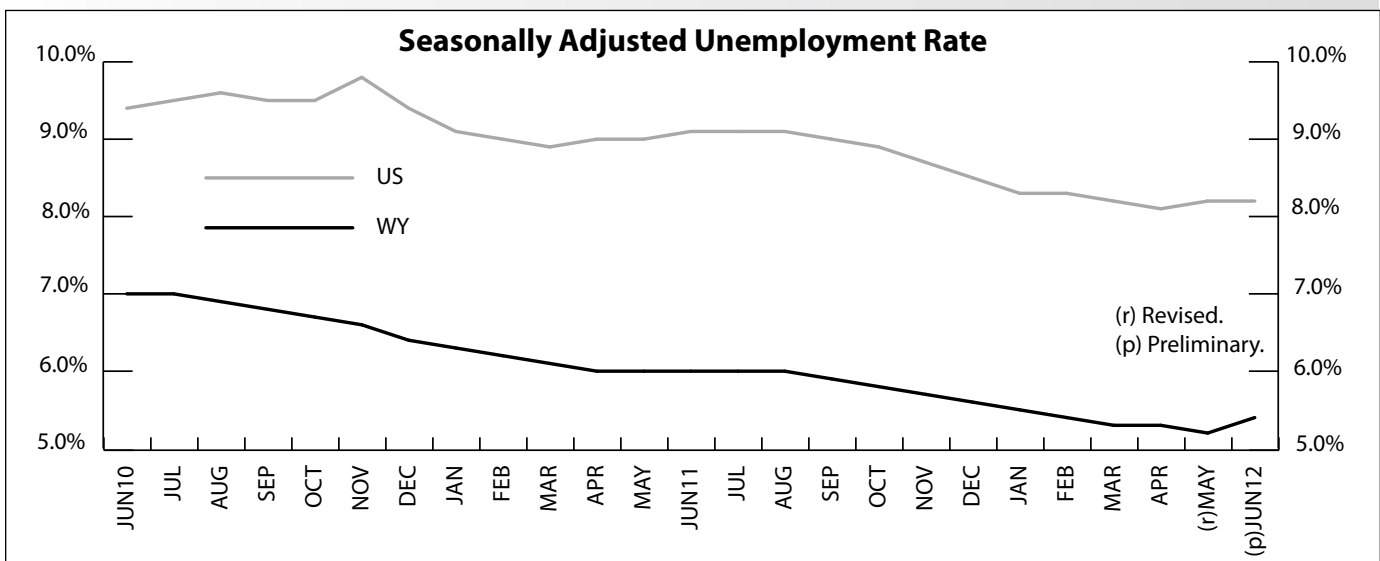
Compared to a year earlier, most county unemployment rates decreased slightly. The largest decreases occurred in Natrona (down from 5.9% to 5.2%), Hot Springs (down from 5.2% to 4.7%), and Johnson (down from 6.4% to 6.0%) counties.

Total nonfarm employment in Wyoming (measured by place of work) rose from 295,800 in June 2011 to 298,300 in June 2012, a gain of 2,500 jobs (0.8%).



Research & Planning
Wyoming DWS

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, June 2012

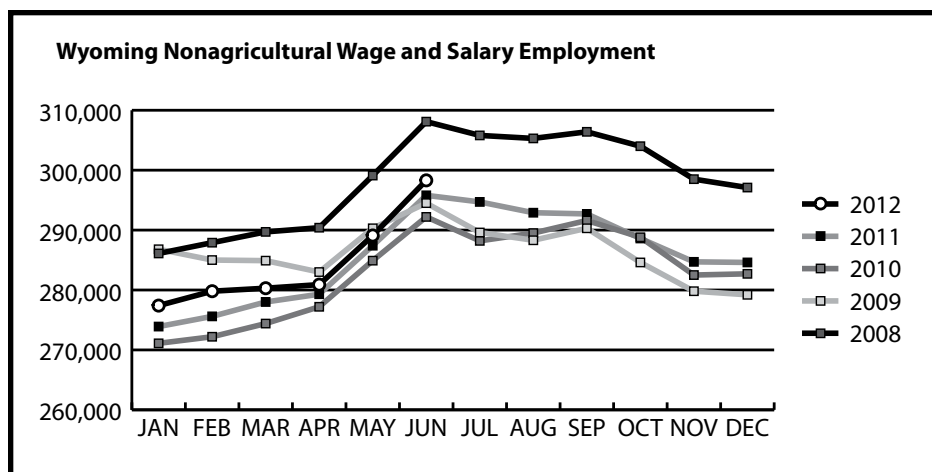
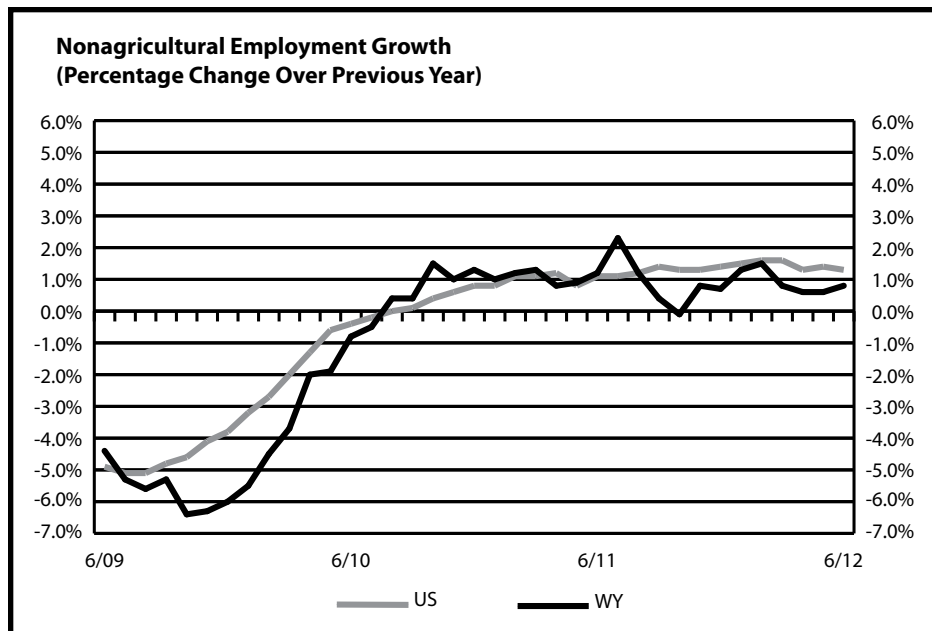
by: David Bullard, Senior Economist

Industry Sector	Research & Planning's Short-Term Projections	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm Employment	300,781	298,300	-2,481	-0.8%
Natural Resources & Mining	28,462	27,400	-1,062	-3.9%
Construction	23,076	21,200	-1,876	-8.8%
Manufacturing	9,441	9,100	-341	-3.7%
Wholesale Trade	9,379	9,300	-79	-0.8%
Retail Trade	30,100	30,700	600	2.0%
Transportation & Utilities	14,892	14,100	-792	-5.6%
Information	3,967	4,000	33	0.8%
Financial Activities	10,809	10,800	-9	-0.1%
Professional & Business Services	18,876	18,700	-176	-0.9%
Educational & Health Services	26,843	27,000	157	0.6%
Leisure & Hospitality	37,744	39,100	1,356	3.5%
Other Services	12,090	12,200	110	0.9%
Government	75,102	74,700	-402	-0.5%

Projections run in June 2012 and based on QCEW Data through March 2012.

State Unemployment Rates June 2012 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	13.8
Nevada	11.6
Rhode Island	10.9
California	10.7
New Jersey	9.6
North Carolina	9.4
South Carolina	9.4
District of Columbia	9.1
Georgia	9.0
New York	8.9
Mississippi	8.8
Illinois	8.7
Florida	8.6
Michigan	8.6
Oregon	8.5
Washington	8.3
Arizona	8.2
Colorado	8.2
Kentucky	8.2
United States	8.2
Connecticut	8.1
Tennessee	8.1
Indiana	8.0
Alabama	7.8
Idaho	7.7
Louisiana	7.5
Maine	7.5
Pennsylvania	7.5
Alaska	7.3
Arkansas	7.2
Ohio	7.2
Missouri	7.1
Texas	7.0
West Virginia	7.0
Wisconsin	7.0
Maryland	6.9
Delaware	6.7
New Mexico	6.5
Hawaii	6.4
Montana	6.3
Kansas	6.1
Massachusetts	6.0
Utah	6.0
Virginia	5.7
Minnesota	5.6
Wyoming	5.4
Iowa	5.2
New Hampshire	5.1
Oklahoma	4.7
Vermont	4.7
South Dakota	4.3
Nebraska	3.8
North Dakota	2.9



Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

	% Change Total Employment				
	Employment in Thousands			May 12 Jun 11	
	Jun 12	May 12	Jun 11	Jun 12	Jun 12
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	30.0	29.3	28.5	2.4	5.3
TOTAL PRIVATE	24.9	24.2	23.6	2.9	5.5
GOODS PRODUCING	12.0	11.5	11.2	4.3	7.1
Natural Resources & Mining	8.9	8.7	8.3	2.3	7.2
Construction	2.5	2.3	2.4	8.7	4.2
Manufacturing	0.6	0.5	0.5	20.0	20.0
SERVICE PROVIDING	18.0	17.8	17.3	1.1	4.0
Trade, Transport., & Utilities	5.7	5.6	5.5	1.8	3.6
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.7	0.0	0.0
Professional & Bus. Services	1.9	1.9	1.8	0.0	5.6
Educational & Health Serv.	1.1	1.0	1.0	10.0	10.0
Leisure & Hospitality	2.1	2.1	2.1	0.0	0.0
Other Services	1.2	1.2	1.1	0.0	9.1
GOVERNMENT	5.1	5.1	4.9	0.0	4.1

	% Change Total Employment				
	Employment in Thousands			May 12 Jun 11	
	Jun 12	May 12	Jun 11	Jun 12	Jun 12
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	26.3	25.9	25.6	1.5	2.7
TOTAL PRIVATE	21.2	20.8	20.6	1.9	2.9
GOODS PRODUCING	9.4	9.3	9.2	1.1	2.2
Natural Resources & Mining	6.1	6.1	5.9	0.0	3.4
Construction	1.8	1.8	1.9	0.0	-5.3
Manufacturing	1.5	1.4	1.4	7.1	7.1
SERVICE PROVIDING	16.9	16.6	16.4	1.8	3.0
Trade, Transport., & Utilities	5.2	5.1	5.0	2.0	4.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.8	0.8	0.9	0.0	-11.1
Professional & Bus. Services	1.2	1.2	1.2	0.0	0.0
Educational & Health Serv.	1.1	1.0	1.0	10.0	10.0
Leisure & Hospitality	2.6	2.5	2.4	4.0	8.3
Other Services	0.7	0.7	0.7	0.0	0.0
GOVERNMENT	5.1	5.1	5.0	0.0	2.0

	% Change Total Employment				
	Employment in Thousands			May 12 Jun 11	
	Jun 12	May 12	Jun 11	Jun 12	Jun 12
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	20.1	16.3	19.2	23.3	4.7
TOTAL PRIVATE	17.5	13.8	16.6	26.8	5.4
GOODS PRODUCING	2.2	1.9	1.8	15.8	22.2
Nat. Res., Mining & Const.	2.0	1.8	1.6	11.1	25.0
Manufacturing	0.2	0.1	0.2	100.0	0.0
SERVICE PROVIDING	17.9	14.4	17.4	24.3	2.9
Trade, Transport., & Utilities	2.4	2.1	2.4	14.3	0.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.8	0.8	0.8	0.0	0.0
Professional & Bus. Services	1.8	1.6	1.7	12.5	5.9
Educational & Health Serv.	1.0	0.9	1.0	11.1	0.0
Leisure & Hospitality	8.6	5.9	8.2	45.8	4.9
Other Services	0.5	0.4	0.5	25.0	0.0
GOVERNMENT	2.6	2.5	2.6	4.0	0.0

State Unemployment Rates June 2012 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	13.9
Nevada	11.9
California	10.7
Rhode Island	10.3
New Jersey	10.1
South Carolina	10.0
North Carolina	9.9
Mississippi	9.8
Georgia	9.6
Illinois	9.3
Michigan	9.2
District of Columbia	9.1
New York	9.1
Florida	9.0
Alabama	8.9
Tennessee	8.7
Louisiana	8.6
Oregon	8.6
Arizona	8.5
Colorado	8.4
Connecticut	8.4
Kentucky	8.4
United States	8.4
Indiana	8.3
Washington	8.2
Pennsylvania	8.0
Alaska	7.7
Texas	7.6
Wisconsin	7.6
Ohio	7.4
Arkansas	7.3
Idaho	7.3
West Virginia	7.3
Maine	7.2
Maryland	7.2
Hawaii	7.1
Missouri	7.0
New Mexico	7.0
Delaware	6.9
Massachusetts	6.3
Kansas	6.2
Montana	6.2
Utah	6.1
Virginia	6.0
Minnesota	5.8
Wyoming	5.5
New Hampshire	5.4
Oklahoma	5.3
Iowa	5.2
Vermont	5.1
South Dakota	4.2
Nebraska	4.0
North Dakota	3.2

Economic Indicators

by: Margaret Hiatt, Administrative/Survey Support Specialist

Total nonfarm employment in Wyoming rose from 295,800 in June 2011 to 298,300 in June 2012, a gain of 0.8%.

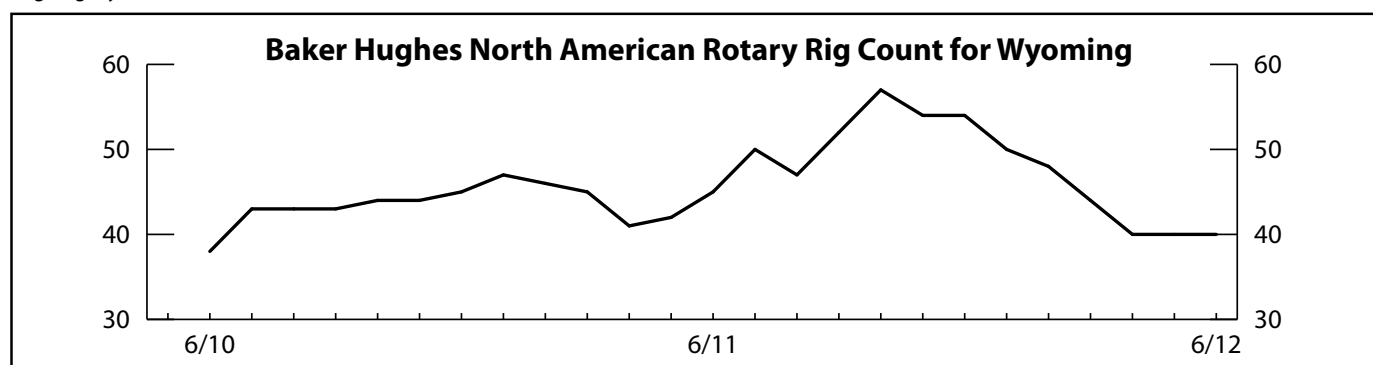
	Jun 2012 (p)	May 2012 (r)	Jun 2011 (b)	Percent Change Month	Percent Change Year
Wyoming Total Nonfarm Employment	298,300	289,100	295,800	3.2	0.8
Wyoming State Government	16,700	18,000	16,700	-7.2	0.0
Laramie County Nonfarm Employment	46,300	45,700	44,900	1.3	3.1
Natrona County Nonfarm Employment	42,000	41,200	40,200	1.9	4.5
Selected U.S. Employment Data					
U.S. Multiple Jobholders	6,707,000	7,174,000	6,861,000	-6.5	-2.2
As a percent of all workers	4.7%	5.0%	4.9%	N/A	N/A
U.S. Discouraged Workers	821,000	830,000	982,000	-1.1	-16.4
U.S. Part Time for Economic Reasons	8,394,000	7,837,000	8,738,000	7.1	-3.9
Wyoming Unemployment Insurance					
Weeks Compensated	15,519	21,845	24,187	-29.0	-35.8
Benefits Paid	\$5,319,736	\$7,401,054	\$7,826,502	-28.1	-32.0
Average Weekly Benefit Payment	\$342.79	\$338.80	\$323.58	1.2	5.9
State Insured Covered Jobs ¹	277,518	269,413	271,519	3.0	2.2
Insured Unemployment Rate	2.1%	2.5%	2.1%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100)					
All Items	229.5	229.8	225.7	-0.1	1.7
Food & Beverages	233.5	233.3	227.5	0.1	2.7
Housing	223.1	222.0	219.6	0.5	1.6
Apparel	125.2	127.7	120.6	-1.9	3.9
Transportation	216.4	220.8	216.9	-2.0	-0.2
Medical Care	415.3	413.7	399.6	0.4	4.0
Recreation (Dec. 1997=100)	115.1	114.7	113.7	0.3	1.3
Education & Communication (Dec. 1997=100)	133.5	133.5	130.6	0.0	2.2
Other Goods & Services	394.0	392.9	386.2	0.3	2.0
Producer Prices (1982 to 1984 = 100)					
All Commodities	200.4	202.3	203.9	-0.9	-1.7
Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized)					
Total Units	159	184	288	-13.6	-44.8
Valuation	\$41,531,000	\$54,355,000	\$47,570,000	-23.6	-12.7
Single Family Homes	147	170	164	-13.5	-10.4
Valuation	\$40,278,000	\$52,945,000	\$38,162,000	-23.9	5.5
Casper MSA ² Building Permits	26	41	97	-36.6	-73.2
Valuation	\$4,979,000	\$7,994,000	\$8,546,000	-37.7	-41.7
Cheyenne MSA Building Permits	34	38	39	-10.5	-12.8
Valuation	\$6,953,000	\$6,658,000	\$6,863,000	4.4	1.3
Baker Hughes North American Rotary Rig Count for Wyoming	40	40	45	0.0	-11.1

(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 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

The lowest jobless rates were found in Sublette (3.6%), Campbell (4.6%), and Hot Springs (4.7%) counties.

REGION County	Labor Force			Employed			Unemployed			Unemployment Rates		
	Jun 2012	May 2012	Jun 2011	Jun 2012	May 2012	Jun 2011	Jun 2012	May 2012	Jun 2011	Jun 2012	May 2012	Jun 2011
	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)
NORTHWEST	49,678	48,271	49,164	46,686	45,654	46,186	2,992	2,617	2,978	6.0	5.4	6.1
Big Horn	5,460	5,400	5,415	5,114	5,102	5,061	346	298	354	6.3	5.5	6.5
Fremont	19,828	19,839	19,612	18,465	18,681	18,255	1,363	1,158	1,357	6.9	5.8	6.9
Hot Springs	2,685	2,650	2,712	2,559	2,542	2,571	126	108	141	4.7	4.1	5.2
Park	17,279	15,969	16,852	16,363	15,137	15,987	916	832	865	5.3	5.2	5.1
Washakie	4,426	4,413	4,573	4,185	4,192	4,312	241	221	261	5.4	5.0	5.7
NORTHEAST	56,867	55,816	55,712	53,864	53,235	52,711	3,003	2,581	3,001	5.3	4.6	5.4
Campbell	28,912	28,419	27,771	27,571	27,315	26,472	1,341	1,104	1,299	4.6	3.9	4.7
Crook	3,702	3,628	3,734	3,508	3,456	3,539	194	172	195	5.2	4.7	5.2
Johnson	4,219	4,067	4,250	3,967	3,846	3,980	252	221	270	6.0	5.4	6.4
Sheridan	16,758	16,399	16,656	15,725	15,472	15,601	1,033	927	1,055	6.2	5.7	6.3
Weston	3,276	3,303	3,301	3,093	3,146	3,119	183	157	182	5.6	4.8	5.5
SOUTHWEST	68,433	65,793	67,586	64,882	62,180	63,922	3,551	3,613	3,664	5.2	5.5	5.4
Lincoln	8,621	8,267	8,842	8,010	7,675	8,184	611	592	658	7.1	7.2	7.4
Sublette	8,390	8,144	7,863	8,092	7,881	7,587	298	263	276	3.6	3.2	3.5
Sweetwater	25,542	25,396	25,253	24,291	24,328	23,949	1,251	1,068	1,304	4.9	4.2	5.2
Teton	14,971	13,200	14,593	14,191	12,047	13,803	780	1,153	790	5.2	8.7	5.4
Uinta	10,909	10,786	11,035	10,298	10,249	10,399	611	537	636	5.6	5.0	5.8
SOUTHEAST	77,644	78,642	76,769	72,987	74,636	72,103	4,657	4,006	4,666	6.0	5.1	6.1
Albany	19,572	21,088	19,514	18,536	20,251	18,527	1,036	837	987	5.3	4.0	5.1
Goshen	6,537	6,609	6,589	6,139	6,267	6,182	398	342	407	6.1	5.2	6.2
Laramie	45,932	45,157	44,899	43,031	42,604	41,948	2,901	2,553	2,951	6.3	5.7	6.6
Niobrara	1,312	1,327	1,374	1,247	1,274	1,309	65	53	65	5.0	4.0	4.7
Platte	4,291	4,461	4,393	4,034	4,240	4,137	257	221	256	6.0	5.0	5.8
CENTRAL	59,711	58,647	58,420	56,582	55,950	55,030	3,129	2,697	3,390	5.2	4.6	5.8
Carbon	8,125	7,801	8,041	7,652	7,394	7,553	473	407	488	5.8	5.2	6.1
Converse	7,915	7,843	7,860	7,538	7,521	7,476	377	322	384	4.8	4.1	4.9
Natrona	43,671	43,003	42,519	41,392	41,035	40,001	2,279	1,968	2,518	5.2	4.6	5.9
STATEWIDE	312,336	307,163	307,653	295,002	291,653	289,952	17,334	15,510	17,701	5.5	5.0	5.8
Statewide Seasonally Adjusted										5.4	5.2	6.0
U.S.										8.4	7.9	9.3
U.S. Seasonally Adjusted										8.2	8.2	9.1

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/2012. Run Date 07/2012.

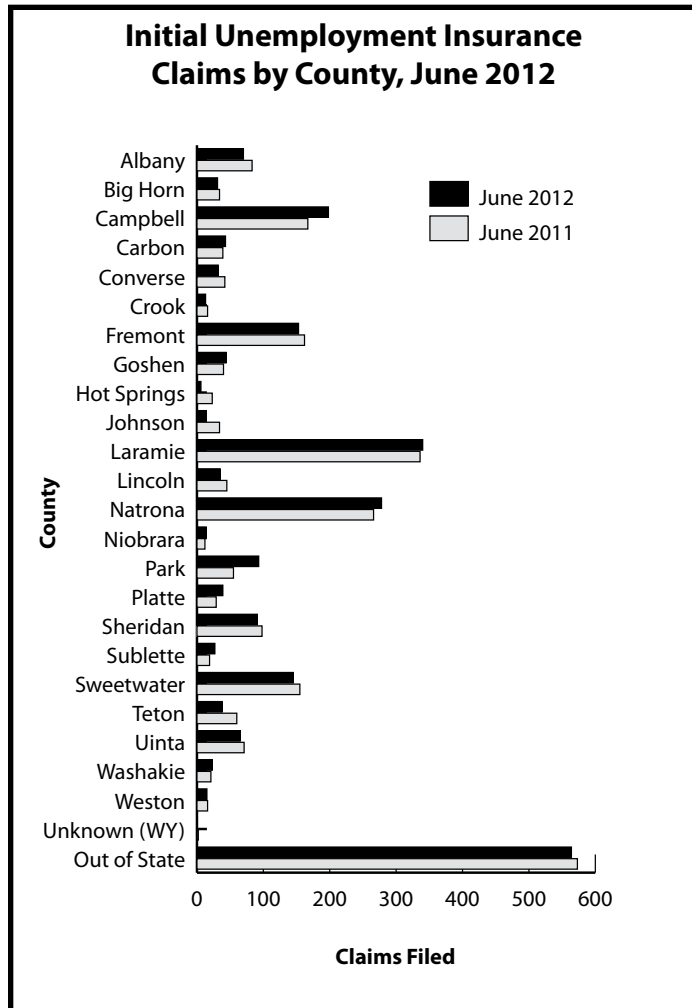
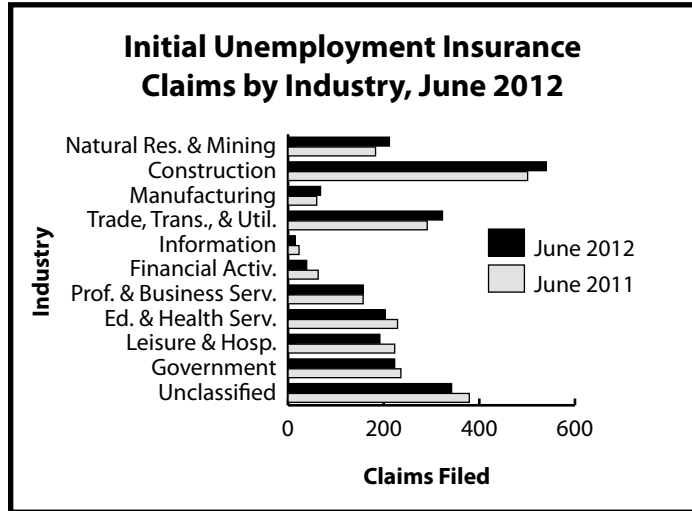
Data are not seasonally adjusted except where otherwise specified.

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

Wyoming Normalized^a Unemployment Insurance Statistics: Initial Claims

by: Sherry Wen, Senior Economist

Initial claims increased in goods-producing industries from year-ago levels. Significant increases were seen in natural resources & mining (15.8%), manufacturing (13.3%), and construction (7.8%).



Initial Claims	Percent Change Claims Filed				
	Claims Filed		Claims Filed		
	Jun 12	May 12	Jun 11	May 12	Jun 11
Wyoming Statewide					
TOTAL CLAIMS FILED	2,374	2,565	2,395	-7.4	-0.9
TOTAL GOODS-PRODUCING	820	898	744	-8.7	10.2
Natural Res. & Mining	212	225	183	-5.8	15.8
Mining	182	209	171	-12.9	6.4
Oil & Gas Extraction	12	9	8	33.3	50.0
Construction	540	593	501	-8.9	7.8
Manufacturing	68	80	60	-15.0	13.3
TOTAL SERVICE-PROVIDING	989	1,111	1,036	-11.0	-4.5
Trade, Transp., & Utilities	323	320	291	0.9	11.0
Wholesale Trade	47	65	43	-27.7	9.3
Retail Trade	191	158	172	20.9	11.0
Transp., Warehousing & Utilities	85	97	76	-12.4	11.8
Information	15	16	23	-6.3	-34.8
Financial Activities	39	39	63	0.0	-38.1
Prof. and Business Svcs.	157	167	157	-6.0	0.0
Educational & Health Svcs.	203	154	229	31.8	-11.4
Leisure & Hospitality	192	362	223	-47.0	-13.9
Other Svcs., exc. Public Admin.	60	53	50	13.2	20.0
TOTAL GOVERNMENT	223	217	236	2.8	-5.5
Federal Government	35	37	42	-5.4	-16.7
State Government	22	27	23	-18.5	-4.3
Local Government	166	153	171	8.5	-2.9
Local Education	90	44	97	104.5	-7.2
UNCLASSIFIED	342	339	379	0.9	-9.8

Laramie County					
TOTAL CLAIMS FILED	339	300	336	13.0	0.9
TOTAL GOODS-PRODUCING	93	89	87	4.5	6.9
Construction	77	77	70	0.0	10.0
TOTAL SERVICE-PROVIDING	209	171	202	22.2	3.5
Trade, Transp., & Utilities	74	47	50	57.4	48.0
Financial Activities	10	7	16	42.9	-37.5
Prof. & Business Svcs.	31	33	36	-6.1	-13.9
Educational & Health Svcs.	39	40	56	-2.5	-30.4
Leisure & Hospitality	41	35	27	17.1	51.9
TOTAL GOVERNMENT	27	22	33	22.7	-18.2
UNCLASSIFIED	10	18	14	-44.4	-28.6

Natrona County					
TOTAL CLAIMS FILED	277	261	267	6.1	3.7
TOTAL GOODS-PRODUCING	85	91	90	-6.6	-5.6
Construction	55	61	42	-9.8	31.0
TOTAL SERVICE-PROVIDING	172	145	151	18.6	13.9
Trade, Transp., & Utilities	48	46	51	4.3	-5.9
Financial Activities	2	3	6	-33.3	-66.7
Prof. & Business Svcs.	34	20	25	70.0	36.0
Educational & Health Svcs.	33	26	30	26.9	10.0
Leisure & Hospitality	36	34	26	5.9	38.5
TOTAL GOVERNMENT	10	12	18	-16.7	-44.4
UNCLASSIFIED	10	13	8	-23.1	25.0

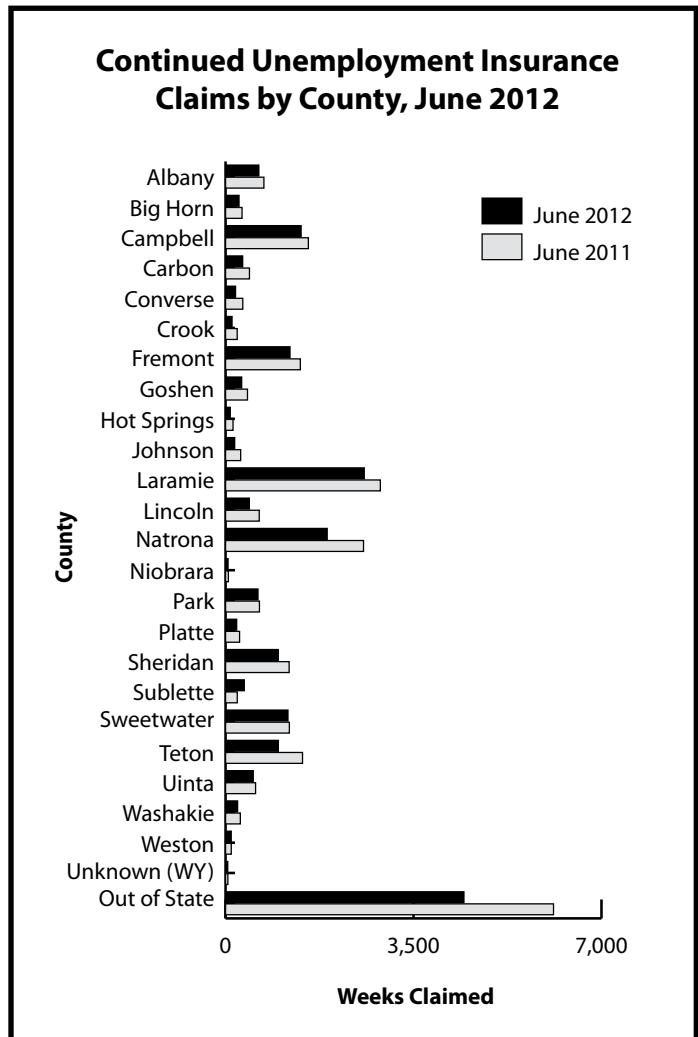
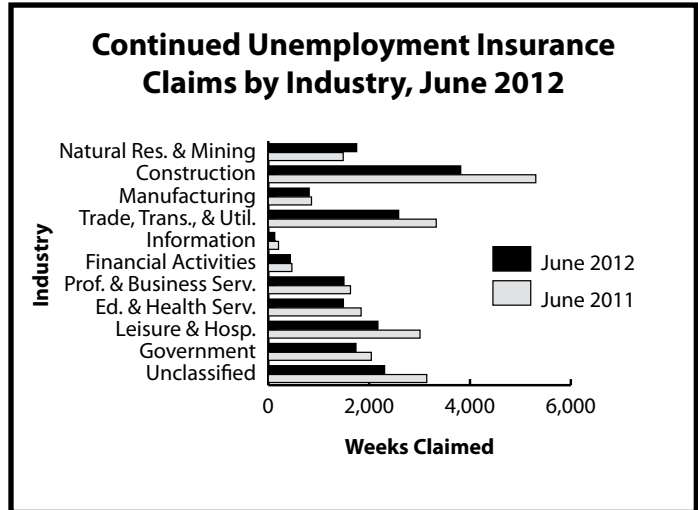
^aAn average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.

Wyoming Normalized^a Unemployment Insurance Statistics: Continued Claims

by: Sherry Wen, Senior Economist

Continued weeks claimed decreased from year-ago levels in most industries. However, continued claims increased in natural resources & mining (18.0%) compared to June 2011.

Continued Claims	Claims Filed		Percent Change Claims Filed		
	Jun 12	May 12	Jun 11	May 12	
Wyoming Statewide					
TOTAL WEEKS CLAIMED	19,241	22,262	23,902	-13.6	-19.5
EXTENDED WEEKS CLAIMED	7,358	8,405	14,800	-12.5	-50.3
TOTAL UNIQUE CLAIMANTS ^b	5,618	5,756	6,078	-2.4	-7.6
Benefit Exhaustions	462	601	622	-23.1	-25.7
Benefit Exhaustion Rates	8.2%	10.4%	10.2%	-2.2%	-2.0%
TOTAL GOODS-PRODUCING					
Natural Res. & Mining	6,381	7,002	7,648	-8.9	-16.6
Mining	1,753	1,818	1,486	-3.6	18.0
Oil & Gas Extraction	1,620	1,633	1,324	-0.8	22.4
Construction	106	137	92	-22.6	15.2
Manufacturing	3,816	4,233	5,305	-9.9	-28.1
Trade, Transp., & Util.	812	951	857	-14.6	-5.3
TOTAL SERVICE-PROVIDING					
Trade, Transp., & Utilities	8,814	11,129	11,068	-20.8	-20.4
Wholesale Trade	2,586	2,895	3,331	-10.7	-22.4
Retail Trade	427	406	486	5.2	-12.1
Transp., Warehousing & Utilities	1,465	1,644	2,085	-10.9	-29.7
Information	694	845	760	-17.9	-8.7
Financial Activities	128	144	203	-11.1	-36.9
Prof. & Business Svcs.	438	466	468	-6.0	-6.4
Ed. & Health Svcs.	1,501	1,627	1,630	-7.7	-7.9
Leisure and Hospitality	1,490	1,196	1,841	24.6	-19.1
Other Svcs., exc. Public Admin.	2,174	4,277	3,009	-49.2	-27.8
TOTAL GOVERNMENT					
Federal Government	497	524	586	-5.2	-15.2
State Government	1,739	1,743	2,043	-0.2	-14.9
Local Government	371	635	465	-41.6	-20.2
Local Education	213	212	251	0.5	-15.1
UNCLASSIFIED	1,155	896	1,327	28.9	-13.0
UNCLASSIFIED	327	194	362	68.6	-9.7
UNCLASSIFIED	2,307	2,388	3,143	-3.4	-26.6
Laramie County					
TOTAL WEEKS CLAIMED	2,583	2,662	2,880	-3.0	-10.3
TOTAL UNIQUE CLAIMANTS	729	661	708	10.3	3.0
TOTAL GOODS-PRODUCING					
Construction	629	704	734	-10.7	-14.3
Construction	414	459	585	-9.8	-29.2
TOTAL SERVICE-PROVIDING					
Trade, Transp., and Utilities	1,531	1,481	1,673	3.4	-8.5
Financial Activities	387	360	470	7.5	-17.7
Prof. & Business Svcs.	122	125	102	-2.4	19.6
Educational and Health Svcs.	348	412	257	-15.5	35.4
Leisure & Hospitality	349	256	454	36.3	-23.1
TOTAL GOVERNMENT					
UNCLASSIFIED	232	235	245	-1.3	-5.3
UNCLASSIFIED	306	344	368	-11.0	-16.8
UNCLASSIFIED	117	133	105	-12.0	11.4
Natrona County					
TOTAL WEEKS CLAIMED	1,893	1,896	2,569	-0.2	-26.3
TOTAL UNIQUE CLAIMANTS	555	469	637	18.3	-12.9
TOTAL GOODS-PRODUCING					
Construction	584	653	694	-10.6	-15.9
Construction	330	383	386	-13.8	-14.5
TOTAL SERVICE-PROVIDING					
Trade, Transp., and Utilities	1,143	1,091	1,733	4.8	-34.0
Financial Activities	343	332	594	3.3	-42.3
Prof. & Business Svcs.	58	61	67	-4.9	-13.4
Professional & Business Svcs.	186	199	312	-6.5	-40.4
Educational & Health Svcs.	261	234	333	11.5	-21.6
Leisure & Hospitality	157	134	253	17.2	-37.9
TOTAL GOVERNMENT					
UNCLASSIFIED	104	96	90	8.3	15.6
UNCLASSIFIED	62	56	52	10.7	19.2



^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.

**Wyoming Department
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Research & Planning
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Casper, WY 82602**

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