

# Wyoming Turnover Report, 1992Q1 to 2015Q4

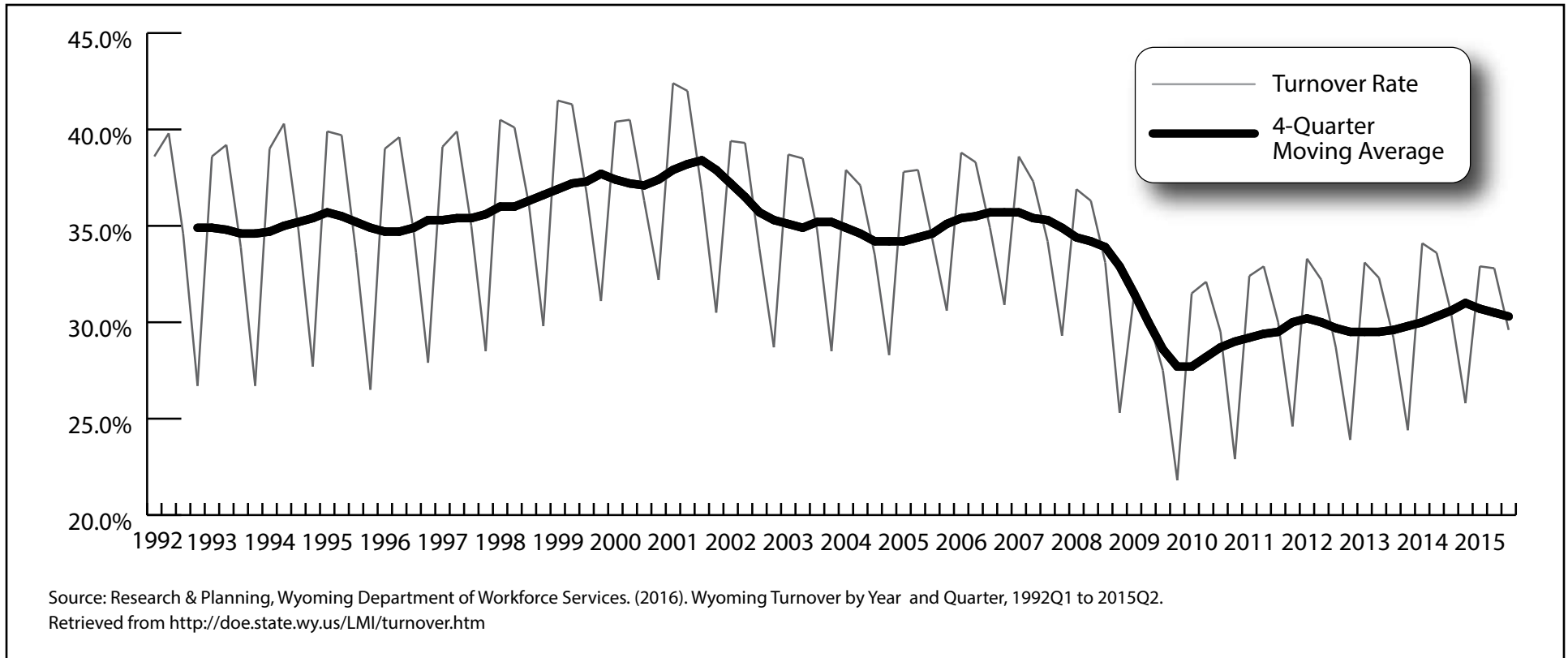


Figure 2: Wyoming Turnover Rate by Year and Quarter, 1992Q1 to 2015Q2



Research & Planning  
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Wyoming Department of Workforce Services

**Published August 2016**

# Wyoming Turnover Report 1992Q1 to 2015Q4

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### Published August 2016.

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### URL for this Document:

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## Turnover Definitions

### **Hire**

An individual who was not employed the prior quarter and was recently hired into an industry.

### **Exit**

An individual who left employment in an industry who worked at least one prior quarter.

### **Both**

An individual who was hired and exited an industry in the same quarter.

### **Continuous**

Individuals who were found with the same employer in the prior, reference, and subsequent quarters.

### **Non-Continuous**

The sum of individuals categorized as hire, both, and exit.

### **Total**

The total number of wage records in any given quarter (Hires, Exits, Both, and Total).

### **Turnover Rate**

$$\frac{\text{Hires} + \text{Exits} + \text{Both}}{\text{Total (Hires} + \text{Exits} + \text{Both} + \text{Continuous})}$$

## What are Wage Records?

*Wage records* represent an individual's wage history based on employers' quarterly wage and employment reports to the Unemployment Insurance (UI) tax section of the Wyoming Department of Workforce Services. Bullard (2015) noted that UI covered employment represents approximately 91.5% of Wyoming's total wage and salary employment.

As noted by Gosar (1995):

"Wage records are an administrative database used to calculate UI benefits for employees who have been laid-off through no fault of their own. By law, each employer who has covered employees, must submit tax reports to the state showing each employee's wage. The required information on this tax report includes social security number (SSN) for each covered employee, year, quarter, and wages earned in the quarter."

## References

- Bullard, D. (2015). Local jobs and payroll in Wyoming in second quarter 2014: construction leads job growth. *Wyoming Labor Force Trends*, 52(1). Retrieved August 15, 2016, from <http://doe.state.wy.us/LMI/trends/0115/qcew.htm>
- Gosar, W. (1995). Wyoming unemployment insurance wage record summary statistics: a new way to look at *Wyoming. Wyoming Labor Force Trends*, 32(5). Retrieved Augst 15, 2016, from <http://doe.state.wy.us/LMI/0595/0595a2.htm>

**Table 1: Quarterly Turnover Statistics by Industry in Wyoming, Fourth Quarter 2015**

			(H)	(H)+(B)	(B)	(E)	(E)+(B)	(C)	(H+E+B+C)	Turnover	
			Hire Only		Both Hire and Exit	Exit Only	Total Exits	Continuous Employment	Total	Rate <sup>a</sup>	Change Prior Year
Sector	Major Industry										
Goods Producing	Agriculture, Forestry, Fishing, & Hunting	Transactions <sup>b</sup>	178	534	356	529	885	2,095	3,158	33.7	0.9
		Rates	5.6	16.9	11.3	16.8	28.0	66.3	100.0		
	Mining	Transactions	1,020	1,938	918	2,278	3,196	18,944	23,160	18.2	-3.3
		Rates	4.4	8.4	4.0	9.8	13.8	81.8	100.0		
	Construction	Transactions	2,788	5,617	2,829	6,218	9,047	18,017	29,852	39.6	-0.1
		Rates	9.3	18.8	9.5	20.8	30.3	60.4	100.0		
	Manufacturing	Transactions	815	1,297	482	1,172	1,654	8,319	10,788	22.9	0.0
		Rates	7.6	12.0	4.5	10.9	15.3	77.1	100.0		
	Wholesale Trade, Transp., Utilities, & Warehousing	Transactions	1,875	2,795	920	2,582	3,502	18,189	23,566	22.8	-1.7
		Rates	8.0	11.9	3.9	11.0	14.9	77.2	100.0		
	Retail Trade	Transactions	5,817	8,287	2,470	5,692	8,162	26,533	40,512	34.5	-2.2
		Rates	14.4	20.5	6.1	14.1	20.1	65.5	100.0		
	Information	Transactions	337	442	105	510	615	3,721	4,673	20.4	1.8
		Rates	7.2	9.5	2.2	10.9	13.2	79.6	100.0		
Service Providing	Financial Activities	Transactions	929	1,328	399	1,229	1,628	9,785	12,342	20.7	0.1
		Rates	7.5	10.8	3.2	10.0	13.2	79.3	100.0		
	Professional & Business Services	Transactions	2,215	4,332	2,117	3,915	6,032	14,439	22,686	36.4	-1.0
		Rates	9.8	19.1	9.3	17.3	26.6	63.6	100.0		
	Educational Services	Transactions	2,706	3,792	1,086	1,736	2,822	26,945	32,473	17.0	-1.2
		Rates	8.3	11.7	3.3	5.3	8.7	83.0	100.0		
	Health Services	Transactions	3,412	4,392	980	3,425	4,405	29,452	37,269	21.0	-0.4
		Rates	9.2	11.8	2.6	9.2	11.8	79.0	100.0		
	Leisure & Hospitality	Transactions	6,912	11,199	4,287	11,559	15,846	23,833	46,591	48.8	-0.5
		Rates	14.8	24.0	9.2	24.8	34.0	51.2	100.0		
	Other Services	Transactions	837	1,280	443	1,142	1,585	6,382	8,804	27.5	1.3
		Rates	9.5	14.5	5.0	13.0	18.0	72.5	100.0		
	Public Admin.	Transactions	1,033	1,362	329	1,502	1,831	17,472	20,336	14.1	-1.4
		Rates	5.1	6.7	1.6	7.4	9.0	85.9	100.0		
	Unclassified	Transactions	1,028	1,944	916	1,355	2,271	2,482	5,781	57.1	0.0
		Rates	17.8	33.6	15.8	23.4	39.3	42.9	100.0		
Total		Transactions	31,902	50,539	18,637	44,844	63,481	226,608	321,991	29.6	-0.8
		Rates	9.9	15.7	5.8	13.9	19.7	70.4	100.0		

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

<sup>a</sup>Turnover rate equals (H+E+B)/Total.<sup>b</sup>Jobs worked at any time during the quarter.Historical turnover data can be found online at <http://doe.state.wy.us/LMI/turnover.htm>.

**Table 2: Quarterly Turnover Statistics by County in Wyoming, Fourth Quarter 2015**

County	Row	(H) Hire Only	(H)+(B) Total Hires	(B) Both Hire and Exit	(E) Exit Only	(E)+(B) Total Exits	(C) Continuous Employment	(H+E+B+C) Total	Turnover Rate <sup>a</sup>	Change Prior Year
Albany	Transactions <sup>b</sup>	1,776	2,673	897	2,433	3,330	13,078	18,184	28.1	-2.1
	Rates	9.8	14.7	4.9	13.4	18.3	71.9	100.0		
Big Horn	Transactions	431	708	277	500	777	3,688	4,896	24.7	-2.3
	Rates	8.8	14.5	5.7	10.2	15.9	75.3	100.0		
Campbell	Transactions	2,402	3,815	1,413	3,583	4,996	23,794	31,192	23.7	-3.2
	Rates	7.7	12.2	4.5	11.5	16.0	76.3	100.0		
Carbon	Transactions	903	1,510	607	1,628	2,235	5,839	8,977	35.0	2.2
	Rates	10.1	16.8	6.8	18.1	24.9	65.0	100.0		
Converse	Transactions	650	1,154	504	994	1,498	4,892	7,040	30.5	-4.4
	Rates	9.2	16.4	7.2	14.1	21.3	69.5	100.0		
Crook	Transactions	216	346	130	353	483	1,751	2,450	28.5	-3.3
	Rates	8.8	14.1	5.3	14.4	19.7	71.5	100.0		
Fremont	Transactions	1,639	2,826	1,187	2,628	3,815	12,963	18,417	29.6	-0.8
	Rates	8.9	15.3	6.4	14.3	20.7	70.4	100.0		
Goshen	Transactions	506	819	313	582	895	3,810	5,211	26.9	-0.7
	Rates	9.7	15.7	6.0	11.2	17.2	73.1	100.0		
Hot Springs	Transactions	223	328	105	241	346	1,742	2,311	24.6	-2.6
	Rates	9.6	14.2	4.5	10.4	15.0	75.4	100.0		
Johnson	Transactions	314	514	200	498	698	2,545	3,557	28.5	-4.1
	Rates	8.8	14.5	5.6	14.0	19.6	71.5	100.0		
Laramie	Transactions	5,321	8,361	3,040	6,560	9,600	36,566	51,487	29.0	0.5
	Rates	10.3	16.2	5.9	12.7	18.6	71.0	100.0		
Lincoln	Transactions	615	903	288	787	1,075	5,032	6,722	25.1	-1.6
	Rates	9.1	13.4	4.3	11.7	16.0	74.9	100.0		
Natrona	Transactions	4,476	7,280	2,804	5,729	8,533	34,303	47,312	27.5	-1.8
	Rates	9.5	15.4	5.9	12.1	18.0	72.5	100.0		
Niobrara	Transactions	86	149	63	124	187	750	1,023	26.7	-2.6
	Rates	8.4	14.6	6.2	12.1	18.3	73.3	100.0		
Park	Transactions	1,287	2,214	927	2,670	3,597	10,522	15,406	31.7	-0.1
	Rates	8.4	14.4	6.0	17.3	23.3	68.3	100.0		
Platte	Transactions	391	675	284	660	944	2,926	4,261	31.3	3.1
	Rates	9.2	15.8	6.7	15.5	22.2	68.7	100.0		
Sheridan	Transactions	1,534	2,333	799	1,776	2,575	10,642	14,751	27.9	-0.9
	Rates	10.4	15.8	5.4	12.0	17.5	72.1	100.0		

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

<sup>a</sup>Turnover rate equals (H+E+B)/Total.<sup>b</sup>Jobs worked at any time during the quarter.Historical turnover data can be found online at <http://doe.state.wy.us/LMI/turnover.htm>.

(Table continued on page 6)

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**Table 2: Quarterly Turnover Statistics by County in Wyoming, Fourth Quarter 2015**

County	Row	(H) Hire Only	(H)+(B) Total Hires	(B) Both Hire and Exit	(E) Exit Only	(E)+(B) Total Exits	(C) Continuous Employment	(H+E+B+C) Total	Turnover Rate <sup>a</sup>	Change Prior Year
Sublette	Transactions	367	582	215	662	877	3,469	4,713	26.4	-6.3
	Rates	7.8	12.3	4.6	14.0	18.6	73.6	100.0		
Sweetwater	Transactions	2,205	3,574	1,369	3,141	4,510	19,562	26,277	25.6	0.1
	Rates	8.4	13.6	5.2	12.0	17.2	74.4	100.0		
Teton	Transactions	3,977	5,339	1,362	6,033	7,395	13,776	25,148	45.2	1.3
	Rates	15.8	21.2	5.4	24.0	29.4	54.8	100.0		
Uinta	Transactions	914	1,474	560	1,173	1,733	7,372	10,019	26.4	-0.6
	Rates	9.1	14.7	5.6	11.7	17.3	73.6	100.0		
Washakie	Transactions	412	647	235	448	683	3,055	4,150	26.4	0.0
	Rates	9.9	15.6	5.7	10.8	16.5	73.6	100.0		
Weston	Transactions	229	371	142	286	428	2,049	2,706	24.3	-1.6
	Rates	8.5	13.7	5.2	10.6	15.8	75.7	100.0		
Non-Specified	Transactions	1,028	1,944	916	1,355	2,271	2,482	5,781	57.1	0.0
	Rates	17.8	33.6	15.8	23.4	39.3	42.9	100.0		
<b>Total</b>	<b>Transactions</b>	<b>31,902</b>	<b>50,539</b>	<b>18,637</b>	<b>44,844</b>	<b>63,481</b>	<b>226,608</b>	<b>321,991</b>	<b>29.6</b>	<b>-0.8</b>
	<b>Rates</b>	<b>9.9</b>	<b>15.7</b>	<b>5.8</b>	<b>13.9</b>	<b>19.7</b>	<b>70.4</b>	<b>100.0</b>		

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

<sup>a</sup>Turnover rate equals (H+E+B)/Total.<sup>b</sup>Jobs worked at any time during the quarter.Historical turnover data can be found online at <http://doe.state.wy.us/LMI/turnover.htm>.

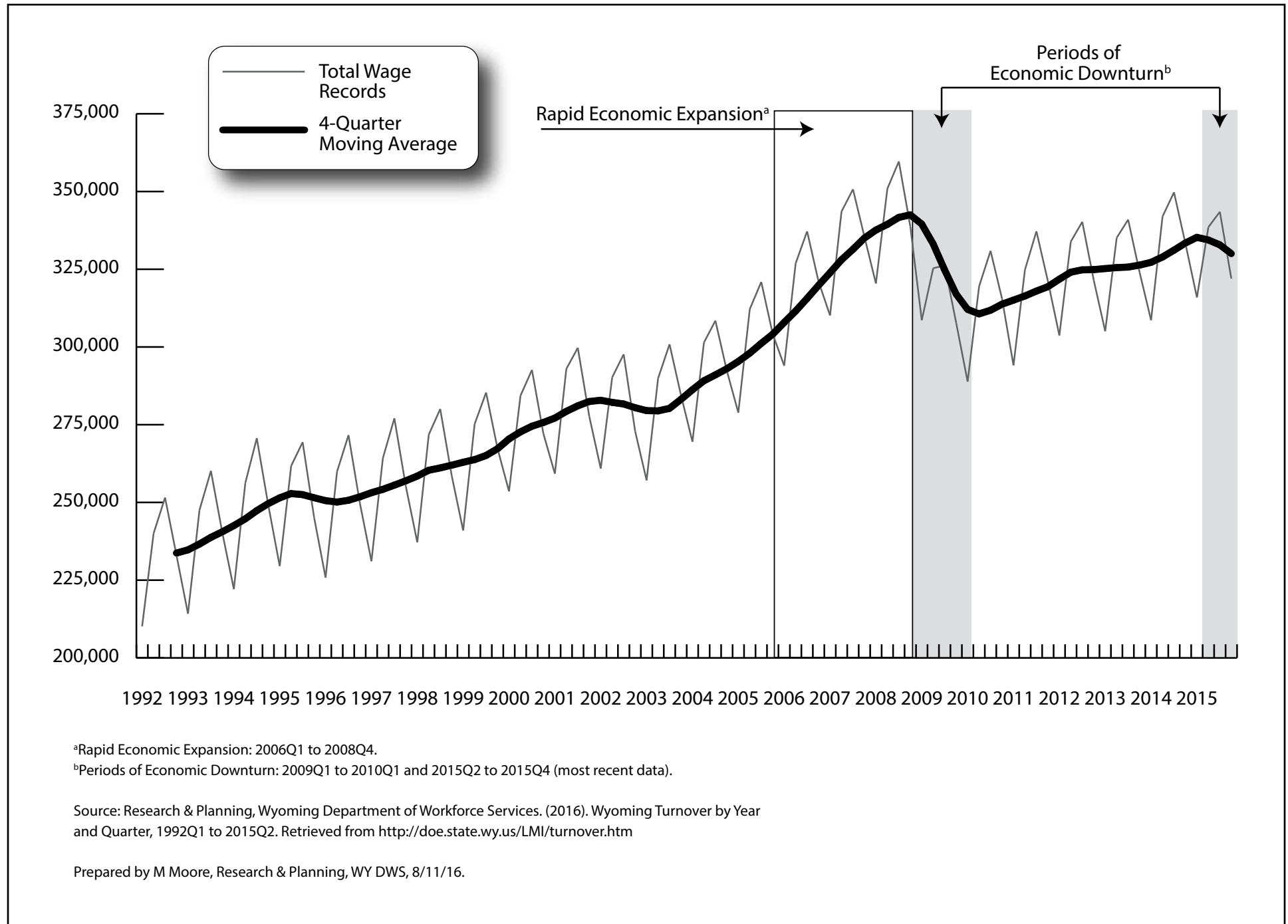


Figure 1: Total Wage Records in Wyoming by Year and Quarter, 1992Q1 to 2015Q2

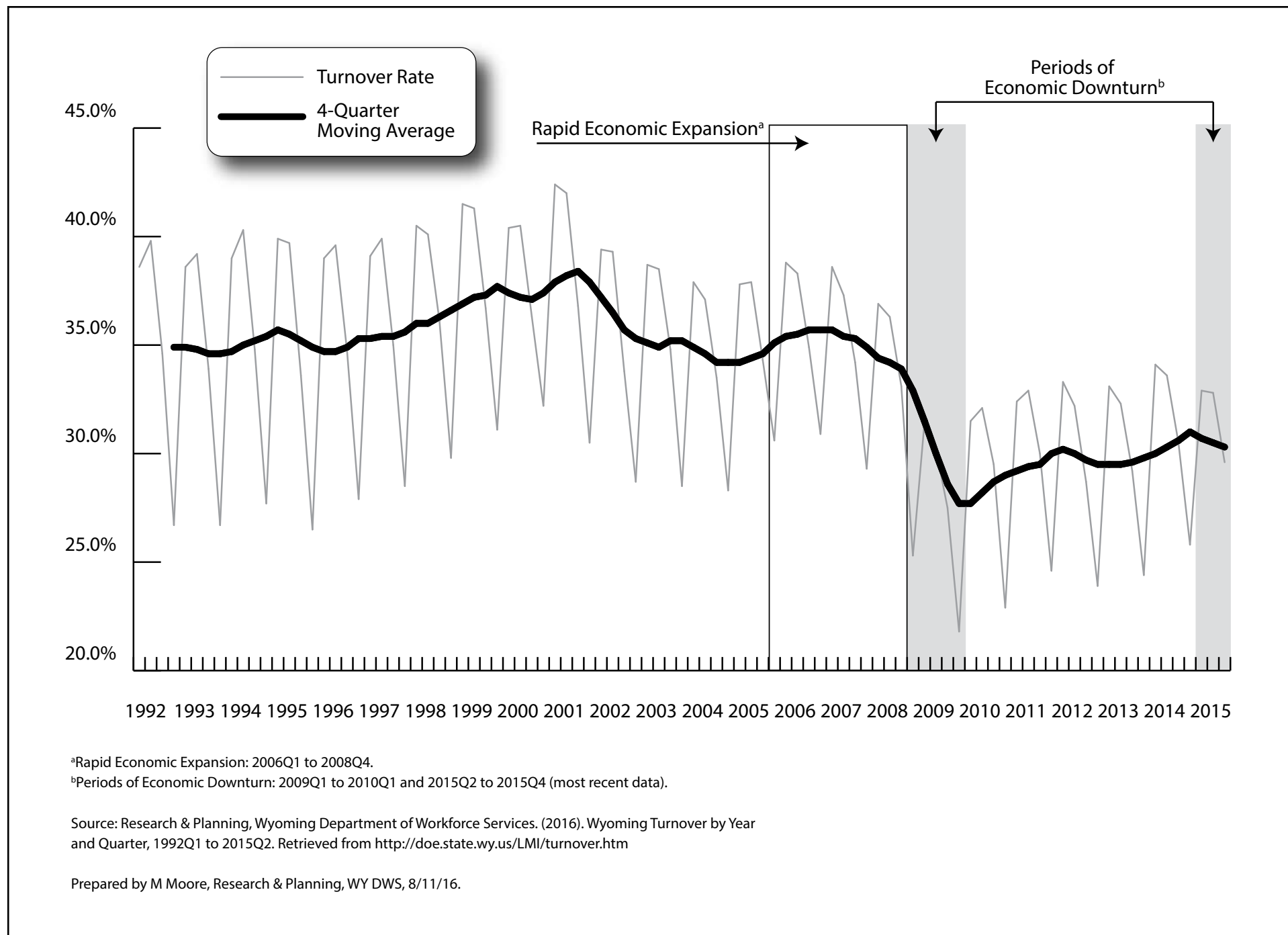
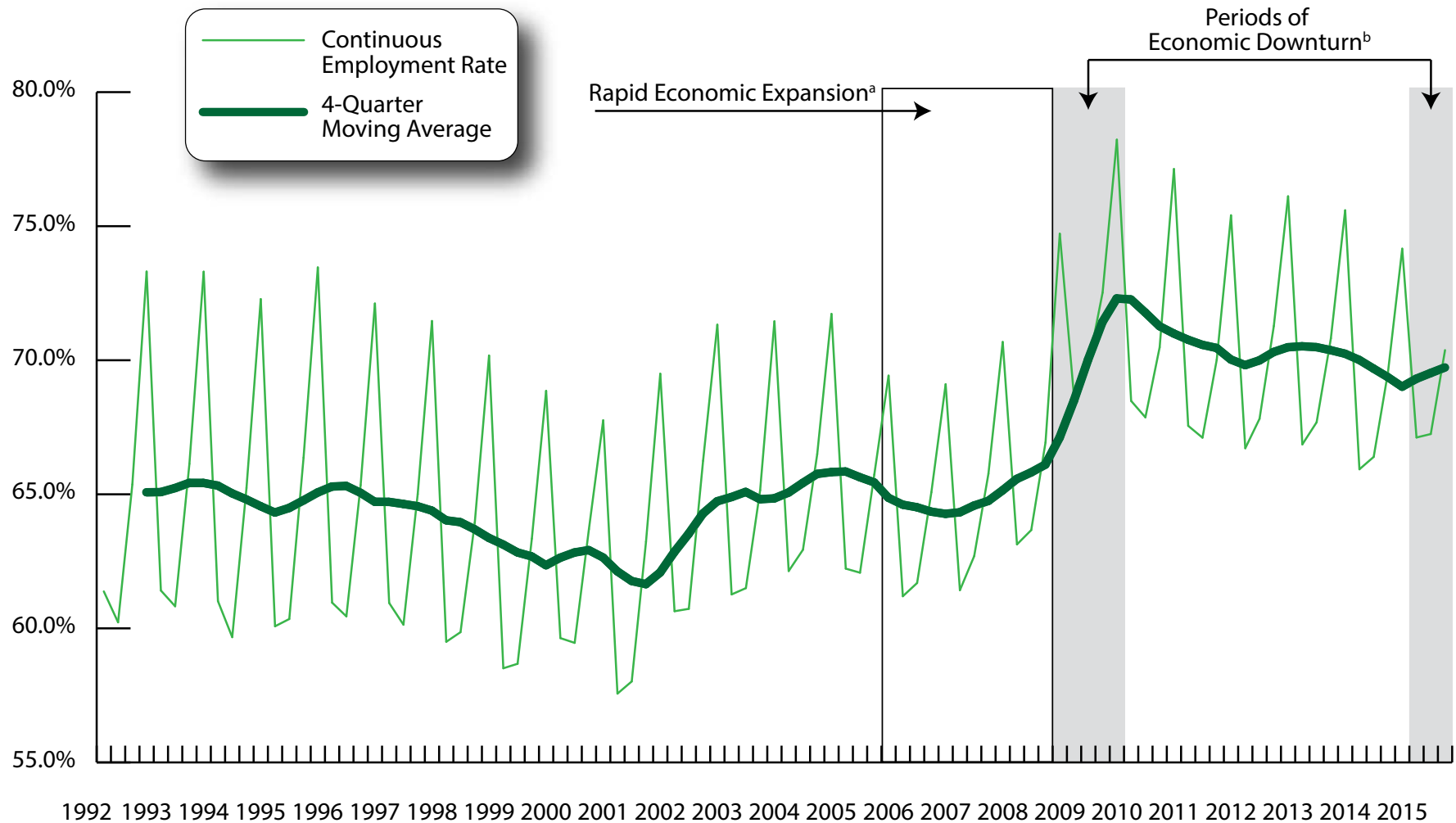


Figure 2: Wyoming Turnover Rate by Year and Quarter, 1992Q1 to 2015Q2





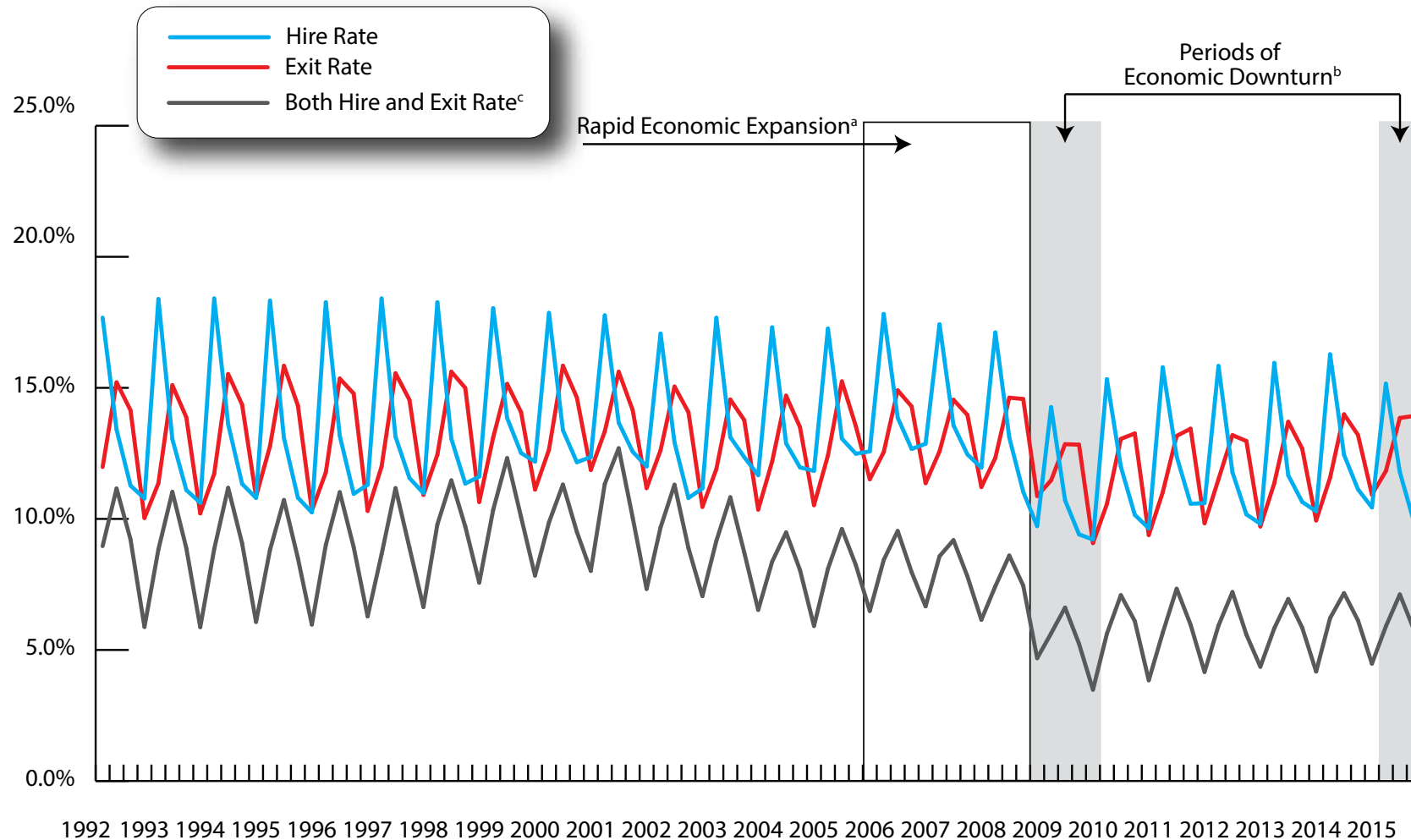
<sup>a</sup>Rapid Economic Expansion: 2006Q1 to 2008Q4.

<sup>b</sup>Periods of Economic Downturn: 2009Q1 to 2010Q1 and 2015Q2 to 2015Q4 (most recent data).

Source: Research & Planning, Wyoming Department of Workforce Services. (2016). Wyoming Turnover by Year and Quarter, 1992Q1 to 2015Q2. Retrieved from <http://doe.state.wy.us/LMI/turnover.htm>

Prepared by M Moore, Research & Planning, WY DWS, 8/11/16.

Figure 3: Rate of Continuous Employment in Wyoming by Year and Quarter, 1992Q1 to 2015Q2



<sup>a</sup>Rapid Economic Expansion: 2006Q1 to 2008Q4.

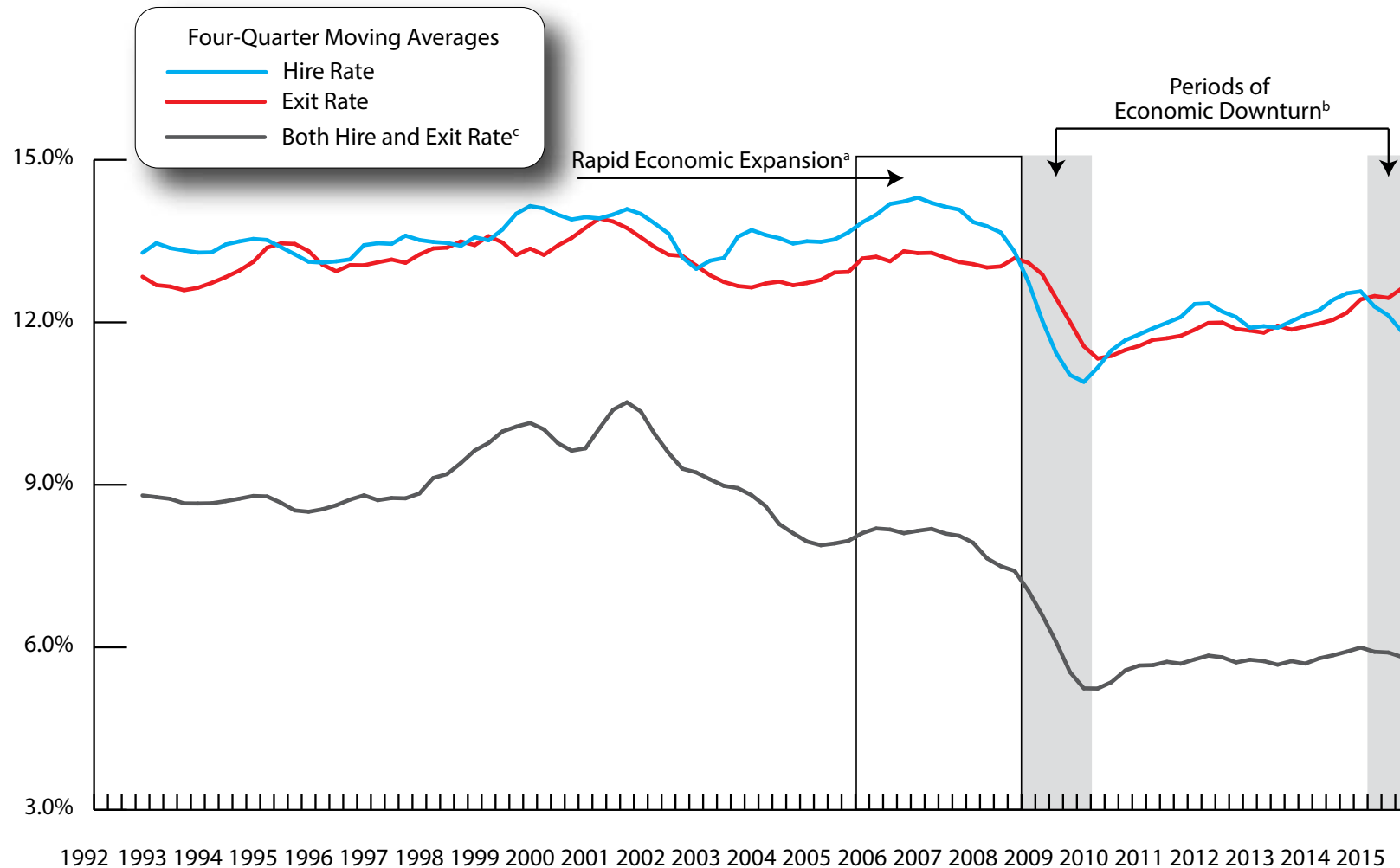
<sup>b</sup>Periods of Economic Downturn: 2009Q1 to 2010Q1 and 2015Q2 to 2015Q4 (most recent data).

<sup>c</sup>Both Hire and Exit Rate refers to individuals who were hired and exited within the same quarter.

Source: Research & Planning, Wyoming Department of Workforce Services. (2016). Wyoming Turnover by Year and Quarter, 1992Q1 to 2015Q2. Retrieved from <http://doe.state.wy.us/LMI/turnover.htm>

Prepared by M Moore, Research & Planning, WY DWS, 8/11/16.

Figure 4: Rate of Hire, Exit, and Both Hire & Exit in Wyoming by Year and Quarter, 1992Q1 to 2015Q2



<sup>a</sup>Rapid Economic Expansion: 2006Q1 to 2008Q4.

<sup>b</sup>Periods of Economic Downturn: 2009Q1 to 2010Q1 and 2015Q2 to 2015Q4 (most recent data).

<sup>c</sup>Both Hire and Exit Rate refers to individuals who were hired and exited within the same quarter.

Source: Research & Planning, Wyoming Department of Workforce Services. (2016). Wyoming Turnover by Year and Quarter, 1992Q1 to 2015Q2. Retrieved from <http://doe.state.wy.us/LMI/turnover.htm>

Prepared by M Moore, Research & Planning, WY DWS, 8/11/16.

Figure 5: Rate of Hire, Exit, and Both Hire & Exit in Wyoming by Year and Quarter, 1992Q1 to 2015Q2 (4-Quarter Moving Average)

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