

# Wyoming Turnover Report, 1992Q1 to 2016Q1

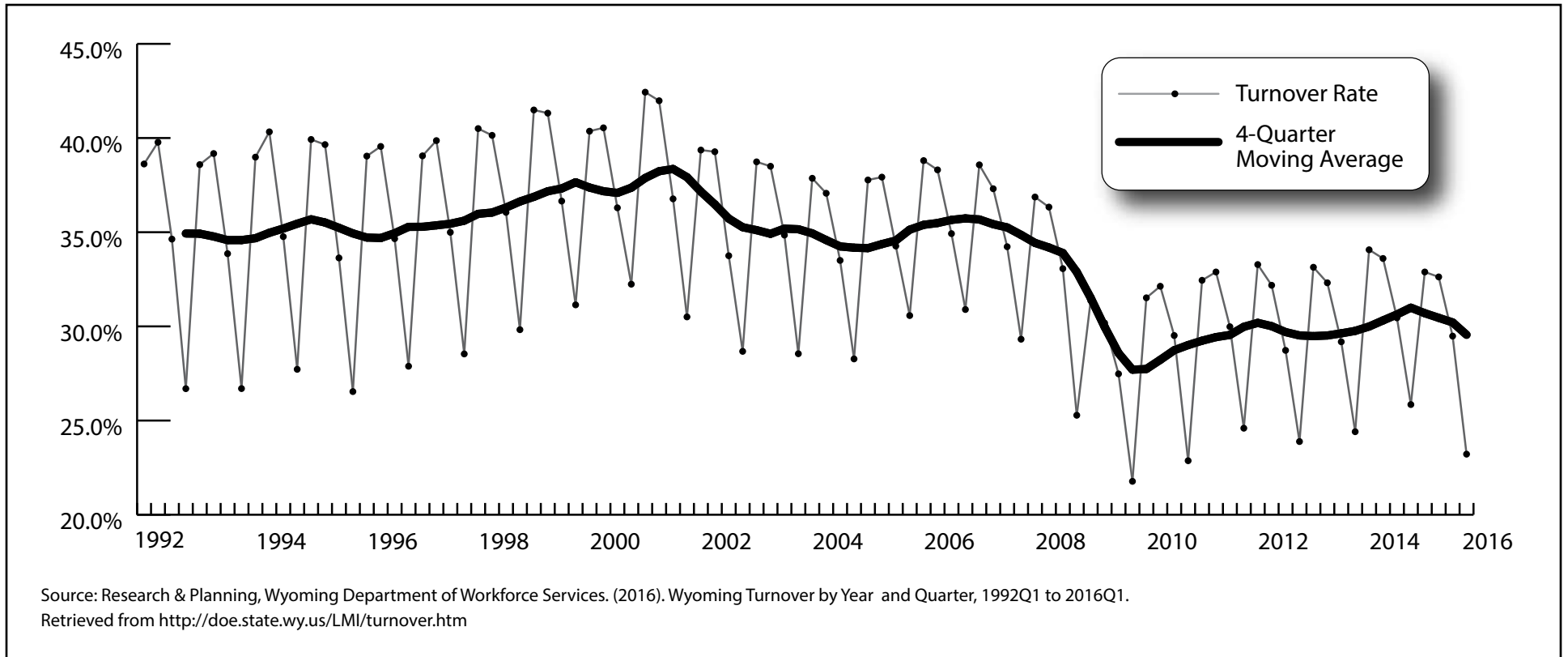


Figure: Wyoming Turnover Rate by Year and Quarter, 1992Q1 to 2016Q1



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Wyoming Department of Workforce Services

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# Wyoming Turnover Report 1992Q1 to 2016Q1

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**“Your Source for Wyoming Labor Market Information”**

# Wyoming Turnover Report, 1992Q1-2016Q1: Hiring Activity Slows

The number of hires (see Definitions, page 4) working in Wyoming at any time decreased in nearly all industries (see Figure A) and counties (see Figure B) from 2015Q1 to 2016Q1.

As shown in Figures 3 and 4 (see pages 10 and 11), the rate of hires is usually greater than the rate of exits, except during periods of economic downturn. During Wyoming’s two most recent periods of economic downturn (2009Q1-2010Q1 and 2015Q2-2016Q1), the rate of exits was greater than the rate of hires, indicating that Wyoming employers lost workers at a faster rate than they hired new workers.

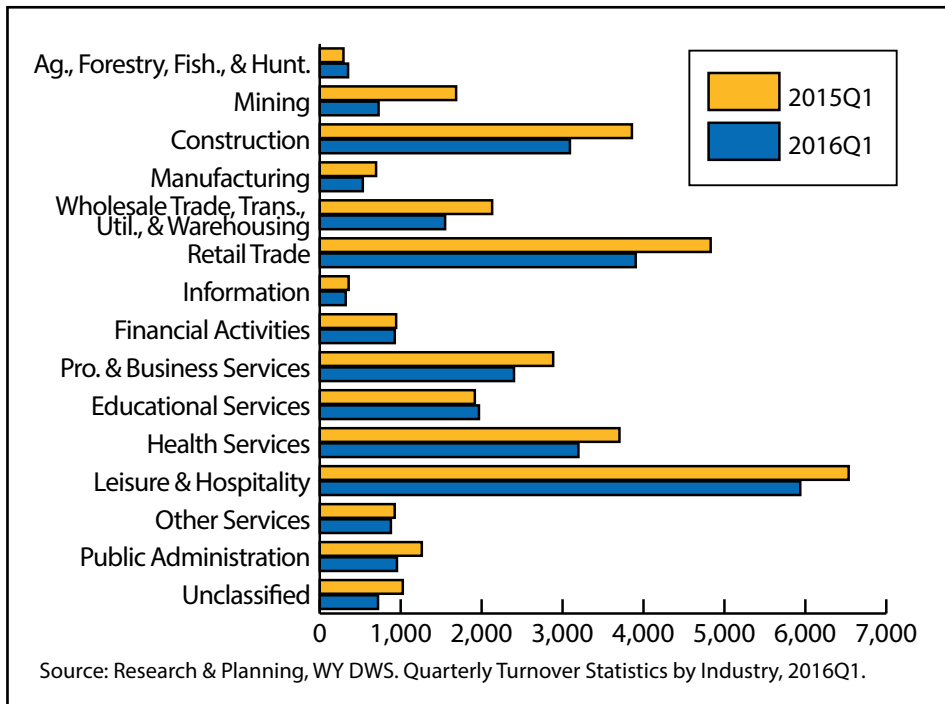


Figure A: Number of Hires in Wyoming by Industry, 2015Q1 and 2016Q1

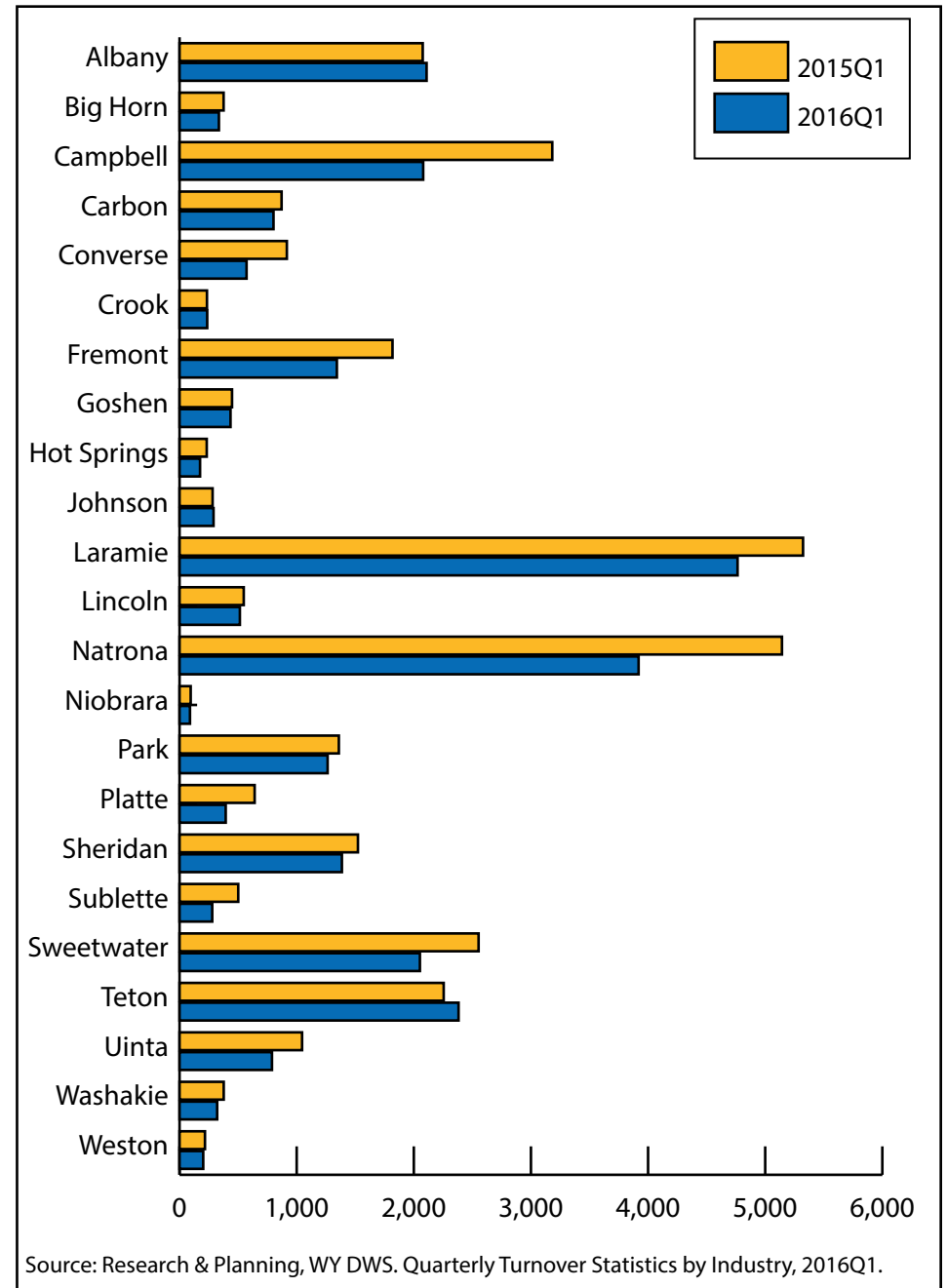


Figure B: Number of Hires in Wyoming by County, 2015Q1 and 2016Q1

## 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 August 15, 2016, from <http://doe.state.wy.us/LMI/0595/0595a2.htm>

**Table 1: Quarterly Turnover Statistics by Industry in Wyoming, First Quarter 2016**

Sector	Major Industry		(H)	(H)+(B)	(B)	(E)	(E)+(B)	(C)	(H+E+B+C)	Turnover	Change
			Hire Only	Total Hires	Both Hire and Exit	Exit Only	Total Exits	Continuous Employment	Total	Rate <sup>a</sup>	Prior Year
Goods Producing	Agriculture, Forestry, Fishing, & Hunting	Transactions <sup>b</sup>	350	462	112	198	310	2,072	2,732	24.2	0.4
		Rates	12.8	16.9	4.1	7.2	11.3	75.8	100.0		
	Mining	Transactions	727	1,108	381	2,340	2,721	17,692	21,140	16.3	-5.4
		Rates	3.4	5.2	1.8	11.1	12.9	83.7	100.0		
	Construction	Transactions	3,091	4,485	1,394	3,422	4,816	17,511	25,418	31.1	-3.4
		Rates	12.2	17.6	5.5	13.5	18.9	68.9	100.0		
	Manufacturing	Transactions	532	739	207	948	1,155	8,272	9,959	16.9	-2.2
		Rates	5.3	7.4	2.1	9.5	11.6	83.1	100.0		
	Wholesale Trade, Transp., Utilities, & Warehousing	Transactions	1,549	2,050	501	2,337	2,838	17,655	22,042	19.9	-1.8
		Rates	7.0	9.3	2.3	10.6	12.9	80.1	100.0		
	Retail Trade	Transactions	3,904	5,220	1,316	4,595	5,911	27,915	37,730	26.0	-4.3
		Rates	10.3	13.8	3.5	12.2	15.7	74.0	100.0		
	Information	Transactions	321	415	94	319	413	3,992	4,726	15.5	-1.2
		Rates	6.8	8.8	2.0	6.7	8.7	84.5	100.0		
Service Providing	Financial Activities	Transactions	927	1,192	265	887	1,152	9,858	11,937	17.4	-1.4
		Rates	7.8	10.0	2.2	7.4	9.7	82.6	100.0		
	Professional & Business Services	Transactions	2,400	3,780	1,380	2,348	3,728	14,430	20,558	29.8	-4.1
		Rates	11.7	18.4	6.7	11.4	18.1	70.2	100.0		
	Educational Services	Transactions	1,967	2,576	609	1,271	1,880	28,816	32,663	11.8	-1.0
		Rates	6.0	7.9	1.9	3.9	5.8	88.2	100.0		
	Health Services	Transactions	3,196	3,972	776	2,933	3,709	30,329	37,234	18.5	-1.9
		Rates	8.6	10.7	2.1	7.9	10.0	81.5	100.0		
	Leisure & Hospitality	Transactions	5,937	9,109	3,172	6,178	9,350	24,720	40,007	38.2	-1.9
		Rates	14.8	22.8	7.9	15.4	23.4	61.8	100.0		
	Other Services	Transactions	879	1,176	297	892	1,189	6,411	8,479	24.4	-0.4
		Rates	10.4	13.9	3.5	10.5	14.0	75.6	100.0		
	Public Admin.	Transactions	954	1,303	349	1,107	1,456	17,441	19,851	12.1	-0.9
		Rates	4.8	6.6	1.8	5.6	7.3	87.9	100.0		
Unclassified	Transactions	720	1,223	503	817	1,320	2,422	4,462	45.7	-3.9	
	Rates	16.1	27.4	11.3	18.3	29.6	54.3	100.0			
<b>Total</b>	<b>Transactions</b>	<b>27,454</b>	<b>38,810</b>	<b>11,356</b>	<b>30,592</b>	<b>41,948</b>	<b>229,536</b>	<b>298,938</b>	<b>23.2</b>	<b>-2.6</b>	
	<b>Rates</b>	<b>9.2</b>	<b>13.0</b>	<b>3.8</b>	<b>10.2</b>	<b>14.0</b>	<b>76.8</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>.

**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 7)

(Table continued from page 6)

**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>	Turnover 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>.

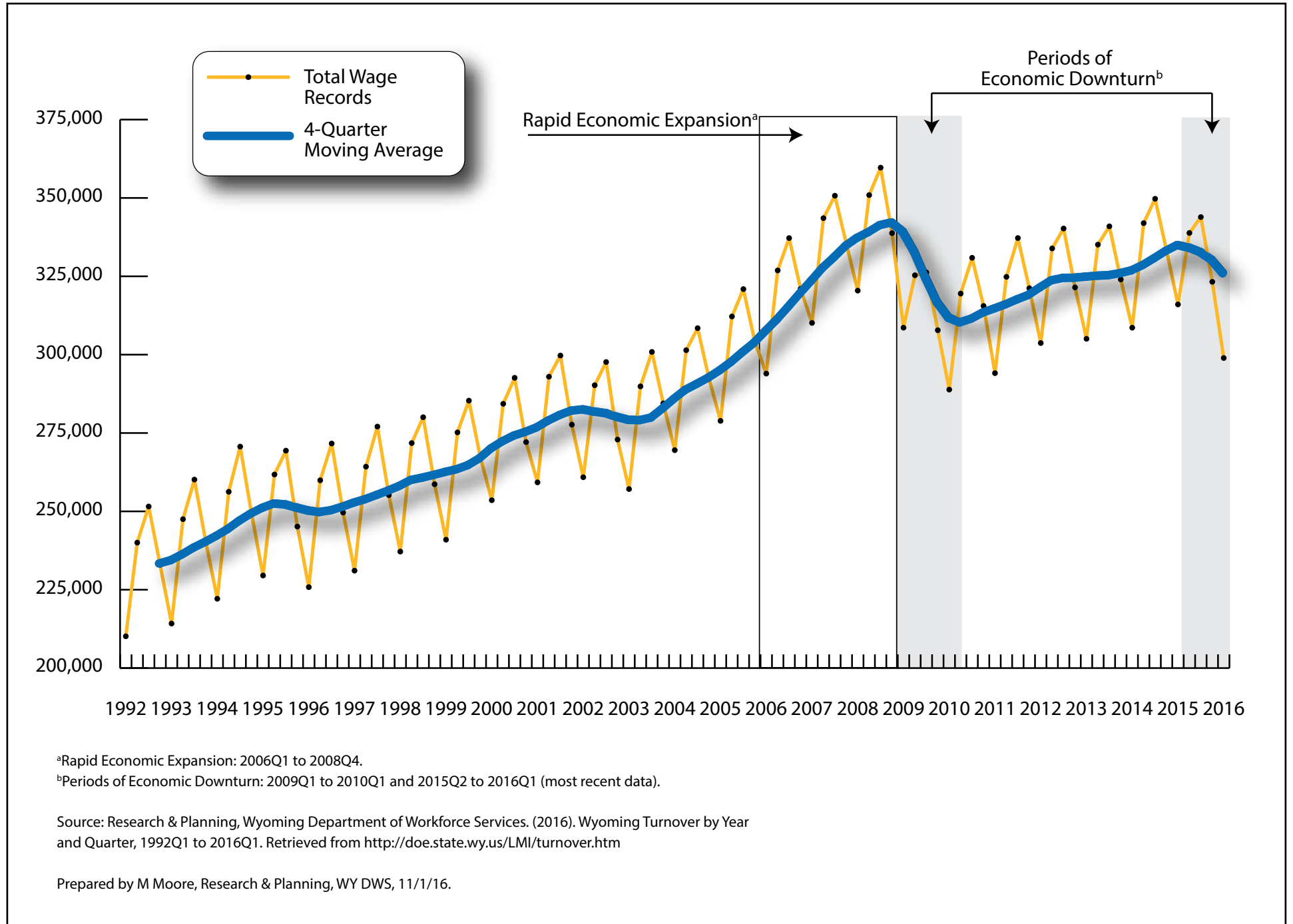
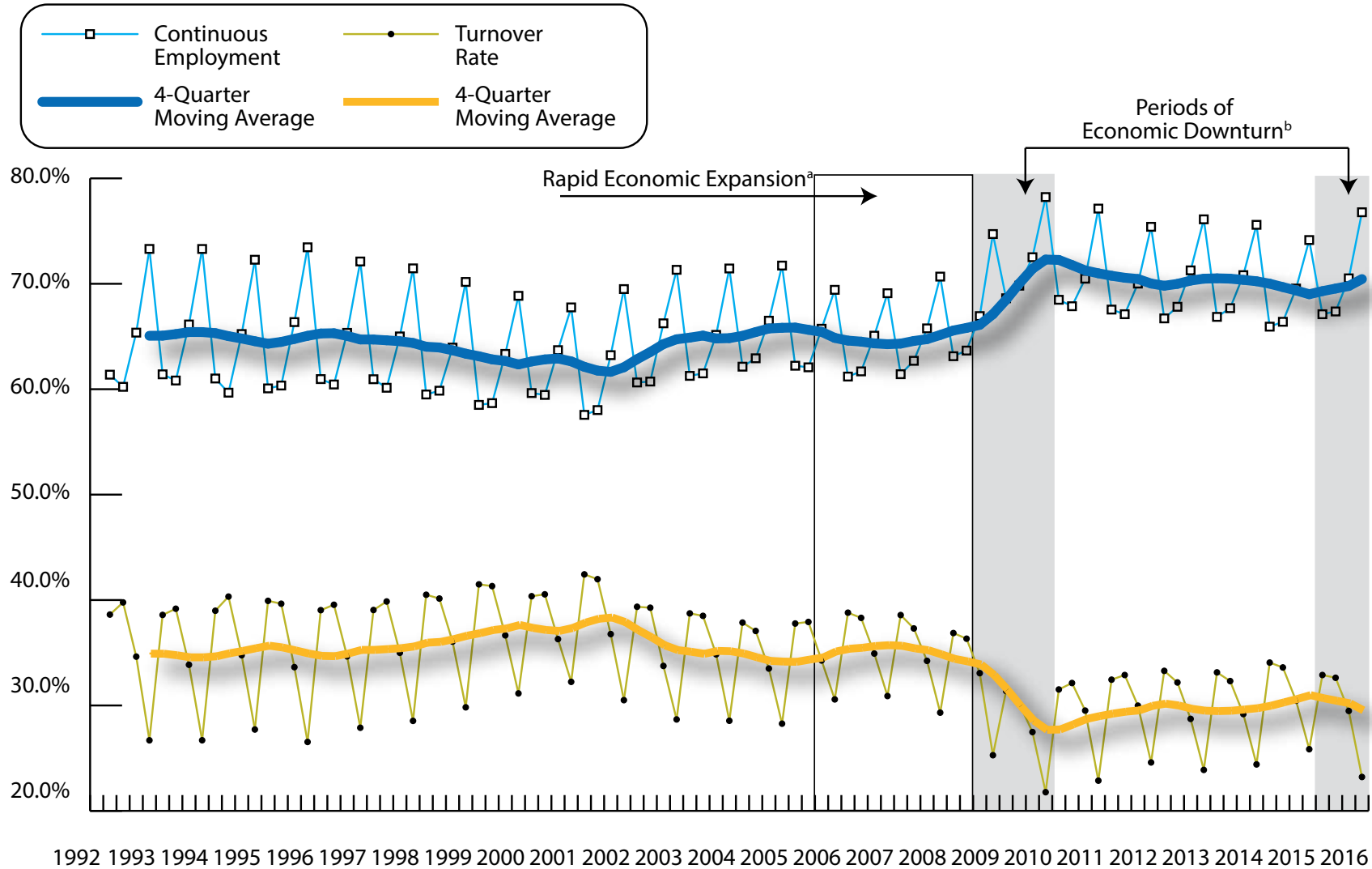


Figure 1: Total Wage Records in Wyoming by Year and Quarter, 1992Q1 to 2016Q1





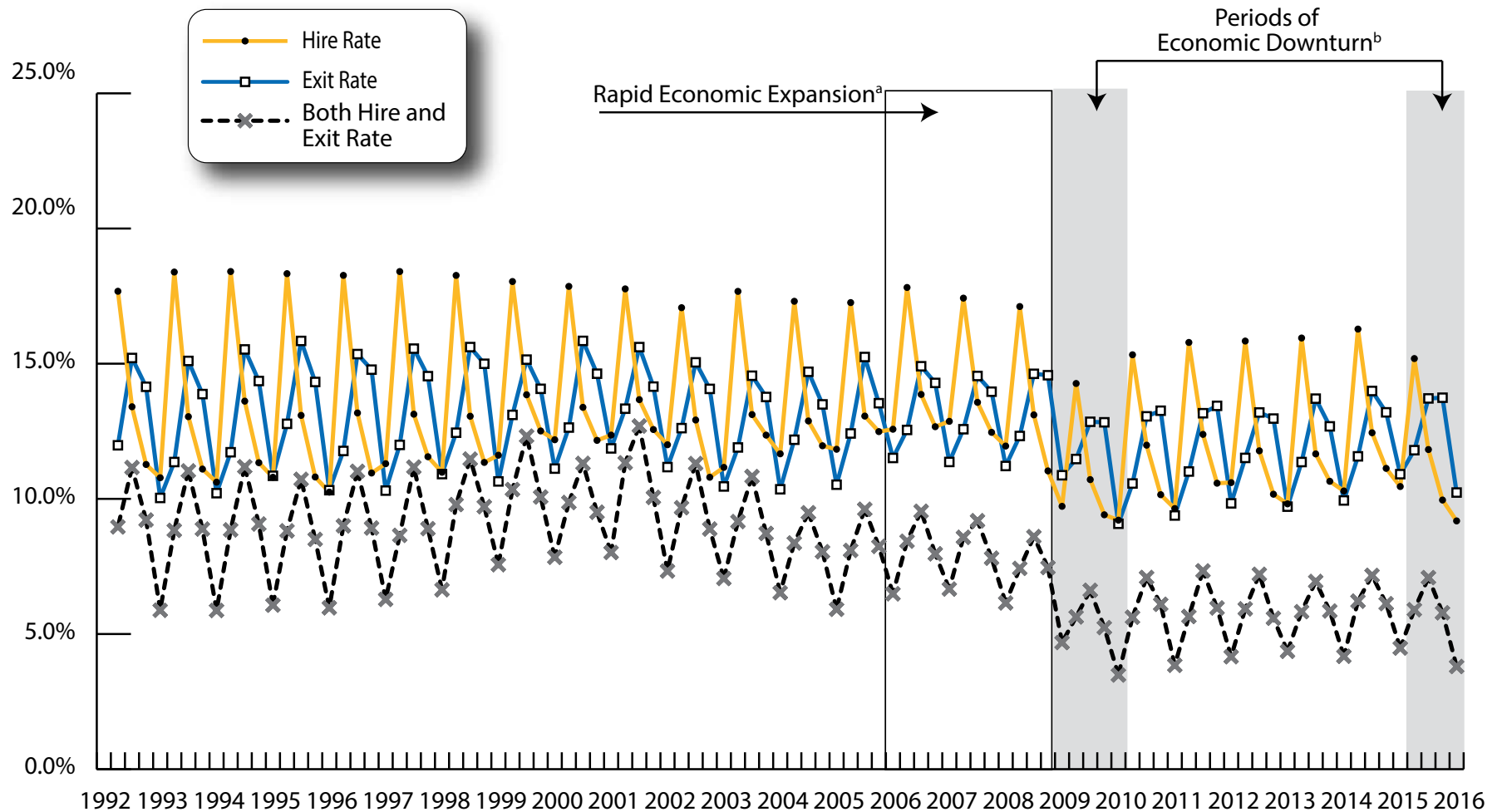
<sup>a</sup>Rapid Economic Expansion: 2006Q1 to 2008Q4.

<sup>b</sup>Periods of Economic Downturn: 2009Q1 to 2010Q1 and 2015Q2 to 2016Q1 (most recent data).

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

Prepared by M Moore, Research & Planning, WY DWS, 11/1/16.

Figure 2: Rates of Continuous Employment and Turnover in Wyoming by Year and Quarter, 1992Q1 to 2016Q1



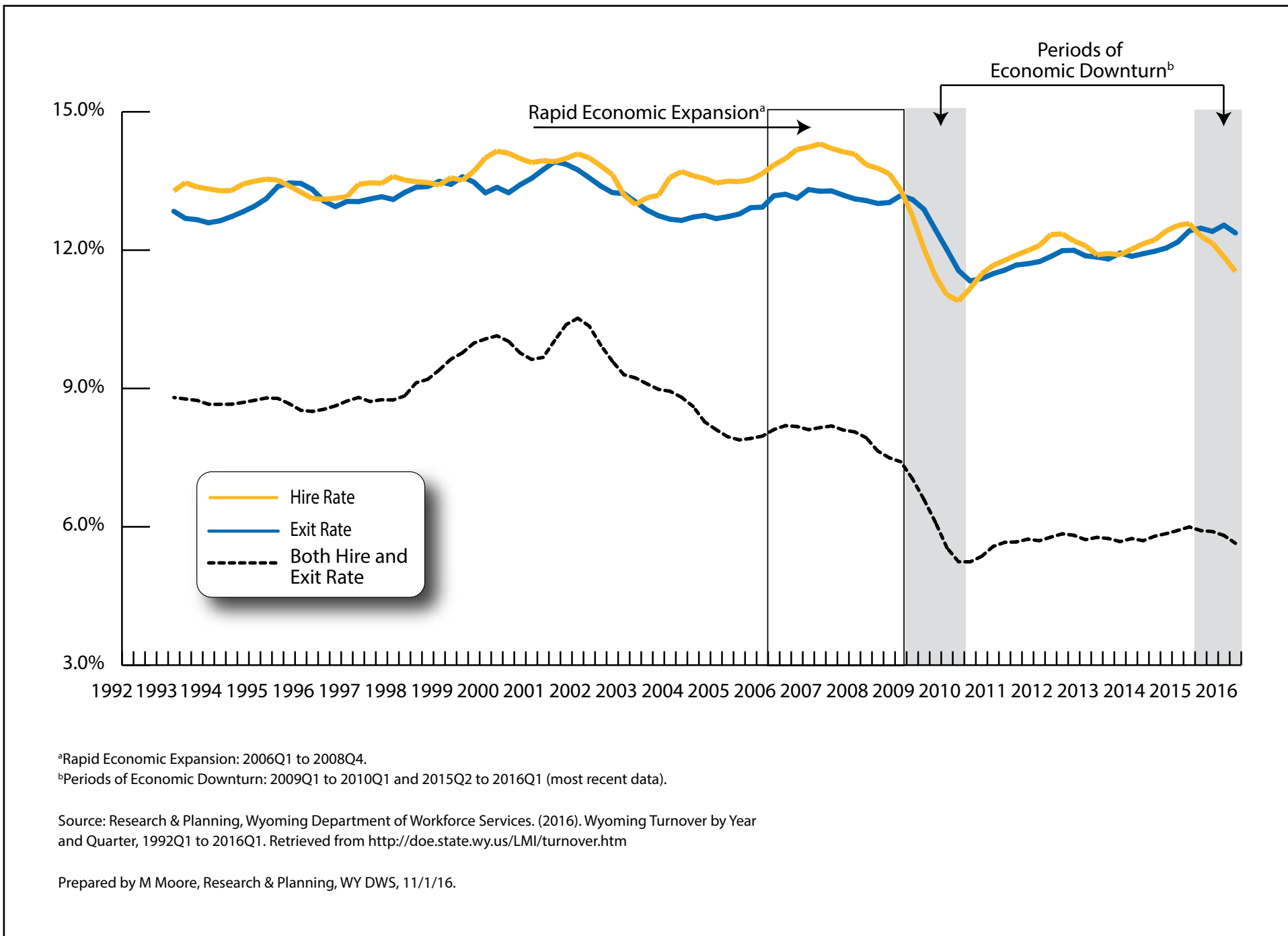
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Figure 3: Rate of Hire, Exit, and Both Hire & Exit in Wyoming by Year and Quarter, 1992Q1 to 2016Q1



<sup>a</sup>Rapid Economic Expansion: 2006Q1 to 2008Q4.  
<sup>b</sup>Periods of Economic Downturn: 2009Q1 to 2010Q1 and 2015Q2 to 2016Q1 (most recent data).

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

Prepared by M Moore, Research & Planning, WY DWS, 11/1/16.

Figure 4: Rate of Hire, Exit, and Both Hire & Exit in Wyoming by Year and Quarter, 1992Q1 to 2016Q1 (4-Quarter Moving Average)

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