

TRENDS

Analysis of the Gender Wage Gap Among Wyoming State Employees

by: *Lisa Knapp, Senior Research Analyst*

An analysis of 145 detailed occupations in Wyoming state government found gender wage disparity in only 12 occupations. Women earned significantly more than men in four occupations, while men earned significantly more than women in eight. In addition, an analysis of wages for employees who worked continuously between 2009Q4 and 2018Q4 indicated little or no difference in the way men or women were promoted over time.

In 2018, the Research & Planning (R&P) section of the Wyoming Department of Workforce Services undertook a project to identify and analyze any existing gender wage gap among employees working in Wyoming. The results of this project were presented in *A Study of the Disparity in Wages Between Men and Women in Wyoming: Update 2018*, which can be found online at https://doe.state.wy.us/LMI/WYWageGap2018/Update_2018.pdf.

For the more specific research presented in this article, R&P used state employee wage data to determine to what extent, if any, a gender wage gap exists amongst state employees. While the research presented in *Update 2018*

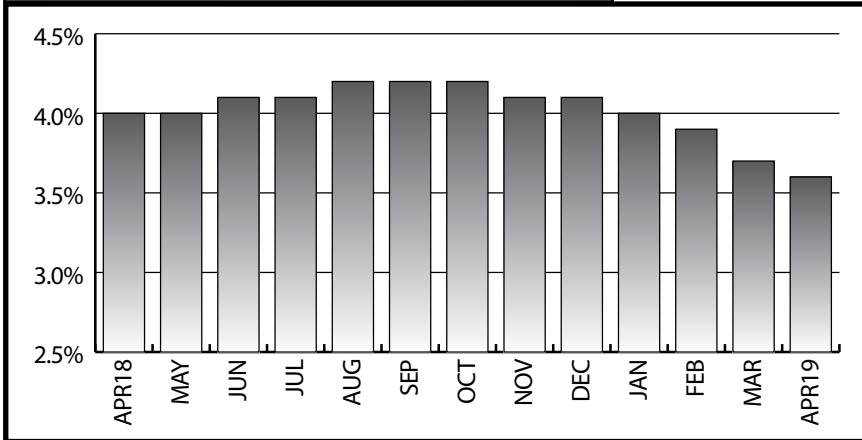
compared men's and women's wages by occupation, this analysis compares these wages by state job classification as assigned by the state. There are two components to state employee job classifications: the classification code and a grade level. R&P conducted statistical tests on both the classification code (with all grade levels combined), referred to the family-level classification for purposes of this analysis, and at the classification code and the grade level, referred to as the detailed-level classification. Statistical procedures were performed for both family-level and detailed-level classifications to compare men's and

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CORRECTION

Editor's note: In the June 2019 issue of *Wyoming Labor Force Trends* that was previously published and mailed to subscribers, the article titled, "Analysis of the Gender Wage Gap Among Wyoming State Employees" incorrectly included Legislative Service Office (LSO) wage information. Because LSO's wage data is not classified like those of the executive branch job classifications or pay grades, including LSO's wage data in this analysis was not appropriate. The Department of Workforce Services regrets its error in including this wage data.

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(Text continued from page 1)

women's wages for differences. Lastly, R&P compared wages for the cohort of state employees that were retained from fourth quarter 2009 to fourth quarter 2018 (2009Q4 to 2018Q4) to determine if there was a difference in the change of monetary compensation over the decade for men and women.

Methodology

This project used state employee wages and classification codes for 2018Q3, which were provided to R&P by the Wyoming State Auditor's office. Statistical analyses were conducted for both the detailed classification code level (six character) and the broader family classification code level (four character), which are a roll-up of the detailed-level codes within each family. For example, the four-character family-level classification code FIAC contains all employees working in the six-character detailed FIAC04 (accounting clerks) through FIAC14 (accounting managers II).

Several employees were removed from the dataset before this analysis began, including those whose gender was unknown and anyone working in an appointed or temporary position. In order to be considered for analysis, an employee had to have wages in 2018Q3 as well as 2018Q2 and 2018Q4. This was done to remove anyone who might not have worked for an entire quarter. Similarly, anyone whose hourly wage was less than \$8.76, the smallest hourly wage available on the state government pay table, was removed. In total, after these individuals were removed from the dataset, there

were 606 detailed classification codes and 166 family-level codes available for analysis, which covered jobs of 7,508 state employees. However, a large number of classification codes, and their associated employees, were excluded from statistical analysis because they did not fit the parameters of the study. Within the detailed classification codes, 276 (45.5%) employed either zero men or zero women. There were 953 (12.7%) employees working in these codes. Similarly, there were either zero men or zero women employed in 41 (24.6%) family-level codes, which encompassed 320 (4.3%) employees.

In order for the statistical procedures used in this study to be valid, a certain number of men and women had to be employed in any particular classification code. This level was set at three, and any classification code with fewer than three men or three women was removed from the analysis. This included 1,508 (20.1%) employees working in 185 (30.5%) of detailed classification codes and 446 (5.9%) employees working in 35 (21.0%) family-level classifications. Summary statistics such as mean wages and standard deviations are provided where available.

After removing all codes that did not have enough employees for a comparative analysis, there were 145 detailed classification codes with 5,011 employees remaining. Of these, 2,512 (50.1%) were women and 2,509 (49.9%) were men. Similarly, 90 family-level codes with 6,706 employees were available for analysis. Of these, 3,373 (50.3%) were women and 3,332 (49.7%) were men.

Hourly wages were calculated by multiplying the 2018Q3 wage by four and

then dividing that by 2,080, the typical number of hours a full-time employee works in a year. Four statistical procedures were performed on these data. The first of these, the t-test, compares the means of wages, in this case, for two groups. In this study, the results of the t-test indicate whether women's wages in a particular classification were significantly different than men's wages for the same classification. Statistical significance indicates that differences in means are due to more than simple chance.

The second statistical procedure used for this study was the Mann-Whitney U test, also known as the Wilcoxon Rank Sum test. This test is similar to the t-test in that it compares the means of two groups, but it is more suited for data that are not normally distributed or where the distribution is unknown. This test assumes that there is an equal likelihood that a randomly chosen number from one

independent sample of data will be greater than or less than a randomly selected value drawn from a second independent sample of data. In this case, it assumes that a randomly selected hourly wage for a female state employee has an equal chance of being greater than or less than a randomly selected hourly wage of a male state employee in the same state job classification category. If this is not true, the two groups are considered significantly different.

The third test performed on these data, the binomial proportions test, was used to compare the number of women and men in a particular classification to determine if there was a significantly larger proportion of one or the other employed within that code.

Finally, a test of the mean difference between non-independent paired measures was performed on women's and men's

wages for all employees who were employed by the state continuously between 2009Q4 and 2018Q4, to determine if cost of living increases and raises were applied unequally to men and women during that timeframe. The tables include the results of these tests as well as the actual difference in wages, wage proportion, and estimated annual difference in wages (assuming a full-time position working 2,080 hours per year) for those classification codes that had statistically significant wage differences for men and women.

Analysis

Of the 145 detailed level classification codes used in this analysis, only 12 (8.3%) had significantly different wages between women and men (see Table 1). A complete analysis of all 145 detailed level classification codes used in this research is available online at https://doe.state.wy.us/LMI/trends/0619/0619_Gender_Wage_Table.pdf.

Table 2 (see page 5) contains the 12 occupations with significantly different

(Text continued on page 6)

Table 1: Wyoming State Government Family- and Detailed- Level Classification Codes Used in this Analysis

| Classification | Significant Gender Wage Difference | | No Significant Gender Wage Difference | | Total | |
|---|------------------------------------|------|---------------------------------------|------|-------|-------|
| | N | % | N | % | N | % |
| 4-Character Family Classification Codes | 16 | 17.8 | 74 | 82.2 | 90 | 100.0 |
| 6-Character Detailed Level Classification Codes | 12 | 8.3 | 133 | 91.7 | 145 | 100.0 |

Table 2: State Government Detailed Occupations in Which There Were Statistically Significant Wage Differences Between Women and Men, 2018Q3

| State Classification, SOC ^a Title, and SOC ^a Code | Persons Working | | | Mean Hourly Wage (\$) | | Wage Difference (Women-Men) | | |
|---|-----------------|-----|---|-----------------------|-------|-----------------------------|-------|---------------------------------|
| | Women | Men | Binomial Proportion Test Two-Sided Pr. ^b | Women | Men | \$ | % | Cents on the Dollar (Women/Men) |
| ● ATPA03-Practicing Attorney 3 (Lawyers; 23-1011) | 10 | 16 | 0.23932 | 39.06 | 35.68 | 3.38 | 9.5 | 1.09 |
| ✓ ENEG10-Project Engineer (Civil Engineers; 17-2051)* | 13 | 47 | 0.00001 | 32.29 | 37.21 | -4.92 | -13.2 | 0.87 |
| ● ENNR08-Natural Resources Specialist (Environmental Scientists & Specialists, Including Health; 19-2041) | 7 | 13 | 0.17971 | 24.93 | 22.72 | 2.21 | 9.7 | 1.10 |
| ● FIAC10-Senior Accounting Analyst (Accountants & Auditors; 13-2011)* | 38 | 7 | <0.0001 | 30.75 | 29.31 | 1.44 | 4.9 | 1.05 |
| ✓ FWGW10-Senior Game Warden (Fish & Game Wardens; 33-3031)* | 5 | 50 | <0.0001 | 29.94 | 31.17 | -1.24 | -4.0 | 0.96 |
| ✓ FWWB10-Senior Wildlife Biologist (Zoologists & Wildlife Biologists; 19-1023)* | 18 | 58 | <0.0001 | 30.15 | 30.97 | -0.81 | -2.6 | 0.97 |
| ● HSHS05-Human Service Specialist (Nursing Assistants; 31-1014) | 14 | 12 | 0.69489 | 21.01 | 17.98 | 3.03 | 16.9 | 1.17 |
| ✓ HSRA09-Recreational Activities Coordinator (Recreational Therapists; 29-1125) | 6 | 3 | 0.31731 | 26.39 | 35.14 | -8.75 | -24.9 | 0.75 |
| ✓ ISHK01-Housekeeper (Maids & Housekeeping Cleaners; 37-2012)* | 26 | 5 | 0.00016 | 11.20 | 13.86 | -2.65 | -19.1 | 0.81 |
| ✓ SOAP11-Adult Probation & Parole Manager (Social & Community Service Managers; 11-9151) | 9 | 4 | 0.16552 | 33.73 | 39.02 | -5.29 | -13.6 | 0.86 |
| ✓ TDBG03-Buildings & Grounds Assistant II (Janitors & Cleaners, Except Maids & Housekeeping Cleaners; 37-2011)* | 4 | 18 | 0.00284 | 13.34 | 16.68 | -3.34 | -20.0 | 0.80 |
| ✓ TNCF06-Construction & Field Survey Specialist (Civil Engineering Technicians; 17-3022)* | 16 | 38 | 0.00276 | 25.69 | 27.27 | -1.58 | -5.8 | 0.94 |

^aStandard Occupational Classification

^bA value less than .05 indicates a significant difference in the number of men and women working in an occupation. Occupations with a significant difference in the number of men and women are marked with a *.

✓ = Occupation in which men's wages were statistically significantly higher than women's wages.

● = Occupation in which women's wages were statistically significantly higher than men's wages.

Source: Wyoming State Auditor state employee files.

Prepared by L. Knapp, Research & Planning, WY DWS, 3/19/19.

(Text continued from page 4)

wages between women and men. In four occupations, women had a higher hourly wage than men: ATPA03 - practicing attorneys (9.5% higher), ENNR08 - natural resources specialists (9.7% higher), FIAC10 - senior accounting analysts (4.9% higher), and HSHS05 - human service specialists (16.9%

higher). In the remaining eight classifications, men had significantly higher wages. These ranged from a difference of 2.6% among FWWB10 - senior wildlife biologists to a 24.9% difference for HSRA09- recreational activities coordinator.

Of the 12 detailed state employee classification codes that had

significantly different wages, seven also had significantly different proportions of male and female employees. Two of those classifications were staffed with a larger proportion of women: FIAC10 – senior accounting analysts (38 women and seven men) and ISHK01 – housekeepers (26 women and five men). The only classification with a larger proportion of women and significantly higher wages for women was FIAC10 - senior accounting analysts. In all classifications that had a higher proportion of men, men also had significantly higher wages.

Table 3: Gender Distribution for ATPA03 - Practicing Attorney 3 in Wyoming State Government Based on Actual Hourly Wage Ascending, 2018Q3

| Hourly Wage Rank | Hourly Wage | Gender |
|------------------|-----------------------|--------|
| 1 | Less than \$30 | Male |
| 2 | Less than \$30 | Female |
| 3 | Less than \$30 | Male |
| 4 | Less than \$30 | Male |
| 5 | Between \$30 and \$40 | Male |
| 6 | Between \$30 and \$40 | Male |
| 7 | Between \$30 and \$40 | Male |
| 8 | Between \$30 and \$40 | Male |
| 9 | Between \$30 and \$40 | Male |
| 10 | Between \$30 and \$40 | Male |
| 11 | Between \$30 and \$40 | Male |
| 12 | Between \$30 and \$40 | Male |
| 13 | Between \$30 and \$40 | Male |
| 14 | Between \$30 and \$40 | Male |
| 15 | Between \$30 and \$40 | Female |
| 16 | Between \$30 and \$40 | Male |
| 17 | Between \$30 and \$40 | Female |
| 18 | Between \$30 and \$40 | Female |
| 19 | Between \$30 and \$40 | Female |
| 20 | More than \$40 | Male |
| 21 | More than \$40 | Female |
| 22 | More than \$40 | Female |
| 23 | More than \$40 | Female |
| 24 | More than \$40 | Female |
| 25 | More than \$40 | Female |
| 26 | More than \$40 | Male |

Source: Wyoming State Auditor state employee files.

Prepared by T. Glover, Research & Planning, WY DWS, 3/19/19.

Table 3 provides an example of gender distribution in one occupation included in these analyses. As previously mentioned, women working as ATPA03 – practicing attorneys earned significantly more than men. Table 3 shows a breakdown of the hourly wages for all 26 individuals working in that occupation. Of the 16 men working as practicing attorneys, all but two earned less than \$30 or between \$30 and \$40. In comparison, of the 10 women working in this occupation, five earned more than \$40, four earned between \$30 and \$40, and only one earned less than \$30.

At the broader family-level employee classification level, 90 classifications were included in these statistical analyses. Of those classifications, 16 (17.8%) had wages that were significantly different for men and women (see Table 1, page 4). Table 4 shows the 16 family level classification codes that had significantly different wages for women and men. The full table of all 90 occupations is available online.

Among those 16 family-level classification codes, women had

significantly higher wages in three: BAMR - mailroom staff (26.9% higher), FIWH - warehouse staff (25.3% higher), and TNDE - design staff (38.9% higher). In comparison, men’s wages in the remaining 13 classifications ranged from 5.8% higher for FWGW - game wardens to 31.6% higher for HSEP - epidemiologists.

Eleven family-level classifications that had significantly different wages also had significantly different proportions of male and female staff. Five of these, including

Table 4: State Government Family Classifications in Which There Were Statistically Significant Different Wages Between Men and Women, 2018Q3

| Classification Family Code and Title | Persons Working | | Binomial Proportion Test Two-Sided Pr. ^a | Mean Hourly Wage (\$) | | Difference (Women-Men) | | |
|--|-----------------|-----|---|-----------------------|-------|------------------------|-------|---------------------------------|
| | Women | Men | | Women | Men | \$ | % | Cents on the Dollar (Women/Men) |
| ● BAMR (Mail Room) | 11 | 9 | 0.65472 | 17.86 | 14.07 | 3.79 | 26.9 | 1.27 |
| ✓ BAPS (Policy/Strategic Operations)* | 55 | 29 | 0.00456 | 29.42 | 31.60 | -2.18 | -6.9 | 0.93 |
| ✓ ENEG (Engineer)* | 38 | 216 | <0.0001 | 32.64 | 37.87 | -5.23 | -13.8 | 0.86 |
| ✓ FIAC (Accounting)* | 279 | 43 | <0.0001 | 24.94 | 28.75 | -3.81 | -13.2 | 0.87 |
| ✓ FIBD (Budget)* | 16 | 6 | 0.03301 | 29.71 | 41.07 | -11.36 | -27.7 | 0.72 |
| ✓ FIIE (Investment Education) | 9 | 3 | 0.08326 | 23.71 | 28.30 | -4.60 | -16.2 | 0.84 |
| ✓ FIIN (Investments) | 5 | 4 | 0.73888 | 27.15 | 32.58 | -5.43 | -16.7 | 0.83 |
| ● FIWH (Warehouse)* | 4 | 27 | 0.00004 | 24.07 | 19.21 | 4.87 | 25.3 | 1.25 |
| ✓ FWGW (Game Warden)* | 6 | 60 | <0.0001 | 28.65 | 30.42 | -1.77 | -5.8 | 0.94 |
| ✓ HSEP (Epidemiology) | 10 | 4 | 0.10881 | 29.03 | 42.42 | -13.39 | -31.6 | 0.68 |
| ✓ HSNU (Nursing)* | 123 | 12 | <0.0001 | 31.26 | 36.83 | -5.58 | -15.1 | 0.85 |
| ✓ PSCJ (Criminal Justice Information) | 10 | 3 | 0.0522 | 23.01 | 28.94 | -5.93 | -20.5 | 0.80 |
| ✓ SOSOP (Social Services Program)* | 166 | 45 | <0.0001 | 23.34 | 26.55 | -3.21 | -12.1 | 0.88 |
| ✓ TDBG (Building & Grounds)* | 36 | 106 | <0.0001 | 14.61 | 18.30 | -3.69 | -20.2 | 0.80 |
| ✓ TNCF (Construction & Field Surveying)* | 40 | 92 | 0.00001 | 24.95 | 31.47 | -6.53 | -20.7 | 0.79 |
| ● TNDE (Design)* | 4 | 31 | 0.00001 | 30.13 | 21.70 | 8.44 | 38.9 | 1.39 |

^aA value less than .05 indicates a significant difference in the number of men and women working in an occupation. Occupations with a significant difference in the number of men and women are marked with a *.

✓ = Occupation in which men’s wages were statistically significantly higher than women’s wages.

● = Occupation in which women’s wages were statistically significantly higher than men’s wages.

Source: Wyoming State Auditor state employee files.

Prepared by L. Knapp, Research & Planning, WY DWS, 3/19/19.

FIAC (accounting), BAPS (policy and strategic operations), and SOS (social services programs) had a larger proportion of women on staff. The other six, including ENEG (engineering), FWGW (game wardens), and TDBG (building and grounds) were staffed by a significantly larger proportion of men. Regardless of the proportion of men and women on staff, men had significantly higher wages in all but two job classifications.

Women comprised a larger proportion of people working in FIWH - warehouse staff and had a 25.3% higher wage, while they were a smaller proportion of TNDE - design staff but had a 38.9% higher wage.

Figure 1 shows the growth in women's and men's wages between 2009Q4 and 2018Q4. Each point on this figure indicates one person who worked for the state continuously during all 37 quarters, although

they did not have to work in the same position for the entire time. For example, one person may have worked as a BAAS06 - office support specialist in 2009Q4 and as a BALG08 - legal assistant in 2018Q4, while another may have worked as a SOAP08 - adult probation and parole officer for all 37 quarters. The linear trend lines for men and women in this figure indicate comparatively equal wage growth for each during this time.

As noted earlier in the methodology, R&P also conducted a test of the mean difference between non-independent paired measures for state employees working continuously between 2009Q4 and 2018Q4. The intent of this test was to determine whether or not men or women had a disproportionate opportunity for advancement over time. In other words, were either men or women moved into higher ranking, higher paying jobs more often. The results of this test were not statistically significant, indicating there were, in fact, no significant differences in the way men and women were promoted during that nine year time period.

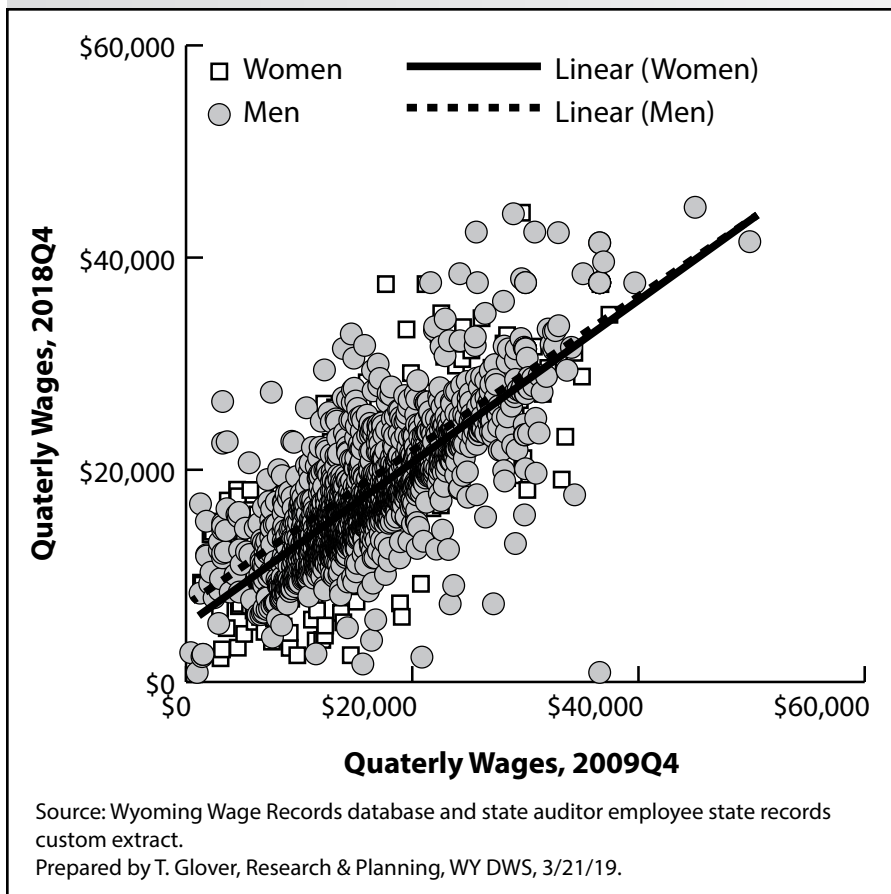


Figure 1: Wage Progression by Gender for Wyoming State Employees Employed for 37 Continuous Quarters Between 2009Q4 and 2018Q4

Conclusions

The Wyoming Department of Administration & Information's Human Resources Division (HRD) has internal controls so that the State is less susceptible to wage disparity. Many of these controls are outlined in the State of Wyoming Compensation Policy, which is available online at <https://tinyurl.com/y42junsf>. This policy supports the principle of equal employment opportunity and furthermore, outlines specific criteria that can be used to determine rates of pay. Any exception to the policy must be approved by HRD. In addition, HRD manages the State of Wyoming's classification structure which places positions into categories determined by similarity of duties. This ensures that like-jobs are being paid within a comparable pay range regardless of gender.

Due to the policies and parameters that HRD has established, including the State of Wyoming's pay scale system, which has a set salary range for each detailed classification code and employees within each classification are rarely paid an amount outside that range, there should be little or no gender wage gap between men and women. At the six-character detailed classification code level, of the 146 used in this analysis, only 13 (8.9%) showed any significant wage difference. Among the majority of these classifications, the wage difference favored men. In the eight classifications where men were paid significantly more than women, the difference ranged from 2.6% more among senior wildlife biologists to 24.9% among recreational activities coordinators.

At the four-character family-level classification codes, the results were similar. Of the 90 classifications used in this analysis, 16 (17.8%) showed any gender wage gap. Again, these wage differences favored men in all but three classifications: mailroom, warehouse, and design staff. In the job classifications where men had significantly higher wages, the difference in wages ranged from 5.8% for game wardens to 31.6% for epidemiologists.

Finally, an analysis of wages for employees who worked continuously between 2009Q4 and 2018Q4 indicated little or no difference in the way the men or women were promoted over time.

This research was successful in determining which employee job classifications had significant wage disparities and which had significant staffing differences, but there are still questions to answer. Specifically, the results of the family-level classification analysis (see Table 4) hint at but don't entirely answer a question of whether or not there are significant gender differences at different levels of a classification's grade spectrum. In other words, are there more men (or women) hired to fill management and senior staff positions? Similarly, are there more men or women at the high end of a particular classification grade? Is variable pay such as overtime and on call being afforded equally to both men and women? These are questions that should be investigated in future research.

The results of this survey have been shared with HRD. Similar analysis and reporting will be implemented in the State of Wyoming's Workforce Report published annually by HRD moving forward.

R&P Publishes Licensed Health Care Occupation Dashboards

by: Lisa Knapp, Senior Research Analyst

The Research & Planning (R&P) section of the Wyoming Department of Workforce Services was asked by the Wyoming Legislative Services Office (LSO) to prepare dashboards for more than 40 licensed health care occupations in Wyoming. Those dashboards are now available online with a presentation and other supplemental material at <https://doe.state.wy.us/LMI/health.htm>.

The data contained in these dashboards were compiled from several sources and include a wealth of data on employment, wages, projections, licensing and education requirements, and more. This article provides a sample dashboard on registered nurses (see pages 11-12) in order to introduce the reader to some of the information available.

The most recent employment and wage data from the Occupational Employment Statistics (OES) Survey show that in March 2019, there were 5,010 registered nurses (RNs) in Wyoming with an average wage of \$32.94. Laramie and Natrona counties had a similar number of registered nurses (950 and 960, respectively), but the average wage was noticeably higher in Laramie County (\$37.77) than in Natrona County (\$30.78). At the industry level, the majority of RNs worked in health care & social assistance (3,980), but RNs were also found working in industries such as public administration (700) and educational services (170).

According to R&P's most recent long-term projections, which were published in August 2018, the number of RNs is projected to grow by 858 jobs, or 17.2%, from 2016 to 2026. The projections indicate that there will be 359 total annual

openings: 86 due to growth (*change*), 155 due to persons leaving the workforce (*exits*), and 118 due to persons changing jobs (*transfers*).

The more recent short-term projections, published in March 2019, indicate that Wyoming will add 122 new RN jobs from 2018 to 2020. The short-term projections show 320 annual openings: 61 due to change, 147 due to exits, and 112 due to transfers.

Data from the Wyoming New Hires Job Skills Survey show that there were an estimated 846 new hire RNs in 2017, with an average hourly wage of \$26.00. A new hire is defined as someone hired by a firm for which he or she had not worked since at least 1992, the earliest year for which R&P has wage records. Of those new hire RNs, 55.5% were offered health insurance, 54.2% were offered a retirement plan, and 58.0% were offered paid time off. The majority of employers surveyed identified service orientation, critical thinking, and reading comprehension as important job skills. Women made up 82.2% of all new hire RNs, while men accounted for 12.0%. The remaining 5.8% were *nonresidents*, or individuals for whom demographic data were not available.

Projections from other states show that Colorado, Idaho, Montana, Nebraska, South Dakota, and Utah are all projected to have substantially more annual openings for RNs than Wyoming. For example, Wyoming is projected to have 320 total annual openings, while South Dakota is projected to have 910. The

(Text continued on page 12)

Registered Nurses (RN), SOC^a 29-1141

Employment and Wages, March 2019

| Region | N | % | Mean Hourly Wage |
|------------------|--------------|--------------|------------------|
| Total | 5,010 | 100.0 | \$32.94 |
| Northwest Region | 880 | 17.6 | \$32.67 |
| Laramie County | 950 | 19.0 | \$37.77 |
| Natrona County | 960 | 19.2 | \$30.78 |

| Industry & NAICS ^b Code | N | % | Median Hourly Wage |
|--------------------------------------|--------------|--------------|--------------------|
| Total | 5,010 | 100.0 | \$31.84 |
| Educational Services (61) | 170 | 3.4 | \$27.23 |
| Health Care & Social Assistance (62) | 3,980 | 79.4 | \$31.74 |
| Public Administration (92) | 700 | 14.0 | \$35.56 |

Source: Wyoming Wage Survey (OES), March 2019^c

New Hires, 2017

| | |
|---------------------|---------|
| N | 846 |
| Average Hourly Wage | \$26.00 |

Percent Offered Selected Benefits

| | |
|------------------|------|
| Health Insurance | 55.5 |
| Retirement | 54.2 |
| Paid Time Off | 58.0 |

Important Job Skills (%)

| | |
|-----------------------|------|
| Service Orientation | 92.9 |
| Critical Thinking | 92.9 |
| Reading Comprehension | 95.4 |

Gender (%)

| | |
|--------------|------|
| Women | 82.2 |
| Men | 12.0 |
| Nonresidents | 5.8 |

Age (%)

| | |
|--------------|------|
| <20 | 1.9 |
| 20-24 | 8.0 |
| 25-34 | 21.7 |
| 35-44 | 15.4 |
| 45-54 | 22.9 |
| 55-64 | 20.6 |
| 65+ | 3.7 |
| Nonresidents | 5.8 |

Source: Wyoming New Hires Job Skills Survey, 2017.

WY Long-Term Projections, 2016-2026

| 2016 (Base) | 2026 (Projected) | Change | | Annual Openings | | | |
|-------------|------------------|--------|------|-----------------|-------|-----------|-------|
| | | N | % | Change | Exits | Transfers | Total |
| 4,977 | 5,835 | 858 | 17.2 | 86 | 155 | 118 | 359 |

Source: Wyoming Long-Term Occupational Projections, 2016-2026.

WY Short-Term Projections, 2018-2020

| 2018 (Base) | 2020 (Projected) | Change | | Annual Openings | | | |
|-------------|------------------|--------|-----|-----------------|-------|-----------|-------|
| | | N | % | Change | Exits | Transfers | Total |
| 5,068 | 5,190 | 122 | 2.4 | 61 | 147 | 112 | 320 |

Source: Wyoming Short-Term Occupational Projections, 2018-2020.

Projections for WY & Other States, 2018-2020

| State | Annual Openings | | Avg. Annual Wage |
|--------------|-----------------|-------|------------------|
| | Growth | Total | |
| Colorado | 2,470 | 3,900 | \$74,240 |
| Idaho | 790 | 1,310 | \$67,110 |
| Montana | 310 | 690 | \$67,450 |
| Nebraska | 800 | 1,700 | \$64,470 |
| South Dakota | 510 | 910 | \$58,340 |
| Utah | 1,090 | 1,720 | \$65,670 |
| Wyoming | 61 | 320 | \$67,360 |

Note: Other states' projections are rounded to the nearest 10.

Source: ProjectionsCentral.com.

^aStandard Occupational Classification.

^bNorth American Industry Classification System.

^cMay 2018 estimates updated to the March 2019 ECI Employment Cost Index.

ND = Not discloseable due to confidentiality.

(Text continued from page 10)

average annual wage for RNs in Wyoming (\$67,360) was higher than in some surrounding states such as South Dakota (\$58,340) and Nebraska (\$64,470).

Finally, registered nurses are required to graduate from a nursing program approved by the State Board of Nursing,

pass a national nursing licensure examination, and meet continued competency requirements. Schools with nursing programs in Wyoming include Casper College, Central Wyoming College, Laramie County Community College, Northern Wyoming Community College, Northwest College, Western Wyoming Community College, and the University of Wyoming.

Registered Nurses (RN), SOC^a 29-1141

Education and Licensing Requirements

Requirements

1. Graduate from licensing-board approved nursing program.
2. Pass a national nursing licensure examination.
3. Meet continued competency requirement.

Schools Located in Wyoming

Casper College - Casper - School of Health Science, Nursing | <http://www.caspercollege.edu/nursing/index.html>
 Central Wyoming College - Riverton - Nursing program | <http://www.cwc.edu/nursing/>
 Laramie County Community College - Cheyenne - Nursing program | <http://www.lccc.wy.edu/programs/nursing>
 Northern Wyoming Community College District - Gillette and Sheridan | <http://www.sheridan.edu/academics/program/nursing/>
 Northwest College - Powell - Nursing program | <https://nwc.edu/nursing/>
 University of Wyoming - Laramie - Fay W. Whitney School of Nursing | <http://www.uwyo.edu/nursing/>
 Western Wyoming Community College -Rock Springs - Nursing program | <https://www.westernwyoming.edu/academics/nursing/>

License

Registered Nurses must be licensed by the Wyoming State Board of Nursing.

Examination

The examination is given in Casper at Pearson Vue Testing Center. More information is available online at <http://www.pearsonvue.com/nclex/>.

Fees

| | |
|--|-------|
| Licensing by Endorsement (Out of State) | \$135 |
| Licensing by Examination | \$130 |
| Renewal (Every Even Year) | \$110 |
| Background Check | \$60 |
| Multi-State Licensure Application Processing | \$25 |
| Temporary Permit (exam or endorsement) | \$25 |

Source: Directory of Licensed Occupations in Wyoming.

^aStandard Occupational Classification.

Wyoming Unemployment Rate Falls to 3.6% in April 2019

by: David Bullard, Senior Economist

The Research & Planning section of the Wyoming Department of Workforce Services reported that the state's seasonally adjusted¹ unemployment rate fell from 3.7% in March to 3.6% in April. Wyoming's unemployment rate was lower than its April 2018 level of 4.0% and the same as the current U.S. unemployment rate of 3.6%.

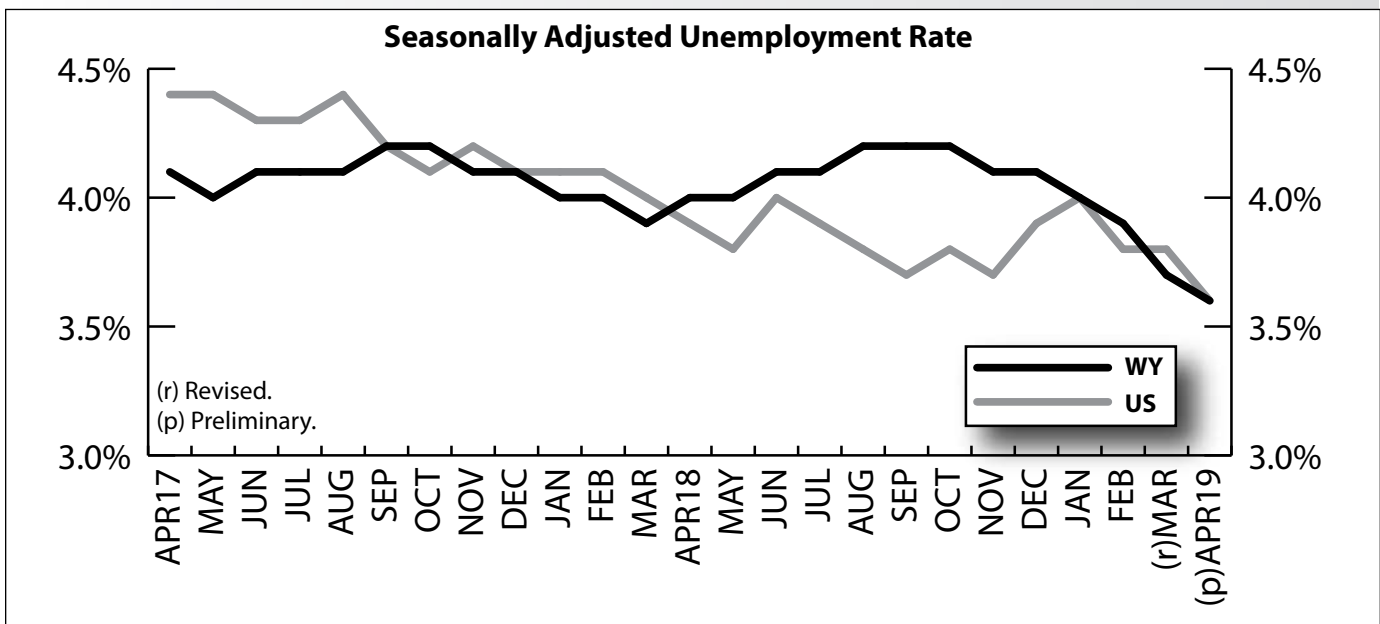
Most county unemployment rates followed their normal seasonal pattern and fell from March to April. Warmer spring weather often brings job gains in construction, professional & business services, and other sectors. Washakie County's unemployment rate fell from 5.0% to 3.6%, Crook County's rate fell from 4.2% to 3.1%, and Park County's rate fell from 4.9% to 3.9%. Teton County's unemployment rate rose from 2.4% in March to 3.8% in April as the ski season ended.

From April 2018 to April 2019, unemployment rates fell in nearly every county, suggesting a general tightening in the state's labor market. The largest unemployment rate decreases were seen in Lincoln (down from 4.3% to 3.1%), Fremont (down from 5.1% to 3.9%), Hot Springs (down from 4.0% to 2.9%), Natrona (down from 4.5% to 3.5%), and Converse (down from 3.6% to 2.6%) counties.

The highest unemployment rates in Wyoming were found in Big Horn County at 4.5% and Fremont, Park, and Uinta counties, all at 3.9%. The lowest unemployment rates were reported in Niobrara County at 2.2% and Albany and Converse counties, both at 2.6%.

Total nonfarm employment in Wyoming (not seasonally adjusted and measured by place of work) increased from 279,400 in April 2018 to 283,500 in April 2019, a gain of 4,100 jobs (1.5%).

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 Internal Estimates, April 2019

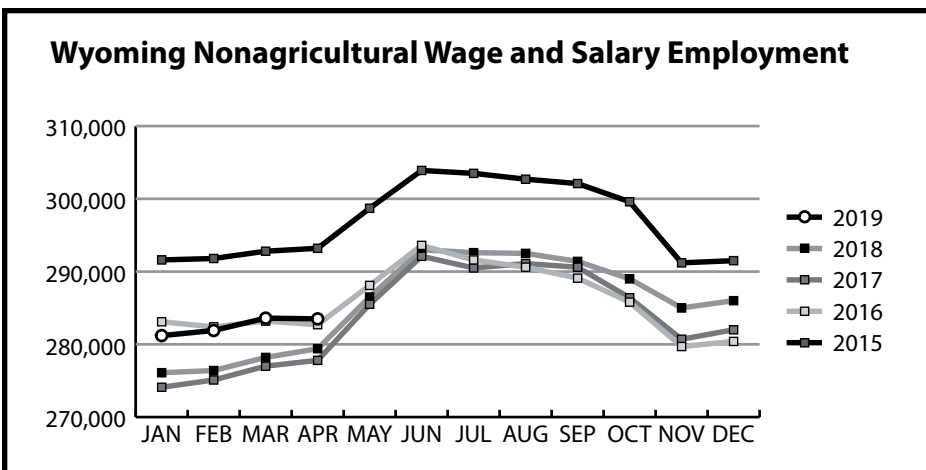
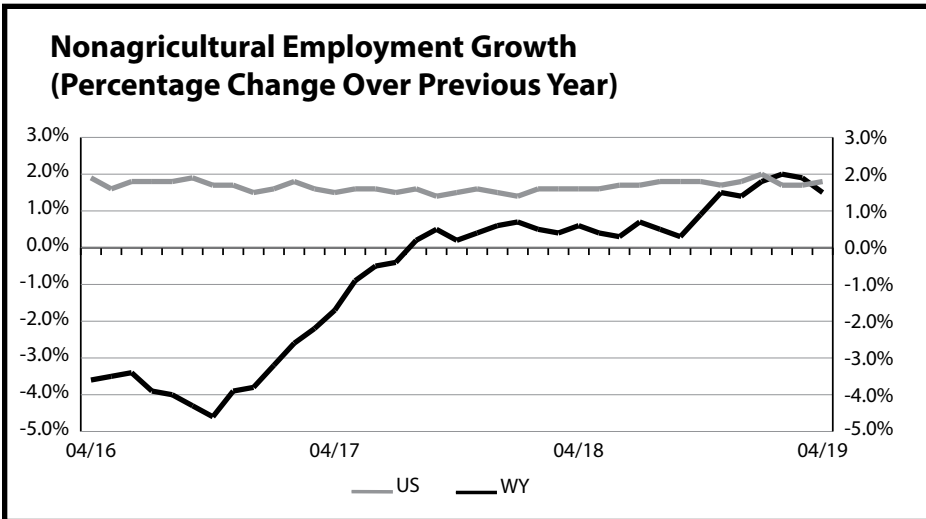
by: David Bullard, Senior Economist

| Industry Sector | Research & Planning's Internal Estimates | Current Employment Statistics (CES) Estimates | N Difference | % Difference |
|----------------------------------|--|---|--------------|--------------|
| Total Nonfarm Employment | 283,731 | 283,500 | -231 | -0.1% |
| Natural Resources & Mining | 20,584 | 20,800 | 216 | 1.0% |
| Construction | 21,272 | 21,300 | 28 | 0.1% |
| Manufacturing | 9,561 | 10,000 | 439 | 4.4% |
| Wholesale Trade | 8,458 | 8,300 | -158 | -1.9% |
| Retail Trade | 28,063 | 29,200 | 1,137 | 3.9% |
| Transportation & Utilities | 14,661 | 15,100 | 439 | 2.9% |
| Information | 3,410 | 3,500 | 90 | 2.6% |
| Financial Activities | 11,294 | 10,800 | -494 | -4.6% |
| Professional & Business Services | 19,207 | 18,900 | -307 | -1.6% |
| Educational & Health Services | 28,282 | 27,800 | -482 | -1.7% |
| Leisure & Hospitality | 32,928 | 31,200 | -1,728 | -5.5% |
| Other Services | 16,352 | 16,900 | 548 | 3.2% |
| Government | 69,659 | 69,700 | 41 | 0.1% |

Projections were run in May 2019 and based on QCEW data through December 2018.

State Unemployment Rates April 2019 (Seasonally Adjusted)

| State | Unemp. Rate |
|----------------------|-------------|
| Puerto Rico | 8.7 |
| Alaska | 6.5 |
| District of Columbia | 5.6 |
| New Mexico | 5.0 |
| Arizona | 4.9 |
| Mississippi | 4.9 |
| West Virginia | 4.9 |
| Washington | 4.7 |
| Louisiana | 4.5 |
| Illinois | 4.4 |
| California | 4.3 |
| Ohio | 4.3 |
| Oregon | 4.3 |
| Michigan | 4.1 |
| Kentucky | 4.0 |
| Nevada | 4.0 |
| North Carolina | 4.0 |
| New Jersey | 3.9 |
| New York | 3.9 |
| Alabama | 3.8 |
| Connecticut | 3.8 |
| Georgia | 3.8 |
| Maryland | 3.8 |
| Pennsylvania | 3.8 |
| Rhode Island | 3.7 |
| Texas | 3.7 |
| Arkansas | 3.6 |
| Indiana | 3.6 |
| Montana | 3.6 |
| United States | 3.6 |
| Wyoming | 3.6 |
| Kansas | 3.5 |
| Colorado | 3.4 |
| Florida | 3.4 |
| South Carolina | 3.4 |
| Maine | 3.3 |
| Minnesota | 3.3 |
| Missouri | 3.3 |
| Oklahoma | 3.3 |
| Delaware | 3.2 |
| Tennessee | 3.2 |
| Massachusetts | 2.9 |
| Nebraska | 2.9 |
| Utah | 2.9 |
| Virginia | 2.9 |
| Hawaii | 2.8 |
| Idaho | 2.8 |
| South Dakota | 2.8 |
| Wisconsin | 2.8 |
| Iowa | 2.4 |
| New Hampshire | 2.4 |
| North Dakota | 2.3 |
| Vermont | 2.2 |



Wyoming Nonagricultural Wage and Salary Employment

by: *David Bullard, Senior Economist*

State Unemployment Rates April 2019 (Not Seasonally Adjusted)

| | Employment in Thousands | | | % Change Total Employment | |
|--|----------------------------|-------------|-------------|------------------------------|-------------|
| | Apr 19 | Mar 19 | Apr 18 | Apr 19 | Apr 18 |
| | Apr 19 | Mar 19 | Apr 18 | Mar 19 | Apr 18 |
| CAMPBELL COUNTY | | | | | |
| TOTAL NONAG. WAGE & SALARY EMPLOYMENT | 25.5 | 25.3 | 25.4 | 0.8 | 0.4 |
| TOTAL PRIVATE | 20.3 | 20.1 | 20.2 | 1.0 | 0.5 |
| GOODS PRODUCING | 8.3 | 8.2 | 8.4 | 1.2 | -1.2 |
| Natural Resources & Mining | 5.9 | 5.9 | 5.9 | 0.0 | 0.0 |
| Construction | 1.9 | 1.8 | 2.1 | 5.6 | -9.5 |
| Manufacturing | 0.5 | 0.5 | 0.4 | 0.0 | 25.0 |
| SERVICE PROVIDING | 17.2 | 17.1 | 17.0 | 0.6 | 1.2 |
| Trade, Transportation, & Utilities | 5.2 | 5.2 | 5.2 | 0.0 | 0.0 |
| Information | 0.2 | 0.2 | 0.2 | 0.0 | 0.0 |
| Financial Activities | 0.8 | 0.7 | 0.7 | 14.3 | 14.3 |
| Professional & Business Services | 1.6 | 1.6 | 1.6 | 0.0 | 0.0 |
| Educational & Health Services | 1.1 | 1.1 | 1.1 | 0.0 | 0.0 |
| Leisure & Hospitality | 2.3 | 2.3 | 2.2 | 0.0 | 4.5 |
| Other Services | 0.8 | 0.8 | 0.8 | 0.0 | 0.0 |
| GOVERNMENT | 5.2 | 5.2 | 5.2 | 0.0 | 0.0 |

| | Employment in Thousands | | | % Change Total Employment | |
|--|----------------------------|-------------|-------------|------------------------------|-------------|
| | Apr 19 | Mar 19 | Apr 18 | Apr 19 | Apr 18 |
| | Apr 19 | Mar 19 | Apr 18 | Mar 19 | Apr 18 |
| SWEETWATER COUNTY | | | | | |
| TOTAL NONAG. WAGE & SALARY EMPLOYMENT | 22.9 | 22.7 | 23.1 | 0.9 | -0.9 |
| TOTAL PRIVATE | 18.1 | 17.9 | 18.3 | 1.1 | -1.1 |
| GOODS PRODUCING | 7.4 | 7.2 | 7.3 | 2.8 | 1.4 |
| Natural Resources & Mining | 4.4 | 4.4 | 4.6 | 0.0 | -4.3 |
| Construction | 1.7 | 1.5 | 1.4 | 13.3 | 21.4 |
| Manufacturing | 1.3 | 1.3 | 1.3 | 0.0 | 0.0 |
| SERVICE PROVIDING | 15.5 | 15.5 | 15.8 | 0.0 | -1.9 |
| Trade, Transportation, & Utilities | 4.4 | 4.4 | 4.5 | 0.0 | -2.2 |
| Information | 0.1 | 0.1 | 0.2 | 0.0 | -50.0 |
| Financial Activities | 0.7 | 0.7 | 0.7 | 0.0 | 0.0 |
| Professional & Business Services | 1.2 | 1.2 | 1.2 | 0.0 | 0.0 |
| Educational & Health Services | 1.4 | 1.4 | 1.4 | 0.0 | 0.0 |
| Leisure & Hospitality | 2.3 | 2.3 | 2.3 | 0.0 | 0.0 |
| Other Services | 0.6 | 0.6 | 0.7 | 0.0 | -14.3 |
| GOVERNMENT | 4.8 | 4.8 | 4.8 | 0.0 | 0.0 |

| | Employment in Thousands | | | % Change Total Employment | |
|--|----------------------------|-------------|-------------|------------------------------|------------|
| | Apr 19 | Mar 19 | Apr 18 | Apr 19 | Apr 18 |
| | Apr 19 | Mar 19 | Apr 18 | Mar 19 | Apr 18 |
| TETON COUNTY | | | | | |
| TOTAL NONAG. WAGE & SALARY EMPLOYMENT | 18.5 | 19.8 | 18.3 | -6.6 | 1.1 |
| TOTAL PRIVATE | 16.0 | 17.2 | 15.8 | -7.0 | 1.3 |
| GOODS PRODUCING | 2.2 | 2.1 | 2.2 | 4.8 | 0.0 |
| Natural Resources, Mining & Construction | 2.0 | 1.9 | 2.0 | 5.3 | 0.0 |
| Manufacturing | 0.2 | 0.2 | 0.2 | 0.0 | 0.0 |
| SERVICE PROVIDING | 16.3 | 17.7 | 16.1 | -7.9 | 1.2 |
| Trade, Transportation, & Utilities | 2.7 | 2.7 | 2.6 | 0.0 | 3.8 |
| Information | 0.2 | 0.2 | 0.2 | 0.0 | 0.0 |
| Financial Activities | 1.1 | 1.1 | 1.0 | 0.0 | 10.0 |
| Professional & Business Services | 1.8 | 1.7 | 1.8 | 5.9 | 0.0 |
| Educational & Health Services | 1.2 | 1.3 | 1.2 | -7.7 | 0.0 |
| Leisure & Hospitality | 6.3 | 7.6 | 6.3 | -17.1 | 0.0 |
| Other Services | 0.5 | 0.5 | 0.5 | 0.0 | 0.0 |
| GOVERNMENT | 2.5 | 2.6 | 2.5 | -3.8 | 0.0 |

| State | Unemp. Rate |
|----------------------|-------------|
| Puerto Rico | 7.8 |
| Alaska | 6.4 |
| District of Columbia | 5.1 |
| Mississippi | 4.6 |
| Washington | 4.5 |
| Arizona | 4.3 |
| New Mexico | 4.3 |
| West Virginia | 4.2 |
| Illinois | 4.0 |
| California | 3.9 |
| Kentucky | 3.9 |
| Oregon | 3.9 |
| Michigan | 3.7 |
| Nevada | 3.6 |
| New York | 3.6 |
| North Carolina | 3.6 |
| Louisiana | 3.5 |
| Maine | 3.5 |
| Alabama | 3.4 |
| Maryland | 3.4 |
| Connecticut | 3.3 |
| Ohio | 3.3 |
| United States | 3.3 |
| Wyoming | 3.3 |
| Minnesota | 3.2 |
| Montana | 3.2 |
| Pennsylvania | 3.2 |
| Georgia | 3.1 |
| Indiana | 3.1 |
| Kansas | 3.1 |
| Delaware | 3.0 |
| Rhode Island | 3.0 |
| South Carolina | 3.0 |
| Texas | 3.0 |
| Arkansas | 2.9 |
| Florida | 2.9 |
| Missouri | 2.9 |
| Nebraska | 2.9 |
| New Jersey | 2.9 |
| South Dakota | 2.9 |
| Hawaii | 2.8 |
| Tennessee | 2.8 |
| Colorado | 2.7 |
| Idaho | 2.7 |
| Oklahoma | 2.7 |
| Utah | 2.7 |
| Wisconsin | 2.7 |
| Massachusetts | 2.6 |
| New Hampshire | 2.5 |
| North Dakota | 2.5 |
| Virginia | 2.5 |
| Vermont | 2.2 |
| Iowa | 2.1 |

Economic Indicators

by: David Bullard, Senior Economist

The Consumer Price Index for apparel fell 3.0% from April 2018 to April 2019.

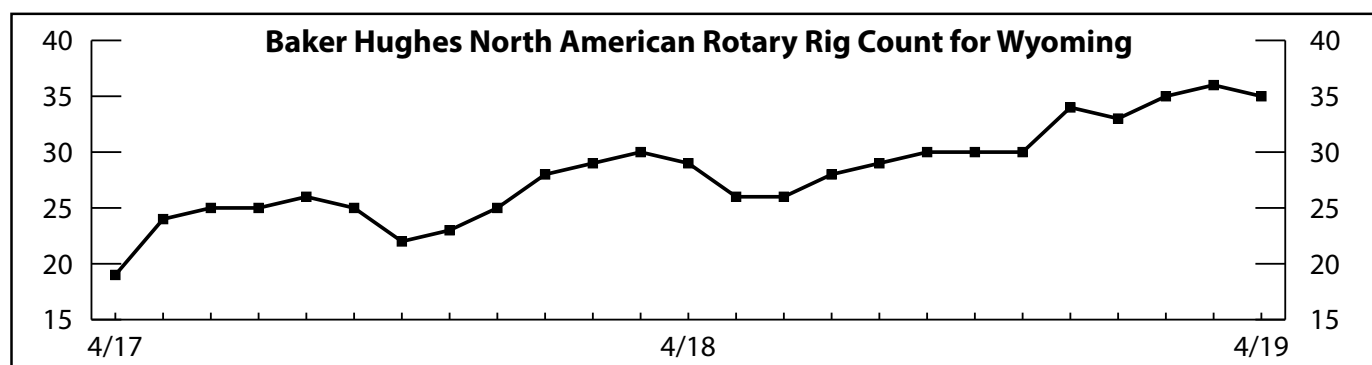
| | Apr 2019 (p) | Mar 2019 (r) | Apr 2018 (b) | Percent Change Month | Year |
|--|-----------------|-----------------|-----------------|-------------------------|-------------|
| Wyoming Total Nonfarm Employment | 283,500 | 283,600 | 279,400 | 0.0 | 1.5 |
| Wyoming State Government | 15,100 | 15,400 | 15,300 | -1.9 | -1.3 |
| Laramie County Nonfarm Employment | 46,700 | 46,600 | 46,200 | 0.2 | 1.1 |
| Natrona County Nonfarm Employment | 39,300 | 38,900 | 38,600 | 1.0 | 1.8 |
| Selected U.S. Employment Data | | | | | |
| U.S. Multiple Jobholders | 7,765,000 | 8,047,000 | 7,637,000 | -3.5 | 1.7 |
| As a percent of all workers | 5.0% | 5.1% | 4.9% | N/A | N/A |
| U.S. Discouraged Workers | 454,000 | 412,000 | 408,000 | 10.2 | 11.3 |
| U.S. Part Time for Economic Reasons | 4,483,000 | 4,621,000 | 4,734,000 | -3.0 | -5.3 |
| Wyoming Unemployment Insurance | | | | | |
| Weeks Compensated | 11,503 | 12,182 | 12,216 | -5.6 | -5.8 |
| Benefits Paid | \$4,358,207 | \$4,595,533 | \$4,450,811 | -5.2 | -2.1 |
| Average Weekly Benefit Payment | \$378.88 | \$377.24 | \$364.34 | 0.4 | 4.0 |
| State Insured Covered Jobs ¹ | 257,348 | 256,767 | 254,623 | 0.2 | 1.1 |
| Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100) | | | | | |
| All Items | 255.5 | 254.2 | 250.5 | 0.5 | 2.0 |
| Food & Beverages | 257.4 | 257.4 | 253.0 | 0.0 | 1.7 |
| Housing | 264.5 | 263.9 | 257.0 | 0.2 | 2.9 |
| Apparel | 125.5 | 125.8 | 129.4 | -0.2 | -3.0 |
| Transportation | 214.1 | 208.8 | 210.7 | 2.5 | 1.6 |
| Medical Care | 493.3 | 492.3 | 484.0 | 0.2 | 1.9 |
| Recreation (Dec. 1997=100) | 120.8 | 120.7 | 119.0 | 0.1 | 1.6 |
| Education & Communication (Dec. 1997=100) | 137.2 | 137.1 | 135.9 | 0.1 | 0.9 |
| Other Goods & Services | 448.7 | 448.5 | 442.6 | 0.0 | 1.4 |
| Producer Prices (1982 to 1984=100) | | | | | |
| All Commodities | 202.1 | 201.1 | 200.3 | 0.5 | 0.9 |
| Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized) | | | | | |
| Total Units | 207 | 138 | 149 | 50.0 | 38.9 |
| Valuation | \$78,735,000 | \$37,154,000 | \$38,461,000 | 111.9 | 104.7 |
| Single Family Homes | 166 | 114 | 138 | 45.6 | 20.3 |
| Valuation | \$74,444,000 | \$34,529,000 | \$37,244,000 | 115.6 | 99.9 |
| Casper MSA ² Building Permits | 35 | 24 | 24 | 45.8 | 45.8 |
| Valuation | \$7,095,000 | \$4,194,000 | \$3,937,000 | 69.2 | 80.2 |
| Cheyenne MSA Building Permits | 57 | 50 | 31 | 14.0 | 83.9 |
| Valuation | \$9,393,000 | \$8,319,000 | \$6,055,000 | 12.9 | 55.1 |
| Baker Hughes North American Rotary Rig Count for Wyoming | 35 | 36 | 29 | -2.8 | 20.7 |

(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*

In April, the lowest unemployment rate was found in Niobrara County (2.2%).

| REGION County | Labor Force | | | Employed | | | Unemployed | | | Unemployment Rates | | |
|-------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|--------------|---------------|---------------|--------------------|-------------|-------------|
| | Apr 2019 | Mar 2019 | Apr 2018 | Apr 2019 | Mar 2019 | Apr 2018 | Apr 2019 | Mar 2019 | Apr 2018 | Apr 2019 | Mar 2019 | Apr 2018 |
| | (p) | (r) | (b) | (p) | (r) | (b) | (p) | (r) | (b) | (p) | (r) | (b) |
| NORTHWEST | 43,870 | 44,645 | 44,653 | 42,176 | 42,546 | 42,520 | 1,694 | 2,099 | 2,133 | 3.9 | 4.7 | 4.8 |
| Big Horn | 5,049 | 5,070 | 5,079 | 4,822 | 4,837 | 4,834 | 227 | 233 | 245 | 4.5 | 4.6 | 4.8 |
| Fremont | 18,342 | 18,792 | 18,752 | 17,635 | 17,916 | 17,797 | 707 | 876 | 955 | 3.9 | 4.7 | 5.1 |
| Hot Springs | 2,177 | 2,155 | 2,222 | 2,113 | 2,074 | 2,134 | 64 | 81 | 88 | 2.9 | 3.8 | 4.0 |
| Park | 14,435 | 14,667 | 14,612 | 13,879 | 13,955 | 13,944 | 556 | 712 | 668 | 3.9 | 4.9 | 4.6 |
| Washakie | 3,867 | 3,961 | 3,988 | 3,727 | 3,764 | 3,811 | 140 | 197 | 177 | 3.6 | 5.0 | 4.4 |
| NORTHEAST | 49,596 | 49,665 | 49,869 | 48,055 | 47,778 | 47,903 | 1,541 | 1,887 | 1,966 | 3.1 | 3.8 | 3.9 |
| Campbell | 22,822 | 23,032 | 23,149 | 22,133 | 22,215 | 22,239 | 689 | 817 | 910 | 3.0 | 3.5 | 3.9 |
| Crook | 3,480 | 3,500 | 3,501 | 3,373 | 3,354 | 3,383 | 107 | 146 | 118 | 3.1 | 4.2 | 3.4 |
| Johnson | 4,108 | 4,097 | 3,982 | 3,965 | 3,915 | 3,816 | 143 | 182 | 166 | 3.5 | 4.4 | 4.2 |
| Sheridan | 15,447 | 15,316 | 15,489 | 14,956 | 14,699 | 14,853 | 491 | 617 | 636 | 3.2 | 4.0 | 4.1 |
| Weston | 3,739 | 3,720 | 3,748 | 3,628 | 3,595 | 3,612 | 111 | 125 | 136 | 3.0 | 3.4 | 3.6 |
| SOUTHWEST | 56,428 | 57,370 | 57,009 | 54,391 | 55,309 | 54,567 | 2,037 | 2,061 | 2,442 | 3.6 | 3.6 | 4.3 |
| Lincoln | 8,507 | 8,526 | 8,476 | 8,245 | 8,218 | 8,112 | 262 | 308 | 364 | 3.1 | 3.6 | 4.3 |
| Sublette | 4,003 | 4,157 | 4,059 | 3,854 | 3,971 | 3,888 | 149 | 186 | 171 | 3.7 | 4.5 | 4.2 |
| Sweetwater | 21,171 | 21,346 | 21,438 | 20,418 | 20,486 | 20,557 | 753 | 860 | 881 | 3.6 | 4.0 | 4.1 |
| Teton | 13,909 | 14,718 | 13,982 | 13,377 | 14,366 | 13,349 | 532 | 352 | 633 | 3.8 | 2.4 | 4.5 |
| Uinta | 8,838 | 8,623 | 9,054 | 8,497 | 8,268 | 8,661 | 341 | 355 | 393 | 3.9 | 4.1 | 4.3 |
| SOUTHEAST | 80,774 | 81,461 | 81,417 | 78,361 | 78,691 | 78,650 | 2,413 | 2,770 | 2,767 | 3.0 | 3.4 | 3.4 |
| Albany | 20,805 | 20,994 | 20,866 | 20,264 | 20,393 | 20,243 | 541 | 601 | 623 | 2.6 | 2.9 | 3.0 |
| Goshen | 6,512 | 6,589 | 6,700 | 6,297 | 6,357 | 6,482 | 215 | 232 | 218 | 3.3 | 3.5 | 3.3 |
| Laramie | 47,659 | 48,150 | 47,929 | 46,166 | 46,408 | 46,209 | 1,493 | 1,742 | 1,720 | 3.1 | 3.6 | 3.6 |
| Niobrara | 1,213 | 1,210 | 1,223 | 1,186 | 1,175 | 1,191 | 27 | 35 | 32 | 2.2 | 2.9 | 2.6 |
| Platte | 4,585 | 4,518 | 4,699 | 4,448 | 4,358 | 4,525 | 137 | 160 | 174 | 3.0 | 3.5 | 3.7 |
| CENTRAL | 54,632 | 54,615 | 54,212 | 52,822 | 52,508 | 51,899 | 1,810 | 2,107 | 2,313 | 3.3 | 3.9 | 4.3 |
| Carbon | 7,499 | 7,475 | 7,472 | 7,255 | 7,193 | 7,182 | 244 | 282 | 290 | 3.3 | 3.8 | 3.9 |
| Converse | 7,952 | 7,679 | 7,445 | 7,745 | 7,450 | 7,179 | 207 | 229 | 266 | 2.6 | 3.0 | 3.6 |
| Natrona | 39,181 | 39,461 | 39,295 | 37,822 | 37,865 | 37,538 | 1,359 | 1,596 | 1,757 | 3.5 | 4.0 | 4.5 |
| STATEWIDE | 285,303 | 287,758 | 287,157 | 275,806 | 276,831 | 275,538 | 9,497 | 10,927 | 11,619 | 3.3 | 3.8 | 4.0 |
| Statewide Seasonally Adjusted | | | | | | | | | | 3.6 | 3.7 | 4.0 |
| U.S. | | | | | | | | | | 3.3 | 3.9 | 3.7 |
| U.S. Seasonally Adjusted | | | | | | | | | | 3.6 | 3.8 | 3.9 |

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 03/2018. Run Date 05/2019.

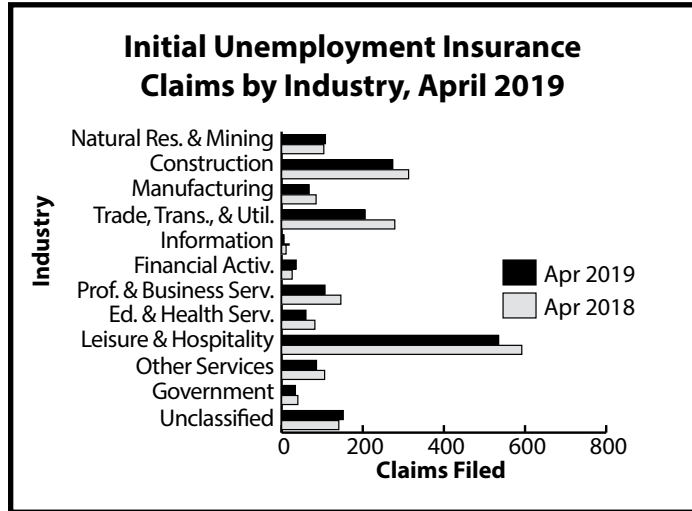
Data are not seasonally adjusted except where otherwise specified.

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

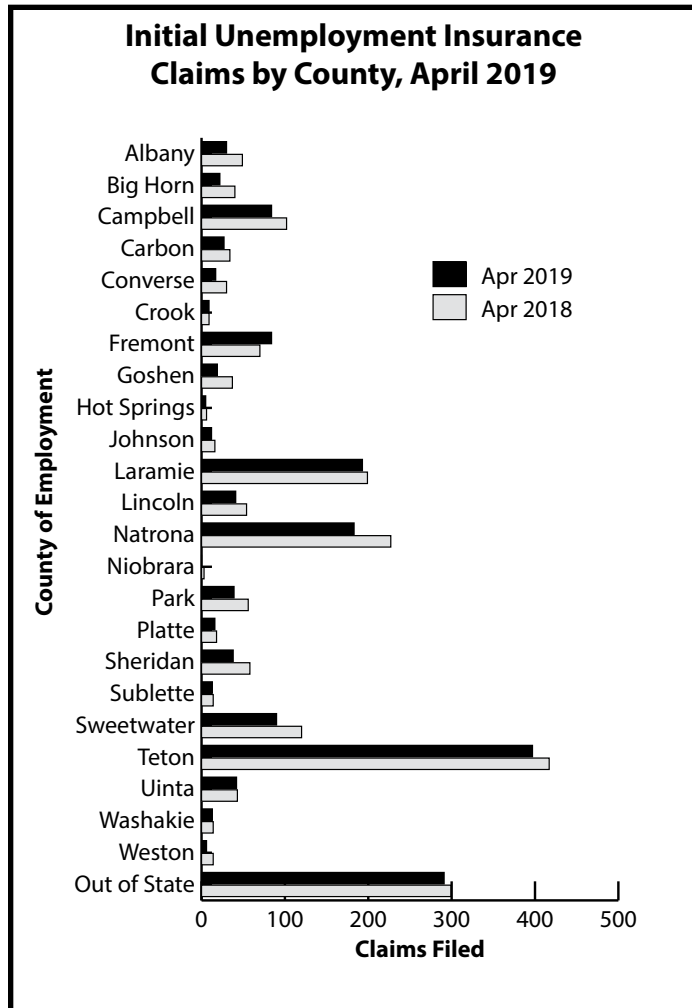
Wyoming Normalized^a Unemployment Insurance Statistics: Initial Claims

by: *Patrick Manning, Principal Analyst*

The largest industry decreases in initial claims from April 2018 were seen in leisure & hospitality (-57, or -9.6%), construction (-39, or -12.5%), and professional and business services (-39, or -26.7).



| Initial Claims | Claims Filed | | Percent Change Claims Filed | | |
|----------------------------------|--------------|--------------|-----------------------------|-------------|--------------|
| | Apr 19 | Mar 19 | Apr 18 | Mar 19 | |
| Wyoming Statewide | 1,682 | 1,414 | 1,932 | 19.0 | -12.9 |
| TOTAL CLAIMS FILED | | | | | |
| TOTAL GOODS-PRODUCING | 452 | 543 | 504 | -16.8 | -10.3 |
| Natural Res. & Mining | 108 | 101 | 104 | 6.9 | 3.8 |
| Mining | 100 | 85 | 93 | 17.6 | 7.5 |
| Oil & Gas Extraction | 5 | 5 | 3 | 0.0 | 66.7 |
| Construction | 274 | 319 | 313 | -14.1 | -12.5 |
| Manufacturing | 68 | 122 | 85 | -44.3 | -20.0 |
| TOTAL SERVICE-PROVIDING | 990 | 659 | 1,179 | 50.2 | -16.0 |
| Trade, Transp., & Utilities | 206 | 193 | 279 | 6.7 | -26.2 |
| Wholesale Trade | 29 | 36 | 30 | -19.4 | -3.3 |
| Retail Trade | 93 | 106 | 128 | -12.3 | -27.3 |
| Transp., Warehousing & Utilities | 84 | 51 | 121 | 64.7 | -30.6 |
| Information | 6 | 14 | 11 | -57.1 | -45.5 |
| Financial Activities | 36 | 21 | 26 | 71.4 | 38.5 |
| Prof. and Business Svcs. | 107 | 90 | 146 | 18.9 | -26.7 |
| Educational & Health Svcs. | 60 | 71 | 82 | -15.5 | -26.8 |
| Leisure & Hospitality | 535 | 251 | 592 | 113.1 | -9.6 |
| Other Svcs., exc. Public Admin. | 34 | 12 | 40 | 183.3 | -15.0 |
| TOTAL GOVERNMENT | 86 | 81 | 106 | 6.2 | -18.9 |
| Federal Government | 16 | 31 | 31 | -48.4 | -48.4 |
| State Government | 11 | 7 | 12 | 57.1 | -8.3 |
| Local Government | 58 | 42 | 61 | 38.1 | -4.9 |
| Local Education | 10 | 8 | 9 | 25.0 | 11.1 |
| UNCLASSIFIED | 152 | 130 | 141 | 16.9 | 7.8 |



| Laramie County | | | | | |
|-----------------------------|------------|------------|------------|-------------|-------------|
| TOTAL CLAIMS FILED | 192 | 173 | 199 | 11.0 | -3.5 |
| TOTAL GOODS-PRODUCING | 49 | 66 | 58 | -25.8 | -15.5 |
| Construction | 40 | 59 | 50 | -32.2 | -20.0 |
| TOTAL SERVICE-PROVIDING | 110 | 80 | 119 | 37.5 | -7.6 |
| Trade, Transp., & Utilities | 38 | 26 | 46 | 46.2 | -17.4 |
| Financial Activities | 8 | 3 | 6 | 166.7 | 33.3 |
| Prof. & Business Svcs. | 35 | 17 | 21 | 105.9 | 66.7 |
| Educational & Health Svcs. | 9 | 14 | 13 | -35.7 | -30.8 |
| Leisure & Hospitality | 9 | 12 | 24 | -25.0 | -62.5 |
| TOTAL GOVERNMENT | 14 | 8 | 14 | 75.0 | 0.0 |
| UNCLASSIFIED | 18 | 18 | 7 | 0.0 | 157.1 |

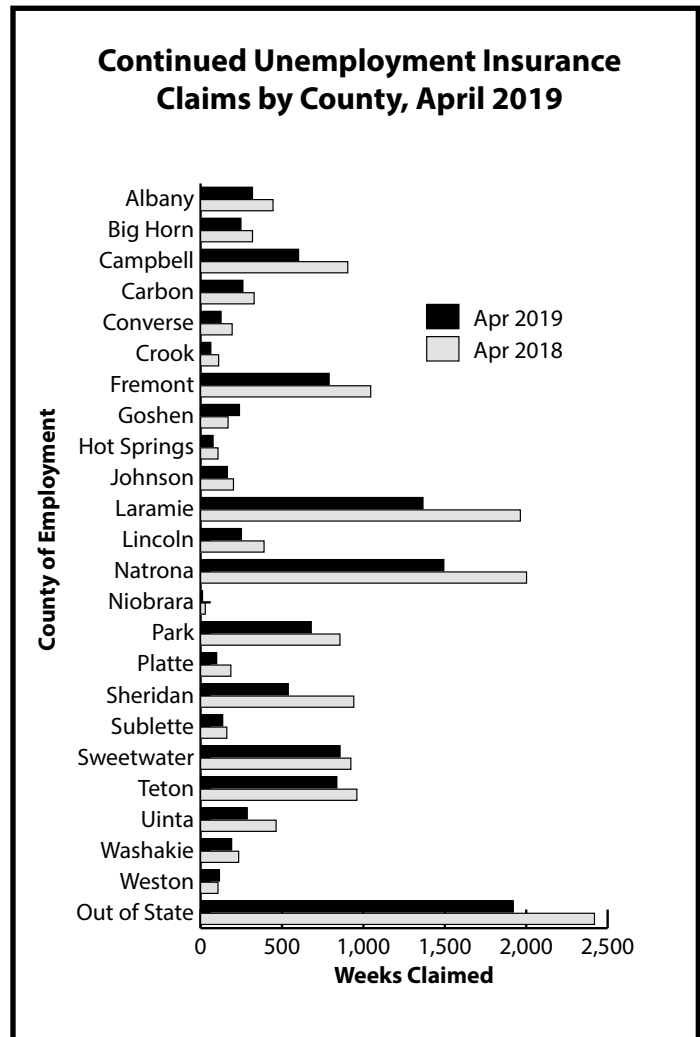
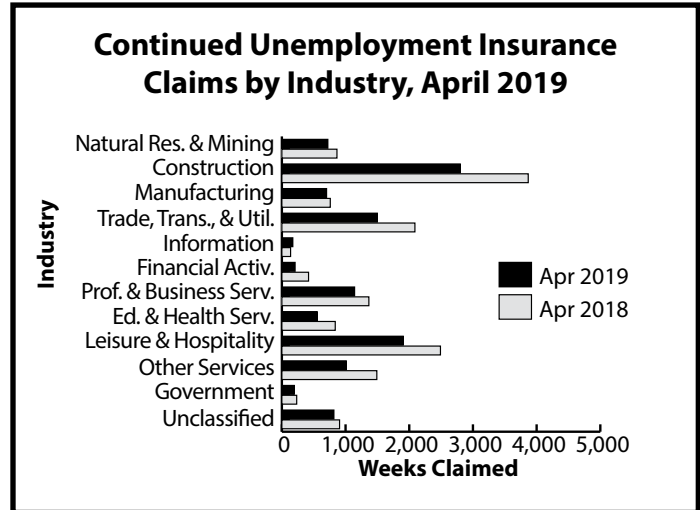
| Natrona County | | | | | |
|-----------------------------|------------|------------|------------|--------------|--------------|
| TOTAL CLAIMS FILED | 182 | 219 | 227 | -16.9 | -19.8 |
| TOTAL GOODS-PRODUCING | 73 | 93 | 76 | -21.5 | -3.9 |
| Construction | 42 | 64 | 48 | -34.4 | -12.5 |
| TOTAL SERVICE-PROVIDING | 95 | 111 | 132 | -14.4 | -28.0 |
| Trade, Transp., & Utilities | 43 | 42 | 34 | 2.4 | 26.5 |
| Financial Activities | 5 | 3 | 4 | 66.7 | 25.0 |
| Prof. & Business Svcs. | 10 | 18 | 34 | -44.4 | -70.6 |
| Educational & Health Svcs. | 13 | 16 | 22 | -18.8 | -40.9 |
| Leisure & Hospitality | 11 | 22 | 22 | -50.0 | -50.0 |
| TOTAL GOVERNMENT | 2 | 5 | 9 | -60.0 | -77.8 |
| UNCLASSIFIED | 11 | 9 | 8 | 22.2 | 37.5 |

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

Wyoming Normalized^a Unemployment Insurance Statistics: Continued Claims by: Patrick Manning, Principal Analyst

Continued claims decreased by 24.1% (3,735 continued weeks claimed). Total unique claimants decreased by 16.7% (812 fewer individuals for a total of 4,038 claimants).

| | Continued Claims | | | | |
|----------------------------------|------------------|--------|--------|-----------------------------|--------|
| | Claims Filed | | | Percent Change Claims Filed | |
| | Apr 19 | Mar 19 | Apr 18 | Mar 19 | Apr 18 |
| Wyoming Statewide | | | | | |
| TOTAL WEEKS CLAIMED | 11,738 | 14,463 | 15,473 | -18.8 | -24.1 |
| TOTAL UNIQUE CLAIMANTS | 4,038 | 4,458 | 4,850 | -9.4 | -16.7 |
| Benefit Exhaustions | 531 | 553 | 398 | -4.0 | 33.4 |
| Benefit Exhaustion Rates | 13.2% | 12.4% | 8.2% | 0.7% | 4.9% |
| TOTAL GOODS-PRODUCING | 4,227 | 6,371 | 5,495 | -33.7 | -23.1 |
| Natural Res. & Mining | 722 | 757 | 865 | -4.6 | -16.5 |
| Mining | 621 | 624 | 716 | -0.5 | -13.3 |
| Oil & Gas Extraction | 92 | 87 | 36 | 5.7 | 155.6 |
| Construction | 2,801 | 4,805 | 3,868 | -41.7 | -27.6 |
| Manufacturing | 702 | 808 | 760 | -13.1 | -7.6 |
| TOTAL SERVICE-PROVIDING | 5,683 | 5,757 | 7,579 | -1.3 | -25.0 |
| Trade, Transp., & Utilities | 1,499 | 1,590 | 2,089 | -5.7 | -28.2 |
| Wholesale Trade | 251 | 244 | 325 | 2.9 | -22.8 |
| Retail Trade | 805 | 875 | 1,082 | -8.0 | -25.6 |
| Transp., Warehousing & Utilities | 443 | 471 | 682 | -5.9 | -35.0 |
| Information | 172 | 162 | 137 | 6.2 | 25.5 |
| Financial Activities | 208 | 220 | 419 | -5.5 | -50.4 |
| Prof. & Business Services | 1,142 | 1,559 | 1,366 | -26.7 | -16.4 |
| Educational & Health Svcs. | 555 | 532 | 838 | 4.3 | -33.8 |
| Leisure and Hospitality | 1,906 | 1,433 | 2,490 | 33.0 | -23.5 |
| Other Svcs., exc. Public Admin. | 195 | 254 | 233 | -23.2 | -16.3 |
| TOTAL GOVERNMENT | 1,011 | 1,381 | 1,491 | -26.8 | -32.2 |
| Federal Government | 522 | 726 | 664 | -28.1 | -21.4 |
| State Government | 80 | 107 | 171 | -25.2 | -53.2 |
| Local Government | 408 | 547 | 655 | -25.4 | -37.7 |
| Local Education | 77 | 88 | 147 | -12.5 | -47.6 |
| UNCLASSIFIED | 817 | 952 | 906 | -14.2 | -9.8 |
| Laramie County | | | | | |
| TOTAL WEEKS CLAIMED | 1,366 | 1,767 | 1,963 | -22.7 | -30.4 |
| TOTAL UNIQUE CLAIMANTS | 486 | 541 | 594 | -10.2 | -18.2 |
| TOTAL GOODS-PRODUCING | 483 | 844 | 696 | -42.8 | -30.6 |
| Construction | 458 | 803 | 593 | -43.0 | -22.8 |
| TOTAL SERVICE-PROVIDING | 680 | 718 | 1,047 | -5.3 | -35.1 |
| Trade, Transp., and Utilities | 163 | 182 | 418 | -10.4 | -61.0 |
| Financial Activities | 34 | 26 | 98 | 30.8 | -65.3 |
| Prof. & Business Svcs. | 220 | 240 | 221 | -8.3 | -0.5 |
| Educational and Health Svcs. | 121 | 117 | 134 | 3.4 | -9.7 |
| Leisure & Hospitality | 58 | 56 | 118 | 3.6 | -50.8 |
| TOTAL GOVERNMENT | 92 | 108 | 140 | -14.8 | -34.3 |
| UNCLASSIFIED | 109 | 96 | 79 | 13.5 | 38.0 |
| Natrona County | | | | | |
| TOTAL WEEKS CLAIMED | 1,493 | 1,951 | 2,001 | -23.5 | -25.4 |
| TOTAL UNIQUE CLAIMANTS | 492 | 614 | 607 | -19.9 | -18.9 |
| TOTAL GOODS-PRODUCING | 513 | 833 | 694 | -38.4 | -26.1 |
| Construction | 371 | 676 | 528 | -45.1 | -29.7 |
| TOTAL SERVICE-PROVIDING | 893 | 1,021 | 1,195 | -12.5 | -25.3 |
| Trade, Transp., and Utilities | 322 | 330 | 352 | -2.4 | -8.5 |
| Financial Activities | 38 | 59 | 107 | -35.6 | -64.5 |
| Professional & Business Svcs. | 174 | 255 | 287 | -31.8 | -39.4 |
| Educational & Health Svcs. | 141 | 135 | 186 | 4.4 | -24.2 |
| Leisure & Hospitality | 147 | 154 | 182 | -4.5 | -19.2 |
| TOTAL GOVERNMENT | 48 | 45 | 73 | 6.7 | -34.2 |
| UNCLASSIFIED | 38 | 50 | 37 | -24.0 | 2.7 |



^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.

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