

A DECADE LATER: TRACKING WYOMING'S YOUTH INTO THE LABOR FORCE

Presented by Tony Glover
January 9, 2013

Research & Planning
Wyoming Department of Workforce Services

<http://doe.state.wy.us/LMI>
http://doe.state.wy.us/LMI/A_Decade_Later_Presentation.pdf



Research & Planning
Wyoming DWS



Research & Planning

What we do:

- Research & Planning (R&P) is a separate, exclusively statistical entity that collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards. Labor market information is “an applied science; it is the systematic collection and analysis of data which describes and predicts the relationship between labor demand and supply.” — The States’ Labor Market Information Review, ICESA, 1995, p. 7.
- Staff consists of 13 full-time researchers, most holding graduate degrees, with backgrounds in economics, demography, sociology, psychology, statistics, and engineering. R&P also has two editors with backgrounds in journalism and two administrative support staff.

About the Research

A Decade Later:

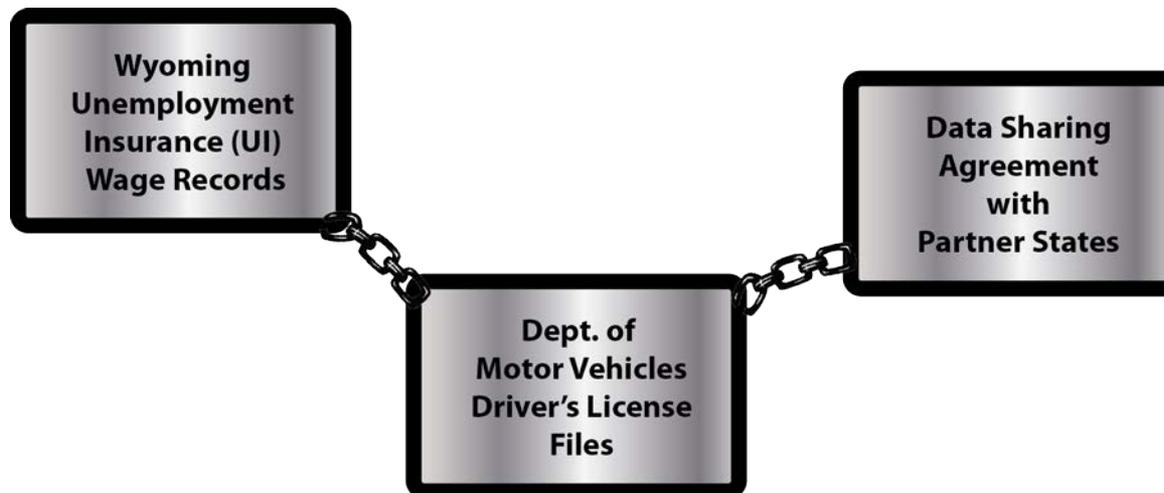
Tracking Wyoming's Youth into the Labor Force

http://doe.state.wy.us/LMI/w_r_research/A_Decade_Later.pdf (publication)

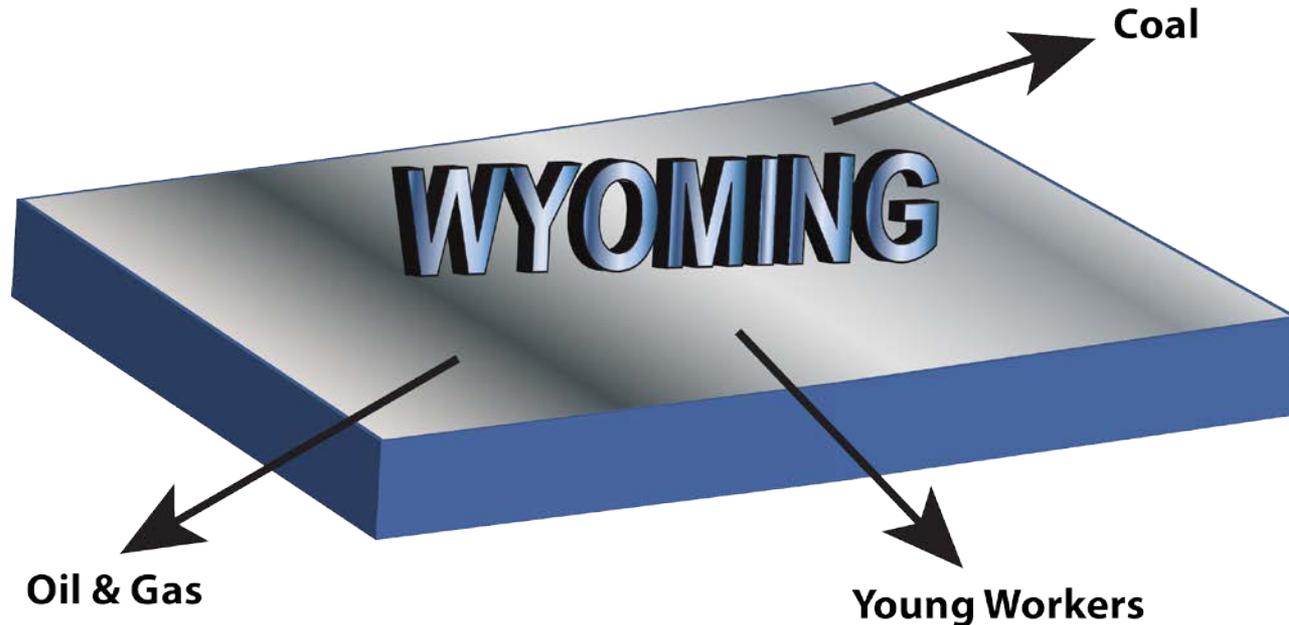
http://doe.state.wy.us/LMI/A_Decade_Later_Presentation.pdf (presentation)

Administrative Databases

R&P is able to track Wyoming youth across time by linking several administrative databases



Wyoming's Primary Exports

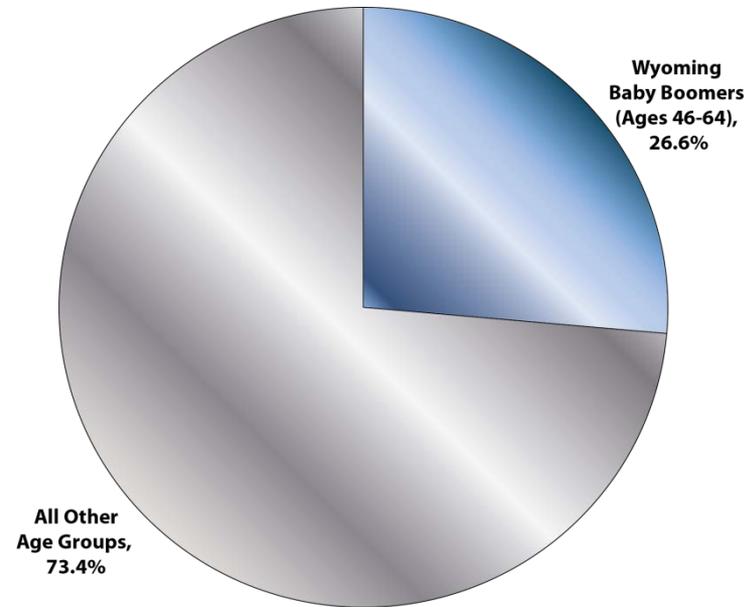


Bottom line: Of all 18-year-olds working in Wyoming in any given year, only 40 - 50% remain working in Wyoming 10 years later.

Wyoming's Baby Boom Generation

In 2010, 26.6% of all people living in Wyoming were baby boomers between the ages of 46 and 64*.

Wyoming's baby boomers are holding onto jobs in industries that require a higher education, such as health care & social assistance, educational services, and public administration. Because of this, young workers have difficulty finding jobs in these industries.



Bottom line: If the boom generation retires at a normal rate, there will be many opportunities for the educated youth of Wyoming.

Five Key Questions

1. Where do the youth go?
2. Are males and females retained at similar rates?
3. What is the typical industry career path for those retained?
4. Are 18-year-olds from 2000 similar to other groups?
5. How does this analysis help us understand the outcomes of a program like the Hathaway Scholarship?

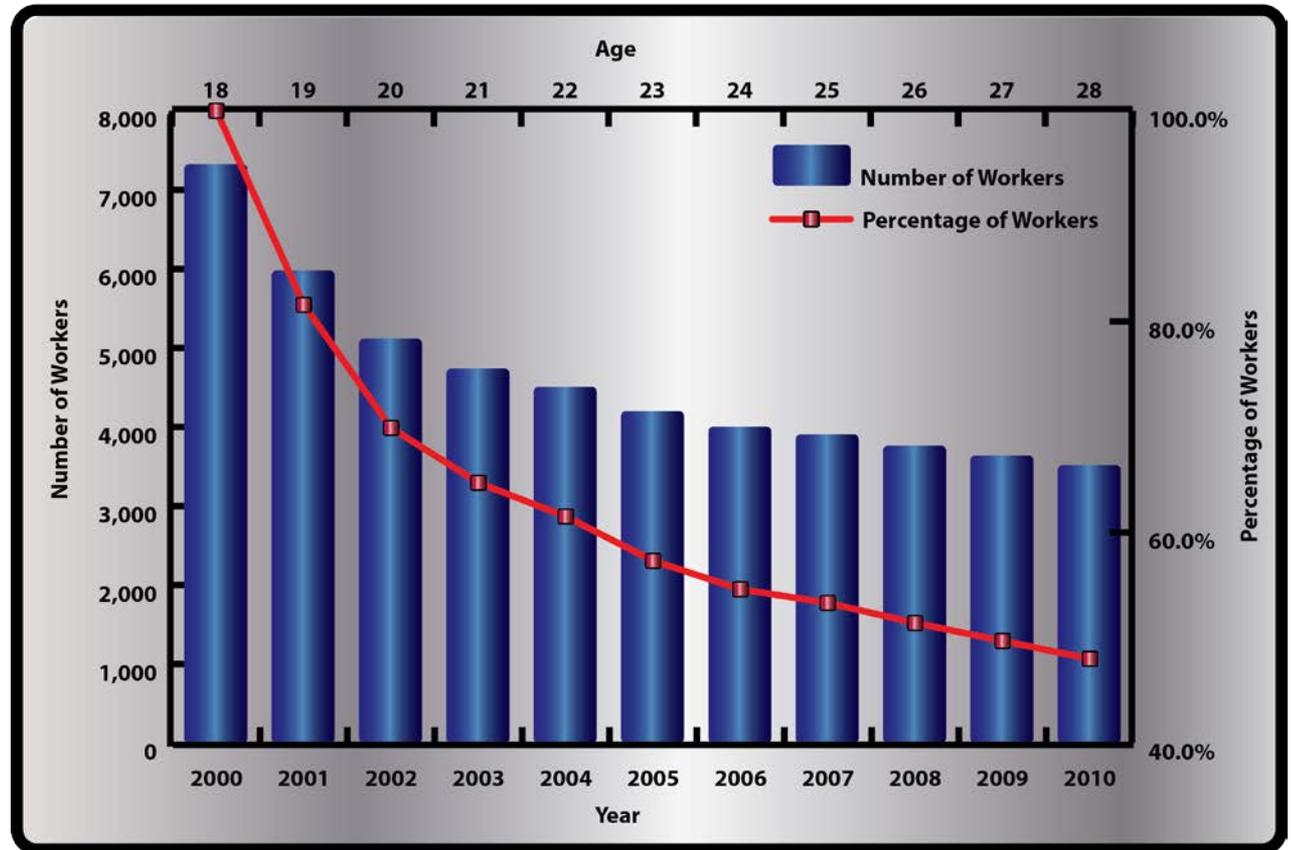
A Decade Later

In 2000, there were 7,325 individuals age 18 (2000 cohort) employed in Wyoming.

In 2010, only 3,157 (48.0%) remained in Wyoming.

Where did they go?

Figure 1: Retention Rate of 18-Year-Old Workers from 2000 in Wyoming, 2000-2010



Where Did They Go?

- **48.0% retained in Wyoming**
- **17.1% were found in a state with which R&P has a data sharing agreement.**
- **34.9% “unknown”:**
 - Working in a state R&P does not have an agreement with.
 - Left the labor force for other reasons, such as caring for family members, returning to school, disability, etc.
 - Deceased

R&P has the capability to examine some paths in the “unknown” category, but that is beyond the scope of the current research.

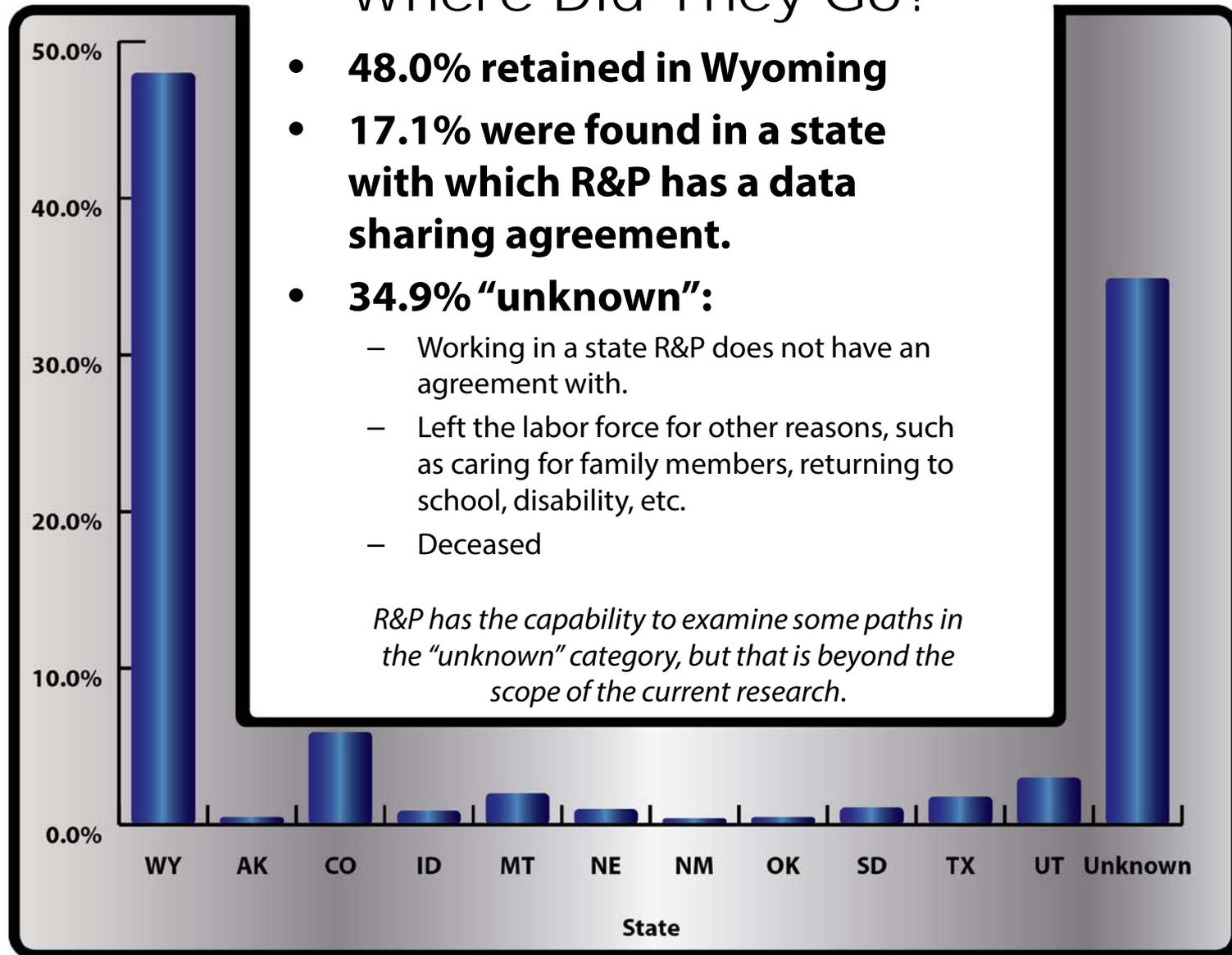


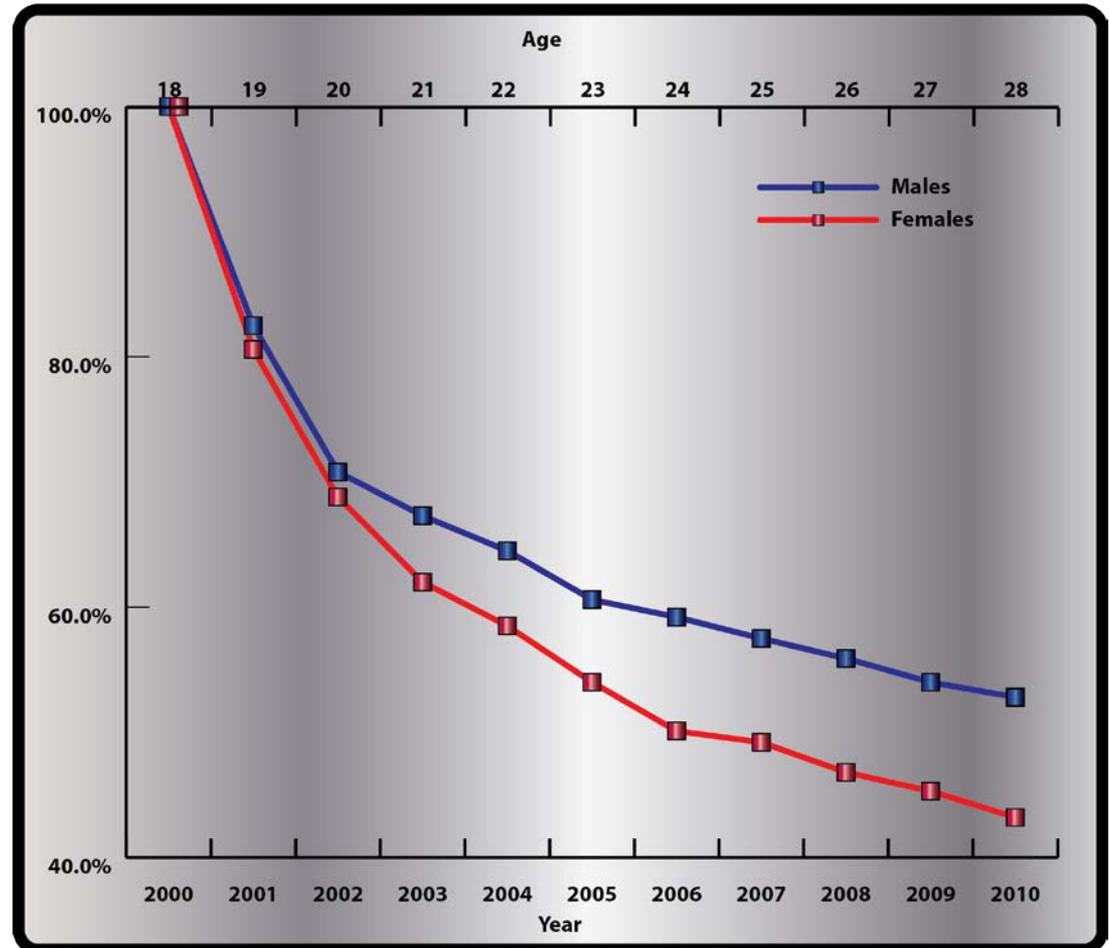
Figure 2: Percentage of Wyoming 18-Year-Olds from 2000 Found Working in Wyoming and States with Data-Sharing Agreements in 2010

Are Males and Females Retained at Similar Rates?

From the 2000 cohort, males were more likely to be retained over a longer period of time than females

In 2010, 52.8% of males from 2000 were still working in Wyoming, compared to 43.2% of females.

Figure 3: Retention Rates of 18-Year-Old Wyoming Workers from 2000 by Gender, 2000 to 2010

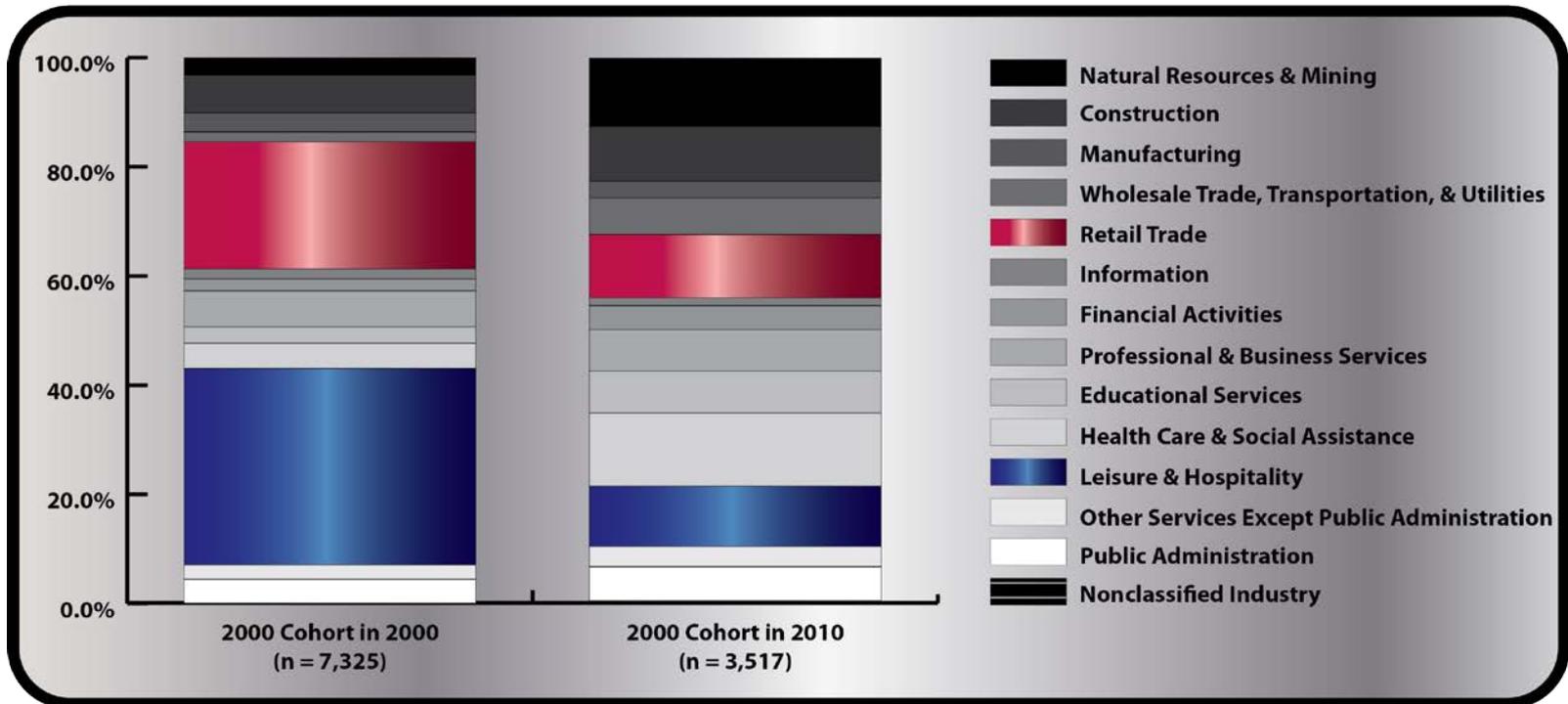


What is the Typical Career Path?

In 2000, the largest number of 18-year-old Wyoming workers were in **retail trade** (23.3%) and **leisure & hospitality** (36.0%).

In 2010, the 3,517 retained workers were more evenly distributed among industries such as natural resources & mining, construction, health care & social assistance, educational services, and public administration.

Figure 4: Percentage of 18-Year-Old Wyoming Workers from 2000 (2000 Cohort) Working in Wyoming by Industry, 2000 and 2010

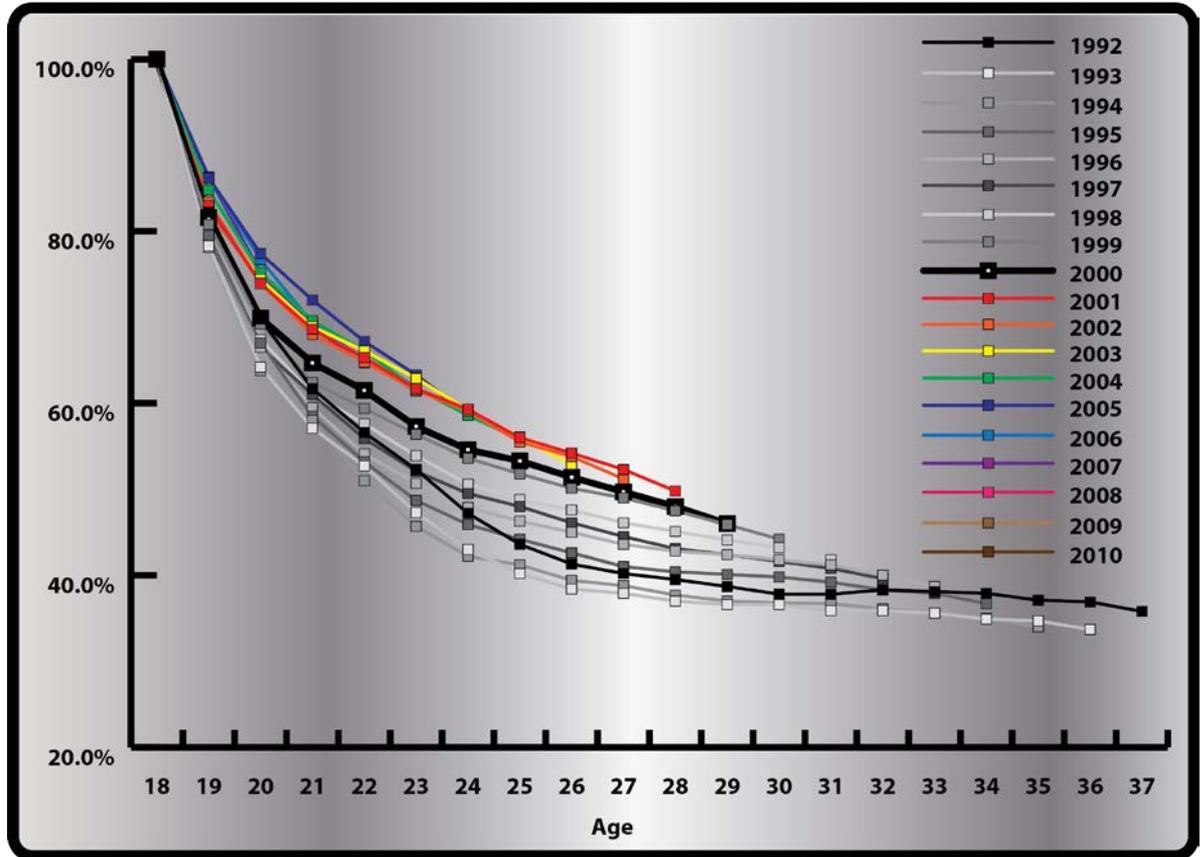


Are 18-Year-Olds from 2000 Similar to Other Groups?

Figure 5: Percentage of All Cohorts of 18-Year-Old Workers Retained in Wyoming, 1992 to 2010

All cohorts of 18-year-olds follow a similar trend.

Cohorts from 2001 to 2010 have slightly higher retention rates. This could be influenced by Wyoming's rapid growth in employment from 2000 to 2008.



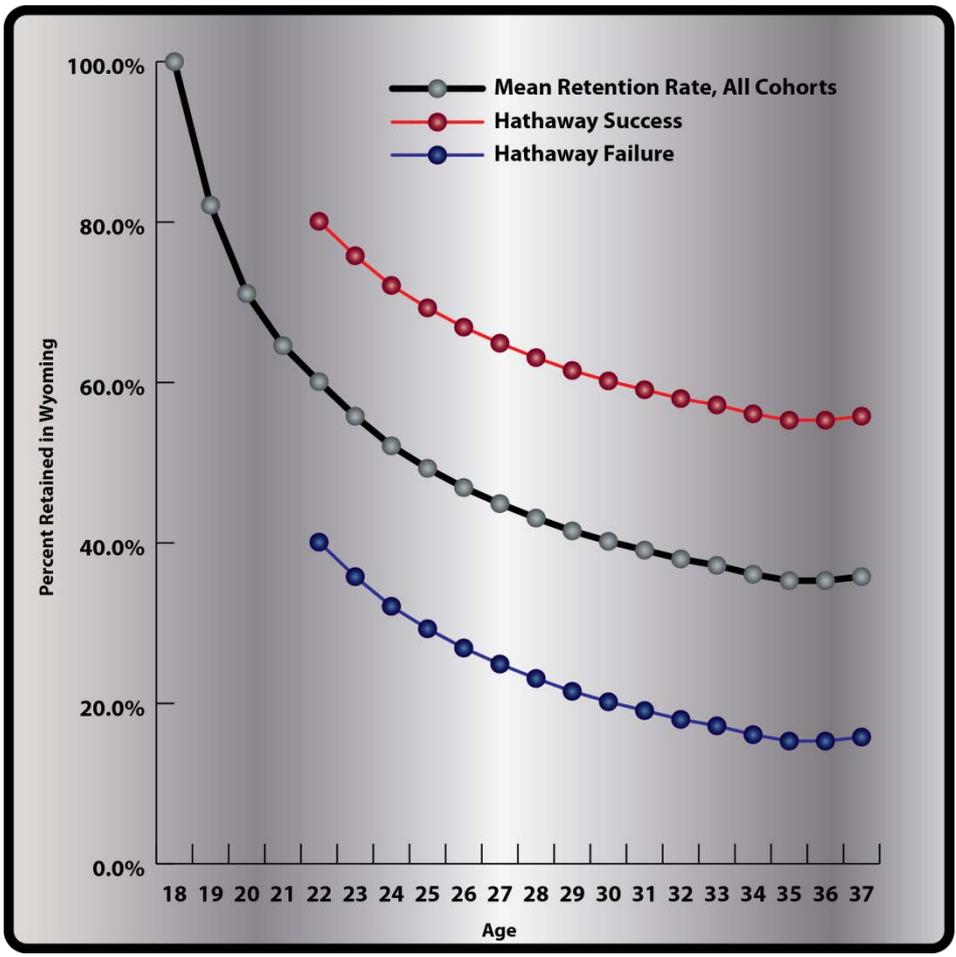
How Can This Type of Analysis Help Us Understand the Outcomes of a Program Like the Hathaway Scholarship?

Administrative databases can be used to track Wyoming youth across time.

Hathaway Scholarship participants can be calculated as a subgroup of the cohorts described in this presentation.

Are Hathaway participants retained at a greater rate than the average cohort?
Does this make the program a success?

Figure 6: Hypothetical Retention Rates for Potential Hathaway Scholarship Outcomes



Contact Information

Research & Planning

Wyoming Department
of Workforce Services
P.O. Box 2760
246 S. Center St.
Casper, WY 82601
(307) 473-3807



Research & Planning
Wyoming DWS

DWS-RESEARCHPLANNING@wyo.gov

<http://doe.state.wy.us/LMI>



A Decade Later:

Tracking Wyoming's Youth into the Labor Force

http://doe.state.wy.us/LMI/w_r_research/A_Decade_Later.pdf (publication)

http://doe.state.wy.us/LMI/A_Decade_Later_Presentation.pdf (presentation)