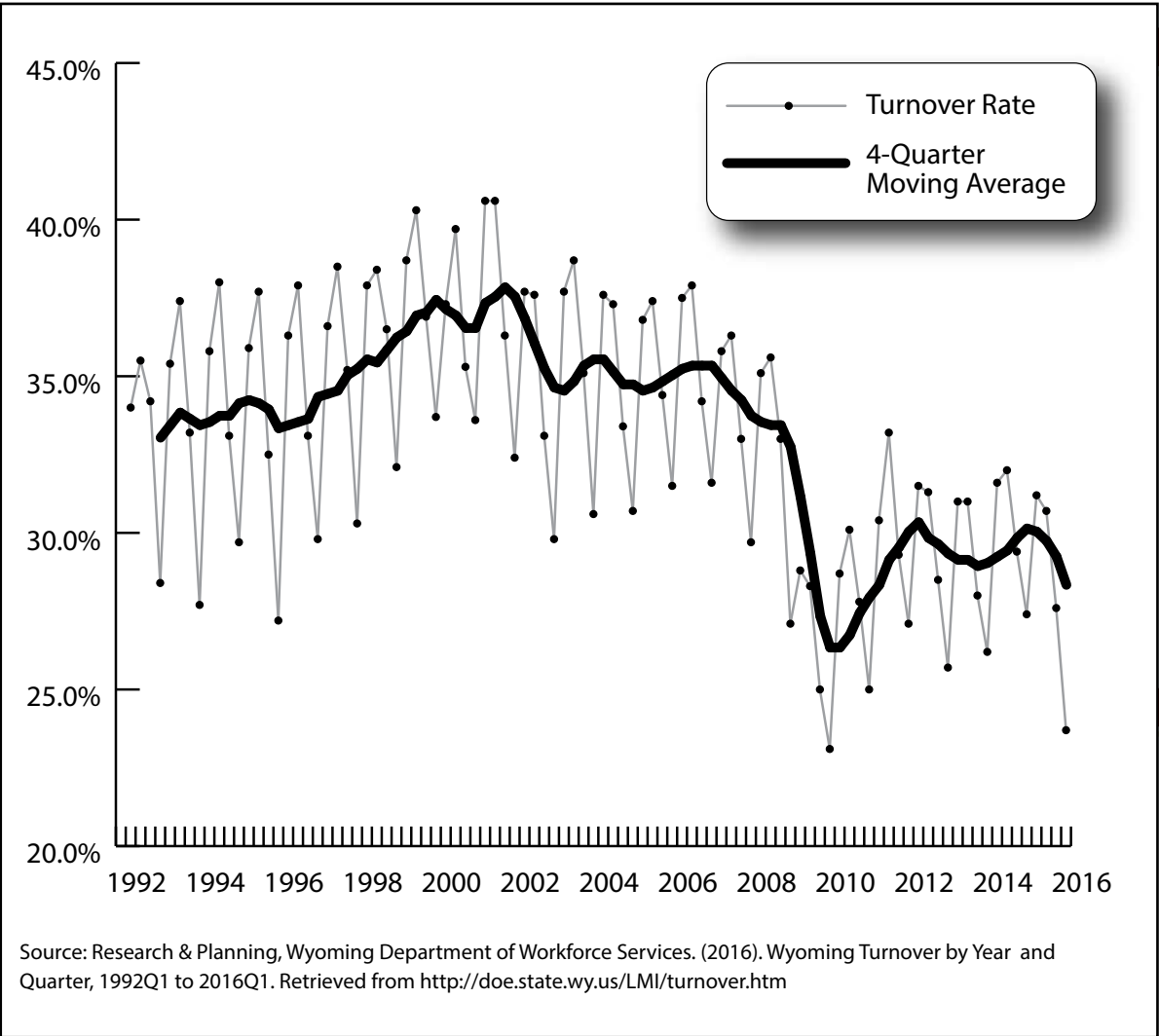


# Turnover Report for Natrona County, WY, 1992Q1 to 2016Q1



Research & Planning  
Wyoming DWS

Research & Planning  
Wyoming Department of Workforce Services

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

Published December 2016

# Turnover Report for Natrona County, WY, 1992Q1 to 2016Q1

**Wyoming Department of Workforce Services**

John Cox, Director

**Internet Address:** <http://doe.state.wy.us/LMI/>

**Research & Planning**

Tom Gallagher, Manager

Tony Glover, Workforce Information Supervisor

**Prepared by:**

Tony Glover, Workforce Information Supervisor

Michael Moore, Editor

**Editorial Committee:**

David Bullard, Carola Cowan, Valerie A. Davis, Katelynd Faler, Matthew Halama,

Chris McGrath, Lynae Mohondro, Michael Moore, and Carol Toups

**Published December 2016.**

©2016 by the Wyoming Department of Workforce Services, Research & Planning

**Department of Workforce Services Nondiscrimination Statement**

The Department of Workforce Services does not discriminate on the basis of race, color, religion, national origin, sex, age, or disability. It is our intention that all individuals seeking services from our agency be given equal opportunity and that eligibility decisions be based upon applicable statutes, rules, and regulations.

**Research & Planning**

P.O. Box 2760

Casper, WY 82602

Phone: (307) 473-3807

Fax: (307) 473-3834

**R&P Website:** <http://doe.state.wy.us/LMI/>

**Turnover:** <http://doe.state.wy.us/LMI/turnover.htm>

**URL for this Document:**

[http://doe.state.wy.us/LMI/turnover/Natrona\\_County\\_Turnover\\_Report\\_2016Q1.pdf](http://doe.state.wy.us/LMI/turnover/Natrona_County_Turnover_Report_2016Q1.pdf)

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

# Turnover Report for Natrona County, Wyoming, 1992Q1-2016Q1

The number of hires (see Definitions, page 4) working in Natrona County at any time decreased in nearly all industries from 2015Q1 to 2016Q1 (see Figure A). The exceptions were construction and public administration, which saw minimal increases over the year. As shown in Figure B, Natrona County experienced one of the most substantial over-the-year decreases in the number of hires in the state. The number of hires decreased by 1,224 (-23.8%) over the year.

As shown in Table 1 (see page 5), Natrona County's turnover rate for 2016Q1 was 23.7%, down 3.7% compared to 2015Q1. Figure 2 (see page 7) shows that Natrona County's turnover rate is lower during times of economic downturn.

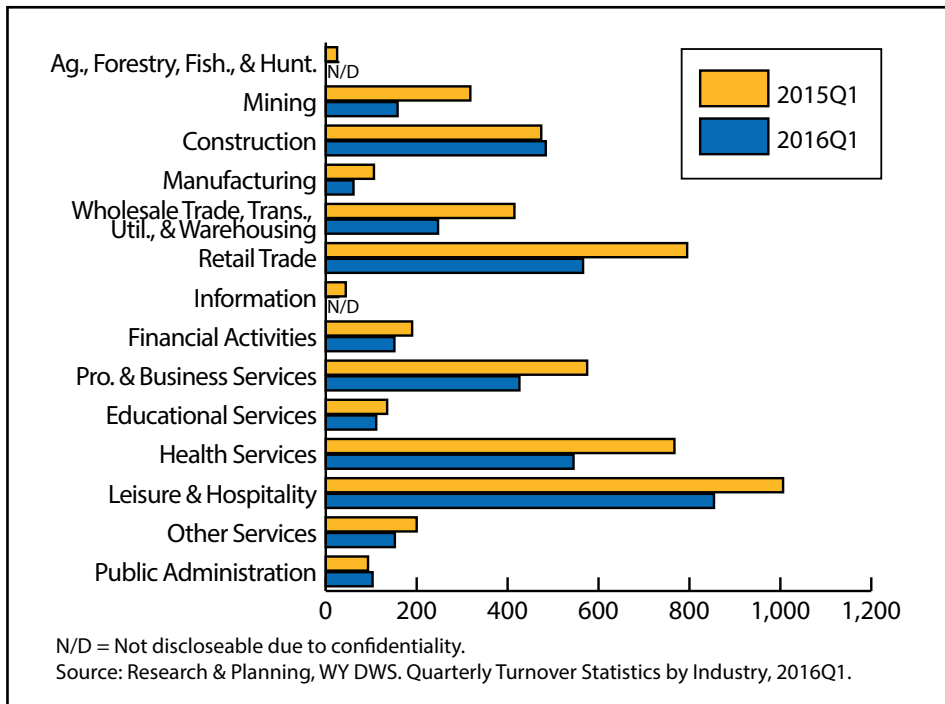


Figure A: Number of Hires in Natrona County by Industry, 2015Q1 and 2016Q1

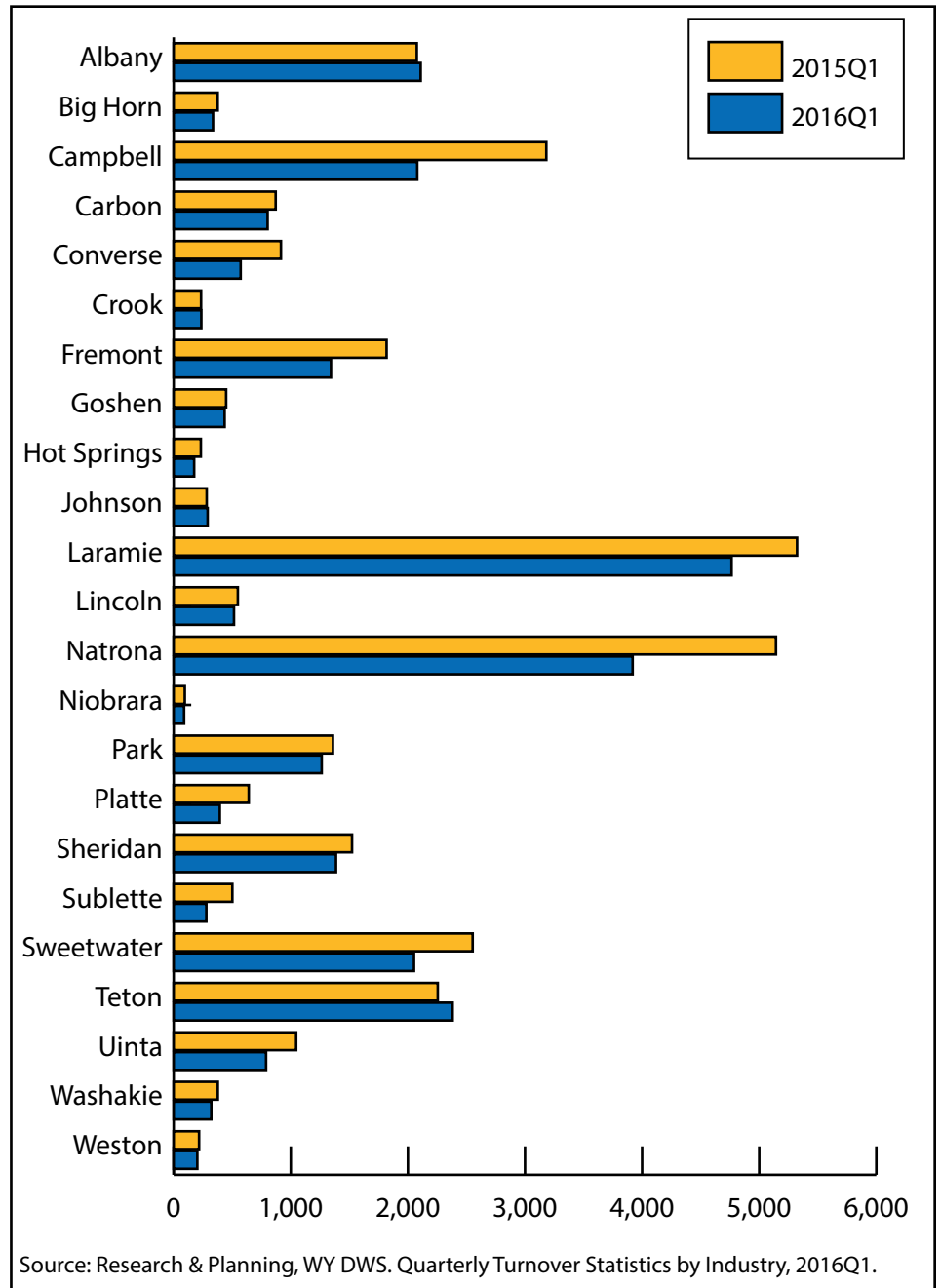


Figure B: Number of Hires in Wyoming by County, 2015Q1 and 2016Q1

## 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 Natrona County, Wyoming, First Quarter 2016**

Sector	Major Industry		(H)	(H)+(B)	(B)	(E)	(E)+(B)	(C)	(H+E+B+C)	Turnover	
			Hire Only	Total Hires	Both Hire and Exit	Exit Only	Total Exits	Continuous Employment	Total	Rate <sup>a</sup>	Change Prior Year
Goods Producing	Agriculture, Forestry, Fishing, & Hunting	Transactions <sup>b</sup>	N/D	N/D	N/D	N/D	N/D	103	141	27.0	0.0
		Rates	N/D	N/D	N/D	N/D	N/D	73.0	100.0		
	Mining	Transactions	158	223	65	495	560	2,195	2,913	24.6	-3.8
		Rates	5.4	7.7	2.2	17.0	19.2	75.4	100.0		
	Construction	Transactions	484	719	235	648	883	2,726	4,093	33.4	1.1
		Rates	11.8	17.6	5.7	15.8	21.6	66.6	100.0		
	Manufacturing	Transactions	61	87	26	178	204	1,371	1,636	16.2	-0.9
		Rates	3.7	5.3	1.6	10.9	12.5	83.8	100.0		
	Wholesale Trade, Transp., Utilities, & Warehousing	Transactions	247	314	67	566	633	3,643	4,523	19.5	-1.3
		Rates	5.5	6.9	1.5	12.5	14.0	80.5	100.0		
	Retail Trade	Transactions	566	731	165	752	917	4,193	5,676	26.1	-7.9
		Rates	10.0	12.9	2.9	13.2	16.2	73.9	100.0		
	Information	Transactions	N/D	N/D	N/D	N/D	N/D	424	515	17.7	-1.0
		Rates	N/D	N/D	N/D	N/D	N/D	82.3	100.0		
Service Providing	Financial Activities	Transactions	151	197	46	187	233	1,773	2,157	17.8	-2.8
		Rates	7.0	9.1	2.1	8.7	10.8	82.2	100.0		
	Professional & Business Services	Transactions	426	619	193	444	637	2,277	3,340	31.8	-6.2
		Rates	12.8	18.5	5.8	13.3	19.1	68.2	100.0		
	Educational Services	Transactions	111	146	35	111	146	3,393	3,650	7.0	-1.4
		Rates	3.0	4.0	1.0	3.0	4.0	93.0	100.0		
	Health Services	Transactions	545	682	137	512	649	5,460	6,654	17.9	-5.3
		Rates	8.2	10.2	2.1	7.7	9.8	82.1	100.0		
	Leisure & Hospitality	Transactions	854	1,302	448	850	1,298	3,340	5,492	39.2	-4.9
		Rates	15.5	23.7	8.2	15.5	23.6	60.8	100.0		
	Other Services	Transactions	152	214	62	217	279	1,247	1,678	25.7	-0.4
		Rates	9.1	12.8	3.7	12.9	16.6	74.3	100.0		
	Public Admin.	Transactions	103	112	9	79	88	1,741	1,932	9.9	-2.1
		Rates	5.3	5.8	0.5	4.1	4.6	90.1	100.0		
	<b>Total</b>	<b>Transactions</b>	<b>3,919</b>	<b>5,427</b>	<b>1,508</b>	<b>5,087</b>	<b>6,595</b>	<b>33,886</b>	<b>44,400</b>	<b>23.7</b>	<b>-3.7</b>
		<b>Rates</b>	<b>8.8</b>	<b>12.2</b>	<b>3.4</b>	<b>11.5</b>	<b>14.9</b>	<b>76.3</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.

N/D = Not discloseable due to confidentiality.

Historical turnover data at the county and industry levels can be found online at <http://doe.state.wy.us/LMI/turnover.htm>.

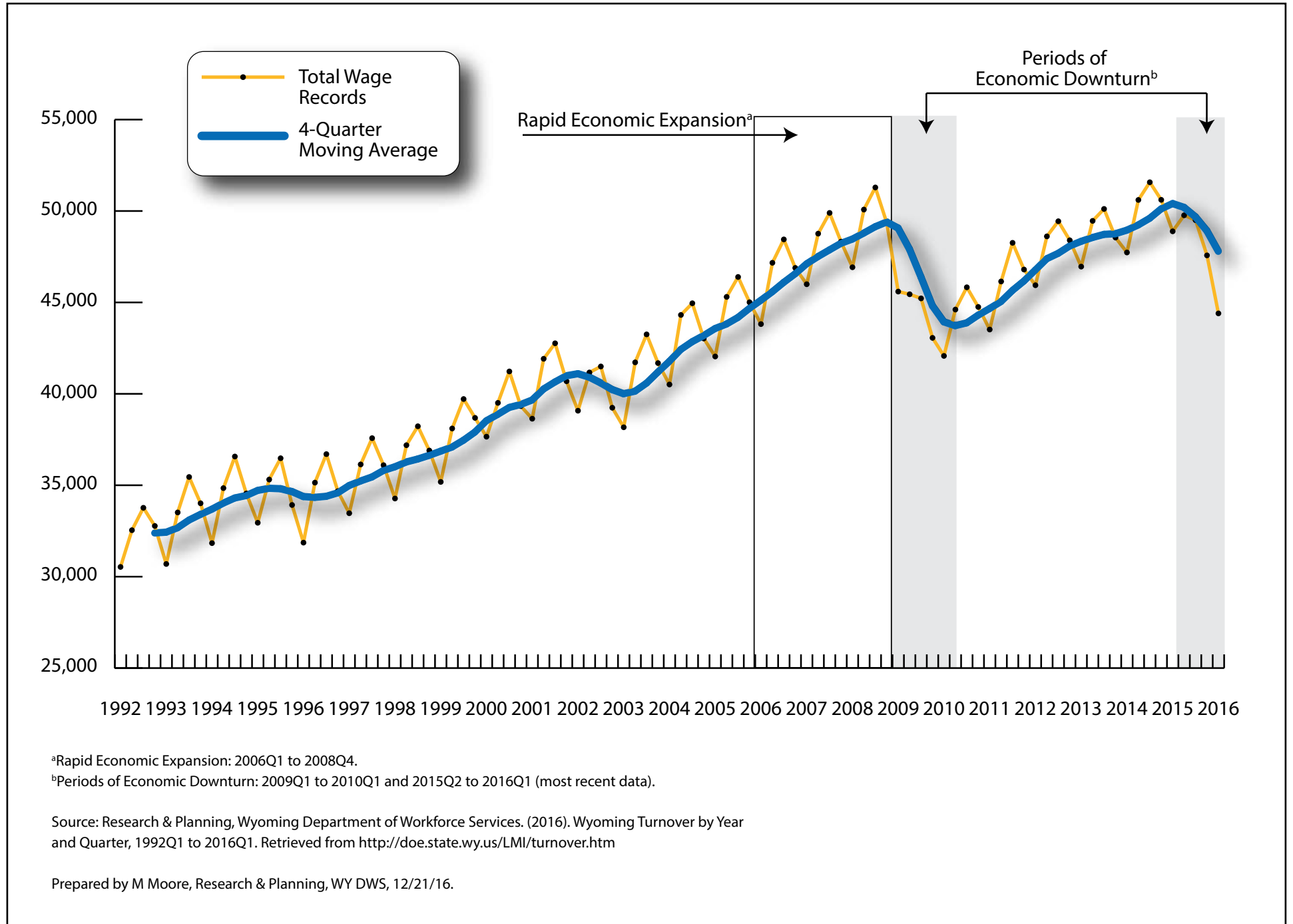
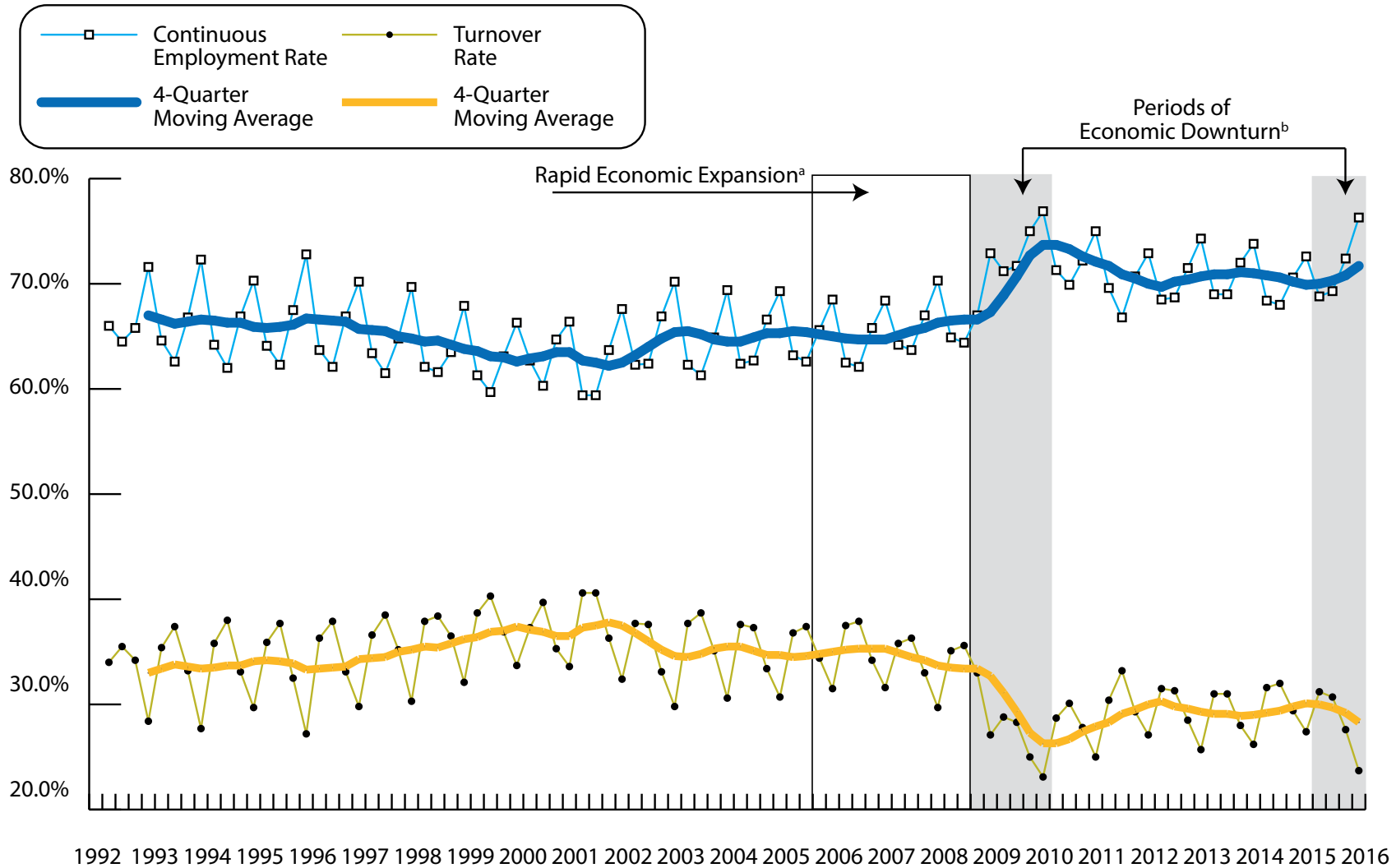


Figure 1: Total Wage Records in Natrona County, Wyoming by Year and Quarter, 1992Q1 to 2016Q1



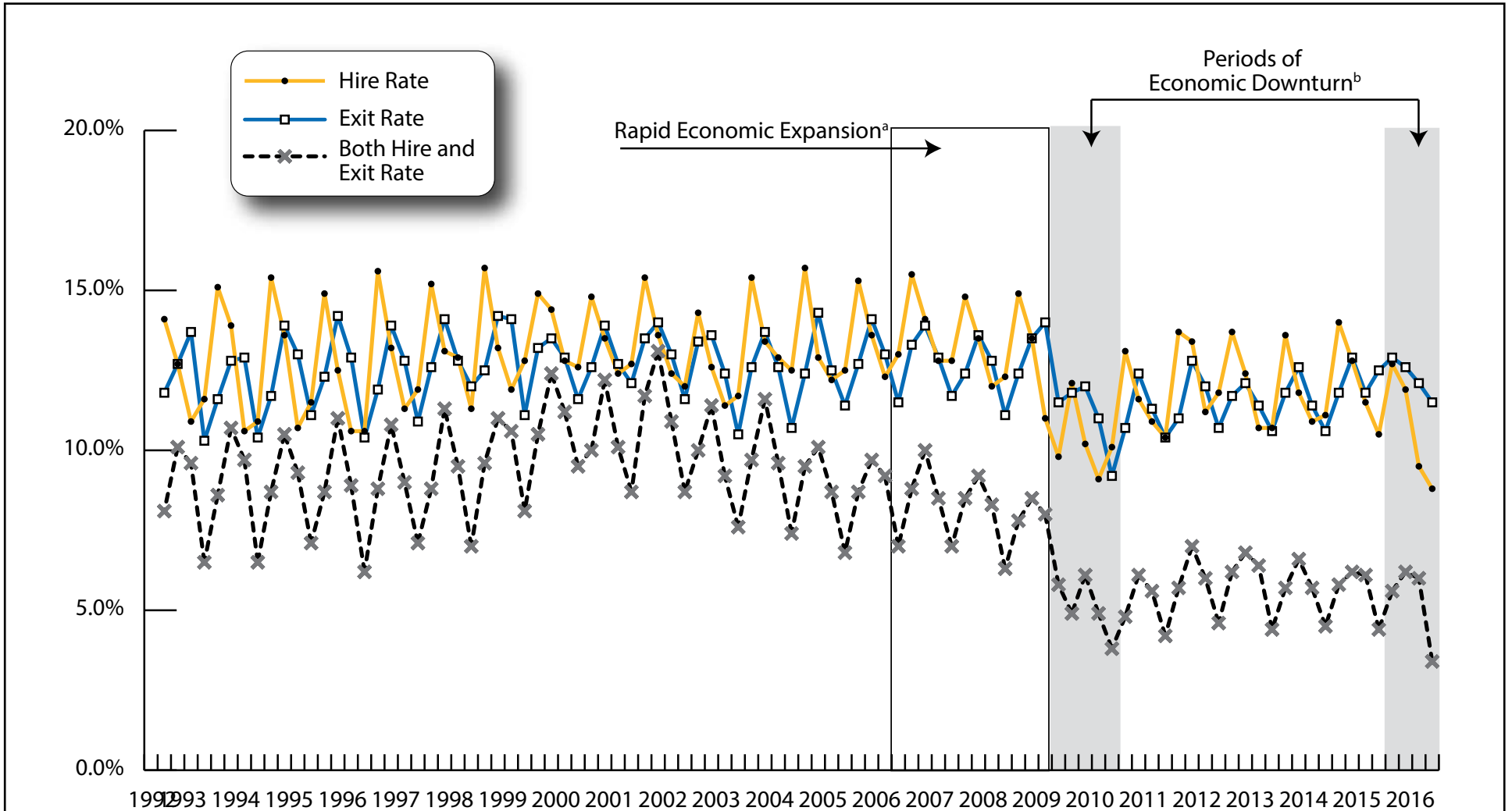
<sup>a</sup>Rapid Economic Expansion: 2006Q1 to 2008Q4.

<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, 12/21/16.

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



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

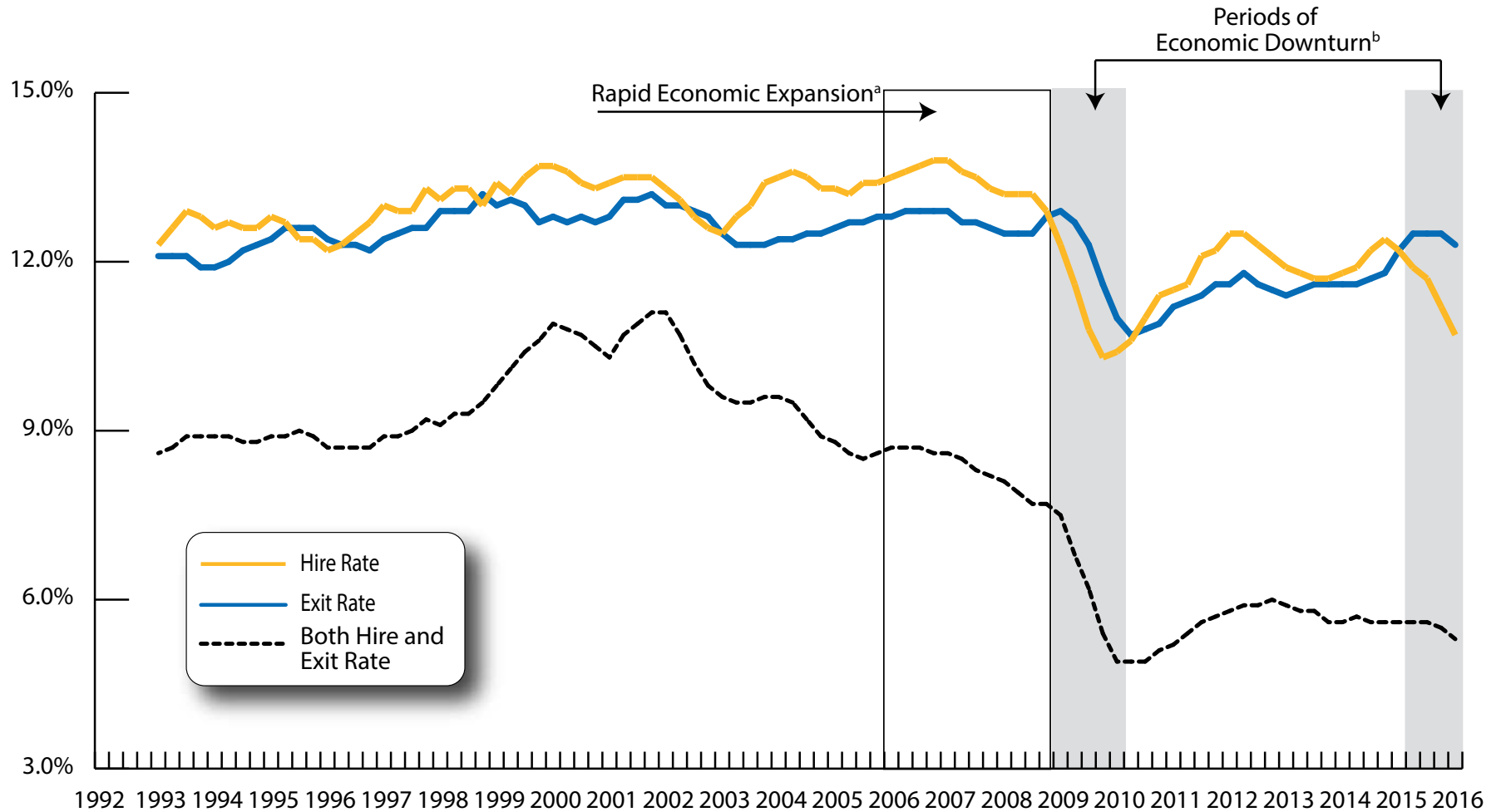
<sup>b</sup>Periods of Economic Downturn: 2009Q1 to 2010Q1 and 2015Q2 to 2016Q1 (most recent data).

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, 12/21/16.

Figure 3: Rate of Hire, Exit, and Both Hire & Exit in Natrona County, 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, 12/21/16.

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

---

Research & Planning  
Wyoming Department of Workforce Services  
P.O. Box 2760  
Casper, WY 82602-2760  
[dws-researchplanning@wyo.gov](mailto:dws-researchplanning@wyo.gov)  
<http://doe.state.wy.us/LMI>  
307-473-3807

---