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TRENDS

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A Decade Later: Tracking Wyoming's Youth into the Labor Force

by: Tony Glover, Workforce Information Supervisor

Wyoming's young workers tend to leave the state's labor force in large numbers. This article tracks a specific group over time of workers who were 18 years old in 2000 and earned the majority of their wages in Wyoming. After 10 years, only approximately 4 of every 10 of these workers were still found in Wyoming's labor force.

Previous research conducted by the Research & Planning (R&P) section of the Wyoming Department of Workforce Services has demonstrated that the population of Wyoming is aging faster than the nation and many bordering states (see box on page 10 for examples of this research). The baby boomers of Wyoming are retaining their employment in relatively stable jobs in the natural resources & mining, health care & social services, educational services, and public administration industries. A result of the attachment of older workers is a loss of opportunity for the youth of Wyoming to obtain and retain employment in this state. A common belief is that Wyoming's primary exports are coal, oil & gas, and young workers.

This article provides the context and explores issues related to exporting Wyoming's youth and lays a foundation to better understand forthcoming research on the Hathaway Scholarship program (see related box on page 3), which provides tuition assistance to Wyoming's youth who attend the state's colleges and university.

The current research describes characteristics of a cohort (group) of 18-year-olds employed in Wyoming in 2000 in relation to Wyoming's labor force across time. The analysis will answer the following questions:

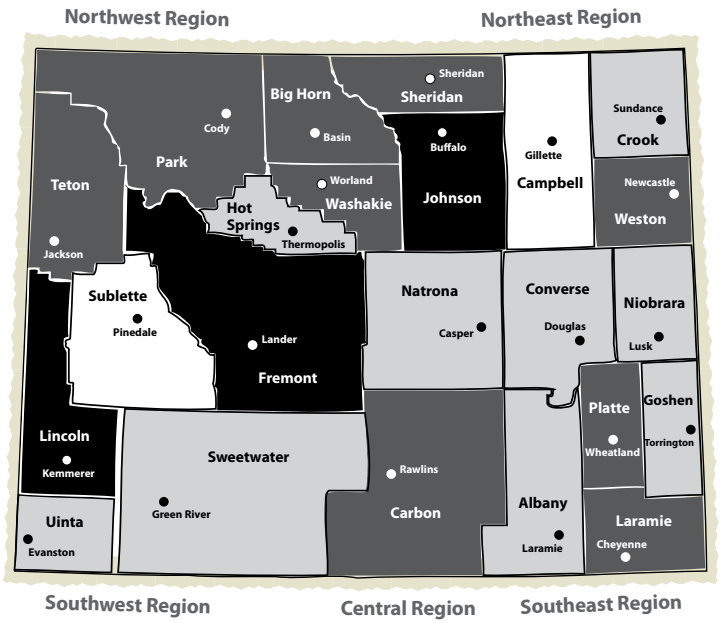
1. Where do the youth go?

(Text continued on page 3)

HIGHLIGHTS

- **The number of mass layoff events in Wyoming declined for the second consecutive year, falling from 12 in 2010 to 10 in 2011 … *page 11***
- **The data from Research & Planning's New Hires Survey is now available by industry. Information on wages, hours worked, benefits offered, and more for each occupation by industry can be found online … *page 12***

Unemployment Rate by Wyoming County, January 2012 (Not Seasonally Adjusted)



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(Text continued from page 1)

Studying the Hathaway Scholarship Program

The Wyoming State Legislature allocated money in 2005 for the creation of a merit-based scholarship program for Wyoming students to continue their education subsequent to high school graduation at Wyoming's colleges and university. The Hathaway Scholarship program awards a graduated amount of funding to Wyoming students who complete certain core educational requirements during their high school education while maintaining a designated grade point average.

In 2012 the Legislature allocated funding to assess the long-term impact of the Hathaway Scholarship program on retaining youth in Wyoming's post-secondary institutions and subsequently into the state's labor force. The first round of graduates who participated in the Hathaway program are now reaching the point at which they could acquire a four-year degree and enter post-graduate employment. Research & Planning has been tasked with "collection and analysis of data necessary for the long-term effects of the Hathaway student scholarship program on Wyoming high school students" (HB0001-General government appropriations, Section 326 [d]).

The intent of the collection and analysis of this data is to learn more about the "employment, location of employment, and earnings level after leaving a post-secondary education program at a college or the university" (Session Laws of Wyoming, 2008, Ch. 95).

2. Are more males than females retained in Wyoming's labor force?

3. What is the typical industry career path of those retained? Where do they start and where do they wind up?

4. Are the characteristics of 18-year-old workers from 2000 similar to other cohorts?

5. How can this type of analysis be used to better understand the outcomes of a program like the Hathaway Scholarship?

The bottom line is that of all 18-year-olds working in Wyoming from any given year, only an estimated 40% are still working in Wyoming 10 years later.

The data used in this article were collected from the unemployment insurance tax systems of Alaska, Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, Utah, and Wyoming. Additional databases allowed for the collection of demographic (age & gender) data on the youth studied. Future research will incorporate the data from program participants that received a Hathaway Scholarship or other education and training program assistance. It is important to keep in mind that the data described in this article represent a population of which the scholarship program participants would be a subset, had such a program been in place in 2000.

Methodology & Definitions

The cohort for this analysis is defined as all individuals who were 18 years old and had Wyoming as their primary state

of wages in 2000. The primary state of wages is defined as the state in which the individual (identified by social security number [SSN]) was paid the most wages in a given year. Likewise, the primary industry of wages is the major industry paying the individual the most wages in a given year. For example, any or all of individuals assigned to the 2000 cohort could have had wages in any or all of the states discussed in this article in 2000, but each individual was paid the most wages in Wyoming during that year. This defines an anchor point of all of the data and individuals discussed in this article. Individuals who were 18 years old in 2000 with wages in Wyoming but were paid more wages in any other state are excluded from this research. Wages for the excluded individuals demonstrate a stronger connection to a state other than Wyoming. Analysis of industry of employment reveals that many of these individuals were seasonal labor in the leisure & hospitality or construction industries.

As of April 1, 2000, there were 8,257 18-year-olds living in Wyoming (U.S. Census Bureau); fall enrollment of Wyoming high school seniors in 2000 was 6,851 (Wyoming Department of Education). The first column of Table 1 shows that there were 7,325 individuals employed at any time in 2000 in Wyoming who were 18 years old and whose primary

Defining "Unknown"

For the purposes of this article, "unknown" refers to individuals who moved to a state with which R&P does not have a data sharing agreement, those who exited the labor force for other reasons, and those who are deceased. R&P has the capability to examine other paths in the unknown category, but it is beyond the scope of the current article. The "unknown" category also includes self-employed individuals, and employees of railroads, the federal government, and the armed forces.

Table 1: **Retention Rates of Wyoming 18-Year-Olds from 2000 (*2000 Cohort*) in Wyoming and States with Data Sharing Agreements, 2000-2010**

State	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	% in 2010
Wyoming	7,325	5,980	5,119	4,739	4,508	4,200	4,003	3,906	3,763	3,640	3,517	48.0%
%	100.0%	81.6%	69.9%	64.7%	61.5%	57.3%	54.6%	53.3%	51.4%	49.7%	48.0%	
Alaska		12	19	25	34	32	35	28	26	32	36	0.5%
Colorado		170	246	276	329	379	408	423	452	422	435	5.9%
Idaho		29	38	56	71	80	96	86	91	76	65	0.9%
Montana		63	118	127	160	175	185	170	162	154	150	2.0%
Nebraska		27	44	64	68	69	70	61	62	69	70	1.0%
New Mexico		8	13	17	17	25	26	29	30	26	30	0.4%
Oklahoma		11	21	19	0	0	0	21	36	30	35	0.5%
South Dakota		50	77	107	113	115	94	83	72	81	81	1.1%
Texas		50	68	77	92	98	109	113	122	117	129	1.8%
Utah		120	165	177	207	224	224	253	252	234	221	3.0%
Subtotal, Data-Sharing States		540	809	945	1,091	1,197	1,247	1,267	1,305	1,241	1,252	17.1%
%		7.4%	11.0%	12.9%	14.9%	16.3%	17.0%	17.3%	17.8%	16.9%	17.1%	
Subtotal, Unknown		805	1,397	1,641	1,726	1,928	2,075	2,152	2,257	2,444	2,556	34.9%
%		11.0%	19.1%	22.4%	23.6%	26.3%	28.3%	29.4%	30.8%	33.4%	34.9%	
Total	**7,325**	**7,325**	**7,325**	**7,325**	**7,325**	**7,325**	**7,325**	**7,325**	**7,325**	**7,325**	**7,325**	**100.0%**

state of wages was Wyoming (*2000 cohort*). The same definition of primary state of wages described in the methodology section is applied to the subsequent years and results for 2001 to 2010.

Of the original cohort of 7,325 individuals, only 5,980 (81.6%) remained in Wyoming in 2001, 540 (7.4%) transitioned to a state with which R&P has a data sharing agreement (*partner state*), and 805 (11.0%) cannot be accounted for within the available administrative databases. By 2010, the number of the original cohort of 7,325 dwindled to 3,517 (48.0%) in Wyoming, 1,252 (17.1%) in a partner state, and 2,556 (34.9%) are unaccounted for by the databases used in this analysis. This is illustrated in Figure 1a. The trend presented in this figure is relatively consistent across all cohorts, or groups of 18-year-old workers from 1992 to 2010 (see Figure 1b).

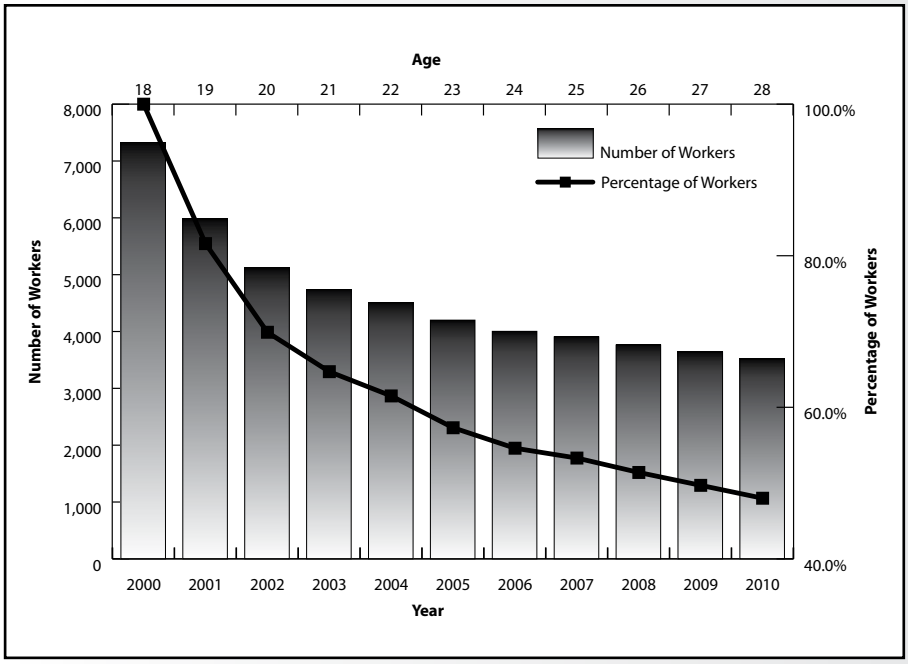

Figure 1a: Retention Rates of 18-Year-Old Wyoming Workers from 2000 (*2000 Cohort*), 2000 to 2010

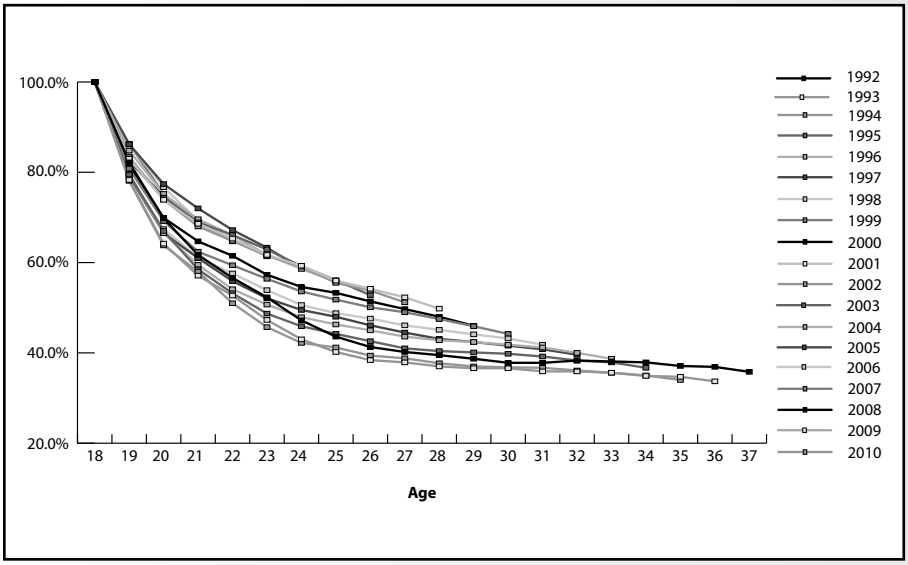

Figure 1b: Percentage of All Cohorts of 18-Year-Old Workers Retained in Wyoming, 1992 to 2010

The trend presented in Figures 1a and 1b is consistent with prior research conducted by R&P. A similar exodus from the Wyoming workforce can be seen in Figure 2 (see page 6), which tracks a cohort of Wyoming workers age 16-34 from 2000 to 2007 (Jones, 2009).

Figure 3 (see page 6) shows where the 2000 cohort had wages a decade later. Those retained in Wyoming comprised the largest category in 2010 (48.0%) followed by the category labeled "unknown" (34.9%). The unknown category includes individuals who went to a state with which R&P does not have a data sharing agreement, those

who exited the labor force for other reasons, and those who are deceased. R&P has the capability to examine other paths in the unknown category, but it is beyond the scope of the current article.

Table 2 (see page 7) is similar to Table 1 and shows the 2000 cohort by gender. Figure 4 (see page 8) shows that males (52.8%) were more often retained in Wyoming than females (43.2%). Figure 5 (see page 8) shows a gender breakdown of the location of the cohort's wages a decade later. The exodus to partner states is comparable between males and females. The largest difference between the two genders was that 39.8% of females fell into the unknown category in 2010, versus 30.0% of males. Finding fewer females working 10 years later (at age 28) and more in the unknown category is consistent with national data from the Current Population Survey (CPS). In 2011, 78.3% of men between 25-29 years old were working, while 67.3% of women of the same age were working (U.S. Bureau of Labor Statistics, 2012).

Table 3 and Figure 6 (see page 9) show the industry distribution of the 2000 cohort both in 2000 and 2010. In 2000, the largest number of workers from this cohort had wages in leisure & hospitality (36.0%) and retail trade (23.3%). By 2010, the remaining 3,517 individuals from the original cohort had moved into industries more synonymous with long-term employment in Wyoming, including health care & social assistance, educational services, natural resources & mining, and construction. All of these industries also experienced significant growth in total employment from 2000 to 2010.

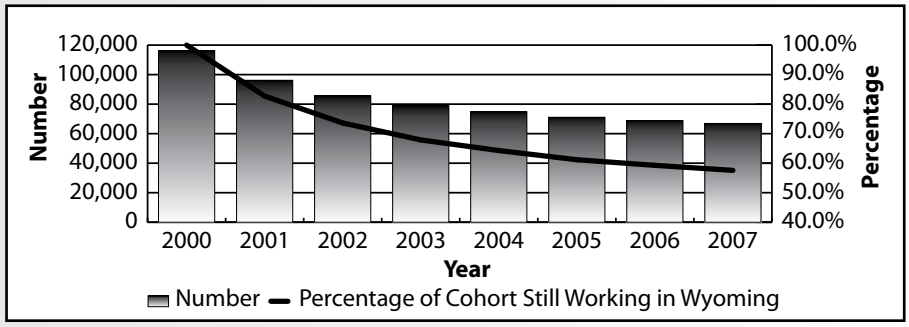

Figure 2: Number and Percentage of 2000 Worker Cohort Age 16-34 Still Working in Wyoming through 2007

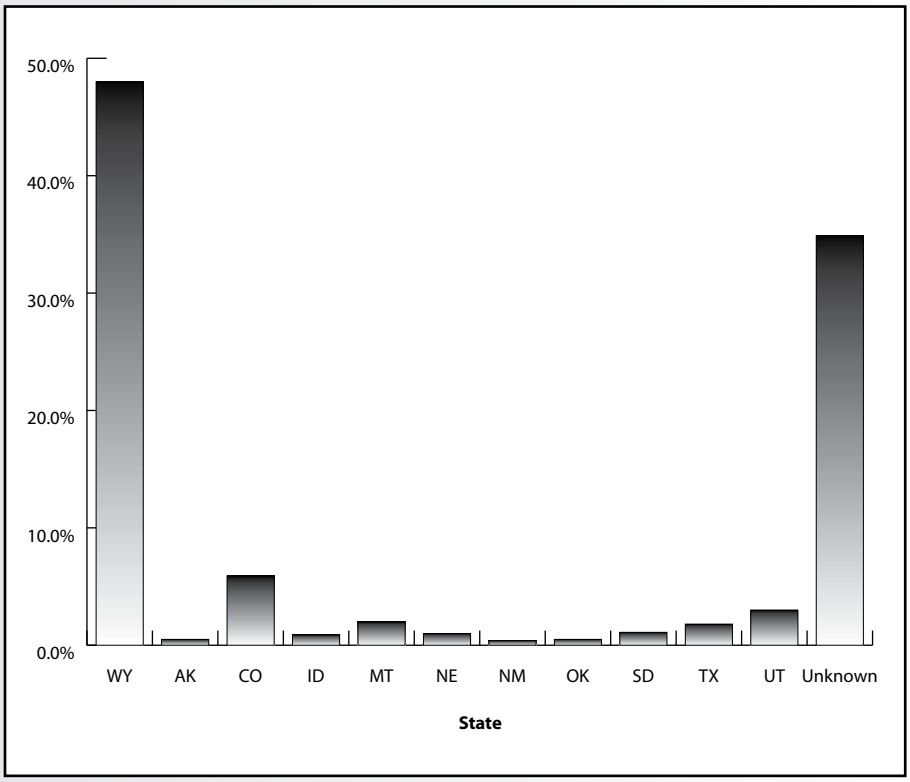

Figure 3: Percentage of 18-Year-Old Wyoming Workers from 2000 (*2000 Cohort*) Found Working in Wyoming and States with Data-Sharing Agreements in 2010

Conclusion

This article demonstrates the use of administrative databases to track Wyoming youth across time. The applications are endless and the current research only touched briefly on a multitude of areas that lend themselves to exploration.

A question posed in the introduction to this piece – "Are the characteristics of the youth of 2000 similar to other cohorts?" – is answered by Figure 1b, which shows the retention rates for all cohorts available to R&P. The five-year retention rate for

Table 2: Retention Rates of Wyoming 18-Year-Olds from 2000 (*2000 Cohort*) in Wyoming and States with Data-Sharing Agreements by Gender, 2000-2010

	State	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	% in 2010
Females	Wyoming	3,727	3,005	2,564	2,309	2,182	2,014	1,867	1,833	1,744	1,689	1,609	43.2%
	%	100.0%	80.6%	68.8%	62.0%	58.5%	54.0%	50.1%	49.2%	46.8%	45.3%	43.2%	
	Alaska		4	11	14	18	20	21	15	13	13	14	0.4%
	Colorado		81	118	155	178	204	216	220	235	219	224	6.0%
	Idaho		19	22	35	39	43	57	44	45	37	34	0.9%
	Montana		34	74	80	95	102	101	96	91	80	75	2.0%
	Nebraska		12	26	35	36	39	39	37	39	39	41	1.1%
	New Mexico		5	6	10	9	10	15	18	15	12	14	0.4%
	Oklahoma		4	11	12	0	0	0	13	15	15	17	0.5%
	South Dakota		32	49	66	66	64	48	49	43	44	46	1.2%
	Texas		25	38	39	49	56	58	58	65	63	60	1.6%
	Utah		73	107	107	110	110	111	119	118	111	109	2.9%
	Subtotal, Data-Sharing States		289	462	553	600	648	666	669	679	633	634	17.0%
	%		7.8%	12.4%	14.8%	16.1%	17.4%	17.9%	18.0%	18.2%	17.0%	17.0%	
	Subtotal, Unknown		433	701	865	945	1,065	1,194	1,225	1,304	1,405	1,484	39.8%
	%		11.6%	18.8%	23.2%	25.4%	28.6%	32.0%	32.9%	35.0%	37.7%	39.8%	
	Total, All Females	**3,727**	**3,727**	**3,727**	**3,727**	**3,727**	**3,727**	**3,727**	**3,727**	**3,727**	**3,727**	**3,727**	**100.0%**
Males	Wyoming	3,570	2,947	2,528	2,404	2,302	2,162	2,113	2,051	1,996	1,929	1,885	52.8%
	%	100.0%	82.5%	70.8%	67.3%	64.5%	60.6%	59.2%	57.5%	55.9%	54.0%	52.8%	
	Alaska		8	8	11	16	12	14	13	13	18	21	0.6%
	Colorado		89	128	121	151	175	192	202	216	201	209	5.9%
	Idaho		10	16	21	32	37	39	40	44	39	31	0.9%
	Montana		29	44	47	64	73	84	74	71	74	75	2.1%
	Nebraska		15	18	29	31	29	30	24	23	30	29	0.8%
	New Mexico		3	7	7	8	15	11	11	15	14	16	0.4%
	Oklahoma		7	10	7	0	0	0	8	21	15	18	0.5%
	South Dakota		18	28	41	47	51	46	34	29	37	35	1.0%
	Texas		25	30	38	43	42	51	55	57	54	69	1.9%
	Utah		47	58	70	97	114	113	134	134	123	112	3.1%
	Subtotal, Data-Sharing States		251	347	392	489	548	580	595	623	605	615	
	%		7.0%	9.7%	11.0%	13.7%	15.4%	16.2%	16.7%	17.5%	16.9%	17.2%	
	Subtotal, Unknown		372	695	774	779	860	877	924	951	1,036	1,070	30.0%
	%		10.4%	19.5%	21.7%	21.8%	24.1%	24.6%	25.9%	26.6%	29.0%	30.0%	
	Total, All Males	**3,570**	**3,570**	**3,570**	**3,570**	**3,570**	**3,570**	**3,570**	**3,570**	**3,570**	**3,570**	**3,570**	**100.0%**

individuals with Wyoming as their primary state of wages when they were 18 years old varies between 45.7% for the 1994 cohort and 63.3% for the 2005 cohort. The upper and lower bounds of the 10-year retention rates are 37.0% for the 1993 cohort and 49.8% for the 2001 cohort, respectively. The average five-year retention rate is 55.8%, while the average 10-year retention rate is 43.8%.

Some of the variation in retention rates for different cohorts across time can be explained by economic conditions in Wyoming. For example, the 2001

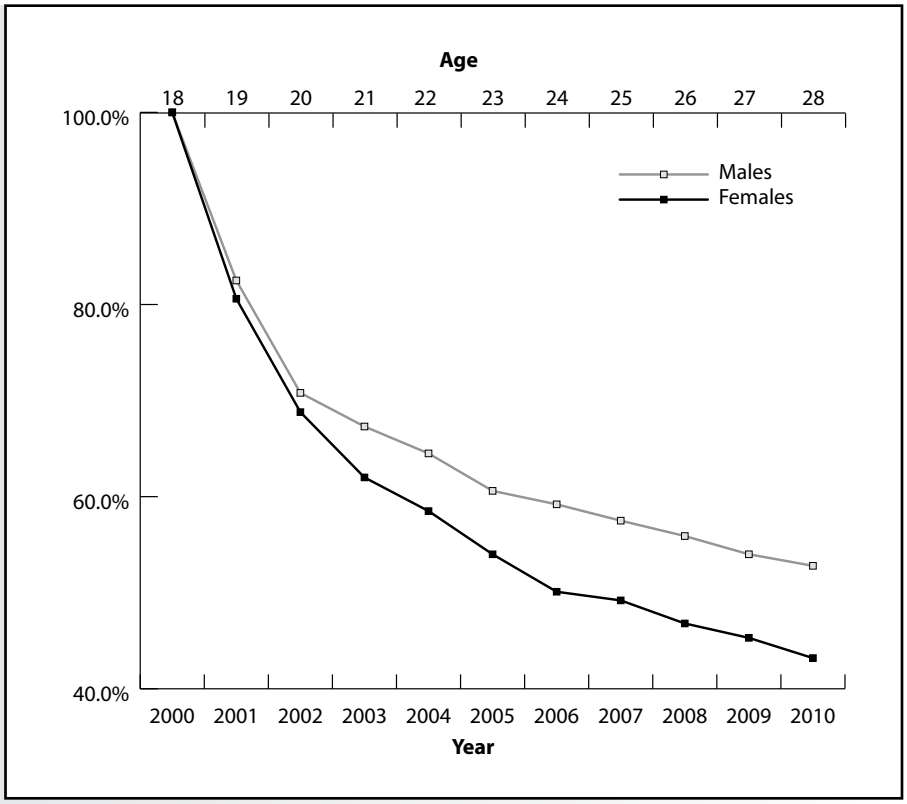

Figure 4: **Retention Rates of 18-Year-Old Wyoming Workers from 2000 (*2000 Cohort*) by Gender, 2000 to 2010**

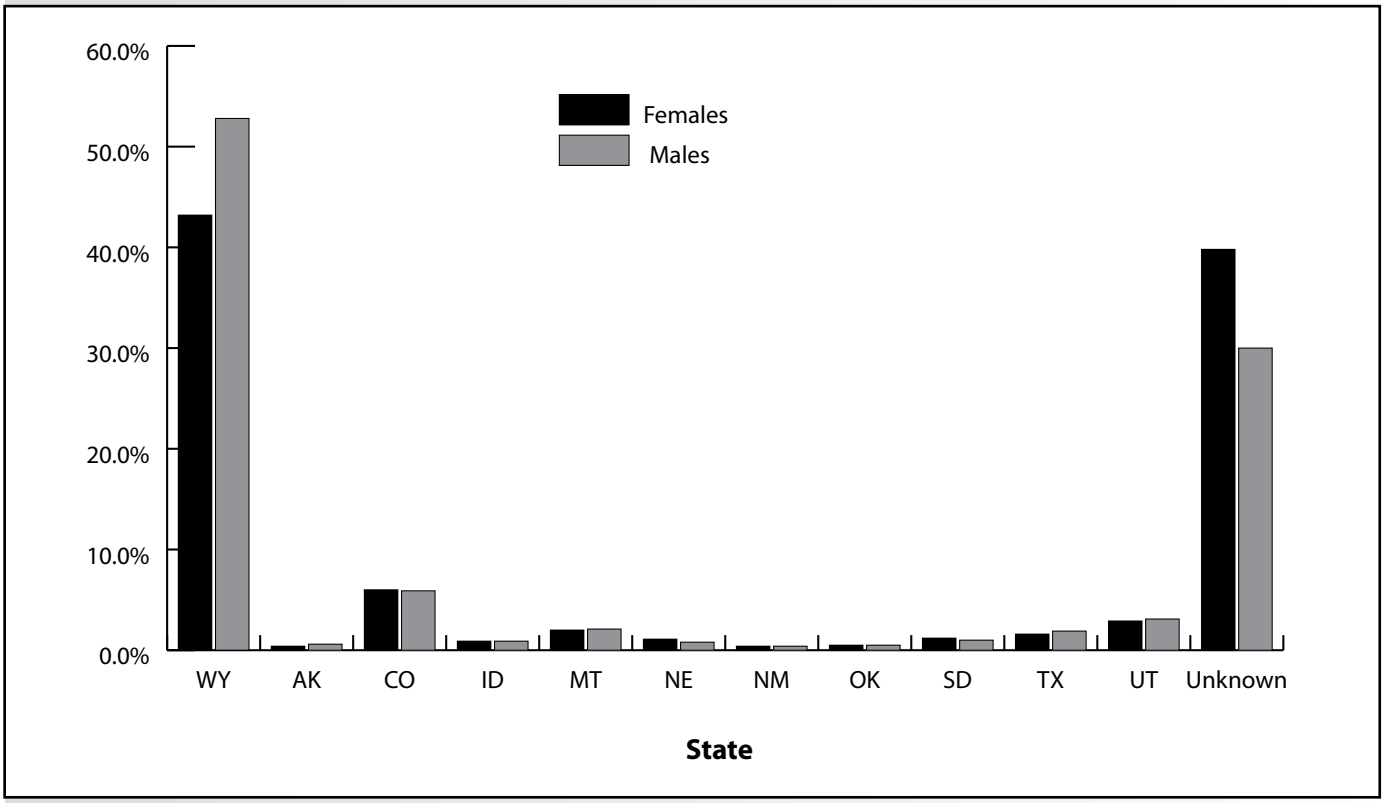

Figure 5: **Percentage of 18-Year-Old Wyoming Workers from 2000 (*2000 Cohort*) by Gender Found Working in Wyoming and States with Data-Sharing Agreements in 2010**

Table 3: **Employment of Wyoming 18-Year-Olds from 2000 (*2000 Cohort*) Working in Wyoming by Industry, 2000 and 2010**

	2000		2010	
Industry	**n**	**Column %**	**n**	**Column %**
Natural Resources & Mining	237	3.2%	440	12.5%
Construction	502	6.9%	352	10.0%
Manufacturing	254	3.5%	110	3.1%
Wholesale Trade, Transportation, & Utilities	135	1.8%	237	6.7%
Retail Trade	1,707	23.3%	409	11.6%
Information	133	1.8%	50	1.4%
Financial Activities	159	2.2%	153	4.4%
Professional & Business Services	483	6.6%	269	7.6%
Educational Services	220	3.0%	270	7.7%
Health Care & Social Assistance	338	4.6%	471	13.4%
Leisure & Hospitality	2,635	36.0%	387	11.0%
Other Services, Except Public Administration	192	2.6%	129	3.7%
Public Administration	324	4.4%	221	6.3%
Nonclassified Industry	6	0.1%	19	0.5%
Total, All Industries	**7,325**	**100.0%**	**3,517**	**100.0%**

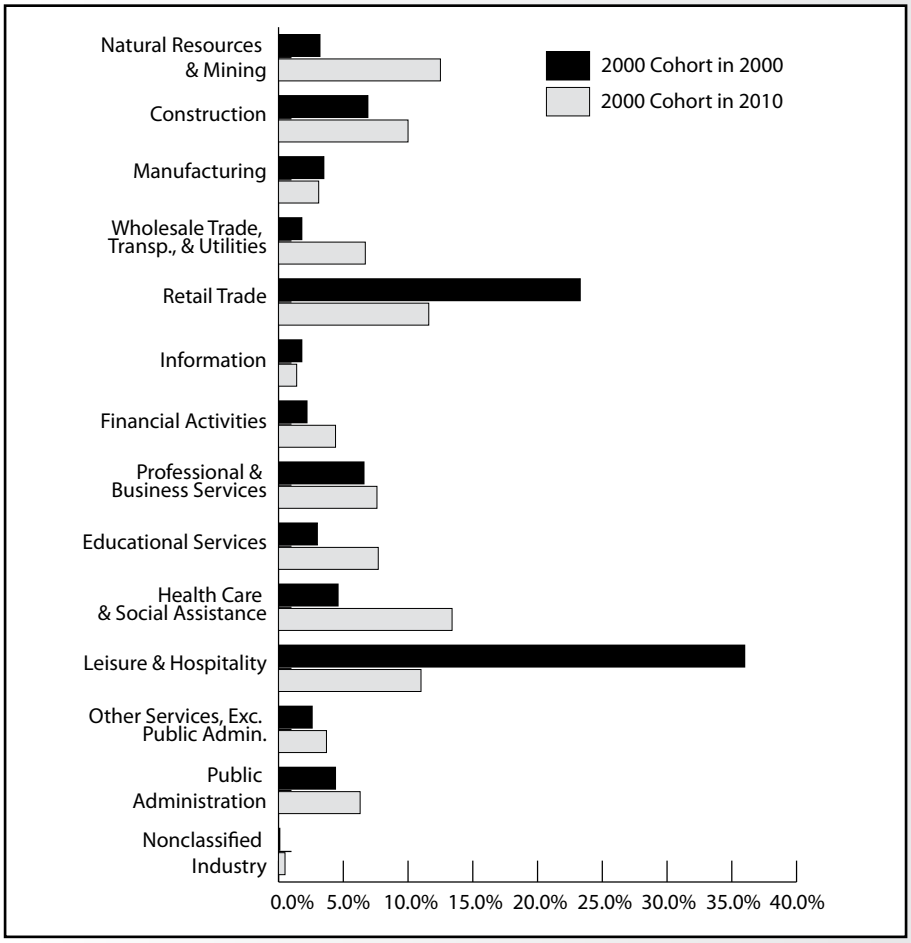

Figure 6: **Percentage of 18-Year-Old Wyoming Workers from 2000 (*2000 Cohort*) Working in Wyoming by Industry, 2000 and 2010**

to 2005 youth appeared to have higher retention rates for the first few years than all other cohorts (see the top bundle of lines in Figure 1b). This could be influenced by Wyoming's rapid growth in employment from 2000 to 2009. Future research will focus on defining and describing the opportunity structure available to Wyoming's youth.

The last question asked at the beginning of this article was, "How can this type of analysis be used to better understand the outcomes of a program like the Hathaway Scholarship?" The Hathaway Scholarship program provides funds to Wyoming students to attend state colleges or the university based upon students' curriculum in a Wyoming high school. If a long-term goal of the Hathaway program is to retain well-educated youth in Wyoming's labor force, then the retention rates of the Hathaway participants can be calculated as a sub-group of the cohorts described in this paper. Figure 7 (see page 10) is a hypothetical example of what this would look like. The gray line is the average retention rate of all of the cohorts. The top line represents a higher

percentage of Hathaway participants retained in Wyoming employment (success) and the bottom line represents a lower percentage of Hathaway participants retained (failure).

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References

Jones, S.D. (2009). Workforce challenges: gender wage gap, loss of young wokers, education requirements, and need for nurses. *Wyoming Workforce Annual Report 2009*. Retrieved March 23, 2011, from http://doe.

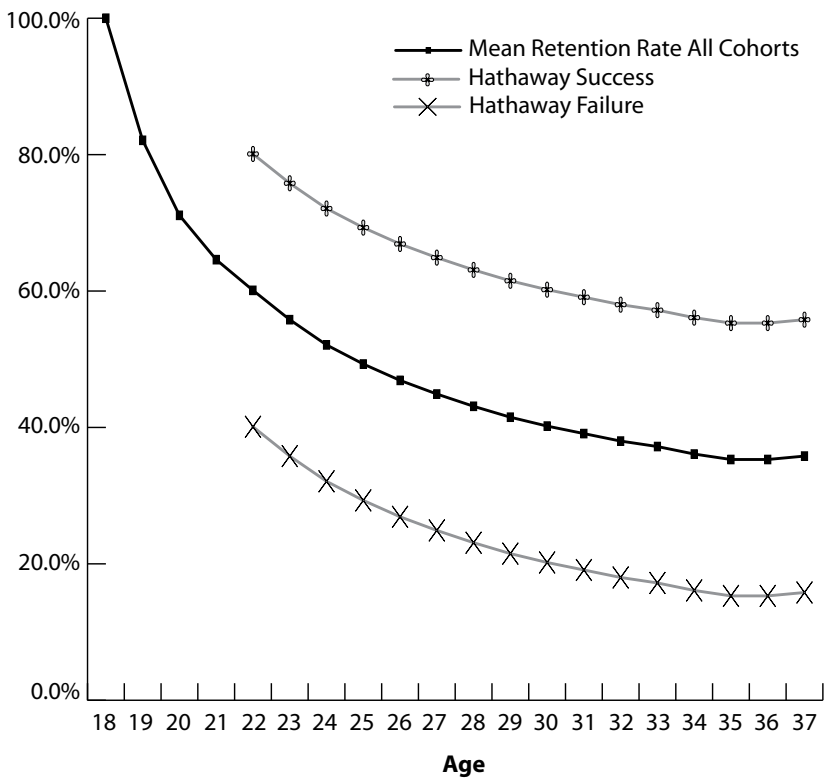

Figure 7: Hypothetical Retention Rates for Potential Hathaway Scholarship Outcomes

Selected Research on Wyoming's Aging Population

- *Health Care Workforce Needs in Wyoming: Advancing the Study*
  http://doe.state.wy.us/LMI/occasional/occ6.pdf

- Driven by demographics: Examining employee exits in state government
  http://doe.state.wy.us/LMI/1210/a3.htm

- Cashing out? Labor market withdrawal by Wyoming workers age 45 and older
  http://wydoe.state.wy.us/LMI/0608/a1.htm

- Demographic effects of Wyoming's energy-related expansion
  http://doe.state.wy.us/LMI/0407/a1.htm

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

state.wy.us/LMI/annual_report_09.pdf

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Wyoming Mass Layoff Events Decline for Second Year in a Row

by: David Bullard, Senior Economist

The number of mass layoff events in Wyoming declined for the second consecutive year, falling from 12 in 2010 to 10 in 2011 (see Table). A mass layoff occurs when 50 or more initial unemployment insurance (UI) claims are filed against a single employer during a consecutive five-week period. Wyoming mass layoffs peaked with 13 events in 2009. There were 1,089 initial UI claims associated with the 10 layoffs in 2011. While initial claims decreased from 2010 to 2011, they remained much higher than their pre-recession levels.

Table: **Wyoming Mass Layoff Statistics (MLS) Events, Associated Initial Unemployment Insurance (UI) Claims, and Extended Mass Layoff Events, 2001-2011**

Year	Total Events	Initial UI Claims	Extended Mass Layoff Events
2001	4	304	ND
2002	4	308	ND
2003	4	272	ND
2004	6	480	4
2005	7	481	5
2006	5	329	4
2007	ND	ND	4
2008	8	525	6
2009	13	1,186	10
2010	12	1,287	7
2011	10	1,089	6

ND — Not disclosable due to confidentiality of data.

"Extended" mass layoffs, those in the private non-farm sector that lasted more than 30 days also decreased, falling from 7 in 2010 to 6 in 2011.

It is not surprising to see the number of large layoffs decline as economic conditions improved in 2011. Wyoming's annual average unemployment rate fell by a full percentage point, from 7.0% in 2010 to 6.0% in 2011. Job gains, although modest, continued at a steady pace during the first three quarters of 2011.

Some of the mass layoff events in Wyoming are seasonal, and occur every year. Thus, even when the economy is growing rapidly, such as in 2006 and 2007, there are a few layoff events.

Nationally, the number of mass layoff events peaked in 2009, with 28,030 mass layoffs. In 2010, layoffs fell by nearly one-third to 19,564, and then decreased much more modestly in 2011 (down 5.3% to 18,521).

Wyoming New Hires by Industry: 2009Q4 to 2010Q3

by: Sara Saulcy, Senior Economist

During the spring of 2010, the Research & Planning (R&P) section of the Wyoming Department of Workforce Services, along with several other state Labor Market Information offices, received funding to study the workforce, including jobs that spend time on activities that increase energy efficiency, use or develop renewable energy resources, or preserve and restore the environment. R&P designed a mail questionnaire that contained a question measuring the degree to which a job was involved in any of these energy-efficient activities and was designed to capture and assess the types of skills needed for jobs in Wyoming. Ultimately, the goal of this project is to determine what types of jobs are available in the state, which ones are likely to be energy efficient, and whether there are any significant differences between energy-efficient jobs and those that are not energy efficient.

Survey data come from a random sampling of more than 112,000 new hires made by Wyoming employers (excluding state government) over a four-quarter period (fourth quarter 2009 to third quarter 2010). This article primarily focuses on the 50 occupations with the greatest number of newly hired workers within the health care & social assistance industry, for purposes of examining how the data may be used.

While the values for totals by industry are informative, it is also helpful to examine characteristics of individual occupations within industries. This provides a better idea of wages and benefits a newly hired worker can expect, the typical hours worked, and other information. As an example, this article follows nursing assistants, including certified nursing assistants (CNAs) across the nine tables in this article. Data for all other industries are available online at http://doe.state.wy.us/LMI/newhires.htm.

The information presented in this article refers only to new hires. Information on all workers in Wyoming is available from the Occupational Employment Statistics program at http://doe.state.wy.us/LMI/oes.htm.

Who is a New Hire?

A *new hire* is defined as someone who was hired by a firm in Wyoming for which he or she has not worked in at least the last 20 years (the period for which Research & Planning has Unemployment Insurance wage records).

It is important to note that in Wyoming, 96 occupations require licenses, certificates, or other registration. Even though an employer may have identified a new hire as working in these licensed occupations, such as registered nurses that does not necessarily mean that person has been licensed in Wyoming. the latest Guide to Licensed Occupations in Wyoming is available at http://doe.state.wy.us/LMI/dir_lic/WY_Licensed_Occs_Fall_2011.pdf.

Methodology

For an in-depth discussion of the methodology used to create the tables, see the article "Survey Captures Data on Wyoming New Hires" in the February 2011 edition of *Wyoming Labor Force Trends*.

Results

Characteristics of Jobs Worked

Table 1 (see page 14) shows median[1] wages, benefits offered, and typical education required of newly hired Wyoming workers in the health care & social assistance industry for fourth quarter 2009 (2009Q4) through third quarter 2010 (2010Q3). The median wage for all newly hired workers in this industry was $11.00 per hour, with 35.0% offered health insurance, 31.7% offered a retirement plan, and 40.8% offered paid time off. Typical education required across occupations ranged from less than a high school diploma (e.g., food preparation workers; counter & rental clerks) to a doctorate (e.g., lawyers; clinical, counseling, & school psychologists). As a general rule, the higher the level of education or experience required for a given occupation, the higher the wage (Weiss, 1995).

Nursing assistants, Standard Occupational Classification (SOC) code 311014, earned slightly less than the median wage for all newly hired employees at $10.91 per hour (see Table 1). However, compared to the total, a higher proportion of nursing assistants were more frequently offered all three benefits, with 52.6% offered health insurance, 43.1% offered a retirement plan, and 56.9% offered paid time off. The typical education requirement for this occupation is postsecondary training.

[1] The median is the numerical value separating the higher half of a sample from the lower half. This value is found by arranging all of the values from lowest to highest and selecting the middle value. In the event that there are an even number of observations, the median is defined as the mean or average of the two middle values.

Table 2 (see page 15) includes median wages for newly hired workers, along with median wages as reported in the Occupational Employment Statistics (OES) May 2010 panel (for more information about the collection methods used by OES, see http://doe.state.wy.us/lmi/EDSMarch2011/intro.htm). Note that OES data include workers with a range of seniority at a given job, from the newly hired to employees nearing retirement. The new hires survey does not collect information about employees' work experience or education. What is known is that more than half of all newly hired workers in health care & social assistance were ages 16-34. In comparison, 34.3% of all workers in health care & social assistance in 2010 were under the age of 35 (Wyoming Department of Workforce Services, Research & Planning, n.d.). On average, younger workers may have less education or experience because they have not yet had the time to acquire it. Another possibility may be that "… the educational requirement for new workers may exceed those of older workers in a given firm since inexperience needs to be compensated for by higher education" (Harmon, Oosterbeek, & Walker, 2003). In general, the median wage for all occupations was greater than for newly hired workers. This is consistent with economic theory that predicts that the more seniority a person has with a job, the higher the wages (Topel, 1991). For all occupations in health care & social assistance, the OES wage was $4.61 higher per hour. The median wage for newly hired nursing assistants was $1.84 less than the median wage for all nursing assistants.

The average weekly hours worked by newly hired employees is found in Table 3 (see page 16). Among all employees, 41.7% worked 36 or more hours per week, 28.5%

(Text continued on page 18)

Table 1: **Characteristics of Jobs Worked[a] in the Health Care & Social Assistance Industry by Newly Hired Employees in Wyoming, Fourth Quarter 2009 to Third Quarter 2010: Wages, Benefits, and Education**

Standard Occupational Classification Code and Title		N	Median Hourly Wage	Benefits Percent Offered: Health Insurance	Retirement Plan	Paid Time Off	Educational Requirement
	Total, All Occupations	**11,185**	**$11.00**	**35.0%**	**31.7%**	**40.8%**	**Total**
399011	Child Care Workers	1,120	8.25	8.5	5.0	12.8	High School Diploma
311014	Nursing Assistants	1,076	10.91	52.6	43.1	56.9	Post Secondary
211015	Rehabilitation Counselors	670	9.50	18.2	27.3	29.9	High School Diploma
291141	Registered Nurses	565	22.97	46.6	39.7	47.9	Associate's
399021	Personal & Home Care Aides	493	9.46	12.7	17.5	14.3	High School Diploma
434171	Receptionists & Information Clerks	429	12.00	50.9	47.2	52.8	High School Diploma
436013	Medical Secretaries	370	12.00	54.2	33.3	52.1	High School Diploma
319091	Dental Assistants	362	13.00	4.5	4.5	18.2	Post Secondary
211093	Social & Human Service Assistants	334	11.00	35.0	37.5	45.0	Bachelor's
436014	Secretaries, Except Legal, Medical, & Exec.	287	10.00	33.3	27.8	47.2	High School Diploma
319092	Medical Assistants	258	12.00	46.7	33.3	33.3	High School Diploma
292021	Dental Hygienists	245	30.00	3.4	24.1	17.2	Associate's
439061	Office Clerks, General	236	10.00	22.2	11.1	25.9	High School Diploma
352012	Cooks, Institution & Cafeteria	193	11.00	54.2	37.5	62.5	High School Diploma
211021	Child, Family, & School Social Workers	192	10.50	50.0	37.5	58.3	Bachelor's
372012	Maids & Housekeeping Cleaners	185	9.50	58.3	58.3	66.7	High School Diploma
259041	Teacher Assistants	145	10.00	16.7	16.7	44.4	High School Diploma
312022	Physical Therapist Aides	145	9.77	44.4	44.4	44.4	High School Diploma
319099	All Other Healthcare Support Workers	136	9.25	0.0	5.9	5.9	High School Diploma
211011	Sub. Abuse & Behavioral Disorder Counselors	117	20.00	50.0	41.7	50.0	Bachelor's
433031	Bookkeeping, Accounting, & Auditing Clerks	114	15.00	30.8	23.1	15.4	High School Diploma
372011	Janitors & Cleaners, Exc. Maids & House. Clean.	110	12.00	15.4	38.5	30.8	High School Diploma
433021	Billing & Posting Clerks & Machine Operators	105	12.00	50.0	25.0	41.7	High School Diploma
252011	Preschool Teachers, Except Special Education	100	11.63	25.0	0.0	50.0	Post Secondary
291123	Physical Therapists	100	32.00	66.7	66.7	75.0	Master's
352021	Food Preparation Workers	98	8.75	25.0	58.3	58.3	Less than H.S. Diploma
291071	Physician Assistants	93	20.00	27.3	27.3	27.3	Bachelor's
253098	Substitute Teachers	90	11.00	0.0	0.0	10.0	Bachelor's
292061	Licensed Practical & Licensed Voc. Nurses	83	20.87	81.8	54.5	63.6	Post Secondary
436011	Executive Secretaries & Admin. Assistants	82	18.00	90.0	90.0	100.0	Post Secondary
359021	Dishwashers	77	8.50	0.0	0.0	33.3	Less than H.S. Diploma
119151	Social & Community Service Managers	75	22.00	30.0	80.0	70.0	Bachelor's
499071	Maintenance & Repair Workers, General	72	10.02	66.7	66.7	66.7	Post Secondary
533022	Bus Drivers, School	67	10.50	0.0	0.0	50.0	High School Diploma
292051	Dietetic Technicians	67	10.20	55.6	22.2	55.6	Less than H.S. Diploma
292041	Emergency Medical Technicians & Paramedics	67	9.61	37.5	25.0	37.5	Post Secondary
211014	Mental Health Counselors	62	18.55	57.1	57.1	85.7	Master's
319097	Phlebotomists	59	14.00	62.5	62.5	62.5	High School Diploma
291062	Family & General Practitioners	58	80.00	85.7	57.1	28.6	Doctorate
319093	Medical Equipment Preparers	58	9.00	33.3	33.3	83.3	High School Diploma
291067	Surgeons	54	144.23	85.7	100.0	100.0	Doctorate
353031	Waiters & Waitresses	53	7.25	14.3	14.3	14.3	High School Diploma
311011	Home Health Aides	53	10.00	0.0	0.0	28.6	High School Diploma
292055	Surgical Technologists	48	18.00	50.0	50.0	50.0	Post Secondary
119111	Medical & Health Services Managers	47	27.00	50.0	33.3	83.3	Bachelor's
439021	Data Entry Keyers	45	10.00	0.0	0.0	16.7	High School Diploma
211099	All Other Community & Social Service Spec.	45	7.25	0.0	16.7	16.7	High School Diploma
211023	Mental Health & Sub. Abuse Social Workers	44	15.99	100.0	83.3	100.0	Master's
292011	Medical & Clinical Laboratory Technologists	41	21.10	20.0	20.0	20.0	Bachelor's

[a]For the 50 occupations with the highest number of newly hired employees. Tables with all occupations are online at http://doe.state.wy.us/LMI/newhires.htm.

Table 2: **Comparison of Wages of Newly Hired Employees[a] in the Health Care & Social Assistance Industry in Wyoming, Fourth Quarter 2009 to Third Quarter 2010, and Occupational Employment Statistics (OES) Wages (May 2010)**

Standard Occupational Classification Code and Title		New Hires Survey N	New Hires Survey Median Hourly Wage	OES Median Wage	Difference
	Total, All Occupations	**11,185**	**$11.00**	**$15.61**	**$4.61**
399011	Child Care Workers	1,120	8.25	9.62	1.37
311014	Nursing Assistants	1,076	10.91	12.75	1.84
211015	Rehabilitation Counselors	670	9.50	11.63	2.13
291141	Registered Nurses	565	22.97	27.77	4.80
399021	Personal & Home Care Aides	493	9.46	10.67	1.21
434171	Receptionists & Information Clerks	429	12.00	12.23	0.23
436013	Medical Secretaries	370	12.00	14.13	2.13
319091	Dental Assistants	362	13.00	15.16	2.16
211093	Social & Human Service Assistants	334	11.00	11.81	0.81
436014	Secretaries, Except Legal, Medical, & Executive	287	10.00	13.35	3.35
319092	Medical Assistants	258	12.00	13.67	1.67
292021	Dental Hygienists	245	30.00	32.08	2.08
439061	Office Clerks, General	236	10.00	12.52	2.52
352012	Cooks, Institution & Cafeteria	193	11.00	10.65	-0.35
211021	Child, Family, & School Social Workers	192	10.50	17.18	6.68
372012	Maids & Housekeeping Cleaners	185	9.50	10.73	1.23
259041	Teacher Assistants	145	10.00	N/A	N/A
312022	Physical Therapist Aides	145	9.77	11.14	1.37
319099	All Other Healthcare Support Workers	136	9.25	N/A	N/A
211011	Substance Abuse & Behavioral Disorder Counselors	117	20.00	20.83	0.83
433031	Bookkeeping, Accounting, & Auditing Clerks	114	15.00	15.41	0.41
372011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	110	12.00	11.56	-0.44
433021	Billing & Posting Clerks & Machine Operators	105	12.00	14.60	2.60
252011	Preschool Teachers, Except Special Education	100	11.63	12.20	0.57
291123	Physical Therapists	100	32.00	35.51	3.51
352021	Food Preparation Workers	98	8.75	10.22	1.47
291071	Physician Assistants	93	20.00	42.92	22.92
253098	Substitute Teachers	90	11.00	N/A	N/A
292061	Licensed Practical & Licensed Vocational Nurses	83	20.87	18.82	-2.05
436011	Executive Secretaries & Administrative Assistants	82	18.00	18.29	0.29
359021	Dishwashers	77	8.50	9.45	0.95
119151	Social & Community Service Managers	75	22.00	21.17	-0.83
499071	Maintenance & Repair Workers, General	72	10.02	16.08	6.06
533022	Bus Drivers, School	67	10.50	10.88	0.38
292051	Dietetic Technicians	67	10.20	13.76	3.56
292041	Emergency Medical Technicians & Paramedics	67	9.61	15.90	6.29
211014	Mental Health Counselors	62	18.55	20.90	2.35
319097	Phlebotomists	59	14.00	N/A	N/A
291062	Family & General Practitioners	58	80.00	N/A	N/A
319093	Medical Equipment Preparers	58	9.00	11.76	2.76
291067	Surgeons	54	144.23	N/A	N/A
353031	Waiters & Waitresses	53	7.25	N/A	N/A
311011	Home Health Aides	53	10.00	11.30	1.30
292055	Surgical Technologists	48	18.00	18.26	0.26
119111	Medical & Health Services Managers	47	27.00	33.07	6.07
211099	All Other Community & Social Service Specialists	45	7.25	N/A	N/A
439021	Data Entry Keyers	45	10.00	13.41	3.41
211023	Mental Health & Substance Abuse Social Workers	44	15.99	20.24	4.25
292011	Medical & Clinical Laboratory Technologists	41	21.10	26.99	5.89

N/A = Not available.

[a]For the 50 occupations with the highest number of newly-hired employees. Tables with all occupations are online at http://doe.state.wy.us/LMI/newhires.htm.

Table 3: **Average Weekly Hours Worked in the Health Care & Social Assistance Industry by Newly Hired Wyoming Employees[a], Fourth Quarter 2009 to Third Quarter 2010**

Standard Occupational Classification Code and Title		N	Percentage Working 1-20 Hours	21-35 Hours	36+ Hours
	Total, All Occupations	**11,185**	**29.9%**	**28.5%**	**41.7%**
399011	Child Care Workers	1,120	26.2	43.8	30.0
311014	Nursing Assistants	1,076	24.2	32.3	43.5
211015	Rehabilitation Counselors	670	37.3	33.3	29.3
291141	Registered Nurses	565	25.0	23.5	51.5
399021	Personal & Home Care Aides	493	39.3	44.3	16.4
434171	Receptionists & Information Clerks	429	5.9	29.4	64.7
436013	Medical Secretaries	370	20.5	25.0	54.5
319091	Dental Assistants	362	38.1	42.9	19.0
211093	Social & Human Service Assistants	334	22.9	20.0	57.1
436014	Secretaries, Except Legal, Medical, & Executive	287	27.8	44.4	27.8
319092	Medical Assistants	258	13.3	33.3	53.3
292021	Dental Hygienists	245	52.0	28.0	20.0
439061	Office Clerks, General	236	30.8	42.3	26.9
352012	Cooks, Institution & Cafeteria	193	4.8	42.9	52.4
211021	Child, Family, & School Social Workers	192	30.4	4.3	65.2
372012	Maids & Housekeeping Cleaners	185	37.5	12.5	50.0
259041	Teacher Assistants	145	38.9	44.4	16.7
312022	Physical Therapist Aides	145	13.3	53.3	33.3
319099	All Other Healthcare Support Workers	136	50.0	43.8	6.3
211011	Substance Abuse & Behavioral Disorder Counselors	117	33.3	0.0	66.7
433031	Bookkeeping, Accounting, & Auditing Clerks	114	30.8	38.5	30.8
372011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	110	53.8	30.8	15.4
433021	Billing & Posting Clerks & Machine Operators	105	45.5	27.3	27.3
252011	Preschool Teachers, Except Special Education	100	0.0	27.3	72.7
291123	Physical Therapists	100	25.0	8.3	66.7
352021	Food Preparation Workers	98	41.7	41.7	16.7
291071	Physician Assistants	93	72.7	0.0	27.3
253098	Substitute Teachers	90	90.0	10.0	0.0
292061	Licensed Practical & Licensed Vocational Nurses	83	27.3	18.2	54.5
436011	Executive Secretaries & Administrative Assistants	82	0.0	14.3	85.7
359021	Dishwashers	77	66.7	11.1	22.2
119151	Social & Community Service Managers	75	0.0	10.0	90.0
499071	Maintenance & Repair Workers, General	72	33.3	22.2	44.4
533022	Bus Drivers, School	67	37.5	37.5	25.0
292051	Dietetic Technicians	67	22.2	0.0	77.8
292041	Emergency Medical Technicians & Paramedics	67	33.3	16.7	50.0
211014	Mental Health Counselors	62	28.6	28.6	42.9
319097	Phlebotomists	59	25.0	0.0	75.0
291062	Family & General Practitioners	58	20.0	0.0	80.0
319093	Medical Equipment Preparers	58	0.0	16.7	83.3
291067	Surgeons	54	42.9	0.0	57.1
353031	Waiters & Waitresses	53	75.0	0.0	25.0
311011	Home Health Aides	53	42.9	28.6	28.6
292055	Surgical Technologists	48	20.0	40.0	40.0
119111	Medical & Health Services Managers	47	20.0	0.0	80.0
211099	All Other Community & Social Service Specialists	45	75.0	0.0	25.0
439021	Data Entry Keyers	45	83.3	0.0	16.7
211023	Mental Health & Substance Abuse Social Workers	44	0.0	0.0	100.0
292011	Medical & Clinical Laboratory Technologists	41	50.0	0.0	50.0

[a]For the 50 occupations with the highest number of newly hired employees. Tables with all occupations are online at http://doe.state.wy.us/LMI/newhires.htm.

Table 4: **Job Skills Identified as "Important" by Wyoming Health Care & Social Assistance Industry Employers of Newly Hired Employees[a], Fourth Quarter 2009 to Third Quarter 2010**

Standard Occupational Classification Code and Title		N	Job Skills Identified as "Important" by Employers: Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation & Control
	Total, All Occupations	**11,185**	**91.7%**	**84.3%**	**82.1%**	**33.9%**	**43.6%**
399011	Child Care Workers	1,120	94.3	93.6	73.0	10.6	14.9
311014	Nursing Assistants	1,076	96.4	91.2	90.5	35.8	45.3
211015	Rehabilitation Counselors	670	94.8	66.2	63.6	7.8	14.3
291141	Registered Nurses	565	97.3	98.6	97.3	78.1	76.7
399021	Personal & Home Care Aides	493	98.4	88.9	76.2	27.0	30.2
434171	Receptionists & Information Clerks	429	96.2	83.0	96.2	35.8	49.1
436013	Medical Secretaries	370	97.9	95.8	89.6	31.3	54.2
319091	Dental Assistants	362	95.5	88.6	81.8	45.5	54.5
211093	Social & Human Service Assistants	334	90.0	95.0	72.5	22.5	22.5
436014	Secretaries, Except Legal, Medical, & Exec.	287	97.2	77.8	91.7	50.0	50.0
319092	Medical Assistants	258	96.7	90.0	90.0	63.3	66.7
292021	Dental Hygienists	245	96.6	86.2	93.1	44.8	82.8
439061	Office Clerks, General	236	88.9	77.8	92.6	66.7	70.4
352012	Cooks, Institution & Cafeteria	193	66.7	75.0	66.7	33.3	75.0
211021	Child, Family, & School Social Workers	192	100.0	91.7	100.0	4.2	0.0
372012	Maids & Housekeeping Cleaners	185	91.7	25.0	62.5	8.3	25.0
259041	Teacher Assistants	145	94.4	77.8	83.3	27.8	33.3
312022	Physical Therapist Aides	145	100.0	33.3	66.7	0.0	5.6
319099	All Other Healthcare Support Workers	136	100.0	76.5	100.0	17.6	35.3
211011	Sub. Abuse & Behavioral Disorder Counselors	117	100.0	100.0	100.0	0.0	8.3
433031	Bookkeeping, Accounting, & Auditing Clerks	114	53.8	69.2	69.2	38.5	30.8
372011	Janitors & Cleaners, Exc. Maids & House. Clean.	110	46.2	69.2	53.8	15.4	30.8
433021	Billing & Posting Clerks & Machine Operators	105	91.7	100.0	100.0	75.0	50.0
252011	Preschool Teachers, Except Special Education	100	100.0	100.0	75.0	0.0	0.0
291123	Physical Therapists	100	100.0	100.0	100.0	41.7	16.7
352021	Food Preparation Workers	98	66.7	66.7	91.7	25.0	33.3
291071	Physician Assistants	93	63.6	63.6	63.6	45.5	27.3
253098	Substitute Teachers	90	100.0	60.0	50.0	0.0	30.0
292061	Licensed Practical & Licensed Voc. Nurses	83	100.0	100.0	100.0	36.4	27.3
436011	Executive Secretaries & Admin. Assistants	82	100.0	100.0	100.0	50.0	80.0
359021	Dishwashers	77	66.7	33.3	22.2	22.2	22.2
119151	Social & Community Service Managers	75	100.0	100.0	100.0	40.0	80.0
499071	Maintenance & Repair Workers, General	72	100.0	100.0	88.9	66.7	77.8
533022	Bus Drivers, School	67	75.0	100.0	62.5	37.5	100.0
292051	Dietetic Technicians	67	100.0	77.8	100.0	22.2	77.8
292041	Emergency Medical Technicians & Paramedics	67	100.0	100.0	100.0	75.0	50.0
211014	Mental Health Counselors	62	85.7	100.0	100.0	0.0	42.9
319097	Phlebotomists	59	100.0	87.5	100.0	62.5	62.5
291062	Family & General Practitioners	58	100.0	100.0	100.0	71.4	42.9
319093	Medical Equipment Preparers	58	0.0	50.0	100.0	50.0	100.0
291067	Surgeons	54	100.0	100.0	100.0	100.0	100.0
353031	Waiters & Waitresses	53	100.0	42.9	57.1	0.0	0.0
311011	Home Health Aides	53	100.0	71.4	71.4	71.4	57.1
292055	Surgical Technologists	48	66.7	83.3	83.3	66.7	83.3
119111	Medical & Health Services Managers	47	100.0	100.0	100.0	66.7	83.3
439021	All Other Community & Social Service Spec.	45	83.3	100.0	83.3	83.3	100.0
211099	Data Entry Keyers	45	16.7	16.7	16.7	16.7	16.7
211023	Mental Health & Sub. Abuse Social Workers	44	100.0	100.0	100.0	16.7	16.7
292011	Medical & Clinical Laboratory Technologists	41	40.0	60.0	100.0	20.0	40.0

[a]For the 50 occupations with the highest number of newly hired employees. Tables with all occupations are online at http://doe.state.wy.us/LMI/newhires.htm.

(Text continued from page 13)

worked 21-35 hours per week, and 29.9% worked 1-20 hours per week. Compared to the average in the health care & social assistance industry, the percentage of nursing assistants working 36 or more hours per week was 43.5%; 32.3% worked 21-35 hours; and 24.2% worked 1-20 hours per week.

Job Skills

Table 4 (see page 17) describes job skills identified by Wyoming employers as "important." The five job skills asked about on the survey were:

- Service orientation – actively looking for ways to help people;
- Critical thinking – using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems;
- Reading comprehension – understanding written sentences and paragraphs in work-related documents;
- Technology design – generating or adapting equipment and technology to serve user needs; and
- Operation and control – controlling operations of equipment or systems.

More than 80% of health care & social assistance industry employers identified the skills of service orientation, critical thinking, and reading comprehension (91.7%, 84.3%, and 82.1%, respectively) as important skills for all newly hired health care & social assistance industry workers. Fewer than half of the employers identified the skills of technology design and operation and control as important (33.9% and 43.6%, respectively). The responses from employers who hired nursing assistants mirrored the total, with 96.4% identifying service orientation as important, 91.2% for critical thinking, and 90.5% for reading comprehension. Technology design was ranked by 35.8% of employers as important, while 45.3% ranked operation & control as important.

The five skills shown in Table 4 are also shown in Table 5 (see page 19), except Table 5 shows the percentage of employers who ranked the skills as unimportant. Less than 2.5% of all Wyoming employers ranked each of the skills of service orientation, critical thinking, and reading comprehension as unimportant. A larger percentage ranked technology design and operation & control as unimportant (25.0% and 23.4%, respectively). Even fewer employers of nursing assistants ranked service orientation, critical thinking, and reading comprehension as unimportant. In fact no employers of newly hired nursing assistants ranked critical thinking and reading comprehension as unimportant, and just 0.7% ranked service orientation as unimportant. Slightly more ranked technology design (16.1%) and operation & control (17.5%) as unimportant.

Turnover

An estimated 81.8% of newly hired employees in health care & social assistance still worked for the same employer after one quarter (see Table 6, page 20). This is higher than the percentage of all newly hired employees across all industries still working for the same employer after one quarter (75.8%; see Table 5 at http://doe.state.wy.us/LMI/energy/New_Hires_Turnover_4Q.htm). A

(Text continued on page 20)

Table 5: **Job Skills Identified as "Unimportant" by Wyoming Health Care & Social Assistance Industry Employers of Newly Hired Employees[a], Fourth Quarter 2009 to Third Quarter 2010**

			Job Skills Identified as "Unimportant" by Employers				
Standard Occupational Classification Code and Title		N	Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation & Control
	Total, All Occupations	**11,185**	**1.0%**	**1.6%**	**2.2%**	**25.0%**	**23.4%**
399011	Child Care Workers	1,120	0.7	0.7	4.3	36.2	48.9
311014	Nursing Assistants	1,076	0.7	0.0	0.0	16.1	17.5
211015	Rehabilitation Counselors	670	0.0	0.0	0.0	44.2	42.9
291141	Registered Nurses	565	0.0	0.0	0.0	2.7	5.5
399021	Personal & Home Care Aides	493	0.0	0.0	7.9	39.7	33.3
434171	Receptionists & Information Clerks	429	0.0	0.0	0.0	13.2	24.5
436013	Medical Secretaries	370	0.0	0.0	0.0	18.8	2.1
319091	Dental Assistants	362	0.0	0.0	2.3	4.5	2.3
211093	Social & Human Service Assistants	334	0.0	0.0	0.0	42.5	50.0
436014	Secretaries, Except Legal, Medical, & Exec.	287	0.0	2.8	0.0	30.6	25.0
319092	Medical Assistants	258	3.3	0.0	0.0	10.0	6.7
292021	Dental Hygienists	245	3.4	0.0	3.4	27.6	13.8
439061	Office Clerks, General	236	0.0	7.4	0.0	7.4	0.0
352012	Cooks, Institution & Cafeteria	193	4.2	0.0	0.0	12.5	8.3
211021	Child, Family, & School Social Workers	192	0.0	0.0	0.0	62.5	37.5
372012	Maids & Housekeeping Cleaners	185	4.2	4.2	4.2	33.3	16.7
259041	Teacher Assistants	145	0.0	0.0	0.0	16.7	22.2
312022	Physical Therapist Aides	145	0.0	0.0	0.0	38.9	27.8
319099	All Other Healthcare Support Workers	136	0.0	0.0	0.0	41.2	35.3
211011	Sub. Abuse & Behavioral Disorder Counselors	117	0.0	0.0	0.0	8.3	41.7
433031	Bookkeeping, Accounting, & Auditing Clerks	114	0.0	15.4	0.0	15.4	0.0
372011	Janitors & Cleaners, Exc. Maids & House. Clean.	110	15.4	15.4	7.7	30.8	38.5
433021	Billing & Posting Clerks & Machine Operators	105	0.0	0.0	0.0	0.0	8.3
252011	Preschool Teachers, Except Special Education	100	0.0	0.0	0.0	41.7	58.3
291123	Physical Therapists	100	0.0	0.0	0.0	25.0	0.0
352021	Food Preparation Workers	98	0.0	8.3	0.0	50.0	25.0
291071	Physician Assistants	93	0.0	0.0	0.0	9.1	9.1
253098	Substitute Teachers	90	0.0	0.0	0.0	70.0	70.0
292061	Licensed Practical & Licensed Voc. Nurses	83	0.0	0.0	0.0	9.1	9.1
436011	Executive Secretaries & Admin. Assistants	82	0.0	0.0	0.0	10.0	10.0
359021	Dishwashers	77	11.1	55.6	55.6	44.4	33.3
119151	Social & Community Service Managers	75	0.0	0.0	0.0	30.0	20.0
499071	Maintenance & Repair Workers, General	72	0.0	0.0	0.0	11.1	0.0
533022	Bus Drivers, School	67	0.0	0.0	0.0	0.0	0.0
292051	Dietetic Technicians	67	0.0	0.0	0.0	0.0	0.0
292041	Emergency Medical Technicians & Paramedics	67	0.0	0.0	0.0	0.0	0.0
211014	Mental Health Counselors	62	0.0	0.0	0.0	14.3	28.6
319097	Phlebotomists	59	0.0	0.0	0.0	12.5	12.5
291062	Family & General Practitioners	58	0.0	0.0	0.0	0.0	0.0
319093	Medical Equipment Preparers	58	16.7	0.0	0.0	0.0	0.0
291067	Surgeons	54	0.0	0.0	0.0	0.0	0.0
353031	Waiters & Waitresses	53	0.0	0.0	0.0	14.3	57.1
311011	Home Health Aides	53	0.0	0.0	0.0	28.6	0.0
292055	Surgical Technologists	48	16.7	0.0	0.0	0.0	0.0
119111	Medical & Health Services Managers	47	0.0	0.0	0.0	0.0	0.0
439021	All Other Community & Social Service Spec.	45	16.7	0.0	16.7	16.7	0.0
211099	Data Entry Keyers	45	0.0	0.0	0.0	0.0	0.0
211023	Mental Health & Sub. Abuse Social Workers	44	0.0	0.0	0.0	50.0	50.0
292011	Medical & Clinical Laboratory Technologists	41	0.0	0.0	0.0	0.0	0.0

[a]For the 50 occupations with the highest number of newly-hired employees. Tables with all occupations are online at http://doe.state.wy.us/LMI/newhires.htm.

Table 6: **Percentage of Wyoming Newly Hired Employees[a] in the Health Care & Social Assistance Industry Still Employed One Quarter Later, Fourth Quarter 2009 to Third Quarter 2010**

Standard Occupational Classification Code and Title		N	% Still Employed One Quarter Later
	Total, All Occupations	**11,185**	**81.8**
399011	Child Care Workers	1,120	81.6
311014	Nursing Assistants	1,076	75.2
211015	Rehabilitation Counselors	670	67.5
291141	Registered Nurses	565	83.6
399021	Personal & Home Care Aides	493	82.5
434171	Receptionists & Information Clerks	429	84.9
436013	Medical Secretaries	370	91.7
319091	Dental Assistants	362	68.2
211093	Social & Human Service Assistants	334	87.5
436014	Secretaries, Except Legal, Medical, & Exec.	287	83.3
319092	Medical Assistants	258	83.3
292021	Dental Hygienists	245	51.7
439061	Office Clerks, General	236	77.8
352012	Cooks, Institution & Cafeteria	193	100.0
211021	Child, Family, & School Social Workers	192	83.3
372012	Maids & Housekeeping Cleaners	185	70.8
259041	Teacher Assistants	145	83.3
312022	Physical Therapist Aides	145	100.0
319099	All Other Healthcare Support Workers	136	70.6
211011	Substance Abuse & Behavioral Disorder Counselors	117	100.0
433031	Bookkeeping, Accounting, & Auditing Clerks	114	84.6
372011	Janitors & Cleaners, Exc. Maids & House. Cleaners	110	84.6
433021	Billing & Posting Clerks & Machine Operators	105	66.7
252011	Preschool Teachers, Except Special Education	100	91.7
291123	Physical Therapists	100	100.0
352021	Food Preparation Workers	98	66.7
291071	Physician Assistants	93	100.0
253098	Substitute Teachers	90	80.0
292061	Licensed Practical & Licensed Voc. Nurses	83	90.9
436011	Executive Secretaries & Admin. Assistants	82	100.0
359021	Dishwashers	77	100.0
119151	Social & Community Service Managers	75	80.0
499071	Maintenance & Repair Workers, General	72	88.9
533022	Bus Drivers, School	67	87.5
292051	Dietetic Technicians	67	88.9
292041	Emergency Medical Technicians & Paramedics	67	100.0
211014	Mental Health Counselors	62	100.0
319097	Phlebotomists	59	75.0
291062	Family & General Practitioners	58	85.7
319093	Medical Equipment Preparers	58	100.0
291067	Surgeons	54	57.1
353031	Waiters & Waitresses	53	85.7
311011	Home Health Aides	53	71.4
292055	Surgical Technologists	48	83.3
119111	Medical & Health Services Managers	47	100.0
211099	All Other Community & Social Service Spec.	45	83.3
439021	Data Entry Keyers	45	16.7
211023	Mental Health & Sub. Abuse Social Workers	44	83.3
292011	Medical & Clinical Laboratory Technologists	41	80.0

[a]For the 50 occupations with the highest number of newly-hired employees. Tables with all occupations are online at http://doe.state.wy.us/LMI/newhires.htm.

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slightly lower proportion of nursing assistants (75.2%) were working for the same employer one quarter later. The percentage of employees still working for the same employer after one quarter ranged from 16.7% (data entry keyers) to 100.0% (e.g., cooks, institution & cafeteria; and physical therapist aides).

Demographics

Nearly three-fourths (72.8%) of newly hired workers in the health care & social assistance industry were female and 15.5% were male (see Table 7, page 21). The highest percentage of individuals was in the 25-34 age group (25.9%). Note that gender was unknown for 11.6% and age was unknown for 11.8%. In these cases, individuals' demographic data were not available from Wyoming Department of Workforce Services administrative databases (e.g., Unemployment Insurance, Workers' Compensation), or the individuals did not possess a Wyoming driver's license and most likely were from out of state (Jones, 2004). The distribution of health care & social assistance new hires by

(Text continued on page 22)

Table 7: **Demographics of Wyoming Newly Hired Employees[a] in the Health Care & Social Assistance Industry, Fourth Quarter 2009 to Third Quarter 2010**

			Gender			Age Groups							
Standard Occupational Classification Code and Title		N	Female (%)	Male (%)	Un-known (%)	16-19 (%)	20-24 (%)	25-34 (%)	35-44 (%)	45-54 (%)	55-64 (%)	65+ (%)	Un-known (%)
	Total, All Occupations	**11,185**	**72.8**	**15.5**	**11.6**	**8.8**	**16.8**	**25.9**	**15.1**	**12.9**	**6.9**	**1.8**	**11.8**
399011	Child Care Workers	1,120	80.1	6.4	13.5	17.0	25.5	21.3	17.0	3.5	1.4	0.0	14.2
311014	Nursing Assistants	1,076	86.1	9.5	4.4	18.2	25.5	25.5	10.9	9.5	2.2	3.6	4.4
211015	Rehabilitation Counselors	670	66.2	22.1	11.7	6.5	23.4	31.2	11.7	10.4	5.2	0.0	11.7
291141	Registered Nurses	565	82.2	12.3	5.5	4.1	11.0	34.2	13.7	19.2	6.8	5.5	5.5
399021	Personal & Home Care Aides	493	81.0	9.5	9.5	6.3	17.5	27.0	11.1	14.3	11.1	3.2	9.5
434171	Receptionists & Information Clerks	429	83.0	1.9	15.1	5.7	9.4	28.3	20.8	17.0	1.9	1.9	15.1
436013	Medical Secretaries	370	83.3	10.4	6.3	8.3	16.7	22.9	22.9	18.8	4.2	0.0	6.3
319091	Dental Assistants	362	88.6	4.5	6.8	4.5	20.5	31.8	18.2	13.6	2.3	2.3	6.8
211093	Social & Human Service Assistants	334	67.5	32.5	0.0	15.0	25.0	30.0	12.5	12.5	5.0	0.0	0.0
436014	Secretaries, Except Legal, Medical, & Exec.	287	83.3	5.6	11.1	8.3	11.1	8.3	30.6	25.0	5.6	0.0	11.1
319092	Medical Assistants	258	73.3	6.7	20.0	6.7	13.3	26.7	16.7	10.0	6.7	0.0	20.0
292021	Dental Hygienists	245	72.4	10.3	17.2	6.9	10.3	31.0	13.8	13.8	3.4	3.4	17.2
439061	Office Clerks, General	236	63.0	3.7	33.3	7.4	11.1	18.5	18.5	11.1	0.0	0.0	33.3
352012	Cooks, Institution & Cafeteria	193	66.7	20.8	12.5	0.0	12.5	20.8	12.5	12.5	29.2	0.0	12.5
211021	Child, Family, & School Social Workers	192	83.3	16.7	0.0	8.3	8.3	29.2	25.0	20.8	8.3	0.0	0.0
372012	Maids & Housekeeping Cleaners	185	79.2	8.3	12.5	12.5	25.0	25.0	12.5	8.3	4.2	0.0	12.5
259041	Teacher Assistants	145	72.2	0.0	27.8	11.1	16.7	33.3	5.6	5.6	0.0	0.0	27.8
312022	Physical Therapist Aides	145	66.7	16.7	16.7	5.6	11.1	16.7	16.7	11.1	22.2	0.0	16.7
319099	All Other Healthcare Support Workers	136	64.7	17.6	17.6	11.8	11.8	17.6	23.5	11.8	5.9	0.0	17.6
211011	Sub. Abuse & Behavioral Disorder Counselors	117	58.3	25.0	16.7	0.0	16.7	41.7	16.7	0.0	8.3	0.0	16.7
433031	Bookkeeping, Accounting, & Auditing Clerks	114	92.3	7.7	0.0	0.0	23.1	23.1	23.1	7.7	23.1	0.0	0.0
372011	Janitors & Cleaners, Exc. Maids & House. Clean.	110	30.8	61.5	7.7	0.0	0.0	7.7	46.2	30.8	7.7	0.0	7.7
433021	Billing & Posting Clerks & Machine Operators	105	66.7	16.7	16.7	0.0	8.3	16.7	33.3	25.0	0.0	0.0	16.7
252011	Preschool Teachers, Exc. Special Education	100	50.0	25.0	25.0	0.0	8.3	25.0	25.0	16.7	0.0	0.0	25.0
291123	Physical Therapists	100	58.3	25.0	16.7	0.0	0.0	33.3	25.0	16.7	8.3	0.0	16.7
352021	Food Preparation Workers	98	75.0	8.3	16.7	16.7	0.0	33.3	0.0	16.7	8.3	8.3	16.7
291071	Physician Assistants	93	72.7	27.3	0.0	0.0	18.2	27.3	0.0	27.3	18.2	0.0	9.1
253098	Substitute Teachers	90	70.0	10.0	20.0	20.0	10.0	10.0	0.0	0.0	20.0	20.0	20.0
292061	Licensed Practical & Licensed Voc. Nurses	83	81.8	0.0	18.2	0.0	0.0	18.2	18.2	18.2	18.2	9.1	18.2
436011	Executive Secretaries & Admin. Assistants	82	60.0	30.0	10.0	0.0	10.0	40.0	0.0	40.0	0.0	0.0	10.0
359021	Dishwashers	77	88.9	11.1	0.0	33.3	0.0	44.4	11.1	11.1	0.0	0.0	0.0
119151	Social & Community Service Managers	75	40.0	30.0	30.0	0.0	10.0	10.0	20.0	10.0	10.0	10.0	30.0
499071	Maintenance & Repair Workers, General	72	11.1	88.9	0.0	0.0	22.2	22.2	11.1	33.3	11.1	0.0	0.0
533022	Bus Drivers, School	67	37.5	62.5	0.0	0.0	12.5	25.0	0.0	0.0	50.0	12.5	0.0
292051	Dietetic Technicians	67	88.9	11.1	0.0	0.0	44.4	44.4	11.1	0.0	0.0	0.0	0.0
292041	Emergency Medical Technicians & Paramedics	67	62.5	25.0	12.5	0.0	12.5	37.5	12.5	0.0	25.0	0.0	12.5
211014	Mental Health Counselors	62	71.4	14.3	14.3	0.0	14.3	28.6	14.3	28.6	0.0	0.0	14.3
319097	Phlebotomists	59	75.0	12.5	12.5	0.0	12.5	25.0	37.5	12.5	0.0	0.0	12.5
291062	Family & General Practitioners	58	0.0	42.9	57.1	0.0	0.0	28.6	0.0	14.3	0.0	0.0	57.1
319093	Medical Equipment Preparers	58	83.3	16.7	0.0	16.7	0.0	50.0	16.7	16.7	0.0	0.0	0.0
291067	Surgeons	54	28.6	28.6	42.9	14.3	14.3	0.0	0.0	0.0	28.6	0.0	42.9
353031	Waiters & Waitresses	53	85.7	14.3	0.0	14.3	14.3	28.6	14.3	14.3	0.0	0.0	14.3
311011	Home Health Aides	53	57.1	42.9	0.0	0.0	14.3	28.6	14.3	42.9	0.0	0.0	0.0
292055	Surgical Technologists	48	83.3	16.7	0.0	0.0	0.0	33.3	33.3	33.3	0.0	0.0	0.0
119111	Medical & Health Services Managers	47	66.7	16.7	16.7	16.7	0.0	0.0	33.3	0.0	33.3	0.0	16.7
439021	All Other Community & Social Service Spec.	45	83.3	0.0	16.7	16.7	0.0	33.3	0.0	16.7	16.7	0.0	16.7
211099	Data Entry Keyers	45	33.3	16.7	50.0	16.7	0.0	0.0	16.7	16.7	0.0	0.0	50.0
211023	Mental Health & Sub. Abuse Social Workers	44	50.0	50.0	0.0	0.0	0.0	50.0	0.0	33.3	16.7	0.0	0.0
292011	Medical & Clinical Laboratory Technologists	41	80.0	20.0	0.0	0.0	0.0	40.0	20.0	0.0	20.0	20.0	0.0

[a]For the 50 occupations with the highest number of newly-hired employees. Tables with all occupations are online at http://doe.state.wy.us/LMI/newhires.htm.

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gender and age group in Wyoming is consistent with the distribution for all workers in this industry in 2010. Females constituted 74.3% of all workers in health care & social assistance, while 17.2% were male. Those age 25-34 made up the largest percentage by age group at 21.6% (Wyoming Department of Workforce Services, Research & Planning, n.d.). Among newly hired nursing assistants in this industry, an even greater percentage (86.1%) were female. By age group, slightly more than half (51.0%) were ages 20-34, with the remainder distributed among the other age groups.

Involvement in Energy-Efficient Activities

Table 8 (see page 23) shows newly hired Wyoming workers' involvement with energy-efficient activities and the percentage of time they spent on these activities. An estimated 10.7% of all newly hired health care & social assistance industry workers were involved in energy-efficient activities. Less than one-tenth (8.1%) of all workers spent less than half of their time engaged in these activities, while 2.6% spent half their time or more engaged in energy-efficient activities. The percentage of all nursing assistants engaged in energy-efficient activities was 4.4%, with 0.7% of individuals in this occupation spending less than half of their time in these activities, and 3.6% spending half of their time or more engaged in these activities.

Health care & social assistance firms may seem unlikely candidates for implementing energy-efficient activities, but the fact that they consume significant quantities of energy makes them ideal for taking action towards improved energy efficiency. According to the U.S. Environmental Protection Agency (EPA; n.d.), health care & social assistance organizations spend more than $6.5 billion per year on energy, and the amount is rising to meet patients' needs. In addition,

> "Hospitals protect their bottom line by being more energy efficient – every $1 a non-profit healthcare organization saves on energy is equivalent to generating $20 in new revenues for hospitals or $10 for medical offices. For-profit hospitals, medical offices, and nursing homes can raise their earnings per share a penny by reducing energy costs just 5 percent. By being more energy efficient and saving money, hospitals can reinvest savings from improved energy performance" (U.S. Environmental Protection Agency, n.d.).

Additionally, a study conducted by Johnson Controls in conjunction with the American Society for Healthcare Engineering and the International Facility Management Association found that nearly two-thirds of health care & social assistance organizations (62%) said they plan to make investments in energy efficiency in 2011 (Environmental Leader, 2010). Eight health care occupations show that 100% of the newly hired employees were involved in energy-efficient activities (shipping, receiving, & traffic clerks; all other construction & related workers; insulation workers, floor, ceiling, & wall; human resources specialists; carpenters; first-line supervisors/managers of retail sales workers; and farmworkers, farm &

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Table 8: **Percent of Wyoming Newly Hired Employees[a] in the Health Care & Social Assistance Industry Involved in Energy-Efficient Activities and Percent of Time Spent in Energy-Efficient Activities, Fourth Quarter 2009 to Third Quarter 2010**

Standard Occupational Classification Code and Title		N	% Involved in Energy-Efficient Activities	% of Time Spent in Energy-Efficient Activities 1-49	50+
	Total, All Occupations	**11,185**	**10.7%**	**8.1%**	**2.6%**
399011	Child Care Workers	1,120	12.1	7.8	4.3
311014	Nursing Assistants	1,076	4.4	0.7	3.6
211015	Rehabilitation Counselors	670	10.4	10.4	0.0
291141	Registered Nurses	565	16.4	16.4	0.0
399021	Personal & Home Care Aides	493	1.6	1.6	0.0
434171	Receptionists & Information Clerks	429	9.4	9.4	0.0
436013	Medical Secretaries	370	16.7	8.3	8.3
319091	Dental Assistants	362	25.0	18.2	6.8
211093	Social & Human Service Assistants	334	5.0	5.0	0.0
436014	Secretaries, Except Legal, Medical, & Executive	287	5.6	5.6	0.0
319092	Medical Assistants	258	3.3	3.3	0.0
292021	Dental Hygienists	245	3.4	3.4	0.0
439061	Office Clerks, General	236	29.6	29.6	0.0
352012	Cooks, Institution & Cafeteria	193	16.7	8.3	8.3
211021	Child, Family, & School Social Workers	192	0.0	0.0	0.0
372012	Maids & Housekeeping Cleaners	185	16.7	12.5	4.2
259041	Teacher Assistants	145	5.6	5.6	0.0
312022	Physical Therapist Aides	145	5.6	5.6	0.0
319099	All Other Healthcare Support Workers	136	0.0	0.0	0.0
211011	Substance Abuse & Behavioral Disorder Counselors	117	0.0	0.0	0.0
433031	Bookkeeping, Accounting, & Auditing Clerks	114	15.4	15.4	0.0
372011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	110	30.8	23.1	7.7
433021	Billing & Posting Clerks & Machine Operators	105	8.3	8.3	0.0
252011	Preschool Teachers, Except Special Education	100	0.0	0.0	0.0
291123	Physical Therapists	100	16.7	16.7	0.0
352021	Food Preparation Workers	98	0.0	0.0	0.0
291071	Physician Assistants	93	0.0	0.0	0.0
253098	Substitute Teachers	90	0.0	0.0	0.0
292061	Licensed Practical & Licensed Vocational Nurses	83	0.0	0.0	0.0
436011	Executive Secretaries & Administrative Assistants	82	10.0	10.0	0.0
359021	Dishwashers	77	0.0	0.0	0.0
119151	Social & Community Service Managers	75	60.0	60.0	0.0
499071	Maintenance & Repair Workers, General	72	33.3	33.3	0.0
533022	Bus Drivers, School	67	0.0	0.0	0.0
292051	Dietetic Technicians	67	22.2	22.2	0.0
292041	Emergency Medical Technicians & Paramedics	67	0.0	0.0	0.0
211014	Mental Health Counselors	62	0.0	0.0	0.0
319097	Phlebotomists	59	25.0	0.0	25.0
291062	Family & General Practitioners	58	0.0	0.0	0.0
319093	Medical Equipment Preparers	58	0.0	0.0	0.0
291067	Surgeons	54	0.0	0.0	0.0
353031	Waiters & Waitresses	53	0.0	0.0	0.0
311011	Home Health Aides	53	0.0	0.0	0.0
292055	Surgical Technologists	48	16.7	16.7	0.0
119111	Medical & Health Services Managers	47	50.0	50.0	0.0
211099	All Other Community & Social Service Specialists	45	0.0	0.0	0.0
439021	Data Entry Keyers	45	0.0	0.0	0.0
211023	Mental Health & Substance Abuse Social Workers	44	0.0	0.0	0.0
292011	Medical & Clinical Laboratory Technologists	41	40.0	40.0	0.0

[a]For the 50 occupations with the highest number of newly-hired employees. Tables with all occupations are online at http://doe.state.wy.us/LMI/newhires.htm.

(Text continued from page 22)

ranch animals). Of those eight, three had 100% of employees who worked half their time or more in energy-efficient activities (all other construction & related workers; insulation workers, floor, ceiling, & wall; and carpenters). A detailed table with this information is available online at http://doe.state.wy.us/LMI/trends/0312/a3-tables.htm#table9.

Summary

The data shown in the tables give prospective workers an idea of what they can expect for a given occupation, including wages, benefits, skills requirements, and other information. It can also help inform training providers about the skills with which they need to equip students. Research & Planning is continuing to collect survey data about new hires.

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Research & Planning
Wyoming DWS

Wyoming Unemployment Rate Falls to 5.5% in January 2012

by: David Bullard, Senior Economist

The Research & Planning section of the Wyoming Department of Workforce Services has reported that the state's seasonally adjusted[1] unemployment rate fell from 5.6% in December 2011 (as revised) to 5.5% in January 2012. Wyoming's jobless rate has decreased for five consecutive months and it remained much lower than the U.S. rate (8.3%). Seasonally adjusted employment of Wyoming residents increased by an estimated 862 individuals (0.3%) from December to January.

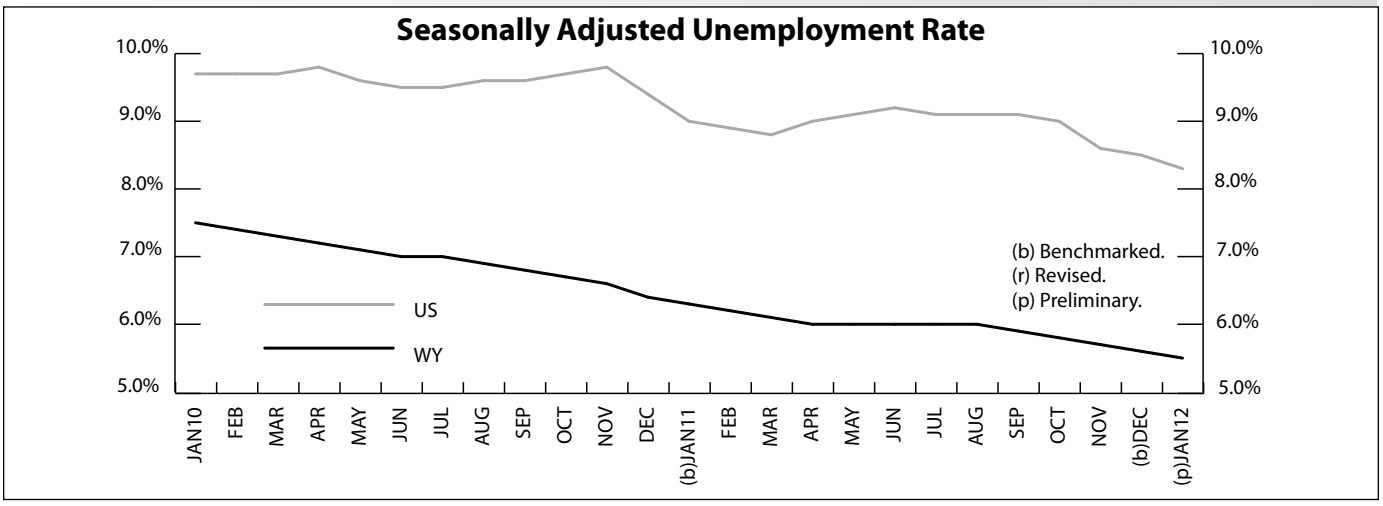
Most county unemployment rates followed their normal seasonal pattern and increased from December to January. With colder weather and the end of the holiday season, employment tends to decrease from December to January in construction, retail trade, professional & business services, leisure & hospitality, and government. The largest over-the-month increases in unemployment occurred in rural areas of the state. Johnson County's unemployment rate rose from 6.6% in December to 8.0% in January, Washakie County's rate rose from 5.2% to 6.6%, and Hot Springs County's rate rose from 4.6% to 5.9%.

The highest county jobless rates were found in Lincoln (9.1%), Johnson (8.0%), and Fremont (7.9%) counties. Sublette County posted the lowest unemployment rate in January (3.4%). The next lowest unemployment rates occurred in Campbell (4.7%), Albany (4.9%), and Niobrara (5.0%) counties.

When compared to a year earlier, jobless rates decreased in 22 of the state's 23 counties. Goshen County was the exception. Its unemployment rate edged up from 6.1% in January 2011 to 6.2% in January 2012. Large decreases in unemployment were seen in Big Horn (down from 9.0% to 7.0%), Natrona (down from 7.4% to 5.8%), and Washakie (down from 8.0% to 6.6%) counties.

Total nonfarm employment (measured by place of work) rose from 273,900 in January 2011 to 277,200 in January 2012, an increase of 3,300 jobs (1.2%).

[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.

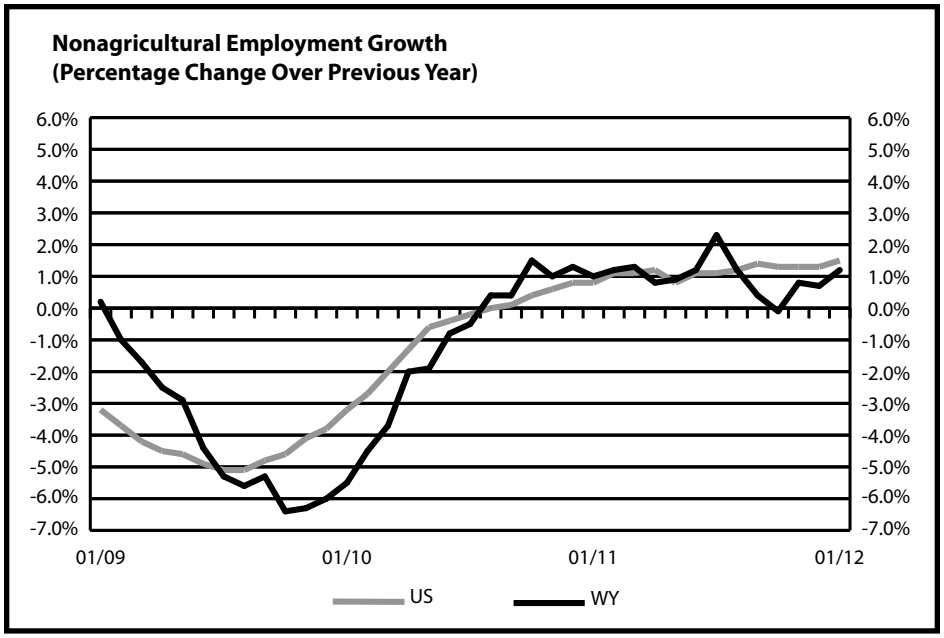


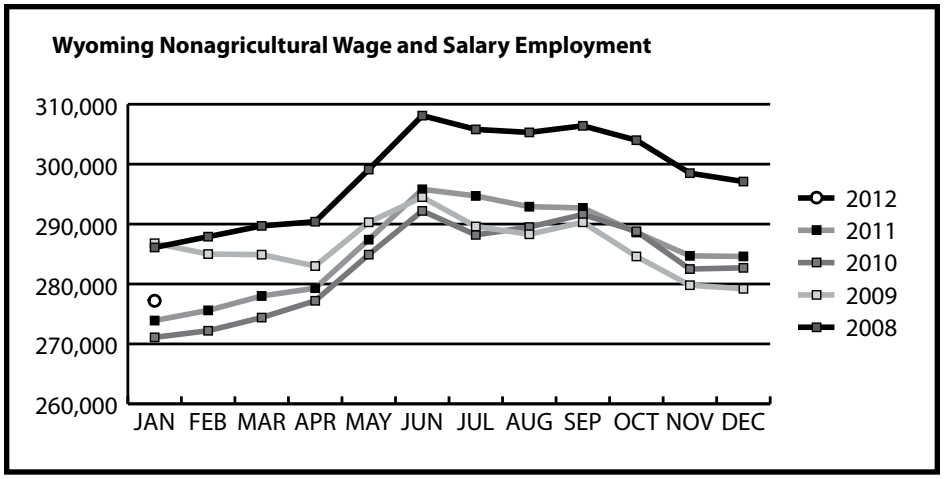
Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, January 2012

by: David Bullard, Senior Economist

Industry Sector	Research & Planning's Short-Term Projections	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm Employment	**280,692**	**277,200**	**-3,492**	**-1.3%**
Natural Resources & Mining	28,024	27,500	-524	-1.9%
Construction	18,593	18,000	-593	-3.3%
Manufacturing	9,109	8,900	-209	-2.3%
Wholesale Trade	8,907	9,000	93	1.0%
Retail Trade	28,094	29,200	1,106	3.8%
Transportation & Utilities	14,537	14,200	-337	-2.4%
Information	3,795	3,800	5	0.1%
Financial Activities	10,410	10,600	190	1.8%
Professional & Business Services	17,492	16,400	-1,092	-6.7%
Educational & Health Services	26,956	26,400	-556	-2.1%
Leisure & Hospitality	30,507	29,000	-1,507	-5.2%
Other Services	11,714	12,100	386	3.2%
Government	72,554	72,100	-454	-0.6%

Projections run in January 2012 and based on QCEW Data through September 2011.





State Unemployment Rates January 2012 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	15.1
Nevada	12.7
California	10.9
Rhode Island	10.9
North Carolina	10.2
District of Columbia	9.9
Mississippi	9.9
Florida	9.6
Illinois	9.4
South Carolina	9.3
Georgia	9.2
Michigan	9.0
New Jersey	9.0
Kentucky	8.8
Oregon	8.8
Arizona	8.7
Indiana	8.7
New York	8.3
United States	**8.3**
Washington	8.3
Tennessee	8.2
Idaho	8.1
Connecticut	8.0
Alabama	7.8
Colorado	7.8
Ohio	7.7
Arkansas	7.6
Pennsylvania	7.6
Missouri	7.5
West Virginia	7.4
Texas	7.3
Alaska	7.2
Delaware	7.0
Maine	7.0
New Mexico	7.0
Louisiana	6.9
Massachusetts	6.9
Wisconsin	6.9
Hawaii	6.5
Maryland	6.5
Montana	6.5
Kansas	6.1
Oklahoma	6.1
Virginia	5.8
Utah	5.7
Minnesota	5.6
Wyoming	**5.5**
Iowa	5.4
New Hampshire	5.2
Vermont	5.0
South Dakota	4.2
Nebraska	4.0
North Dakota	3.2

Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

	Employment in Thousands			% Change Total Employment	
	Jan 12	Dec 11	Jan 11	Dec 11 Jan 12	Jan 11 Jan 12
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**27.6**	**28.1**	**28.0**	**-1.8**	**-1.4**
TOTAL PRIVATE	22.6	23.2	23.2	-2.6	-2.6
GOODS PRODUCING	10.6	11.0	11.3	-3.6	-6.2
Natural Resources & Mining	8.2	8.3	8.1	-1.2	1.2
Construction	1.9	2.2	2.7	-13.6	-29.6
Manufacturing	0.5	0.5	0.5	0.0	0.0
SERVICE PRODUCING	17.0	17.1	16.7	-0.6	1.8
Trade, Transport., & Utilities	5.4	5.5	5.4	-1.8	0.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.7	0.0	0.0
Professional & Bus. Services	1.7	1.7	1.7	0.0	0.0
Educational & Health Serv.	1.0	1.0	1.0	0.0	0.0
Leisure & Hospitality	1.9	2.0	1.9	-5.0	0.0
Other Services	1.1	1.1	1.0	0.0	10.0
GOVERNMENT	5.0	4.9	4.8	2.0	4.2

	Employment in Thousands			% Change Total Employment	
	Jan 12	Dec 11	Jan 11	Dec 11 Jan 12	Jan 11 Jan 12
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**25.0**	**25.5**	**24.1**	**-2.0**	**3.7**
TOTAL PRIVATE	20.2	20.6	19.3	-1.9	4.7
GOODS PRODUCING	9.0	9.2	8.4	-2.2	7.1
Natural Resources & Mining	6.2	6.2	5.6	0.0	10.7
Construction	1.4	1.6	1.5	-12.5	-6.7
Manufacturing	1.4	1.4	1.3	0.0	7.7
SERVICE PRODUCING	16.0	16.3	15.7	-1.8	1.9
Trade, Transport., & Utilities	5.0	5.1	4.9	-2.0	2.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.8	0.8	0.9	0.0	-11.1
Professional & Bus. Services	1.1	1.1	1.1	0.0	0.0
Educational & Health Serv.	1.1	1.1	1.0	0.0	10.0
Leisure & Hospitality	2.3	2.4	2.2	-4.2	4.5
Other Services	0.7	0.7	0.6	0.0	16.7
GOVERNMENT	4.8	4.9	4.8	-2.0	0.0

	Employment in Thousands			% Change Total Employment	
	Jan 12	Dec 11	Jan 11	Dec 11 Jan 12	Jan 11 Jan 12
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	**16.3**	**16.8**	**15.6**	**-3.0**	**4.5**
TOTAL PRIVATE	14.0	14.5	13.3	-3.4	5.3
GOODS PRODUCING	1.5	1.8	1.4	-16.7	7.1
Nat. Res., Mining & Const.	1.4	1.6	1.3	-12.5	7.7
Manufacturing	0.1	0.2	0.1	-50.0	0.0
SERVICE PRODUCING	14.8	15.0	14.2	-1.3	4.2
Trade, Transport., & Utilities	2.2	2.3	2.2	-4.3	0.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.8	0.7	-12.5	0.0
Professional & Bus. Services	1.4	1.5	1.3	-6.7	7.7
Educational & Health Serv.	1.0	1.0	0.9	0.0	11.1
Leisure & Hospitality	6.6	6.5	6.2	1.5	6.5
Other Services	0.4	0.4	0.4	0.0	0.0
GOVERNMENT	2.3	2.3	2.3	0.0	0.0

State Unemployment Rates January 2012 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	15.3
Nevada	13.0
Rhode Island	11.7
California	11.3
North Carolina	10.5
District of Columbia	10.2
Mississippi	10.0
Illinois	9.9
Michigan	9.7
New Jersey	9.6
Oregon	9.6
Florida	9.5
Kentucky	9.5
South Carolina	9.5
Georgia	9.4
Indiana	9.2
New York	9.2
Idaho	9.0
Washington	8.9
Arizona	8.8
United States	**8.8**
Tennessee	8.7
Ohio	8.6
Connecticut	8.5
Colorado	8.4
Alabama	8.3
Arkansas	8.3
Pennsylvania	8.3
Alaska	8.1
Maine	7.9
West Virginia	7.8
Massachusetts	7.7
Missouri	7.6
Texas	7.6
Wisconsin	7.6
Louisiana	7.5
Delaware	7.4
Montana	7.4
New Mexico	7.3
Maryland	7.0
Hawaii	6.4
Kansas	6.4
Minnesota	6.4
Oklahoma	6.4
Wyoming	**6.3**
Iowa	6.2
Utah	6.1
Virginia	6.0
New Hampshire	5.7
Vermont	5.6
South Dakota	4.7
Nebraska	4.4
North Dakota	3.8

Economic Indicators

by: Margaret Hiatt, Administrative/Survey Support Specialist

Natrona County nonfarm employment increased by 6.0% from January 2011 to January 2012.

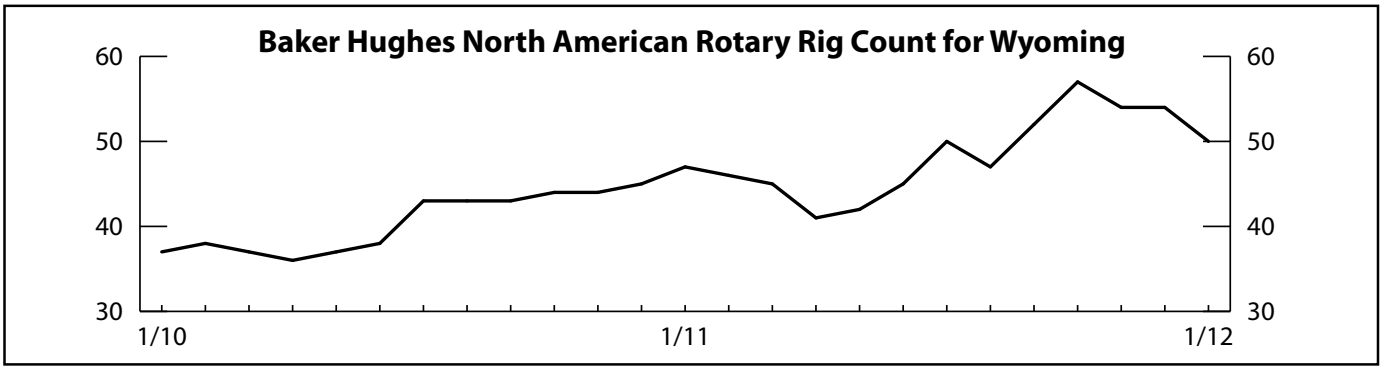
	Jan 2012 (p)	Dec 2011 (r)	Jan 2011 (b)	Percent Change Month	Percent Change Year
Wyoming Total Nonfarm Employment	**277,200**	**284,600**	**273,900**	**-2.6**	**1.2**
Wyoming State Government	16,800	17,400	16,700	-3.4	0.6
Laramie County Nonfarm Employment	44,300	44,900	42,600	-1.3	4.0
Natrona County Nonfarm Employment	40,400	41,100	38,100	-1.7	6.0
Selected U.S. Employment Data					
U.S. Multiple Jobholders	6,830,000	7,030,000	6,621,000	-2.8	3.2
As a percent of all workers	4.9%	5.0%	4.8%	N/A	N/A
U.S. Discouraged Workers	1,059,000	945,000	993,000	12.1	6.6
U.S. Part Time for Economic Reasons	8,918,000	8,428,000	9,187,000	5.8	-2.9
Wyoming Unemployment Insurance					
Weeks Compensated	31,190	23,863	32,494	30.7	-4.0
Benefits Paid	$10,313,370	$7,598,131	$10,395,251	35.7	-0.8
Average Weekly Benefit Payment	$330.66	$318.41	$319.91	3.8	3.4
State Insured Covered Jobs[1]	259,901	263,575	251,256	-1.4	3.4
Insured Unemployment Rate	3.5%	3.1%	3.4%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers					
(1982 to 1984 = 100)					
All Items	226.7	225.7	220.2	0.4	2.9
Food & Beverages	232.6	231.1	223.2	0.6	4.2
Housing	220.8	220.2	216.7	0.3	1.9
Apparel	122.1	123.5	116.7	-1.1	4.7
Transportation	210.8	208.6	200.8	1.1	5.0
Medical Care	408.1	405.6	393.9	0.6	3.6
Recreation (Dec. 1997=100)	114.2	113.5	112.6	0.6	1.4
Education & Communication (Dec. 1997=100)	113.1	132.7	130.7	-14.8	-13.5
Other Goods & Services	391.4	391.0	384.7	0.1	1.7
Producer Prices (1982 to 1984 = 100)					
All Commodities	200.6	200.2	192.7	0.2	4.1
Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized)					
Total Units	84	64	84	31.3	0.0
Valuation	$25,620,000	$13,596,000	$14,646,000	88.4	74.9
Single Family Homes	84	57	64	47.4	31.3
Valuation	$25,620,000	$12,996,000	$12,940,000	97.1	98.0
Casper MSA[2] Building Permits	18	14	9	28.6	100.0
Valuation	$4,266,000	$2,867,000	$1,349,000	48.8	216.2
Cheyenne MSA Building Permits	24	12	24	100.0	0.0
Valuation	$4,514,000	$2,275,000	$2,938,000	98.4	53.6
Baker Hughes North American Rotary Rig Count for Wyoming	50	54	47	-7.4	6.4

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

[1]Local Area Unemployment Statistics Program estimates.

[2]Metropolitan 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

When compared to a year earlier, jobless rates decreased in 22 of Wyoming's 23 counties.

	Labor Force			Employed			Unemployed			Unemployment Rates		
REGION County	Jan 2012 (p)	Dec 2011 (r)	Jan 2011 (b)	Jan 2012 (p)	Dec 2011 (r)	Jan 2011 (b)	Jan 2012 (p)	Dec 2011 (r)	Jan 2011 (b)	Jan 2012 (p)	Dec 2011 (r)	Jan 2011 (b)
NORTHWEST	**46,665**	**47,018**	**46,006**	**43,196**	**44,024**	**42,040**	**3,469**	**2,994**	**3,966**	**7.4**	**6.4**	**8.6**
Big Horn	5,180	5,276	5,047	4,816	4,954	4,594	364	322	453	7.0	6.1	9.0
Fremont	19,687	19,672	19,639	18,125	18,350	17,886	1,562	1,322	1,753	7.9	6.7	8.9
Hot Springs	2,569	2,602	2,577	2,418	2,482	2,417	151	120	160	5.9	4.6	6.2
Park	14,810	14,995	14,294	13,711	13,999	13,049	1,099	996	1,245	7.4	6.6	8.7
Washakie	4,419	4,473	4,449	4,126	4,239	4,094	293	234	355	6.6	5.2	8.0
NORTHEAST	**54,554**	**54,624**	**55,466**	**51,306**	**51,820**	**51,590**	**3,248**	**2,804**	**3,876**	**6.0**	**5.1**	**7.0**
Campbell	27,670	27,593	28,329	26,377	26,451	26,754	1,293	1,142	1,575	4.7	4.1	5.6
Crook	3,468	3,545	3,579	3,269	3,362	3,356	199	183	223	5.7	5.2	6.2
Johnson	3,891	3,957	3,938	3,580	3,694	3,567	311	263	371	8.0	6.6	9.4
Sheridan	16,205	16,222	16,255	14,975	15,182	14,802	1,230	1,040	1,453	7.6	6.4	8.9
Weston	3,320	3,307	3,365	3,105	3,131	3,111	215	176	254	6.5	5.3	7.5
SOUTHWEST	**65,297**	**65,353**	**64,220**	**61,381**	**61,652**	**59,634**	**3,916**	**3,701**	**4,586**	**6.0**	**5.7**	**7.1**
Lincoln	8,160	8,099	8,256	7,414	7,441	7,389	746	658	867	9.1	8.1	10.5
Sublette	8,303	8,007	7,329	8,019	7,758	6,985	284	249	344	3.4	3.1	4.7
Sweetwater	25,140	25,144	24,808	23,826	24,003	23,216	1,314	1,141	1,592	5.2	4.5	6.4
Teton	12,985	13,265	12,809	12,063	12,193	11,782	922	1,072	1,027	7.1	8.1	8.0
Uinta	10,709	10,838	11,018	10,059	10,257	10,262	650	581	756	6.1	5.4	6.9
SOUTHEAST	**77,818**	**78,344**	**76,507**	**72,739**	**73,876**	**71,063**	**5,079**	**4,468**	**5,444**	**6.5**	**5.7**	**7.1**
Albany	20,268	20,845	19,777	19,276	19,978	18,777	992	867	1,000	4.9	4.2	5.1
Goshen	6,553	6,746	6,547	6,147	6,392	6,146	406	354	401	6.2	5.2	6.1
Laramie	45,621	45,287	44,597	42,288	42,338	40,929	3,333	2,949	3,668	7.3	6.5	8.2
Niobrara	1,252	1,292	1,289	1,189	1,237	1,218	63	55	71	5.0	4.3	5.5
Platte	4,124	4,174	4,297	3,839	3,931	3,993	285	243	304	6.9	5.8	7.1
CENTRAL	**59,033**	**59,019**	**57,760**	**55,562**	**55,876**	**53,566**	**3,471**	**3,143**	**4,194**	**5.9**	**5.3**	**7.3**
Carbon	7,625	7,651	7,756	7,081	7,190	7,113	544	461	643	7.1	6.0	8.3
Converse	7,878	7,825	7,751	7,476	7,478	7,314	402	347	437	5.1	4.4	5.6
Natrona	43,530	43,543	42,253	41,005	41,208	39,139	2,525	2,335	3,114	5.8	5.4	7.4
STATEWIDE	**303,370**	**304,358**	**299,962**	**284,186**	**287,248**	**277,894**	**19,184**	**17,110**	**22,068**	**6.3**	**5.6**	**7.4**
Statewide Seasonally Adjusted										5.5	5.6	6.3
U.S.										8.8	8.3	9.8
U.S. Seasonally Adjusted										8.3	8.5	9.1

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 02/2012. Run Date 03/2012.

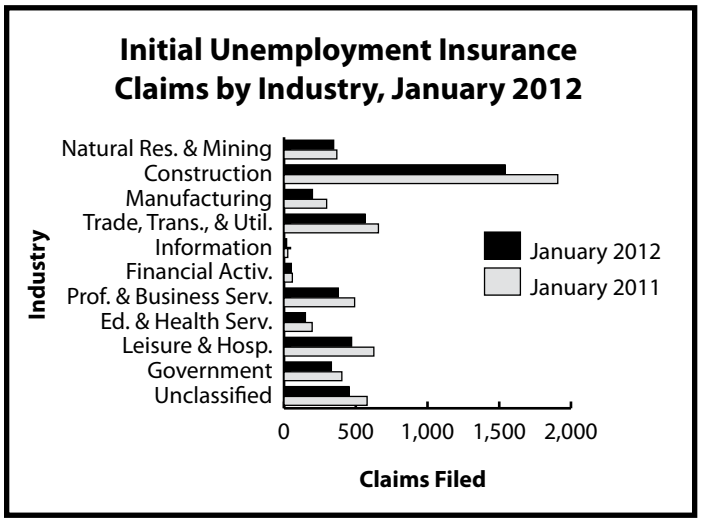
Data are not seasonally adjusted except where otherwise specified.

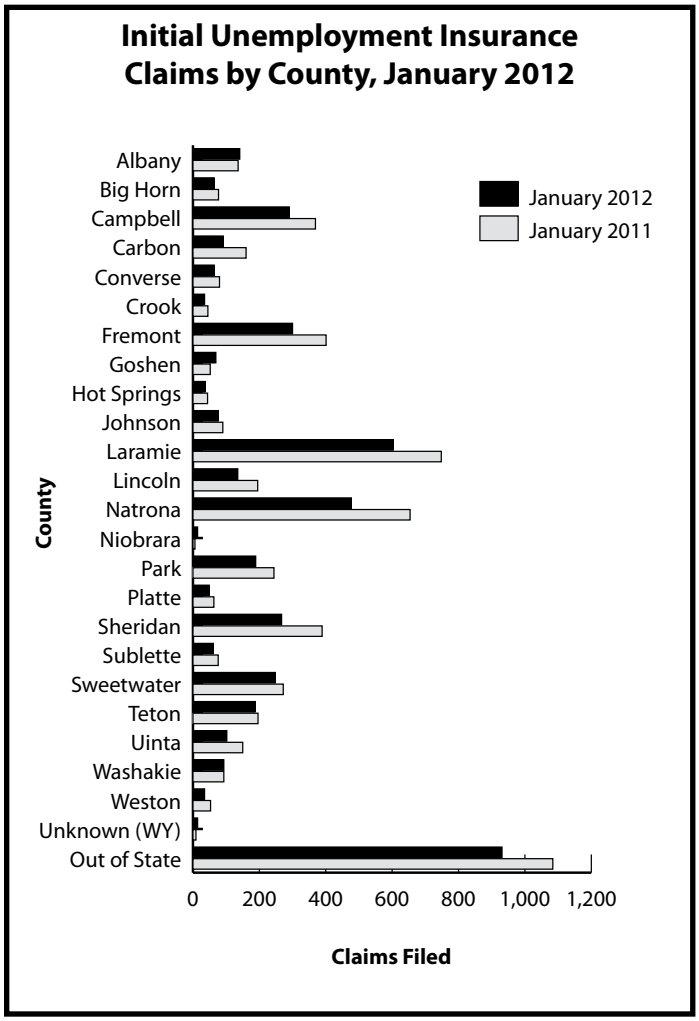
(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming Normalized[a] Unemployment Insurance Statistics: Initial Claims

by: Douglas W. Leonard, Principal Economist

Initial claims declined by 19.6% statewide compared to January 2011. The largest numeric declines over the year were observed in construction (-367) and leisure & hospitality (-155).





Initial Claims

	Claims Filed Jan 12	Claims Filed Dec 11	Claims Filed Jan 11	Percent Change Claims Filed Jan 12 Dec 11	Percent Change Claims Filed Jan 12 Jan 11
Wyoming Statewide					
TOTAL CLAIMS FILED	**4,570**	**4,193**	**5,687**	**9.0**	**-19.6**
TOTAL GOODS-PRODUCING	2,085	2,013	2,573	3.6	-19.0
Natural Res. & Mining	346	253	368	36.8	-6.0
Mining	315	231	318	36.4	-0.9
Oil & Gas Extraction	16	9	24	77.8	-33.3
Construction	1,541	1,564	1,908	-1.5	-19.2
Manufacturing	198	196	297	1.0	-33.3
TOTAL SERVICE-PROVIDING	1,701	1,324	2,132	28.5	-20.2
Trade, Transp., & Utilities	565	395	658	43.0	-14.1
Wholesale Trade	68	42	83	61.9	-18.1
Retail Trade	326	204	401	59.8	-18.7
Transp., Warehousing & Utilities	171	149	174	14.8	-1.7
Information	18	11	26	63.6	-30.8
Financial Activities	51	57	58	-10.5	-12.1
Prof. and Business Svcs.	378	302	492	25.2	-23.2
Educational & Health Svcs.	149	138	196	8.0	-24.0
Leisure & Hospitality	471	373	626	26.3	-24.8
Other Svcs., exc. Public Admin.	69	48	76	43.8	-9.2
TOTAL GOVERNMENT	330	312	403	5.8	-18.1
Federal Government	155	187	165	-17.1	-6.1
State Government	29	22	29	31.8	0.0
Local Government	146	103	209	41.7	-30.1
Local Education	29	29	47	0.0	-38.3
UNCLASSIFIED	454	544	579	-16.5	-21.6
Laramie County					
TOTAL CLAIMS FILED	**603**	**702**	**745**	**-14.1**	**-19.1**
TOTAL GOODS-PRODUCING	293	409	373	-28.4	-21.4
Construction	233	302	287	-22.8	-18.8
TOTAL SERVICE-PROVIDING	258	235	300	9.8	-14.0
Trade, Transp., & Utilities	88	107	106	-17.8	-17.0
Financial Activities	9	10	9	-10.0	0.0
Prof. & Business Svcs.	72	58	84	24.1	-14.3
Educational & Health Svcs.	24	14	34	71.4	-29.4
Leisure & Hospitality	55	41	54	34.1	1.9
TOTAL GOVERNMENT	28	40	53	-30.0	-47.2
UNCLASSIFIED	24	18	19	33.3	26.3
Natrona County					
TOTAL CLAIMS FILED	**475**	**446**	**650**	**6.5**	**-26.9**
TOTAL GOODS-PRODUCING	203	246	282	-17.5	-28.0
Construction	158	207	202	-23.7	-21.8
TOTAL SERVICE-PROVIDING	244	175	336	39.4	-27.4
Trade, Transp., & Utilities	97	52	116	86.5	-16.4
Financial Activities	6	7	16	-14.3	-62.5
Prof. & Business Svcs.	54	35	78	54.3	-30.8
Educational & Health Svcs.	24	27	43	-11.1	-44.2
Leisure & Hospitality	41	43	51	-4.7	-19.6
TOTAL GOVERNMENT	10	15	16	-33.3	-37.5
UNCLASSIFIED	18	10	16	80.0	12.5

[a]An 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

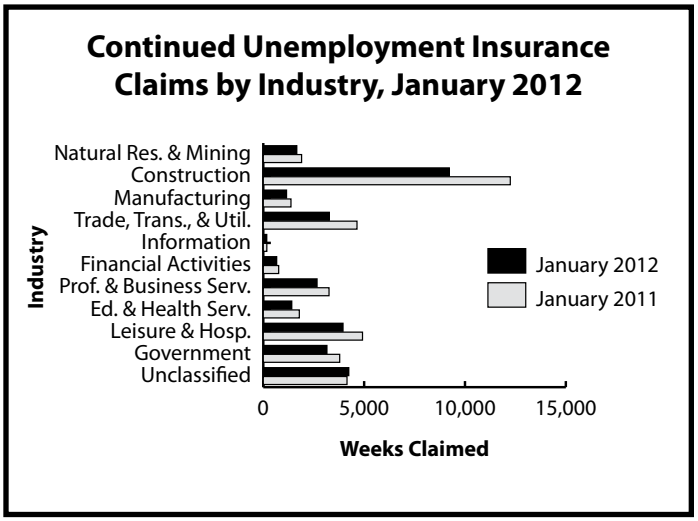
by: Douglas W. Leonard, Principal Economist

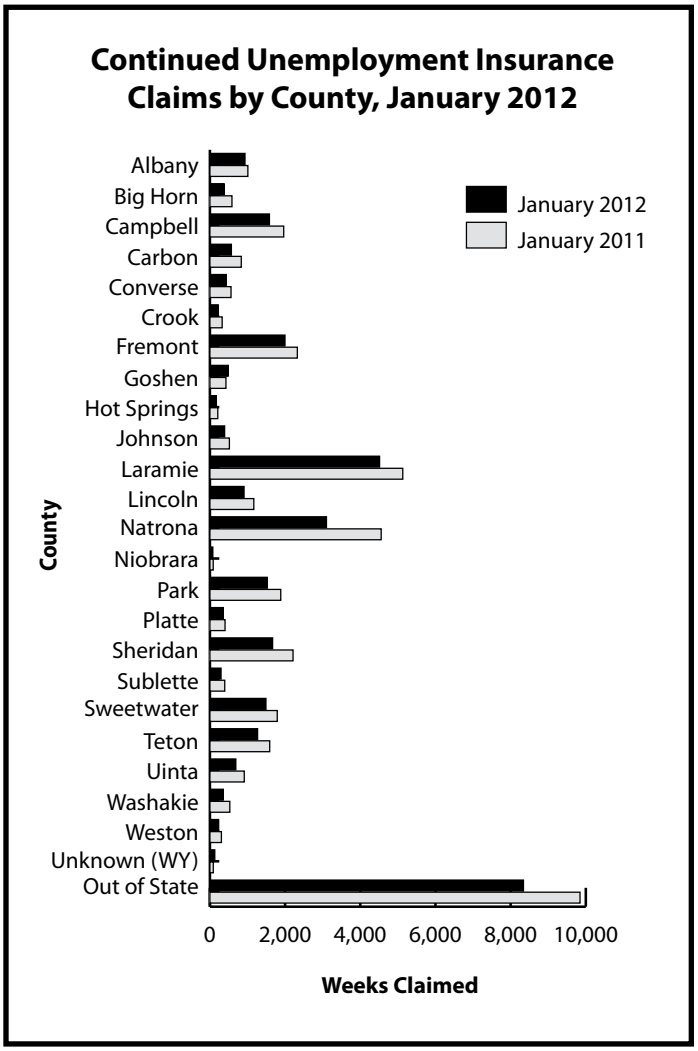
Unique claimants increased by 10.1% from December 2011, but declined by 18.4% compared to January 2011. Weeks claimed in construction declined by 3,022 (24.7%) compared to January 2011.

Continued Claims

	Claims Filed			Percent Change Claims Filed	
	Jan 12	Dec 11	Jan 11	Jan 12 Dec 11	Jan 12 Jan 11
Wyoming Statewide					
TOTAL WEEKS CLAIMED	**32,129**	**29,010**	**39,670**	**10.8**	**-19.0**
EXTENDED WEEKS CLAIMED	**9,929**	**10,633**	**19,006**	**-6.6**	**-47.8**
TOTAL UNIQUE CLAIMANTS[b]	9,528	8,652	11,680	10.1	-18.4
Benefit Exhaustions	682	602	902	13.3	-24.4
Benefit Exhaustion Rates	7.2%	7.0%	7.7%	0.2%	-0.6%
TOTAL GOODS-PRODUCING	12,038	8,463	15,517	42.2	-22.4
Natural Res. & Mining	1,661	1,251	1,899	32.8	-12.5
Mining	1,393	1,016	1,614	37.1	-13.7
Oil & Gas Extraction	121	111	147	9.0	-17.7
Construction	9,224	6,426	12,246	43.5	-24.7
Manufacturing	1,153	786	1,372	46.7	-16.0
TOTAL SERVICE-PROVIDING	12,697	13,563	16,214	-6.4	-21.7
Trade, Transp., & Utilities	3,275	3,229	4,646	1.4	-29.5
Wholesale Trade	539	507	611	6.3	-11.8
Retail Trade	1,979	1,876	3,006	5.5	-34.2
Transp., Warehousing & Utilities	757	846	1,029	-10.5	-26.4
Information	172	172	175	0.0	-1.7
Financial Activities	664	670	763	-0.9	-13.0
Prof. & Business Services	2,666	2,278	3,259	17.0	-18.2
Educational & Health Svcs.	1,412	1,351	1,786	4.5	-20.9
Leisure and Hospitality	3,953	5,280	4,919	-25.1	-19.6
Other Svcs., exc. Public Admin.	555	583	666	-4.8	-16.7
TOTAL GOVERNMENT	3,155	3,065	3,788	2.9	-16.7
Federal Government	1,690	1,574	2,083	7.4	-18.9
State Government	280	312	250	-10.3	12.0
Local Government	1,185	1,179	1,455	0.5	-18.6
Local Education	210	268	337	-21.6	-37.7
UNCLASSIFIED	4,239	3,919	4,151	8.2	2.1
Laramie County					
TOTAL WEEKS CLAIMED	**4,515**	**3,603**	**5,131**	**25.3**	**-12.0**
TOTAL UNIQUE CLAIMANTS	**1,325**	**1,094**	**1,565**	**21.1**	**-15.3**
TOTAL GOODS-PRODUCING	2,123	1,263	2,187	68.1	-2.9
Construction	1,693	1,123	1,890	50.8	-10.4
TOTAL SERVICE-PROVIDING	1,856	1,782	2,238	4.2	-17.1
Trade, Transp., and Utilities	563	573	680	-1.7	-17.2
Financial Activities	151	164	137	-7.9	10.2
Prof. & Business Svcs.	522	460	558	13.5	-6.5
Educational and Health Svcs.	224	239	439	-6.3	-49.0
Leisure & Hospitality	309	231	309	33.8	0.0
TOTAL GOVERNMENT	376	371	544	1.3	-30.9
UNCLASSIFIED	160	187	162	-14.4	-1.2
Natrona County					
TOTAL WEEKS CLAIMED	**3,102**	**2,827**	**4,557**	**9.7**	**-31.9**
TOTAL UNIQUE CLAIMANTS	**936**	**839**	**1,336**	**11.6**	**-29.9**
TOTAL GOODS-PRODUCING	1,244	999	1,726	24.5	-27.9
Construction	1,031	780	1,271	32.2	-18.9
TOTAL SERVICE-PROVIDING	1,624	1,565	2,475	3.8	-34.4
Trade, Transp., and Utilities	474	462	1,065	2.6	-55.5
Financial Activities	85	90	100	-5.6	-15.0
Professional & Business Svcs.	324	307	428	5.5	-24.3
Educational & Health Svcs.	287	303	321	-5.3	-10.6
Leisure & Hospitality	299	263	391	13.7	-23.5
TOTAL GOVERNMENT	169	187	280	-9.6	-39.6
UNCLASSIFIED	65	76	76	-14.5	-14.5

[a]An 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.
[b]Does not include claimants receiving extended benefits.





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