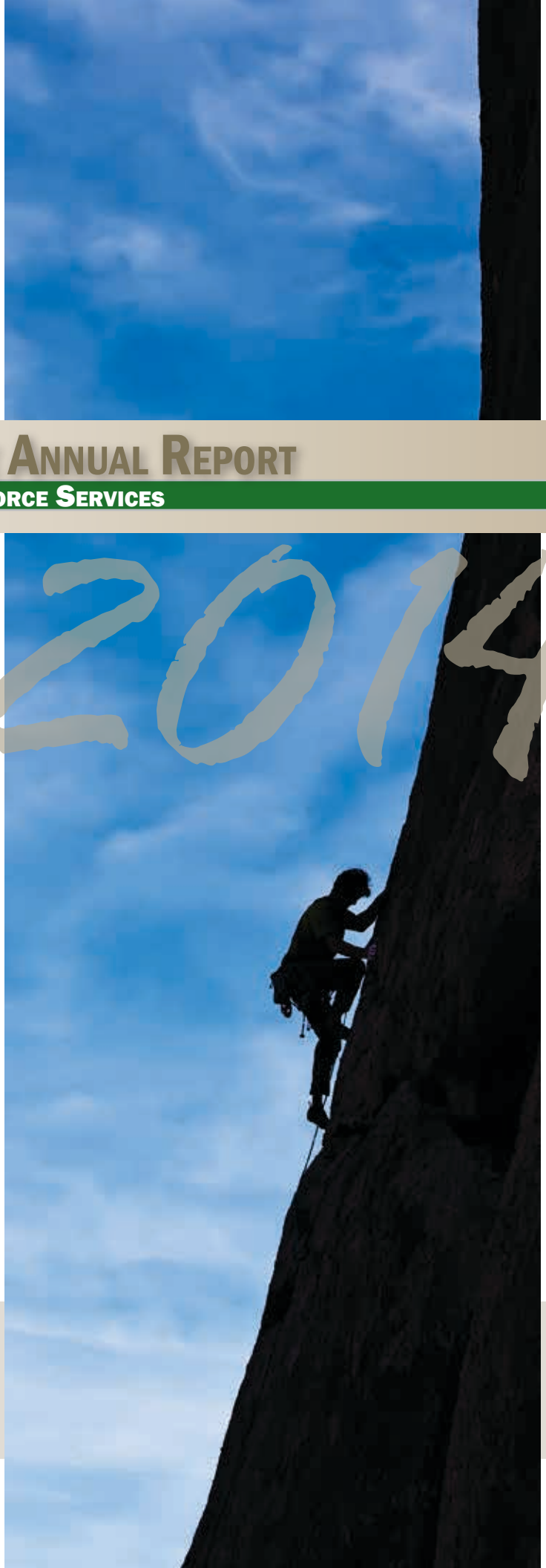
Wyoming Workforce Annual Report

Wyoming Department of Workforce Services

2014



Research & Planning

Wyoming Department of Workforce Services

Joan Evans, *Director*

Research & Planning

Tom Gallagher, *Manager*

Prepared by:

David Bullard
Carola Cowan
Phil Ellsworth
Tony Glover
Patrick Harris
Michele Holmes
Lisa Knapp
Patrick Manning
Michael Moore
Sherry Wen

Edited by:

David Bullard
Valerie A. Davis
Phil Ellsworth
Michele Holmes
Michael Moore

Reviewed by:

Wyoming Workforce Development Council

Submitted for Publication May 2014
©2014 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.

Cover: iStockphoto/GREGEPPERSON

Contents

Chapter	Content	Page
	Welcome	1
1.	Succession Planning in Wyoming and Opportunities for Wyoming's Youth	2
2.	Quarterly Census of Employment & Wages – Wyoming Job Growth Lags Behind Surrounding States	5
3.	Short-Term Industry Projections: Job Growth Forecast for Most Sectors	7
4.	Top Five Occupational Projections by Typical Educational Requirement	9
5.	Current Employment in Wyoming by Industry Shows Slow Growth in 2013	11
6.	Unemployment Rates Show Improvement in 2013	13
7.	Occupational Fatalities in Wyoming Increase Slightly in 2012	15
8.	Vocational Rehabilitation: What Industries Employ Recent Program Participants?	16
9.	New Hires in Wyoming by Educational Level	18
10.	Jobs with Access to Benefits in Wyoming	21
11.	Unemployment Insurance Benefits Show Recovery from Recession Slowed in 2013	23
12.	Nonresident Employment Nears Historic Levels	29
13.	Workers' Compensation Claims Continue Downward Trend in Wyoming	31
14.	Unemployment Insurance Benefit Recipients by Gender & Age, 2009-2013	34
15.	Just the Facts	37
	Success Stories	45

iStockphoto/WorldWideImages

Dear Reader,

Welcome to the 2014 edition of the Wyoming Workforce Annual Report, produced by the Research & Planning (R&P) section of the Wyoming Department of Workforce Services in partnership with the Wyoming Workforce Development Council. This annual report is meant to offer an overview of Wyoming's economy and workforce. Highlights of this year's report include:

- An estimated 29.6% of all workers in educational services are approaching retirement age, many of whom hold advanced degrees. The replacement of this segment of educated workers may represent a need for succession planning and also represent a significant recruitment cost.
- Although Wyoming continues to recover from the Great Recession, job growth lags behind surrounding states.
- Job growth is projected for most industries in Wyoming, with the greatest growth projected in educational & health services and leisure & hospitality.
- The median hourly wage for jobs in Wyoming typically requiring some post-secondary education was $18 per hour.
- Wyoming's average annual unemployment rate for 2013 was 4.6%, the lowest rate since 2009.

Thank you for taking the time to review this report. Please feel free to contact us with questions or to share your thoughts.

Best Regards,

Tom Gallagher, Manager

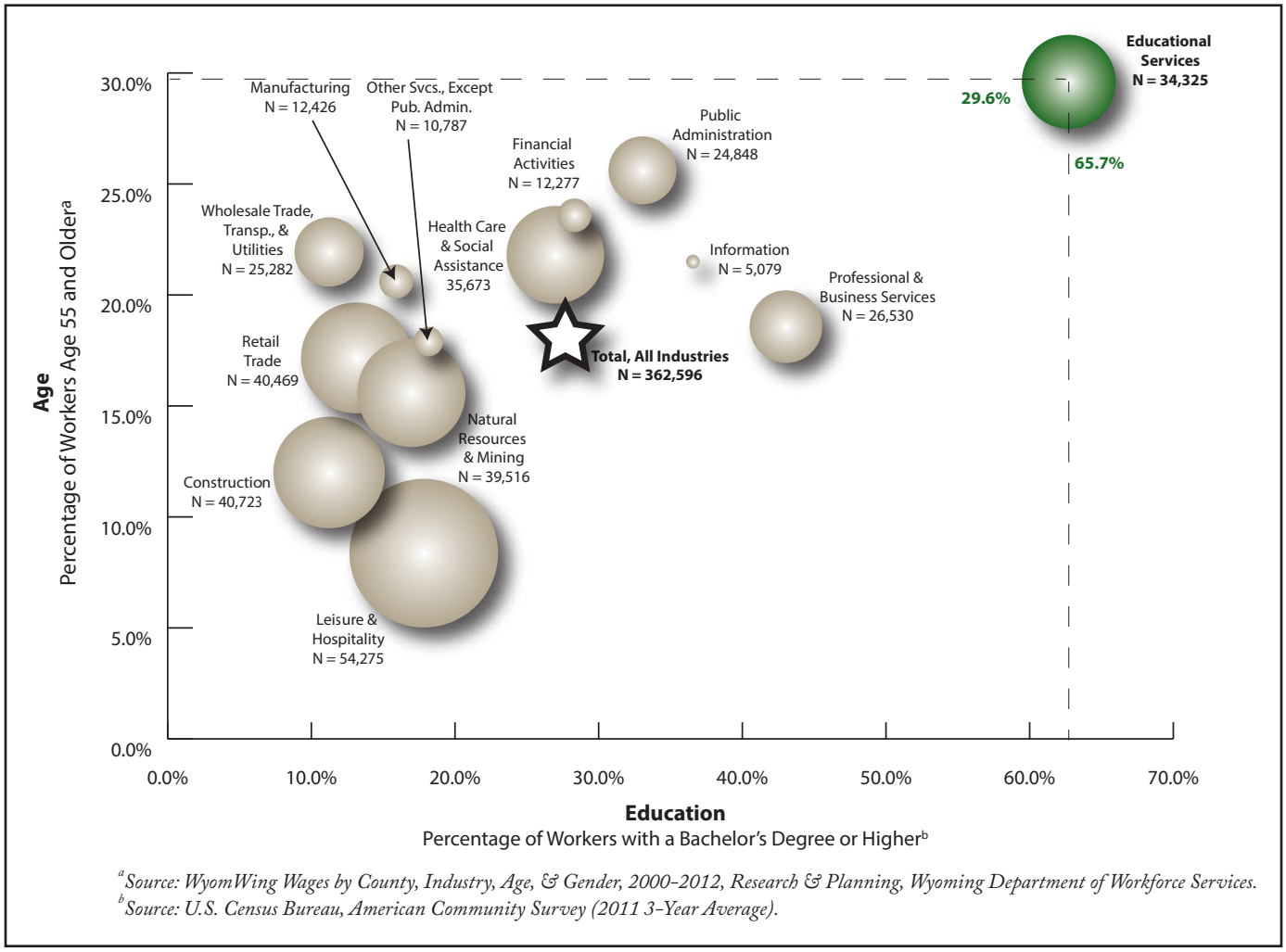
Wyoming Department
of Workforce Services
Research & Planning
246 S. Center St.
PO Box 2760
Casper, WY 82602
Email: tom.gallagher@wyo.gov
Phone: 307-437-3801

Succession Planning in Wyoming and Opportunities for Wyoming's Youth

by Michele Holmes, Public Relations Specialist

iStockphoto/JANSMARC

The number of workers in Wyoming holding a bachelor's degree or higher and approaching retirement age is larger in some industries than in others (see Figure 1). In the case of educational services, health care, and public administration, the percentage of educated workers approaching retirement age is creating retirement bubbles – potentially leading to a situation where supply may not keep pace with demand as baby boomers begin to retire.



[a] *Source: WyomWing Wages by County, Industry, Age, & Gender, 2000–2012, Research & Planning, Wyoming Department of Workforce Services.*
[b] *Source: U.S. Census Bureau, American Community Survey (2011 3-Year Average).*

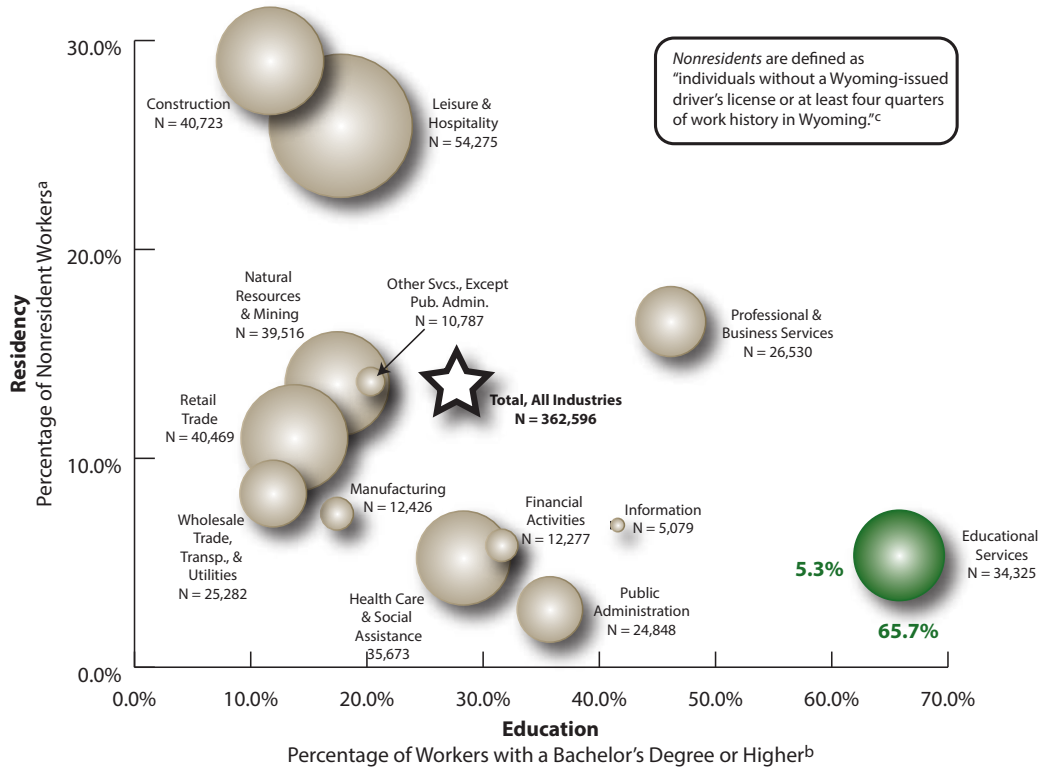
Figure 1: **Percentage of Workers Age 55 and Older and Percentage of Workers with a Bachelor's Degree or Higher by Industry in Wyoming, 2011**

In educational services, Research & Planning (R&P) estimates that 29.6% of all workers were at least age 55 and older and 65.7% had at least a bachelor's degree. The phenomenon of large numbers of Wyoming residents with a bachelor's degree or higher approaching retirement age is not limited to teachers. We see similar situations in public administration and in the health care & social assistance industries.

In public administration, R&P estimates that nearly 26% will reach the traditional retirement age of 65 within the next 10 years, and nearly 30% of workers in that industry hold a bachelor's degree or higher. In health care & social assistance, an estimated 20% of workers are age 55 and over, and again nearly 30% of those working have at least a bachelor's degree. As large numbers of workers approach retirement age in Wyoming, succession planning may be needed to fill these openings – especially in areas such as heath care that already experience a shortage of workers in Wyoming.

In addition to creating a need that may be difficult to fill as large numbers of educated workers reach retirement age, the retirement of those working in certain industries may have a significant impact on Wyoming's economy, especially in the housing market. According to the 2012 Consumer Expenditure Survey (CES), the national average annual expenditure for persons holding at least a bachelor's degree (as most teachers in Wyoming do) was $63,135; for persons holding a master's degree or higher, the average annual expenditure was $82,606 (Holmes, 2014).

According to the CES, nearly 74% of those with a bachelor's degree or higher owned their homes, compared to 59% for those with a high school diploma (DOL, 2012). As shown in Figure 2, 65.7% of those working in educational services in Wyoming held at least



[a]*Source: Wyoming Wages by County, Industry, Age, & Gender, 2000-2012, Research & Planning, Wyoming Department of Workforce Services.*
[b]*Source: U.S. Census Bureau, American Community Survey (2011 3-Year Average).*
[c]*Source: Jones, S. (2002). Defining residency for the Wyoming workforce.* Wyoming Labor Force Trends, 39*(11).* *(http://doe.state.wy.us/LMI/1102/a1.htm)*

Figure 2: **Percentage of Nonresident Workers and Percentage of Workers with a Bachelor's Degree or Higher by Industry in Wyoming, 2011**

iStockphoto/RiverNorthPhotography

a bachelor's degree in 2011, nonresidents made up just 5.3% of total employment. In other words, a large proportion of workers in Wyoming's educational services industry in 2011 had at least a bachelor's degree; these workers were more likely to earn and spend more money than workers in industries in which a lower proportion of workers held at least a bachelor's degree, such as construction or leisure & hospitality. Likewise, the majority (94.7%) of workers in educational services were identified as residents of Wyoming, and were more likely to own a home (Holmes, 2014).

By comparison, the characteristics of those who worked in leisure & hospitality may indicate that the earnings from that industry had less of an impact on Wyoming's economy: lower wages, fewer workers who held at least a bachelor's degree, lower average annual expenditures, a higher percentage of nonresident workers, and fewer homeowners (Holmes, 2014).

Retaining the youth of Wyoming is a concern for employers, educators, and policymakers in the state. One way to retain the youth of the state may be to demonstrate the opportunities created by large numbers of workers approaching the traditional age of 65 in fields requiring a college education and paying a competitive wage – giving young people a chance to stay in Wyoming.

References

Holmes, M. (2014). *Occasional Paper No. 7: Are Teacher Salaries in Wyoming Competitive Enough to Retain the Best?* Wyoming Department of Workforce Services, Research & Planning.

U.S. Department of Labor, Bureau of Labor Statistics. (2013). Consumer Expenditure Survey. Retrieved from http://www.bls.gov/cex/#tables

Quarterly Census of Employment & Wages – Wyoming Job Growth Lags Behind Surrounding States

by Michael Moore, Research Analyst, and David Bullard, Senior Economist

Job growth in surrounding states continued to outpace Wyoming in 2013, according to the most recent Unemployment Insurance (UI) covered wage and salary employment estimates.

In September 2013 – the most recent month for which data were available – total UI-covered employment increased just 0.2% from September 2012. Colorado (3.1%) and Utah (2.9%), two states with large urban areas, experienced the greatest over-the-year growth in total UI-covered employment among all surrounding states (see Figure 1). More rural states like Nebraska (1.3%) and Montana (1.2%) experienced more moderate growth. Wyoming trailed all surrounding states in terms of employment growth, with South Dakota (0.9%) being the closest.

From 2005 to 2008, Wyoming's over-the-year employment growth rate was consistently higher than the national average and most surrounding states. Wyoming was still in the midst of a rapid economic expansion when the national Great Recession began in December 2007 (NBER, 2010) and it wasn't until February 2009 that Wyoming's total UI-covered employment declined from previous-year levels.

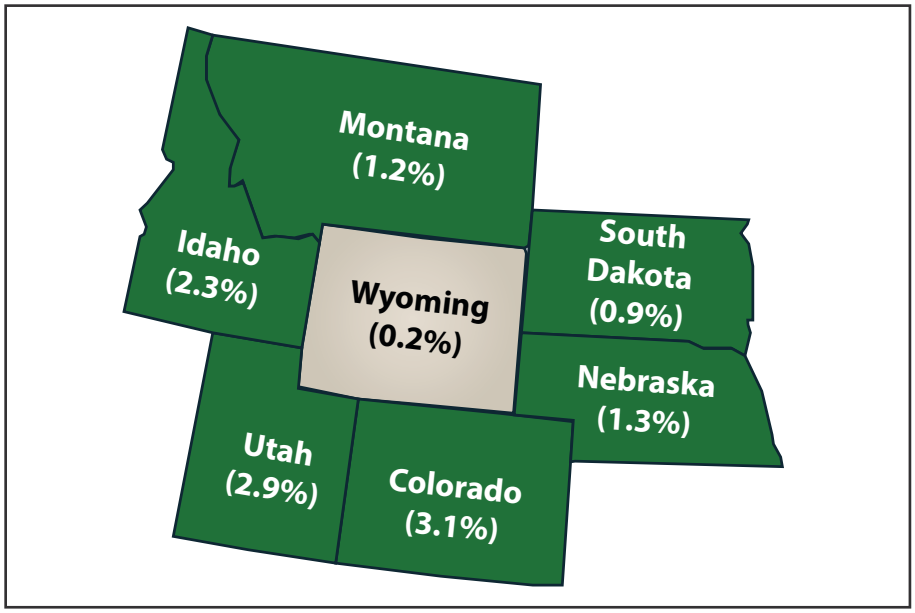


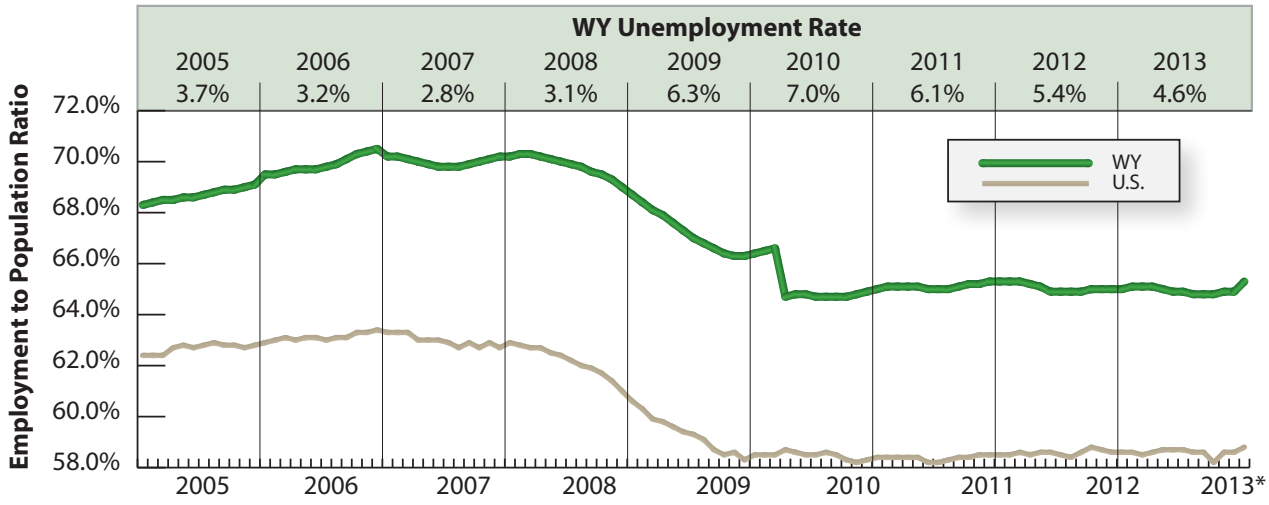
Figure 1: Over-the-Year Percentage Change in Total Unemployment Insurance Covered Employment for Wyoming and Surrounding States, September 2013

Wyoming recovered from its economic downturn at about the same rate as most other surrounding states from August 2010 to June 2012. However, since July 2012 Wyoming's job growth has consistently lagged behind all surrounding states and the national average (Bullard, 2013).

Since 2000, Wyoming's unemployment rate has consistently been one of the lowest in the nation (LAUS, 2014), with a low of 2.8% in 2007. The seasonally adjusted unemployment rate increased for the next three years, peaking at 7.0% in 2010 (see Figure 2). Since then the state's unemployment rate has steadily declined, and stood at 4.6% in 2013.

However, even though Wyoming's unemployment rate has continued to decline, employment has yet to return to 2008 levels. According to Bullard (2013), "it seems that a large part of the decrease in the unemployment rate is related to people dropping out of the labor force, rather than returning to work." The declining unemployment rate

For more information: http://doe.state.wy.us/LMI/toc_202.htm



*Includes January 2014.
Series break in April 2010 is related to the introduction of new population estimates.
Employment to Population Ratio = Employment/Population.
Source: Local Area Unemployment Statistics.

Figure 2: Seasonally Adjusted Employment to Population Ratio and Annual Unemployment Rate for Wyoming, 2005-2013

may be due to individuals dropping out of the labor force. Figure 2 shows that as Wyoming's unemployment rate has decreased, so has the employment to population ratio. In 2006, while Wyoming's economy was rapidly expanding, more than 70% of the population was employed in Wyoming. Since 2010, however, approximately 65% of the population has been employed in Wyoming.

As Bullard noted, one possible reason for this change in the employment to population ratio is that, during the recovery, employment and population have increased at approximately the same rate. During the economic expansion, however, employment increased faster than population, leading to an increased employment to population ratio and a lower unemployment rate.

References

Bullard, D. (2013). Wyoming lags behind surrounding states in job growth. *Wyoming Labor Force Trends, (50)*8. Retrieved March 20, 2014, from http://doe.state.wy.us/LMI/trends/0813/a3.htm

National Bureau of Economic Research. (2010). Retrieved September 17, 2013, from http://www.nber.org/cycles/sept2010.html

Local Area Unemployment Statistics. (2014). Retrieved March 20, 2014, from http://www.bls.gov/lau/home.htm

iStockphoto/KUBRAK78

Short-Term Industry Projections: Job Growth Forecast for Most Sectors

by Michael Moore, Research Analyst

Wyoming is projected to add an estimated 5,173 new jobs from second quarter 2013 (2013Q2) to second quarter 2015 (2015Q2), an increase of 1.8%. Most industries are projected to experience some degree of job growth (see Figure 1).

During 2013Q2, Wyoming's estimated total employment was 281,581. By 2015Q2, total employment is projected to rise to 286,754 – an increase of 5,173, or 1.8%. This is a measure of the total number of jobs worked, not the number of individuals working those jobs. By definition, there will always be a larger number of persons working than jobs worked.

As shown in Table 1, the greatest numbers of new jobs are projected to be in educational & health services (1,813) and leisure & hospitality (1,292). Percentagewise, the most significant increases are projected to be seen in professional & business services (4.7%), construction (3.7%), and leisure & hospitality (3.6%). The only industry projected to see a decrease in the total number of jobs worked is mining, which is

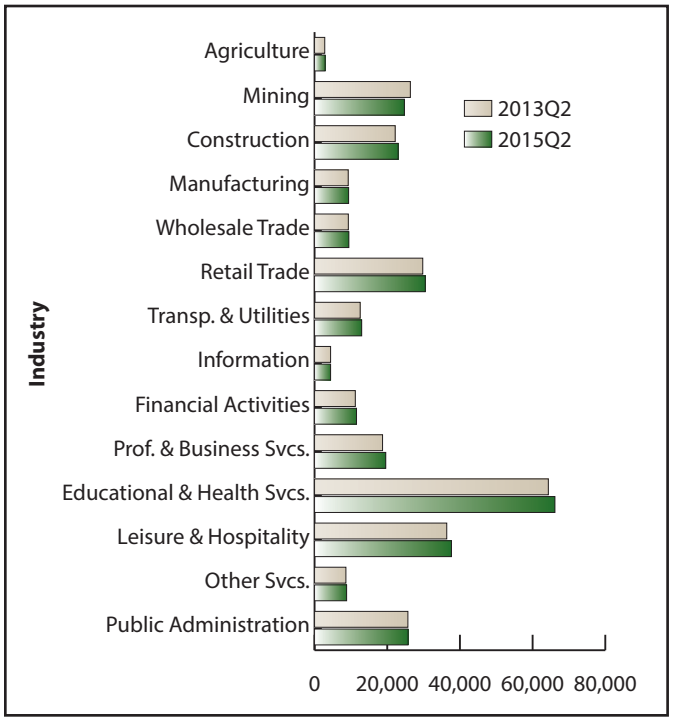


Figure 1: Short-Term Industry Projections for Wyoming, 2013Q2-2015Q2

Table 1: Short-Term Industry Projections for Wyoming, 2013Q2-2015Q2

Industry	Employment 2013Q2 (Estimated)	Employment 2015Q2 (Projected)	Change N	Change %
Agriculture	2,807	2,907	100	3.6%
Mining	26,361	24,712	-1,649	-6.3%
Construction	22,185	22,996	811	3.7%
Manufacturing	9,260	9,370	110	1.2%
Wholesale Trade	9,292	9,438	146	1.6%
Retail Trade	29,774	30,462	688	2.3%
Transp. & Utilities	12,553	12,967	414	3.3%
Information	4,411	4,412	1	0.0%
Financial Activities	11,212	11,544	332	3.0%
Prof. & Business Services	18,711	19,591	880	4.7%
Educational & Health Services	64,326	66,139	1,813	2.8%
Leisure & Hospitality	36,376	37,668	1,292	3.6%
Other Services	8,628	8,821	193	2.2%
Public Administration	25,685	25,727	42	0.2%
Total	**281,581**	**286,754**	**5,173**	**1.8%**

For more information: http://doe.state.wy.us/LMI/projections.htm

projected to decline from 26,361 in 2013Q2 to 24,712 in 2015Q2 – a decrease of -1,649, or -6.3%.

It is important to understand that projections are based on current and historical trends (Glover, 2011). There are certain factors that cannot currently be factored into projections, such as population growth, rapid economic growth and decline, advances in technology, and large-scale government initiatives, such as the Affordable Care Act.

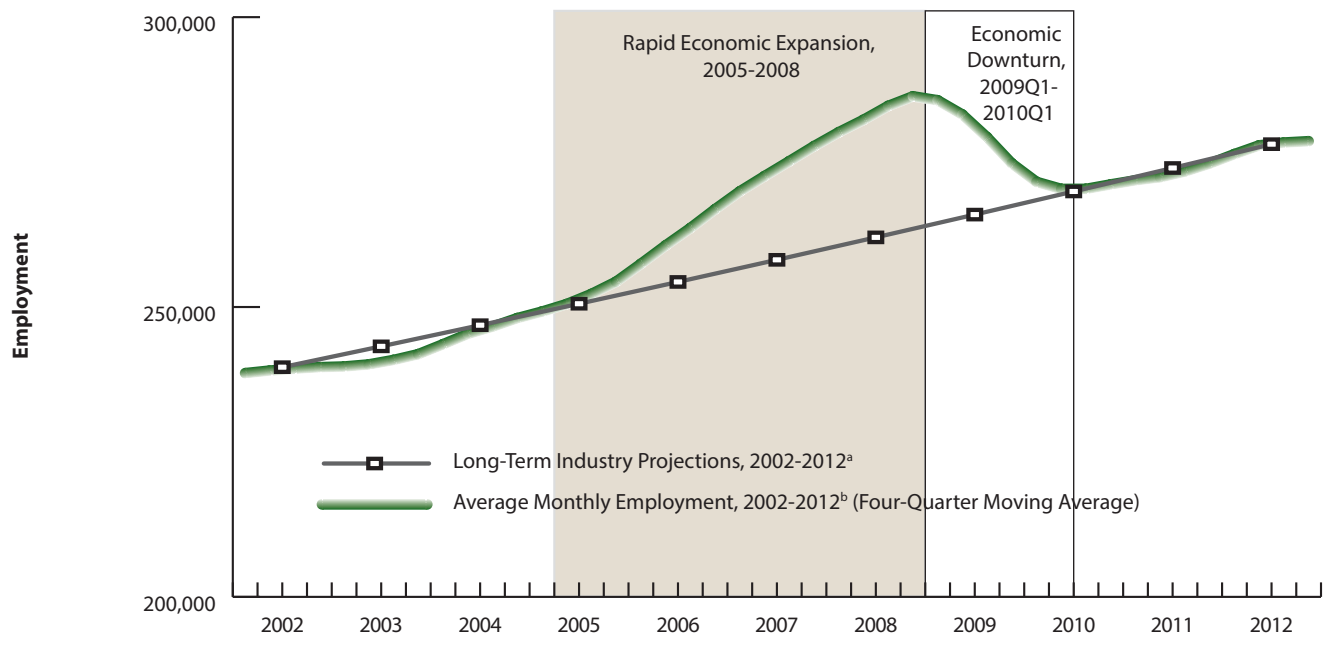
This is illustrated in Figure 2, which shows Wyoming's long-term industry projections for 2002-2012 published by Research & Planning in 2004, and a four-quarter moving average of the average monthly employment for that same period collected through the Quarterly Census of Employment and Wages (QCEW). Wyoming's total employment was projected to increase from 239,622 in 2002 to 277,398 in 2012 at a growth rate of 1.5% (Research & Planning, 2004). Interestingly, the 2012 projected employment of 277,398 was very close to the actual numbers from the QCEW (2014). However, there was no way to predict what would happen within that 10-year span: a rapid economic increase from 2005-2008 followed by an economic downturn from 2009Q1-2010Q1.

References

Glover, T. (2011). *Wyoming's Industry and Occupational Projections Methodology 2010 to 2020 (Draft)*. Retrieved March 19, 2014, from http://doe.state.wy.us/LMI/projections/Wyomings_Projections_Methodology_Part_I_Industry_and_Region_20111122.pdf

Quarterly Census of Employment and Wages. (2014). Retrieved March 19, 2014, from http://doe.state.wy.us/LMI/QCEW_OTY/total.htm

Research & Planning. (2004). *Long-Term Industry Projections (2002-2012)*. Retrieved March 19, 2014, from http://doe.state.wy.us/LMI/proj2004/Wyoming_Report%203Dig%202012.pdf



[a] Source: Long-Term Industry Projections, 2002-2012 (http://doe.state.wy.us/lmi/proj2004/Wyoming_Report%203Dig%202012.pdf).
[b] Source: Quarterly Census of Employment and Wages (http://doe.state.wy.us/LMI/toc_202.htm).

Figure 2: Long-Term Industry Projections and Average Monthly Employment Across All Industries in Wyoming, 2002-2012

Top Five Occupational Projections by Typical Educational Requirement

by David Bullard, Senior Economist

The short-term occupational projections show expected job growth through second quarter 2015. The tables in this chapter are organized by required education level and focus on occupations with the highest level of job openings.

Table 1 shows the top five occupations requiring high school or less. It is expected that there will be 430 job openings each year for retail salespersons, and 396 openings for combined food preparation & serving workers, including fast food. The total number of annual job openings across all occupations requiring high school or less is 7,579. This total is much larger than the total for any other education level. In other words, the majority of the expected job growth in Wyoming between now and 2015 will be in occupations that do not require post-secondary education.

Heavy & tractor-trailer truck drivers is expected to have the largest number of job openings (164) of all the occupations requiring a certificate (see Table 2). Nursing assistants are projected to have 103 annual job openings, library technicians are projected to have 32, and heating, air conditioning & refrigeration mechanics & installers are projected to have 30. In total, 560 job openings each year will be in occupations that require a certificate.

Table 3 (see page 10) shows 157 job openings are projected each year for registered nurses in the state. This single occupation makes up 42.8% of the job openings for all occupations requiring an associate's degree. Overall, projections suggest that occupations requiring an associate's degree will have 367 annual job openings.

General & operations managers is projected to have 140 job openings each year (see Table 4, page 10). Three of the top five growth occupations requiring a bachelor's degree are teachers. Elementary school teachers, except special education is expected to have 96 annual job openings, substitute teachers is expected to have 76

Table 1: Top 5 Occupations Requiring High School or Less in Wyoming by Projected Annual Total Openings, 2013Q2-2015Q2

Occupation	Employment 2013Q2	Employment 2015Q2	Numeric Change	Annual Growth Openings	Annual Replacement Openings	Annual Total Openings
Retail Salespersons	8,551	8,784	233	116	314	430
Combined Food Prep. & Serving Workers, Incl. Fast Food	5,725	5,969	244	122	274	396
Waiters & Waitresses	5,387	5,536	149	74	279	353
Cashiers	5,910	5,946	36	18	318	336
Maids & Housekeeping Cleaners	4,861	5,015	154	77	88	165
Total, All Occupations	205,258	208,602	3,344	2,223	5,356	7,579

Table 2: Top 5 Occupations Requiring a Certificate in Wyoming by Projected Annual Total Openings, 2013Q2-2015Q2

Occupation	Employment 2013Q2	Employment 2015Q2	Numeric Change	Annual Growth Openings	Annual Replacement Openings	Annual Total Openings
Heavy & Tractor-Trailer Truck Drivers	7,069	7,180	111	56	108	164
Nursing Assistants	3,394	3,480	86	43	60	103
Library Technicians	443	454	11	6	26	32
Heating, Air Cond., & Refrig. Mechanics & Installers	629	657	28	14	16	30
Licensed Practical & Licensed Vocational Nurses	800	821	21	10	18	28
Total, All Occupations	19,409	19,800	391	201	359	560

openings, and secondary school teachers, except special & career/technical education is expected to have 66 openings. Overall, occupations requiring a bachelor's degree are expected to have 1,256 job openings each year.

Relatively few job openings are expected among occupations that require a master's degree (see Table 5). The total of 158 annual openings is the smallest of all educational categories. It is anticipated that there will be 22 openings for educational, guidance, school, & vocational counselors, 16 openings for mental health counselors, and 16 openings for librarians.

The top five occupations requiring a doctoral or professional degree are shown in Table 6. There are 27 annual job openings expected for lawyers, 22 job openings expected for physical therapists, and 18 job openings expected for pharmacists. Altogether, occupations requiring a doctoral or professional degree will have 197 annual job openings.

Table 3: Top 5 Occupations Requiring an Associate's Degree in Wyoming by Projected Annual Total Openings, 2013Q2-2015Q2

Occupation	Employment 2013Q2	Employment 2015Q2	Numeric Change	Annual Growth Openings	Annual Replacement Openings	Annual Total Openings
Registered Nurses	4,789	4,940	151	76	81	157
Preschool Teachers, Exc. Special Education	571	585	14	7	16	23
Dental Hygienists	451	472	21	10	10	20
Forest & Conservation Technicians	399	380	-19	0	16	16
Medical & Clinical Laboratory Technicians	312	328	16	8	8	16
Total, All Occupations	11,133	11,420	287	155	212	367

Table 4: Top 5 Occupations Requiring a Bachelor's Degree in Wyoming by Projected Annual Total Openings, 2013Q2-2015Q2

Occupation	Employment 2013Q2	Employment 2015Q2	Numeric Change	Annual Growth Openings	Annual Replacement Openings	Annual Total Openings
General & Operations Managers	5,392	5,500	108	54	86	140
Elementary School Teachers, Exc. Special Education	2,798	2,869	71	36	60	96
Accountants & Auditors	1,896	1,943	47	24	55	79
Substitute Teachers	3,197	3,246	49	24	52	76
Secondary School Teachers, Exc. Special & Career/Tech.	1,972	1,997	25	12	54	66
Total, All Occupations	41,974	42,769	795	417	839	1,256

Table 5: Top 5 Occupations Requiring a Master's Degree in Wyoming by Projected Annual Total Openings, 2013Q2-2015Q2

Occupation	Employment 2013Q2	Employment 2015Q2	Numeric Change	Annual Growth Openings	Annual Replacement Openings	Annual Total Openings
Educational, Guidance, School, & Vocational Counselors	727	742	15	8	14	22
Mental Health Counselors	362	379	17	8	8	16
Librarians	507	514	7	4	12	16
Education Administrators, Elementary & Secondary	454	460	6	3	12	15
Nurse Practitioners	194	206	12	6	4	10
Total, All Occupations	4,950	5,091	141	68	90	158

Table 6: Top 5 Occupations Requiring a Doctoral or Professional Degree in Wyoming by Projected Annual Total Openings, 2013Q2-2015Q2

Occupation	Employment 2013Q2	Employment 2015Q2	Numeric Change	Annual Growth Openings	Annual Replacement Openings	Annual Total Openings
Lawyers	1,049	1,071	22	11	16	27
Physical Therapists	442	467	25	12	10	22
Pharmacists	527	540	13	6	12	18
Clinical, Counseling, & School Psychologists	331	336	5	2	10	12
Postsecondary Teachers, All Other	383	394	11	6	6	12
Total, All Occupations	6,086	6,261	175	77	120	197

Current Employment in Wyoming by Industry Shows Slow Growth in 2013

by David Bullard, Senior Economist

Wyoming Unemployment Insurance (UI) covered employment increased steadily from 2000 to 2008, and then declined in 2009 and 2010. Early in the decade, employment growth was fairly slow, but as energy prices increased and energy development in the state intensified in 2006, 2007, and 2008, employment grew more rapidly. The collapse of energy prices in late 2008 and the severity of the national recession resulted in large job losses in Wyoming in 2009 and 2010.

The highest employment level shown in Figure 1 is 297,210 jobs in June 2008. Two years later, in June 2010, employment had fallen by nearly 16,000 jobs. In third quarter 2010 job losses stopped and employment began to stabilize. While employment increased from 2011 to 2013, it grew at a much slower pace.

For more information: http://doe.state.wy.us/LMI/toc_202.htm

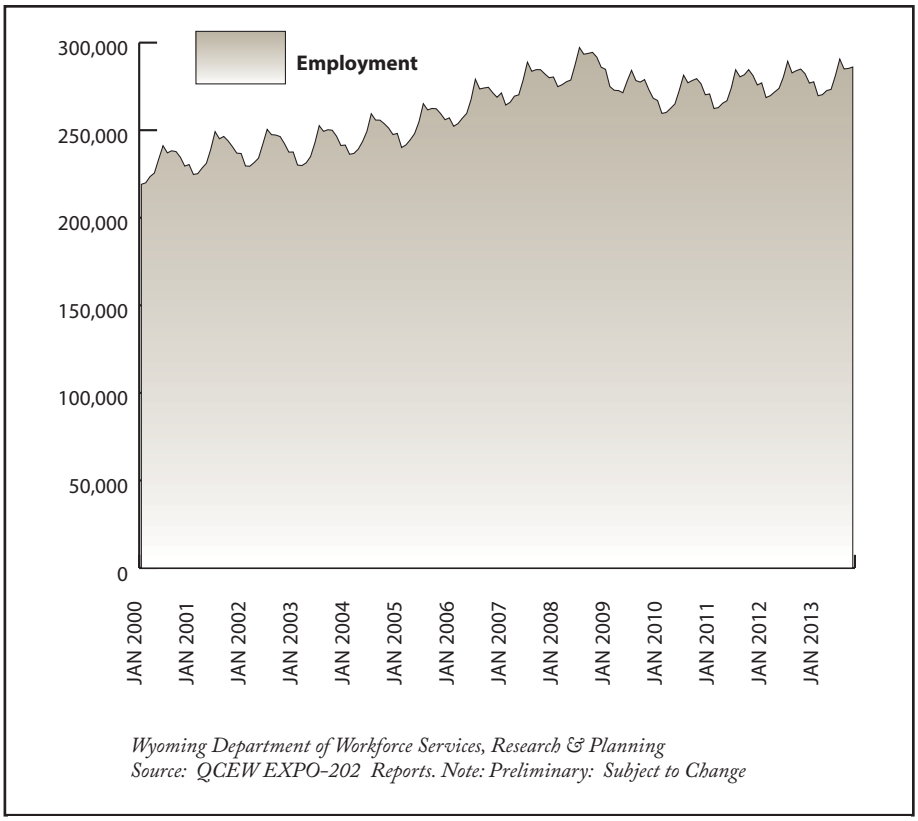


Figure 1: Total Unemployment Insurance Covered Employment in Wyoming 2000-2013

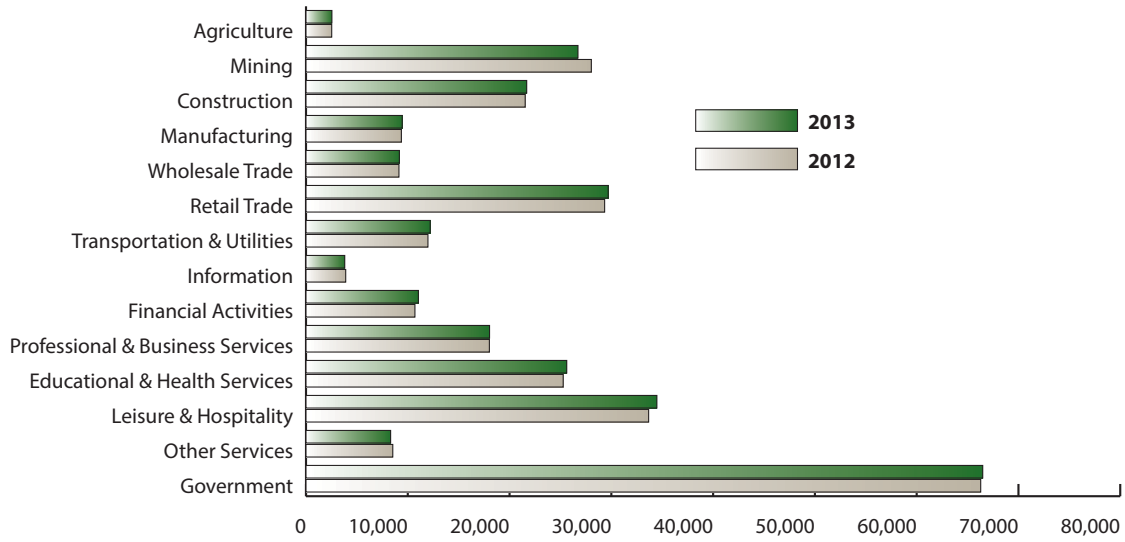
Did You Know? QCEW data are used in the development of industry and occupational projections, and can help job seekers target their job searches.

Approximately 92% of wage & salary jobs in the state are covered by UI, while 2.6% of jobs are covered by federal unemployment insurance, and 1.0% are covered by unemployment insurance administered by the railroad retirement board. There are several categories of non-covered jobs, and together they account for nearly 5% of wage & salary jobs in the state. Some examples of non-covered employment include elected officials, students working at educational institutions, employees of churches, and workers at small non-profit organizations.

Growing or declining industries in a county can provide clues regarding housing costs in that area. In rapidly growing counties, for example, new residents moving to the area may put upward pressure on home prices and rents. In contrast, as people lose their jobs and move away from an area, housing prices could fall.

Wyoming Employment by Industry 2012 and 2013

Total employment increased by 953 jobs (0.3%) from 2012 to 2013. Large job losses in mining mostly



Wyoming Department of Workforce Services, Research & Planning.
Source: QCEW EXPO-202 Reports. Note: Preliminary: Subject to Change.

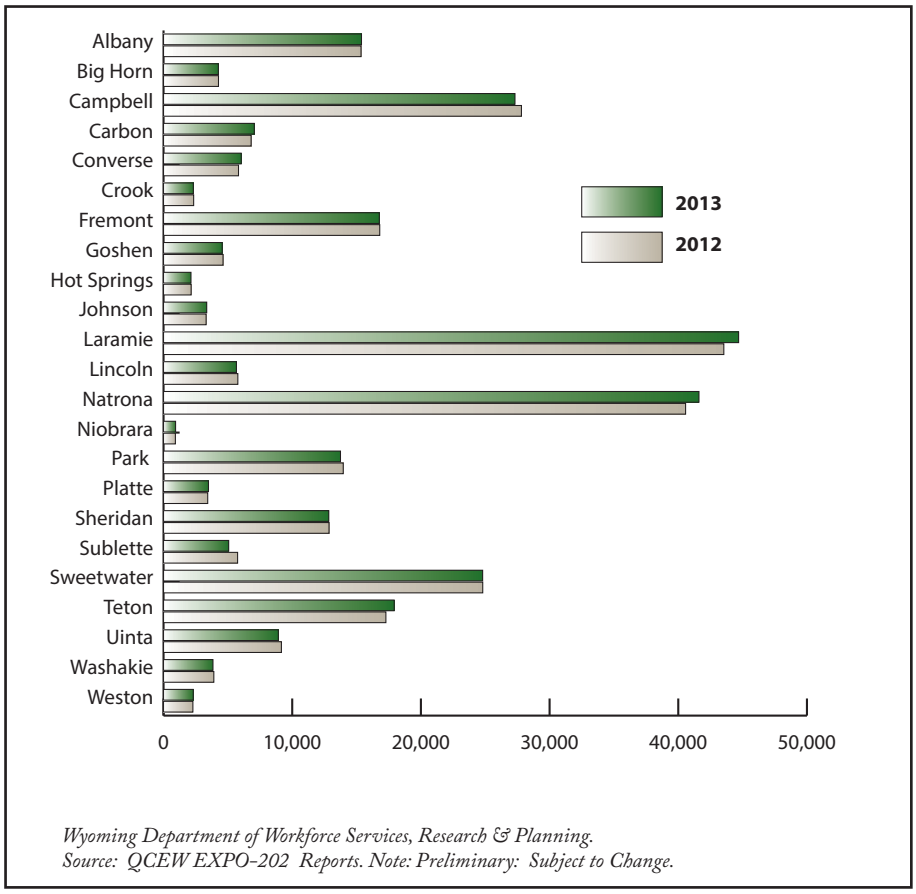
Figure 2: Total Unemployment Insurance Covered Employment by Industry in Wyoming, 2012 and 2013

Did You Know?

The QCEW program serves as a near census of monthly employment and quarterly wage information by 6-digit NAICS industry at the national, state, and county levels.

offset job gains in many other areas. In fact, employment increased in 11 of the 14 sectors shown in Figure 2.

The largest job gains occurred in leisure & hospitality (approximately 800 jobs, or 2.4%). Growth was also seen in educational & health services (approximately 350 jobs, or 1.4%), retail trade (approximately 350 jobs, or 1.2%), financial activities (more than 300 jobs, or



Wyoming Department of Workforce Services, Research & Planning.
Source: QCEW EXPO-202 Reports. Note: Preliminary: Subject to Change.

Figure 3: Wyoming Employment by County, 2012 and 2013

3.1%), transportation & utilities (approximately 200 jobs, or 1.8%), and government (including public schools, colleges, & hospitals; approximately 200 jobs, or 0.3%).

The mining sector (including oil & gas) lost approximately 1,300 jobs (-4.7%) and job losses also occurred in other services (approximately 200 jobs, or -2.5%) and information (approximately 100 jobs, or -2.4%).

County Employment, 2012 and 2013

Employment increased in 10 counties and decreased in 13 counties (see Figure 3, page 12).

The largest job gains occurred in central and southeast Wyoming. Laramie County added more than 1,150 jobs, with especially strong growth in construction. Natrona County gained approximately 1,000 jobs, Carbon County gained nearly 250 jobs, and Converse County gained approximately 200 jobs.

Employment in Teton County rose by nearly 650 jobs and growth was seen in leisure & hospitality, retail trade, and educational & health services.

Several counties in the western part of the state lost jobs. Employment in Sublette County fell by nearly 700 jobs (-12.0%) as oil & gas employment decreased. Job losses were also seen in Uinta, Park, and Lincoln counties.

Campbell County lost 500 jobs (-1.8%) as employment fell in coal mining and other services.

Unemployment Rates Show Improvement in 2013

by Carola Cowan, BLS Programs Supervisor

The unemployment rate is one of the most important economic indicators used to measure the economy's health.

The unemployment rate is calculated by taking the number of unemployed and dividing it by the total number of people in the labor force. The *labor force* is defined as the number of employed plus the number of unemployed individuals. Individuals who are less than 16 years old, inmates of institutions, or members of the military are excluded from the labor force, as are people who don't have a job and are not actively seeking employment. The number of unemployed is counted by place of residence. If a person loses their job in Wyoming and moves out of state they are not included in Wyoming's unemployment rate but are counted in the state they moved to.

In 2007 Wyoming's average annual unemployment rate was the lowest since 2000 (2.8%). In 2009 the situation changed dramatically and by 2010 the average annual unemployment rate rose to a decade high of 7.0%. The economy has since continued to improve; the average annual unemployment rate for 2013 was 4.6%, the lowest since 2008 (see Table 1).

In 2013, Converse (3.5%), Sublette (3.6%), and Niobrara (3.7%) counties had the lowest average annual unemployment rates (see Table 2, page 14). Fremont (6.0%), Lincoln (5.9), and Johnson (5.6%) counties had the highest unemployment rates. All counties saw improvement from the previous year. The four counties that showed the largest improvement from 2012 to 2013 were Lincoln (-1.7%),

Table 1: Wyoming Labor Force and Unemployment Rate , 2007- 2013

Year	Labor Force	Employed	Unemployed	Unemployment Rate
2013	306,315	292,096	14,219	4.6
2012	305,606	289,102	16,504	5.4
2011	303,176	284,643	18,533	6.1
2010	302,192	280,897	21,295	7.0
2009	300,145	281,208	18,937	6.3
2008	296,174	286,991	9,183	3.1
2007	290,580	282,417	8,163	2.8

Source: Local Area Unemployment Statistics Program (http://doe.state.wy.us/LMI/laus.htm).

Laramie (-1.3%), Teton (-1.3), and Carbon (-1.0%). The counties that showed the least improvement in percentage point change were Sublette (-0.1%), Hot Springs (-0.1%), Niobrara (-0.3) and Johnson (-0.3%).

No county in Wyoming has returned to its pre-recession unemployment rate. Lincoln (3.4%), Teton (3.1%), and Sheridan (2.5%) counties, like last year, still show the greatest difference from their pre-recession unemployment rate. Lincoln and Teton counties were the two counties that saw the largest increase in their unemployment rates during the recession. Converse (0.7%), Niobrara (0.7%) and Platte (1.0%) counties are the closest to their pre-recession unemployment rates. All three counties saw lower increases to their unemployment rates during the recession.

For more information:
http://doe.state.wy.us/LMI/laus.htm

Table 2: **Percentage Point Changes in Unemployment Rate in Wyoming by County, 2007 to 2013 and 2012 to 2013**

County	Unemployment Rate 2007	Unemployment Rate 2013	2007-2013 Percentage Point Change	County	Unemployment Rate 2012	Unemployment Rate 2013	2012-2013 Percentage Point Change
Albany	2.4	4.0	1.6	Albany	4.7	4.0	-0.7
Big Horn	4.0	5.5	1.5	Big Horn	6.3	5.5	-0.8
Campbell	2.0	3.9	1.9	Campbell	4.3	3.9	-0.4
Carbon	2.8	4.5	1.7	Carbon	5.5	4.5	-1.0
Converse	2.8	3.5	0.7	Converse	4.2	3.5	-0.7
Crook	2.7	4.6	1.9	Crook	5.1	4.6	-0.5
Fremont	3.7	6.0	2.3	Fremont	6.6	6.0	-0.6
Goshen	3.2	4.8	1.6	Goshen	5.5	4.8	-0.7
Hot Springs	3.3	4.6	1.3	Hot Springs	4.7	4.6	-0.1
Johnson	3.3	5.6	2.3	Johnson	5.9	5.6	-0.3
Laramie	3.5	4.9	1.4	Laramie	6.2	4.9	-1.3
Lincoln	2.5	5.9	3.4	Lincoln	7.6	5.9	-1.7
Natrona	2.5	4.2	1.7	Natrona	4.9	4.2	-0.7
Niobrara	3.0	3.7	0.7	Niobrara	4.0	3.7	-0.3
Park	3.1	5.1	2.0	Park	5.8	5.1	-0.7
Platte	3.9	4.9	1.0	Platte	5.6	4.9	-0.7
Sheridan	2.8	5.3	2.5	Sheridan	6.1	5.3	-0.8
Sublette	1.4	3.6	2.2	Sublette	3.7	3.6	-0.1
Sweetwater	2.2	4.1	1.9	Sweetwater	4.6	4.1	-0.5
Teton	2.2	5.3	3.1	Teton	6.6	5.3	-1.3
Uinta	2.6	4.7	2.1	Uinta	5.1	4.7	-0.4
Washakie	3.4	5.0	1.6	Washakie	5.4	5.0	-0.4
Weston	3.1	4.3	1.2	Weston	5.0	4.3	-0.7
Wyoming	**2.8**	**4.6**	**1.8**	**Wyoming**	**5.4**	**4.6**	**-0.8**

Source: Local Area Unemployment Statistics Program (http://doe.state.wy.us/LMI/laus.htm). Revised March 26, 2014.

Occupational Fatalities in Wyoming Increase Slightly in 2012

by David Bullard, Senior Economist

The number of occupational fatalities in Wyoming rose from 32 in 2011 to 35 in 2012, an increase of three deaths (9.4%; see Figure 1). On average, from 1992-2012 there were 34 occupational fatalities each year. Variations in fatalities from year to year are to some extent the result of the random nature of work-related accidents. Furthermore, there is not always a direct relationship between workplace fatalities and workplace safety. For example, suicides and homicides that occur in the workplace are included as occupational fatalities. In other cases, a sudden illness may be nearly coincidental with an accident that results in a workplace fatality. Occupational fatalities are counted in the state where the injury occurred, not necessarily the state of residence or the state of death.

One of the most common causes of fatal occupational injuries is transportation accidents. In fact, from 2003-2012, more than three out of five occupational fatalities (60.2%) resulted from transportation accidents (see Figure 2). Transportation incidents include highway crashes as well as incidents involving aircraft and other vehicles.

Previous analysis by Research & Planning has shown that one factor influencing the number of occupational fatalities in Wyoming is change in overall employment in the state. When Wyoming's economy is strong and more people are working, the number of workplace fatalities tends to increase.

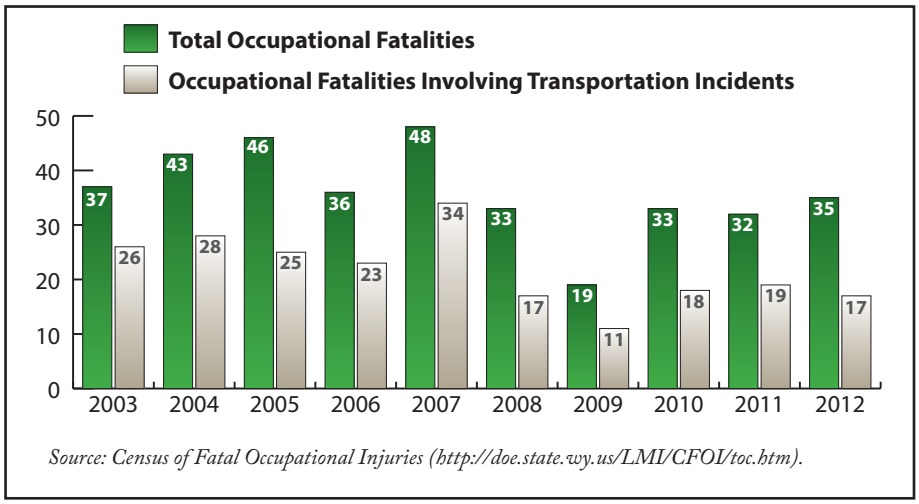


Figure 2: Wyoming Occupational Fatalities and Transportation Incidents, 2003-2012

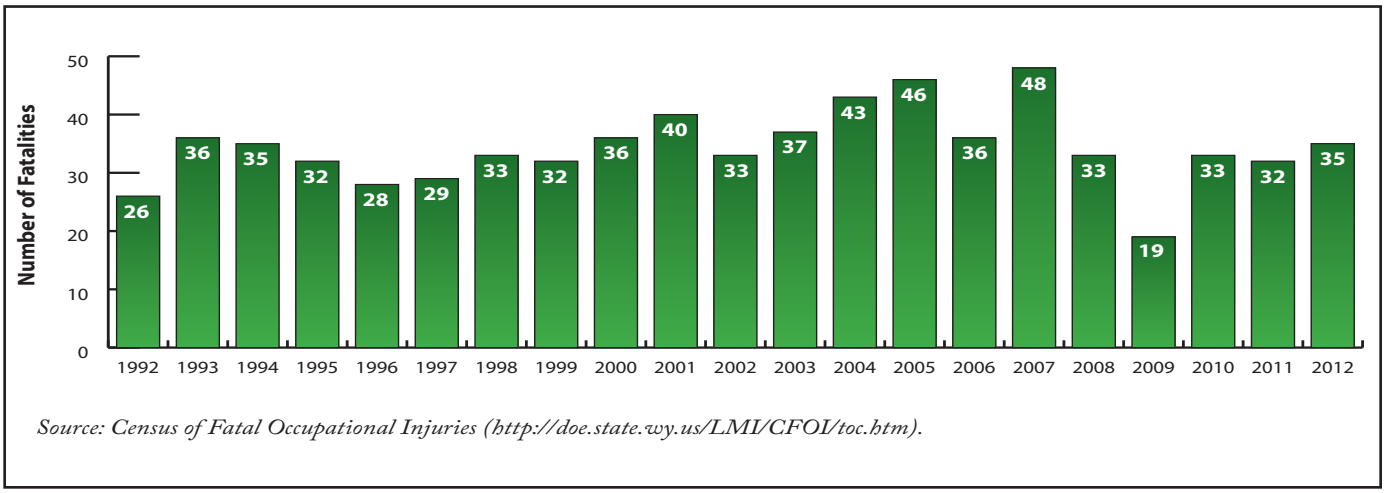


Figure 1: Wyoming Occupational Fatalities, 1992-2012

Vocational Rehabilitation: What Industries Employ Recent Program Participants?

by Patrick Manning,
Principal Economist

The goal of the Wyoming Department of Workforce Services' Vocational Rehabilitation Division is to aid people with disabilities in obtaining and retaining gainful employment.

The industries within which these participants achieved employment initially and over time can be identified by using Research & Planning's Wage Records Database. This information could be used to track retention rates with an employer or industry and wage changes as well.

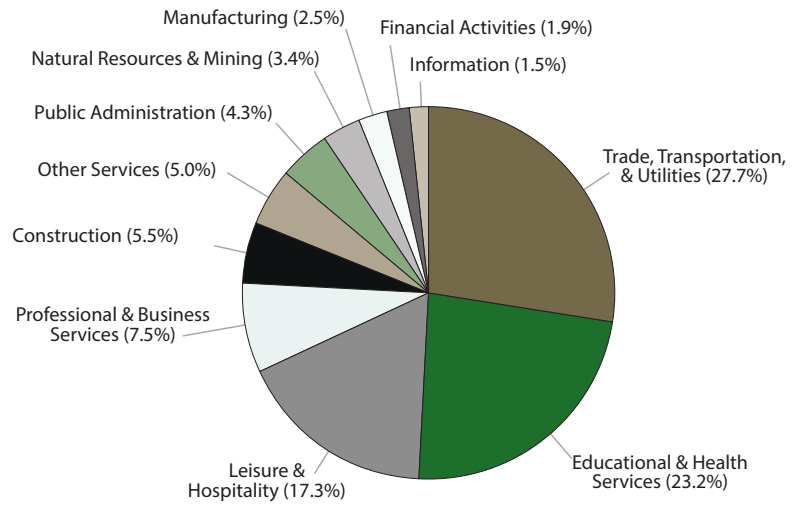
This database does not include self-employed workers, some domestic workers, or most agricultural workers on small farms. The Quarterly Census of Employment and Wages (from which this database is derived) covers 99.7% of all wage and salary civilian employment in the country. (BLS, 2014).

This article examines the distribution of industries in which participants were employed at the time of program exit. Data on participants with closure dates within the 2009-2013 program years were included in the analysis.

Table 1 shows the number of participants employed at program exit by program year. Over the five-year period, the program averaged 676 cases in which participants were employed at program exit. Approximately three-fourths of these participants were found in wage records for the quarter of the year in which they exited the program.

Table 1: **Vocational Rehabilitation Program Participants in Wyoming Employed at Program Exit by Program Year**

Program Year	Participants Employed at Exit	Participants Found in Wage Records	% Found in Wage Records
2009	705	502	71.2%
2010	639	446	69.8%
2011	660	487	73.8%
2012	678	519	76.5%
2013	698	525	75.2%
Total	**3,380**	**2,479**	**73.3%**



Note: Does not include participants for whom no wage records are found. Percentages do not total 100.0% due to rounding.

Figure 1: **Employment of Vocational Rehabilitation Participants in Wyoming by Industry, 2009 to 2013 Program Years**

Figure 1 displays the distribution of employment across industries over the five-year period. Trade, transportation, and utilities (27.7%) employed the most Vocational Rehabilitation participants over the five years, followed by educational & health services (23.2%). The

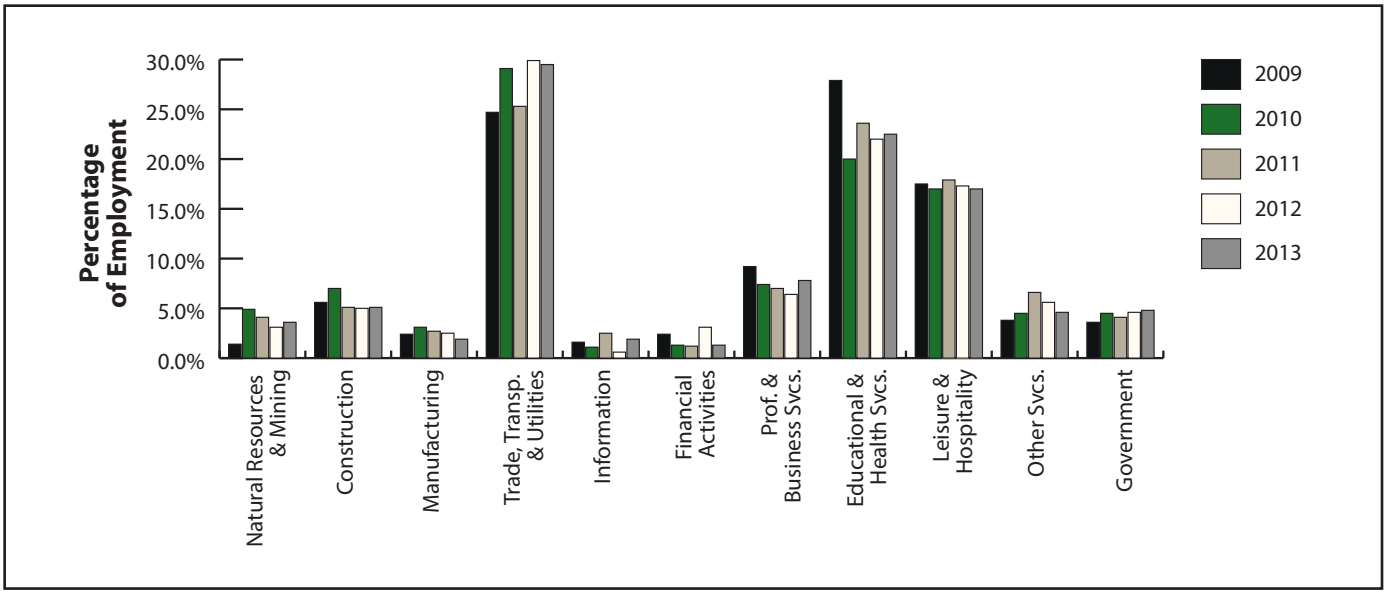


Figure 2: Distribution of Employment of Vocational Rehabilitation Program Participants by Industry and Year, 2009 to 2013 Program Years

distribution of employment has remained relatively unchanged over the five years (see Figure 2).

Future research efforts may include the examination of the duration of employment in these industries. Coupled with information regarding the impairment of a participant, training efforts may be strengthened by this additional information.

References

U.S. Bureau of Labor Statistics. (2014). Quarterly Census of Employment and Wages FAQ. Retrieved March 17, 2014 from http://www.bls.gov/cew/cewfaq.htm#Q19

iStockphoto/DavidAraas

New Hires in Wyoming by Educational Level

by Lisa Knapp, Senior Research Analyst

Since fourth quarter 2009 (2009Q4), the Research & Planning (R&P) section of the Wyoming Department of Workforce Services has conducted a New Hires Job Skills Survey. The purpose of this survey is to capture information about job positions that are filled in the state such as occupation, typical job duties, wages and benefits, license and certification requirements, and necessary job skills. A *new hire* is defined as an employee who, during a particular quarter, started working for an employer he or she had not worked for in the past.

The new hires job skills survey is sent to a random sample of employers each quarter. Since it began, R&P has attained at least a 70% response rate per quarter. For the estimates provided in this article, data from eight quarters (2011Q4 – 2013Q3) were used. For more information on the methodology used for this survey and the full statistical results, please visit http://doe.state.wy.us/LMI/newhires.htm.

For more information:
http://doe.state.wy.us/LMI/newhires.htm

This article compares new hires in jobs that typically require a high school diploma or less to those that typically require post-secondary education. For the purposes of this analysis, typical educational requirements were obtained from the O*Net Resource Center (http://www.onetcenter.org).

Table 1 contains selected characteristics for the five occupations in Wyoming with the largest number of new hires that typically require a high school diploma or less. The largest of these was cashiers (N = 11,332), followed by combined food preparation & serving workers, including fast food (N = 10,784), and truck drivers, heavy & tractor trailer (N = 8,605). While the median hourly wage for all jobs was $11.00 and the median hourly wage for all jobs typically requiring a high school diploma or

Table 1: **Selected Characteristics for the Five Occupations in Wyoming with the Largest Number of New Hires Typically Requiring a High School Diploma or Less, Fourth Quarter 2011 to Third Quarter 2013**

	Estimated N	Typical Education Required	Median Wage ($)	% Offered Health Insurance	% Offered Retirement Plans	% Offered Paid Time Off	% Still Employed After One Quarter
Cashiers	11,332	Less than High School Diploma	8.50	17.8	12.6	13.7	74.5
Combined Food Prep. & Serving Workers, Incl. Fast Food	10,784	Less than High School Diploma	8.00	19.1	12.0	14.7	63.3
Truck Drivers, Heavy & Tractor-Trailer	8,605	High School Diploma	18.00	52.0	37.3	39.7	76.9
Retail Salespersons	8,345	High School Diploma	9.00	26.7	17.2	19.7	77.4
Construction Laborers	7,948	High School Diploma	13.00	27.2	18.2	22.0	64.1
Subtotal, Occupations Requiring High School Diploma or Less	173,019	N/A	10.00	29.8	22.2	27.6	76.7
Total All Occupations	**218,308**	**N/A**	**11.00**	**34.5**	**26.3**	**32.3**	**77.4**

less was $10.00, only two of the largest five occupations in this category had a higher median hourly wage (truck drivers, heavy & tractor trailer, $18.00; and construction laborers, $13.00).

Benefits were offered to a smaller proportion of jobs requiring a high school diploma or less than to all jobs, combined. Of the five largest occupations, truck drivers, heavy & tractor trailer had the largest proportion of jobs offered health insurance (52.0%), retirement plans (37.3%), and paid time off (39.7%). Cashiers had the smallest proportion of jobs offered health insurance (17.8%) and paid time off (13.7%), while combined food preparation & serving workers, including fast food, had the smallest proportion of jobs that were offered retirement plans (12.0%).

The proportion of new hires still employed one quarter after this survey was conducted was slightly lower in occupations typically requiring a high school diploma or less (76.7%) than for all jobs (77.4%). Occupations with the smallest proportion of new hires still employed after one quarter included those working as combined food preparation & serving workers, including fast food (63.3%), and construction laborers (64.1%). In comparison, 77.4% of retail workers and 76.9% of truck drivers, heavy & tractor trailer, were still employed one quarter after the date of the survey.

Table 2 contains the same selected characteristics for jobs requiring at least some post-secondary education. The five largest occupations in this category include operating engineers and other construction equipment

Table 2: Selected Characteristics for the Five Occupations in Wyoming with the Largest Number of New Hires Typically Requiring at Least Some Post-Secondary Education, Fourth Quarter 2011 to Third Quarter 2013

	Estimated N	Typical Education Required	Median Wage ($)	% Offered Health Insurance	% Offered Retirement Plans	% Offered Paid Time Off	% Still Employed After One Quarter
Operating Engineers & Other Construction Equipment Operators	3,316	Post-Secondary Technical Training	19.81	44.3	30.1	28.3	81.2
Electricians	2,662	Post-Secondary Technical Training	25.00	64.4	45.0	42.0	71.8
Welders, Cutters, Solderers, & Brazers	2,621	Post-Secondary Technical Training	18.00	46.4	23.7	31.4	70.6
Maintenance & Repair Workers, General	2,075	Post-Secondary Technical Training	12.69	50.1	45.2	48.4	85.7
General & Operations Managers	1,869	Associate's Degree	28.85	70.3	54.3	67.8	95.2
Subtotal, Occupations Requiring at Least Some Post-Secondary Education	45,277	N/A	18.00	52.8	42.4	50.3	85.2
Total, All Occupations	**218,308**	**N/A**	**11.00**	**34.5**	**26.3**	**32.3**	**77.4**

operators (N = 3,316), electricians (N = 2,662), and welders, cutters, solderers, & brazers (N = 2,621). The median hourly wage for all jobs typically requiring some post-secondary education was higher ($18.00) than for all jobs combined ($11.00). Workers in three of the five occupations had a median hourly wage that was higher than that for all jobs requiring some post-secondary education: operating engineers & other construction equipment operators ($19.81), electricians ($25.00), and general & operations managers ($28.85).

The largest proportion of new hire jobs offered benefits were among general & operations managers where 70.3% were offered health insurance, 54.3% were offered retirement plans, and 67.8% were offered paid time off. Health insurance was offered to 64.4% of electricians and 50.1% of maintenance & repair workers, general, while retirement plans were offered to 45.2% of maintenance and repair workers, general, but only 23.7% of welders, cutters, solderers, and brazers. Paid time off was offered to 42.0% of electricians and 28.3% of operating engineers & other construction equipment operators.

The proportion of new hires still employed one quarter after the survey was conducted was 85.2% for jobs requiring at least some post-secondary education, compared to 77.4% for all jobs combined. The largest proportion of new hires still employed after one quarter were working as general and operations managers (95.2%), maintenance and repair workers, general (85.7%), and operating engineers and other construction equipment operators (81.2%).

iStockphoto/RPBIRDMAN

Jobs With Access to Benefits in Wyoming

by Lisa Knapp, Senior Research Analyst

The Wyoming Benefits Survey provides important insight into changes in the state's economy by allowing benefit offerings to be measured using a standardized methodology, revealing trends in benefits by full- or part-time status, employer size, industry, and other characteristics.

Figure 1 shows the eight-quarter moving averages for the proportion of Wyoming jobs offered selected benefits between fourth quarter 2008 (2008Q4) and third quarter 2013 (2013Q3). Medical insurance and retirement plans were the benefits offered to the largest proportion of employees and, although the proportion of jobs offered these benefits increased and decreased slightly over time, the overall proportions did not change at the end of this five-year timeframe. In both 2008Q4 and 2013Q3 the proportion of jobs offered medical insurance was 66.5%, while in 2008Q4 the proportion of jobs offered a retirement plan was 66.4% compared to 65.4% in 2013Q3.

Similarly, the proportion of jobs that were offered paid vacation leave remained relatively steady over time, with 60.3% of jobs offered the benefit in 2008Q4 compared to 59.9% in 2013Q3. However, there was an increase in the proportion of jobs that were offered paid sick leave during this time. In 2008Q4, 35.2% of jobs were offered the benefit but in 2013Q3 the benefit was offered to 40.6% of jobs.

Figure 2 (see page 22) contains the proportion of jobs that were offered selected benefits in 2013Q3 by sub-state region. Health insurance was offered to the largest proportion of jobs in all regions while paid sick leave was offered to the smallest proportion of jobs. The Cheyenne Metropolitan Statistical Area (MSA) had the largest proportion of jobs that were offered these benefits, with 62.7% of jobs offered medical insurance, 61.6% offered retirement plans, 55.1% offered paid vacation leave, and 39.9% offered paid sick leave. In comparison, the Central-Southeast region of the state had the smallest

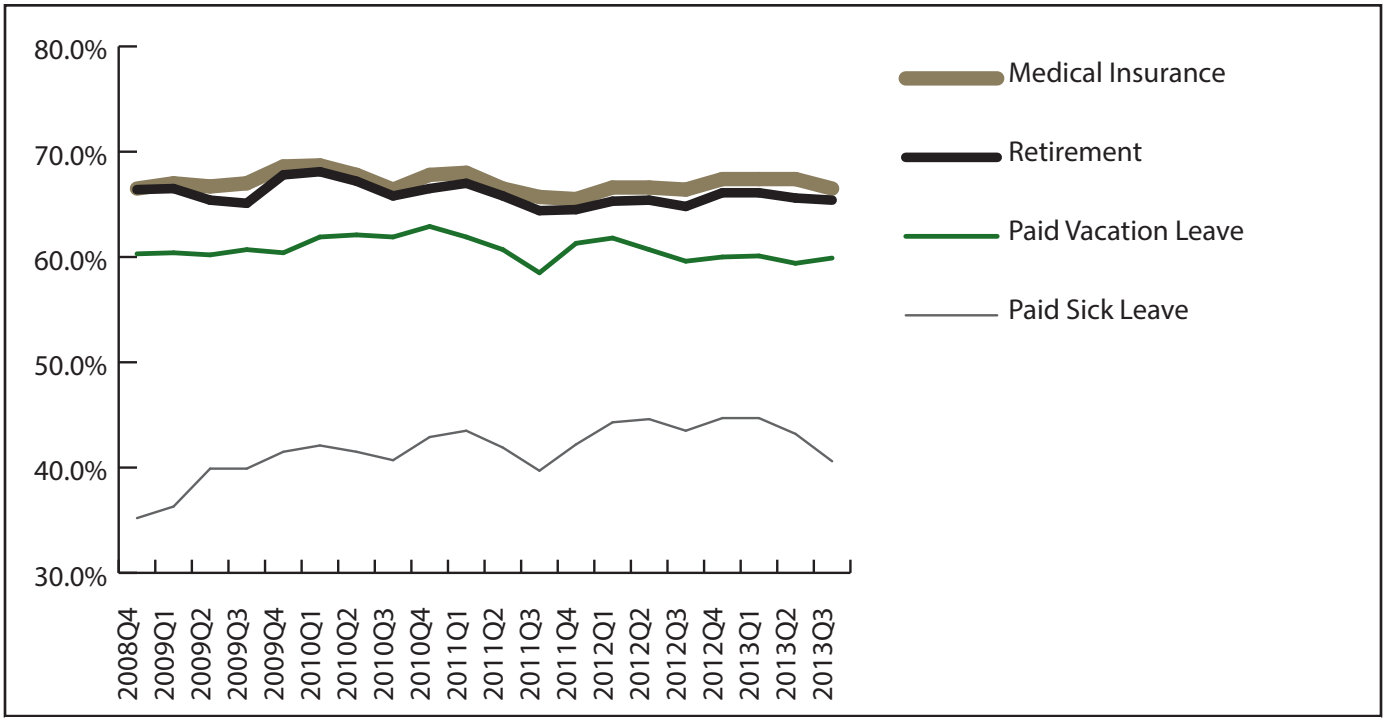


Figure 1: Percentage of Jobs in Wyoming Offered Selected Benefits by Quarter, Eight-Quarter Moving Average, 2008Q4-2013Q3

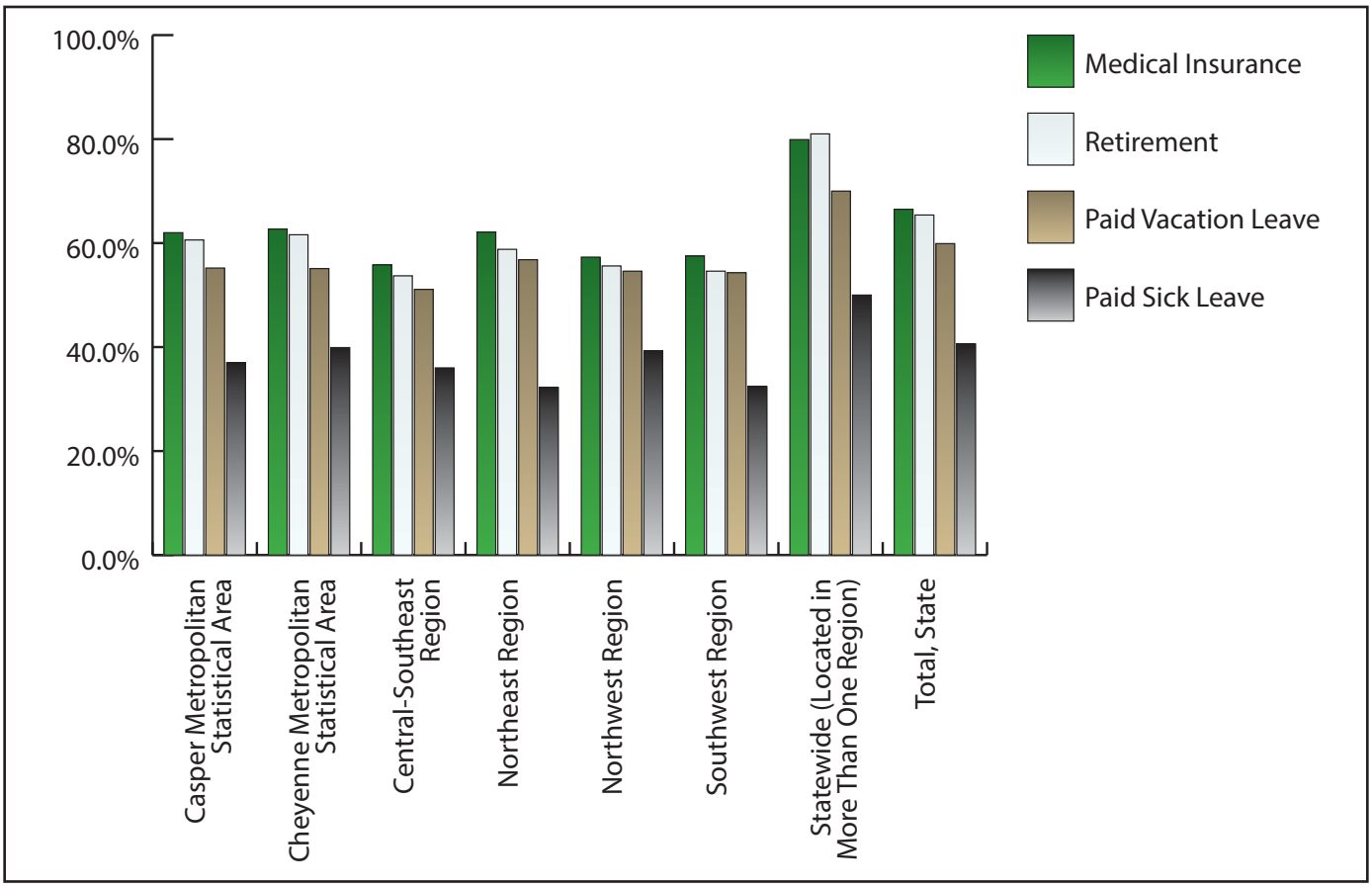


Figure 2: Percentage of Jobs in Wyoming Offered Selected Benefits by Region, 2013Q3

proportion of jobs that were offered most of these benefits. Approximately 55.8% of these jobs were offered medical insurance, 53.7% were offered retirement plans, 51.1% were offered paid vacation time, and 36.0% were offered paid sick leave. The statewide category in Figure 2 refers to larger employers that have work locations in multiple areas of the state. The proportion of jobs offered benefits was largest in this category, with 79.9% of jobs offered medical insurance, 81.0% offered retirement plans, 70.0% offered paid vacation leave, and 50.0% offered paid sick leave.

iStockphoto/RiverNorthPhotography

Unemployment Insurance Benefits Show Recovery Slowed in 2013

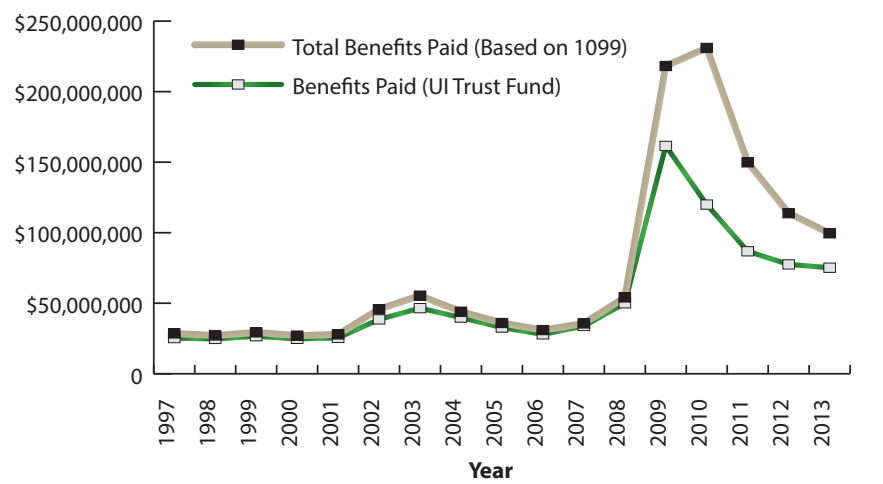
By: Sherry Wen, Principal Economist

The number of total Unemployment Insurance (UI) benefits expenses and UI recipients decreased in 2013 from the previous year, but the reductions in percentages were much smaller than in the previous two years. Both of these UI statistics were still at least twice their pre-recession averages from 1997 to 2007.

After the most recent economic recession, Wyoming's UI covered employment showed a consecutive 12-quarter increase from 2010Q4 to 2013Q3 (the most recent available data via the Quarterly Census of Employment and Wages) — slow but steady growth. The over-the-year quarterly growth of employment in 2013 averaged only 0.3%, much flatter than 2012's average growth rate of 1.4%. Wyoming's unemployment rate by the end of the year dropped to 4.4% from 4.9% a year earlier. This article examines some of the unemployment insurance statistics for a better understanding of Wyoming's economy.

Statewide UI Benefit Expenses

In 2013, the Wyoming Department of Workforce Services, UI Division, paid a total of $99.6 million in UI benefits to unemployed workers. This is a 12.5% decrease from the previous year's level ($113.8 million), but more than triple the average in pre-recession normal years ($30.3 million), and the fifth highest since 1997 (when comparable data were first available; see Figure 1). Among the total benefits paid, nearly one-fourth (24.5%) were paid by the federal Emergency Unemployment Compensation (EUC) funds and other reimbursable UI programs (such as the Federal UI program that provides benefits to federal employees). The other three-fourths (75.5%, or $75.1 million) were from the state UI trust fund and paid to Wyoming-liable claimants as regular UI benefits. Regular UI benefit expenses only decreased by 3.0% from 2012's level ($77.5 million), much smaller than the past three years (-25.7% in 2010, -27.6% in 2011, and -10.7% in 2012). The annual average UI benefits paid from the state UI Trust Fund for the pre-recession normal years was $27.7 million. In sum, Wyoming's UI program has experienced a continued reduction in UI benefit expenses from 2010 to 2013. However, the speed of the recovery was slower in 2013, and the benefit expenses level was still much higher than the pre-recession's normal average.



Source: Wyoming Department of Workforce Services, Research & Planning, administrative data.

Figure 1: Wyoming Unemployment Insurance Benefits Paid, 1997 - 2013

Industry Distribution of UI Benefit Expenses

Nearly one-third (30.1% or $30.01 million, see Figure 2, page 24, and Table 1, page 26) of the total UI benefits in 2013 were paid to those who worked in the construction industry. Those from the accommodation & food services industry collected 9.8% or $9.6 million, followed by those from the

mining industry with 8.5% or $8.4 million. In comparison with 2012, in which all industries except mining experienced double-digit decreases in UI benefit expenses from the previous year, 11 of 21 industries had double-digit decreases in 2013. Of the other industries, two increased UI benefit expenses in 2013, six decreased less than 5%, and two decreased less than 10%. This mixed picture indicates that Wyoming industries were facing different economic changes in 2013.

UI Benefit Recipients and Exhaustees

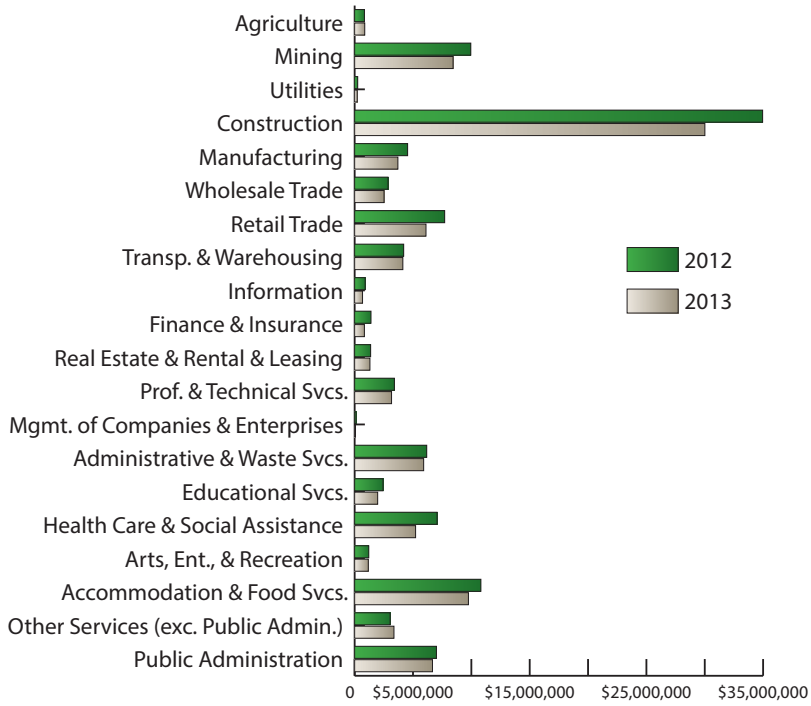
Figure 3 (see page 25) shows the historical trends of Wyoming UI benefit recipients, exhaustees, and exhaustion rates from 1997 to 2013. Statewide, a total of 23,854 unemployed workers received UI benefits in 2013, down 6.9% from the previous year's level (25,617 recipients in 2012). This also marked four years of continued decreases since the peak year of 2009 in which 37,251 unemployed workers received UI benefits. This indicates that the state's economy has been gradually improving with fewer layoffs each year. There were also fewer UI recipients who exhausted their eligible regular UI benefits: a total of 6,098 UI exhaustees in 2013 compared with 6,725 exhaustees in 2012, a 9.3% decrease.

Compared with the pre-recession normal years' annual average (14,927 UI recipients and 2,984 exhaustees), 2013's data was still 59.8% higher than the normal UI recipients' level and more than double the normal level of exhaustees.

Out-of state UI recipients made nearly one fourth (23.6%) of the total UI recipients in Wyoming in 2013 (see Figure 4, page 25). Laramie, Natrona, and Fremont were the top three counties with the largest share of UI recipients, with 11.9%, 11.4%, and 6.5%, respectively. Six counties had more UI recipients in 2013 than in 2012, while only one in 2012 experienced an increase. The other 11 counties continued to have fewer UI recipients than in the previous year.

The exhaustion rate is the number of exhaustees divided by the number of UI recipients in the year. It indicates the difficulty unemployed workers face in finding new jobs and usually is higher during economic downturns. The statewide UI exhaustion rate dropped to 25.6% in 2013 from 26.3% in 2012. It was 35.8% in 2010, the highest since 1997. The pre-recession normal year average was 20%.

Six industries in the state sent the same number or more unemployed workers to collect UI benefits in 2013 than in 2012 (see Table 2, page 27) while all other industries experienced a decline in UI recipients. The nonclassified group had the largest increase, 55.8%, followed by other services (14.8%), public administration (10.5%), and manufacturing (9.1%). Utilities and management of companies & enterprises had the same number of recipients as they had a year earlier.



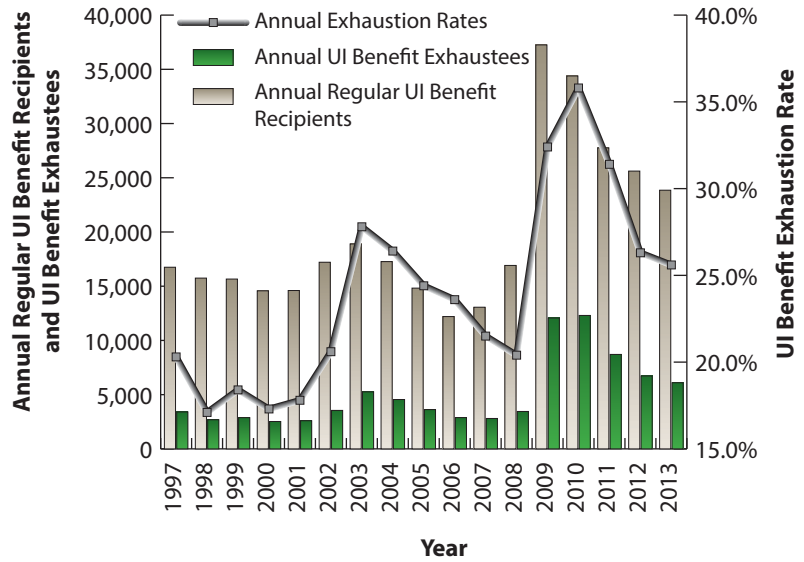
Source: Wyoming Department of Workforce Services, Research & Planning, administrative data.

Figure 2: Unemployment Insurance Benefits in Wyoming by Industry Supersector, 2012 and 2013

In 2012, every industry showed a decrease in the UI benefit exhaustion rate compared with the previous year, but in 2013, nine industries showed an increase. This might indicate that the re-employment opportunities in 2013 in some industries had no improvement or were somewhat worse than in 2012.

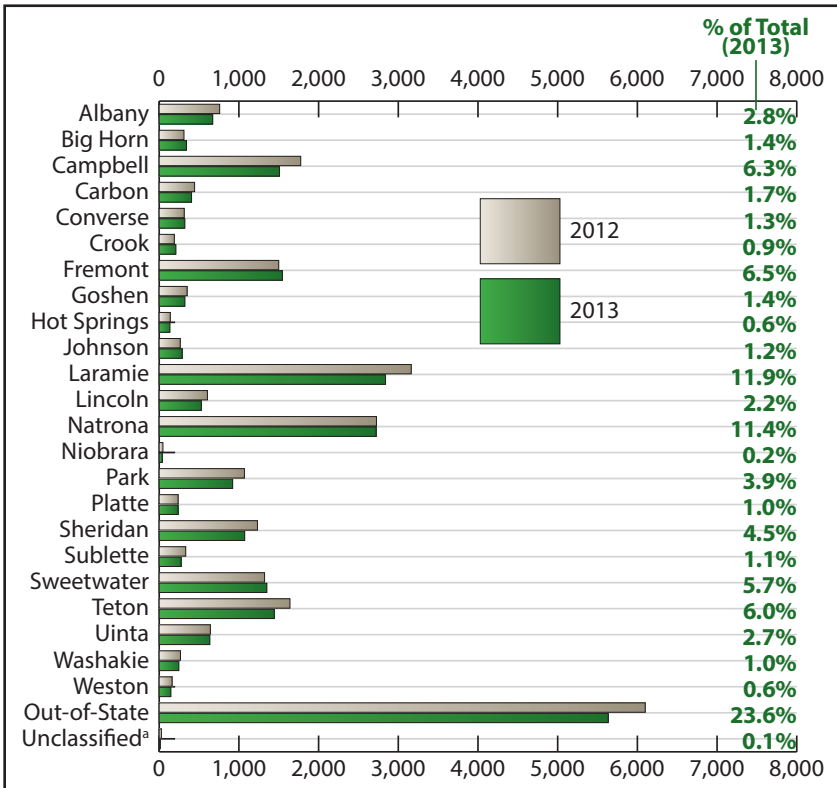
Agriculture had the highest exhaustion rate (34.7%) in 2013, followed by educational services (34.4%), nonclassified (34.4%), and information (34.1%). A little more than one-third of the unemployed workers from these four industries had exhausted UI benefits before getting re-employed. The high exhaustion rates for some industries such as agriculture and educational services may have been directly related with industry seasonality. Utilities had the lowest exhaustion rate (17.9%).

Table 3 (see page 28) shows demographic data on UI recipients and the relationship with UI exhaustion rates. For example, the data show that the older the worker, the higher the exhaustion rate, which indicates that, in general, older unemployed workers had more difficulty finding re-employment than younger individuals in Wyoming. Females were more likely to exhaust their UI benefits than were males. The table also shows that the higher wages an individual made before layoff, the lower the UI exhaustion rate. A higher pre-layoff wage would also make an individual qualify for more weeks of UI benefits. As a result, more weeks of eligibility for UI benefits were also linked with a lower exhaustion



Source: Wyoming Department of Workforce Services, Research & Planning, administrative data. See http://doe.state.wy.us/LMI/ui/table2.htm.

Figure 3: Unemployment Insurance (UI) Benefit Recipients, Exhaustees, and Exhaustion Rate in Wyoming, 1997 to 2013



Source: Wyoming Department of Workforce Services, Research & Planning, administrative data. See http://doe.state.wy.us/LMI/ui/table4.htm.
[a]The employer may be located statewide or in more than one county.

Figure 4: Unemployment Insurance Recipients in Wyoming by County, 2012 and 2013

Table 1: **Unemployment Insurance Benefits in Wyoming by Industry Supersector, 2012 to 2013**

Industry	2012	2013	Column Percentage	2012 - 2013 Change $	%
Agriculture	$837,876	$865,341	0.9%	$27,465	3.3%
Mining	9,952,552	8,431,724	8.5%	-1,520,828	-15.3%
Utilities	261,987	219,988	0.2%	-41,999	-16.0%
Construction	34,958,508	30,010,567	30.1%	-4,947,941	-14.2%
Manufacturing	4,538,186	3,705,644	3.7%	-832,542	-18.3%
Wholesale Trade	2,860,217	2,517,129	2.5%	-343,088	-12.0%
Retail Trade	7,713,204	6,113,475	6.1%	-1,599,729	-20.7%
Transportation & Warehousing	4,201,197	4,129,781	4.1%	-71,416	-1.7%
Information	899,796	675,370	0.7%	-224,426	-24.9%
Finance & Insurance	1,400,361	833,746	0.8%	-566,615	-40.5%
Real Estate & Rental & Leasing	1,369,603	1,309,383	1.3%	-60,220	-4.4%
Professional & Technical Services	3,403,020	3,161,380	3.2%	-241,640	-7.1%
Mgmt. of Companies & Enterprises	119,646	69,738	0.1%	-49,908	-41.7%
Administrative & Waste Services	6,175,517	5,913,490	5.9%	-262,027	-4.2%
Educational Services	2,430,403	1,972,916	2.0%	-457,487	-18.8%
Health Care & Social Assistance	7,061,775	5,222,037	5.2%	-1,839,738	-26.1%
Arts, Entertainment, & Recreation	1,210,098	1,169,055	1.2%	-41,043	-3.4%
Accommodation & Food Services	10,817,417	9,749,762	9.8%	-1,067,655	-9.9%
Other Services	3,040,739	3,369,122	3.4%	328,383	10.8%
Public Administration	7,005,874	6,669,364	6.7%	-336,510	-4.8%
Nonclassified[a]	3,567,207	3,458,415	3.5%	-108,792	-3.0%
Total	**$113,825,183**	**$99,567,427**	**100.0%**	**$-14,257,756**	**-12.5%**

[a]*Nonclassified: Includes establishments not classified by the other major industries.*
Source: Wyoming Department of Workforce Services, Research & Planning, administrative data.

Did You Know?

The Department of Workforce Services' Unemployment Insurance Program pays temporary benefits to workers who have lost their jobs through no fault of their own. In order to access this program, those workers need to be looking for work and meet certain requirements.

rate. The only exception was the group with fewest weeks (0 to 9 weeks) of eligible UI benefits, which showed an exhaustion rate of zero. Individuals in this group may have had much higher pressure to find jobs quickly and could have been willing to take any jobs they could get.

In sum, statewide UI benefit expenses and the number of UI recipients decreased in 2013, which indicate that fewer layoffs happened statewide compared with the previous year, and that Wyoming's economy continues to improve from the most recent recession. However, the speed of the recovery slowed in 2013 compared with 2012. This is consistent with the UI-covered employment trend, which had much flatter growth in 2013 than a year before. Some industries even sent more unemployed workers to collect UI benefits in 2013 than in 2012. The level of UI benefit expenses and the number of UI recipients were still much higher than the average in the pre-recession years of 1997 to 2007.

Table 2: **Unemployment Insurance (UI) Recipients and Benefit Exhaustion Rates in Wyoming by Industry, 2012 and 2013**

	UI Recipients		Change		UI Exhaustion Rate	
Industry	**2012**	**2013**	**Number**	**Percent**	**2012**	**2013**
Agriculture	223	196	-27	-12.1%	32.3%	34.7%
Mining	2,022	1,911	-111	-5.5%	21.8%	23.4%
Utilities	39	39	0	0.0%	25.6%	17.9%
Construction	7,535	6,918	-617	-8.2%	24.9%	22.3%
Manufacturing	923	1,007	84	9.1%	26.9%	23.0%
Wholesale Trade	1,060	771	-289	-27.3%	13.8%	19.1%
Retail Trade	1,735	1,436	-299	-17.2%	31.8%	31.5%
Transportation & Warehousing	940	883	-57	-6.1%	23.9%	24.0%
Information	154	132	-22	-14.3%	29.9%	34.1%
Finance & Insurance	243	206	-37	-15.2%	31.7%	30.1%
Real Estate & Rental & Leasing	291	265	-26	-8.9%	29.9%	31.7%
Professional & Technical Services	639	636	-3	-0.5%	27.7%	27.4%
Mgmt.of Companies & Enterprises	16	16	0	0.0%	43.8%	25.0%
Administrative & Waste Services	1,430	1,322	-108	-7.6%	32.7%	30.2%
Educational Services	410	389	-21	-5.1%	36.1%	34.4%
Health Care & Social Assistance	1,427	1,265	-162	-11.4%	29.1%	29.3%
Arts, Entertainment, & Recreation	314	288	-26	-8.3%	36.6%	27.8%
Accommodation & Food Services	3,773	3,267	-506	-13.4%	23.5%	23.1%
Other Services (exc. Public Admin.)	670	769	99	14.8%	25.7%	30.2%
Public Administration	1,377	1,521	144	10.5%	32.6%	29.0%
Nonclassified[a]	396	617	221	55.8%	26.3%	34.4%
Total	**25,617**	**23,854**	**-1,763**	**-6.9%**	**26.3%**	**25.6%**

[a]Nonclassified: Includes establishments not classified by the other major industries.
Source: Wyoming Department of Workforce Services, Research & Planning, administrative data.

iStockphoto/MORFOUS

iStockphoto/MARKMORTENSEN

Table 3: **Unemployment Insurance (UI) Recipients, Exhaustees, and Exhaustion Rates in Wyoming by Age, Gender, Wage, and Weeks of UI Eligibility, 2012 and 2013**

		2012			2013		
Category		**UI Benefit Recipients**	**UI Benefit Exhaustees**	**Exhaustion Rate**	**UI Benefit Recipients**	**UI Benefit Exhaustees**	**Exhaustion Rate**
Age Group	16-24	2,439	469	19.2%	2,097	407	19.4%
	25-34	6,943	1,540	22.2%	6,365	1,416	22.2%
	35-44	5,232	1,280	24.5%	4,870	1,137	23.3%
	45-54	5,778	1,678	29.0%	5,231	1,416	27.1%
	55-64	4,139	1,301	31.4%	4,151	1,242	29.9%
	65+	1,085	457	42.1%	1,140	480	42.1%
	Unknown	1	0	0.0%	0	0	0.0%
Gender	Male	17,581	4,233	24.1%	16,569	3,870	23.4%
	Female	8,036	2,492	31.0%	7,285	2,228	30.6%
Total Base Period Wages	$0 - $9,999	3,209	1,057	32.9%	2,658	831	31.3%
	$10,000 - $19,999	6,285	2,138	34.0%	5,391	1,769	32.8%
	$20,000 - $29,999	5,280	1,564	29.6%	4,773	1,391	29.1%
	$30,000 - $39,999	3,857	824	21.4%	3,747	881	23.5%
	$40,000 - $49,999	2,667	487	18.3%	2,726	528	19.4%
	$50,000 - $59,999	1,652	266	16.1%	1,755	288	16.4%
	$60,000+	2,667	389	14.6%	2,804	410	14.6%
Weeks Eligible for Benefit	0 - 9	217	0	0.0%	186	0	0.0%
	10 - 14	4,852	2,191	45.2%	3,973	1,727	43.5%
	15 - 19	6,221	1,863	29.9%	5,609	1,642	29.3%
	20 - 25	8,118	1,462	18.0%	7,885	1,444	18.3%
	Maximum = 26	6,080	1,209	19.9%	6,087	1,285	21.1%
	Unknown	129	0	0.0%	114	0	0.0%
Total		**25,617**	**6,725**	**26.3%**	**23,854**	**6,098**	**25.6%**

Source: Wyoming Department of Workforce Services, Research & Planning, administrative data.

Nonresident Employment Nears Historic Levels

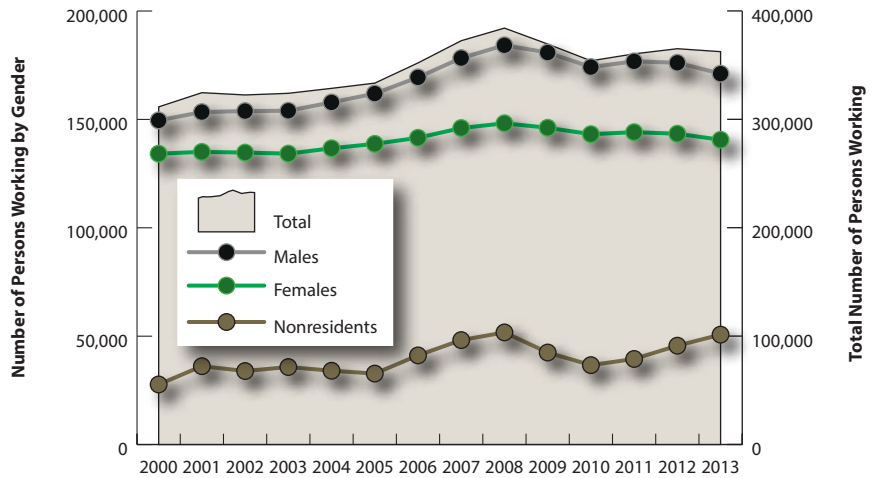
Michael Moore, Research Analyst

In 2013, the numbers of resident males and females employed at any time in Wyoming dropped to their lowest levels in several years (see Figure 1).

As Table 1 shows, there were 140,596 resident females employed at any time in Wyoming in 2013, down from 143,397 in 2012 (-2,801, or -2.0%). The decline in resident males employed at any time was even more substantial, from 176,129 in 2012 to 171,106 in 2013 (-5,023, or -2.9%). The last time fewer resident females were employed in Wyoming was 2005 (138,721); the last time there were fewer resident males employed was 2006 (169,395).

The decline in the total number of persons employed in Wyoming at any time was less pronounced, from 365,144 in 2012 to 362,418 (-2,726, or -0.7%). This is due to the third consecutive over-the-year increase of nonresidents working in Wyoming. Nonresidents are defined as "individuals without a Wyoming-issued driver's license or at least four quarters of work history in Wyoming" (Jones, 2002). From 2012 to 2013, the total number of nonresidents working at any time increased from 45,618 to 50,716 (5,098, or 11.2%).

Wyoming's total employment peaked in 2008, the final year of a rapid economic expansion that began in 2005. In 2009 and 2010, the state entered an economic downturn as



Source: Earnings in Wyoming by County, Industry, Age and Gender, 2000–2013. See http://doe.state.wy.us/LMI/earnings_tables/2014/index.htm.

Figure 1: Total Number of Persons Working in Wyoming at Any Time by Gender, 2000-2013

Table 1: Total Number of Persons Working in Wyoming at Any Time, 2000-2013

Year		Resident Females	Resident Males	Subtotal, All WY Residents	Nonresidents	Total
2000		134,198	149,540	283,738	27,731	311,469
2001		135,025	153,388	288,413	36,157	324,570
2002		134,692	153,841	288,533	33,935	322,468
2003		134,220	153,996	288,216	35,771	323,987
2004		136,676	157,839	294,515	34,060	328,575
2005		138,721	161,922	300,643	32,747	333,390
2006		141,516	169,395	310,911	41,129	352,040
2007		146,015	178,300	324,315	48,201	372,516
2008		148,220	184,202	332,422	51,735	384,157
2009		146,144	180,843	326,987	42,461	369,448
2010		143,188	174,142	317,330	36,649	353,979
2011		144,111	176,786	320,897	39,489	360,386
2012		143,397	176,129	319,526	45,618	365,144
2013		140,596	171,106	311,702	50,716	362,418
Change, 2008-2013	N	-7,624	-13,096	-20,720	-1,019	-21,739
	%	-5.1%	-7.1%	-6.2%	-2.0%	-5.7%

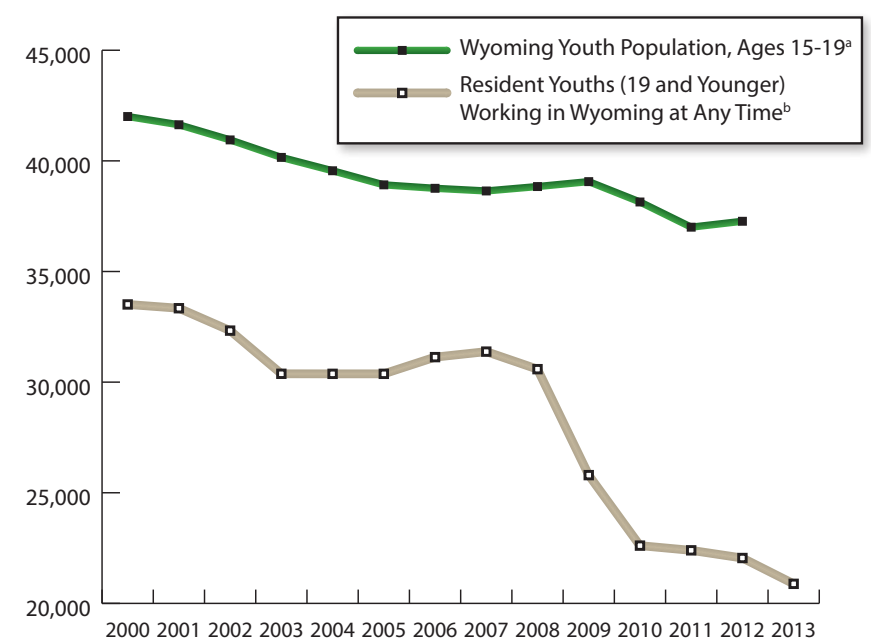
Source: Earnings in Wyoming by County, Industry, Age and Gender, 2000–2013 (http://doe.state.wy.us/LMI/earnings_tables/2014/index.htm).

Wyoming shed jobs. While resident employment is still far below 2008 levels, the total number of nonresidents working in Wyoming at any time in 2013 was very close to 2008's level, a historic high. By 2013, the total number of persons working in Wyoming at any time was still 5.7% less than in 2008; the number of females working in 2013 was down 5.1%, and the number of males was down 7.1%. By comparison, the number of nonresidents working in Wyoming at any time in 2013 was down 2.0% from 2008.

Youth Employment Declines

The decline in the number of resident youths employed in Wyoming at any time has been the focus of a series of articles from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services (Moore, 2013). *Resident youths* are defined as those individuals between the ages of 16 and 19 who possess a Wyoming driver's license.

According to population estimates from the U.S. Census Bureau, Wyoming's population of individuals age 15-19 declined from 42,004 in 2000 to 37,270 in 2012, the most recent year for which population estimates were available at the time of this publication (U.S. Census Bureau, 2013). During that same period, the number of resident youths employed in Wyoming at any time decreased at a much greater rate, from 33,511 in 2000 to 22,051 in 2012 (-11,460, or -34.2%). The number of employed resident youths dropped to 20,884 in 2013 (see Figure 2).



[a]*Source: U.S. Census Bureau, Population Division (2012).*
[b]*Source: Wyoming Department of Workforce Services, Research & Planning, (2013).*

Figure 2: Estimated Population of Those Ages 15-19, 2000-2012, and Total Number of Resident Youths (Ages 19 and Younger) Employed at Any Time in Wyoming, 2000-2013

The decline in youth employment may be linked to the state's demographics and the economic downturn that occurred after 2008. The increase in older workers and nonresidents may indicate that youths are competing for jobs with other segments of the population. Additionally, the number of youths obtaining a Wyoming driver's license has declined substantially since 2008.

This disappearance of resident youths from the labor market, along with possible causes and consequences, is an ongoing area of study for R&P. Two articles were published on this topic in 2013 in *Wyoming Labor Force Trends*, and at least two more will be published in *Trends* in 2014.

References

Jones, S. (2002). Defining residency for the Wyoming workforce. *Wyoming Labor Force Trends, 39*(11). Retrieved May 23, 2013, from http://doe.state.wy.us/LMI/1102/a1.htm

Moore, M. (2013). Youths and nonresidents in Wyoming's labor force, part 1: How it works and why it matters. *Wyoming Labor Force Trends, 50*(6). Retrieved April 7, 2014, from http://doe.state.wy.us/LMI/trends/0613/a1.htm

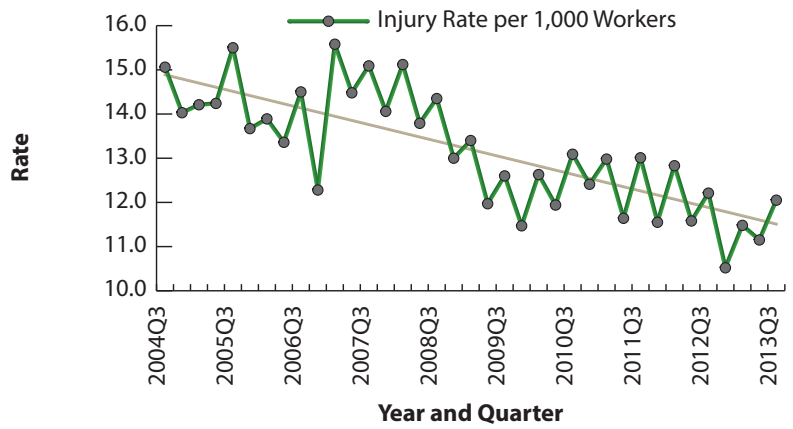
U.S. Census Bureau. (2014). Population estimates. Retrieved April 7, 2014, from http://www.census.gov/popest/data/index.html

Workers' Compensation Claims Continue Downward Trend in Wyoming

Patrick Manning, Principal Economist

From 2004Q3 to 2013Q3, the rate of workers' compensation claims continued to trend downward (see Figure 1). The highest rate of injury was 15.6 per 1,000 workers, in 2007Q1. In 2012Q4, the injury rate dropped below 11 injuries per 1,000 workers (10.5) for the first time in the last decade. The overall injury rate over the time period was 13.2 injuries per 1,000 workers.

Table 1 (see page 32) shows the rate of injury by industry



Source: Wyoming Workers' Compensation Claimant Database.

Figure 1: Rate of Injury per 1,000 Workers in Wyoming, 2004Q3 to 2013Q3

iStockphoto/PhilAugustavo

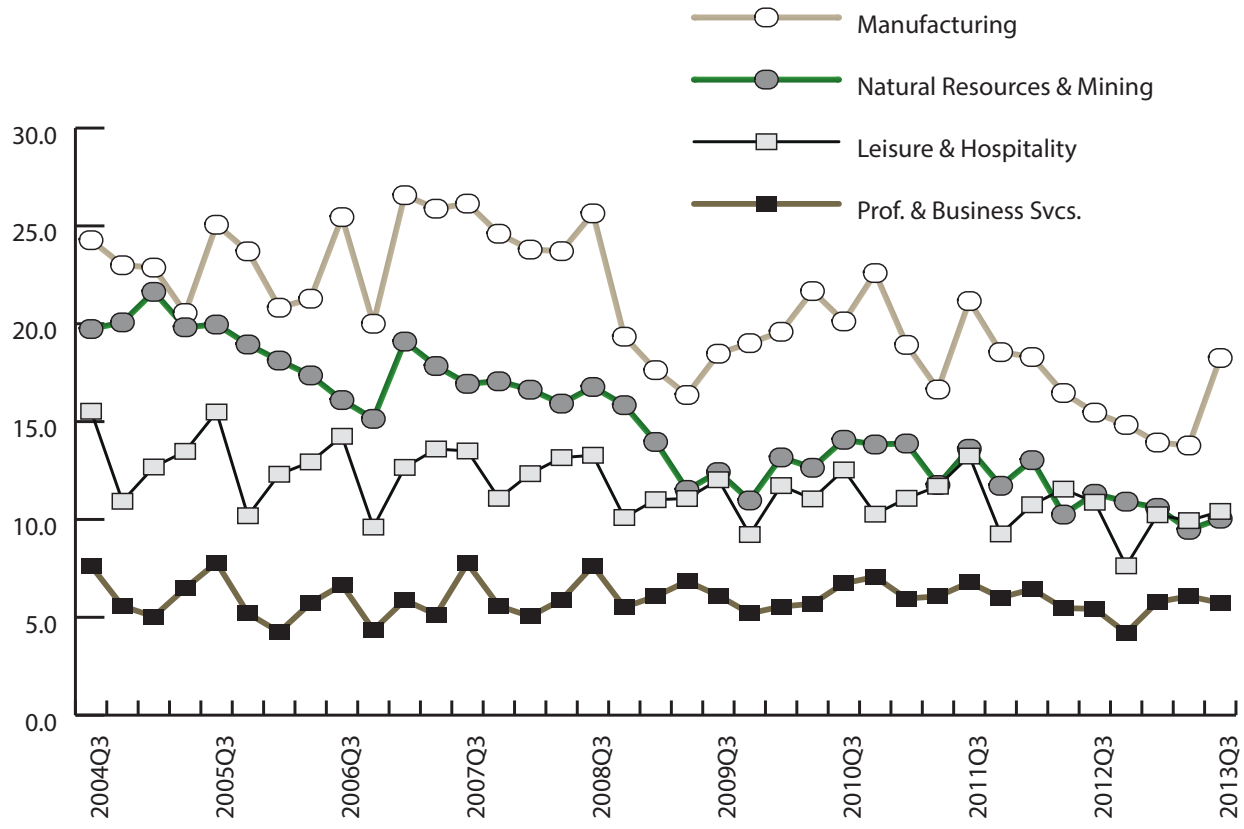
from 2004Q3 to 2013Q3. The manufacturing industry experienced the most injuries per 1,000 workers at 19.9, while the financial activities sector had the lowest average of 4.8.

Figure 2 shows the injury rate of selected industries by year and quarter. In addition to having the highest injury rate, the manufacturing sector also experienced the most variation over time, while professional & business services demonstrated the least.

Figure 3 (see page 33) displays the top five injuries from 2004Q3

Table 1: Average Rate of Workers' Compensation Injuries per 1,000 Workers in Wyoming, 2004Q3 to 2013Q3

NAICS Group	Average Rate of Injury per 1,000 Workers	Average Employment
Manufacturing	19.9	13,775
Construction	17.2	24,186
Natural Resources & Mining	15.5	26,355
Other Services	12.3	10,567
Trade, Transportation, & Utilities	11.2	47,836
Leisure & Hospitality	11.9	33,603
Education & Health Services	10.3	52,013
Public Administration	6.6	24,360
Information	7.4	8,472
Professional & Business Services	5.9	17,805
Financial Activities	4.8	9,727
Total	**13.2**	**268,700**

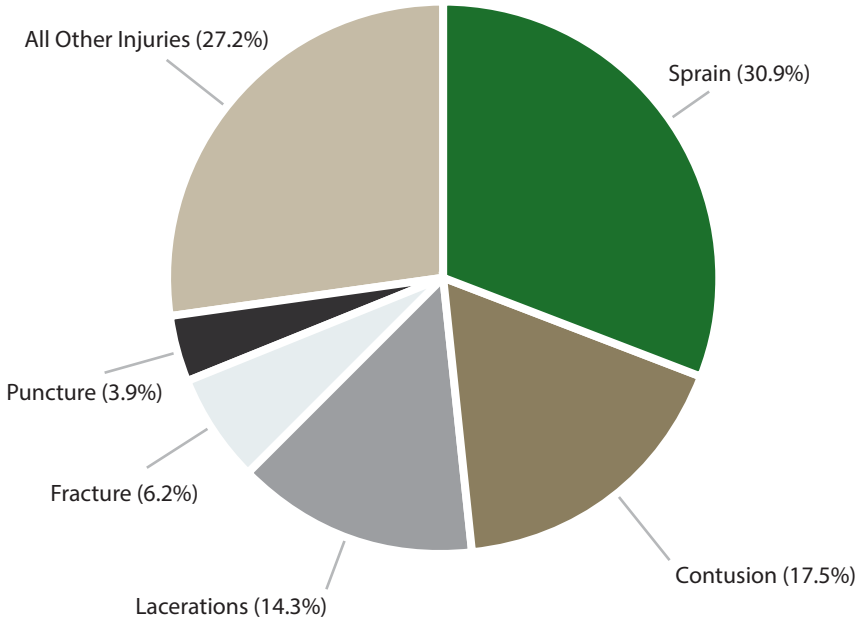


Source: Wyoming Workers' Compensation Claimant Database.

Figure 2: Injury Rate per 1,000 Workers for Selected Industries in Wyoming, 2004Q3 to 2013Q3

through 2013Q3. These five injuries accounted for nearly three-fourths of all injuries with sprains accounting for approximately one-third of all injuries.

Workplace injuries are a function of the nature of the work being conducted as some jobs are more inherently dangerous than others. However, while not all workplace injuries can be avoided, the attention given to safety efforts by businesses and the Wyoming Occupational Safety and Health Administration (OSHA) may be having a positive effect.



Source: Wyoming Workers' Compensation Claimant Database.

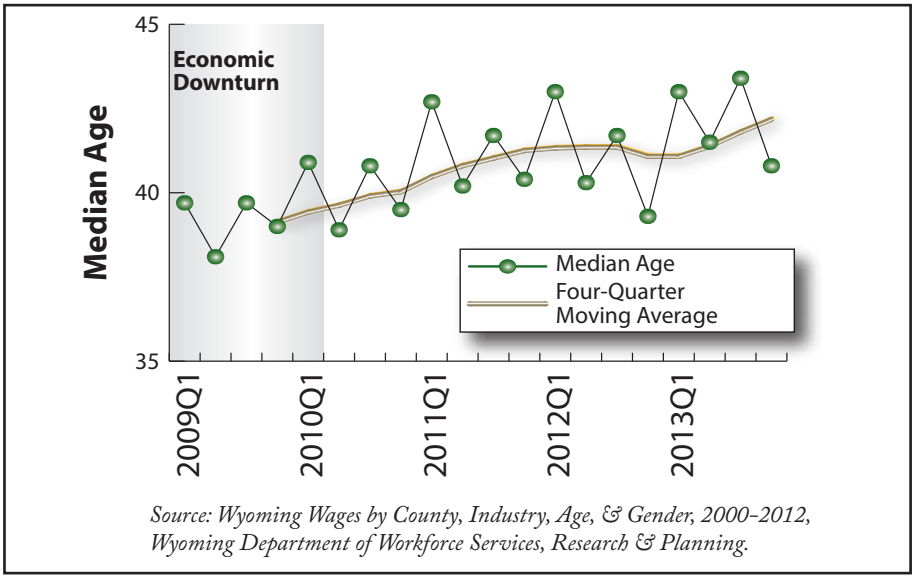
Figure 3: Top Five Injuries in Workers' Compensation Claims in Wyoming, 2004Q3 to 2013Q3

iStockphoto/GREGEPPERSON

Unemployment Insurance Benefit Recipients by Gender & Age, 2009-2013

by Patrick Harris, Principal Analyst

Wyoming's labor market is driven primarily by industries such as mining, construction, and leisure & hospitality due to the abundant mineral resources and popular tourism destinations within the state. Given the impact of these industries on the state's labor market, the demographic characteristics of those applying for and receiving unemployment benefits throughout the state are likely to vary. Individuals who applied for and received a Unemployment Insurance (UI) benefit between 2009 and 2013 were analyzed by demographic characteristics using data from the UI administrative database of the Department of Workforce Services. As the economic downturn of 2007-2009 continues to grow more distant, the trends in UI benefit receipt are likely to change.



Source: Wyoming Wages by County, Industry, Age, & Gender, 2000–2012, Wyoming Department of Workforce Services, Research & Planning.

Figure 1: Median Age for Unemployment Insurance (UI) Benefit Recipients in Wyoming by Year and Quarter, First Quarter 2009 to Fourth Quarter 2013

Did You Know?

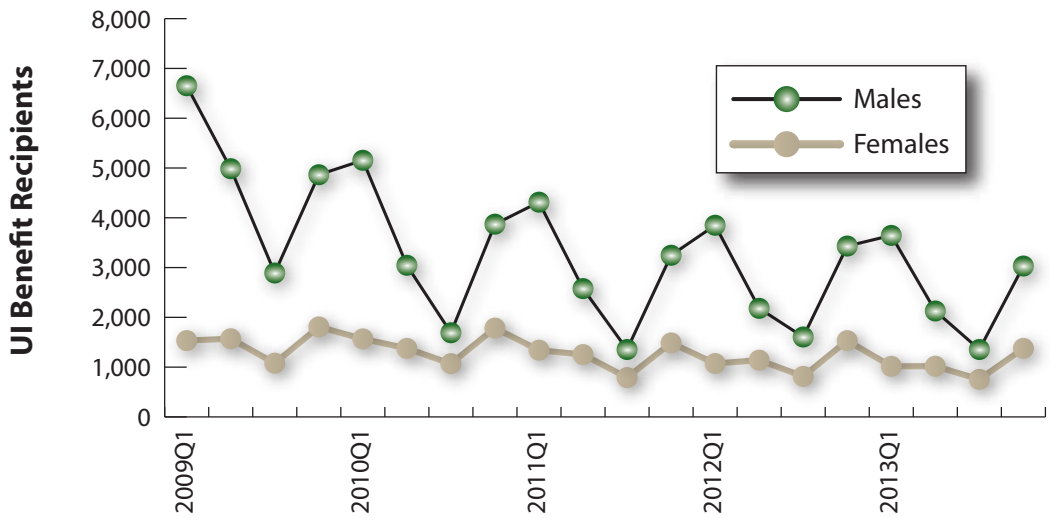
The economic downturn affected the gender distribution of Wyoming's UI benefit recipients in different ways. In first quarter 2009, 81.3% of those receiving a UI benefit were male compared to a low of 61.3% in third quarter 2010.

Age Distribution of Individuals Receiving UI Benefit Payments

In first quarter 2009 the median age of individuals receiving UI benefits was 39.7 and by third quarter 2013 the median age was 43.4 (see Figure 1). This indicates that during the economic downturn, younger workers were more likely to be affected by job loss. However, as the economy began to improve, the median age steadily increased with variations largely due to seasonal factors. In fourth quarter 2012, the median age dropped significantly (39.3) compared to surrounding quarters which indicates a change in the distribution of age of claimants during this time.

Gender Differences of Individuals Receiving UI Benefit Payments by Quarter

The economic downturn affected the gender distribution of Wyoming's UI benefit recipients in different ways. In first quarter 2009, 81.3% of those receiving a UI benefit were male compared to a low of 61.3% in third quarter 2010. As previously discussed, Wyoming's labor market is dominated by selected industries that tend to employ more males than females, such as mining, and that are more seasonal in nature, such as tourism or construction. Figure 2 (see page 35) shows both the gender differences and the seasonal effects in Wyoming's labor market. As the economic downturn continued, males made up a significant proportion of the UI claimants. Males also showed more seasonality in job losses compared to females who experienced



Source: Wyoming Department of Workforce Services, Research & Planning, administrative data.

Figure 2: Count of Unemployment Insurance (UI) Benefit Recipients in Wyoming by Gender, Year, and Quarter, First Quarter 2009 (2009Q1) to Fourth Quarter 2013 (2013Q4)

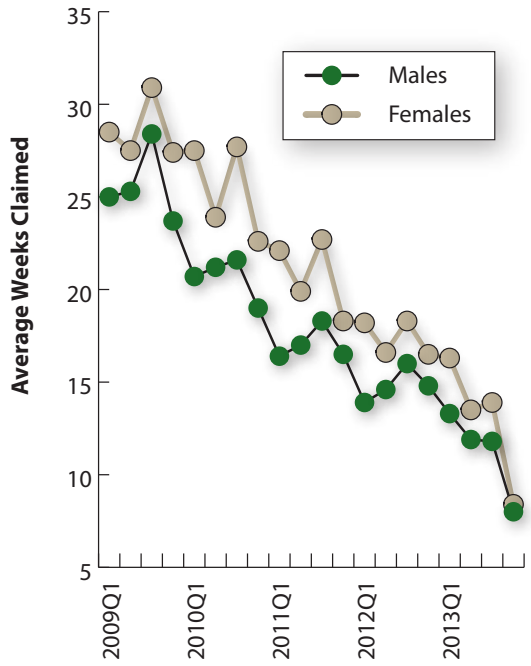
only minor dips. All major dips in joblessness occurred after the summer months (quarter three) when certain industries begin laying off employees (e.g., construction). During the post-downturn period, the number of males receiving UI benefits decreased while the count of females remained relatively constant.

Gender Differences in the Number of Weeks Claimed by Quarter

Though males historically make up a larger proportion of UI claimants (Figure 2), females, on average, claim more weeks of UI benefits. In first quarter 2009, females claimed an average of 28.5 weeks of UI benefits while males claimed 25.0 (Figure 3). The largest difference occurred in first quarter 2010 with a 6.8 week difference. In the post-downturn period, the number of weeks of UI benefits claimed continued to decrease with a large drop in fourth quarter 2013.

Gender Differences in the Number of Weeks Claimed by Industry

The length of time a UI recipient collects benefits may be an indication of how long he or she remains unemployed. In natural resources & mining, the average



Source: Wyoming Department of Workforce Services, Research & Planning, administrative data.

Figure 3: Average Benefit Weeks Claimed by Unemployment Insurance (UI) Recipients in Wyoming by Gender, First Quarter 2009 to Fourth Quarter 2013

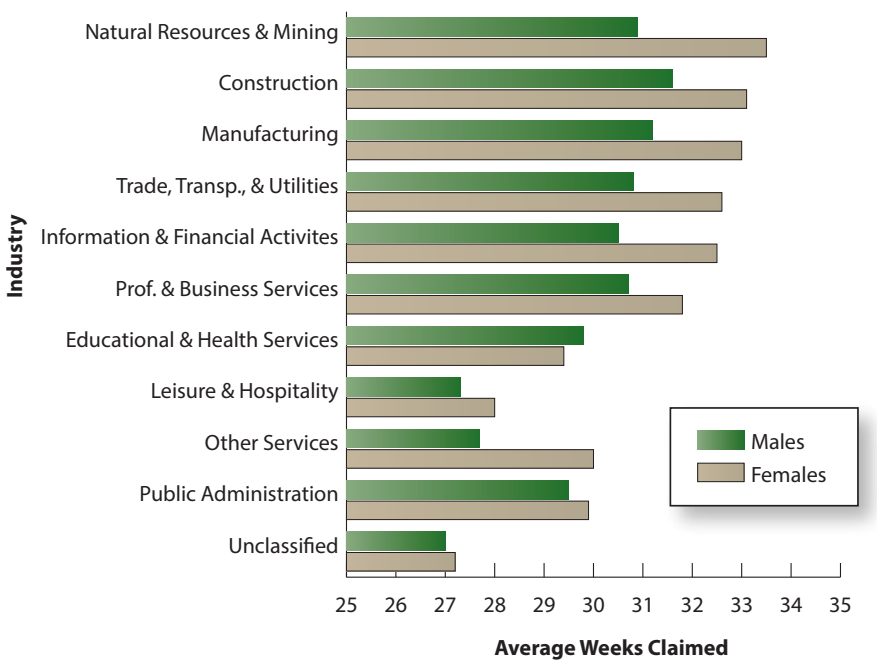
number of weeks claimed by females was 33.5 compared to 30.9 for males (Figure 4). The duration of weeks claimed for females was greater in all industries except educational & health services. Among males, the longest duration of weeks claimed was 31.6 in construction.

Change in Number of UI Recipients by Gender and County: 2009 to 2013

The number of male and female UI recipients was calculated for the year 2009 and 2013 and the percent change was calculated by county (see Figure 5). Campbell County had the largest drop in male claimants (61.6%) and also saw a 39.2% drop in female claimants. Washakie County had a large drop in male claimants (56.3%) but saw the smallest drop in female claimants (1.5%). Goshen County had the smallest decrease in male claimants (19.8%) while Carbon County had the largest decrease in female claimants (59.1%). Statewide, males dropped 47.6% while females dropped 30.5%.

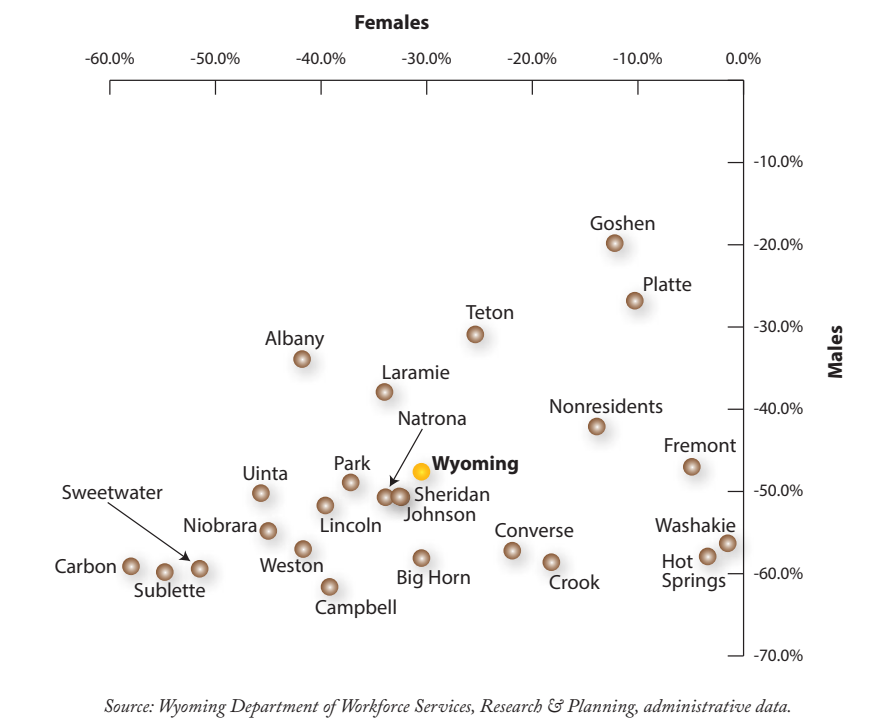
Simply interacting with the UI program may change an individual's preferences and opportunities. Future research should focus on how the characteristics of past occurrences of UI benefit collection alter the duration of future UI benefit collections.

For more information:
http://doe.state.wy.us/LMI/ui.htm



Source: Wyoming Department of Workforce Services, Research & Planning, administrative data.

Figure 4: Average Number of Benefit Weeks Claimed by Unemployment Insurance (UI) Recipients by Industry and Gender, 2009-2013



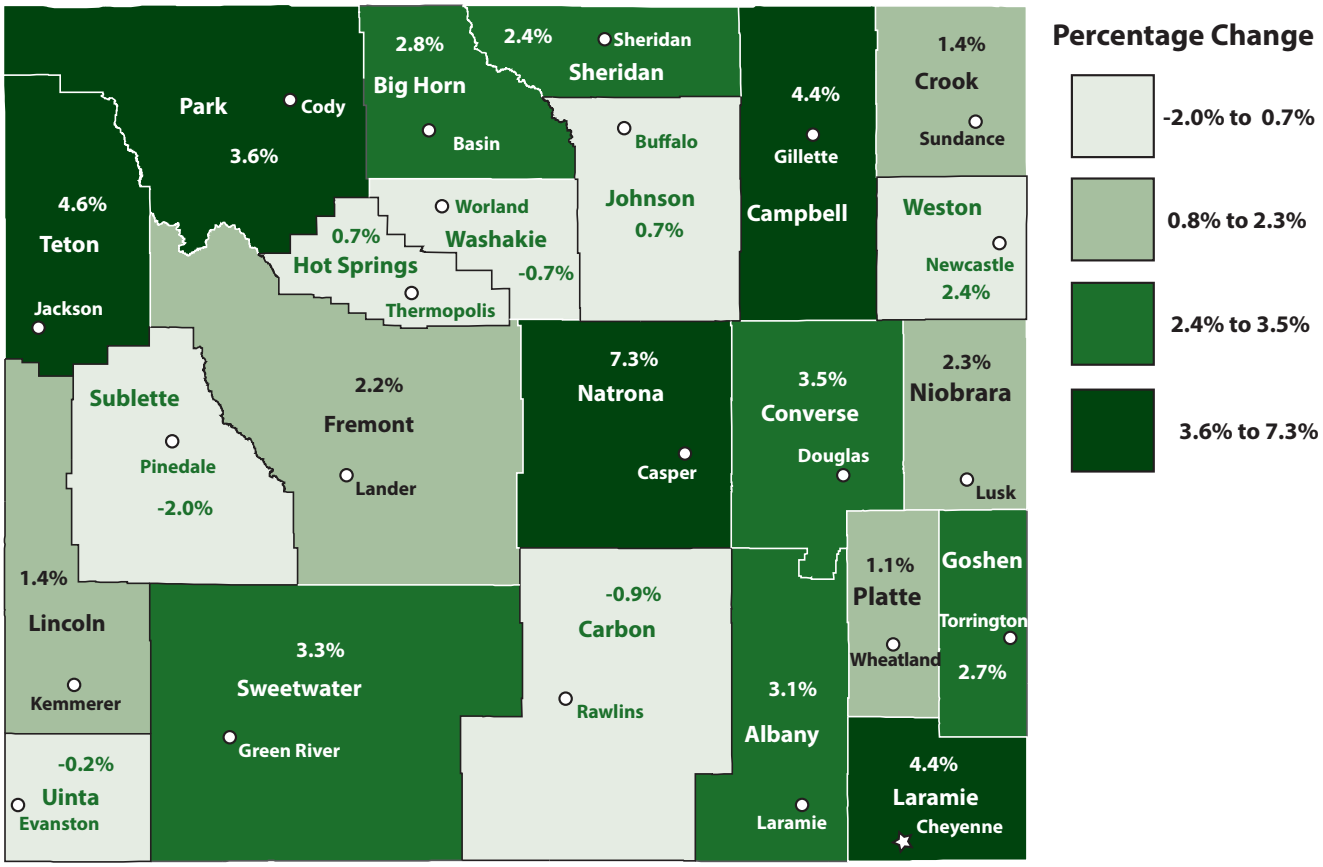
Source: Wyoming Department of Workforce Services, Research & Planning, administrative data.

Figure 5: Percentage Change in Initial Unemployment (UI) Insurance Claims in Wyoming by County and Gender, 2009 and 2013

Just the Facts

State Capital	Cheyenne
Governor	Governor Matt Mead, 32nd Governor, Assumed Office Jan. 3, 2011 – Cheyenne
Most Liveable State – National Ranking	4th in 2012 – 5th in 2011 – 6th in 2010
Nicknames	Equality State – Big Wyoming – Cowboy State
State Dinosaur & State Fossil	Triceratops & Knightia
State Flower & State Tree	Indian Paintbrush & Plains Cottonwood
State Bird & State Fish	Western Meadowlark & Cutthroat Trout
State Butterfly & Reptile	Sheridan's Green Hairstreak & Horned Toad
State Mammal & State Gemstone	Bison & Jade
1st National Park	Yellowstone - Established March 1, 1872
1st National Monument	Devil's Tower - Established September 24, 1906
Admitted to Statehood - Date & Rank	July 10, 1890 – 44th State

Source: Wyoming Department of Administration and Information, Economic Analysis Division.



Source: Wyoming Division of Economic Analysis, News Release, March 27, 2014, Natrona County Had the Largest Population Growth in 2013. Retrieved April 24, 2014, from Estimates of County Population for July 1, 2013, http://eadiv.state.wy.us/pop/CO-13EST.pdf.

Figure 1: Estimated Population Change in Wyoming by County, April 1, 2010, to July 1, 2013.

Just the Facts

Table 1: **Number of Live Births, Low Birth Weight Births, Births to Teens, and Deaths in Wyoming by Month, 2012 and 2013**

	Live Births		Low Birth Weight		Births to Teens		Deaths	
	2012	2013	2012	2013	2012	2013	2012	2013
January	617	599	60	51	57	44	372	425
February	601	531	59	37	49	27	321	344
March	628	600	51	55	57	39	363	417
April	629	636	56	66	58	54	355	376
May	683	711	59	68	53	52	369	370
June	603	614	39	55	63	41	338	330
July	678	708	54	60	49	55	384	380
August	703	669	58	48	54	50	345	347
September	632	625	49	38	52	40	333	319
October	647	677	55	72	47	55	381	359
November	572	622	54	49	36	47	398	373
December	578	625	57	55	46	36	412	420
Total	**7,571**	**7,617**	**651**	**654**	**621**	**540**	**4,371**	**4,460**

Source: Wyoming Department of Health, Vital Statistics Services. Provisional fourth quarter 2013 data. For more information, see http://health.wyo.gov/rfhd/vital_records/reports.html.

Table 2: **Wyoming Rank in United States in Energy Consumption, Expenditures, Production, Prices, and Environment**

	Wyoming Rank
Consumption	
Total Energy per Capita	1
Expenditures	
Total Energy per Capita	3
Production	
Total Energy	2
Crude Oil	9
Natural Gas	5
Coal	1
Electricity	31
Prices	
Natural Gas	43
Electricity	38
Environment	
Carbon Dioxide Emissions	31

Source: Energy Information Administration. Retrieved from http://www.eia.gov/state/?sid=WY. Updated March 27, 2014.

- Wyoming produced 39% of all coal mined in the United States in 2012.
- In 2012, 34 states received coal from Wyoming mines, with 9 states, including Wyoming, obtaining more than 90% of their domestic coal from Wyoming.
- Wyoming accounted for 7.4% of U.S. marketed natural gas production in 2013.
- In 2013, almost 89% of net electricity generation in Wyoming came from coal and about 10% came from renewable energy resources, primarily wind.
- Wyoming had the third lowest average electricity price of any state in 2013.

Source: Energy Information Administration. Retrieved from http://www.eia.gov/state/?sid=WY. Updated March 27, 2014.

Just the Facts

	Most Recent Period		
	Year	Value	Rank
Demography			
Total Population[2]	2013	582,658	50
Total Male Population[2]	2012	294,281	50
Total Female Population[2]	2012	282,131	50
% of Population - Under 18 Years Old[2]	2012	23.5%	22
% of Population - 65 Years & Older[2]	2012	13.1%	40
Median Age[2]	2012	36.9	33
Population of Cheyenne - Capital[2]	2012	61,537	-
Population per Square Mile[2]	2012	5.9	49
% of Population - White Alone (Non-Hispanic)[2]	2012	84.6%	9
% of Population - American Indian Alone[2]	2012	2.6%	8
% of Population - Hispanic or Latino[2]	2012	9.5%	21
Marriages per 1,000 Persons[3]	2010	7.8	11
Divorces per 1,000 Persons[3]	2011	4.8	6
% of Households (HH) Headed by Married Couples[4]	2012	51.6%	4
% of HH Headed by Single Female (w/ own children <18 yrs.)[4]	2012	5.9%	44

Note: Population data are July 1 estimates unless otherwise noted. The 2012 total state population estimate was revised in 2013, therefore the 2012 gender estimates will not sum to 2012 total.

Weather & Geography			
Total Area (sq. miles)[2]	2010	97,813	10
Water Area (sq. miles)[2]	2010	720	38
Mean Elevation (ft)[5]	2012	6,700	2
Highest Point (ft) - Gannett Peak[5]	2012	13,804	5
Lowest Point (ft) - Belle Fourche River[5]	2012	3,099	49
Normal Mean Temperature (F) - 30 year average[6]	2010	44.8	44
Annual Precipitation (inches-Cheyenne) - 30 year average[6]	2000	15.94	-
Average Wind Speed (mph)[6]	2010	10.1	13
% of Days That are Sunny[6]	2010	66.0%	8
% of Land in Rural Areas[2]	2010	99.8%	2
% of Land Owned by the Federal Government[7]	2010	48.2%	6
% of Land Owned by State Government[8]	2011	6.2%	-

Prepared by Amy Bittner, Senior Economist, Woming Department of Administration & Information, Economic Analysis Division (EAD), http://eadiv.state.wy.us. Revised 04-12-13. See footnotes, page 44.

	Most Recent Period		
	Year	Value	Rank
Recreation & Tourism			
Land Ownership in Wyoming (acres):			
- National Park Service[9]	2012	2,396,390	5
- U.S. Forest Service[10]	2012	9,241,422	10
- Bureau of Land Management[11]	2012	18,375,736	4
WY State Parks & Historic Sites Acreage (land & water)[12]	2014	119,671	-
Visitors to State Parks & Recreational Areas[13]	2010	3,066,115	41
WY Lodging Sales (millions of dollars)[14]	FY13	$484.4	-
Hunting and Fishing Expenditures (millions of dollars)[15]	2012	$377	-
Hunting and Fishing Licenses[15]	2012	593,297	-
Number of National Forests[10]	2012	10	-
Visitors to Grand Teton National Park (recreation visits)[16]	2013	2,688,794	-
Visitors to Yellowstone National Park (recreation visits)[16]	2013	3,188,030	-
Visitors to Devil's Tower National Monument (rec. visits)[16]	2013	417,326	-
Visitors to Fossil Butte National Monument (rec. visits)[16]	2013	17,662	-
Visitors to Fort Laramie National Historic Site (rec. visits)[16]	2013	54,057	-
Crime & Law Enforcement			
Crimes[17]	2011	14,123	50
Crimes per 100,000 Persons[17]	2011	2,486	41
Violent Crimes per 100,000 Persons[17]	2011	219.3	44
Murders per 100,000 Persons[17]	2011	3.2	34
Rapes per 100,000 Persons[17]	2011	25.7	37
Robberies per 100,000 Persons[17]	2011	12.5	49
Aggravated Assaults per 100,000 Persons[17]	2011	177.9	32
Burglaries per 100,000 Persons[17]	2011	327.9	50
Larcenies & Thefts per 100,000 Persons[17]	2011	1,846.8	29
Motor Vehicle Thefts per 100,000 Persons[17]	2011	92	46
State Prisoner Imprisonment Rate per 100,000 Persons[18]	2011	383	26
Per Capita State/Local Gov't. Expenditures for Police Protect. ($)[19]	2010	$393	6
Education			
% of Population, 25 yrs. & older, high-school graduate or higher[4]	2012	91.7%	5
% of Population, 25 yrs. & older, with a Bachelor's Degree or higher[4]	2012	24.7%	40
ACT Average Composite Score (range 1-36)[20]	2012	20.3	39
% of Students in Private Schools[21]	2010-11	2.1%	50
Estimated Pupil-Teacher Ratio in Public Schools[22]	2011	12.5	47
Estimated Average Salary of Teachers ($)[23]	2012	$57,222	15

Prepared by Amy Bittner, Senior Economist, Woming Department of Administration & Information, Economic Analysis Division (EAD), http://eadiv.state.wy.us. Revised 04-12-13. See footnotes, page 44.

	Most Recent Period		
	Year	Value	Rank
Average Teacher's Salary as % of Average Annual Wages[22]	2011	130.6%	9
Public High School Graduation Rate[24]	2011-12	81.7%	-
Estimated Per Pupil Expenditures in Public Schools ($)[23]	2012	$16,666	6
Per Capita State/Local Gov't. Expenditures for Higher Education[19]	2010	$1,185	2
Enrollment at the University of Wyoming (UW)[25]	Fall 2013	13,638	-
Average Student Age at UW (Laramie Campus)[25]	Fall 2013	23.3	-
4-Year Graduation Rate at UW[25]	2012	24.3%	-
Average Faculty Salary at UW ($ - all ranks)[25]	2012-13	$78,543	-
Bachelor's Degrees Granted at UW[25]	2012-13	2,053	-
Health & Social Welfare			
% of Persons not Covered by Health Insurance[4]	2012	15.4%	17
% of Private Sector Establishments that Offer Health Insurance[26]	2011	42.8%	44
Physicians per 100,000 Persons[27]	2011	223	45
Registered Nurses per 100,000 Persons[28]	2011	846	34
Community Hospitals per 100,000 Persons[29]	2011	4.2	6
% of Population Enrolled in Medicare[30]	2011	14.4%	42
Live Births per 1,000 Persons[31]	2011	13.0	18
Births to Teenage Mothers as a Percent of All Births[3]	2010	9.6%	18
Infant Deaths (under 1 year old) per 1,000 Live Births[31]	2009	6.0	31
Deaths per 100,000 Persons[31]	2010	778.8	17
Suicides per 100,000 Persons[31]	2009	21.0	2
Adult per Capita Alcohol Consumption (gallons)[32]	2009	3.0	12
% of Adults Who Smoke[33]	2011	23.0%	13
% of Adults Overweight or Obese[33]	2011	61.3%	39
% of Population Below Poverty Level[4]	2012	12.6%	38
% of Pop. Receiving Supplemental Nutrition Assist. Prog. Benefits[34]	2012	6.0%	50
Per Capita St/Local Gov't. Expenditures for Public Welfare Programs[19]	2010	$1,341	28
Housing			
Residential Building Permits[2]	2013	2,302	47
Existing Home Sales, Single family homes[35]	2012	4,662	-
Median Housing Value of Owner-Occupied Housing Units ($)[4]	2012	$187,400	18
Homeownership Rate[2]	2013	70.5%	16
Average Rent for 2-3 Bedroom House ($)[36]	4Q13	$1,011	-
Average Rent for 2 Bedroom Apartment ($)[36]	4Q13	$691	-
Average Rent for 2-3 Bedroom Mobile Home ($)[36]	4Q13	$711	-
Rental Vacancy Rate[2]	2013	7.6%	30

Prepared by Amy Bittner, Senior Economist, Woming Department of Administration & Information, Economic Analysis Division (EAD), http://eadiv.state.wy.us. Revised 04-12-13. See footnotes, page 44.

	Most Recent Period		
	Year	Value	Rank
Wyoming's Economy			
Median Household Income[4]	2012	$54,901	18
Per Capita Personal Income (current $)[37]	2013	$49,212	7
Per Capita Gross Domestic Product ($)[38]	2011	$66,209	3
Personal Bankruptcies per 100,000 Persons[39]	2012	213	39
Retail and Food Services Taxable Sales (billions $)[14]	FY13	$6.07	-
Rate of New Firms as % of Existing Firms[40]	2010	19.3%	23
Wyoming Annual Inflation Rate[36]	4Q13	2.9%	-
Exports - Origin of Movement Series (millions $)41	2013	$1.34	-
Tax Environment			
Individual Income Tax Rate[35, 45]	2014	0.0%	44
Corporate Income Tax Rate[35, 45]	2014	0.0%	47
State Sales Tax Rate[35, 45]	2014	4.0%	38
Gasoline Tax Rate ($/gallon)[35, 45, **]	2014	$0.24	30
Cigarette Tax Rate ($/pack)[35, 45]	2014	$0.60	39
State & Local Excise Collections Per Capita[2, 45]	2011	$284	50
Estimated Burden of Major Taxes for a 3-Person Family with Income of $50,000 - Cheyenne[46, ***]	2012	$2,303	49
***Gasoline tax increased by $0.10/gallon July 1, 2013. ***Compares the largest city in each state. Major taxes include state income, property, sales, and auto.*			
Mining, Energy, & the Environment			
Coal Production (millions of short tons)[47]	2013	388.0	1
Natural Gas Production (billions of cubic feet)[48]	2013	2,062	5
Crude Oil Production (millions of barrels)[48]	2013	63.3	9
Trona Production (millions of short tons)[47]	2013	16.4	1
Average Price Paid for WY Coal ($/short ton)[35]	2012	$14.15	-
Average Price Paid for Natural Gas ($/MCF)[35]	2012	$3.19	-
Average Price Paid for Wyoming Oil ($/barrel)[35]	2012	$80.31	-
Average Price Paid for Trona ($/short ton)[35]	2012	$137.99	-
% of Electricity Generated Through Renewable Resources49	2010	8.9%	19
Avg. Monthly Electric Bill for Residential Customers49	2011	$82.00	46
Toxic Releases: Total Pollution Released (millions of pounds)[50]	2011	19.1	36
Transportation			
Per Capita Federal Highway Funds[51]	2010	$456	2
% of Roadways in Mediocre or Poor Condition[52]	2009	8.3%	36
Highway Fatality Rate per 100 Mil. Vehicle-Miles[53]	2010	1.6	5
Fatalities in Alcohol-Related Crashes as % of Total[53]	2010	38.0%	18
Per Capita Gasoline Used (gallons)[54]	2011	604	1
Safety Belt Usage Rate[53]	2011	82.6%	34

Prepared by Amy Bittner, Senior Economist, Woming Department of Administration & Information, Economic Analysis Division (EAD), http://eadiv.state.wy.us. Revised 04-12-13. See footnotes, page 44.

iStockphoto/ALPTRAUM

	Most Recent Period		
	Year	Value	Rank
Agriculture			
Number of Farms and Ranches[55]	2012	10,800	39
Average Farm Size (acres)[55]	2012	2,796	1
Cash Receipts from Commodities (millions $)[56]	2012	$1,650.7	38
All Cattle & Calves (1,000)[55]	Jan-14	1,270	24
All Sheep & Lambs (1,000)[55]	Jan-14	355	4
Wool Production (1,000 lbs.)[55]	2013	2,450	2
All Hogs & Pigs (1,000)[55]	Dec-13	90	29
Alfalfa Hay (1,000 tons)[55]	2013	1,440	17
Barley (1,000 bushels)[55]	2013	5,696	7
Sugar beets (1,000 tons)[55]	2013	876	8
Corn for Grain (1,000 bushels)[55]	2013	8,636	36
U.S. Agriculture Exports (millions $)[56]	2012	$456.5	40
Government			
Per Capita Homeland Security Grants[57]	2012	$4.86	2
Per Capita U.S. Dept. of Defense Domestic Expenditures[58]	2009	$1,041	37
U.S. Dept. of Defense Active Duty Military Personnel[59]	2009	3,407	37
U.S. Dept. of Defense Reserve & National Guard Personnel[59]	2009	3,218	50
Veterans[60]	2013	56,518	48
Seats in U.S. House of Representatives[2]	2013	1	44
State Legislators[61]	2012	90	43
Population per State Legislator[62]	2012	6,405	47
% of Eligible Population Reported Voting[2]	2010	47.2%	21

Prepared by Amy Bittner, Senior Economist, Woming Department of Administration & Information, Economic Analysis Division (EAD), http://eadiv.state.wy.us. Revised 04-12-13. See footnotes, page 44.

[1]CQ Press, State Rankings

[2]U.S. Census Bureau

[3]CQ Press using data from U.S. Department of Health & Human Services (HHS), National Center for Health Statistics

[4]U.S. Census Bureau, American Community Survey (ACS)

[5]U.S. Department of the Interior, U.S. Geological Survey

[6]U.S. National Oceanic & Atmospheric Administration (NOAA)

[7]Congressional Research Office

[8]University of Wyoming, Department of Geography & Recreation

[9]National Park Service (NPS)

[10]U.S. Forest Service (USFS)

[11]Bureau of Land Management (BLM)

[12]Wyoming Department of State Parks & Cultural Resources

[13]National Association of State Park Directors

[14]Wyoming Economic Analysis Division using data from WY Dept. of Revenue

[15]Wyoming Game and Fish Department

[16]National Park Service, Public Use Statistics Office

[17]CQ Press using data from Federal Bureau of Investigation (FBI)

[18]U.S. Department of Justice, Bureau of Justice Statistics

[19]CQ Press using data from U.S. Census Bureau, Governments Division

[20]The American College Testing Program

[21]U.S. Dept. of Ed., Institute of Ed. Sciences

[22]CQ Press using data from National Education Association, Washington D.C.

[23]National Education Association (NEA), Washington D.C.

[24]Wyoming Department of Education

[25]University of Wyoming, Office of Institutional Analysis

[26]U.S. Department of HHS, Agency for Healthcare Research & Quality

[27]CQ Press using data from American Medical Assoc. (Chicago, IL)

[28]CQ Press using data from U.S. Dept. of Labor, Bureau of Labor Statistics (BLS)

[29]CQ Press using data from American Hospital Association

[30]U.S. Department of HHS, Centers for Medicare & Medicaid Services

[31]U.S. Department of HHS, National Center for Health Statistics.

[32]CQ Press using data from U.S. Dept. of HHS, National Institute on Alcohol Abuse & Alcoholism

[33]U.S. Department of HHS, Center for Disease Control & Prevention

[34]CQ Press using data from USDA, Food, Nutrition, & Consumer Services

[35]Wyoming Department of Revenue

[36]Wyoming Economic Analysis Division

[37]U.S. Bureau of Economic Analysis (BEA)

[38]CQ Press using data from BEA

[39]CQ Press using data from Administrative Office of the U.S. Courts

[40]CQ Press using data from U.S. Small Business Administration

[41]U.S. Census Bureau, Foreign Trade Division

[42]U.S. Department of Labor, BLS

[43]U.S. Dept. of Labor, Employment Standards Administration

[44]Wyoming Department of Workforce Services, Research and Planning

[45]Tax Foundation

[46]Government of the District of Columbia, Tax Rates and Tax Burdens publication

[47]Wyoming State Inspector of Mines

[48]Wyoming Oil and Gas Conservation Commission

[49]U.S. Department of Energy, Energy Information Administration

[50]U.S. Environmental Protection Agency, Office of Pollution, Prevention, & Toxics Info.Mgmt.

[51]CQ Press using data from U.S. Dept. of Transportation, Federal Highway Admin.

[52]CQ Press using data from the U.S. Dept. of Transp., Bureau of Transp. Statistics

[53]U.S. Department of Transportation, National Highway Traffic Safety Administration

[54]U.S. Department of Transportation, Federal Highway Administration

[55]U.S. Dept. of Agriculture (USDA), National Agricultural Statistics Service (NASS), WY office

[56]USDA, Economic Research Service

[57]CQ Press using data from U.S. Department of Homeland Security

[58]CQ Press using data from U.S. Department of Defense

[59]U.S. Department of Defense

[60]U.S. Department of Veteran Affairs

[61]National Conference of State Legislators (Denver, CO)

[62]CQ Press using data from National Conference of State Legislators

Editor's Note

Success Stories shown are submitted by staff in Wyoming Department of Workforce Service (DWS) workforce centers and by others, and are not a product of the Research & Planning section.

SUCCESS STORY
Rock Springs

Angela Hutchinson

Rock Springs native Angela Hutchinson is a 33-year-old mother of three who graduated from Western Wyoming Community College in May 2013 with Associate of Applied Science degrees in automotive technology and diesel and heavy equipment maintenance. She subsequently became the first female mechanic ever hired by the Wyoming Department of Transportation.

"There is another one now, but I am the first," Angela said. "I didn't think I had the experience to get the job, and I had the job before I walked out the door (at the interview). It was less than two months after I graduated.

"Sometimes it's intimidating," she admitted. "I've got to make females in the workforce, especially in a male-driven workforce, look good. It's kind of a big deal."

Angela admitted to being sidetracked by some "extracurricular activities" when she was younger, but she worked hard to get her life and her priorities back on track. Among other things, that meant going to college to pursue her professional goals, while also working and caring for three children.

"When I was doing it, it felt good to be doing it, because I was not only providing for myself but for my children, too," she said. "It was an accomplishment."

Angela, who serves on Western's Automotive Technology Advisory Committee, spent more than three years completing her degrees. That education prepared her to move quickly into a satisfying and productive career, one in which she broke new ground within a state agency and secured a stronger future for herself and for her family.

Submitted by Christopher Sheid, Western Wyoming Community College

SUCCESS STORY
Laramie

Enoch Maas

Enoch was referred to the Laramie Workforce Center by the Transition Academy, one of our Albany County School District #1 partners. The Transition Academy serves as a bridge between high school and the workforce for those students who have graduated high school with a Certificate of Completion. Enoch has a few learning disabilities, and the Transition Academy's purpose was to help him prepare for living, working, and participating in leisure activities in the community. Enoch is also a member of a single parent family.

As part of his Transition Academy program, Enoch was working minimal hours as a janitor at the Civic Center when he came to us. He was also volunteering at Down to Earth Dry Cleaning, a

Continued on page 47

SUCCESS STORY
Cheyenne

Letricia Wheeler

When Jennifer Cruz met Letricia Wheeler in September of 2011, Letricia was pregnant with her first child, unemployed, and without a GED. When she went to the Department of Family Services to apply for services, she was referred to the Cheyenne Workforce Center to inquire about the GOAL program.

During their initial meeting, it was very clear to Jennifer that Letricia could use all of the help and supportive services she could get with the top priority being to complete her academic education. Letricia was very quiet and had difficulty expressing herself. Letricia disclosed that she had severe anxiety and social issues. After a couple of meetings, Jennifer helped Letricia with enrollment into a GED program.

Letricia did well at first, completed all of her work in class, passed all of her GED tests except for math which she failed repeatedly. Although Jennifer tried with great effort to get her back in the program, she was unsuccessful in doing so, so she started focusing on referring other programs that might be a better fit for her at the time including Family Literacy.

After periodic contacts throughout the previous year and a half with no follow through from her client, Letricia finally took a leap of faith, contacted Jennifer and expressed that she wanted to try getting her GED again. She apologized for not following through with her commitment for so long, but she was going through a break up with her child's father, living on her own, and struggling to maintain a strong daily sense of completion knowing she had unfinished business.

It was during this time that she expressed that her goal of entering into cosmetology school and eventually open her own business specializing in African American Hair Care, but couldn't enroll into school until she got over that GED hurdle. Before sending her back, they made a plan of action to address her anxiety issues. Letricia disclosed some personal issues from her past that has made this journey make more sense and Jennifer encouraged her to schedule an appointment with Department of Vocational Rehabilitation for additional services. Once that appointment was made, she was able to start attending classes again.

Soon, Letricia was ready to test on the revamped HISET (High School Equivalency Test), and on the first try, she passed. This was the first time Jennifer saw a genuine happiness in Letricia and sparked a renewed sense of motivation and confidence in her client.

Although she still has a lot of personal barriers that she and Jennifer are still actively working on overcoming, this one main goal was accomplished with persistence and dedication. Letricia knows now that she can overcome hard times, and she can in fact accomplish anything she sets her mind to.

Submitted by Jennifer Cruz & Andrea Hixon, Cheyenne Workforce Center

ENOCH *Continued from page 45*

company that specializes in new environmentally-friendly ("green") methods of dry cleaning. He was not satisfied with his job at the Civic Center, as he wanted more hours and was unable to get them.

One of the things we did to help Enoch make himself a more attractive applicant to employers was provide him with a backpack full of job hunting supplies. He used the contents of the backpack to track his job hunting activities, develop a professional-looking resume, and study up on life skills.

Enoch took part in our Laramie Youth READY program, in which participants are paid $7.25 an hour to attend pre-vocational skills workshops (Monday through Thursday from 1:00pm-5:00pm for two weeks during June 2012) and learn about job hunting and working. Workshop topics included (but were not limited to) goal setting, personality/skills assessment and how to choose a career, resume building, filling out applications, conducting a job search and developing job resource networks, interviewing and dealing with conflict in the workplace. Participants were provided with one interview outfit and given an opportunity to practice their interviewing skills with actual employers from the community.

Down to Earth knew Enoch from his volunteer work which he had done with them through the Transition Academy, and they approached us about partnering with Workforce Services on a Work Experience for Enoch. As part of his Work Experience at Down to Earth, Enoch performed maintenance on the various laundry machines, rode along on deliveries, helped to maintain the building grounds and landscaping, and built various structures as needed for the building.

On his performance evaluation, Enoch gained skills in workplace appearance and understanding workplace culture, policy and safety. His supervisor noted that he had taken on more responsibilities and was doing an overall great job. She confided that he had grown into "fulfilling a need which they hadn't even realized they had."

When Enoch's Work Experience contract ended, Down to Earth decided to keep him on as a permanent employee. He has since graduated from the Transition Academy and is working 20 hours a week.

Submitted by Annette Mello, Laramie Workforce Center

SUCCESS STORY
Rock Springs

Robin Jackson

As a single mother of one, Robin had worked at a variety of jobs in sales and as an elementary school paraprofessional. None of those positions offered insurance or a self-sustaining wage. Robin and her young son lived with her parents while she worked and attended school part-time. When Robin was accepted into Western Wyoming Community College's nursing program, she was unable to work due to the demands of the program.

At the end of her second semester, Robin sought assistance at the Rock Springs Workforce Center after having been referred by a classmate. She was a well-matched candidate for WIA: she met the qualifications, had a solid plan for entering the workforce in a high-demand field, and had proven her ability to succeed in a rigorous program. WIA funding enabled Robin to finish school, purchase scrubs, and travel to the National Council

See ROBIN *Continued on page 48*

SUCCESS STORY
Torrington

Eastern Wyoming College

The Wyoming Department of Transportation (WDOT) and Eastern Wyoming College started discussions on possible skill trainings for WYDOT employees during the summer of 2013. WYDOT expressed interest in different welding disciplines as well as machine tooling. To accomplish these trainings during the academic year is a challenge due to lack of instructor and facility availability. EWC met the challenge by working with instructor and facility schedules to make these trainings a success. The trainings started with a machine tooling class as well as a welding class during EWC's winter break. Another welding class was completed over spring break. Participants in these classes attended from WYDOT locations all across Wyoming. Another machine tooling class is scheduled for the week following the end of classes at EWC. The feedback received from WYDOT has been very positive with interest in future classes high from the participants. Eastern Wyoming College is working to continue these mutually beneficial trainings in the future.

Submitted by Wade Bruch, Eastern Wyoming College

ROBIN *Continued from page 47*

Licensure Examination testing location without worrying about how she would pay for all of it.

Even before becoming licensed, Robin was offered her dream job as a Registered Nurse at the local hospital. She started as soon as she was licensed, and now she and her son are living independently.

"WIA gave me the financial support I needed to get my nursing degree," Robin said, "It helped me achieve my educational and financial goals. I went to the Department of Workforce Services because I was looking for a way to make a living wage to support my son and myself. WIA helped me do that."

Submitted by Janet Bowlin , Rock Springs Workforce Center

SUCCESS STORY
Rock Springs

Charles Mallory

Charlie is a Post 9/11 Gold Card Veteran who was looking for a steady, secure job with good benefits to support his wife and children, so the family settled in Rock Springs. Charlie had recently registered on wyomingatwork.com when I met with him at the Rock Springs Workforce Center. At our initial meeting in June 2013, we worked together to create his resume, and I taught him about job searching and other DWS services. Having a very strong professional background as a Heavy Equipment Operator, Machinist, and Manual Mill Operator, Charlie was seeking a position as an Equipment Operator or Mechanic.

When an Equipment Operator position at WYDOT was posted, he was shown the job description and starting wage. He was told how to access the State of Wyoming website and encouraged to apply. There were other Equipment Operator jobs that paid more, but they weren't likely to be steady, long-term work.

Within a few days of applying, Charlie was contacted by WYDOT. He was interviewed and hired almost immediately at the WYDOT facility in Rock Springs.

Charlie returned to the DWS office to thank me for encouraging him to apply. He appears to be very happy knowing that his employment and his family's future in Wyoming are secure. Recently he told me he loves his job and is quickly approaching his first year anniversary in July 2014.

Charlie was certainly a pleasure to work with. As a soldier, Charlie protected this great nation for six years. His story reflects the motivation of this outstanding veteran. He is definitely a wonderful addition to our State of Wyoming employee family. I feel much safer knowing that he is one of the brave individuals behind the wheel of those huge snow plow trucks clearing our roads in these harsh Wyoming winters! I am honored to have provided our services to him.

Submitted by Georgia Danner, Rock Springs Workforce Center

SUCCESS STORY
Riverton

Jenny Baldes

A single mother of one, Jenny Baldes lost her job with Walmart about two years ago. She searched for work on her own for about a year and then signed up for the POWER Program (Personal Opportunities With Employment Responsibilities) through the Department of Family Services

See JENNY *Continued on page 50*

JENNY *Continued from page 49*

(DFS) and the Department of Workforce Services (DWS).

Terri Hays, her POWER Case Manager at the Riverton Workforce Center, worked with Jenny on her job search skills, resume development and soft skills. Jenny continued to complete items she was assigned to do for the POWER Program and applied for dozens of jobs over the next several months. Jenny also did an on-line Medical Billing course during this time, but without experience, that didn't help much either. In January, Terri approached the Riverton Workforce Center team and arranged for Jenny do an unpaid work experience at the Workforce Center to help her build skills and have work to show on applications. The staff at the Workforce Center found Jenny to be very willing to learn and that she learned quickly. The Workforce Center team assisted Jenny in her job search and gave her feedback on items she needed help with. Soon an opportunity came for possible job placement, but there were several candidates in the interview process and the employer hired another person for one opening. The employer said that she would like to work with Jenny, but needed some help until she got her trained. WIA Case Manager David Hill came to the rescue and offered to set Jenny up as a WIA participant so he could assist the employer with an On-the-Job training agreement to offset part of Jenny's wage until she was up to speed. A local employer decided he would give Jenny the opportunity to come to work for her in customer accounts on the OJT. Jenny is enjoying going to work, and being paid for it! Jenny is back on the road to self-sufficiency.

Submitted by Burl Gies, Manager, Riverton & Lander Workforce Centers

SUCCESS STORY
Casper

Chris Crisp

Chris (Wallace) Crisp, graduated from the Dad's Making A Difference/Education and Training for Self Sufficiency (ETSS) program in 2012. Chris is a veteran who was working as a welder but decided to apply to the program to learn a new trade in facilities maintenance. Chris was a natural leader in his class and helped the other dads with their skill sets. After finishing the program, Chris came back as an alumnus mentor and spoke to other ETSS students about achievement in the program. He made a noticeable impact on the Director of Security at Casper College and when a position opened in that department, was urged to apply. Chris now serves as the residence hall security officer and has a great influence over the students that live there.

Chris models a wonderful work ethic and he uses all of the skills he learned in the program to help the students perform at their best. Chris has been with the security team for over a year now and has been nominated employee of the month, as well as receiving numerous comments about his professionalism and demeanor. Chris is respected by his colleagues, students and staff and has truly embraced his workforce training, which he is being recognized for. He has also been in contact with the ETSS program advisor on many occasions to express his gratitude for being chosen and allowed to participate in the program, which has brought him back to work.

Submitted by Lisa S. Icenogle, Casper College

SUCCESS STORY
Riverton

After completing a framing project, students Central Wyoming College Facilities Maintenance Technology stand in front of a coffee house they were building for Red Feathered Eagle Vocational Rehabilitation, an Eastern Shoshone tribal program that serves people with disabilities. Standing in the window frame at top is instructor Andy Eckart.

Central Wyoming College

Students enrolled in a Central Wyoming College course learned construction and facilities maintenance skills while building a facility for a Wind River Reservation organization with similar goals.

Andy Eckart, the instructor of CWC's Facilities Maintenance Technology (FMT) program, taught the skills while his students constructed an employment training facility for Red Feathered Eagle Vocational Rehabilitation (RFEVR).

"It was a small building but a big project," said Eckart of a drive-through coffee house his students built for RFEVR, an Eastern Shoshone Tribal program that helps people with disabilities to acquire job skills and employment.

The CWC students involved learned to frame, install windows and doors, siding and rafters, build floors and walls, as well as electrical principles and finish work of the floors and walls. "It was a pretty comprehensive project," Eckart said.

CWC offers multiple employment training programs in partnership with the Department of Workforce Services.

Four of the six students enrolled in the courses were participating in CWC's Second Wind, a program that serves 18-21 year-olds who had been juvenile offenders. The participants were also enrolled in a workplace safety and tools course as well as a human relations class.

The other two were Pathfinder High School students who are taking core Facilities Maintenance courses while earning college credit through the CWC dual credit program.

"The students are really taking a lot of pride in this," Eckart said as the project came to completion. "It's nice to have partners with similar goals and projects that fit the mission of our program."

Submitted by Carolyn Aanestad, Central Wyoming College

SUCCESS STORY
Gillette

Gillette Workforce Center

The increasing demand locally for truck drivers with CDL-Class A licenses has provided some excellent opportunities for entry level drivers, including those who may have other barriers to employment. Since July 1, 2013, Gillette Workforce Center staff have provided adult or dislocated WIA funding for eleven individuals with felonies, ten of whom had long-term prison records, to attend Mt. West Commercial Driving School in Gillette.

Prior to obtaining this credential, their marketable skills were minimal and they were struggling to find work that would enable them to be self-supporting. Of these 11 people, two are veterans, four are female, and five were incarcerated at the Volunteers of America work-release facility while in training. Two are still currently in school, but eight of the other nine completed training successfully, and were employed as drivers almost immediately.

Submitted by Donna Gewecke, Gillette Workforce Center

SUCCESS STORY
Powell

Northwest College

In seeking to augment career-specific workforce training at Northwest College's Center for Training and Development (CTD), one of the biggest challenges was to identify funding for students who do not qualify for traditional financial aid programs.

Through use of Work Investment Act (WIA) funds in partnership with the Wyoming Department of Workforce Services office in Powell and Cody, four students were trained as Class A CDL truck drivers. The four students were among eight who completed a 150-hour training program. Seven of the students completed full licensing and certification with hazmat and triple trailers. Five were placed as full-time drivers within two weeks of course completion.

Northwest College's CTD looks forward to its continued partnership with the Wyoming Department of Workforce Services as additional direct-career program offerings are developed.

Submitted by Mark S. Kitchen, Northwest College

R&P

Wyoming Department of Workforce
Services, Research & Planning
P.O. Box 2760
Casper, WY 82602

Official Business
Penalty for Private Use $300
Return Service Requested