

# TRENDS

## Your Firm's Employee Turnover: How to Calculate it and How it Compares

*by: Tony Glover, Research Analyst and Douglas W. Leonard, Research Analyst*

**"Using micro-level Wage Records in concert with other administrative data allows us to determine turnover rates at levels of detail not attainable with survey methods."**

**W**hat is turnover? A popular Internet search engine returned 567,000 hits for the key words "Employment Turnover." The majority of the first 100 hits dealt with suggestions for retaining employees with the objective of lowering costs associated with recruitment and training of new employees. Therefore, turnover is a measure of the loss of employees that creates job openings which may need to be filled. Turnover traditionally has a negative connotation but that is not always the case. We demonstrate, through an employer level example, that turnover can be an adaptive behavior that allows employers to survive in Wyoming.

The primary intent of this article is to offer employers the tools to determine their own turnover rates and compare them to rates of firms within their industries. A secondary goal is to re-introduce our readers to the first of a set of data tools Research & Planning (R&P) has developed and presented over the past few years. We demonstrate that using micro-level Wage Records in concert with other administrative data

allows us to determine turnover rates at levels of detail (e.g., employer, county, region, occupation) not attainable with survey methods.

### Calculating Turnover

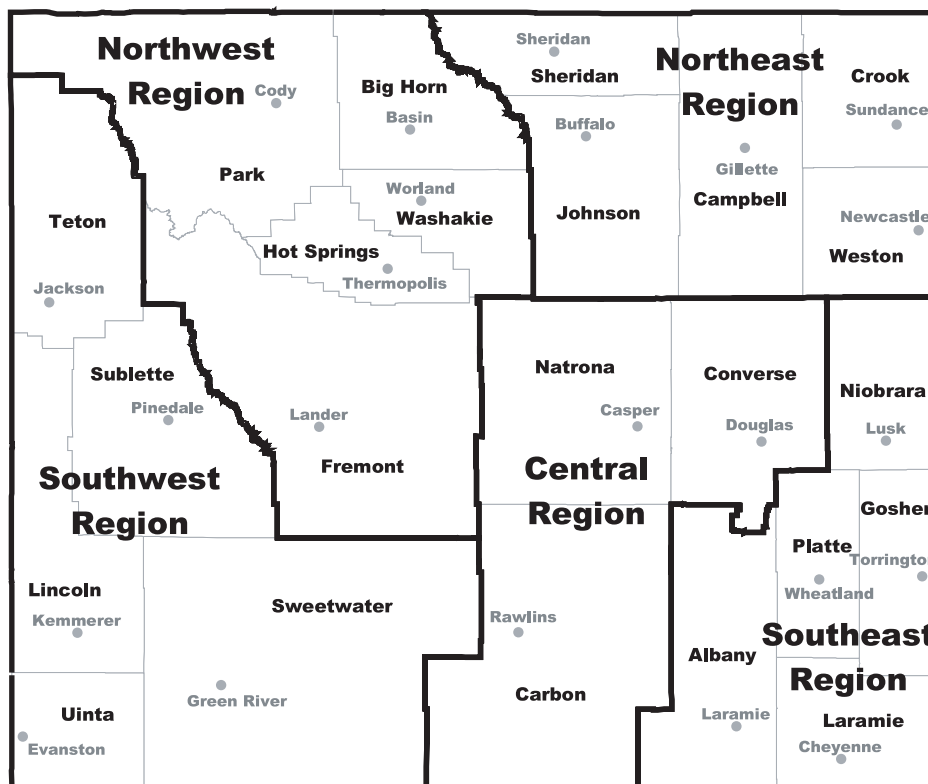
The foundation of R&P turnover calculations is the Wage Records database. Wage Records are collected quarterly by the Unemployment

(Text continued on page 3)

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## Wyoming Regions, Counties, and County Seats



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Insurance (UI) Tax section and include a list of all Social Security Numbers (SSN) and associated total wages paid by UI covered employers to their employees. Wage Records is a useful tool in determining the distribution of employees by industry in any given quarter. R&P adds another dimension to Wage Records data by combining archived (back to 1992) and current quarterly data. The use of Wage Records as a time series allows us to study the dynamic relationship between an employee and an employer. In aggregating micro (SSN with Employer) level data, we can analyze worker behavior at the employer, industry, or county level and compare it to similar groups.

Table 1 is a modified excerpt of the first two quarters of 2003 (2003Q1 and 2003Q2) for two employers from R&P's Wage Records data. Our first modification was removing employer UI account numbers and replacing them with the characteristic of being either a Low Turnover Employer or a High Turnover Employer. Additionally, the employee's SSNs have been replaced with names selected at random from the top 50 most popular names for men and women. Lastly, we have added a column that defines the employee's work status with the employer in 2003Q1 relative to 2003Q2.

As shown in Table 1, the Low and

Table 1: Turnover Rate Calculation at Employer Level for First Quarter 2003 (2003Q1)

Low Turnover Employer					High Turnover Employer				
Employee Number	SSN	Worked in 2003Q1	Worked in 2003Q2	Work Status 2003Q1*	Employee Number	SSN	Worked in 2003Q1	Worked in 2003Q2	Work Status 2003Q1*
1	Victoria	Yes	Yes	C	1	Juan	Yes	Yes	C
2	Megan	Yes	Yes	C	2	Trevor	Yes	Yes	C
3	Hayden	Yes	Yes	C	3	Jordan	Yes	Yes	C
4	Angela	Yes	Yes	C	4	Angelina	Yes	Yes	C
5	Brandon	Yes	Yes	C	5	Danielle	Yes	Yes	C
6	Brooke	Yes	Yes	C	6	Joseph	Yes	Yes	C
7	Dominic	Yes	Yes	C	7	John	Yes	Yes	C
8	Timothy	Yes	Yes	C	8	Chris	Yes	No	X
9	Logan	Yes	Yes	C	9	Mark	Yes	No	X
10	Melanie	Yes	Yes	C	10	Julia	Yes	No	X
11	Amber	Yes	Yes	C	11	Tyler	Yes	No	X
12	Ella	Yes	Yes	C	12	Mary	Yes	No	X
13	Jasmine	Yes	Yes	C	13	Riley	Yes	No	X
14	Gabriel	Yes	Yes	C	14	Katelyn	Yes	No	X
15	Bryce	Yes	No	X					
				Exits					Exits
				1					7
				Total					Total
				15					14
Turnover Rate = Exits/Total or 1/15 = 6.7%					Turnover Rate = Exits/Total or 7/14 = 50.0%				

\*C = Continuous. Individuals employed by the same employer during both first and second quarters 2003.

X = Exits. Individuals who were employed during first quarter 2003, but no longer with the employer during second quarter.

High Turnover Employers had 15 and 14 employees, respectively, working in 2003Q1. *Working* means the individual had wages during the quarter. By 2003Q2 one employee (Bryce) was no longer employed by the Low Turnover Employer and seven employees were no longer with the High Turnover Employer. Those employed during 2003Q1 but no longer with the employer during 2003Q2 are defined as Exits (X in the Work

Status column) during 2003Q1. The employees remaining with the employer, for the time being, are defined as Continuous (C) employees. The turnover rate (exit rate) of the Low Turnover Employer is equal to the number of Exits (1) divided by the total number of employees (15) in 2003Q1 or 6.7 percent. Likewise, the turnover rate for the High Turnover Employer is equal to 7 divided by 14 or 50.0 percent.

Table 2: Turnover Rates at Major Industry, Sub-Industry, and Employer Levels by Quarter, 1999, 2001, and 2003Q1

	1999				2001				2003	2003Q1 Data	
	1	2	3	4	1	2	3	4	1	Total	Exits
<b>Total</b>	<b>18.2</b>	<b>23.5</b>	<b>27.5</b>	<b>24.1</b>	<b>20.0</b>	<b>24.7</b>	<b>28.3</b>	<b>24.2</b>	<b>15.9</b>	<b>255,735</b>	<b>40,732</b>
<b>Total Goods Producing</b>	<b>19.4</b>	<b>24.4</b>	<b>27.8</b>	<b>28.4</b>	<b>21.6</b>	<b>25.9</b>	<b>28.7</b>	<b>30.9</b>	<b>16.9</b>	<b>53,000</b>	<b>8,953</b>
Agriculture	19.1	25.1	35.9	32.2	17.7	24.7	35.2	33.9	15.4	2,294	353
Mining	14.3	16.9	17.1	19.5	17.7	17.6	20.5	24.8	10.8	18,481	1,998
Construction	26.6	33.3	37.8	39.9	27.8	34.7	37.7	40.0	25.1	21,272	5,335
Manufacturing	14.7	15.8	19.9	17.8	17.7	20.3	20.6	21.0	11.6	10,953	1,267
<b>Total Service Providing</b>	<b>17.9</b>	<b>23.2</b>	<b>27.4</b>	<b>22.8</b>	<b>19.4</b>	<b>24.4</b>	<b>28.2</b>	<b>22.1</b>	<b>15.7</b>	<b>202,611</b>	<b>31,713</b>
Trade, Transportation, & Utilities	18.1	22.2	24.6	22.6	20.2	23.2	26.8	21.5	16.4	51,338	8,417
Wholesale Trade	13.4	16.3	18.7	17.0	14.1	17.4	19.9	17.1	11.7	7,475	876
Retail Trade	19.5	25.0	27.5	24.6	21.9	24.9	29.6	22.8	17.9	34,070	6,086
Trans, Warehouse, & Utilities	17.1	15.7	18.2	19.7	18.9	21.5	21.2	19.9	14.9	9,793	1,455
Utilities	8.1	3.3	3.4	3.7	4.5	8.9	4.7	8.1	3.3	2,207	73
Information	17.1	17.6	20.5	15.6	20.3	21.3	21.3	17.7	12.0	4,824	578
Financial Activities	14.9	17.6	18.5	17.3	14.4	18.2	19.1	15.3	10.9	10,856	1,183
Professional & Business Services	25.8	34.9	36.8	35.1	28.6	36.2	37.0	35.5	23.3	17,561	4,097
Educational & Health Services	17.6	22.0	22.7	18.7	17.6	21.4	23.2	18.7	14.6	21,923	3,194
Leisure & Hospitality	28.6	33.0	42.7	36.8	31.7	36.2	45.2	36.6	26.3	23,774	6,241
Accommodations	25.7	27.9	47.9	42.8	27.4	32.3	48.4	42.7	21.5	10,461	2,245
Low Turnover Employer	0.0	6.3	13.3	14.3	18.8	0.0	17.6	6.7	6.7	15	1
High Turnover Employer	0.0	35.3	37.5	33.3	12.5	0.0	53.8	37.5	50.0	14	7
Balance of Employers	25.7	27.9	47.9	42.8	27.4	32.3	48.4	42.7	21.5	10,432	2,237
Other Services	22.0	23.5	27.7	23.3	23.2	26.9	29.9	23.2	20.0	8,142	1,630
Government	9.3	15.5	15.1	9.9	9.4	14.5	14.7	8.9	7.7	53,732	4,128
State Government	7.2	7.3	13.0	6.5	6.5	7.6	11.9	6.0	6.1	12,652	777
Local Government	9.9	17.8	15.7	10.9	10.2	16.5	15.5	9.8	8.2	41,080	3,351
Local Education	7.4	21.0	9.2	9.4	9.6	20.6	9.9	8.8	7.9	22,614	1,795
<b>Not Available</b>	<b>22.1</b>	<b>36.6</b>	<b>23.5</b>	<b>57.9</b>	<b>56.4</b>	<b>22.7</b>	<b>27.1</b>	<b>54.5</b>	<b>53.2</b>	<b>124</b>	<b>66</b>

## Comparing Employers, Industries, and Totals

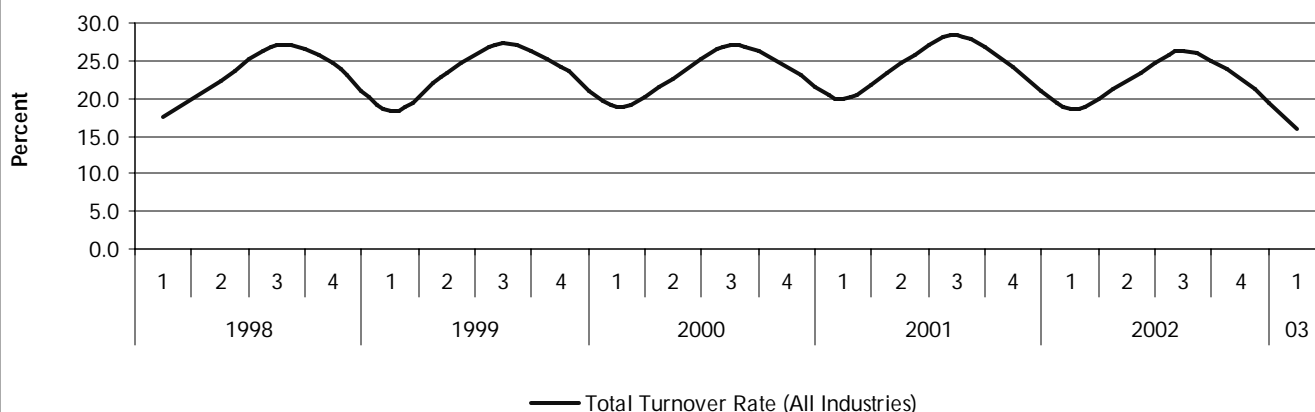
The Low and High Turnover Employers are at different ends of the spectrum with respect to how they used labor during 2003Q1. There are, however, a few things to consider when deciding if the interactions of these employers with their employees are necessarily good or bad. Table 2 (see page 4) shows that both employers belong to the Accommodations industry, which has a total turnover rate of 21.5 percent. R&P selected an employer in the Accommodations industry with low turnover, a hotel in a populated city by Wyoming standards, and high turnover, a mountain lodge that caters to seasonal cross-country skiers and snowmobilers. It is unlikely that the seasonal nature of the mountain lodge's revenue would allow it to maintain its employees year round.

The turnover rate of the Accommodations industry in 2003Q1 is the result of summing the total number of employees working in the industry in

2003Q1 who were not working for the same employers in 2003Q2 (1 [Low Turnover Employer] + 7 [High Turnover Employer] + 2,237 [Balance of Employers] = 2,245 Exits). Divide the total Exits by the total number of employees working in the industry in 2003Q1 (15 [Low Turnover Employer] + 14 [High Turnover Employer] + 10,432 [Balance of Employers] = 10,461 Total Employees). This calculation (2,245 Exits divided by 10,461 Total Employees) produces a turnover rate of 21.5 percent for the Accommodations industry in 2003Q1. The same procedure is used to calculate the turnover rates for all of the industries and the total.

Table 2 shows that turnover varies by industry with some industries at the low end (Government and Utilities) and others at the upper extremes (Leisure & Hospitality and Construction). Further, it reveals that turnover is seasonal in nature with peaks occurring in the third quarter. This is the result of employers shedding excess employees following the summer months. The Figure shows the

Figure: Total Turnover Rate (All Industries)



seasonal fluctuations more clearly. While these fluctuations are a result of increased turnover, it is important that Wyoming's economy take advantage of business opportunities related to the seasonal climate. However, in terms of maximizing training program outcomes and locating stable employment so entry-level workers can gain job experience, it makes sense to place clients of training programs with industries/employers that are likely to retain them year round.

## Conclusion

R&P uses the bottom up approach to turnover calculation. In the preceding

examples, we have demonstrated how turnover is calculated at the employer level and offer the methodology to employers in Wyoming. We have also shown that using Wage Records, we begin at the employee-with-employer level data and aggregate up to calculate industry and total labor market turnover. This bottom up procedure, when combined with other administrative data, allows us to apply the described method to numerous labor force issues. Lastly, turnover (exit rates) only reflects one component of labor market dynamics. Additional literature, available on R&P's website, discusses other data tools available.



## Advantages of Micro-Level Data

The most commonly cited source of turnover data is the Bureau of Labor Statistics' Job Opening and Labor Turnover Survey (JOLTS).<sup>1</sup> The JOLTS survey is collected in concert with Enhanced Quarterly Unemployment Insurance (EQUI) data and represents approximately 16,000 employers of the 8 million nationwide. The EQUI database shows monthly employment as of the 12th of the month. Collected on a voluntary basis, the addendum questions included on the JOLTS survey track job openings, hires, quits, layoffs and discharges, and other separations. However, since the JOLTS survey collects employer-level data, it cannot provide information on where individual employees go following separation. Additionally, because of the low number of employers surveyed, data analysis is not available at the

state or county levels.

As demonstrated in Table 1 of the previous article (see page 3), Research & Planning (R&P) assigns a variable to the work status field associated with the employer-employee behavior for every record (now in excess of 11 million records) in our historical time series. With Wage Records alone we can calculate turnover at the employer level, and by combining Wage Records with EQUI data we can present data at the industry, ownership, firm size, state, and county levels as demonstrated by Table 2 in the previous article (see page 4).

The Table (see page 7) presents turnover data for gender, age groups, and registered nurses in 1999. These are examples of combining other

administrative databases with Wage Records to create additional aggregations to explore the dynamics of Wyoming's Labor Market. For example, gender and age group turnover rates are calculated by combining the Wage Records database with Wyoming's Driver's License Database. R&P is currently combining data supplied by

the Wyoming State Board of Nursing (WSBN) with our Wage Records data to examine various aspects of the relationship between registered nurses and our labor market, including turnover by origin of education.

Using Wage Records in conjunction with other administrative databases allows R&P to describe our labor market at varying levels of analysis (employer, occupation, county, workforce training programs, etc.). These analyses can be tailored to address specific market issues. For example, R&P can determine the gender of the exiting employees, how long they were employed, whether they were job training program participants, and several other pieces of information. Administrative databases such as Wage Records are generally collected for purposes of program operation and therefore offer an objective and comprehensive source of data.

Table: Turnover Rates for Various Aggregations by Quarter, 1999

	1999			
	1	2	3	4
<b>By Gender</b>				
Female	17.6	23.8	26.0	21.5
Male	19.1	22.6	25.0	23.5
Not Available	78.1	62.9	79.9	82.9
<b>By Age Group</b>				
00-19	30.4	32.9	52.0	38.9
20-24	30.9	34.3	43.9	35.9
25-34	21.9	26.2	27.1	25.8
35-44	15.0	19.6	18.2	18.5
45-54	11.9	16.8	14.0	13.8
55-64	13.5	17.6	14.7	15.5
65-Up	18.2	20.1	20.1	23.5
Not Available	78.1	62.9	79.9	82.9
<b>Registered Nurses by Origin of Education</b>				
Wyoming Based Education	12.2	16.0	11.7	11.9
Out-of-State Based Education	11.9	16.2	10.4	13.2
Total	12.0	16.1	11.0	12.6

<sup>1</sup>U.S. Department of Labor, Bureau of Labor Statistics. (2002, December 26). Job openings and labor turnover survey. Retrieved December 3, 2003, from <http://www.bls.gov/jlt/home.htm>

# Happy Holidays!

From  
Research & Planning



## Labor Force Grows in 2003

by: Nancy Brennan, David Bullard, Valerie A. Davis, Brad Payne, Krista R. Shinkle, and Sherry Wen

Table 1: CPS Population, Labor Force, Establishment Jobs, Unemployed Individuals, and Annual Unemployment Insurance (UI) Recipients in Wyoming, 1999-2002 and Projections for 2003

	1999	2000	Percent Change 1999-2000	2001	Percent Change 2000-2001	2002	Percent Change 2001-2002	2003 <sup>1</sup>	Percent Change 2002-2003
CPS Population <sup>2</sup>	367,500	373,825	1.7%	377,608	1.0%	383,183	1.5%	386,664	0.9%
Labor Force	261,713	268,087	2.4%	272,411	1.6%	270,281	-0.8%	278,682	3.1%
Jobs Worked <sup>3</sup>	233,100	239,300	2.7%	245,400	2.5%	247,500	0.9%	248,500	0.4%
Unemployed <sup>4</sup>	12,728	10,358	-18.6%	10,716	3.5%	11,346	5.9%	12,162	7.2%
UI Recipients <sup>5</sup>	15,583	14,519	-6.8%	14,541	0.2%	17,211	18.4%	18,819	9.3%

<sup>1</sup>Projected.

<sup>2</sup>The Current Population Survey (CPS) population is an estimate of all noninstitutional residents age 16 and over.

<sup>3</sup>Current Employment Statistics (CES) estimates by place of work.

<sup>4</sup>Number of unemployed individuals (12-month average).

<sup>5</sup>Total number of individuals who received Unemployment Insurance (UI) benefits at any time during the calendar year.

Table 1 contains annual average data for the Current Population Survey (CPS) population, labor force, establishment jobs, unemployed individuals, and annual Unemployment Insurance (UI) recipients. The percentage

changes for the period 2002 to 2003 indicate that Wyoming experienced a marked increase in its labor force of 3.1 percent. However, due to what is called a "jobless recovery" by market analysts,<sup>1</sup> the number of unemployed individuals in

Table 2: Wyoming Statewide Covered Employment and Total Wages, First and Second Quarters 2002 and 2003

Average Monthly Employment				Total Wages			
First Quarter		Change		First Quarter		Change	
2002	2003	Number	Percent	2002	2003	Amount	Percent
230,176	230,629	453	0.2	\$1,636,194,569	\$1,679,837,912	\$43,643,343	2.7

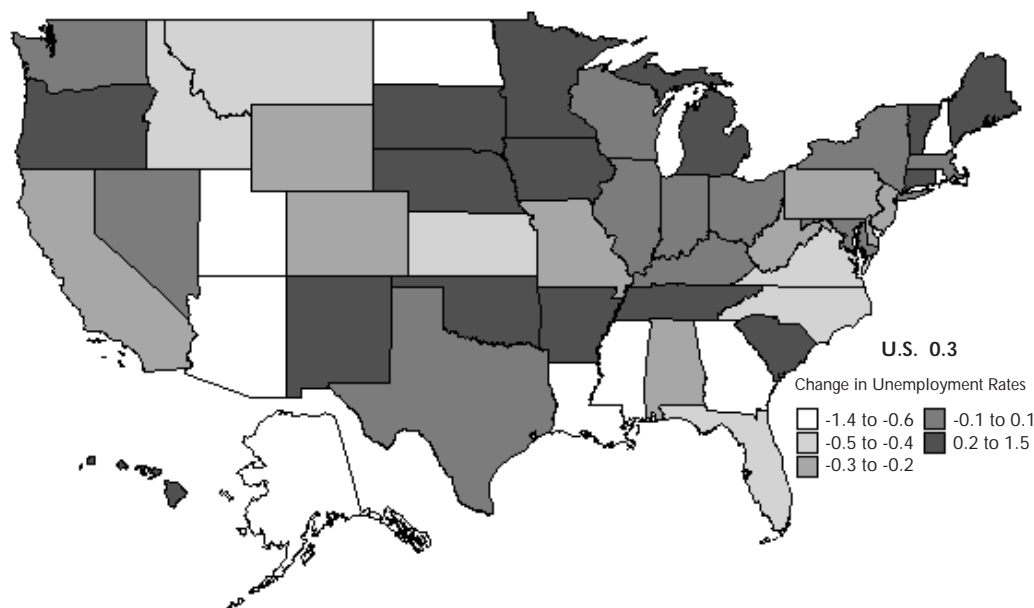
  

Average Monthly Employment				Total Wages			
Second Quarter		Change		Second Quarter		Change	
2002	2003	Number	Percent	2002	2003	Amount	Percent
242,185	243,673	1,488	0.6	\$1,722,927,928	\$1,782,205,992	\$59,278,064	3.4



## Change in the Unemployment Rate by State

October 2002 to October 2003, Seasonally Adjusted



Wyoming has steadily increased by 3.5 percent in 2001, 5.9 percent in 2002, and a projected 7.2 percent in 2003. The number of jobs worked increased by 1,000 jobs, but the percentage change is a slim 0.4 percent. While the 9.3 percent jump in UI recipients for 2003 is not as dramatic as the 18.4 percent increase experienced in 2002, it is still a significant change.

In first quarter 2003, Wyoming statewide over-the-year covered employment grew by 453 jobs or 0.2 percent (see Table 2, page 8). By second quarter, over-the-year growth increased to 1,488 jobs or 0.6 percent. Total wages for first quarter showed an over-the-year increase of 2.7 percent. Total wages for second quarter showed an over-the-year increase of 3.4 percent.

The Map identifies which states and

regions experienced the greatest over-the-year changes in unemployment rate from October 2002 to October 2003. The states with the darkest shading indicate the largest unemployment increases. As a whole, the U.S. experienced little change in seasonally adjusted unemployment rates from 5.7 percent in 2002 to 6.0 percent in 2003 for a difference of only 0.3 percentage points. The largest over-the-year increase was 1.5 percentage points (Michigan). The largest decrease was -1.4 percentage points (Utah). Wyoming experienced a slight over-the-year decrease from 4.2 percent in October 2002 to 3.9 percent in October 2003.

<sup>1</sup>Federal Reserve Bank of Kansas City. (2003). A closer look at jobless recoveries. *News Release*. Retrieved December 18, 2003 from, <http://www.kc.frb.org/pubaffs/pressrel/pr03-18.htm>



## Local Area Unemployment Statistics for Third Quarter 2003

by: Brad Payne, Economist

During third quarter 2003, Local Area Unemployment Statistics (LAUS) employment increased statewide by 6,317 individuals or 2.4 percent when compared to third quarter 2002. By comparison, employment had declined 1.3 percent between third quarters 2001 and 2002. Similar to employment, the labor force increased by 6,398 or 2.3 percent between the third quarter 2002 and third quarter 2003 while over-the-year unemployment increased by 81 or 0.9 percent. The 0.9 percent increase in unemployment is a relative improvement when compared to the 3.0 percent increase posted between third quarters 2001 and 2002. The average unemployment rate during third quarter 2003 was 3.4 percent while the unemployment rates during third quarters 2002 and 2001 were 3.5 and 3.3 percent, respectively.

Each of Wyoming's five regions experienced positive third quarter to third quarter employment growth. The Southwest Region recorded the highest rate of growth (3.8%) by adding 1,957 individuals. Employment grew in Lincoln (127), Sublette (56), Sweetwater (895), Teton (500), and Uinta (378) counties. The Southwest and Northeast regions both showed employment growth in all counties.

Consistent with seasonal trends, statewide unemployment increased. Increases in unemployment in the Northeast, Southeast, and Central regions offset a 13.6 percent

unemployment decrease in the Northwest and a 5.3 percent decrease in the Southwest. Unemployment increased most in the Northeast Region, led by Sheridan County which grew by 71 (17.5%). The unemployment increase in the Central Region was led by Natrona County (93 or 6.6%). Laramie County, located in the Southeast Region, experienced increased unemployment of 146 individuals (10.2%). Conversely, the largest decline in unemployment was found in Sweetwater County where unemployment fell by 109 (13.0%). While each of the underlying counties in the Northeast Region showed unemployment increases from third quarter to third quarter, each county in the Northwest Region posted unemployment declines during the same period.

The most dramatic quarter to quarter increases in the unemployment rates were found in Carbon County, Crook County, and Sheridan County. Carbon County's unemployment rate increased from 3.1 percent in third quarter 2002 to 3.9 percent in third quarter 2003 (a change of 0.8 percentage points). Crook County's unemployment rate increased from 2.5 percent to 2.9 percent (a change of 0.4 percentage points). The unemployment rate in Sheridan County also increased by 0.4 percentage points - from 2.8 percent in 2002 to 3.2 percent in 2003. In Carbon, Crook, and Sheridan counties, significant increases in unemployment (26.6%, 17.9%, and 17.5%, respectively) with relatively small increases in the labor force contributed to

Table: Change in Wyoming's Labor Force, Employment, Unemployment, and Unemployment Rates by Region and County, Third Quarter 2003

REGION/ County	Labor Force				Employment				Unemployment				Unemployment Rate		
	Third Quarter		Change		Third Quarter		Change		Third Quarter		Change		Third Quarter		Change
	2003	2002	Number	%	2003	2002	Number	%	2003	2002	Number	%	2003	2002	
<b>NORTHWEST</b>	<b>48,377</b>	<b>47,617</b>	<b>759</b>	<b>1.6</b>	<b>46,632</b>	<b>45,597</b>	<b>1,035</b>	<b>2.3</b>	<b>1,745</b>	<b>2,020</b>	<b>-275</b>	<b>-13.6</b>	<b>3.6</b>	<b>4.2</b>	<b>-0.6</b>
Big Horn	5,749	5,708	41	0.7	5,556	5,446	110	2.0	193	263	-69	-26.4	3.4	4.6	-1.2
Fremont	18,612	18,309	303	1.7	17,734	17,356	378	2.2	877	952	-75	-7.9	4.7	5.2	-0.5
Hot Springs	2,279	2,372	-93	-3.9	2,227	2,292	-65	-2.8	52	80	-28	-35.4	2.3	3.4	-1.1
Park	17,283	16,710	573	3.4	16,790	16,181	609	3.8	494	529	-35	-6.7	2.9	3.2	-0.3
Washakie	4,454	4,519	-65	-1.4	4,325	4,322	2	0.1	129	196	-67	-34.3	2.9	4.3	-1.4
<b>NORTHEAST</b>	<b>48,164</b>	<b>47,541</b>	<b>624</b>	<b>1.3</b>	<b>46,650</b>	<b>46,167</b>	<b>484</b>	<b>1.0</b>	<b>1,514</b>	<b>1,374</b>	<b>140</b>	<b>10.2</b>	<b>3.1</b>	<b>2.9</b>	<b>0.3</b>
Campbell	22,861	22,812	49	0.2	22,092	22,083	9	0.0	769	729	40	5.5	3.4	3.2	0.2
Crook	3,062	3,034	27	0.9	2,974	2,960	14	0.5	88	74	13	17.9	2.9	2.5	0.4
Johnson	4,245	4,163	82	2.0	4,152	4,082	70	1.7	93	80	12	15.4	2.2	1.9	0.3
Sheridan	14,687	14,257	430	3.0	14,213	13,854	359	2.6	473	403	71	17.5	3.2	2.8	0.4
Weston	3,310	3,275	35	1.1	3,219	3,187	31	1.0	91	88	4	4.2	2.8	2.7	0.1
<b>SOUTHWEST</b>	<b>55,118</b>	<b>53,279</b>	<b>1,839</b>	<b>3.5</b>	<b>52,994</b>	<b>51,038</b>	<b>1,957</b>	<b>3.8</b>	<b>2,124</b>	<b>2,242</b>	<b>-118</b>	<b>-5.3</b>	<b>3.9</b>	<b>4.2</b>	<b>-0.4</b>
Lincoln	7,081	6,972	109	1.6	6,770	6,643	127	1.9	311	329	-18	-5.5	4.4	4.7	-0.3
Sublette	3,831	3,763	68	1.8	3,737	3,681	56	1.5	93	82	12	14.3	2.4	2.2	0.3
Sweetwater	20,364	19,578	786	4.0	19,636	18,741	895	4.8	728	837	-109	-13.0	3.6	4.3	-0.7
Teton	12,012	11,478	534	4.6	11,562	11,062	500	4.5	450	416	34	8.1	3.7	3.7	0.1
Uinta	11,830	11,488	342	3.0	11,289	10,911	378	3.5	541	578	-36	-6.3	4.6	5.0	-0.5
<b>SOUTHEAST</b>	<b>74,204</b>	<b>72,208</b>	<b>1,996</b>	<b>2.8</b>	<b>71,925</b>	<b>70,066</b>	<b>1,859</b>	<b>2.7</b>	<b>2,279</b>	<b>2,142</b>	<b>137</b>	<b>6.4</b>	<b>3.1</b>	<b>3.0</b>	<b>0.1</b>
Albany	18,452	17,921	531	3.0	18,130	17,620	510	2.9	323	301	21	7.1	1.7	1.7	0.1
Goshen	6,112	6,077	35	0.6	5,922	5,876	46	0.8	190	201	-10	-5.1	3.1	3.3	-0.2
Laramie	43,974	42,539	1,435	3.4	42,399	41,109	1,289	3.1	1576	1430	146	10.2	3.6	3.4	0.2
Niobrara	1,190	1,227	-37	-3.0	1,168	1,192	-24	-2.0	22	35	-13	-38.1	1.8	2.9	-1.0
Platte	4,475	4,444	31	0.7	4,307	4,269	38	0.9	169	175	-7	-3.8	3.8	3.9	-0.2
<b>CENTRAL</b>	<b>50,955</b>	<b>49,466</b>	<b>1,490</b>	<b>3.0</b>	<b>48,893</b>	<b>47,565</b>	<b>1,328</b>	<b>2.8</b>	<b>2,063</b>	<b>1,901</b>	<b>162</b>	<b>8.5</b>	<b>4.0</b>	<b>3.8</b>	<b>0.2</b>
Carbon	8,262	8,218	44	0.5	7,943	7,967	-23	-0.3	319	252	67	26.6	3.9	3.1	0.8
Converse	6,420	6,286	134	2.1	6,182	6,050	132	2.2	238	236	2	0.8	3.7	3.8	0.0
Natrona	36,273	34,961	1,312	3.8	34,767	33,548	1,219	3.6	1506	1413	93	6.6	4.2	4.0	0.1
<b>STATEWIDE</b>	<b>279,358</b>	<b>272,960</b>	<b>6,398</b>	<b>2.3</b>	<b>269,782</b>	<b>263,466</b>	<b>6,317</b>	<b>2.4</b>	<b>9,575</b>	<b>9,494</b>	<b>81</b>	<b>0.9</b>	<b>3.4</b>	<b>3.5</b>	<b>-0.1</b>

the rise in the unemployment rates.

The largest declines in the unemployment rates between third quarters 2002 and 2003 were posted in Washakie, Big Horn, and Hot Springs counties. The unemployment rates fell from 4.3 percent to 2.9 percent in Washakie County (a difference of 1.4 percentage points), 4.6 percent to 3.4 percent in Big Horn County (a difference of 1.2 percentage points), and 3.4 percent to 2.3 percent in Hot Springs County (a

difference of 1.1 percentage points). The decreases in the unemployment rates for these three counties were driven by large decreases in unemployment: 34.3 percent, 26.4 percent, and 35.4 percent, respectively.



## 2,700 New Jobs Created in Wyoming in October

by: *David Bullard, Senior Economist*

Wyoming job growth, which had remained below 1.0 percent for 16 months, turned upward in October as 2,700 jobs were created giving the state an over-the-year growth rate of 1.1 percent.\* Wyoming's seasonally adjusted unemployment rate fell slightly from 4.0 percent in September to 3.9 percent in October and remained well below the U.S. unemployment rate of 6.0 percent. The U.S. continued to lose jobs in over-the-year comparisons (down 226,000 jobs or -0.2%).

As expected, Wyoming lost 3,000 jobs (-1.2%) from September to October. The magnitude of this seasonal employment decrease is consistent with historical patterns. Job losses in Leisure & Hospitality (-3,800 jobs or -11.3%), Construction (-800 jobs or -3.7%), and Retail Trade (-600 jobs or -1.9%) were partially offset by gains in Government (2,300 jobs or 3.6%).

From October 2002 to October 2003, Wyoming gained 2,700 jobs (1.1%). The only significant job losses occurred in Manufacturing (-400 jobs or -4.1%) and Construction (-800 jobs or -3.7%). Large job gains were seen in Educational &

Health Services (600 jobs or 3.0%), Information (300 jobs or 7.5%), Leisure & Hospitality (800 jobs or 2.7%), and Government (1,400 jobs or 2.2%). Natural Resources & Mining employment grew by 100 jobs or 0.6 percent.

Across Wyoming's 23 counties, unemployment rates remained low. Fremont County posted the highest rate (4.9%) and was followed by Uinta County (4.3%), Natrona County (4.1%), and Lincoln County (4.1%). Albany County had the lowest unemployment rate in October (1.5%); it was followed by Johnson County (1.8%) and Goshen County (2.3%). When compared to October 2002, a majority of counties had lower unemployment rates. The exceptions were Teton County where unemployment increased from 2.2 percent to 3.7 percent, Carbon County (up from 3.4% to 4.0%), Crook County (up from 2.7% to 3.1%), and Sublette County (up from 2.3% to 2.6%).

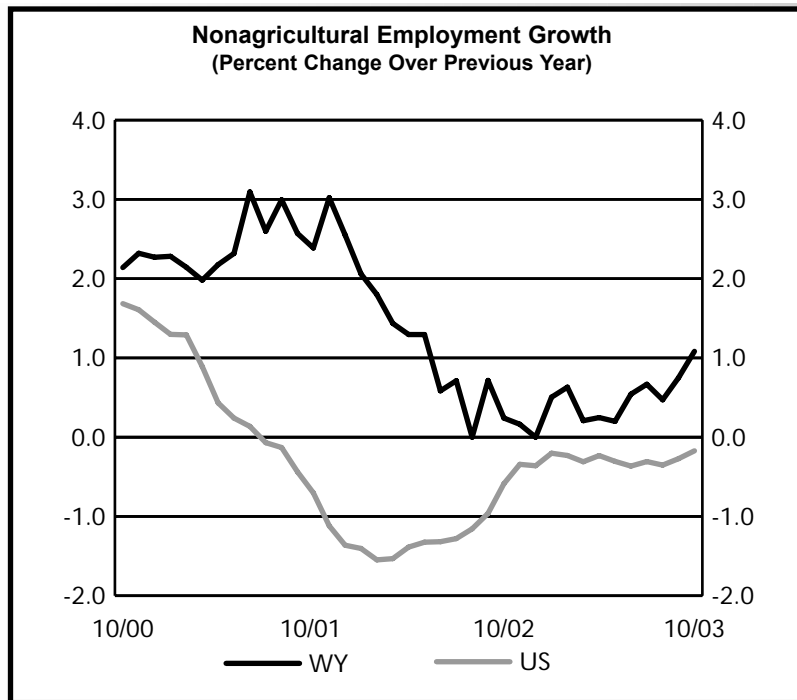
\*The over-the-year increase of 2,700 jobs is not statistically significant.



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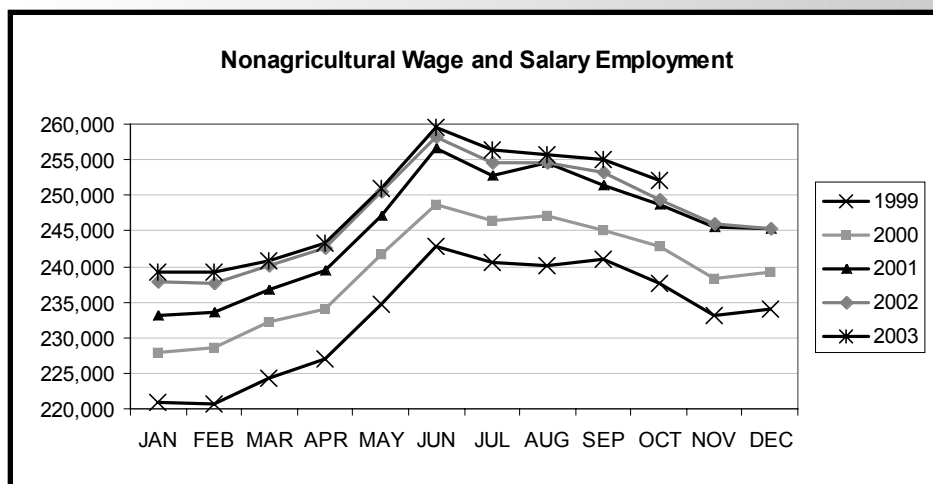
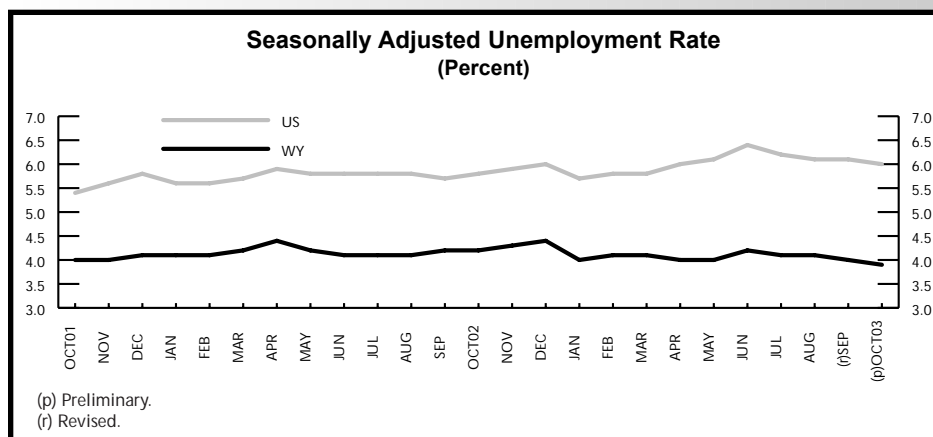
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**State Unemployment Rates**  
**October 2003**  
(Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	11.4
Michigan	7.6
Oregon	7.6
Alaska	7.3
South Carolina	7.1
Washington	7.0
District of Columbia	6.7
Illinois	6.7
California	6.6
Texas	6.5
Arkansas	6.2
New York	6.2
New Mexico	6.1
North Carolina	6.1
<b>United States</b>	<b>6.0</b>
West Virginia	5.9
Mississippi	5.7
New Jersey	5.7
Alabama	5.6
Massachusetts	5.6
Ohio	5.6
Colorado	5.5
Kentucky	5.5
Louisiana	5.5
Tennessee	5.5
Pennsylvania	5.4
Wisconsin	5.4
Idaho	5.3
Oklahoma	5.3
Missouri	5.2
Indiana	5.1
Maine	5.1
Arizona	5.0
Nevada	5.0
Connecticut	4.9
Florida	4.8
Kansas	4.7
Utah	4.7
Minnesota	4.6
Iowa	4.5
Rhode Island	4.4
New Hampshire	4.3
Georgia	4.2
Hawaii	4.2
Montana	4.2
Maryland	4.1
Delaware	4.0
Vermont	4.0
<b>Wyoming</b>	<b>3.9</b>
Nebraska	3.8
North Dakota	3.6
Virginia	3.5
South Dakota	3.1



# Wyoming Nonagricultural Wage and Salary Employment<sup>1</sup>

by: *David Bullard, Senior Economist*

“Wyoming job growth, which had remained below 1.0 percent for 16 months, turned upward in October as 2,700 jobs were created giving the state an over-the-year growth rate of 1.1 percent.”

WYOMING STATEWIDE*	Employment in Thousands			Percent Change Total Employment	
				Sep 03	Oct 02
	Oct03(p)	Sep03(r)	Oct02(b)	Oct 03	Oct 03
<b>TOTAL NONAG. WAGE &amp; SALARY EMPLOYMENT</b>	<b>252.1</b>	<b>255.1</b>	<b>249.4</b>	<b>-1.2</b>	<b>1.1</b>
<b>TOTAL PRIVATE</b>	<b>186.7</b>	<b>192.0</b>	<b>185.4</b>	<b>-2.8</b>	<b>0.7</b>
<b>GOODS PRODUCING</b>	<b>48.2</b>	<b>48.7</b>	<b>49.3</b>	<b>-1.0</b>	<b>-2.2</b>
Natural Resources & Mining	18.2	18.1	18.1	0.6	0.6
Mining	18.1	18.0	17.9	0.6	1.1
Oil & Gas Extraction	3.2	3.2	3.2	0.0	0.0
Mining Except Oil & Gas	7.6	7.6	7.6	0.0	0.0
Coal Mining	4.8	4.8	4.9	0.0	-2.0
Support Activities for Mining	7.3	7.2	7.1	1.4	2.8
Support Activities for Oil & Gas	5.2	5.1	5.0	2.0	4.0
Construction	20.6	21.4	21.4	-3.7	-3.7
Construction of Buildings	4.3	4.4	5.2	-2.3	-17.3
Heavy & Civil Engineering Constr.	6.0	6.5	6.1	-7.7	-1.6
Specialty Trade Contractors	10.3	10.5	10.1	-1.9	2.0
Manufacturing	9.4	9.2	9.8	2.2	-4.1
Durable Goods	4.6	4.6	4.9	0.0	-6.1
Non-Durable Goods	4.8	4.6	4.9	4.3	-2.0
<b>SERVICE PROVIDING</b>	<b>203.9</b>	<b>206.4</b>	<b>200.1</b>	<b>-1.2</b>	<b>1.9</b>
Trade, Trans., Warehousing, & Util.	48.6	49.5	48.1	-1.8	1.0
Wholesale Trade	6.9	7.2	6.9	-4.2	0.0
Merchant Whslsrs., Durable Goods	4.1	4.2	4.1	-2.4	0.0
Retail Trade	30.2	30.8	30.0	-1.9	0.7
Motor Vehicle & Parts Dealers	4.3	4.3	4.2	0.0	2.4
Bldg. Material & Garden Supplies	2.6	2.6	2.7	0.0	-3.7
Food & Beverage Stores	5.0	5.0	5.1	0.0	-2.0
Grocery Stores	3.9	3.9	4.0	0.0	-2.5
Gasoline Stations	4.2	4.3	4.2	-2.3	0.0
General Merchandise Stores	5.9	6.2	6.2	-4.8	-4.8
Miscellaneous Store Retailers	1.8	1.9	1.7	-5.3	5.9
Transportation, Warehouse, & Util.	11.5	11.5	11.2	0.0	2.7
Utilities	2.1	2.1	2.1	0.0	0.0
Transportation & Warehousing	9.4	9.4	9.1	0.0	3.3
Truck Transportation	3.4	3.5	3.4	-2.9	0.0
Information	4.3	4.2	4.0	2.4	7.5
Financial Activities	10.2	10.0	10.1	2.0	1.0
Finance & Insurance	6.8	6.7	6.6	1.5	3.0
Real Estate & Rental & Leasing	3.4	3.3	3.5	3.0	-2.9
Professional & Business Services	15.4	15.7	15.5	-1.9	-0.6
Prof., Scientific & Technical Services	7.1	7.0	7.3	1.4	-2.7
Architectural, Engineering & Rel.	2.2	2.2	2.2	0.0	0.0
Mngt. of Companies & Enterprises	0.7	0.7	0.7	0.0	0.0
Admin. & Support & Waste Svcs.	7.6	8.0	7.5	-5.0	1.3
Educational & Health Services	20.6	20.5	20.0	0.5	3.0
Educational	1.8	1.8	2.0	0.0	-10.0
Health Care & Social Assistance	18.8	18.7	18.0	0.5	4.4
Ambulatory Health Care	7.0	7.0	6.6	0.0	6.1
Offices of Physicians	3.0	3.0	2.9	0.0	3.4
Hospitals	2.8	2.8	2.8	0.0	0.0
Nursing & Residential Care Fac.	4.3	4.3	4.2	0.0	2.4
Social Assistance	4.7	4.6	4.4	2.2	6.8
Leisure & Hospitality	29.9	33.7	29.1	-11.3	2.7
Arts, Entertainment, & Recreation	2.6	2.9	2.6	-10.3	0.0
Accommodation & Food Services	27.3	30.8	26.5	-11.4	3.0
Accommodation	9.3	12.1	8.9	-23.1	4.5
Food Serv. & Drinking Places	18.0	18.7	17.6	-3.7	2.3
Other Services	9.5	9.7	9.3	-2.1	2.2
Repair & Maintenance	3.0	2.9	3.0	3.4	0.0
<b>TOTAL GOVERNMENT</b>	<b>65.4</b>	<b>63.1</b>	<b>64.0</b>	<b>3.6</b>	<b>2.2</b>
Federal Government	7.7	8.4	7.5	-8.3	2.7
State Government	15.0	14.3	14.8	4.9	1.4
State Govt. Education	6.4	5.0	5.8	28.0	10.3
Local Government	42.7	40.4	41.7	5.7	2.4
Local Govt. Education	22.8	20.4	22.1	11.8	3.2
Hospitals	5.6	5.5	5.6	1.8	0.0

LARAMIE COUNTY	Employment in Thousands			Percent Change Total Employment	
				Sep 03	Oct 02
	Oct03(p)	Sep03(r)	Oct02(b)	Oct 03	Oct 03
<b>TOTAL NONAG. WAGE &amp; SALARY EMPLOYMENT</b>	<b>39.6</b>	<b>39.9</b>	<b>39.6</b>	<b>-0.8</b>	<b>0.0</b>
<b>TOTAL PRIVATE</b>	<b>27.2</b>	<b>27.7</b>	<b>27.5</b>	<b>-1.8</b>	<b>-1.1</b>
<b>GOODS PRODUCING</b>	<b>3.9</b>	<b>3.9</b>	<b>4.2</b>	<b>0.0</b>	<b>-7.1</b>
Nat. Res., Mining, & Construction	2.3	2.4	2.7	-4.2	-14.8
Manufacturing	1.6	1.5	1.5	6.7	6.7
<b>SERVICE PROVIDING</b>	<b>35.7</b>	<b>36.0</b>	<b>35.4</b>	<b>-0.8</b>	<b>0.8</b>
Trade, Transportation, & Utilities	8.6	8.6	8.5	0.0	1.2
Wholesale Trade	0.7	0.7	0.7	0.0	0.0
Retail Trade	5.9	5.9	5.8	0.0	1.7
Information	1.1	1.0	1.0	10.0	10.0
Financial Activities	1.9	1.9	1.8	0.0	5.6
Professional & Business Services	3.3	3.5	3.4	-5.7	-2.9
Educational & Health Services	2.8	2.8	2.7	0.0	3.7
Leisure & Hospitality	4.0	4.3	4.2	-7.0	-4.8
Other Services	1.6	1.7	1.7	-5.9	-5.9
<b>TOTAL GOVERNMENT</b>	<b>12.4</b>	<b>12.2</b>	<b>12.1</b>	<b>1.6</b>	<b>2.5</b>
Federal Government	2.6	2.6	2.5	0.0	4.0
State Government	3.9	3.9	3.8	0.0	2.6
Local Government	5.9	5.7	5.8	3.5	1.7

NATRONA COUNTY*	Employment in Thousands			Percent Change Total Employment	
				Sep 03	Oct 02
	Oct03(p)	Sep03(r)	Oct02(b)	Oct 03	Oct 03
<b>TOTAL NONAG. WAGE &amp; SALARY EMPLOYMENT</b>	<b>34.4</b>	<b>34.2</b>	<b>34.2</b>	<b>0.6</b>	<b>0.6</b>
<b>TOTAL PRIVATE</b>	<b>28.8</b>	<b>29.2</b>	<b>28.4</b>	<b>-1.4</b>	<b>1.4</b>
<b>GOODS PRODUCING</b>	<b>6.0</b>	<b>6.0</b>	<b>5.7</b>	<b>0.0</b>	<b>5.3</b>
Natural Resources & Mining	2.1	2.1	2.0	0.0	5.0
Construction	2.4	2.4	2.2	0.0	9.1
Manufacturing	1.5	1.5	1.5	0.0	0.0
<b>SERVICE PROVIDING</b>	<b>28.4</b>	<b>28.2</b>	<b>28.5</b>	<b>0.7</b>	<b>-0.4</b>
Trade, Transportation, & Utilities	8.2	8.2	8.1	0.0	1.2
Wholesale Trade	2.3	2.3	2.3	0.0	0.0
Retail Trade	4.8	4.8	4.7	0.0	2.1
Transportation, Warehouse, & Util.	1.1	1.1	1.1	0.0	0.0
Information	0.6	0.6	0.6	0.0	0.0
Financial Activities	1.9	2.0	1.9	-5.0	0.0
Professional & Business Services	2.9	3.0	3.0	-3.3	-3.3
Educational & Health Services	4.3	4.4	4.2	-2.3	2.4
Leisure & Hospitality	3.2	3.3	3.3	-3.0	-3.0
Other Services	1.7	1.7	1.6	0.0	6.2
<b>TOTAL GOVERNMENT</b>	<b>5.6</b>	<b>5.0</b>	<b>5.8</b>	<b>12.0</b>	<b>-3.4</b>
Federal Government	0.6	0.6	0.7	0.0	-14.3
State Government	0.7	0.7	0.7	0.0	0.0
Local Government	4.3	3.7	4.4	16.2	-2.3
Local Education	3.0	2.4	3.0	25.0	0.0

<sup>1</sup>Current Employment Statistics (CES) estimates include all full- and part-time wage and salary workers in nonagricultural establishments who worked or received pay during the week which includes the 12th of the month. Self-employed, domestic services, and personnel of the armed forces are excluded. Data are not seasonally adjusted.

\*Published in cooperation with the Bureau of Labor Statistics.

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

## Wyoming Nonagricultural Wage and Salary Employment (Continued)

	Employment in Thousands			Percent Change Total Employment	
	Oct03(p)	Sep03(r)	Oct02(b)	Oct 03	Oct 02
<b>CAMPBELL COUNTY</b>					
<b>TOTAL NONAG. WAGE &amp; SALARY EMPLOYMENT</b>	<b>21.5</b>	<b>21.6</b>	<b>21.5</b>	<b>-0.5</b>	<b>0.0</b>
<b>TOTAL PRIVATE</b>	<b>17.8</b>	<b>18.0</b>	<b>17.9</b>	<b>-1.1</b>	<b>-0.6</b>
<b>GOODS PRODUCING</b>	<b>8.6</b>	<b>8.6</b>	<b>8.9</b>	<b>0.0</b>	<b>-3.4</b>
Natural Resources & Mining	5.9	6.0	6.1	-1.7	-3.3
Construction	2.2	2.1	2.3	4.8	-4.3
Manufacturing	0.5	0.5	0.5	0.0	0.0
<b>SERVICE PROVIDING</b>	<b>12.9</b>	<b>13.0</b>	<b>12.6</b>	<b>-0.8</b>	<b>2.4</b>
Trade, Transportation, & Utilities	4.0	4.0	3.8	0.0	5.3
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.5	0.5	0.5	0.0	0.0
Professional & Business Services	1.3	1.4	1.3	-7.1	0.0
Educational & Health Services	0.9	0.9	0.8	0.0	12.5
Leisure & Hospitality	1.6	1.6	1.7	0.0	-5.9
Other Services	0.7	0.8	0.7	-12.5	0.0
<b>TOTAL GOVERNMENT</b>	<b>3.7</b>	<b>3.6</b>	<b>3.6</b>	<b>2.8</b>	<b>2.8</b>
<b>SWEETWATER COUNTY</b>					
<b>TOTAL NONAG. WAGE &amp; SALARY EMPLOYMENT</b>	<b>20.8</b>	<b>20.6</b>	<b>19.8</b>	<b>1.0</b>	<b>5.1</b>
<b>TOTAL PRIVATE</b>	<b>16.5</b>	<b>16.4</b>	<b>15.5</b>	<b>0.6</b>	<b>6.5</b>
<b>GOODS PRODUCING</b>	<b>6.7</b>	<b>6.6</b>	<b>6.2</b>	<b>1.5</b>	<b>8.1</b>
Natural Resources & Mining	3.6	3.6	3.3	0.0	9.1
Construction	2.0	1.9	1.7	5.3	17.6
Manufacturing	1.1	1.1	1.2	0.0	-8.3
<b>SERVICE PROVIDING</b>	<b>14.1</b>	<b>14.0</b>	<b>13.6</b>	<b>0.7</b>	<b>3.7</b>
Trade, Transportation, & Utilities	4.3	4.3	4.2	0.0	2.4
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.6	0.0	16.7
Professional & Business Services	1.0	1.0	0.9	0.0	11.1
Educational & Health Services	0.9	0.9	0.8	0.0	12.5
Leisure & Hospitality	2.1	2.1	2.0	0.0	5.0
Other Services	0.6	0.6	0.6	0.0	0.0
<b>TOTAL GOVERNMENT</b>	<b>4.3</b>	<b>4.2</b>	<b>4.3</b>	<b>2.4</b>	<b>0.0</b>
<b>TETON COUNTY</b>					
<b>TOTAL NONAG. WAGE &amp; SALARY EMPLOYMENT</b>	<b>15.9</b>	<b>18.2</b>	<b>15.7</b>	<b>-12.6</b>	<b>1.3</b>
<b>TOTAL PRIVATE</b>	<b>13.7</b>	<b>15.9</b>	<b>13.6</b>	<b>-13.8</b>	<b>0.7</b>
<b>GOODS PRODUCING</b>	<b>2.6</b>	<b>2.6</b>	<b>3.0</b>	<b>0.0</b>	<b>-13.3</b>
Nat. Res., Mining & Construction	2.4	2.4	2.7	0.0	-11.1
Manufacturing	0.2	0.2	0.3	0.0	-33.3
<b>SERVICE PROVIDING</b>	<b>13.3</b>	<b>15.6</b>	<b>12.7</b>	<b>-14.7</b>	<b>4.7</b>
Trade, Transportation, & Utilities	2.4	2.8	2.4	-14.3	0.0
Information	0.3	0.3	0.3	0.0	0.0
Financial Activities	0.8	0.8	0.8	0.0	0.0
Professional & Business Services	1.7	1.7	1.6	0.0	6.2
Educational & Health Services	0.7	0.7	0.6	0.0	16.7
Leisure & Hospitality	4.8	6.6	4.5	-27.3	6.7
Other Services	0.4	0.4	0.4	0.0	0.0
<b>TOTAL GOVERNMENT</b>	<b>2.2</b>	<b>2.3</b>	<b>2.1</b>	<b>-4.3</b>	<b>4.8</b>

## State Unemployment Rates October 2003 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	11.7
Michigan	6.9
Oregon	6.9
South Carolina	6.9
Alaska	6.8
District of Columbia	6.6
Washington	6.6
California	6.4
Illinois	6.1
Texas	6.1
New York	6.0
Alabama	5.9
North Carolina	5.9
Mississippi	5.8
New Mexico	5.8
<b>United States</b>	<b>5.6</b>
New Jersey	5.5
Louisiana	5.4
Kentucky	5.3
Massachusetts	5.3
Tennessee	5.3
West Virginia	5.3
Arizona	5.2
Colorado	5.2
Oklahoma	5.2
Ohio	5.1
Arkansas	5.0
Pennsylvania	5.0
Florida	4.9
Missouri	4.9
Indiana	4.7
Kansas	4.7
Maine	4.7
Nevada	4.7
Wisconsin	4.6
Connecticut	4.5
Idaho	4.5
Georgia	4.4
Utah	4.4
Hawaii	4.2
Rhode Island	4.2
Minnesota	4.1
Maryland	4.0
New Hampshire	3.9
Iowa	3.8
Montana	3.8
Delaware	3.7
Nebraska	3.5
Virginia	3.4
<b>Wyoming</b>	<b>3.4</b>
Vermont	3.3
South Dakota	2.8
North Dakota	2.4

## Economic Indicators

by: **David Bullard, Senior Economist**

**“The Baker Hughes rig count for Wyoming increased 60.5 percent from a year earlier.”**

	Oct 2003 (p)	Sep 2003 (r)	Oct 2002 (b)	Percent Change Month	Change Year
Wyoming Total Civilian Labor Force <sup>1</sup>	277,189	276,391	270,290	0.3	2.6
Unemployed	9,385	9,473	9,820	-0.9	-4.4
Employed	267,804	266,918	260,470	0.3	2.8
Wyoming Unemployment Rate/Seasonally Adjusted	3.4%/3.9%	3.4%/4.0%	3.6%/4.2%	N/A	N/A
U.S. Unemployment Rate/Seasonally Adjusted	5.6%/6.0%	5.8%/6.1%	5.3%/5.8%	N/A	N/A
U.S. Multiple Jobholders	7,515,000	7,160,000	7,320,000	5.0	2.7
As a percent of all workers	5.4%	5.2%	5.3%	N/A	N/A
U.S. Discouraged Workers	462,000	388,000	359,000	19.1	28.7
U.S. Part-Time for Economic Reasons	4,394,000	4,455,000	3,965,000	-1.4	10.8
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	\$973.15	\$988.75	\$906.82	-1.6	7.3
Average Weekly Hours	43.6	44.2	43.1	-1.4	1.2
U.S. Mining Hours & Earnings					
Average Weekly Earnings	\$811.72	\$810.83	\$771.76	0.1	5.2
Average Weekly Hours	44.6	44.6	43.9	0.0	1.6
Wyoming Manufacturing Hours & Earnings					
Average Weekly Earnings	\$646.02	\$641.41	\$707.62	0.7	-8.7
Average Weekly Hours	39.2	38.5	39.4	1.8	-0.5
U.S. Manufacturing Hours & Earnings					
Average Weekly Earnings	\$642.65	\$647.50	\$625.73	-0.7	2.7
Average Weekly Hours	40.7	40.8	40.5	-0.2	0.5
Wyoming Unemployment Insurance					
Weeks Compensated <sup>2</sup>	9,619	9,792	12,044	-1.8	-20.1
Benefits Paid	\$2,267,976	\$2,294,482	\$2,756,230	-1.2	-17.7
Average Weekly Benefit Payment	\$235.78	\$234.32	\$228.85	0.6	3.0
State Insured Covered Jobs <sup>1</sup>	229,914	233,890	226,264	-1.7	1.6
Insured Unemployment Rate	1.2%	1.1%	1.3%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers					
(1982 to 1984 = 100) - All Items	185.0	185.2	181.3	-0.1	2.0
Food & Beverages	182.2	181.3	177.1	0.5	2.9
Housing	185.7	185.8	181.4	-0.1	2.4
Apparel	124.8	122.0	126.8	2.3	-1.6
Transportation	157.1	159.4	154.9	-1.4	1.4
Medical Care	299.9	299.2	289.2	0.2	3.7
Recreation (Dec. 1997=100)	107.6	107.7	106.4	-0.1	1.1
Education & Comm. (Dec. 1997=100)	110.9	110.9	109.4	0.0	1.4
Other Goods & Services	300.2	299.9	295.4	0.1	1.6
Producer Prices (1982 to 1984 = 100) - All Commodities	139.4	138.5	133.2	0.6	4.7
Wyoming Building Permits					
(New Privately Owned Housing Units Authorized)					
Total Units	203	204	202	-0.5	0.5
Valuation	\$35,967,000	\$33,694,000	\$27,332,000	6.7	31.6
Single Family Homes	182	182	168	0.0	8.3
Valuation	\$34,240,000	\$31,410,000	\$25,504,000	9.0	34.3
Baker Hughes North American Rotary Rig Count for WY	69	65	43	6.2	60.5

(p) Preliminary. (r) Revised. (b) Benchmarked. <sup>1</sup>Local Area Unemployment Statistics Program Estimates. <sup>2</sup>Not Normalized.



# Wyoming County Unemployment Rates

by: Brad Payne, Economist

“Albany County had the lowest unemployment rate in October (1.5%); it was followed by Johnson County (1.8%) and Goshen County (2.3%).”

REGION County	Labor Force			Employed			Unemployed			Unemployment Rate		
	Oct 2003 (p)	Sep 2003 (r)	Oct 2002 (b)	Oct 2003 (p)	Sep 2003 (r)	Oct 2002 (b)	Oct 2003 (p)	Sep 2003 (r)	Oct 2002 (b)	Oct 2003 (p)	Sep 2003 (r)	Oct 2002 (b)
<b>NORTHWEST</b>	<b>47,272</b>	<b>47,707</b>	<b>46,261</b>	<b>45,494</b>	<b>46,005</b>	<b>44,232</b>	<b>1,778</b>	<b>1,702</b>	<b>2,029</b>	<b>3.8</b>	<b>3.6</b>	<b>4.4</b>
Big Horn	5,924	5,849	5,804	5,740	5,643	5,578	184	206	226	3.1	3.5	3.9
Fremont	18,955	18,793	18,515	18,029	17,966	17,481	926	827	1,034	4.9	4.4	5.6
Hot Springs	2,281	2,264	2,283	2,227	2,209	2,205	54	55	78	2.4	2.4	3.4
Park	15,523	16,384	15,090	15,037	15,896	14,563	486	488	527	3.1	3.0	3.5
Washakie	4,589	4,417	4,569	4,461	4,291	4,405	128	126	164	2.8	2.9	3.6
<b>NORTHEAST</b>	<b>48,168</b>	<b>47,843</b>	<b>47,100</b>	<b>46,778</b>	<b>46,351</b>	<b>45,597</b>	<b>1,390</b>	<b>1,492</b>	<b>1,503</b>	<b>2.9</b>	<b>3.1</b>	<b>3.2</b>
Campbell	23,098	22,677	22,518	22,392	21,937	21,753	706	740	765	3.1	3.3	3.4
Crook	2,956	3,043	2,938	2,864	2,956	2,860	92	87	78	3.1	2.9	2.7
Johnson	4,077	4,160	4,015	4,003	4,068	3,928	74	92	87	1.8	2.2	2.2
Sheridan	14,699	14,629	14,316	14,271	14,150	13,846	428	479	470	2.9	3.3	3.3
Weston	3,338	3,334	3,313	3,248	3,240	3,210	90	94	103	2.7	2.8	3.1
<b>SOUTHWEST</b>	<b>55,682</b>	<b>56,641</b>	<b>53,489</b>	<b>53,648</b>	<b>54,663</b>	<b>51,410</b>	<b>2,034</b>	<b>1,978</b>	<b>2,079</b>	<b>3.7</b>	<b>3.5</b>	<b>3.9</b>
Lincoln	6,844	6,898	6,718	6,566	6,591	6,366	278	307	352	4.1	4.5	5.2
Sublette	3,687	3,773	3,575	3,591	3,672	3,493	96	101	82	2.6	2.7	2.3
Sweetwater	21,267	20,703	19,882	20,572	20,009	19,081	695	694	801	3.3	3.4	4.0
Teton	12,012	13,357	11,782	11,562	13,043	11,522	450	314	260	3.7	2.4	2.2
Uinta	11,872	11,910	11,532	11,357	11,348	10,948	515	562	584	4.3	4.7	5.1
<b>SOUTHEAST</b>	<b>74,930</b>	<b>73,943</b>	<b>73,635</b>	<b>72,794</b>	<b>71,666</b>	<b>71,449</b>	<b>2,136</b>	<b>2,277</b>	<b>2,186</b>	<b>2.9</b>	<b>3.1</b>	<b>3.0</b>
Albany	19,508	19,000	19,225	19,223	18,672	18,908	285	328	317	1.5	1.7	1.6
Goshen	6,325	6,079	6,353	6,177	5,898	6,182	148	181	171	2.3	3.0	2.7
Laramie	43,537	43,212	42,440	42,004	41,619	40,954	1,533	1,593	1,486	3.5	3.7	3.5
Niobrara	1,157	1,173	1,199	1,126	1,152	1,167	31	21	32	2.7	1.8	2.7
Platte	4,403	4,479	4,418	4,264	4,325	4,238	139	154	180	3.2	3.4	4.1
<b>CENTRAL</b>	<b>51,137</b>	<b>50,256</b>	<b>49,802</b>	<b>49,089</b>	<b>48,232</b>	<b>47,782</b>	<b>2,048</b>	<b>2,024</b>	<b>2,020</b>	<b>4.0</b>	<b>4.0</b>	<b>4.1</b>
Carbon	8,163	8,218	8,018	7,836	7,883	7,744	327	335	274	4.0	4.1	3.4
Converse	6,424	6,366	6,321	6,195	6,144	6,077	229	222	244	3.6	3.5	3.9
Natrona	36,550	35,672	35,463	35,058	34,205	33,961	1,492	1,467	1,502	4.1	4.1	4.2
<b>STATEWIDE</b>	<b>277,189</b>	<b>276,391</b>	<b>270,290</b>	<b>267,804</b>	<b>266,918</b>	<b>260,470</b>	<b>9,385</b>	<b>9,473</b>	<b>9,820</b>	<b>3.4</b>	<b>3.4</b>	<b>3.6</b>
Statewide Seasonally Adjusted .....										3.9	4.0	4.2
U.S. ....										5.6	5.8	5.3
U.S. Seasonally Adjusted.....										6.0	6.1	5.8

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 03/03. Run Date 11/03.

Data are not seasonally adjusted except where otherwise specified.

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

NOTE: The Current Population Survey (CPS) estimated the 2002 annual average Wyoming unemployment rate at 4.2 percent.

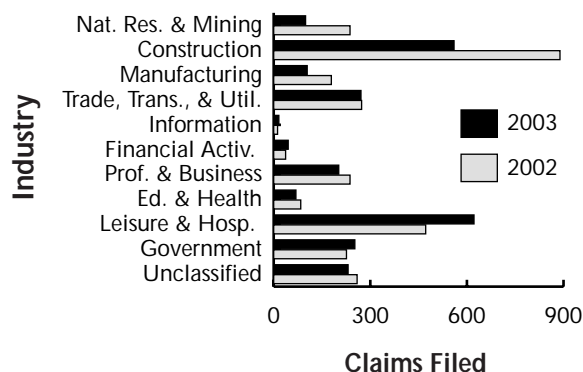
The 90 percent confidence interval for this estimate suggests that in 9 of 10 cases, the interval 3.7 to 4.7 percent would contain the actual rate.

## Wyoming Normalized Unemployment Insurance Statistics: Initial Claims

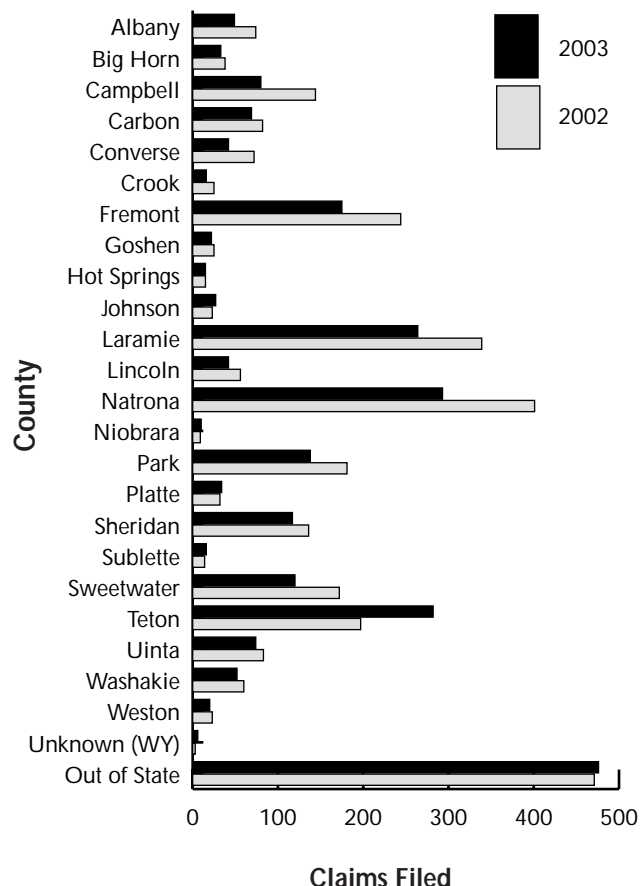
by: Douglas W. Leonard, Research Analyst

"Claims in goods-producing industries declined sharply compared to October 2002, while claims in services-providing industries increased 8.4 percent over-the-year."

**Initial Unemployment Insurance Claims  
by Industry, October 2003**



**Initial Unemployment Insurance  
Claims by County, October 2003**



### WYOMING STATEWIDE

	Claims Filed			Percent Change	
	Oct 03	Sep 03	Oct 02	Sep 03 Oct 03	Oct 02 Oct 03
TOTAL CLAIMS FILED	2,471	1,370	2,918	80.4	-15.3
TOTAL GOODS PRODUCING	763	501	1,305	52.3	-41.5
Natural Resources and Mining	99	108	237	-8.3	-58.2
Mining	85	97	224	-12.4	-62.1
Oil & Gas Extraction	8	26	19	-69.2	-57.9
Construction	560	339	889	65.2	-37.0
Manufacturing	104	54	179	92.6	-41.9
TOTAL SERVICE PROVIDING	1,254	634	1,157	97.8	8.4
Trade, Trans., Warehousing, & Util.	271	177	273	53.1	-0.7
Wholesale Trade	38	30	37	26.7	2.7
Retail Trade	152	94	158	61.7	-3.8
Trans., Warehousing, & Utilities	81	53	78	52.8	3.8
Information	16	11	12	45.5	33.3
Financial Activities	45	43	37	4.7	21.6
Professional & Business Services	202	105	237	92.4	-14.8
Educational & Health Services	69	92	84	-25.0	-17.9
Leisure & Hospitality	622	182	472	241.8	31.8
Other Services	29	24	42	20.8	-31.0
TOTAL GOVERNMENT	252	122	226	106.6	11.5
Federal Government	149	48	123	210.4	21.1
State Government	31	17	26	82.4	19.2
Local Government	72	57	77	26.3	-6.5
Local Education	10	13	22	-23.1	-54.5
UNCLASSIFIED	202	113	230	78.8	-12.2

### LARAMIE COUNTY

TOTAL CLAIMS FILED	263	208	341	26.4	-22.9
TOTAL GOODS PRODUCING	109	57	184	91.2	-40.8
Construction	95	45	165	111.1	-42.4
TOTAL SERVICE PROVIDING	106	111	116	-4.5	-8.6
Trade, Trans., Warehousing, & Util.	41	33	38	24.2	7.9
Financial Activities	8	4	5	100.0	60.0
Professional & Business Services	31	15	34	106.7	-8.8
Educational & Health Services	12	23	12	-47.8	0.0
Leisure & Hospitality	7	27	16	-74.1	-56.3
TOTAL GOVERNMENT	30	30	21	0.0	42.9
UNCLASSIFIED	18	10	20	80.0	-10.0

### NATRONA COUNTY

TOTAL CLAIMS FILED	294	215	401	36.7	-26.7
TOTAL GOODS PRODUCING	132	79	240	67.1	-45.0
Construction	105	50	186	110.0	-43.5
TOTAL SERVICE PROVIDING	133	115	132	15.7	0.8
Trade, Trans., Warehousing, & Util.	41	34	41	20.6	0.0
Financial Activities	7	9	7	-22.2	0.0
Professional & Business Services	36	20	45	80.0	-20.0
Educational & Health Services	20	23	12	-13.0	66.7
Leisure & Hospitality	19	23	17	-17.4	11.8
TOTAL GOVERNMENT	19	9	13	111.1	46.2
UNCLASSIFIED	10	12	16	-16.7	-37.5

## Wyoming Normalized Unemployment Insurance Statistics: Continued Claims by: Douglas W. Leonard, Research Analyst

“Statewide continued weeks claimed fell 5.2 percent compared to October 2002. The change was led by declines in the goods-producing sector.”

	Weeks Claimed			Percent Change	
	Oct 03	Sep 03	Oct 02	Sep 03	Oct 02
<b>WYOMING STATEWIDE</b>					
TOTAL WEEKS CLAIMED	11,084	10,341	11,690	7.2	-5.2
TOTAL UNIQUE CLAIMANTS	3,176	3,273	3,390	-3.0	-6.3
<b>TOTAL GOODS PRODUCING</b>	2,955	3,004	4,199	-1.6	-29.6
Natural Resources and Mining	607	659	1,116	-7.9	-45.6
Mining	519	581	1,042	-10.7	-50.2
Oil & Gas Extraction	72	61	145	18.0	-50.3
Construction	1,830	1,773	2,447	3.2	-25.2
Manufacturing	518	572	636	-9.4	-18.6
<b>TOTAL SERVICE PROVIDING</b>	5,927	5,281	5,493	12.2	7.9
Trade, Trans., Warehousing, & Util.	1,765	1,727	1,761	2.2	0.2
Wholesale Trade	389	393	285	-1.0	36.5
Retail Trade	963	975	1,100	-1.2	-12.5
Trans., Warehousing, & Utilities	413	359	376	15.0	9.8
Information	165	206	177	-19.9	-6.8
Financial Activities	421	395	287	6.6	46.7
Professional & Business Services	984	999	1,147	-1.5	-14.2
Educational & Health Services	792	778	688	1.8	15.1
Leisure & Hospitality	1,555	900	1,052	72.8	47.8
Other Services	245	276	381	-11.2	-35.7
<b>TOTAL GOVERNMENT</b>	1,331	1,189	1,045	11.9	27.4
Federal Government	421	226	298	86.3	41.3
State Government	217	214	209	1.4	3.8
Local Government	693	749	538	-7.5	28.8
Local Education	222	273	260	-18.7	-14.6
<b>UNCLASSIFIED</b>	871	867	953	0.5	-8.6

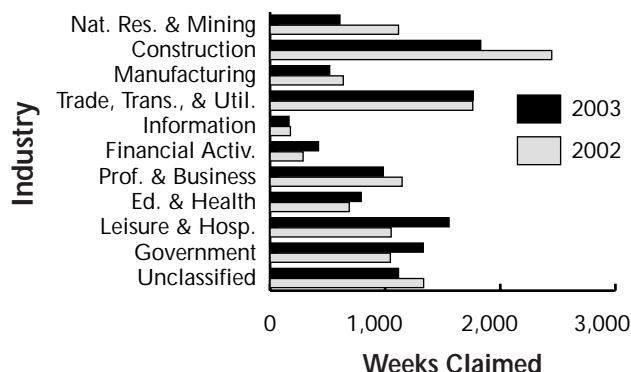
### LARAMIE COUNTY

TOTAL WEEKS CLAIMED	1,620	1,578	1,407	2.7	15.1
TOTAL UNIQUE CLAIMANTS	432	487	383	-11.3	12.8
<b>TOTAL GOODS PRODUCING</b>	280	278	303	0.7	-7.6
Construction	215	226	220	-4.9	-2.3
<b>TOTAL SERVICE PROVIDING</b>	1,009	986	863	2.3	16.9
Trade, Trans., Warehousing, & Util.	339	320	275	5.9	23.3
Financial Activities	72	72	54	0.0	33.3
Professional & Business Services	191	227	186	-15.9	2.7
Educational & Health Services	147	112	165	31.3	-10.9
Leisure & Hospitality	167	151	63	10.6	165.1
<b>TOTAL GOVERNMENT</b>	261	248	176	5.2	48.3
<b>UNCLASSIFIED</b>	70	66	65	6.1	7.7

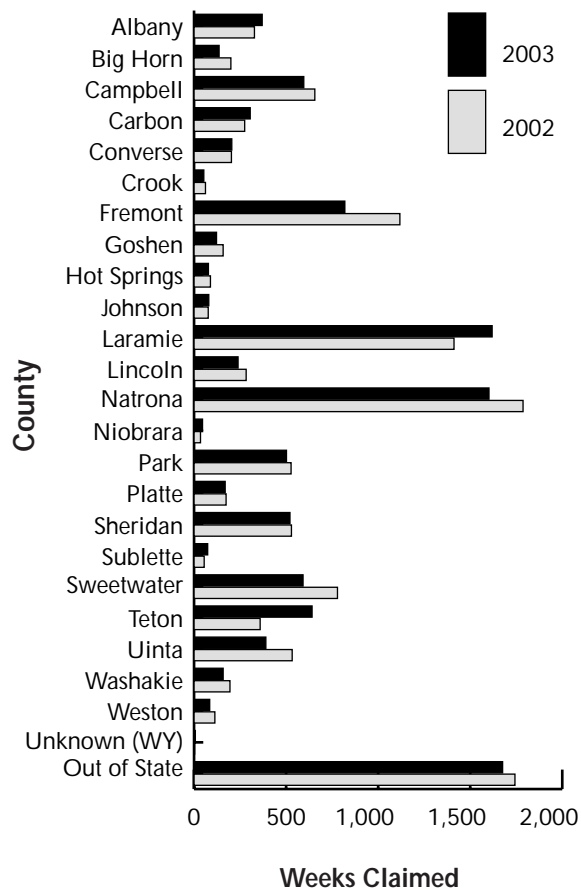
### NATRONA COUNTY

TOTAL WEEKS CLAIMED	1,605	1,715	1,787	-6.4	-10.2
TOTAL UNIQUE CLAIMANTS	451	547	494	-17.6	-8.7
<b>TOTAL GOODS PRODUCING</b>	489	550	734	-11.1	-33.4
Construction	278	298	407	-6.7	-31.7
<b>TOTAL SERVICE PROVIDING</b>	953	997	922	-4.4	3.4
Trade, Trans., Warehousing, & Util.	294	290	320	1.4	-8.1
Financial Activities	100	86	66	16.3	51.5
Professional & Business Services	166	168	212	-1.2	-21.7
Educational & Health Services	167	174	132	-4.0	26.5
Leisure & Hospitality	153	170	87	-10.0	75.9
<b>TOTAL GOVERNMENT</b>	124	116	60	6.9	106.7
<b>UNCLASSIFIED</b>	39	52	71	-25.0	-45.1

Continued Unemployment Insurance Claims  
by Industry, October 2003



Continued Unemployment Insurance  
Claims by County, October 2003



**Wyoming Department of Employment  
Research & Planning  
P.O. Box 2760  
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