

Wyoming Benefits Survey 2024

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Wyoming Benefits Survey 2024

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Research & Planning (R&P) functions as an exclusively statistical entity within the Wyoming Department of Workforce Services. R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards. We work to make the labor market more efficient by providing the public and the public's representatives with the information needed for evidence-based, informed decision making.



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Wyoming Benefits Survey 2024: Introduction

by: Lisa Knapp, Senior Research Analyst

This publication examines the prevalence of employer-provided benefits such as medical insurance, retirement plans, and paid leave in Wyoming. These benefits are analyzed in several ways: by full- and part-time employment status, employer size class, industry, and by Wyoming substate region.

The Research & Planning (R&P) section of the Wyoming Department of Workforce Services conducts the Wyoming Benefits Survey on a quarterly basis. This survey is designed to collect information about the types of benefits Wyoming employers offer their employees. The questionnaire is sent to a random sample of employers drawn from the Quarterly Census of Employment and Wages (QCEW) database.

These estimates are based on the average employment in the state during the target survey quarter and the preceding seven quarters and are calculated using data collected during those eight quarters. This survey was not conducted during fourth quarter 2019 (2019Q4) and first quarter 2020 (2020Q1) due to the coronavirus pandemic, because so many businesses were closed or operating with a limited number of staff. As such, there is a break in the publishable data between 2019Q3 and 2021Q4, which is observable in the time series section of this report. The estimates in this publication are for 2024Q1 and were calculated using data collected between 2022Q2 and 2024Q1.

For more information about the sampling and estimation process used to create the benefits survey estimates, please see http://doe.state.wy.us/LMI/benefits2013/benefits_2013.pdf.

A selection of tables containing data for employers and the total number of

jobs or workers, broken out by full- and part-time work status, employer size class (the number of employees working for a business), industry, and Wyoming substate region are presented in this publication. The tables and figures include:

1. Total number of jobs and total number of jobs offered selected benefits by full- and part- time status.
2. Percent of employees offering selected benefits to their full-time, part-time, and total jobs.
3. Percent of full-time, part-time, and total jobs offered selected benefits.
4. Percent of full-time, part-time, and total jobs offered and enrolled in selected benefits (take-up rate).

Analysis

Full- and Part-Time Jobs (see Tables 1-4 and Figures 1-3, pages 14-19)

Historically, full-time jobs have made up about three-fourths of Wyoming employment (see Figure A, page 8, and Table A, page 9). Table 1 (see page 14) shows how many employers in Wyoming offered benefits to their employees based on full- or part-time employment. Overall, a larger proportion of employers offered benefits to their full-time employees. For example, 46.6% of employers

offered medical insurance to their full-time employees, but only 5.1% offered the benefit to their part-time employees. Similarly, larger proportions of employers offered dental insurance (39.6%), retirement plans (51.5%), and vision insurance (35.0%) to their full-time employees.

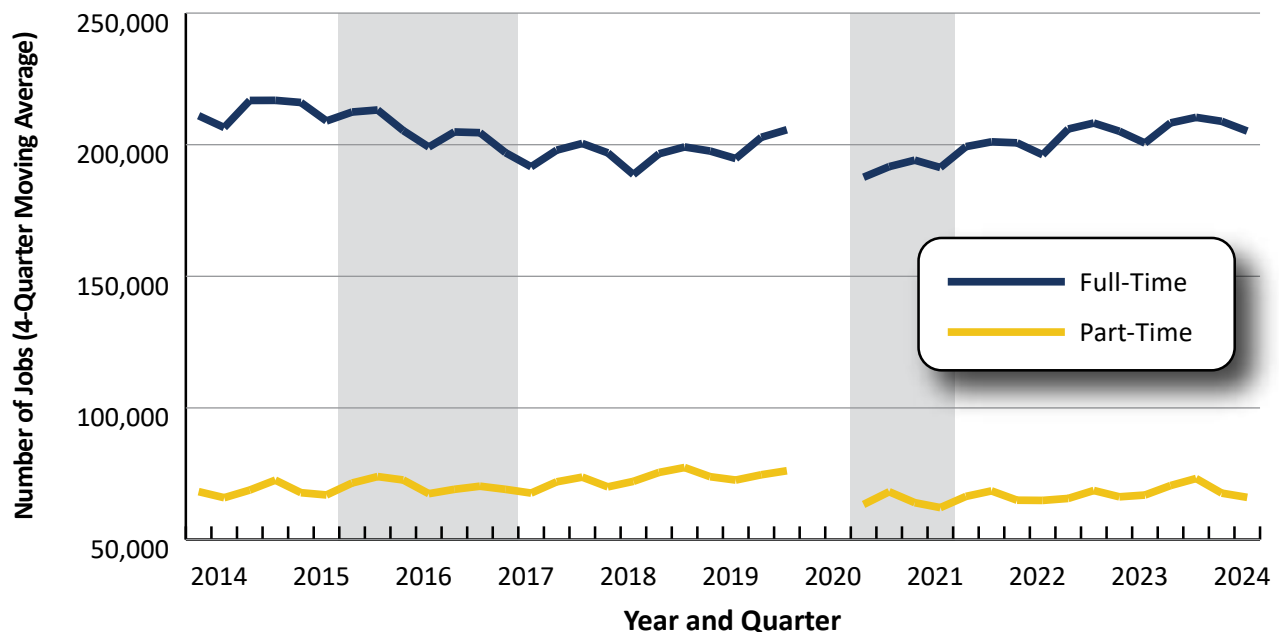
A larger proportion of full-time employees were offered benefits compared to part-time employees, as shown in Table 2 (see page 16). A larger percentage of full-time employees were offered medical insurance (82.5%) and retirement plans (82.0%) than part-time employees (11.9% and 30.7%, respectively). A larger proportion of full-time employees were also offered child care assistance (11.8%), dental insurance (79.7%), life insurance (74.1%), and vision insurance (74.8%).

Larger proportions of full-time

employees were more likely to enroll in benefits when offered (see Table 4, page 18). Three-quarters (75.2%) of full-time employees enrolled in dental insurance plans compared to 4.5% of part-time employees, and the same proportion of full-time employees (75.2%) enrolled in medical insurance plans compared to 14.2% of part-time employees. Nearly all employees, regardless of full- or part-time employment status, enrolled in life insurance plans and defined benefits retirement plans.

Employer Size Class (see Tables 5-10 and Figures 4 and 5, pages 20-24)

In general, as an employer's size class, (or number of employees) increased, so did the percentage of employers that offered benefits to their employees (see Table 5, page 20). While 27.4% of employers with



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Shaded areas indicate periods of economic downturn in Wyoming: 2015Q2-2016Q4 and 2020Q2-2021Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 4/14/25.

Figure A: Total Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2013Q4 to 2024Q1

one to four employees offered medical insurance, 47.2% of those with 10 to 19 employees and 91.5% of those with 50 or more employees offered the benefit. Just over one-fifth (22.2%) of employers with one to four employees offered dental insurance compared to 40.6% of employers with 10-19 employees and 89.8% of employers with 50 or more employees. In addition, 30.6% of the smallest employers offered retirement plans compared to 87.0% of the largest employers.

Similarly, the proportion of employees who were offered benefits generally increased as employer size class increased. As shown in Table 6 (see page 20), 29.0% of employees working for companies with one to four employees were offered medical insurance compared to 43.0% of those working for companies with 10 to 19 employees and 83.0% of those working for companies with 50 or more employees. Just over one-third (34.4%) of employees working for Wyoming's smallest employers were offered a retirement plan while just over half (51.0%) of those working for employers with 10 to 19 employees and 85.3% of employees at the largest companies were offered the benefit. While 23.7% of employees working

Table A: Total Number and Percent of Full- and Part-Time Wyoming Jobs by Year and Quarter, 2013Q4 to 2024Q1

Year & Quarter	Full-Time Jobs ^a		Part-Time Jobs		Total Jobs	
	N	%	N	%	N	%
2013Q4	211,021	75.6	68,197	24.4	279,218	100.0
2014Q1	206,520	75.8	65,885	24.2	272,405	100.0
2014Q2	216,809	75.9	68,791	24.1	285,600	100.0
2014Q3	216,847	74.9	72,561	25.1	289,408	100.0
2014Q4	216,033	76.1	67,793	23.9	283,826	100.0
2015Q1	209,015	75.7	66,929	24.3	275,944	100.0
2015Q2	212,412	74.8	71,466	25.2	283,878	100.0
2015Q3	213,196	74.3	73,913	25.7	287,109	100.0
2015Q4	205,363	73.9	72,618	26.1	277,981	100.0
2016Q1	199,104	74.7	67,415	25.3	266,519	100.0
2016Q2	204,838	74.8	69,072	25.2	273,910	100.0
2016Q3	204,560	74.4	70,255	25.6	274,815	100.0
2016Q4	196,963	74.0	69,062	26.0	266,025	100.0
2017Q1	191,597	73.9	67,645	26.1	259,242	100.0
2017Q2	197,927	73.3	71,917	26.7	269,844	100.0
2017Q3	200,471	73.1	73,701	26.9	274,172	100.0
2017Q4	196,891	73.8	70,000	26.2	266,891	100.0
2018Q1	188,650	72.3	72,099	27.7	260,749	100.0
2018Q2	196,539	72.3	75,486	27.7	272,025	100.0
2018Q3	199,142	72.0	77,354	28.0	276,496	100.0
2018Q4	197,590	72.8	73,865	27.2	271,455	100.0
2019Q1	194,739	72.8	72,589	27.2	267,328	100.0
2019Q2	202,802	73.1	74,600	26.9	277,402	100.0
2019Q3	205,685	73.0	76,127	27.0	281,812	100.0
2020Q2	187,640	74.8	63,327	25.2	250,967	100.0
2020Q3	191,671	73.8	68,152	26.2	259,823	100.0
2020Q4	194,118	75.2	63,998	24.8	258,116	100.0
2021Q1	191,333	75.5	62,117	24.5	253,450	100.0
2021Q2	199,262	75.0	66,375	25.0	265,637	100.0
2021Q3	201,088	74.6	68,474	25.4	269,562	100.0
2021Q4	200,702	75.6	64,936	24.4	265,638	100.0
2022Q1	196,165	75.2	64,857	24.8	261,022	100.0
2022Q2	205,954	75.8	65,607	24.2	271,561	100.0
2022Q3	208,223	75.2	68,624	24.8	276,847	100.0
2022Q4	205,113	75.6	66,223	24.4	271,336	100.0
2023Q1	200,624	75.0	66,900	25.0	267,524	100.0
2023Q2	208,281	74.7	70,498	25.3	278,779	100.0
2023Q3	210,378	74.2	73,184	25.8	283,562	100.0
2023Q4	208,883	75.5	67,630	24.5	276,513	100.0
2024Q1	205,170	75.7	66,014	24.3	271,184	100.0

^aFull-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

*Data unavailable for 2019Q4 and 2020Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/21/25.

at companies with one to four employees were offered a dental plan, 38.1% of employees working at companies with 10 to 19 employees and 83.7% of those working at companies with 50 or more employees were offered the benefit.

The proportion of employees that enrolled in selected benefits varied by employer size class, but did not seem directly related to company size (see Table 10, page 24). For example, 70.8% of employees working for companies with one to four employees enrolled in medical insurance plans, compared to 58.9% of workers in companies with 10 to 19 employees enrolled in the benefit, and 83.6% of workers in companies with 50 or more employees enrolled. For employees offered dental plans, 67.9% of those working for the smallest companies enrolled compared to 62.6% of those working at companies with 10 to 19 employees and 84.9% of those working at employees working for companies with 50 or more employees. A slightly larger proportion of people working for companies with one to four employees (61.7%) enrolled in vision insurance compared to those working at companies with 10 to 19 employees (58.6%). Approximately 83.4% of those working for employers with 50 or more employees enrolled in vision plans.

Industry (see Tables 11-16 and Figures 6 and 7, pages 25-32)

The proportion of employers that offered benefits varied by industry. Overall, industries such as natural resources & mining, wholesale trade, and educational services had larger percentages of employers that offered most benefits. In contrast, industries such as construction, retail trade, and leisure & hospitality generally had the smallest percentages of employers who offered benefits (see Table 11, page 25). For

example, in natural resources & mining, 59.3% of employers offered their workers medical insurance, 55.3% offered retirement plans, and 54.4% offered dental plans. In comparison, in the leisure & hospitality industry, 16.4% of employers offered medical insurance, 12.9% offered retirement plans, and 12.2% offered dental insurance.

As shown in Table 12 (see page 26), the largest percentage of employees who were offered medical insurance worked in natural resources & mining (92.6%), followed by transportation & utilities (83.5%), wholesale trade (82.3%), and education (81.9%). Large percentages of workers in educational services (89.1%), transportation & utilities (86.0%), and wholesale trade (84.6%) were offered retirement plans. The largest proportions of workers who were offered dental plans worked in natural resources & mining (91.1%), transportation & utilities (82.2%) and educational services (81.6%).

In contrast, 27.5% of employees working in leisure & hospitality, 53.8% of those working in construction, 42.0% of workers in other services, and 69.4% of workers in financial activities were offered medical insurance. Approximately 26.2% of workers in leisure & hospitality, 58.4% of workers in construction, and 49.7% of those in other services were offered a retirement plan, while 28.6% of employees working in leisure & hospitality, 47.2% of workers in construction, and 38.6% of those in other services were offered dental plans.

Enrollment rates were highest for most benefits in natural resources & mining, transportation & utilities, information, and educational services (see Table 16, page 32). Among workers in natural resources & mining, 92.0% enrolled in dental plans, 91.6% enrolled in medical insurance plans,

and 90.9% enrolled in vision plans. Likewise, 84.8% of workers in the information industry and 83.2% of those in transportation & utilities enrolled in dental plans while 97.7% of workers in information and 76.8% of those in educational services enrolled in medical insurance plans.

In comparison, workers in industries such as wholesale trade, retail trade, professional & business services, and leisure & hospitality had the lowest rates of benefit enrollment. Among those working in leisure & hospitality, 52.2% of workers enrolled in dental plans, 48.6% enrolled in medical insurance plans, and 41.4% enrolled in vision plans. In the wholesale trade industry, 49.8% of workers enrolled in dental plans and 59.7% enrolled in medical insurance.

Substate Region (see Tables 17-22 and Figures 8 and 9, pages 33-41)

For the purposes of this research, the state of Wyoming is divided into six substate regions, which include the Casper and Cheyenne Metropolitan Statistical Areas (MSAs). In some cases, a firm's jobs were spread across several areas; these employers and jobs were combined into

a seventh category called *statewide* (see Map, page 33).

Although the largest percentages of employers who offered benefits were in the statewide region (see Figure B), the Casper and Cheyenne MSAs and northeast region also had large percentages of these employers (see Table 17, page 34). In the Cheyenne MSA, 34.4% of employers offered medical insurance and 35.9% of those in the Casper MSA did. Similarly, 30.4% of Casper MSA employers offered dental

plans compared to 28.8% of those in the Cheyenne MSA and 28.7% of those in the northeast region. Also, 40.5% of employers in the Casper MSA offered retirement plans compared to 39.0% of those in the Cheyenne MSA and 38.4% of those in the northeast region.

As shown in Table 18 (see page 35), the proportions of employees who were offered benefits were similar across all state regions. Overall, the largest proportions of these employees were found

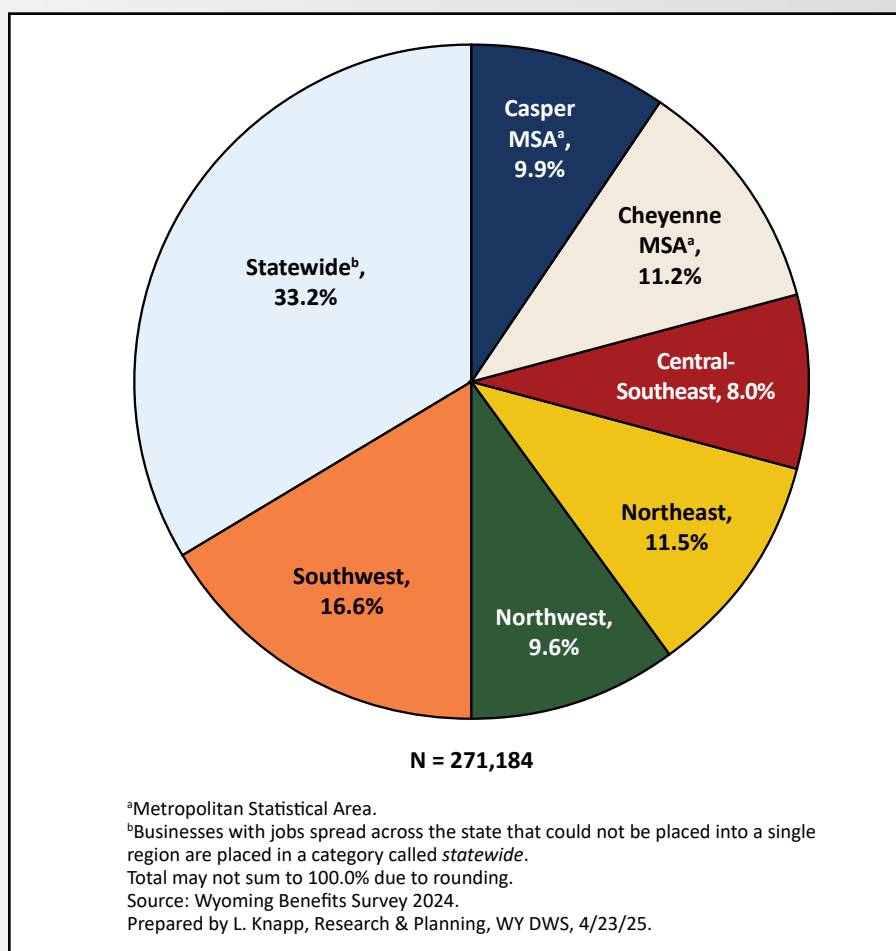


Figure B: Total Jobs in Wyoming by Substate Region, 2022Q1

in the Casper and Cheyenne MSAs and the northeast region. For example, 60.4% of employees in the Casper MSA, 60.3% of those in the Cheyenne MSA, and 60.7% of those in the northeast region were offered medical insurance. Similarly, 65.8% of employees in the Casper MSA, 66.6% of those in the Cheyenne MSA, and 63.0% of employees in the northeast region were offered retirement plans.

The percentage of employees who enrolled in selected benefits varied by substate region (see Table 22, page 41). The largest percentage of employees who enrolled in medical insurance were in the Cheyenne region (93.4%), followed by the Southwest region (88.7%) and Casper MSA (77.2%). Nine out of 10 (90.9%) employees in the southwest region enrolled in dental plans compared to 81.4% of those in the Cheyenne MSA and 74.8% of those in the Casper MSA. In addition, 90.6% of employees in the southwest region enrolled in vision plans compared to 72.5% in the Cheyenne MSA and 72.3% of those in the Casper MSA.

Medical Care Benefits Changes Over Time (see Tables 23-26 and Figures 10-13, pages 42-46)

As shown in Table 23 (see page 42) and Figure 10 (see page 43), the proportion of employers that offered medical-related insurance benefits increased over time. In particular, the proportion of employers offering these benefits began to decline in 2014 but started increasing again around 2018. At the lowest point, in 2017Q3, 27.7% of employers offered medical insurance compared to 35.1% in 2024Q1. In 2016Q2, only 22.0% of employers offered dental insurance but 29.6% did in 2024Q. In 2017Q3, 15.5% of employers offered vision insurance compared to 24.1% in 2024Q1.

The proportion of employees who were offered medical-related benefits increased slightly between 2014 and 2024 (see Table 24, page 42, and Figure 11, page 43). In 2014Q2, 64.6% of employees were offered medical insurance compared to 65.3% in 2024Q1. Approximately 60.0% of employees were offered dental plans in 2014Q2 compared to 63.8% and 53.6% were offered vision insurance in 2014Q2 compared to 60.2% in 2024Q1.

Changes in Other Benefits Over Time (see Tables 27-30 and Figures 14-17, pages 46-49)

The percentage of employers that offered retirement plans, life insurance, long-term disability insurance, and short-term disability insurance also increased between 2014 and 2024 (Table 27, page 46, and Figure 14, page 47). In 2014Q2, 30.3% of employers offered retirement plans while, in 2024Q1, 39.2% offered them. Approximately 11.6% of employers offered long-term disability insurance and 11.5% offered short-term disability insurance in 2014Q2 compared to 16.1% and 17.6%, respectively. In 2014Q2, 22.2% of employers offered life insurance. This percentage increased to 24.6% in 2024Q1.

In 2014Q2, 64.4% of employees were offered retirement benefits while in 2024Q1 this proportion had increased to 69.5% (see Table 28, page 46, and Figure 15, page 47). The percentage of workers offered short-term disability insurance increased from 36.3% in 2014Q2 to 40.1% in 2024Q1 and the percentage of those offered life insurance increased from 58.3% in 2014Q2 to 59.4% in 2024Q1. However, the percentage of workers offered long-term disability insurance decreased from 45.1% in 2014Q2 to 41.3% in 2024Q1.

Paid Leave Benefits Changes Over Time (see Tables 31-34 and Figures 18-21, pages 50-53)

The rates of employer-offered paid sick and vacation leave decreased in the ten years between 2014 and 2024 while the percentage of employer-offered paid personal leave, which is an allotment of leave time that an employee can use for either vacation leave or sick leave, increased (see Table 31, page 50, and Figure 18, page 51). In 2014Q2, 22.0% of employers offered paid sick leave and 39.0% offered paid vacation time, but in 2024Q1, 18.2% offered paid sick leave and 28.8% offered paid vacation leave. In comparison, 26.1% of employers offered paid personal leave in 2014Q2 and 35.1% offered it in 2024Q1. In both 2014Q2 and 2024Q1, approximately 42% of employers offered paid holidays.

The percentage of employees offered paid sick and vacation leave also decreased between 2014 and 2024 while the percentage offered paid personal leave increased (see Table 32, page 50, and Figure 19, page 51). In 2014Q2, 44.8% of employees were offered paid sick leave and 61.3% were offered paid vacation leave, but in 2024Q1, only 37.0% were offered paid sick leave and 49.8% were offered paid vacation leave. In comparison, 38.3% of workers were offered paid personal leave in 2014Q2 compared to 51.9% in 2024Q1. The proportion of employees offered paid holiday leave remained relatively unchanged with 63.6% offered the benefit in 2014Q2 and 63.2% offered the benefit in 2024Q1.

Conclusions

Overall, a larger proportion of full-time employees were offered benefits compared

to part-time employees, and, generally, as the number of workers employed by a company increased, so did the proportion of employees who were offered benefits. Although there was some variation in how benefits were offered by industry, some industries like natural resources & mining, wholesale trade, transportation & utilities, and education had larger percentages of employees who were offered benefits.

Similarly, a larger proportion of employers offered benefits to full-time workers. A larger percentage of employers in larger companies offered benefits to their employees compared to those in smaller companies. In addition, while there was also variation by industry in the way employers offered benefits, larger proportions of those in natural resources & mining, wholesale trade, and education offered benefits to their employees.

The proportion of employers offering medical benefits, and the proportion of employees offered those benefits, continued to increase in 2024. Employers appear to be moving away from separate paid vacation leave and paid sick leave and toward a combined allocation of paid personal leave, however. The percentage of employers who offered paid sick leave and paid vacation leave decreased between 2014 and 2024 while the percentage offering paid personal leave increased. The percentage of employers offering paid holidays stayed relatively stable during the same time period.

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Knapp, L. (2016, October). *Wyoming Benefits Survey 2015*. Research & Planning, WY DWS. Retrieved April 7, 2025, from https://doe.state.wy.us/LMI/benefits/benefits_2015.pdf

I. Statewide Benefits

Table 1: Percent of Employers Offering Selected Benefits to Their Full- and Part-Time Employees, 2024Q1

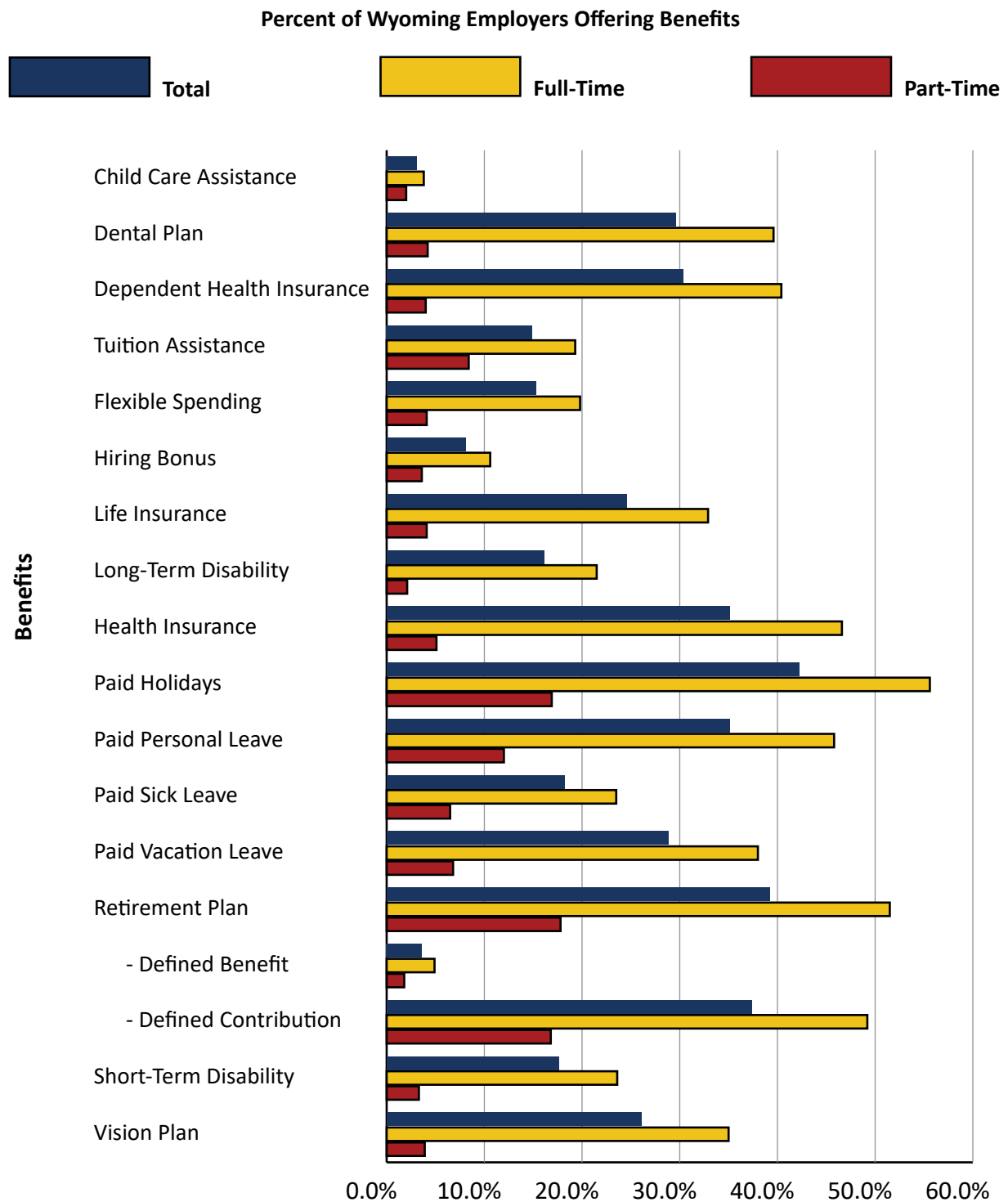
Benefit	Full-Time	Part-Time	Total
Child Care Assistance	3.8	2.0	3.1
Dental Plan	39.6	4.2	29.6
Dependent Medical Insurance	40.4	4.0	30.3
Tuition Assistance	19.3	8.4	14.9
Flexible Spending	19.8	4.1	15.3
Hiring Bonus	10.6	3.6	8.1
Life Insurance	32.9	4.1	24.6
Long-Term Disability	21.5	2.1	16.1
Medical Insurance	46.6	5.1	35.1
Paid Holidays	55.6	16.9	42.2
Paid Personal Leave	45.8	12.0	35.1
Paid Sick Leave	23.5	6.5	18.2
Paid Vacation Leave	38.0	6.8	28.8
Retirement Plan	51.5	17.8	39.2
Defined Benefit Retirement Plan	4.9	1.8	3.6
Defined Contribution Retirement Plan	49.2	16.8	37.4
Short-Term Disability	23.6	3.3	17.6
Vision Plan	35.0	3.9	26.1

Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2022.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/25.



Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/21/25.

Figure 1: Percent of Wyoming Employers Offering Selected Benefits to Their Full- and Part-Time Employees, 2024Q1

Table 2: Percent of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2024Q1

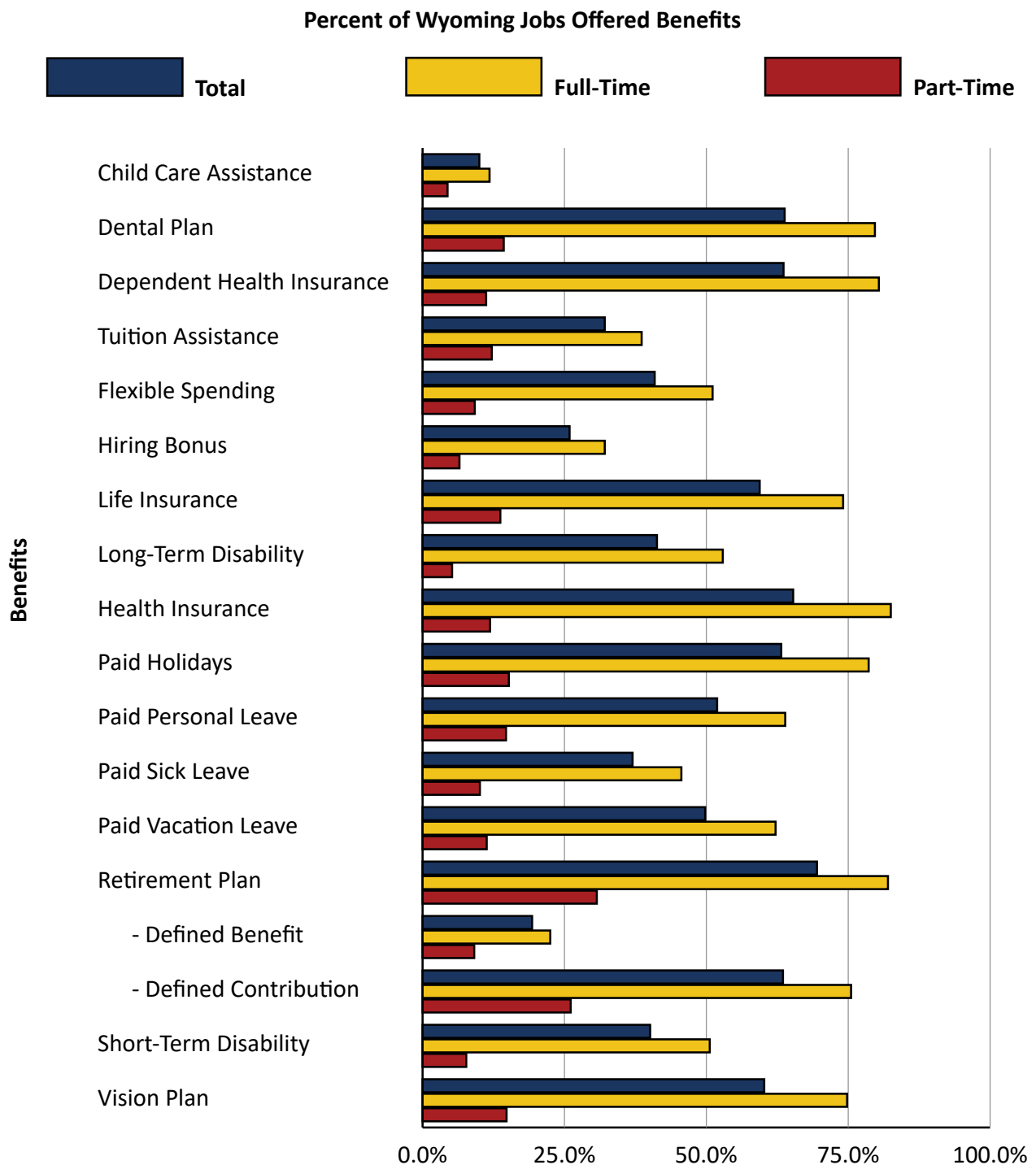
Benefit	Full-Time	Part-Time	Total
Child Care Assistance	11.8	4.4	10.0
Dental Plan	79.7	14.3	63.8
Dependent Medical insurance	80.4	11.2	63.6
Tuition Assistance	38.6	12.2	32.1
Flexible Spending	51.1	9.2	40.9
Hiring Bonus	32.1	6.5	25.9
Life Insurance	74.1	13.7	59.4
Long-Term Disability	52.9	5.2	41.3
Medical insurance	82.5	11.9	65.3
Paid Holidays	78.6	15.2	63.2
Paid Personal Leave	63.9	14.7	51.9
Paid Sick Leave	45.6	10.1	37.0
Paid Vacation Leave	62.2	11.3	49.8
Retirement Plan	82.0	30.7	69.5
Defined Benefit Retirement Plan	22.5	9.1	19.3
Defined Contribution Retirement Plan	75.5	26.1	63.5
Short-Term Disability	50.6	7.7	40.1
Vision Plan	74.8	14.8	60.2

Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/25.



Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/22/25.

Figure 2: Percent of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2024Q1

Table 3: Number of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2024Q1

Benefit	Full-Time	Part-Time	Total
Total Jobs	205,170	66,014	271,184
Child Care Assistance	24,281	2,918	27,199
Dental Plan	163,512	9,441	172,953
Dependent Medical Insurance	165,000	7,406	172,406
Tuition Assistance	79,108	8,048	87,157
Flexible Spending	104,899	6,097	110,996
Hiring Bonus	65,858	4,275	70,133
Life Insurance	151,949	9,075	161,024
Long-Term Disability	108,447	3,463	111,910
Medical Insurance	169,215	7,874	177,089
Paid Holidays	161,360	10,060	171,420
Paid Personal Leave	131,200	9,673	140,873
Paid Sick Leave	93,593	6,674	100,267
Paid Vacation Leave	127,684	7,436	135,120
Retirement Plan	168,319	20,252	188,571
Defined Benefit Retirement Plan	46,217	6,019	52,235
Defined Contribution Retirement Plan	154,901	17,227	172,128
Short-Term Disability	103,767	5,104	108,872
Vision Plan	153,369	9,754	163,123

Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/25.

Table 4: Percent of Full- and Part-Time Wyoming Employees Offered and Enrolled in Selected Benefits, 2024Q1

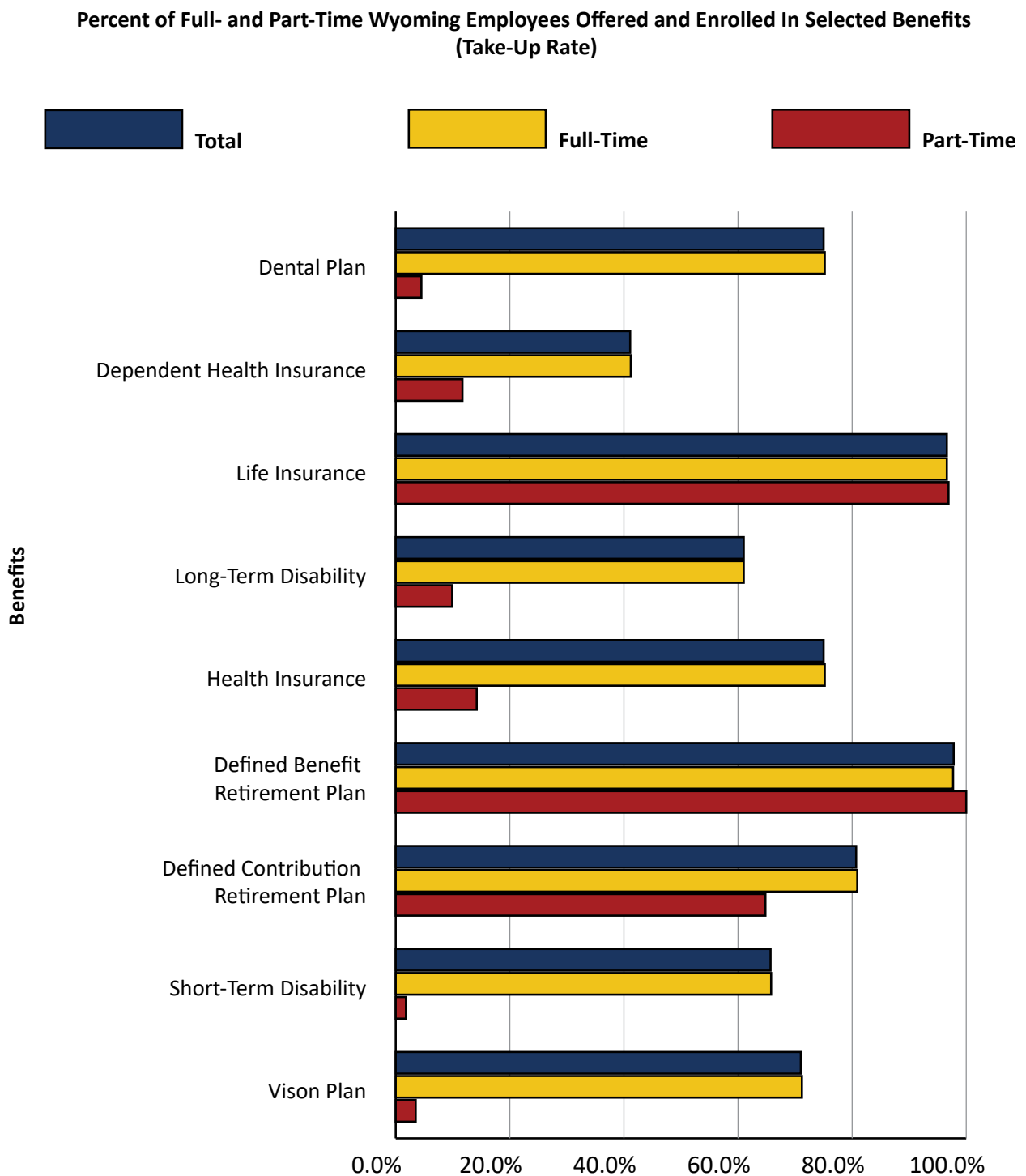
Benefit	Full-Time	Part-Time	Total
Dental Plan	75.2	4.5	75.0
Dependent Medical insurance	41.2	11.7	41.1
Life Insurance	96.6	96.9	96.6
Long-Term Disability	61.0	9.9	61.0
Medical insurance	75.2	14.2	75.0
Defined Benefit Retirement Plan	97.7	100.0	97.8
Defined Contribution Retirement Plan	80.9	64.8	80.7
Short-Term Disability	65.8	1.8	65.7
Vision Plan	71.2	3.5	71.0

Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/25.



Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/22/25.

Figure 3: Percent of Full- and Part-Time Wyoming Employees Offered and Enrolled in Selected Benefits, 2024Q1

II. Benefits by Firm Size

Table 5: Percent of Employers Offering Selected Benefits by Firm Size Class, 2024Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	2.2	3.3	3.1	6.3	10.8	3.1
Dental Plan	22.2	23.8	40.6	60.3	89.8	29.6
Dependent Medical insurance	22.1	25.8	43.2	61.5	90.8	30.3
Tuition Assistance	12.6	12.3	17.4	21.7	43.4	14.9
Flexible Spending	12.9	10.1	15.3	28.1	53.9	15.3
Hiring Bonus	6.0	5.7	10.9	15.4	30.9	8.1
Life Insurance	18.9	16.6	32.5	49.9	84.4	24.6
Long-Term Disability	14.1	8.8	16.1	29.9	57.4	16.1
Medical insurance	27.4	30.2	47.2	65.3	91.5	35.1
Paid Holidays	34.3	46.4	54.8	61.0	81.4	42.2
Paid Personal Leave	28.3	39.7	45.7	52.3	62.3	35.1
Paid Sick Leave	15.1	19.1	21.0	26.3	40.0	18.2
Paid Vacation Leave	21.4	34.9	39.9	44.7	60.3	28.8
Retirement Plan	30.6	38.9	53.6	67.3	87.0	39.2
Defined Benefit Retirement Plan	1.7	4.1	4.9	7.5	22.2	3.6
Defined Contribution Retirement Plan	29.4	36.3	52.0	64.7	81.0	37.4
Short-Term Disability	15.4	11.1	18.8	31.8	53.7	17.6
Vision Plan	19.6	18.7	35.1	56.2	84.1	26.1

Estimates based on employment between 2022Q2 and 2024Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/25.

Table 6: Percent of All Jobs Offered Selected Benefits by Firm Size Class, 2024Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	2.8	3.3	3.0	6.0	14.8	10.0
Dental Plan	23.7	23.6	38.1	55.9	83.7	63.8
Dependent Medical insurance	23.8	24.9	39.9	54.9	83.1	63.6
Tuition Assistance	14.6	12.4	17.3	21.0	44.1	32.1
Flexible Spending	13.8	9.2	14.7	26.1	59.6	40.9
Hiring Bonus	7.0	5.5	10.9	15.2	38.0	25.9
Life Insurance	20.7	16.0	30.4	47.2	81.5	59.4
Long-Term Disability	15.1	8.9	15.6	28.1	59.3	41.3
Medical insurance	29.0	29.4	43.0	58.4	83.0	65.3
Paid Holidays	40.8	46.1	51.1	55.7	74.0	63.2
Paid Personal Leave	32.1	38.1	41.9	44.9	61.2	51.9
Paid Sick Leave	17.5	19.1	19.4	21.8	50.6	37.0
Paid Vacation Leave	25.2	33.1	36.0	38.2	62.4	49.8
Retirement Plan	34.4	38.3	51.0	63.8	85.3	69.5
Defined Benefit Retirement Plan	2.5	3.9	4.5	7.3	30.7	19.3
Defined Contribution Retirement Plan	32.8	36.2	49.8	60.9	76.0	63.5
Short-Term Disability	16.9	11.2	18.4	29.9	55.6	40.1
Vision Plan	21.4	18.3	33.4	52.5	80.3	60.2

Estimates based on employment between 2022Q2 and 2024Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/25.

Table 7: Percent of Full-Time Jobs Offered Selected Benefits by Firm Size Class, 2024Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	2.9	4.2	3.7	7.9	16.6	11.8
Dental Plan	32.5	32.7	53.4	76.4	98.3	79.7
Dependent Medical Insurance	32.3	35.3	56.1	75.9	98.9	80.4
Tuition Assistance	17.0	15.9	22.7	26.3	50.6	38.6
Flexible Spending	18.5	12.8	20.1	35.0	70.6	51.1
Hiring Bonus	9.2	7.6	13.4	18.5	45.4	32.1
Life Insurance	28.0	22.7	42.6	64.5	95.6	74.1
Long-Term Disability	20.5	12.6	21.6	38.5	72.1	52.9
Medical Insurance	38.9	41.5	60.4	79.9	98.8	82.5
Paid Holidays	53.2	60.6	68.0	73.2	88.0	78.6
Paid Personal Leave	40.8	51.4	56.1	60.0	71.4	63.9
Paid Sick Leave	22.4	26.5	25.4	28.6	59.4	45.6
Paid Vacation Leave	33.3	45.4	48.8	50.7	74.0	62.2
Retirement Plan	43.3	51.3	67.7	81.2	94.5	82.0
Defined Benefit Retirement Plan	3.3	5.3	6.0	8.9	34.0	22.5
Defined Contribution Retirement Plan	41.2	48.5	66.0	77.9	85.1	75.5
Short-Term Disability	23.0	15.3	25.3	41.0	66.2	50.6
Vision Plan	29.3	25.3	46.4	71.1	93.9	74.8

Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 04/14/25.

Table 8: Percent of Part-Time Jobs Offered Selected Benefits by Firm Size Class, 2024Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	2.5	1.3	1.3	1.1	7.8	4.4
Dental Plan	1.4	3.1	1.8	5.3	26.9	14.3
Dependent Medical Insurance	2.2	1.2	1.5	3.0	21.6	11.2
Tuition Assistance	8.7	4.4	4.4	8.0	18.7	12.2
Flexible Spending	1.9	1.0	1.7	4.0	17.0	9.2
Hiring Bonus	1.5	0.6	4.8	7.0	9.2	6.5
Life Insurance	2.1	1.0	1.4	4.5	26.5	13.7
Long-Term Disability	1.5	0.4	1.4	2.1	9.5	5.2
Medical Insurance	3.9	2.0	1.8	5.2	21.6	11.9
Paid Holidays	9.3	13.3	10.8	12.3	19.4	15.2
Paid Personal Leave	9.9	8.0	8.3	7.8	21.8	14.7
Paid Sick Leave	5.2	2.5	5.0	4.9	16.5	10.1
Paid Vacation Leave	4.5	5.3	5.7	7.4	17.3	11.3
Retirement Plan	11.6	8.9	11.4	20.8	49.4	30.7
Defined Benefit Retirement Plan	0.4	0.8	1.1	3.4	17.6	9.1
Defined Contribution Retirement Plan	11.2	8.1	11.2	18.9	40.7	26.1
Short-Term Disability	1.3	1.9	2.0	2.5	14.2	7.7
Vision Plan	1.2	2.3	2.3	6.3	27.6	14.8

Estimates based on employment between 2022Q2 and 2024Q1.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 04/14/25.

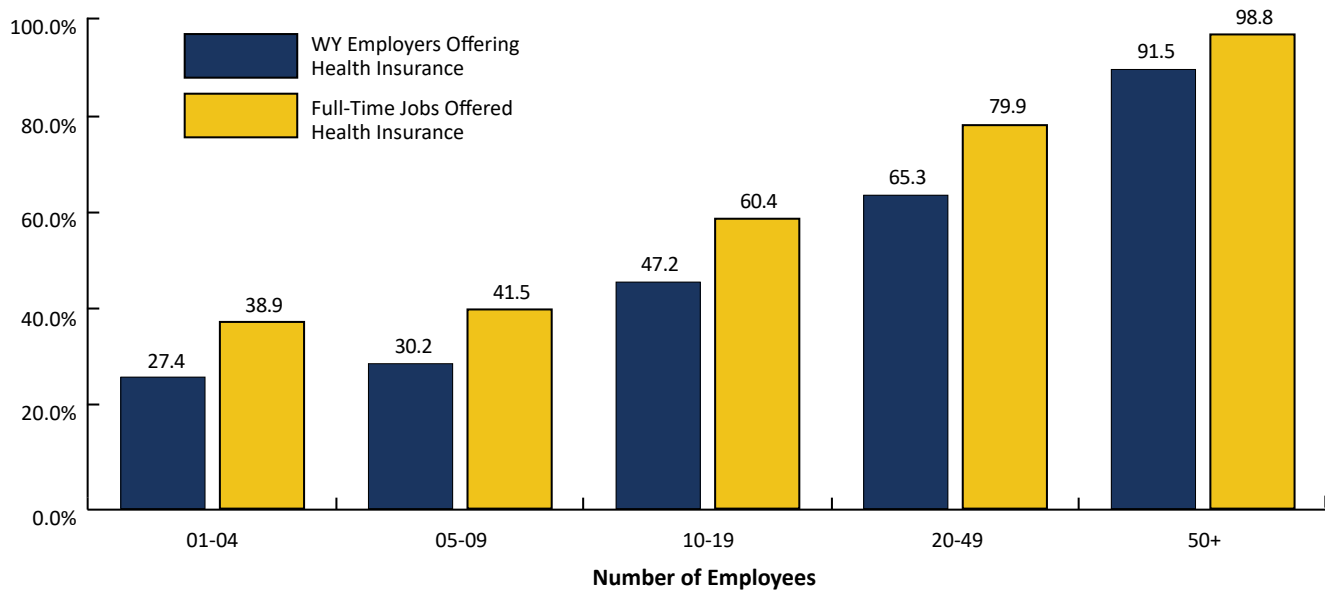
Table 9: Number of All Jobs Offered Selected Benefits by Firm Size Class, 2024Q1

Benefit	Number of Employees					Total
	1-4	5-9	10-19	20-49	50+	
Total	23,794	23,646	30,027	42,829	150,887	271,184
Child Care Assistance	664	790	902	2,559	22,285	27,199
Dental Plan	5,643	5,584	11,445	23,952	126,329	172,953
Dependent Medical Insurance	5,668	5,886	11,987	23,531	125,334	172,406
Tuition Assistance	3,484	2,928	5,197	9,015	66,533	87,157
Flexible Spending	3,281	2,175	4,407	11,175	89,957	110,996
Hiring Bonus	1,674	1,297	3,266	6,504	57,393	70,133
Life Insurance	4,929	3,794	9,142	20,223	122,936	161,024
Long-Term Disability	3,600	2,093	4,691	12,015	89,511	111,910
Medical Insurance	6,903	6,950	12,923	25,025	125,289	177,089
Paid Holidays	9,719	10,902	15,336	23,838	111,625	171,420
Paid Personal Leave	7,630	9,014	12,591	19,251	92,387	140,873
Paid Sick Leave	4,173	4,527	5,824	9,321	76,422	100,267
Paid Vacation Leave	5,988	7,828	10,815	16,381	94,108	135,120
Retirement Plan	8,178	9,060	15,314	27,339	128,679	188,571
Defined Benefit Retirement Plan	586	919	1,358	3,122	46,250	52,235
Defined Contribution Retirement Plan	7,796	8,552	14,953	26,089	114,738	172,128
Short-Term Disability	4,019	2,655	5,519	12,811	83,868	108,872
Vision Plan	5,084	4,323	10,020	22,468	121,228	163,123

Estimates based on employment between 2022Q2 and 2024Q1.

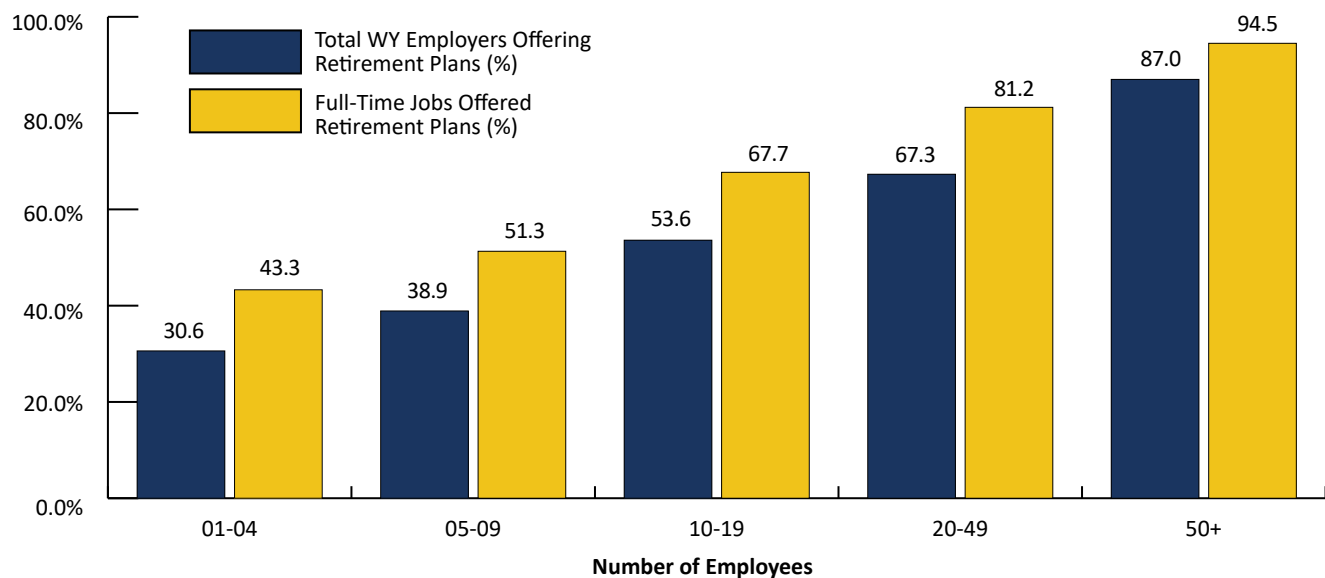
Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/14/25.



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available. Estimates based on employment between 2022Q2 and 2024Q1. Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey. Source: Wyoming Benefits Survey 2024. Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

Figure 4: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Medical insurance by Firm Size Class, 2024Q1



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available. Estimates based on employment between 2022Q2 and 2024Q1. Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey. Source: Wyoming Benefits Survey 2024. Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

Figure 5: Percent of Wyoming Employers Offering and Percent of Full-time Jobs Offered a Retirement Plan by Firm Size Class, 2024Q1

Table 10: Percent of total jobs enrolled in selected benefits by employer size class, 2024Q1

Benefit	Firm Size Class (Number of Employees)					Total
	1-4	5-9	10-19	20-49	50+	
Dental Plan	67.9	73.1	62.6	68.4	84.9	75.0
Dependent Medical insurance	43.1	34.1	29.1	27.5	41.4	41.1
Life Insurance	99.9	85.5	74.9	86.2	95.1	96.6
Long-Term Disability	54.1	72.1	69.4	75.3	70.0	61.0
Medical insurance	70.8	64.3	58.9	59.9	83.6	75.0
Defined Benefit Retirement Plan	87.3	100.0	96.5	100.0	98.0	97.8
Defined Contribution Retirement Plan	94.5	65.6	60.3	53.6	50.9	80.7
Short-Term Disability	54.0	87.0	58.9	72.1	83.2	65.7
Vision Plan	61.7	76.3	58.6	62.3	83.4	71.0

Estimates based on employment between 2022Q2 and 2024Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/15/25.

III. Benefits by Industry

Table 11: Percent of Wyoming Employers Offering Selected Benefits by Industry, 2024Q1

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	4.0	1.2	1.4	7.0	2.2	3.4	7.6	2.5	1.8	11.4	7.0	0.9	2.1	4.4	3.1
Dental Plan	54.4	18.9	35.5	54.1	26.1	35.0	40.6	27.1	30.2	40.6	28.4	12.2	23.8	80.1	29.6
Dependent Medical Insurance	54.4	21.3	36.4	57.8	27.9	35.8	41.7	24.4	30.0	40.3	29.8	13.0	24.6	79.1	30.3
Tuition Assistance	14.4	9.5	13.7	22.2	6.1	13.1	13.7	15.6	18.5	24.7	22.8	4.4	13.0	23.7	14.9
Flexible Spending	25.7	8.6	15.5	36.3	10.4	18.3	26.5	13.5	16.6	31.4	14.8	4.3	12.4	31.8	15.3
Hiring Bonus	12.1	7.2	6.4	17.2	6.0	11.8	9.7	5.0	10.0	6.4	9.3	4.3	4.3	4.6	8.1
Life Insurance	42.2	15.1	31.0	50.1	16.1	33.4	40.3	25.4	25.8	35.3	20.5	7.9	18.3	75.2	24.6
Long-Term Disability	26.1	8.6	19.1	35.7	8.6	19.9	29.6	15.9	19.5	29.6	15.9	3.9	12.8	25.3	16.1
Medical Insurance	59.3	23.2	40.3	62.3	31.6	40.6	42.5	28.9	38.1	45.1	34.3	16.4	28.2	85.2	35.1
Paid Holidays	54.6	35.8	52.3	60.8	39.1	39.9	48.0	42.2	43.3	43.4	46.8	13.1	45.2	89.4	42.2
Paid Personal Leave	44.3	29.9	36.5	45.6	32.5	30.2	34.5	39.2	37.8	32.6	41.7	18.6	31.3	46.4	35.1
Paid Sick Leave	20.3	8.0	17.0	30.5	15.2	16.3	26.4	20.3	18.3	28.5	19.5	6.5	15.7	81.1	18.2
Paid Vacation Leave	40.8	26.4	36.7	39.8	31.8	29.8	29.2	25.4	24.3	36.2	27.2	17.0	30.1	83.1	28.8
Retirement Plan	55.3	25.5	43.7	61.6	33.7	41.5	44.0	41.2	43.4	49.9	45.6	12.9	31.0	89.8	39.2
Defined Benefit Retirement Plan	4.0	1.6	4.0	5.5	1.0	5.8	3.7	2.6	0.3	22.2	2.7	0.3	3.4	55.5	3.6
Defined Contribution Retirement Plan	55.7	24.7	43.3	60.6	33.3	39.2	41.1	40.7	42.2	38.8	43.7	13.2	29.6	62.6	37.4
Short-Term Disability	28.9	10.4	21.0	37.7	12.2	16.7	29.6	15.7	21.5	25.2	17.6	5.6	14.9	23.7	17.6
Vision Plan	46.4	16.5	30.9	48.7	21.4	34.4	41.1	25.9	25.3	39.2	24.8	10.0	19.5	77.1	26.1

Estimates based on employment between 2022Q2 and 2024Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/15/25.

Table 12: Percent of All Jobs Offered Selected Benefits by Industry, 2024Q1

	Industry														
Benefit	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	21.4	1.1	6.9	26.2	4.9	3.0	10.3	8.2	4.3	7.9	22.4	9.4	9.0	7.1	10.0
Dental Plan	91.1	47.2	78.3	74.8	62.0	82.2	66.6	67.3	50.5	81.6	68.7	28.6	38.6	79.9	63.8
Dependent Medical Insurance	91.8	51.9	79.8	80.3	59.2	82.1	69.4	67.7	49.2	81.7	68.6	25.3	38.6	79.5	63.6
Tuition Assistance	31.1	24.7	35.0	47.0	19.2	41.9	16.2	40.3	21.3	44.4	58.8	7.6	15.2	36.2	32.1
Flexible Spending	52.9	15.9	44.8	52.4	27.9	46.3	36.0	47.0	28.4	75.2	51.4	13.0	19.3	57.6	40.9
Hiring Bonus	30.5	11.9	13.7	32.5	25.3	24.4	20.2	21.1	19.9	45.6	53.6	7.8	8.8	13.6	25.9
Life Insurance	85.7	39.8	76.4	69.7	56.3	75.6	67.7	64.5	45.4	80.9	65.8	21.3	26.9	78.6	59.4
Long-Term Disability	63.4	21.9	54.2	51.6	23.6	54.4	51.9	53.2	37.6	63.2	50.4	13.2	18.7	51.6	41.3
Medical Insurance	92.6	53.8	81.3	82.3	61.0	83.5	67.1	69.4	54.9	81.9	70.0	27.5	42.0	80.2	65.3
Paid Holidays	86.3	51.3	84.4	86.2	61.6	84.4	76.5	77.2	61.9	75.5	64.2	15.3	56.1	79.2	63.2
Paid Personal Leave	68.1	45.7	60.8	64.4	43.3	48.0	45.9	59.7	52.4	84.7	71.1	15.5	39.7	36.9	51.9
Paid Sick Leave	43.3	15.6	26.8	27.8	26.9	35.7	37.6	34.5	23.0	67.5	39.9	11.7	24.6	77.1	37.0
Paid Vacation Leave	66.8	45.1	57.4	40.8	47.9	60.5	42.7	40.3	35.0	75.6	39.6	24.3	40.9	77.1	49.8
Retirement Plan	77.2	58.4	79.4	84.6	71.2	86.0	69.2	76.9	63.7	89.1	82.2	26.2	49.7	80.3	69.5
Defined Benefit Retirement Plan	14.1	2.9	1.1	7.3	0.5	21.4	2.4	6.1	0.7	80.5	6.3	0.2	5.9	63.9	19.3
Defined Contribution Retirement Plan	77.8	57.2	79.3	82.5	72.5	85.2	65.6	75.4	62.8	55.4	77.3	26.5	49.2	65.8	63.5
Short-Term Disability	71.2	25.7	53.5	59.0	43.3	40.3	53.0	42.3	28.0	48.6	46.8	13.8	22.0	46.1	40.1
Vision Plan	87.3	41.7	64.4	71.0	55.7	80.3	66.6	65.3	47.1	78.6	66.3	27.0	35.2	78.0	60.2

Estimates based on employment between 2022Q2 and 2024Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/15/25.

Table 13: Percent of Full-Time Jobs Offered Selected Benefits by Industry, 2024Q1

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	22.0	1.1	7.1	28.3	7.1	3.1	12.3	9.4	5.5	6.9	24.8	17.8	9.2	9.4	11.8
Dental Plan	93.7	52.3	84.4	80.4	81.2	87.5	81.8	77.6	63.8	99.0	81.2	56.5	53.5	98.9	79.7
Dependent Medical Insurance	94.5	57.5	86.0	86.0	83.3	87.5	85.2	78.1	61.9	99.2	81.3	53.5	53.5	98.5	80.4
Tuition Assistance	32.1	27.0	37.2	50.8	22.2	44.9	19.6	45.4	24.8	51.5	65.5	8.6	19.3	46.3	38.6
Flexible Spending	54.5	17.4	48.2	56.0	38.1	49.6	44.4	53.4	34.8	89.3	60.0	30.4	26.5	71.3	51.1
Hiring Bonus	31.4	13.1	14.3	35.1	36.3	26.2	24.5	24.0	24.9	57.2	60.2	11.0	11.0	18.5	32.1
Life Insurance	88.2	44.0	82.4	75.2	71.0	80.5	83.1	74.1	57.3	98.0	77.5	44.0	37.1	97.4	74.1
Long-Term Disability	65.3	24.1	58.8	55.6	33.9	58.2	63.6	61.2	47.4	79.3	59.6	31.4	25.7	64.4	52.9
Medical Insurance	95.3	59.5	87.6	88.1	85.8	88.7	82.4	79.9	68.8	99.3	82.9	57.3	57.9	99.3	82.5
Paid Holidays	88.7	55.8	90.5	92.0	83.8	90.1	92.0	85.7	75.2	93.2	73.3	26.5	74.5	97.3	78.6
Paid Personal Leave	70.1	50.2	65.0	69.2	61.4	51.1	55.1	66.5	64.6	95.2	80.5	28.1	53.3	46.9	63.9
Paid Sick Leave	44.5	17.2	28.9	29.7	37.4	38.3	46.4	38.3	27.8	78.3	46.3	25.2	32.8	95.7	45.6
Paid Vacation Leave	68.5	49.8	61.9	43.6	67.5	64.9	52.5	44.5	44.0	92.8	45.1	46.9	55.5	95.8	62.2
Retirement Plan	79.1	63.9	84.3	90.2	77.6	91.2	83.7	85.1	74.8	99.4	90.8	47.4	62.9	97.9	82.0
Defined Benefit Retirement Plan	14.5	3.2	1.2	7.4	0.8	22.9	3.0	7.0	0.8	89.5	7.2	0.5	7.4	76.1	22.5
Defined Contribution Retirement Plan	79.8	62.5	84.2	88.0	79.9	90.4	79.3	83.5	73.9	65.2	85.1	47.5	62.2	81.5	75.5
Short-Term Disability	73.3	28.4	58.1	63.6	54.6	43.2	65.0	48.9	35.1	61.0	54.8	33.1	30.0	56.8	50.6
Vision Plan	89.8	46.1	69.3	76.4	71.9	85.5	81.8	75.3	59.7	95.1	77.3	52.4	48.7	96.1	74.8

Estimates based on employment between 2022Q2 and 2022Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/15/25

Table 14: Percent of Part-Time Jobs Offered Selected Benefits by Industry, 2024Q1

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	0.0	1.7	0.0	1.8	11.5	13.3	8.3	0.8	0.4	4.5	0.1	0.9	0.0	3.7	4.4
Dental Plan	4.5	0.6	3.5	1.8	22.6	20.7	1.2	27.3	9.4	7.2	19.8	4.7	2.3	9.4	14.3
Dependent Medical Insurance	1.0	1.1	8.8	1.8	22.5	20.3	1.2	26.6	8.3	7.6	6.4	4.4	2.9	5.9	11.2
Tuition Assistance	0.5	3.7	0.0	1.8	20.4	33.3	4.9	8.1	1.3	9.6	12.6	9.4	8.6	6.8	12.2
Flexible Spending	2.2	2.6	6.0	0.0	27.5	18.7	1.3	19.6	1.7	5.4	5.5	8.1	5.0	1.0	9.2
Hiring Bonus	2.6	0.9	0.0	1.8	6.5	28.6	3.2	0.2	0.4	7.1	1.2	3.6	1.8	5.6	6.5
Life Insurance	1.0	1.9	0.6	1.8	22.7	21.3	1.4	26.7	9.5	6.8	24.2	5.5	2.0	5.6	13.7
Long-Term Disability	1.0	2.0	0.0	1.8	8.4	15.2	1.2	16.3	2.1	0.3	1.1	4.1	1.9	0.6	5.2
Medical Insurance	1.0	1.1	8.8	1.8	22.6	20.9	1.9	27.0	12.8	7.6	6.9	5.3	4.6	6.9	11.9
Paid Holidays	7.0	9.9	13.8	10.5	15.4	29.2	10.1	29.0	7.7	13.1	12.9	25.1	13.4	7.5	15.2
Paid Personal Leave	1.5	5.0	3.7	6.6	49.0	35.5	5.5	9.2	5.8	12.6	3.6	18.2	8.4	6.8	14.7
Paid Sick Leave	1.4	0.6	3.7	0.0	30.8	15.6	4.0	25.6	0.4	3.2	3.7	11.3	5.8	2.3	10.1
Paid Vacation Leave	9.6	2.5	6.4	0.8	17.2	18.8	4.1	25.3	0.4	6.1	4.8	14.5	2.5	8.7	11.3
Retirement Plan	11.2	8.5	12.9	7.2	54.0	49.3	16.6	31.5	15.1	22.6	57.2	26.8	23.1	11.6	30.7
Defined Benefit Retirement Plan	1.0	0.0	5.4	0.0	50.2	2.7	2.1	30.1	0.0	0.2	0.0	0.5	0.2	0.0	9.1
Defined Contribution Retirement Plan	11.2	8.5	12.9	7.2	22.3	47.5	16.4	22.5	15.1	22.6	56.4	26.1	22.7	12.0	26.1
Short-Term Disability	1.0	0.5	0.6	1.8	6.9	16.6	1.8	16.6	1.7	0.5	18.5	1.9	2.5	0.5	7.7
Vision Plan	3.9	0.6	2.7	1.8	22.6	24.6	1.2	27.7	9.3	7.8	20.2	3.9	1.2	9.4	14.8

Estimates based on employment between 2022Q2 and 2024Q1.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/15/25.

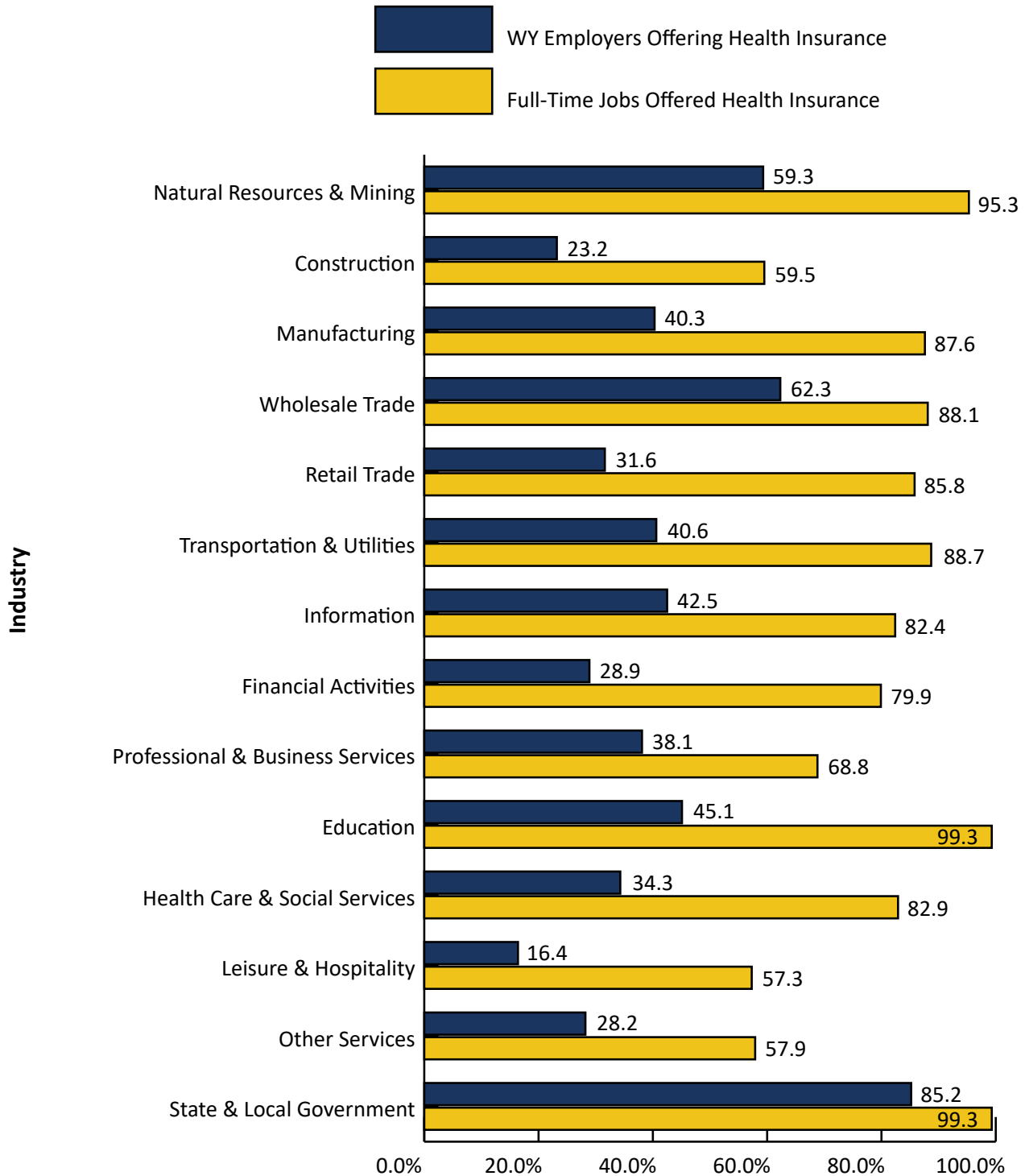
Table 15: Total Number of Jobs Offered Benefits by Industry, 2024Q1

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	Total
Total Jobs	15,808	21,334	10,690	8,175	30,438	11,294	3,007	10,986	21,323	30,213	37,384	35,217	7,102	28,213	271,184
Child Care Assistance	3,384	245	739	2,141	1,489	334	310	902	927	2,397	8,360	3,323	636	2,012	27,199
Dental Plan	14,403	10,065	8,370	6,113	18,865	9,283	2,003	7,399	10,773	24,647	25,667	10,078	2,741	22,546	172,953
Dependent Medical insurance	14,507	11,078	8,526	6,568	18,020	9,269	2,087	7,443	10,487	24,685	25,644	8,927	2,741	22,426	172,406
Tuition Assistance	4,922	5,262	3,743	3,846	5,839	4,736	487	4,428	4,537	13,426	21,974	2,667	1,080	10,207	87,157
Flexible Spending	8,368	3,394	4,793	4,280	8,480	5,233	1,082	5,168	6,051	22,722	19,213	4,588	1,374	16,250	110,996
Hiring Bonus	4,826	2,530	1,463	2,659	7,691	2,761	607	2,318	4,237	13,780	20,037	2,752	623	3,848	70,133
Life Insurance	13,549	8,501	8,170	5,699	17,147	8,538	2,035	7,085	9,673	24,428	24,616	7,484	1,914	22,185	161,024
Long-Term Disability	10,026	4,672	5,791	4,216	7,195	6,143	1,561	5,846	8,011	19,082	18,824	4,647	1,329	14,569	111,910
Medical insurance	14,632	11,475	8,686	6,728	18,577	9,431	2,017	7,625	11,715	24,729	26,183	9,695	2,981	22,616	177,089
Paid Holidays	13,645	10,951	9,022	7,049	18,742	9,536	2,301	8,478	13,191	22,808	23,990	5,385	3,986	22,335	171,420
Paid Personal Leave	10,773	9,757	6,499	5,264	13,180	5,423	1,381	6,560	11,182	25,585	26,585	5,457	2,818	10,407	140,873
Paid Sick Leave	6,840	3,319	2,868	2,273	8,175	4,031	1,132	3,794	4,912	20,386	14,925	4,107	1,744	21,760	100,267
Paid Vacation Leave	10,564	9,625	6,139	3,339	14,569	6,830	1,285	4,430	7,463	22,832	14,816	8,572	2,901	21,757	135,120
Retirement Plan	12,198	12,463	8,487	6,913	21,669	9,708	2,080	8,449	13,573	26,905	30,711	9,240	3,531	22,646	188,571
Defined Benefit	2,232	616	121	594	167	2,414	73	674	150	24,330	2,344	75	420	18,025	52,235
Defined Contribution	12,296	12,196	8,475	6,746	22,078	9,627	1,974	8,288	13,401	16,749	28,907	9,330	3,491	18,570	172,128
Short-Term Disability	11,262	5,478	5,722	4,819	13,173	4,556	1,594	4,645	5,977	14,693	17,510	4,870	1,561	13,009	108,872
Vision Plan	13,796	8,886	6,886	5,802	16,958	9,066	2,003	7,176	10,038	23,733	24,793	9,493	2,497	21,997	163,123

Estimates based on employment between 2022Q2 and 2024Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/15/25.



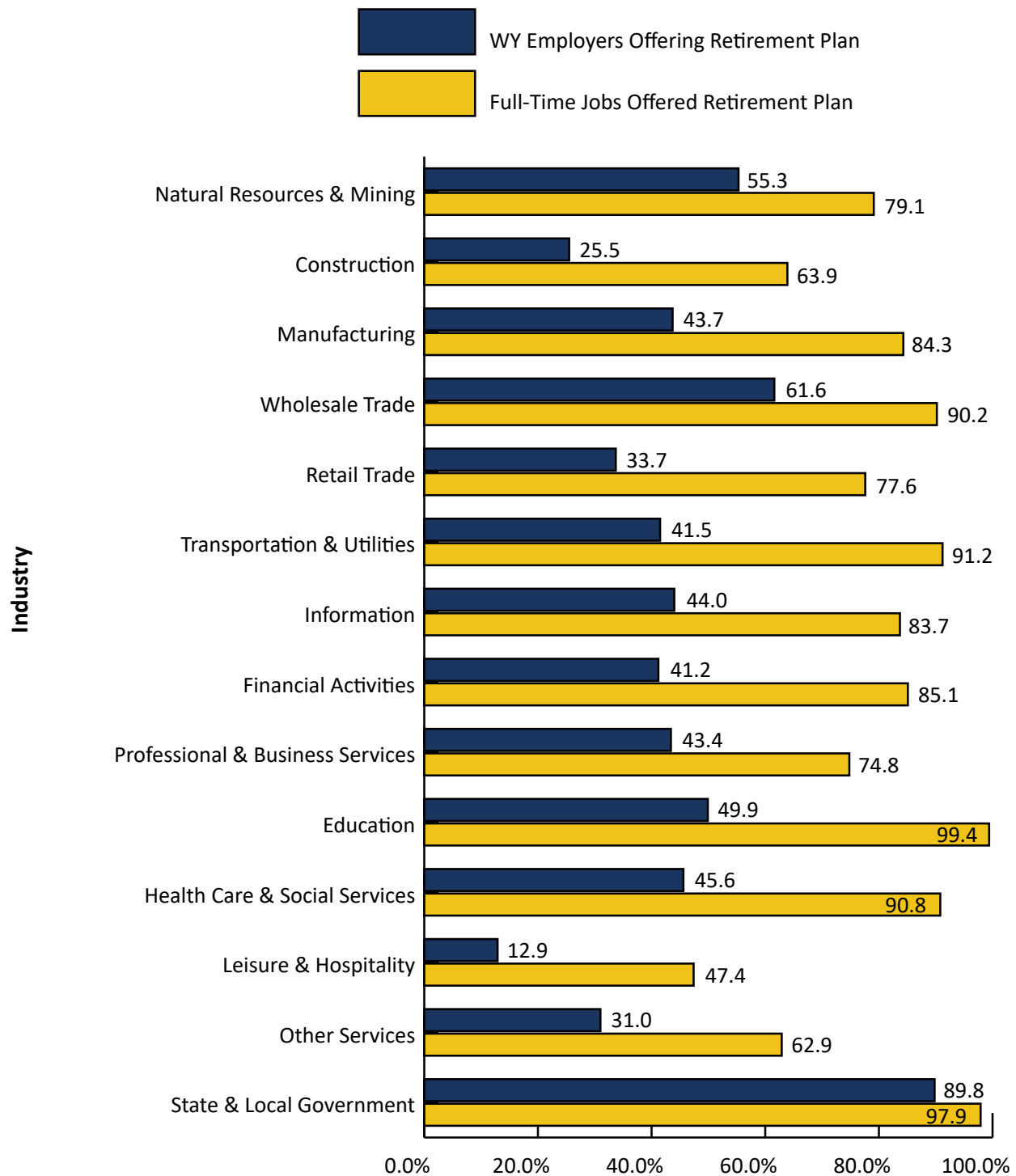
Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/18/25.

Figure 6: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Medical insurance by Industry, 2024Q1



Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/18/25.

Figure 7: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered a Retirement Plan by Industry, 2024Q1

Table 16: Percent of Total Jobs Offered and Enrolled in Selected Benefits by Employer Industry, 2024Q1

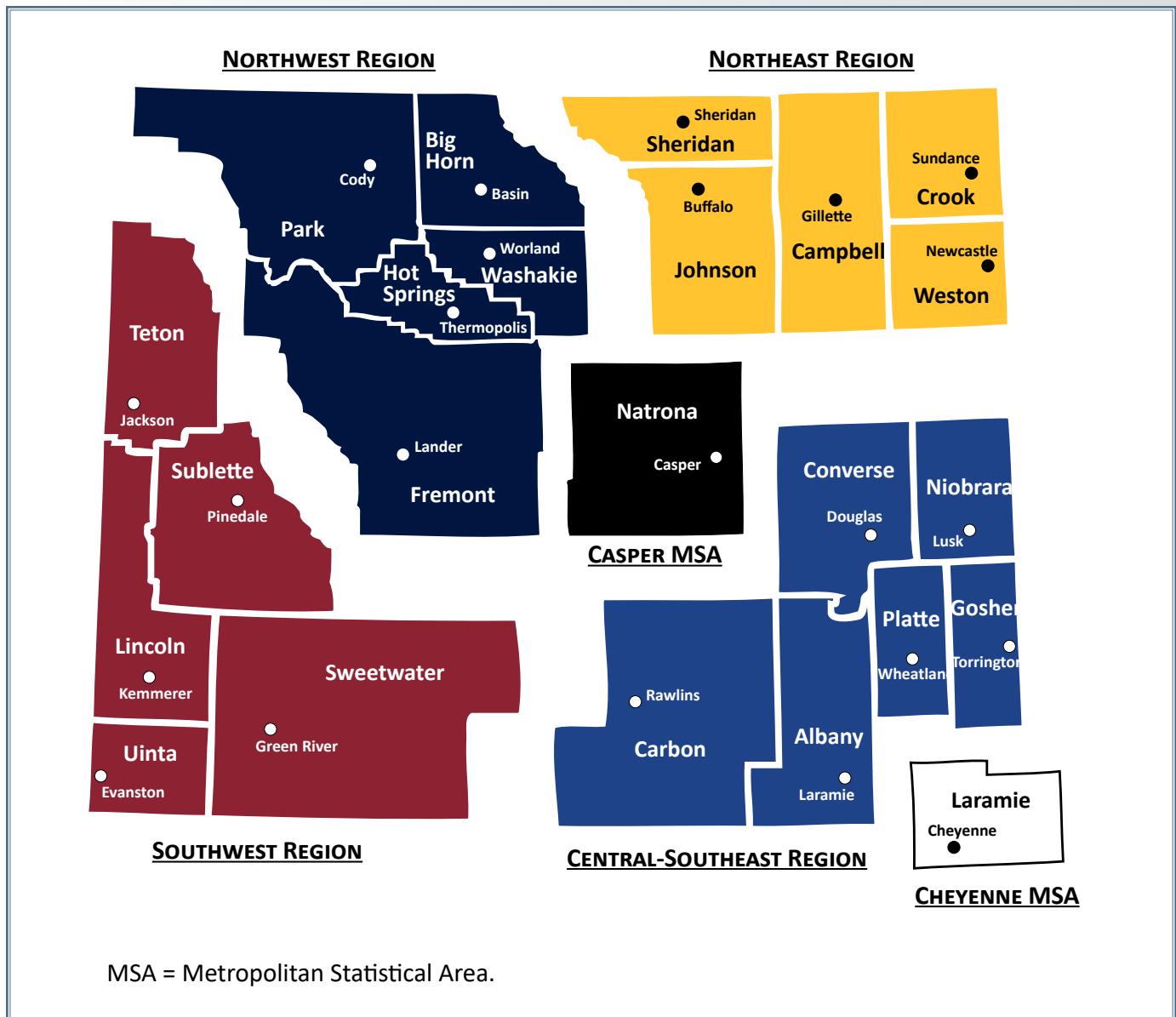
Benefit	Industry														Total
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Educational Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	State & Local Government	
Dental Plan	92.0	65.5	68.5	49.8	51.2	83.2	84.8	75.0	53.5	80.0	66.3	52.2	68.5	86.5	75.0
Dependent Medical insurance	39.9	25.6	43.9	28.2	23.3	21.2	44.5	41.7	41.5	56.2	23.0	25.5	17.9	48.1	41.1
Life Insurance	97.9	88.3	99.4	91.1	51.8	90.7	100.0	94.5	99.2	94.5	71.8	79.8	52.6	98.3	96.6
Long-Term Disability	75.6	38.6	100.0	82.4	73.2	64.1	100.0	80.0	9.0	89.8	73.1	5.7	39.8	19.0	61.0
Medical insurance	91.6	64.0	72.2	59.7	48.0	79.0	97.7	64.8	46.1	76.8	55.0	48.6	70.5	84.0	75.0
Defined Benefit Retirement Plan	0.0	100.0	0.0	75.0	0.0	0.0	0.0	0.0	0.0	97.9	78.5	100.0	0.0	100.0	97.8
Defined Contribution Retirement Plan	35.8	50.3	96.7	66.3	47.8	40.1	90.8	91.3	98.7	42.0	47.8	23.8	51.2	43.2	80.7
Short-Term Disability	100.0	39.1	99.4	100.0	71.0	100.0	100.0	60.1	9.0	92.5	57.3	11.9	32.7	8.7	65.7
Vision Plan	90.9	64.3	57.6	46.8	42.6	81.6	76.3	78.0	50.8	76.3	64.8	41.4	66.5	81.3	71.0

Estimates based on employment between 2022Q2 and 2024Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/15/25.

IV. Benefits by Substate Region



Map: Wyoming's Substate Regions

Table 17: Percent of Total Wyoming Employers Offered Selected Benefits by Substate Region, 2024Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	3.3	3.1	2.7	2.9	2.8	2.7	7.1	3.1
Dental Plan	30.4	28.8	27.1	28.7	26.1	26.9	62.6	29.6
Dependent Medical insurance	31.1	29.3	27.7	29.6	26.8	27.4	64.2	30.3
Tuition Assistance	15.3	15.2	13.6	14.1	13.4	13.7	27.7	14.9
Flexible Spending	15.7	15.1	13.8	14.5	13.3	13.7	34.2	15.3
Hiring Bonus	8.3	8.1	7.2	7.8	6.8	7.3	18.6	8.1
Life Insurance	24.9	24.0	22.4	23.4	21.4	22.1	55.8	24.6
Long-Term Disability	16.8	16.4	14.4	15.1	13.8	14.5	36.0	16.1
Medical insurance	35.9	34.4	32.5	34.3	31.5	32.3	67.2	35.1
Paid Holidays	43.4	41.9	39.9	41.7	39.5	39.5	67.2	42.2
Paid Personal Leave	36.2	35.1	33.3	34.8	32.6	33.5	51.9	35.1
Paid Sick Leave	18.2	17.9	17.7	17.5	17.5	16.7	30.7	18.2
Paid Vacation Leave	29.1	27.4	27.8	28.7	27.4	27.1	46.8	28.8
Retirement Plan	40.5	39.0	36.6	38.4	35.5	36.4	68.5	39.2
Defined Benefit Retirement Plan	3.0	3.0	3.9	3.3	3.9	2.9	10.3	3.6
Defined Contribution Retirement Plan	39.0	37.3	34.5	36.8	33.5	34.9	65.1	37.4
Short-Term Disability	18.3	17.9	15.9	16.8	15.2	16.0	36.3	17.6
Vision Plan	26.5	25.3	23.8	25.1	22.9	23.5	57.9	26.1

^aMetropolitan Statistical Area.

Estimates based on employment between 2022Q2 and 2024Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/16/25.

Table 18: Percent of Total Wyoming Jobs Offered Selected Benefits by Substate Region, 2024Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	8.5	8.3	7.3	10.1	7.6	8.7	13.0	10.0
Dental Plan	57.6	58.1	52.4	57.7	54.2	54.6	79.7	63.8
Dependent Medical insurance	58.0	58.0	52.4	58.4	54.4	54.7	78.6	63.6
Tuition Assistance	29.8	31.3	27.3	27.9	29.2	27.0	39.2	32.1
Flexible Spending	35.6	37.2	34.2	34.4	36.6	33.3	52.7	40.9
Hiring Bonus	22.2	25.4	21.6	21.2	23.1	20.7	33.1	25.9
Life Insurance	52.2	53.4	47.8	52.4	50.2	49.2	76.5	59.4
Long-Term Disability	36.7	38.2	33.4	36.7	34.6	34.0	52.7	41.3
Medical insurance	60.4	60.3	54.9	60.7	56.8	57.1	79.1	65.3
Paid Holidays	60.5	60.4	56.0	62.0	58.1	55.5	72.4	63.2
Paid Personal Leave	51.9	52.7	48.9	50.7	50.9	47.6	55.3	51.9
Paid Sick Leave	32.3	34.2	33.6	31.9	36.5	31.8	44.6	37.0
Paid Vacation Leave	46.2	45.9	44.6	46.4	47.0	45.5	57.7	49.8
Retirement Plan	65.8	66.6	60.2	63.0	62.4	60.6	82.7	69.5
Defined Benefit Retirement Plan	16.4	18.5	20.4	13.6	23.5	16.1	22.4	19.3
Defined Contribution Retirement Plan	59.8	59.8	52.5	59.3	53.6	55.2	76.9	63.5
Short-Term Disability	35.4	34.5	30.7	37.6	32.5	33.1	52.3	40.1
Vision Plan	53.4	54.6	48.9	53.9	50.6	51.1	76.2	60.2

^aMetropolitan Statistical Area.

Estimates based on employment between 2022Q2 and 2024Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/16/25.

Table 19: Percent of Full-Time Wyoming Jobs Offered Selected Benefits by Substate Region, 2024Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	9.7	9.5	8.8	12.1	8.9	10.5	15.2	11.8
Dental Plan	72.9	73.8	69.1	71.9	70.0	70.8	95.4	79.7
Dependent Medical insurance	73.9	74.2	69.5	73.1	70.8	71.7	96.0	80.4
Tuition Assistance	35.9	37.6	34.1	33.3	35.8	33.3	45.7	38.6
Flexible Spending	44.5	46.7	44.4	42.5	46.6	43.1	63.9	51.1
Hiring Bonus	27.1	31.3	27.7	25.7	29.4	26.1	40.5	32.1
Life Insurance	66.0	67.8	63.0	65.3	64.7	64.1	91.1	74.1
Long-Term Disability	47.1	49.2	44.6	46.1	45.3	45.2	65.5	52.9
Medical insurance	76.8	76.9	72.6	75.8	73.8	74.6	96.5	82.5
Paid Holidays	75.2	75.6	72.4	75.8	74.0	71.0	87.8	78.6
Paid Personal Leave	63.5	64.6	62.0	61.7	63.3	60.2	67.0	63.9
Paid Sick Leave	39.7	42.2	42.8	38.9	45.8	40.5	53.8	45.6
Paid Vacation Leave	57.9	57.8	58.0	57.1	60.2	58.5	69.9	62.2
Retirement Plan	78.9	80.0	74.9	75.2	76.0	75.0	92.5	82.0
Defined Benefit Retirement Plan	19.0	21.6	24.7	15.9	28.0	19.5	25.5	22.5
Defined Contribution Retirement Plan	72.4	72.6	66.2	71.2	66.2	69.0	86.5	75.5
Short-Term Disability	45.1	44.1	40.8	47.1	42.2	43.9	63.0	50.6
Vision Plan	67.2	68.9	63.9	67.0	64.9	66.0	90.7	74.8

^aMetropolitan Statistical Area.

Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/16/25.

Table 20: Percent of Part-Time Wyoming Jobs Offered Selected Benefits by Substate Region, 2024Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Child Care Assistance	4.7	4.6	3.6	3.4	4.1	4.0	5.2	4.4
Dental Plan	9.7	10.7	9.5	8.1	11.0	10.4	24.4	14.3
Dependent Medical insurance	8.2	9.3	8.3	7.0	9.9	8.6	17.3	11.2
Tuition Assistance	10.8	12.3	9.8	9.1	11.2	9.8	16.3	12.2
Flexible Spending	7.4	8.7	7.9	6.2	9.4	6.6	13.0	9.2
Hiring Bonus	6.6	7.8	5.8	5.7	6.2	5.8	6.9	6.5
Life Insurance	8.8	10.0	8.7	7.3	10.6	8.7	24.7	13.7
Long-Term Disability	4.1	5.1	4.5	4.0	5.4	3.8	7.2	5.2
Medical insurance	9.1	10.3	9.3	8.0	10.7	9.5	17.5	11.9
Paid Holidays	14.2	14.9	13.7	13.7	14.8	13.4	18.0	15.2
Paid Personal Leave	15.2	16.7	15.1	12.3	17.1	13.4	14.3	14.7
Paid Sick Leave	9.0	10.3	9.8	7.8	11.4	8.2	12.1	10.1
Paid Vacation Leave	9.5	10.1	9.9	8.8	10.8	10.1	14.5	11.3
Retirement Plan	24.6	26.4	22.1	20.4	25.3	21.5	48.0	30.7
Defined Benefit Retirement Plan	8.0	9.0	9.3	5.7	11.2	6.7	11.4	9.1
Defined Contribution Retirement Plan	20.2	21.5	17.0	17.7	19.2	17.9	42.9	26.1
Short-Term Disability	4.7	5.8	4.6	4.5	5.9	4.0	14.5	7.7
Vision Plan	10.1	11.3	10.0	8.5	11.6	10.7	24.9	14.8

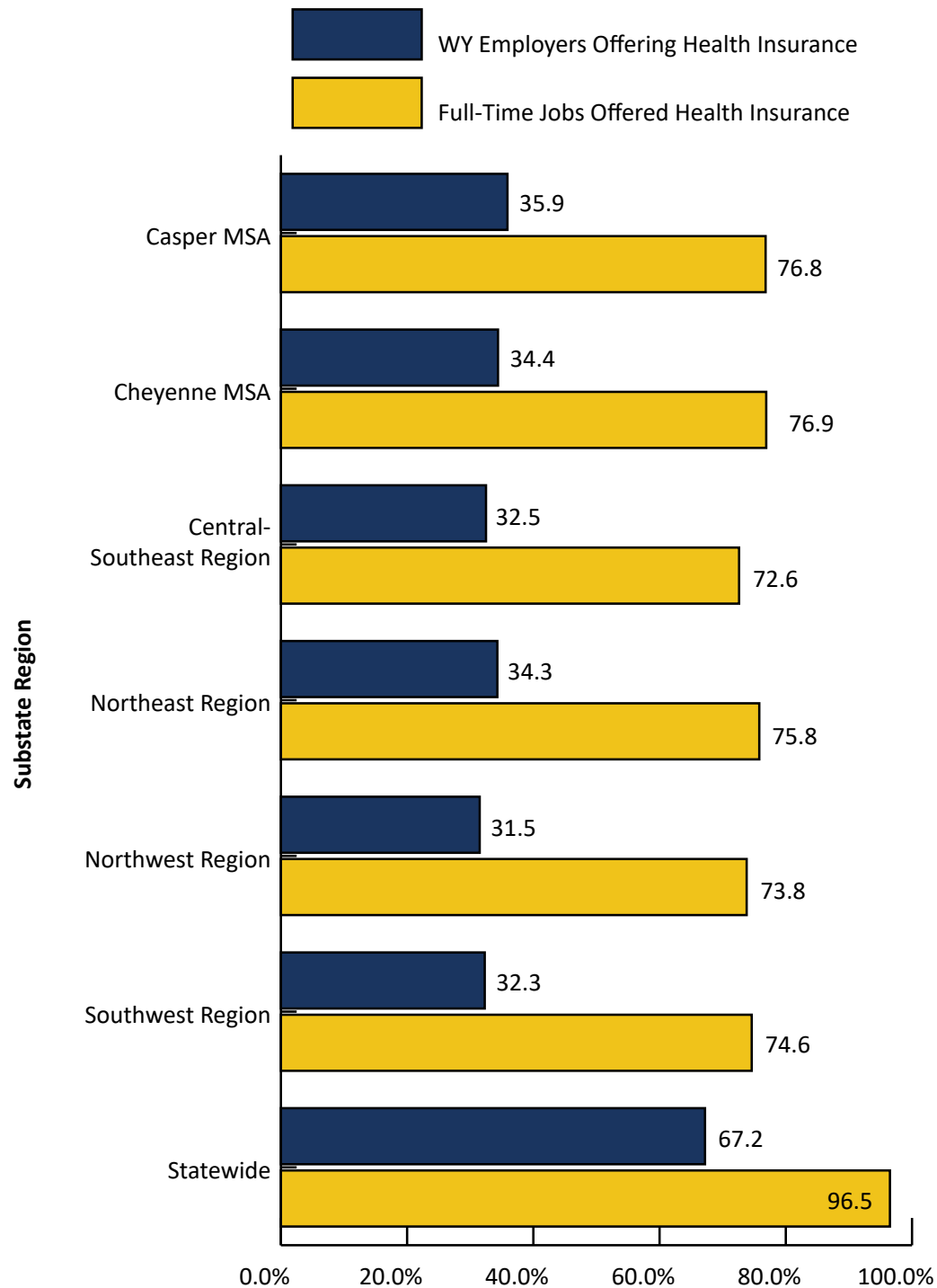
^aMetropolitan Statistical Area.

Estimates based on employment between 2022Q2 and 2024Q1.

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/16/25.



^aMetropolitan Statistical Area.

^bBusinesses with jobs spread across the state that could not be placed into a single region.

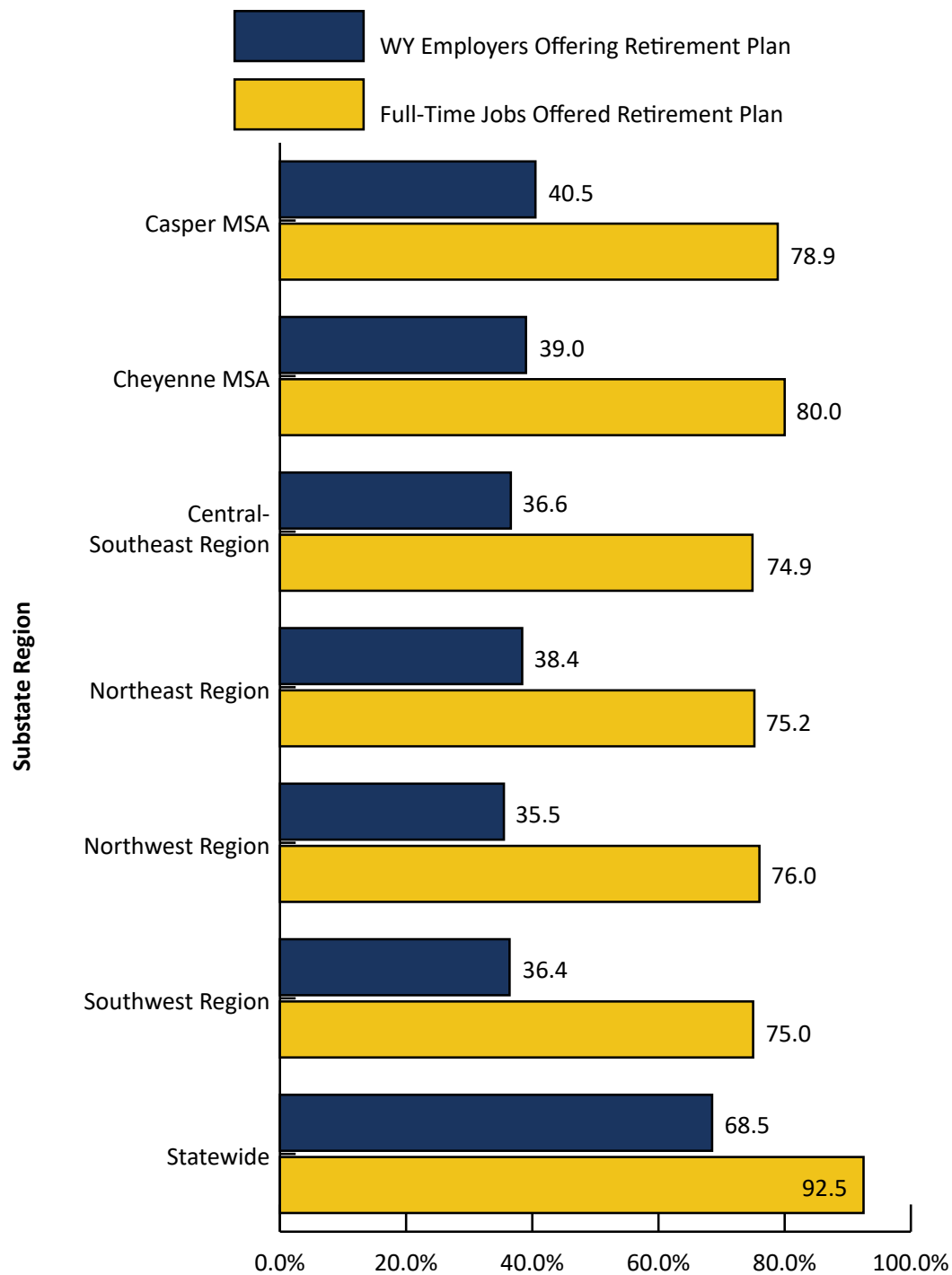
Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/21/25.

Figure 8: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Medical insurance by Substate Region, 2024Q1



^aMetropolitan Statistical Area.

^bBusinesses with jobs spread across the state that could not be placed into a single region.

Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/21/25.

Figure 9: Percent of Wyoming Employers Offering and Percent of Full-Time Jobs Offered Retirement Benefits by Substate Region, 2024Q1

Table 21: Total Number of Jobs and Number of Full-Time Jobs Offered Selected Benefits by Substate Region, 2024Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Total	26,849	30,311	21,732	31,144	26,037	44,992	90,120	271,184
Child Care Assistance	2,289	2,508	1,591	3,156	1,981	3,927	11,747	27,199
Dental Plan	15,472	17,603	11,393	17,963	14,107	24,545	71,869	172,953
Dependent Medical insurance	15,579	17,590	11,385	18,176	14,168	24,633	70,876	172,406
Tuition Assistance	8,004	9,490	5,940	8,689	7,593	12,126	35,313	87,157
Flexible Spending	9,547	11,271	7,430	10,725	9,526	14,973	47,524	110,996
Hiring Bonus	5,952	7,705	4,697	6,610	6,026	9,300	29,843	70,133
Life Insurance	14,006	16,171	10,394	16,321	13,072	22,157	68,902	161,024
Long-Term Disability	9,859	11,575	7,258	11,432	9,002	15,310	47,473	111,910
Medical insurance	16,228	18,264	11,936	18,905	14,800	25,703	71,252	177,089
Paid Holidays	16,243	18,320	12,167	19,301	15,134	24,975	65,280	171,420
Paid Personal Leave	13,922	15,962	10,632	15,795	13,260	21,422	49,878	140,873
Paid Sick Leave	8,662	10,366	7,306	9,942	9,511	14,312	40,167	100,267
Paid Vacation Leave	12,411	13,903	9,683	14,437	12,225	20,475	51,987	135,120
Retirement Plan	17,659	20,189	13,078	19,617	16,241	27,280	74,506	188,571
Defined Benefit Retirement Plan	4,393	5,595	4,439	4,237	6,119	7,241	20,212	52,235
Defined Contribution Retirement Plan	16,055	18,139	11,407	18,456	13,952	24,854	69,265	172,128
Short-Term Disability	9,495	10,465	6,677	11,703	8,454	14,913	47,165	108,872
Vision Plan	14,350	16,535	10,618	16,796	13,172	23,006	68,646	163,123

^aMetropolitan Statistical Area.

Estimates based on employment between 2022Q2 and 2024Q1.

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/16/25.

Table 22: Percent of Total Jobs Offered and Enrolled in Selected Benefits by Wyoming Substate Region, 2024Q1

Benefit	Region							Total
	Casper MSA ^a	Cheyenne MSA ^a	Central-Southeast	North-east	North-west	South-west	State-wide	
Dental Plan	74.8	81.4	56.9	68.8	67.7	90.9	76.3	75.0
Dependent Medical insurance	34.5	42.0	41.0	41.9	34.6	38.4	45.9	41.1
Life Insurance	94.4	99.0	98.2	85.1	82.4	95.8	95.9	96.6
Long-Term Disability	30.5	98.7	13.4	94.1	80.6	76.4	69.2	61.0
Medical Insurance	77.2	93.4	50.0	68.9	63.8	88.7	69.2	75.0
Defined Benefit Retirement Plan	99.8	100.0	100.0	97.1	100.0	78.6	99.4	97.8
Defined Contribution Retirement Plan	55.3	88.0	95.2	35.4	50.0	69.0	49.2	80.7
Short-Term Disability	28.0	98.2	13.0	60.3	61.3	96.3	63.1	65.7
Vision Plan	72.3	72.5	54.3	57.8	65.3	90.6	73.9	71.0

^aMetropolitan Statistical Area.

Estimates based on employment between 2022Q2 and 2024Q1.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/16/25.

V. Benefits Offered Over Time: 2014Q2-2024Q1

Health Care Benefits

Table 23: Percent of Wyoming Employers Offering Selected Health Care Benefits, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Dental Plan	Dependent Medical insurance	Medical insurance	Vision Insurance
2014Q2	25.0	28.5	34.2	17.8
2014Q3	24.8	28.1	34.0	17.6
2014Q4	24.2	27.0	32.9	16.7
2015Q1	23.9	27.2	33.2	16.8
2015Q2	23.8	26.9	32.8	16.7
2015Q3	23.5	26.4	32.2	16.6
2015Q4	22.3	25.0	30.9	15.9
2016Q1	22.0	24.8	30.3	15.9
2016Q2	22.0	24.8	30.3	15.8
2016Q3	21.8	24.6	29.9	15.9
2016Q4	20.6	23.4	28.5	15.5
2017Q1	20.4	22.7	27.5	15.2
2017Q2	20.9	23.0	27.7	15.5
2017Q3	20.6	22.7	27.2	15.5
2017Q4	20.5	22.3	26.7	15.3
2018Q1	20.6	22.2	26.5	15.5
2018Q2	21.0	22.8	27.0	16.2
2018Q3	21.8	23.4	27.4	16.6
2018Q4	22.0	23.7	27.7	17.0
2019Q1	23.1	24.8	28.9	18.1
2019Q2	23.8	25.5	29.8	18.8
2019Q3	24.9	26.7	31.0	19.7
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	27.8	29.8	34.3	23.3
2022Q2	28.5	30.8	35.5	24.2
2022Q3	28.4	30.5	35.4	24.6
2022Q4	28.2	30.7	35.5	24.3
2023Q1	28.7	30.6	35.3	25.2
2023Q2	28.9	30.2	34.6	25.4
2023Q3	29.7	30.4	35.2	26.1
2023Q4	29.3	29.6	34.3	25.6
2024Q1	29.6	30.3	35.1	26.1

Source: Wyoming Benefits Survey 2024.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

Table 24: Percent of All Jobs Offered Selected Health Care Benefits, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Dental Plan	Dependent Medical insurance	Medical insurance	Vision Insurance
2014Q2	60.0	63.6	64.6	53.6
2014Q3	58.1	61.1	61.9	51.2
2014Q4	59.0	62.5	63.6	52.3
2015Q1	58.1	62.1	63.3	51.5
2015Q2	56.9	60.8	62.5	50.7
2015Q3	57.1	59.9	61.6	49.5
2015Q4	59.0	60.9	62.8	50.9
2016Q1	56.8	60.7	63.3	51.3
2016Q2	52.0	59.3	62.5	49.6
2016Q3	53.1	59.0	62.7	49.7
2016Q4	53.3	58.8	62.2	49.5
2017Q1	54.7	59.2	62.7	50.0
2017Q2	53.7	58.2	61.6	48.5
2017Q3	53.2	56.5	60.0	47.2
2017Q4	55.5	57.8	61.3	49.7
2018Q1	58.1	59.3	61.6	50.8
2018Q2	56.2	58.8	61.2	50.9
2018Q3	56.4	58.5	60.7	50.4
2018Q4	56.9	59.4	62.1	50.9
2019Q1	57.6	60.0	62.7	52.3
2019Q2	58.3	60.6	63.3	53.3
2019Q3	59.1	61.3	64.0	53.6
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	60.8	63.0	65.1	56.6
2022Q2	61.1	63.6	65.6	57.6
2022Q3	61.4	63.0	64.9	58.2
2022Q4	63.0	63.5	65.1	58.7
2023Q1	63.4	63.7	65.3	60.2
2023Q2	62.5	62.6	64.2	59.8
2023Q3	62.6	61.9	63.8	59.0
2023Q4	63.4	63.0	64.9	59.4
2024Q1	63.8	63.6	65.3	60.2

Source: Wyoming Benefits Survey 2024.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

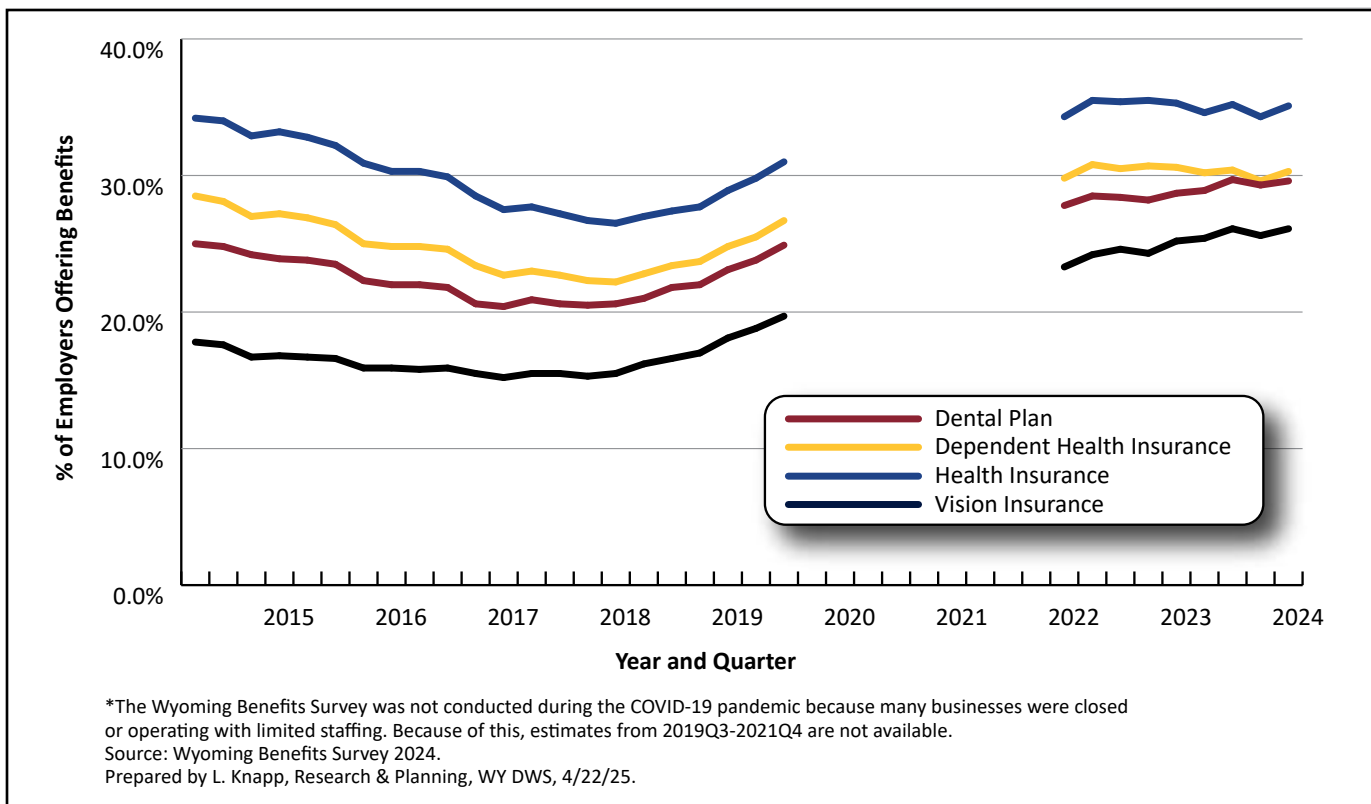


Figure 10: Percent of Wyoming Employers Offering Selected Health Care Benefits, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

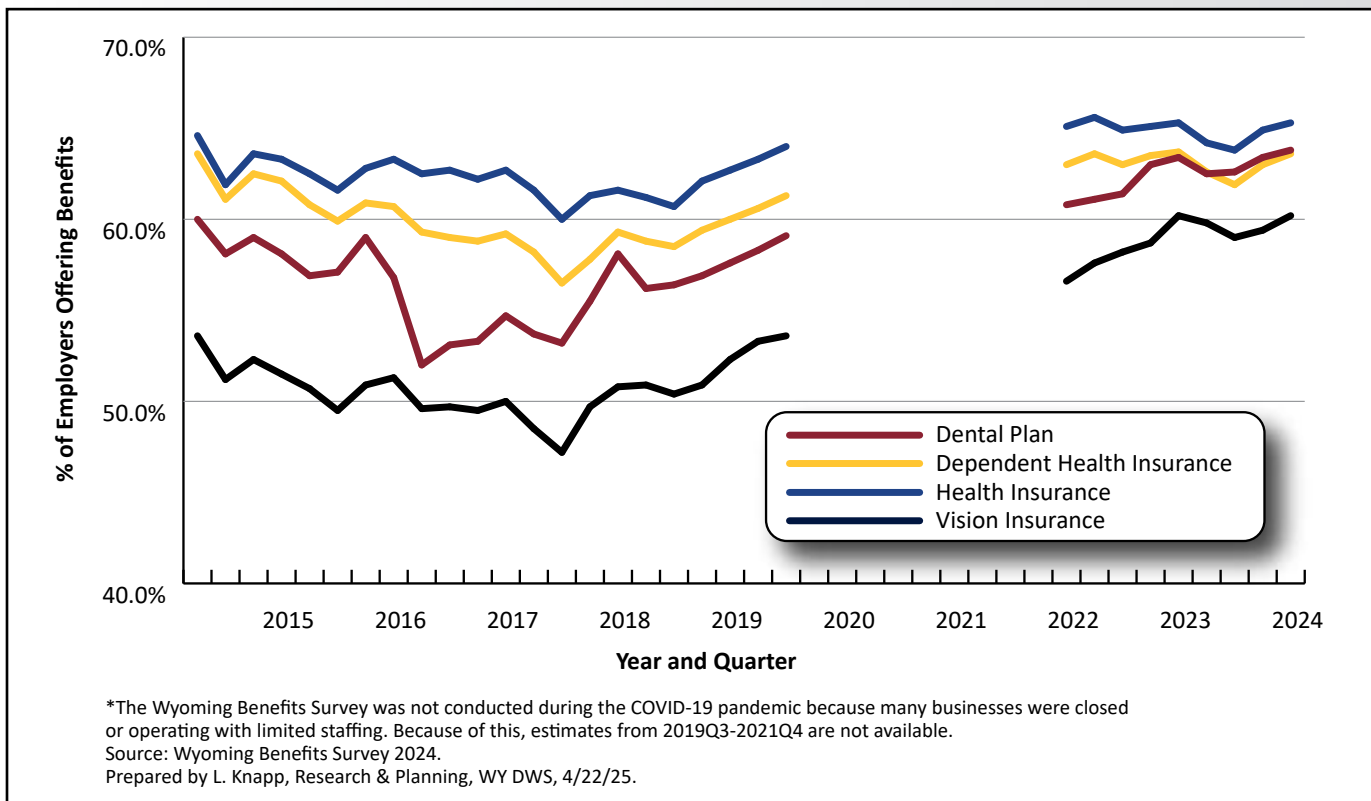


Figure 11: Percent of All Jobs Offered Selected Health Care Benefits, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Table 25: Percent of Full-Time Jobs Offered Selected Health Care Benefits, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Dental Plan	Dependent Medical insurance	Medical insurance	Vision Insurance
2014Q2	74.6	79.4	80.5	66.5
2014Q3	73.6	77.9	78.6	64.8
2014Q4	73.2	78.0	79.3	64.8
2015Q1	72.5	77.9	79.6	64.2
2015Q2	71.9	77.2	79.4	63.7
2015Q3	72.9	77.0	79.1	62.9
2015Q4	73.9	77.0	79.7	63.4
2016Q1	71.2	76.5	79.9	63.8
2016Q2	66.3	76.1	80.5	63.0
2016Q3	67.9	76.0	80.7	63.3
2016Q4	68.3	76.2	80.6	63.2
2017Q1	69.7	76.8	81.1	63.8
2017Q2	69.1	76.2	80.4	62.6
2017Q3	68.4	74.0	78.2	60.9
2017Q4	70.0	74.6	79.1	62.8
2018Q1	73.4	76.5	79.5	64.0
2018Q2	71.3	76.4	79.3	64.5
2018Q3	71.2	75.9	78.9	63.8
2018Q4	71.6	76.6	79.6	64.0
2019Q1	73.2	77.6	80.6	65.9
2019Q2	73.9	78.0	81.0	67.0
2019Q3	75.1	79.3	82.4	67.6
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	76.0	80.1	82.6	70.8
2022Q2	75.5	79.9	82.4	71.3
2022Q3	76.4	80.1	82.5	72.3
2022Q4	78.6	80.7	82.8	73.0
2023Q1	78.9	80.8	82.8	74.7
2023Q2	78.2	79.8	81.8	74.6
2023Q3	79.1	79.8	82.1	74.4
2023Q4	79.2	80.0	82.2	73.9
2024Q1	79.7	80.4	82.5	74.8

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

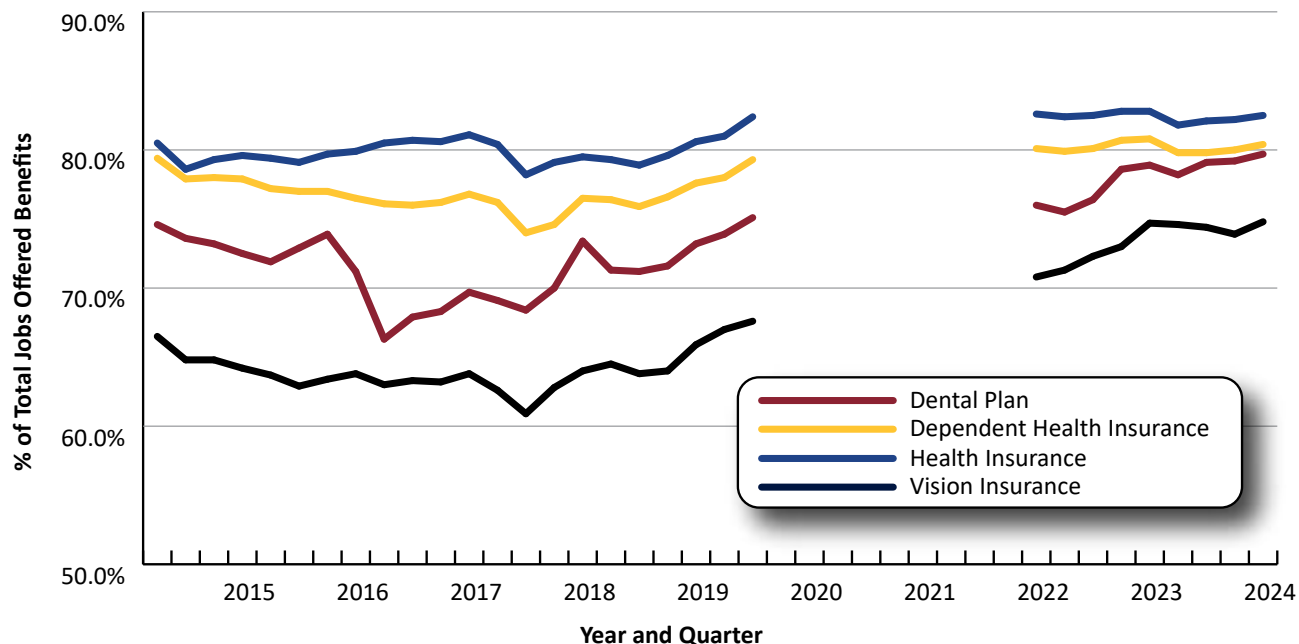
Table 26: Percent of Part-Time Jobs Offered Selected Health Care Benefits, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Dental Plan	Dependent Medical insurance	Medical insurance	Vision Insurance
2014Q2	13.7	13.8	14.5	12.6
2014Q3	11.8	10.9	12.1	10.5
2014Q4	13.6	12.8	13.3	12.3
2015Q1	13.3	12.6	12.6	12.0
2015Q2	12.4	11.9	12.1	11.9
2015Q3	11.5	10.7	10.9	10.8
2015Q4	16.7	15.4	15.2	15.6
2016Q1	14.6	14.0	14.0	14.2
2016Q2	9.6	9.7	9.3	9.8
2016Q3	10.0	9.6	10.2	10.1
2016Q4	10.6	9.1	9.9	10.3
2017Q1	12.1	9.4	10.7	10.7
2017Q2	11.3	8.6	9.8	9.7
2017Q3	11.8	8.9	10.4	9.9
2017Q4	14.7	10.3	11.4	13.0
2018Q1	18.1	14.0	14.8	16.2
2018Q2	16.8	13.1	14.2	15.6
2018Q3	18.4	13.5	13.8	15.8
2018Q4	17.3	13.5	15.2	16.1
2019Q1	15.7	12.6	14.5	15.9
2019Q2	16.0	13.1	15.1	16.1
2019Q3	15.8	12.6	14.5	15.7
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	14.8	11.3	12.0	13.6
2022Q2	15.7	12.5	13.2	14.8
2022Q3	15.9	11.1	11.6	15.2
2022Q4	14.9	10.0	10.4	14.3
2023Q1	16.9	12.3	12.6	16.9
2023Q2	16.2	11.8	12.2	16.0
2023Q3	15.2	10.6	11.3	15.0
2023Q4	14.4	10.6	11.4	14.7
2024Q1	14.3	11.2	11.9	14.8

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

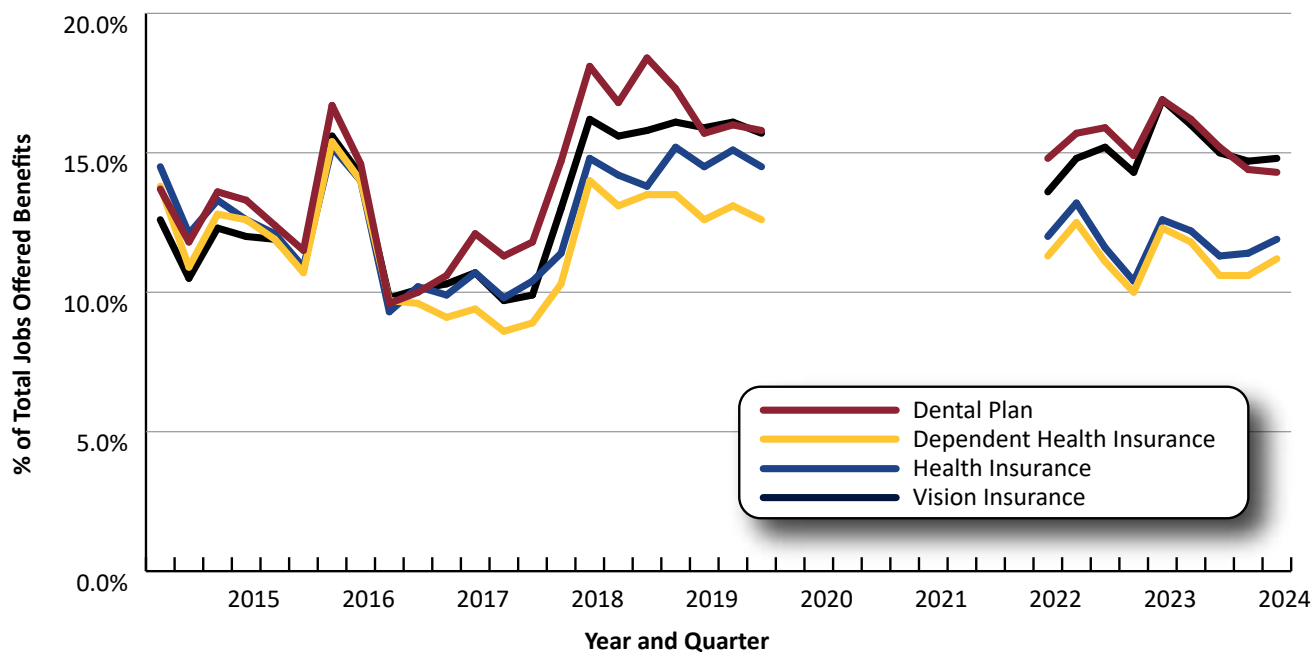


*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/22/25.

Figure 12: Percent of Full-Time Wyoming Jobs Offered Selected Health Care Benefits, 2014Q2-2024Q1



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/22/25.

Figure 13: Percent of Part-Time Wyoming Jobs Offered Selected Health Care Benefits, 2014Q2-2024Q1

Table 27: Percent of Employers Offering Selected Retirement and Insurance Benefits, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2014Q2	22.2	11.6	30.3	11.5
2014Q3	22.1	11.1	29.6	11.3
2014Q4	21.1	10.4	29.1	11.0
2015Q1	21.4	10.5	29.8	11.0
2015Q2	21.3	10.4	30.0	11.2
2015Q3	21.2	10.8	29.4	11.6
2015Q4	20.2	10.2	28.4	10.9
2016Q1	20.1	10.6	28.1	11.2
2016Q2	20.0	10.6	27.5	11.2
2016Q3	19.7	10.7	27.3	11.2
2016Q4	18.7	10.5	26.3	10.9
2017Q1	18.2	10.5	25.3	10.8
2017Q2	18.5	10.6	25.6	11.0
2017Q3	18.2	10.1	25.5	10.5
2017Q4	17.9	10.1	25.1	10.5
2018Q1	17.9	9.9	25.5	10.3
2018Q2	18.1	9.9	26.6	10.4
2018Q3	18.7	10.4	27.6	10.5
2018Q4	19.0	10.5	28.0	10.7
2019Q1	19.9	11.1	29.6	11.2
2019Q2	20.4	11.6	30.7	11.6
2019Q3	21.3	12.4	32.2	12.3
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	22.2	14.1	38.5	14.7
2022Q2	22.9	14.3	39.9	14.9
2022Q3	23.3	14.6	39.8	15.4
2022Q4	23.5	14.7	40.0	15.5
2023Q1	23.9	15.1	39.6	15.8
2023Q2	23.7	15.4	39.0	16.2
2023Q3	24.5	16.0	39.1	17.2
2023Q4	24.1	15.8	38.7	17.1
2024Q1	24.6	16.1	39.2	17.6

Source: Wyoming Benefits Survey 2024.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

Table 28: Percent of All Jobs Offered Selected Retirement and Insurance Benefits, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2014Q2	58.3	45.1	64.4	36.3
2014Q3	56.6	41.8	61.5	35.4
2014Q4	58.0	40.6	63.3	35.3
2015Q1	57.6	39.4	64.0	34.2
2015Q2	57.1	39.2	63.6	35.4
2015Q3	56.0	38.4	62.5	35.9
2015Q4	57.1	39.7	61.1	39.7
2016Q1	57.0	40.9	62.0	38.7
2016Q2	55.2	38.5	62.4	30.9
2016Q3	55.0	37.9	64.3	31.5
2016Q4	54.8	38.9	63.7	31.2
2017Q1	55.4	40.5	63.8	31.8
2017Q2	53.9	38.1	62.8	29.2
2017Q3	52.3	35.9	61.8	30.2
2017Q4	54.2	38.5	63.9	30.4
2018Q1	55.1	39.1	64.6	31.3
2018Q2	54.6	39.1	64.8	30.4
2018Q3	53.9	39.4	64.2	31.3
2018Q4	54.0	41.1	65.8	32.5
2019Q1	53.8	41.6	66.9	33.6
2019Q2	54.2	41.6	67.7	34.2
2019Q3	54.3	40.5	69.0	33.1
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	58.2	41.4	71.1	33.5
2022Q2	58.3	42.3	70.9	33.6
2022Q3	58.2	41.0	70.6	36.1
2022Q4	59.0	41.1	71.1	36.5
2023Q1	59.8	41.0	70.9	36.6
2023Q2	58.8	41.8	69.6	38.0
2023Q3	57.9	40.3	68.8	38.5
2023Q4	59.1	41.7	70.2	39.5
2024Q1	59.4	41.3	69.5	40.1

Source: Wyoming Benefits Survey 2024.
Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

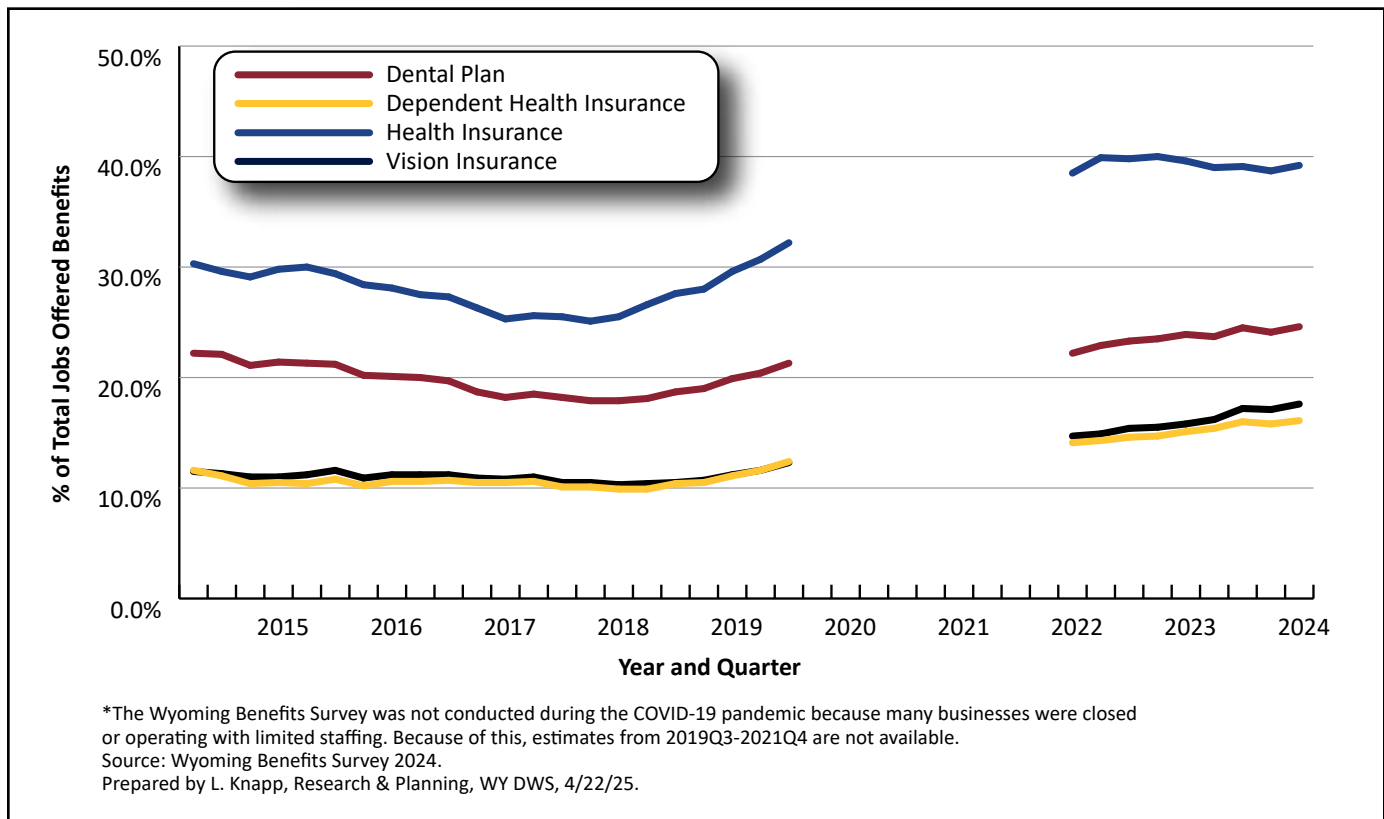


Figure 14: Percent of Employers Offering Selected Retirement and Insurance Benefits, 2014Q2-2024Q1

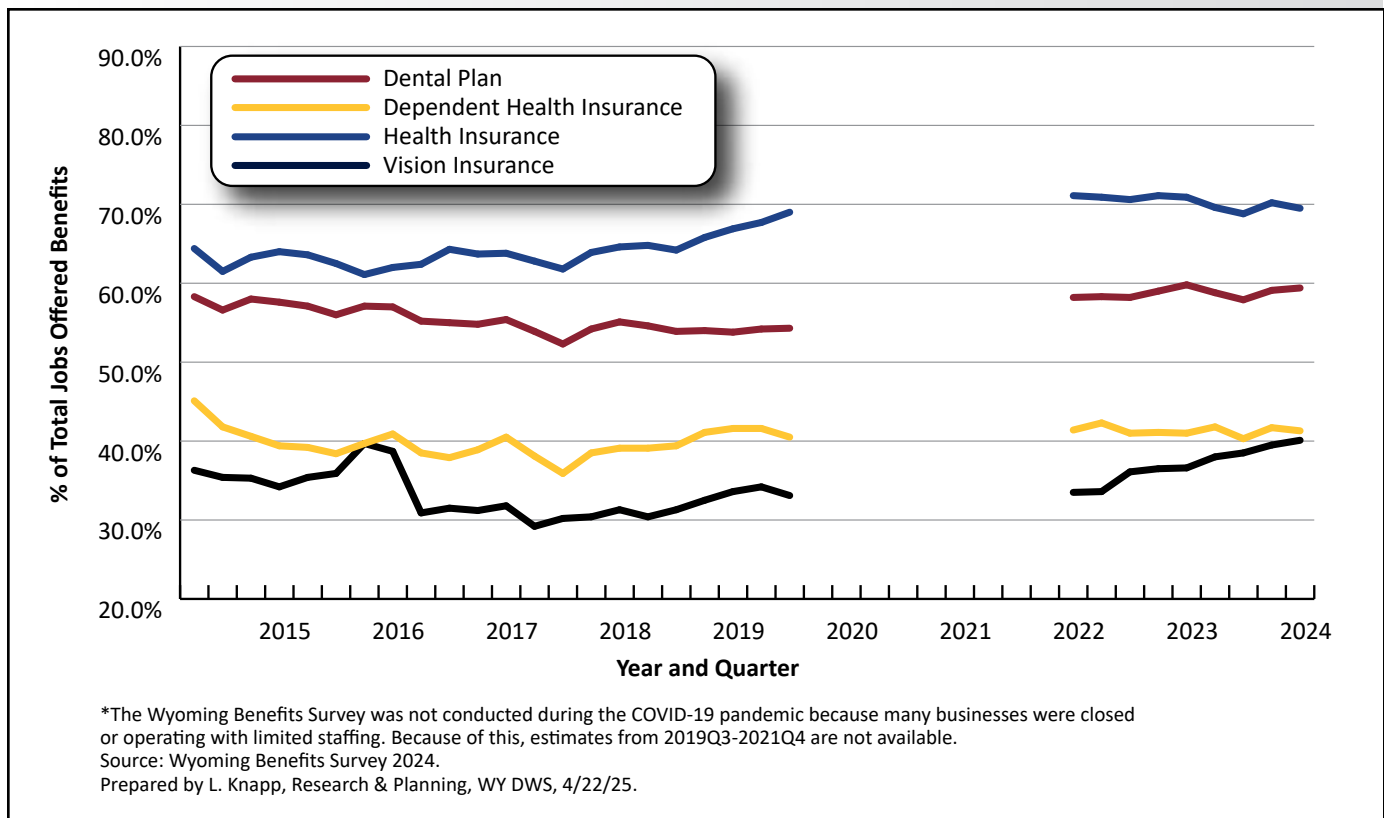


Figure 15: Percent of All Jobs Offered Selected Retirement and Insurance Benefits, 2014Q2-2024Q1

Table 29: Percent of Full-Time Jobs Offered Selected Retirement and Insurance Benefits, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2014Q2	73.0	56.2	76.7	45.0
2014Q3	72.2	53.0	74.8	44.4
2014Q4	72.1	49.8	75.9	43.3
2015Q1	72.1	48.6	76.5	42.1
2015Q2	72.1	48.9	76.4	44.0
2015Q3	71.5	48.5	75.8	45.3
2015Q4	71.7	49.1	75.6	48.9
2016Q1	71.6	50.5	75.9	47.6
2016Q2	70.8	48.7	75.1	39.3
2016Q3	70.7	48.3	76.0	40.4
2016Q4	70.7	49.8	76.0	40.3
2017Q1	71.3	51.8	76.3	41.1
2017Q2	70.2	49.3	75.7	38.2
2017Q3	68.0	46.4	74.2	39.2
2017Q4	69.7	49.2	75.9	39.1
2018Q1	70.6	49.4	76.7	39.6
2018Q2	70.4	49.8	77.5	38.8
2018Q3	69.5	50.4	77.0	39.8
2018Q4	69.0	52.2	78.4	41.1
2019Q1	69.1	53.2	80.0	43.0
2019Q2	69.6	53.3	81.0	43.9
2019Q3	70.1	51.8	82.4	42.3
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	73.6	52.8	83.6	41.9
2022Q2	73.2	53.6	83.1	42.1
2022Q3	73.3	52.7	83.4	45.1
2022Q4	74.0	52.6	83.7	46.2
2023Q1	74.6	52.7	83.6	46.4
2023Q2	73.8	54.2	82.8	48.5
2023Q3	73.4	52.9	82.6	49.7
2023Q4	73.5	53.2	83.0	49.7
2024Q1	74.1	52.9	82.0	50.6

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

Table 30: Percent of Part-Time Jobs Offered Selected Retirement and Insurance Benefits, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2014Q2	11.9	10.1	25.6	9.0
2014Q3	10.0	8.2	21.8	8.4
2014Q4	12.9	11.4	23.0	9.8
2015Q1	12.4	10.7	25.2	9.5
2015Q2	12.5	10.5	25.5	9.8
2015Q3	11.5	9.3	24.1	8.9
2015Q4	15.8	13.2	20.0	13.6
2016Q1	13.8	12.6	21.0	12.5
2016Q2	9.0	8.0	24.6	6.1
2016Q3	9.3	7.8	30.3	5.8
2016Q4	9.6	7.9	28.6	5.1
2017Q1	10.4	8.4	28.3	5.3
2017Q2	9.2	7.3	27.4	4.3
2017Q3	9.6	7.3	28.0	5.7
2017Q4	10.5	8.4	30.4	5.9
2018Q1	14.6	12.2	33.1	9.7
2018Q2	13.7	11.2	31.8	8.6
2018Q3	13.8	11.1	31.1	9.3
2018Q4	13.8	11.2	32.0	9.3
2019Q1	12.7	10.4	31.8	8.5
2019Q2	12.4	9.7	31.6	8.0
2019Q3	11.8	10.1	32.8	8.4
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	11.5	6.8	33.5	8.3
2022Q2	11.5	6.9	32.6	6.8
2022Q3	12.5	5.5	31.6	8.6
2022Q4	12.6	5.3	32.0	6.5
2023Q1	15.3	6.0	32.6	7.1
2023Q2	14.4	5.4	30.3	7.0
2023Q3	13.1	4.4	29.2	6.4
2023Q4	14.6	6.2	30.6	8.0
2024Q1	13.7	5.2	30.7	7.7

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

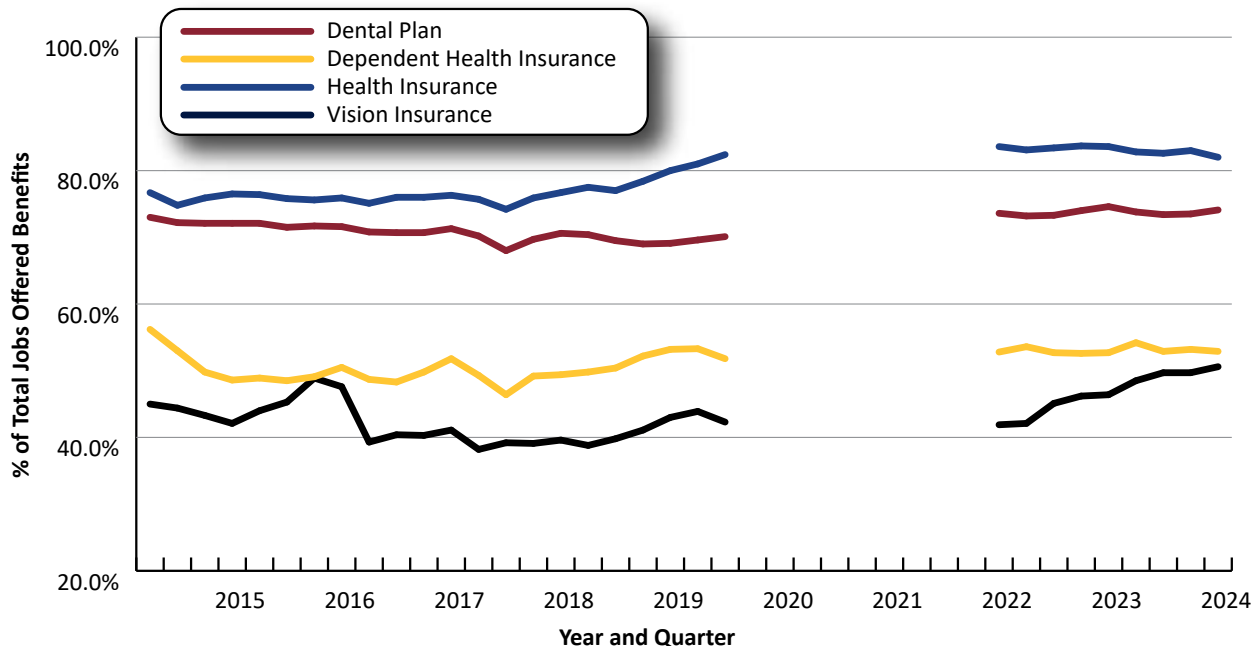


Figure 16: Percent of Full-Time Jobs Offered Selected Retirement and Insurance Benefits, 2014Q2-2024Q1

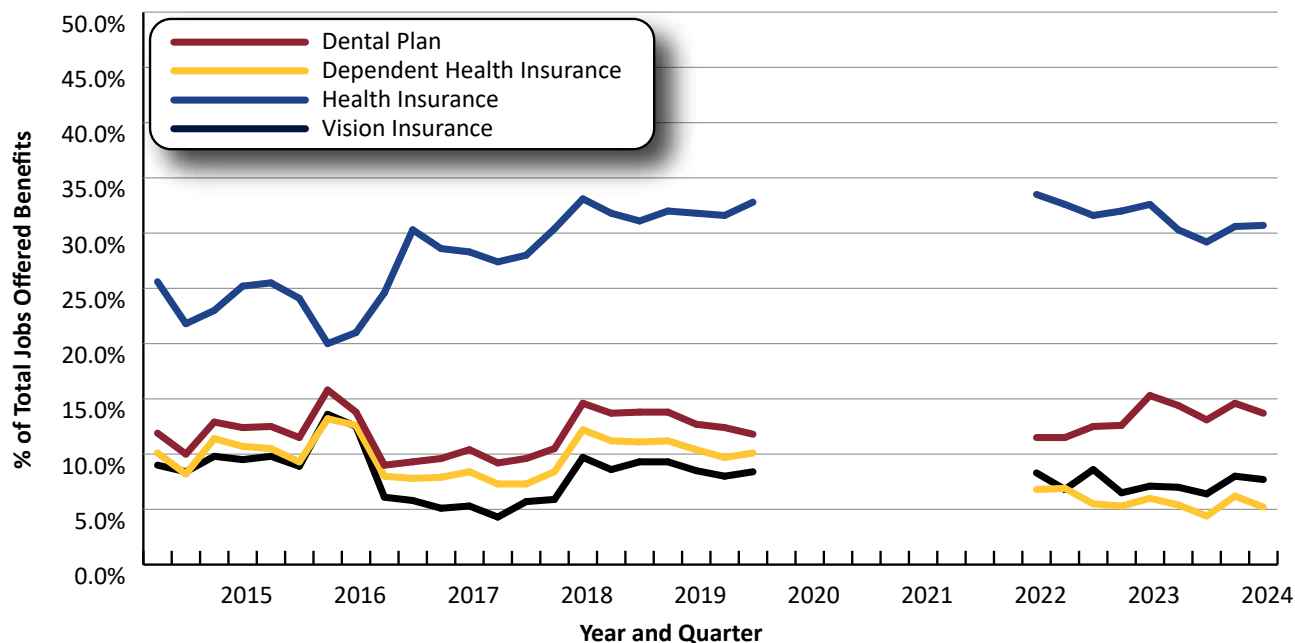


Figure 17: Percent of Part-Time Jobs Offered Selected Retirement and Insurance Benefits, 2014Q2-2024Q1

Table 31: Percent of Employers Offering Selected Paid Work Leave, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

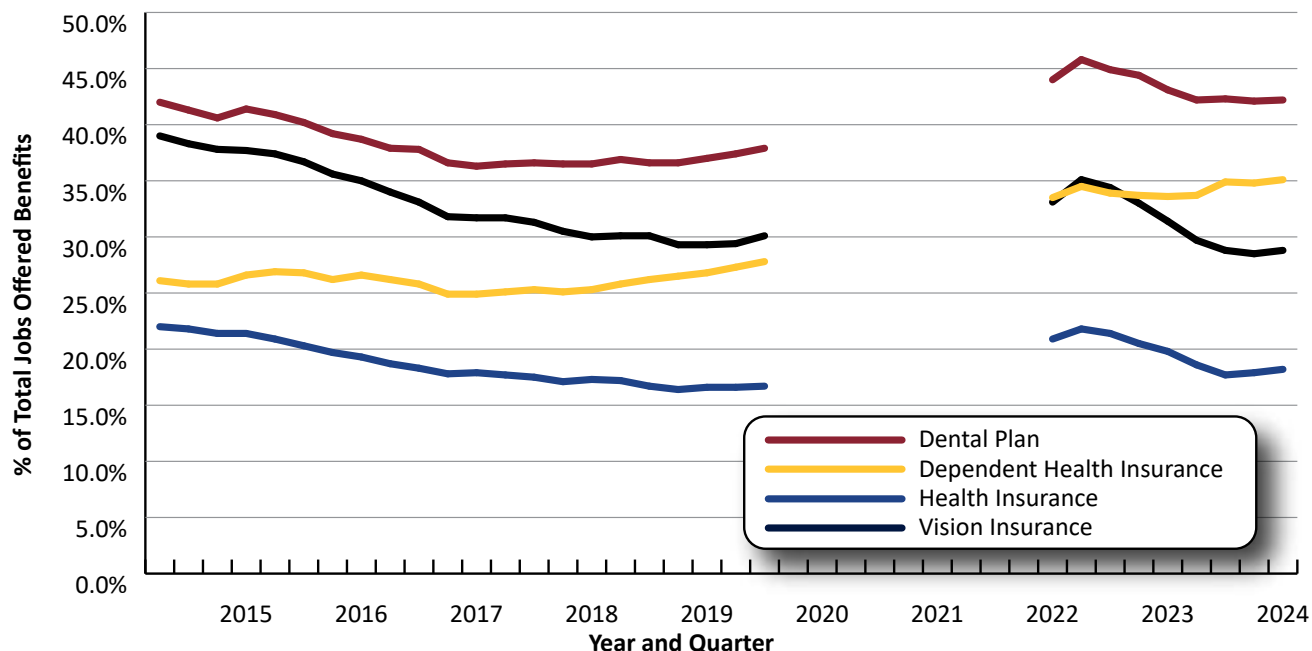
Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2014Q2	42.0	26.1	22.0	39.0
2014Q3	41.3	25.8	21.8	38.3
2014Q4	40.6	25.8	21.4	37.8
2015Q1	41.4	26.6	21.4	37.7
2015Q2	40.9	26.9	20.9	37.4
2015Q3	40.2	26.8	20.3	36.7
2015Q4	39.2	26.2	19.7	35.6
2016Q1	38.7	26.6	19.3	35.0
2016Q2	37.9	26.2	18.7	34.0
2016Q3	37.8	25.8	18.3	33.1
2016Q4	36.6	24.9	17.8	31.8
2017Q1	36.3	24.9	17.9	31.7
2017Q2	36.5	25.1	17.7	31.7
2017Q3	36.6	25.3	17.5	31.3
2017Q4	36.5	25.1	17.1	30.5
2018Q1	36.5	25.3	17.3	30.0
2018Q2	36.9	25.8	17.2	30.1
2018Q3	36.6	26.2	16.7	30.1
2018Q4	36.6	26.5	16.4	29.3
2019Q1	37.0	26.8	16.6	29.3
2019Q2	37.4	27.3	16.6	29.4
2019Q3	37.9	27.8	16.7	30.1
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	44.0	33.5	20.9	33.1
2022Q2	45.8	34.5	21.8	35.1
2022Q3	44.9	33.9	21.4	34.4
2022Q4	44.4	33.7	20.5	33.0
2023Q1	43.1	33.6	19.8	31.4
2023Q2	42.2	33.7	18.6	29.7
2023Q3	42.3	34.9	17.7	28.8
2023Q4	42.1	34.8	17.9	28.5
2024Q1	42.2	35.1	18.2	28.8

Source: Wyoming Benefits Survey 2024.
Prepared by L. Knapp, Research & Planning, WY DWS,
4/17/25.

Table 32: Percent of All Employees Offered Selected Paid Work Leave, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2014Q2	63.6	38.3	44.8	61.3
2014Q3	62.1	34.7	44.1	60.5
2014Q4	63.8	39.2	42.9	58.7
2015Q1	64.2	39.8	42.9	58.7
2015Q2	63.4	39.1	42.1	56.7
2015Q3	62.6	38.4	41.2	56.3
2015Q4	64.1	36.9	41.8	57.4
2016Q1	63.9	38.6	42.9	57.4
2016Q2	63.0	43.0	39.9	54.2
2016Q3	64.1	43.1	39.8	54.1
2016Q4	64.0	45.0	40.5	53.9
2017Q1	65.0	45.1	41.2	55.1
2017Q2	63.7	44.1	40.0	54.9
2017Q3	62.4	42.8	38.7	53.5
2017Q4	63.8	45.4	41.0	54.6
2018Q1	64.1	46.8	40.9	54.0
2018Q2	63.3	45.8	41.1	54.6
2018Q3	61.2	45.3	37.6	52.4
2018Q4	62.2	45.8	39.3	52.9
2019Q1	62.0	47.9	38.9	51.5
2019Q2	62.3	48.5	38.3	50.9
2019Q3	61.9	47.8	36.2	49.2
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	64.6	49.3	39.3	53.9
2022Q2	65.7	50.1	39.0	55.0
2022Q3	63.1	49.2	37.5	53.0
2022Q4	63.6	49.2	36.7	52.4
2023Q1	62.8	49.4	39.3	50.7
2023Q2	62.0	49.9	38.0	48.5
2023Q3	60.8	49.9	35.4	47.7
2023Q4	62.6	50.8	37.4	49.9
2024Q1	63.2	51.9	37.0	49.8

Source: Wyoming Benefits Survey 2024.
Prepared by L. Knapp, Research & Planning, WY DWS,
4/17/25.

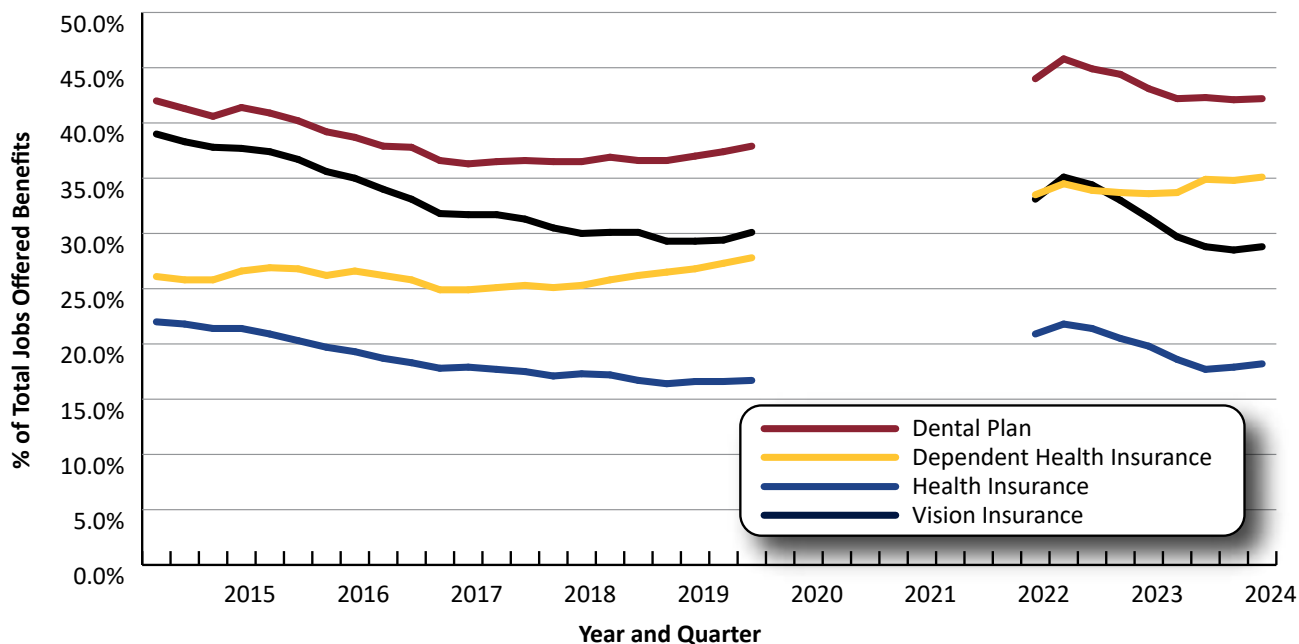


*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/22/25.

Figure 18: Percent of Employers Offering Selected Paid Work Leave, 2014Q2-2024Q1



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/22/25.

Figure 19: Percent of All Employees Offered Selected Paid Work Leave, 2014Q2-2024Q1

Table 33: Percent of Full-Time Employees Offered Selected Paid Work Leave, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2014Q2	77.8	46.0	54.3	74.9
2014Q3	77.0	42.1	54.4	74.3
2014Q4	77.6	46.5	51.8	70.8
2015Q1	78.1	47.3	51.7	71.0
2015Q2	77.9	47.0	51.1	69.5
2015Q3	77.7	46.9	50.7	69.7
2015Q4	78.6	45.5	50.8	70.4
2016Q1	78.2	47.3	52.2	70.5
2016Q2	78.2	52.3	49.2	67.7
2016Q3	79.0	51.7	49.5	67.9
2016Q4	79.1	54.2	50.4	68.0
2017Q1	80.4	54.2	51.6	69.2
2017Q2	79.3	53.6	50.7	69.3
2017Q3	77.4	52.0	49.1	67.2
2017Q4	78.5	54.2	51.3	68.0
2018Q1	78.9	55.8	50.0	66.5
2018Q2	78.2	55.1	50.6	67.9
2018Q3	75.9	55.0	45.9	64.7
2018Q4	77.0	55.0	47.6	65.2
2019Q1	77.3	58.3	47.4	64.2
2019Q2	77.9	58.8	46.3	63.5
2019Q3	78.0	58.0	44.0	61.9
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	78.9	58.7	47.9	67.1
2022Q2	80.1	59.3	47.1	67.4
2022Q3	77.8	59.5	46.2	65.8
2022Q4	78.5	59.7	45.0	65.5
2023Q1	78.3	60.1	48.4	63.5
2023Q2	77.9	61.4	47.1	61.3
2023Q3	77.1	62.3	44.8	60.8
2023Q4	77.9	62.6	46.4	62.4
2024Q1	78.6	63.9	45.6	62.2

Full-time employment is estimated to be at least 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

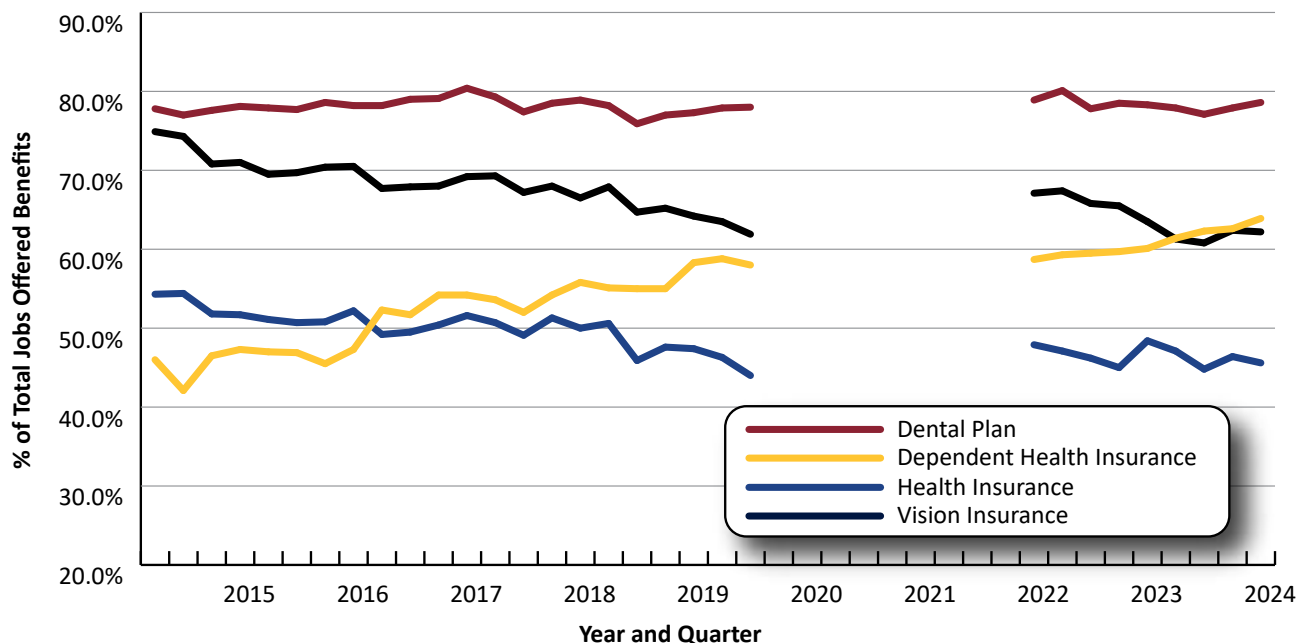
Table 34: Percent of Part-Time Employees Offered Selected Paid Work Leave, 2014Q2-2024Q1 (40-Quarter/10-Year Moving Average)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2014Q2	18.9	13.7	14.7	18.7
2014Q3	17.5	12.4	13.3	19.1
2014Q4	19.6	16.0	14.8	20.3
2015Q1	20.8	16.4	15.6	20.4
2015Q2	20.2	15.5	15.2	18.5
2015Q3	18.9	14.1	14.0	17.6
2015Q4	23.1	12.7	16.5	20.6
2016Q1	21.6	12.8	15.2	18.7
2016Q2	17.9	15.3	12.4	13.9
2016Q3	20.7	18.0	11.7	13.8
2016Q4	20.9	18.8	12.1	13.6
2017Q1	21.4	19.1	11.7	15.2
2017Q2	20.7	17.9	10.6	15.4
2017Q3	21.6	17.9	10.6	16.1
2017Q4	22.4	20.7	12.3	17.0
2018Q1	25.5	23.4	17.2	21.3
2018Q2	24.5	21.6	16.1	19.8
2018Q3	23.3	20.4	16.1	20.6
2018Q4	22.6	21.2	17.2	19.9
2019Q1	21.1	20.1	16.2	17.4
2019Q2	20.0	20.4	16.5	16.5
2019Q3	18.1	20.2	14.9	15.0
2019Q4				
2020Q1				
2020Q2				
2020Q3				
2020Q4				
2021Q1				
2021Q2				
2021Q3				
2021Q4				
2022Q1	21.3	20.8	13.4	14.0
2022Q2	20.7	21.2	13.5	16.1
2022Q3	18.3	18.1	11.0	14.4
2022Q4	17.4	16.6	11.0	11.8
2023Q1	16.1	17.5	11.8	12.2
2023Q2	14.8	15.7	10.8	10.7
2023Q3	13.9	14.2	8.4	10.0
2023Q4	15.1	14.4	9.7	11.4
2024Q1	15.2	14.7	10.1	11.3

Part-time employment is estimated to be less than 35 hours worked per week based on responses to the Wyoming Benefits Survey.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.

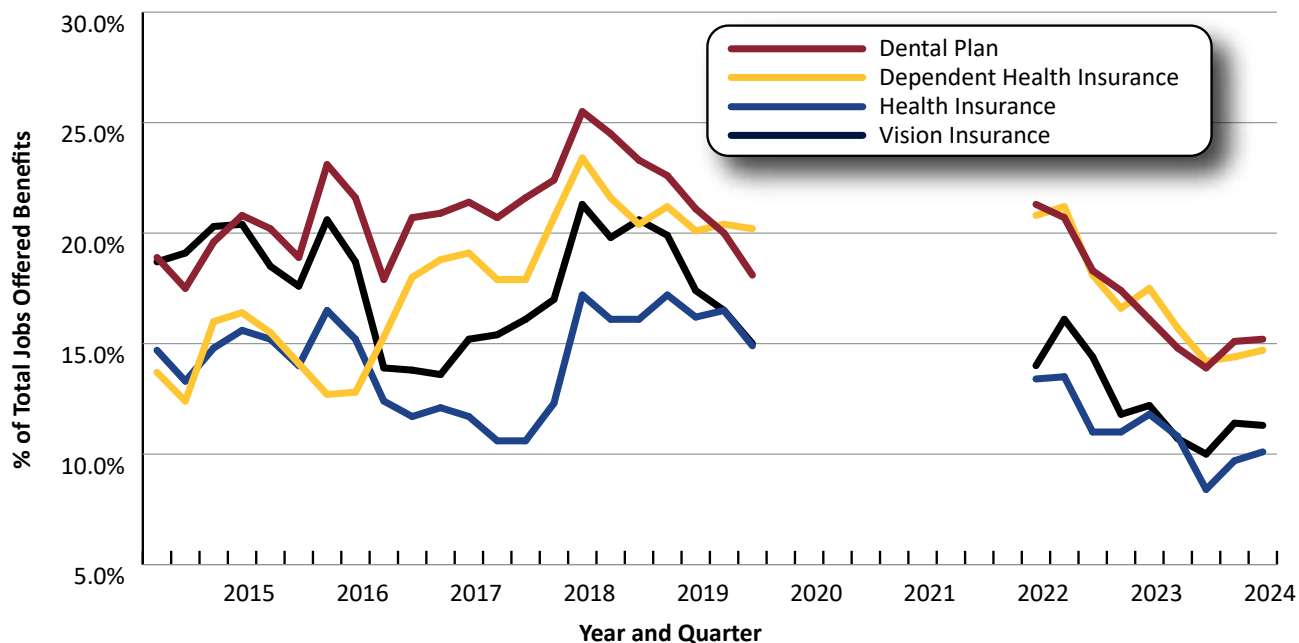


*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/23/25.

Figure 20: Percent of Full-Time Employees Offered Selected Paid Work Leave, 2014Q2-2024Q1



*The Wyoming Benefits Survey was not conducted during the COVID-19 pandemic because many businesses were closed or operating with limited staffing. Because of this, estimates from 2019Q3-2021Q4 are not available.

Source: Wyoming Benefits Survey 2024.

Prepared by L. Knapp, Research & Planning, WY DWS, 4/23/25.

Figure 21: Percent of Part-Time Employees Offered Selected Paid Work Leave, 2014Q2-2024Q1

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