

TRENDS

What Do Employers Want?

Part 2: Evidence from the New Hires Survey for Health Care

by: Lisa Knapp, Senior Research Analyst

Wyoming's health care & social assistance and educational services industries share several traits. Both industries deal with a large client base on a daily basis, and both industries employ larger proportions of females than all industries as a whole. In addition, wages tend to be higher in both the health care and education industries than the statewide average.

Much of the research conducted by the the Research & Planning (R&P) section of the Wyoming Department of Workforce Services relies on data retrieved from secondary administrative data sources such as the state's unemployment insurance wage records database, the Quarterly Census of Employment and Wages (QCEW) files (UI employment tax files), and a variety of occupation and motor vehicle licensing files. These data sets contain a wealth of information that allow R&P to conduct in-depth economic analyses without burdening employers or workers with too many requests for data. For more information about how wage records and

other administrative data sets are used by R&P, please see http://doe.state.wy.us/LMI/w_r_research/toc.htm#W.

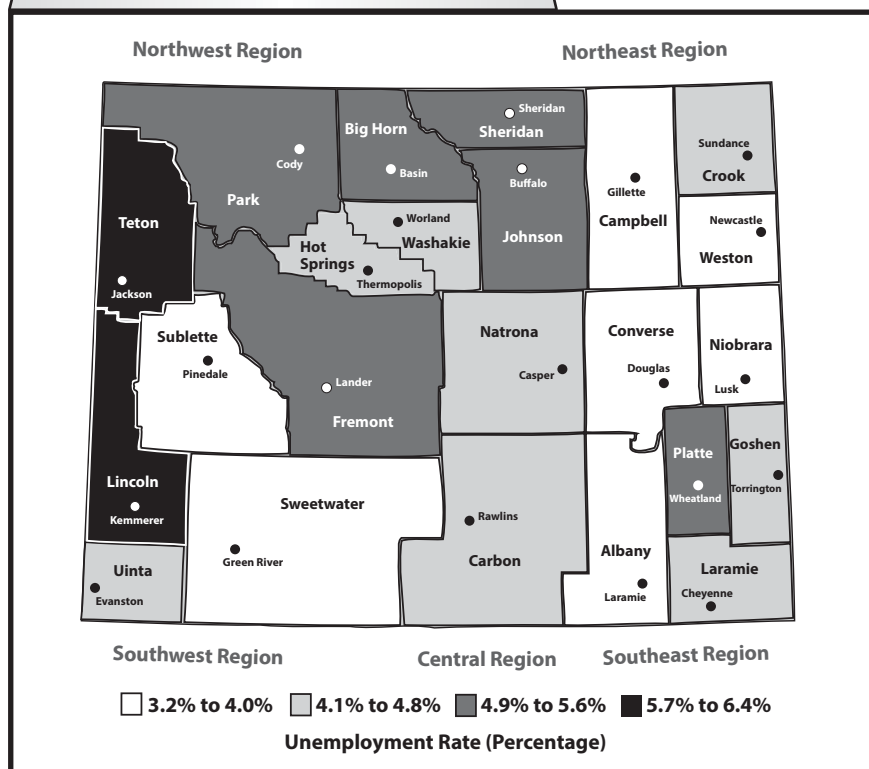
Occasionally, these administrative records do not contain crucial elements of information that only employer surveys can provide. In the case of the Department of Workforce Services Job Skills Survey, also known as the New Hires Survey, a combination of wage records, QCEW data, and driver's license files can show how many jobs were filled during a particular time frame, what industries these jobs were found in, the age and

(Text continued on page 3)

HIGHLIGHTS

- The consumer price index rose 1.5% from December 2012 to December 2013. ... [page 20](#)
- Most county unemployment rates increased from November to December. ... [page 21](#)
- Initial unemployment insurance claims decreased over the year in wholesale trade (-43.8%) and increased in construction (13.0%). ... [page 22](#)

Unemployment Rate by Wyoming County, December 2013 (Not Seasonally Adjusted)



IN THIS ISSUE

What Do Employers Want? Part 2: Evidence from the New Hires Survey for Health Care	1
State Unemployment Rate Unchanged at 4.4% in December 2013	17
Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, December 2013	18
State Unemployment Rates (Seasonally Adjusted)	18
Wyoming Nonagricultural Wage and Salary Employment. . .	19
Economic Indicators	20
Wyoming County Unemployment Rates	21
Wyoming Normalized Unemployment Insurance Statistics: Initial Claims	22
Wyoming Normalized Unemployment Insurance Statistics: Continued Claims	23

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(Text continued from page 1)

gender of workers filling the jobs, and the job tenure or turnover, but not specifics such as benefits offered at the point of hire, occupation, or necessary skills needed to perform the job's duties. Since fourth quarter 2009 (2009Q4), R&P has conducted the New Hires Survey on a quarterly basis. This survey was designed to capture occupation, benefits, wages, full-or part-time employment status, usual hours worked, education and licensing requirements, and job skills for Wyoming jobs.

New hires are defined as workers who had not previously worked for a particular employer since 1992, the first year for which wage records are available for analyses (Knapp, 2011). The New Hires Survey helps identify what jobs are being filled across the state.

This article provides a comparison of new hires working in the education and health care industries. These two industries were chosen in part because R&P has conducted several studies on them in the past. In 2008 and 2009, R&P conducted several large-scale analyses of nurses in Wyoming using both administrative datasets and surveys (Cowan, Jones, Knapp, Leonard & Saulcy, 2008; Harris, Jones, Knapp, & Leonard, 2008; Jones, 2009). These studies are available at <http://doe.state.wy.us/LMI/nursing.htm>. In 2012 and 2013, R&P conducted two large-scale analyses of teachers and teacher wages in Wyoming and surrounding states using administrative datasets and other publicly accessible secondary data sources (Gallagher, et al., 2012; Gallagher, et al., 2013). These studies are available at http://doe.state.wy.us/LMI/education_costs.htm. An analysis of new hire jobs

in each of these industries adds another dimension to R&P's research.

The first article in this series, "What do Wyoming employers want? Evidence from the new hires survey" (Knapp, 2013), noted that one of the purposes of this survey is to provide labor market information about potential jobs to education and training providers, job seekers, and employers. That article focused only on characteristics of occupations across all industries combined. By focusing on characteristics of jobs in two specific industries, the results of this article should better illustrate the usefulness of these data at the industry level. The conclusions section of this analysis will include two detailed examples of how these data can be combined for use by a variety of customers.

Methodology

A random sample of new hires, chosen to statistically represent each of the 20 industries of the North American Industry Classification System (NAICS), is drawn each quarter from employers in the private sector and in local government. A questionnaire is mailed to each new hire's employer along with a cover letter that provides an overview about the purpose of the survey. The cover letter explains that the survey is designed to collect information about job skills needed by the workforce that will help educators develop curriculums that will in turn help employers access a more skilled labor force in the future. As noted, however, the results of this study benefit a much larger audience than just educators and training providers. The questionnaire identifies the

reference date, or time frame of interest, which is generally six months prior to the first mailing of the survey instrument, and a selection of questions that, with the exception of one that asks employers to rate their satisfaction with the employee's job skills, refer to the job filled by the employee rather than the employee specifically.

R&P mails the new hires survey questionnaire out twice. The first mailing is sent to all employers chosen to be in that quarter's sample and the second mailing is sent approximately three weeks later to employers who did not respond to the first. Phone calls are then made to employers that did not respond to either mailing. Table 1 shows that although response rates vary by industry and quarter, R&P has attained at least a 70% response rate for nearly every quarter used in this analysis.

Although R&P has used just four quarters of data to produce employment estimates in the past, eight quarters of data (2010Q4-2012Q3) were used for this particular article. This was done because R&P samples a relatively small number of employers each quarter and small samples can distort estimates. Adding together two years of data improves these estimates.

More information about the methodology, including why new hires were chosen to represent jobs in the state and a more detailed explanation of the sampling methodology, as well as the complete results of this survey can be found at <http://doe.state.wy.us/LMI/newhires.htm>. A copy of the questionnaire used for this survey is available in Appendix C of the *ARRA Labor Dynamics: An Overview of the American Recovery and Reinvestment Act of 2009 as it Pertains to*

Table 1: Response Rate by Quarter and Industry, Wyoming Department of Workforce Services Job Skills Survey, 2010Q4-2012Q3

Industry	2010Q4	2011Q1	2011Q2	2011Q3	2011Q4	2012Q1	2012Q2	2012Q3
Agriculture	68.5	77.1	71.7	68.6	73.0	82.9	71.2	87.0
Mining	60.3	72.1	79.2	78.3	68.4	69.5	57.3	82.6
Utilities	73.5	60.0	70.0	92.3	58.3	75.0	58.8	86.7
Construction	63.2	70.2	74.3	70.6	75.0	77.5	73.3	80.0
Manufacturing	69.0	68.0	80.7	72.4	76.4	68.5	76.4	78.9
Wholesale Trade	66.0	65.5	69.1	68.6	69.8	72.7	66.7	75.0
Retail Trade	67.6	80.7	71.8	71.2	73.0	75.9	64.4	75.8
Transportation & Warehousing	71.2	67.3	69.1	74.6	74.2	66.2	70.8	71.2
Information	68.3	71.4	77.5	68.2	75.0	69.8	59.6	79.2
Finance & Insurance	64.3	57.9	67.4	69.6	73.9	67.4	57.1	76.9
Real Estate & Rental & Leasing	68.4	68.3	66.0	72.9	78.3	69.6	67.8	67.8
Professional & Scientific Services	68.7	77.8	65.5	74.5	70.0	73.4	79.0	65.2
Management of Companies	62.5	54.5	58.8	65.0	80.0	66.7	31.3	100.0
Admin. & Waste Services	59.7	71.4	70.3	79.7	68.1	61.3	69.6	76.1
Educational Services	69.1	75.8	75.4	75.4	78.2	81.3	84.8	68.7
Health Care & Social Assistance	67.5	79.7	72.7	76.1	76.5	79.1	78.7	75.6
Arts, Entertainment, & Recreation	61.8	69.8	67.9	75.0	75.0	76.5	86.6	84.5
Accommodation & Food Services	62.9	72.3	67.1	72.7	68.6	80.6	67.0	77.9
Other Services	68.6	70.2	69.5	69.1	77.1	80.6	74.6	81.5
Public Administration	82.4	91.1	78.7	94.7	75.0	90.9	87.1	81.8
Total, All Industries	67.3	72.5	71.6	74.3	73.4	74.7	71.5	77.0

the Wyoming Department of Employment's Research & Planning Section and the Rocky Mountain and Northern Plains Consortium (Manning, Jones, Knapp, Leonard, & Saulcy, 2011), which is available at <http://doe.state.wy.us/LMI/occasional/occ5.pdf>.

Results

One purpose of this article is to explore how new hires jobs in the education industry compare to those in the health care industry, and how jobs in both industries compare to those in all

industries combined. The educational services industry (NAICS 61; referred to in this article as the education industry or just education) includes public and private primary and secondary schools, colleges and trade schools, tutoring services, educational support services, and survival training programs. The health care and social assistance industry (NAICS 62; referred to in this article as the health care industry or just health care) includes offices of physicians, dentists and chiropractors, home health care, hospitals, nursing care facilities, services for

people with disabilities, child services including Head Start Programs and daycare, and vocational rehabilitation services.

As noted in the introduction to this article, these two industries were chosen partly because R&P has done research on them in the past, but also because there are many similarities between them. Both industries deal with a large client base on a daily basis — workers in the education industry work with students while those in the health care industry work with patients. In general, wages tend to be higher in both the health care and education industries than across all industries combined (see Table 2) and employees in both tend to have better access to workplace benefits (Manning & Saulcy, 2013). Finally, both industries employ larger proportions of female workers compared to the totals for all industries combined (see Table 2). For more information about earnings by industry, age, and gender in Wyoming, please see http://doe.state.wy.us/LMI/earnings_tables/2013/index.html.

Table 2: Number and Percent of Workforce by Gender, and Average Wages for All Industries, Educational Services, and Health Care & Social Assistance, 2012

Gender	N, %, and Wage	All Industries	Educational Services	Health Care & Social Assistance
Female	Number of Workers	140,715	22,059	27,583
	Percent of Workers	38.8	64.3	77.3
	Average Annual Wage	\$25,638	\$32,394	\$30,634
Male	Number of Workers	171,711	10,444	6,278
	Percent of Workers	47.4	30.4	17.6
	Average Annual Wage	\$42,993	\$42,141	\$64,973
Nonresident	Number of Workers	50,170	1,822	1,812
	Percent of Workers	13.8	5.3	5.1
	Average Annual Wage	\$15,268	\$11,647	\$36,054
Total	Number of Workers	362,596	34,325	35,673
	Percent of Workers	100.0	100.0	100.0
	Average Annual Wage	\$32,422	\$34,259	\$36,952

Source: Earnings in Wyoming by County, Industry, Age and Gender, 2000-2012. Research & Planning, Wyoming Department of Workforce Services.

Occupations, Gender,

and Turnover

There were 7,323 new hires in education and 15,063 new hires in health care from 2010Q4 to 2012Q3. More than three-fourths of the new hires in each of those industries were in the 20 occupations with the largest numbers of new hires. By comparison, the 20 largest occupations in all industries accounted for just over half (51.2%) of all new hires (see Table 3).

Females accounted for more than half of all new hires in both the education and the health care industries (see Figure 1, page 9). As Table 3b shows, females accounted for 57.7% of all new hires in education and made up at least half of all

new hires in 15 of the 20 top occupations, including elementary school teachers, except special education (71.4%) and adult literacy, remedial education and GED teachers (83.3%). Females accounted for 78.9% of all new hires in health care (see Table 3c) and made up at least half of all new hires in every one of the top 20 occupations. In contrast, females comprised only 37.9% of all new hires across all industries, although more than half of new hires in seven of the 20 largest occupations were females (see Table 3a).

As mentioned previously, nonresidents are those individuals who do not possess a Wyoming driver's license. Demographic

(Text continued on page 8)

Table 3: Estimates of Selected Characteristics for the 20 Occupations with the Largest Number of New Hires for Selected Industries, 2010Q4-2012Q3

Table 3a: Total, All Industries

SOC Code	Occupation Title	N	%	Typical Education	% Female	% Male	% Nonresident	Turnover Rate After 1 Quarter
41-2011	Cashiers	9,937	5.0	H.S. Diploma	60.6	29.3	10.0	25.2
53-3032	Truck Drivers, Heavy & Tractor-Trailer	8,810	4.4	H.S. Diploma	9.3	79.3	11.3	23.1
41-2031	Retail Salespersons	7,232	3.6	H.S. Diploma	58.7	33.3	8.0	22.2
37-2012	Maids & Housekeeping Cleaners	6,668	3.3	H.S. Diploma	54.6	18.2	27.2	35.4
35-3021	Combined Food Preparation & Serving Workers ...	6,347	3.2	H.S. Diploma	56.6	31.6	11.8	29.3
47-2061	Construction Laborers	6,338	3.2	H.S. Diploma	3.6	78.3	18.1	41.1
43-9061	Office Clerks, General	6,210	3.1	H.S. Diploma	65.6	28.3	6.2	13.4
35-3031	Waiters & Waitresses	5,460	2.7	H.S. Diploma	63.4	22.0	14.6	21.5
35-2014	Cooks, Restaurant	4,290	2.1	H.S. Diploma	26.5	47.5	26.0	23.8
37-3011	Landscaping & Groundskeeping Workers	3,907	1.9	H.S. Diploma	24.3	65.7	10.0	25.8
47-5071	Roustabouts, Oil & Gas	3,901	1.9	H.S. Diploma	8.3	79.3	12.5	26.4
35-3011	Bartenders	3,761	1.9	H.S. Diploma	62.9	27.2	9.8	5.6
37-2011	Janitors & Cleaners, Except Maids & Housekeeping ...	3,740	1.9	H.S. Diploma	43.1	47.4	9.4	36.1
35-9021	Dishwashers	3,642	1.8	H.S. Diploma	30.5	45.3	24.2	34.2
47-2073	Operating Engineers & Other Construction ...	3,614	1.8	Post-Secondary	7.7	72.8	19.5	31.0
43-4081	Hotel, Motel, & Resort Desk Clerks	3,254	1.6	H.S. Diploma	46.9	42.4	10.7	20.9
53-7062	Laborers & Freight, Stock & Material Movers, Hand	3,171	1.6	H.S. Diploma	17.7	68.6	13.7	31.6
47-2031	Carpenters	2,619	1.3	H.S. Diploma	6.6	74.2	19.2	24.1
35-2011	Cooks, Fast Food	2,529	1.3	H.S. Diploma	39.1	42.4	18.4	24.3
51-4121	Welders, Cutters, Solderers, & Brazers	2,499	1.2	Post-Secondary	7.1	71.6	21.3	26.7
	Total, All Other Occupations	102,625	51.2	N/A	39.2	49.5	11.3	20.0
	Total, All Occupations	200,555	100.0	N/A	37.9%	48.7%	13.4%	23.6%

(Table continued on page 7)

(Table continued from page 6)

Table 3: Estimates of Selected Characteristics for the 20 Occupations with the Largest Number of New Hires for Selected Industries, 2010Q4-2012Q3**Table 3b: Educational Services**

SOC Code	Occupation Title	N	%	Typical Education	% Female	% Male	% Nonresident	Turnover Rate After 1 Quarter
25-3098	Substitute Teachers	851	11.6	Bachelor's	68.2	24.2	7.6	42.4
25-9041	Teacher Assistants	812	11.1	H.S. Diploma	74.6	20.6	4.8	23.8
37-2011	Janitors & Cleaners, Except Maids & Housekeeping ...	593	8.1	H.S. Diploma	38.5	53.8	7.7	30.8
25-2031	Secondary School Teachers, Exc. Special & Voc. Ed.	348	4.8	Bachelor's	59.3	25.9	14.8	29.6
53-3022	Bus Drivers, School	322	4.4	H.S. Diploma	52.0	48.0	0.0	20.0
25-3021	Self-Enrichment Education Teachers	258	3.5	H.S. Diploma	50.0	40.0	10.0	40.0
25-3099	Teachers & Instructors, All Other	258	3.5	Bachelor's	75.0	20.0	5.0	15.0
27-2022	Coaches & Scouts	245	3.3	Bachelor's	42.1	36.8	21.1	52.6
25-1194	Vocational Education Teachers, Postsecondary	206	2.8	Post-Secondary	37.5	56.3	6.3	12.5
35-2012	Cooks, Institution & Cafeteria	193	2.6	H.S. Diploma	73.3	20.0	6.7	20.0
37-3011	Landscaping & Groundskeeping Workers	193	2.6	H.S. Diploma	13.3	73.3	13.3	33.3
25-2021	Elementary School Teachers, Exc. Special Ed.	180	2.5	Bachelor's	71.4	21.4	7.1	0.0
43-9061	Office Clerks, General	168	2.3	H.S. Diploma	76.9	23.1	0.0	0.0
27-2032	Choreographers	155	2.1	H.S. Diploma	91.7	0.0	8.3	25.0
33-9092	Lifeguards, Ski Patrol, & Other Recreational Pro. ...	116	1.6	H.S. Diploma	33.3	55.6	11.1	33.3
39-9099	Personal Care & Service Workers, All Other	116	1.6	H.S. Diploma	88.9	0.0	11.1	0.0
25-2022	Middle School Teachers, Except Special & Voc. Ed.	103	1.4	Bachelor's	62.5	25.0	12.5	0.0
39-9011	Child Care Workers	103	1.4	H.S. Diploma	75.0	25.0	0.0	37.5
21-1012	Educational, Vocational, & School Counselors	77	1.1	Master's	16.7	50.0	33.3	16.7
25-3011	Adult Literacy, Remedial Ed., & GED Teachers	77	1.1	Master's	83.3	16.7	0.0	0.0
	Total, All Other Occupations	1,947	26.6	N/A	50.3	37.1	12.6	17.2
Total All Occupations		7,323	100.0	N/A	57.7%	32.9%	9.3%	23.8%

Table 3c: Health Care & Social Assistance

SOC Code	Occupation Title	N	%	Typical Education	% Female	% Male	% Nonresident	Turnover Rate After 1 Quarter
31-1014	Nursing Assistants	1,859	12.3	Post-Secondary	86.1	7.6	6.3	12.7
39-9011	Child Care Workers	1,177	7.8	H.S. Diploma	84.0	8.0	8.0	36.0
39-9021	Personal & Home Care Aides	1,106	7.3	H.S. Diploma	74.5	19.1	6.4	4.3
29-1141	Registered Nurses	1,012	6.7	Associate's	88.4	9.3	2.3	20.9
43-9061	Office Clerks, General	965	6.4	H.S. Diploma	90.2	7.3	2.4	4.9
31-9091	Dental Assistants	730	4.8	Post-Secondary	90.3	3.2	6.5	6.5
31-9092	Medical Assistants	471	3.1	H.S. Diploma	85.0	5.0	10.0	15.0
21-1093	Social & Human Service Assistants	424	2.8	Bachelor's	88.9	11.1	0.0	16.7
35-2012	Cooks, Institution & Cafeteria	400	2.7	H.S. Diploma	88.2	0.0	11.8	23.5
43-4171	Receptionists & Information Clerks	377	2.5	H.S. Diploma	81.3	12.5	6.3	37.5
37-2012	Maids & Housekeeping Cleaners	329	2.2	H.S. Diploma	50.0	21.4	28.6	14.3
39-9032	Recreation Workers	329	2.2	Bachelor's	71.4	28.6	0.0	7.1
31-1011	Home Health Aides	306	2.0	H.S. Diploma	53.8	38.5	7.7	61.5
25-9041	Teacher Assistants	282	1.9	H.S. Diploma	75.0	16.7	8.3	25.0
43-6014	Secretaries, Except Legal, Medical, & Executive	282	1.9	H.S. Diploma	91.7	8.3	0.0	25.0
25-2011	Preschool Teachers, Except Special Education	235	1.6	Post-Secondary	70.0	10.0	20.0	10.0
29-2021	Dental Hygienists	235	1.6	Associate's	90.0	0.0	10.0	0.0
43-3031	Bookkeeping, Accounting, and Auditing Clerks	188	1.3	H.S. Diploma	75.0	25.0	0.0	0.0
33-9099	Protective Service Workers, All Other	165	1.1	H.S. Diploma	100.0	0.0	0.0	0.0
31-2021	Physical Therapist Assistants	141	0.9	Associate's	66.7	16.7	16.7	0.0
	Total, All Other Occupations	4,048	26.9	N/A	72.4	19.7	7.9	11.3
Total All Occupations		15,063	100.0	N/A	78.9%	14.1%	7.0%	15.3%

(Text continued from page 6)

data such as age and gender are not available for these individuals. Overall, the proportion of nonresident new hires across all industries was 13.4% and at least one in five new hires in six of the top 20 occupations was a nonresident (see Table 3a).

By comparison, only 9.3% of new hires in education were nonresidents and there were only two occupations in which nonresidents accounted for at least 20% of the total: educational, vocational, and school counselors (33.3%) and coaches and scouts (21.1%). Likewise, only 7.0% of new hires in health care were considered nonresidents. Nonresidents accounted for at least 20% of all new hires in only two of the top 20 occupations: maids and housekeeping cleaners (28.6%) and preschool teachers, except special education (20.0%).

Turnover rates are defined in this article as the percentages of new hires who left their employer by one quarter after they were hired. Turnover rates were lower for new hires in the health care industry (15.3%; see Table 3c) than in the education industry (23.8%; see Table 3b), or across all industries (23.6%; see Table 3a). Turnover in education may be higher because of the seasonal nature of many of the occupations in that industry, such as substitute teachers; coaches and scouts; and lifeguards, ski patrol, and other recreational professionals. Turnover rates for new hires in education were highest among substitute teachers (42.4%), self-enrichment education teachers (40.0%), and coaches and scouts (52.6%). In comparison, turnover rates for new hires working in health care were highest for home health aides (61.5%), receptionists and information clerks (37.5%), and child care workers (36.0%).

Wages and Benefits

The median hourly wage for new hires across all industries and in educational services and health care & social assistance is shown in Figure 2 (see page 9). Across all industries, the median hourly wage for new hires was \$12.32 (see Table 4a, page 10). However, the average hourly wage was lower for 14 of the top 20 occupations across all industries.

For new hires in education (see Table 4b, page 11), the median wage for all workers was slightly higher at \$13.00 per hour. The median hourly wage was higher in eight of the top 20 occupations. For example, the median wage for educational, vocational, and school counselors was \$24.42 per hour and the median wage for vocational education teachers, post-secondary was \$26.66 per hour.

The median wage for all new hires working in health care was \$11.29 per hour, and the median wage was higher in nine of the top 20 occupations (see Table 4c, page 11). For example, the median hourly wage was \$23.00 for registered nurses and \$27.75 for dental hygienists.

New hires in education and health care were offered access to most benefits at a greater rate than new hires across all industries. As shown in Table 4a (see page 10), 31.8% of new hires across all industries were offered health insurance, while 22.1% were offered retirement benefits and 26.8% were offered paid time off. In comparison, 32.6% of new hires in education (see Table 4b) were offered health insurance, 34.5% were offered retirement benefits, and 25.5% were offered paid time off. Among new

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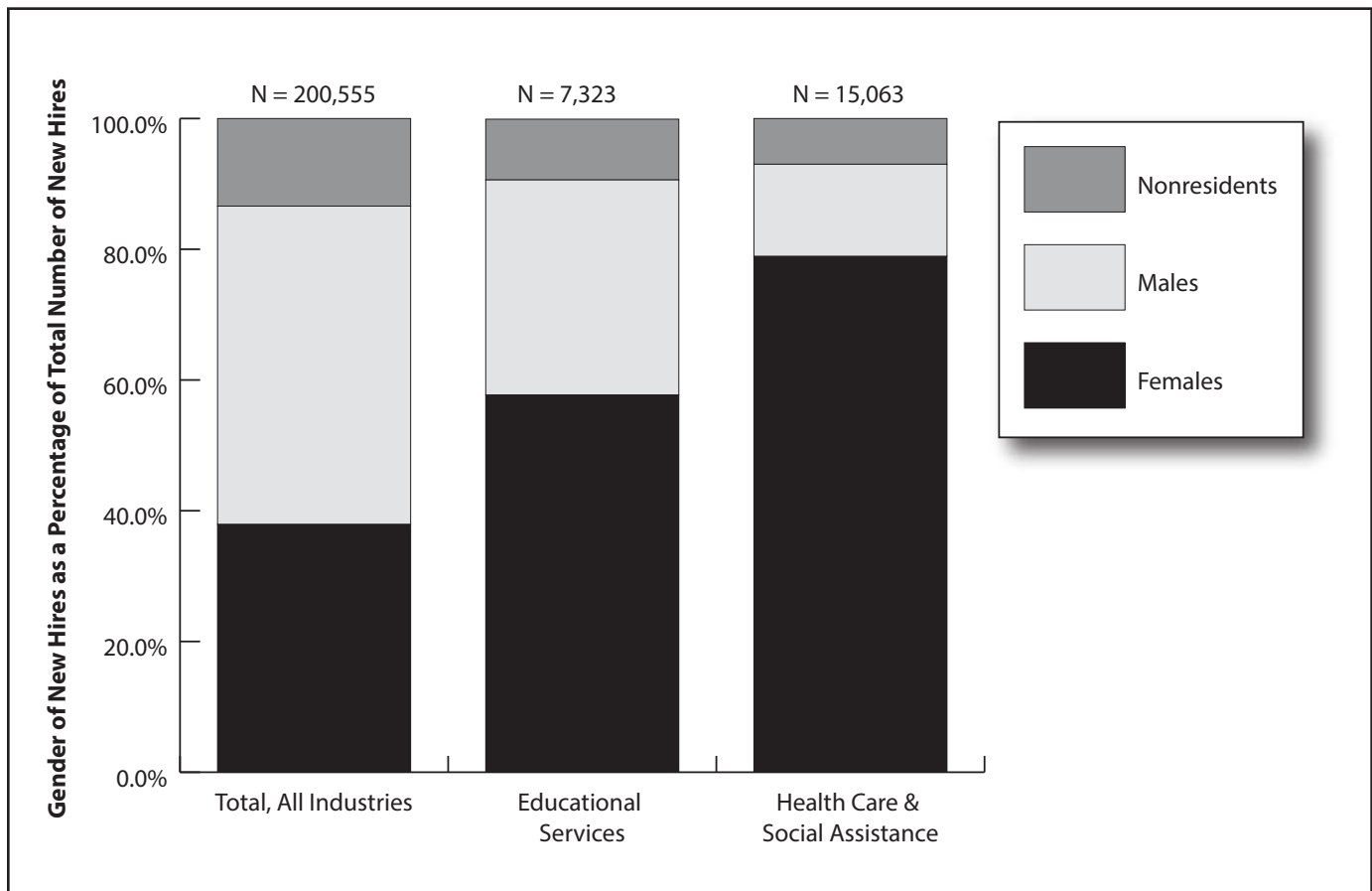


Figure 1: Estimated Number and Percentage of New Hires by Gender for Educational Services, Health Care & Social Assistance, and All Industries, 2010Q4-2012Q3

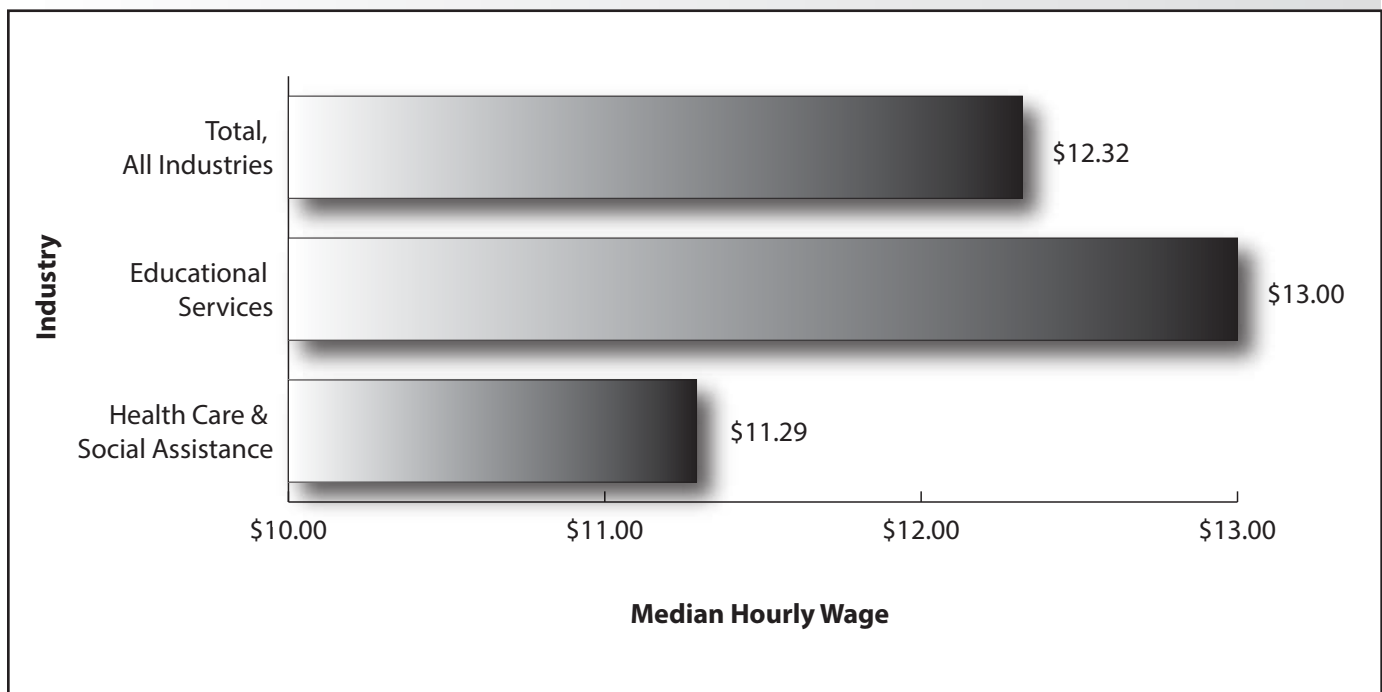


Figure 2: Median Hourly Wage for New Hires in Selected Industries in Wyoming, 2010Q4-2012Q3

(Text continued from page 8)

hires in health care (see Table 4c, page 11), 35.8% were offered health insurance, 32.7% were offered retirement benefits, and 45.9% were offered paid time off.

There are some notable examples of occupations that were offered benefits at a much higher rate than the average. For example, of the estimated 103 child care workers in education, 100.0% were offered health insurance, retirement benefits, and paid time off. Of the 103 middle school teachers, except special education, 100.0% were offered health insurance and retirement benefits and 62.5% were offered paid time off. Similarly, 85.7% of protective

service workers, all other, working in health care were offered health insurance, retirement, and paid time off, and 71.4% of maids and housekeeping cleaners working in health care were offered health insurance while 78.6% were offered paid time off.

Job Skills

Employers were asked to rate the importance of five skills for fulfilling the duties of the new hire's job: service orientation, critical thinking, reading comprehension, technology design, and operation and control. Service orientation was considered important by a larger

(Text continued on page 12)

Table 4: Median Wage and Percent of Jobs Offered Benefits for the 20 Occupations with the Largest Number of New Hires for Selected Industries, 2010Q4-2012Q3

Table 4a: Total, All Industries

SOC Code	Occupation Title	N	Median Hourly Wage (\$)	% Offered Selected Benefits:		
				Health Insurance	Retirement Plan	Paid Time Off
41-2011	Cashiers	9,937	8.50	12.2	10.1	11.4
53-3032	Truck Drivers, Heavy & Tractor-Trailer	8,810	18.00	50.0	34.7	29.1
41-2031	Retail Salespersons	7,232	8.50	24.5	19.1	19.1
37-2012	Maids & Housekeeping Cleaners	6,668	8.50	20.0	5.7	25.7
35-3021	Combined Food Preparation & Serving Workers ...	6,347	8.00	19.3	4.2	8.4
47-2061	Construction Laborers	6,338	14.00	23.0	14.6	19.1
43-9061	Office Clerks, General	6,210	12.00	37.2	23.1	37.3
35-3031	Waiters & Waitresses	5,460	4.00	8.4	3.2	9.3
35-2014	Cooks, Restaurant	4,290	9.00	7.8	1.6	12.4
37-3011	Landscaping & Groundskeeping Workers	3,907	10.50	4.6	2.4	4.1
47-5071	Roustabouts, Oil & Gas	3,901	15.00	35.9	16.6	26.4
35-3011	Bartenders	3,761	7.25	0.0	0.0	3.5
37-2011	Janitors & Cleaners, Except Maids & Housekeeping ...	3,740	11.00	8.6	8.9	14.4
35-9021	Dishwashers	3,642	8.50	16.5	11.0	20.1
47-2073	Operating Engineers & Other Construction ...	3,614	18.00	49.9	28.5	23.5
43-4081	Hotel, Motel, & Resort Desk Clerks	3,254	8.50	12.8	10.4	10.4
53-7062	Laborers & Freight, Stock & Material Movers, Hand	3,171	12.00	35.3	23.1	35.2
47-2031	Carpenters	2,619	17.50	22.3	7.7	23.3
35-2011	Cooks, Fast Food	2,529	8.00	10.5	10.5	7.9
51-4121	Welders, Cutters, Solderers, & Brazers	2,499	18.00	55.1	31.7	33.2
	Total, All Other Occupations	102,625	12.82	42.5	33.4	38.2
	Total, All Occupations	200,555	\$12.32	31.8%	22.1%	26.8%

(Table continued on page 11)

(Table continued from page 10)

Table 4: Median Wage and Percent of Jobs Offered Benefits for the 20 Occupations with the Largest Number of New Hires for Selected Industries, 2010Q4-2012Q3**Table 4b: Educational Services**

SOC Code	Occupation Title	N	Median Hourly Wage (\$)	% Offered Selected Benefits:		
				Health Insurance	Retirement Plan	Paid Time Off
25-3098	Substitute Teachers	851	12.25	0.0	0.0	0.0
25-9041	Teacher Assistants	812	11.94	54.0	57.1	33.3
37-2011	Janitors & Cleaners, Except Maids & Housekeeping ...	593	12.32	30.8	35.9	25.6
25-2031	Secondary School Teachers, Exc. Special & Voc. Ed.	348	20.95	66.7	66.7	29.6
53-3022	Bus Drivers, School	322	14.50	24.0	56.0	28.0
25-3021	Self-Enrichment Education Teachers	258	19.84	35.0	5.0	30.0
25-3099	Teachers & Instructors, All Other	258	13.00	15.0	10.0	20.0
27-2022	Coaches & Scouts	245	12.00	0.0	0.0	0.0
25-1194	Vocational Education Teachers, Postsecondary	206	26.66	18.8	6.3	18.8
35-2012	Cooks, Institution & Cafeteria	193	11.43	40.0	66.7	40.0
37-3011	Landscaping & Groundskeeping Workers	193	10.00	6.7	6.7	6.7
25-2021	Elementary School Teachers, Exc. Special Ed.	180	22.06	85.7	85.7	64.3
43-9061	Office Clerks, General	168	12.01	53.8	46.2	53.8
27-2032	Choreographers	155	12.00	0.0	0.0	0.0
33-9092	Lifeguards, Ski Patrol, & Other Recreational Pro. ...	116	8.31	0.0	0.0	0.0
39-9099	Personal Care & Service Workers, All Other	116	13.89	33.3	100.0	11.1
25-2022	Middle School Teachers, Except Special & Voc. Ed.	103	22.59	100.0	100.0	62.5
39-9011	Child Care Workers	103	12.50	100.0	100.0	100.0
21-1012	Educational, Vocational, & School Counselors	77	24.42	83.3	83.3	50.0
25-3011	Adult Literacy, Remedial Ed., & GED Teachers	77	23.81	0.0	16.7	0.0
	Total, All Other Occupations	1,947	12.72	34.4	33.1	30.5
Total, All Occupations		7,323	\$13.00	32.6%	34.5%	25.5%

Table 4c: Health Care & Social Assistance

SOC Code	Occupation Title	N	Median Hourly Wage (\$)	% Offered Selected Benefits:		
				Health Insurance	Retirement Plan	Paid Time Off
31-1014	Nursing Assistants	1,859	11.75	46.8	41.8	55.7
39-9011	Child Care Workers	1,177	8.55	20.0	16.0	26.0
39-9021	Personal & Home Care Aides	1,106	9.50	25.5	25.5	29.8
29-1141	Registered Nurses	1,012	23.00	46.5	41.9	51.2
43-9061	Office Clerks, General	965	13.00	43.9	29.3	43.9
31-9091	Dental Assistants	730	14.00	12.9	25.8	41.9
31-9092	Medical Assistants	471	12.25	30.0	35.0	50.0
21-1093	Social & Human Service Assistants	424	10.02	16.7	22.2	50.0
35-2012	Cooks, Institution & Cafeteria	400	10.00	17.6	17.6	82.4
43-4171	Receptionists & Information Clerks	377	10.00	6.3	6.3	6.3
37-2012	Maids & Housekeeping Cleaners	329	10.00	71.4	50.0	78.6
39-9032	Recreation Workers	329	10.00	21.4	21.4	28.6
31-1011	Home Health Aides	306	9.00	7.7	23.1	7.7
25-9041	Teacher Assistants	282	9.18	8.3	0.0	25.0
43-6014	Secretaries, Except Legal, Medical, & Executive	282	12.00	50.0	41.7	50.0
25-2011	Preschool Teachers, Except Special Education	235	10.00	10.0	0.0	30.0
29-2021	Dental Hygienists	235	27.75	0.0	20.0	20.0
43-3031	Bookkeeping, Accounting, & Auditing Clerks	188	10.00	25.0	25.0	25.0
33-9099	Protective Service Workers, All Other	165	11.50	85.7	85.7	85.7
31-2021	Physical Therapist Assistants	141	18.50	0.0	0.0	0.0
	Total, All Other Occupations	4,048	12.81	43.8	40.9	54.7
Total, All Occupations		15,063	\$11.29	35.8%	32.7%	45.9%

(Text continued from page 10)

proportion of employers for jobs in education (80.6%; see Table 5b, page 13) and health care (88.9%; see Table 5c, page 13) than for jobs across all industries (73.6%; see Table 5a). Critical thinking was rated important for a larger proportion of jobs in health care (87.2%) than in education (78.5%) or across all industries (74.1%). Similarly, reading comprehension was rated important for a larger proportion of employers in health care (80.6%) than in education (74.3%) or all industries (63.1%). However, operation and control was rated important for a smaller proportion of jobs in education (46.0%) and health care (50.2%) than across all industries (60.8%). There was very little

difference in the proportion of jobs for which technology design was rated important in education (35.6%), health care (39.2%), or all industries (35.4%).

In the education industry (see Table 5b), service orientation was rated important for 100.0% of jobs in six of the top 20 occupations, including elementary school teachers, except special education; office clerks, general; and educational, vocational, and school counselors. This skill was also rated important for a large proportion of jobs in occupations such as teacher assistants (90.5%), middle school teachers, except special education (87.5%), and coaches

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Table 5: Percent of Employers Rating Each Skill as Important for the 20 Occupations with the Largest Number of New Hires for Selected Industries, 2010Q4-2012Q3

Table 5a: Total, All Industries

SOC Code	Occupation Title	N	Selected Job Skills:				
			Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation and Control
41-2011	Cashiers	9,937	95.2	63.4	60.9	26.7	51.9
53-3032	Truck Drivers, Heavy & Tractor-Trailer	8,810	64.6	83.4	70.1	41.0	91.4
41-2031	Retail Salespersons	7,232	90.9	75.5	71.1	34.1	38.0
37-2012	Maids & Housekeeping Cleaners	6,668	87.9	48.1	43.7	17.2	37.4
35-3021	Combined Food Preparation & Serving Workers ...	6,347	88.5	53.3	58.3	18.1	50.8
47-2061	Construction Laborers	6,338	43.7	62.0	29.3	22.9	44.4
43-9061	Office Clerks, General	6,210	80.1	78.5	88.7	39.2	44.3
35-3031	Waiters & Waitresses	5,460	85.4	47.6	48.7	7.1	28.0
35-2014	Cooks, Restaurant	4,290	74.8	74.8	67.0	18.8	71.2
37-3011	Landscaping & Groundskeeping Workers	3,907	45.8	55.2	33.1	23.3	68.4
47-5071	Roustabouts, Oil & Gas	3,901	50.0	83.1	46.6	31.5	67.7
35-3011	Bartenders	3,761	91.2	59.9	57.8	21.8	35.6
37-2011	Janitors & Cleaners, Exc. Maids & Housekeeping ...	3,740	55.9	54.7	47.1	15.4	56.2
35-9021	Dishwashers	3,642	28.9	29.3	10.0	6.3	50.0
47-2073	Operating Engineers & Other Construction ...	3,614	58.8	90.7	48.8	52.0	96.4
43-4081	Hotel, Motel, & Resort Desk Clerks	3,254	100.0	86.8	78.5	42.7	81.1
53-7062	Laborers & Freight, Stock & Material Movers, Hand	3,171	53.7	61.9	49.1	17.9	55.4
47-2031	Carpenters	2,619	54.0	94.1	58.9	50.1	69.7
35-2011	Cooks, Fast Food	2,529	97.4	49.3	72.0	18.7	25.0
51-4121	Welders, Cutters, Solderers, & Brazers	2,499	37.6	82.7	57.7	59.1	83.2
	Total, All Other Occupations	102,625	73.6	81.8	72.4	43.6	60.6
	Total, All Occupations	200,555	73.6%	74.1%	63.1%	35.4%	60.8%

(Table continued on page 13)

(Table continued from page 12)

Table 5: Percent of Employers Rating Each Skill as Important for the 20 Occupations with the Largest Number of New Hires for Selected Industries, 2010Q4-2012Q3**Table 5b: Educational Services**

SOC Code	Occupation Title	N	Selected Job Skills:				
			Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation & Control
25-3098	Substitute Teachers	851	75.8	92.4	95.5	31.8	19.7
25-9041	Teacher Assistants	812	90.5	74.6	85.7	28.6	17.5
37-2011	Janitors & Cleaners, Exc. Maids & Housekeeping ...	593	64.1	48.7	43.6	17.9	84.8
25-2031	Secondary School Teachers, Exc. Special & Voc. Ed.	348	81.5	81.5	81.5	48.1	33.3
53-3022	Bus Drivers, School	322	44.0	80.0	64.0	24.0	88.0
25-3021	Self-Enrichment Education Teachers	258	95.0	85.0	75.0	35.0	50.0
25-3099	Teachers & Instructors, All Other	258	85.0	70.0	90.0	20.0	20.0
27-2022	Coaches & Scouts	245	89.5	84.2	42.1	0.0	21.1
25-1194	Vocational Education Teachers, Postsecondary	206	81.3	81.3	93.8	68.8	68.8
35-2012	Cooks, Institution & Cafeteria	193	86.7	40.0	60.0	20.0	66.7
37-3011	Landscaping & Groundskeeping Workers	193	46.7	26.7	20.0	13.3	100.0
25-2021	Elementary School Teachers, Exc. Special Ed.	180	100.0	100.0	100.0	57.1	28.6
43-9061	Office Clerks, General	168	100.0	100.0	92.3	30.8	46.2
27-2032	Choreographers	155	83.3	91.7	33.3	66.7	66.7
33-9092	Lifeguards, Ski Patrol, & Other Recreational Pro. ...	116	100.0	100.0	44.4	33.3	66.7
39-9099	Personal Care & Service Workers, All Other	116	44.4	44.4	33.3	0.0	44.4
25-2022	Middle School Teachers, Exc. Special & Voc. Ed.	103	87.5	87.5	87.5	37.5	0.0
39-9011	Child Care Workers	103	100.0	100.0	100.0	0.0	0.0
21-1012	Educational, Vocational, & School Counselors	77	100.0	100.0	100.0	100.0	33.3
25-3011	Adult Literacy, Remedial Ed., & GED Teachers	77	100.0	100.0	100.0	100.0	0.0
	Total, All Other Occupations	1,947	81.5	80.8	73.5	47.7	55.0
Total, All Occupations		7,323	80.6%	78.5%	74.3%	35.6%	46.0%

Table 5c: Health Care & Social Assistance

SOC Code	Occupation Title	N	Selected Job Skills:				
			Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation & Control
31-1014	Nursing Assistants	1,859	100.0	96.2	87.3	43.0	64.6
39-9011	Child Care Workers	1,177	88.0	90.0	60.0	16.0	20.0
39-9021	Personal & Home Care Aides	1,106	95.7	93.6	83.0	19.1	23.4
29-1141	Registered Nurses	1,012	95.3	100.0	100.0	79.1	72.1
43-9061	Office Clerks, General	965	82.9	78.0	85.4	34.1	43.9
31-9091	Dental Assistants	730	96.8	83.9	64.5	67.7	80.6
31-9092	Medical Assistants	471	90.0	70.0	80.0	50.0	65.0
21-1093	Social & Human Service Assistants	424	88.9	94.4	66.7	16.7	11.1
35-2012	Cooks, Institution & Cafeteria	400	94.1	82.4	100.0	0.0	100.0
43-4171	Receptionists & Information Clerks	377	100.0	75.0	93.8	37.5	25.0
37-2012	Maids & Housekeeping Cleaners	329	64.3	64.3	78.6	7.1	42.9
39-9032	Recreation Workers	329	100.0	100.0	71.4	28.6	28.6
31-1011	Home Health Aides	306	84.6	84.6	53.8	0.0	0.0
25-9041	Teacher Assistants	282	91.7	100.0	66.7	16.7	41.7
43-6014	Secretaries, Exc. Legal, Medical, & Executive	282	75.0	100.0	100.0	83.3	75.0
25-2011	Preschool Teachers, Except Special Education	235	90.0	90.0	80.0	10.0	20.0
29-2021	Dental Hygienists	235	100.0	80.0	80.0	70.0	90.0
43-3031	Bookkeeping, Accounting, & Auditing Clerks	188	25.0	62.5	75.0	62.5	0.0
33-9099	Protective Service Workers, All Other	165	100.0	100.0	100.0	71.4	14.3
31-2021	Physical Therapist Assistants	141	100.0	66.7	100.0	66.7	66.7
	Total, All Other Occupations	4,048	84.7	83.7	77.3	46.3	61.1
Total, All Occupations		15,063	88.9%	87.2%	80.6%	39.2%	50.2%

(Text continued from page 12)

and scouts (89.5%). Critical thinking was rated important for 100.0% of jobs in six occupations of the top 20, including elementary school teachers, except special education, and adult literacy, remedial, and GED teachers. Other occupations for which this skill was rated important included substitute teachers (92.4%) and middle school teachers, except special education (87.5%). Reading comprehension was rated important for many occupations such as elementary school teachers, except special education (100.0%) and vocational education teachers, post-secondary (93.8%). Although technology design was rated important for only 35.6% of all new hires jobs in education, it was considered important for 100.0% of jobs in educational, vocational, and school counselor occupations and adult literacy, remedial education, and GED teacher occupations. Similarly, although operation and control was rated important for less than half of these jobs (46.0%), it was considered important for 100.0% of landscaping and groundskeeping jobs and 88.0% of school bus drivers jobs.

In the health care industry (see Table 5c), service orientation was rated important for six of the top 20 occupations, such as nursing assistants, dental hygienists, and physical therapist assistants. This skill was also rated important for a large proportion of jobs in several other occupations, including personal and home care aides (95.7%) and registered nurses (95.3%). Critical thinking was rated important for all jobs in five of the top 20 occupations, including registered nurses, recreation workers, and protective service workers, all other. Other occupations with a large proportion of jobs for which this skill was considered important included nursing assistants (96.2%) and social and human service assistants (94.4%).

Reading comprehension was also considered important for 100.0% of jobs in five of the top 20 occupations, including registered nurses; cooks, institution and cafeteria; and physical therapist assistants. Technology design was rated important for just 39.2% of all new hires jobs in health care, but it was important for 83.3% of secretaries, except legal, medical, and executive and 79.1% of registered nurses. Although operation and control was only rated important for half of all jobs in this industry (50.2%), it was rated important for 100.0% of cooks, institution and cafeteria, and 90.0% of dental hygienists.

Conclusions

As indicated in the introduction, there were two purposes to this article. The first was to compare characteristics for jobs filled in the health care industry, the education industry, and all industries combined. This comparison has shown that the median wage for all new hires (\$12.32) wasn't much different from that of new hires in the education (\$13.00) or health care (\$11.29) industries, but new hires in education and health care tended to fill jobs that typically required a higher level of education. New hires in health care and education were more often female than male. There wasn't a large difference in the proportion of all new hires that received health insurance or paid time off benefits compared to new hires in education or health care, although a greater proportion of those in education and health care were offered retirement benefits. All of the skills employers were asked to rate were rated as important for a larger proportion of jobs in education and health care. This was especially true for jobs in health care.

Another purpose of this article has

been to provide an introduction to the data elements collected by this survey and show how they can be combined to help inform the curriculum decisions of educators and training providers as well as the career choices of students and job seekers. For example, both educators in nursing programs and students interested in pursuing a career in nursing can see that registered nurses accounted for 6.7% of all new hires in health care. They would see that a job as a registered nurse typically requires an associate's degree and that skills such as service orientation, critical thinking, and reading comprehension were considered important for most jobs in that occupation by employers. They would find that, in Wyoming, newly hired registered nurses working in the health care industry earned a median wage of \$23.00 per hour and half of the jobs in that field were offered paid time off, while slightly less than half were offered health insurance or benefits. They could also compare registered nurses working in the health care industry to registered nurses working in other industries, such as education or public administration (government) to see how these characteristics differ depending on the kind of environment they work in. These details can be used by educators to create curriculums that emphasize building critical thinking and reading comprehension skills as well as help students and potential students understand the economic aspects of the jobs they will be filling. Students and potential students can use these data to evaluate the job against their own skill sets and what they want in a job and use that evaluation to decide if a career in nursing is the right choice for them.

Another example of how these data can be used involves comparing data for one occupation across several industries to determine differences in

work environments. If, for instance, a job seeker was interested in a job as a janitor but did not know if he wanted to work at a hospital or a school, he could compare characteristics for janitors and cleaners, except maids and housekeeping cleaners in the health care and education industries, as well as in all industries combined. This occupation was among the top 20 largest occupations in education and all industries, but was the 43rd largest occupation in the health care industries; information for janitors in health care is not included in the tables used for this article but can be found on R&P's website (<http://doe.state.wy.us/LMI/newhires.htm>).

By comparing wages across industries, the job seeker would see that janitors in all industries earned a median wage of \$11.00 per hour, compared to \$12.32 per hour in education and \$14.00 per hour in health care. This comparison would also show that nearly one-third (30.8%) of janitors in education were offered health insurance, compared to only 8.6% of those working in all industries and none of those working in health care. Similarly, although no janitors in health care were offered retirement benefits, 8.9% of those in all industries and 35.9% of those in education were offered the benefit. However, one-third (33.3%) of janitors in health care were offered paid time off compared to a quarter of those working in education (25.6%) and 14.4% of those working in all industries. A comparison of the skills needed for this occupation would show that service orientation is considered important by a larger proportion of employers in education (64.1% compared to 55.9% in all industries and 33.3% of those in health care) and reading comprehension is considered important by more employers in health

care (66.7% compared to 47.1% of those in all industries and 43.6% of those in education).

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State Unemployment Rate Unchanged at 4.4% in December 2013

by: David Bullard, Senior Economist

The Research & Planning section of the Wyoming Department of Workforce Services reported that the state's seasonally adjusted¹ unemployment rate was unchanged from November to December at 4.4%. Unemployment remained below its year-ago level of 4.9% and was significantly lower than the current U.S. unemployment rate of 6.7%. Seasonally adjusted employment of Wyoming residents rose slightly, increasing by 1,276 individuals (0.4%) from November to December.

Most county unemployment rates followed their normal seasonal pattern and increased from November to December. Employment tends to fall in December as colder weather sets in and seasonal job losses are seen in construction and professional & business services. Teton County was a notable exception to the

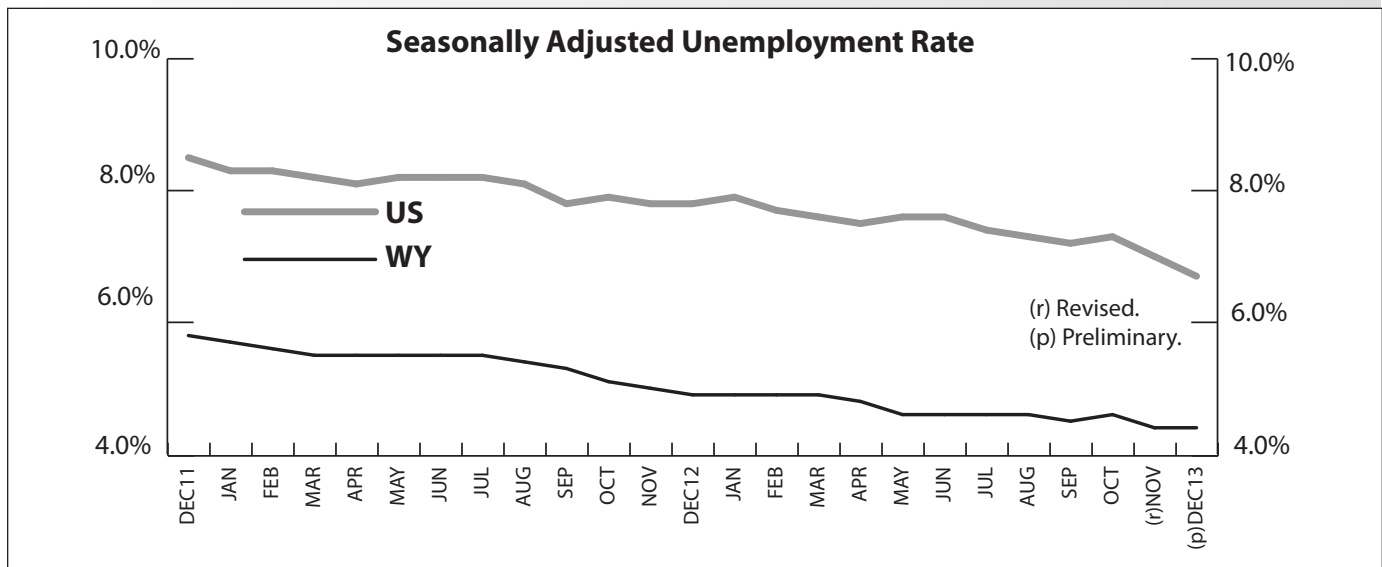
statewide pattern. Its unemployment rate fell from 8.3% in November to 6.4% in December as the start of the ski season boosted employment.

Unemployment fell from December 2012 to December 2013 in every county, perhaps suggesting modest improvement in the state's economy. The largest unemployment rate decreases were seen in Lincoln (down from 7.1% to 5.8%), Crook (down from 5.1% to 4.1%), Carbon (down from 5.2% to 4.2%), and Teton (down from 7.3% to 6.4%) counties.

The highest unemployment rates were found in Teton (6.4%), Lincoln (5.8%), Johnson (5.6%), and Park (5.6%) counties. Sublette County reported the lowest unemployment rate (3.2%). It was followed by Converse (3.3%), Albany (3.4%), and Campbell (3.5%) counties.

¹ Seasonal adjustment is a statistical procedure to remove the impact of normal regularly recurring events (such as weather, major holidays, and the opening and closing of schools) from economic time series to better understand changes in economic conditions from month to month.

Total nonfarm employment (measured by place of work) rose from 286,400 in December 2012 to 290,000 in December 2013, a gain of 3,600 jobs (1.3%).



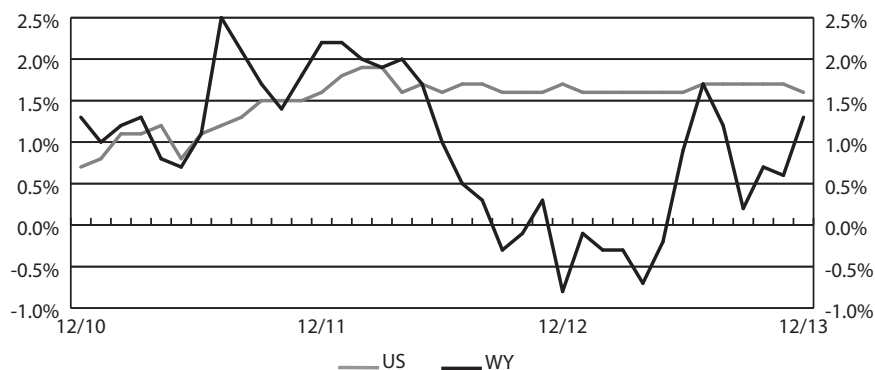
Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections, December 2013

by: David Bullard, Senior Economist

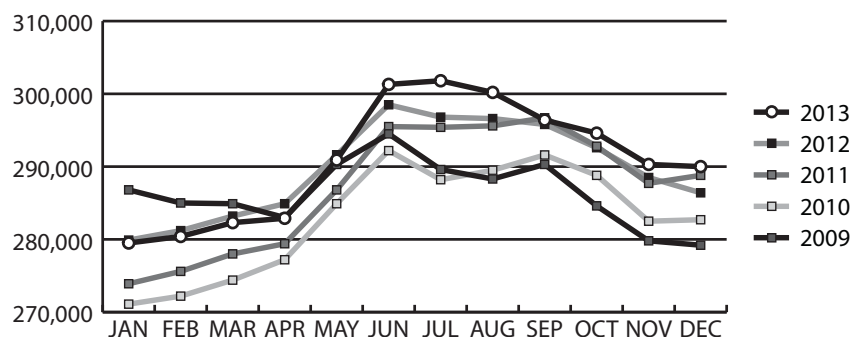
Industry Sector	Research & Planning's Short-Term Projections	Current Employment Statistics (CES) Estimates	N Difference	% Difference
Total Nonfarm Employment	290,484	290,000	-484	-0.2%
Natural Resources & Mining	26,654	25,900	-754	-2.9%
Construction	21,401	22,800	1,399	6.1%
Manufacturing	9,649	10,000	351	3.5%
Wholesale Trade	9,221	10,000	779	7.8%
Retail Trade	30,272	30,900	628	2.0%
Transportation & Utilities	15,330	14,700	-630	-4.3%
Information	3,774	3,900	126	3.2%
Financial Activities	11,111	10,600	-511	-4.8%
Professional & Business Services	17,682	17,400	-282	-1.6%
Educational & Health Services	27,000	27,000	0	0.0%
Leisure & Hospitality	32,739	31,300	-1,439	-4.6%
Other Services	12,177	10,500	-1,677	-16.0%
Government	73,474	75,000	1,526	2.0%

Projections run in November 2013 and based on QCEW Data through June 2013.

Nonagricultural Employment Growth (Percentage Change Over Previous Year)



Wyoming Nonagricultural Wage and Salary Employment



State Unemployment Rates December 2013 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	15.4
Rhode Island	9.1
Nevada	8.8
Illinois	8.6
Michigan	8.4
California	8.3
District of Columbia	8.1
Kentucky	8.0
Mississippi	8.0
Tennessee	7.8
Arizona	7.6
Arkansas	7.4
Connecticut	7.4
Georgia	7.4
New Jersey	7.3
Ohio	7.2
New York	7.1
Massachusetts	7.0
Oregon	7.0
Indiana	6.9
North Carolina	6.9
Pennsylvania	6.9
United States	6.7
South Carolina	6.6
Washington	6.6
Alaska	6.4
New Mexico	6.4
Colorado	6.2
Delaware	6.2
Florida	6.2
Maine	6.2
Wisconsin	6.2
Alabama	6.1
Maryland	6.1
Texas	6.0
Missouri	5.9
West Virginia	5.9
Idaho	5.7
Louisiana	5.7
Oklahoma	5.4
Montana	5.2
Virginia	5.2
New Hampshire	5.1
Kansas	4.9
Minnesota	4.6
Hawaii	4.5
Wyoming	4.4
Iowa	4.2
Vermont	4.2
Utah	4.1
Nebraska	3.6
South Dakota	3.6
North Dakota	2.6

Wyoming Nonagricultural Wage and Salary Employment

by: David Bullard, Senior Economist

State Unemployment Rates December 2013 (Not Seasonally Adjusted)

	Employment in Thousands			% Change Total Employment	
	Dec 13	Nov 13	Dec 12	Nov 13 Dec 13	Dec 12 Dec 13
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	28.0	28.0	28.1	0.0	-0.4
TOTAL PRIVATE	22.8	22.8	23.1	0.0	-1.3
GOODS PRODUCING	10.2	10.4	10.8	-1.9	-5.6
Natural Resources & Mining	7.6	7.6	8.0	0.0	-5.0
Construction	2.1	2.3	2.3	-8.7	-8.7
Manufacturing	0.5	0.5	0.5	0.0	0.0
SERVICE PROVIDING	17.8	17.6	17.3	1.1	2.9
Trade, Transportation, & Utilities	5.7	5.6	5.7	1.8	0.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.7	0.7	0.7	0.0	0.0
Professional & Business Services	1.7	1.7	1.6	0.0	6.2
Educational & Health Services	1.1	1.1	1.1	0.0	0.0
Leisure & Hospitality	2.2	2.2	2.0	0.0	10.0
Other Services	1.0	0.9	1.0	11.1	0.0
GOVERNMENT	5.2	5.2	5.0	0.0	4.0

	Employment in Thousands			% Change Total Employment	
	Dec 13	Nov 13	Dec 12	Nov 13 Dec 13	Dec 12 Dec 13
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	25.4	25.6	25.8	-0.8	-1.6
TOTAL PRIVATE	20.5	20.8	20.8	-1.4	-1.4
GOODS PRODUCING	8.6	8.9	9.3	-3.4	-7.5
Natural Resources & Mining	5.6	5.7	6.1	-1.8	-8.2
Construction	1.6	1.8	1.8	-11.1	-11.1
Manufacturing	1.4	1.4	1.4	0.0	0.0
SERVICE PROVIDING	16.8	16.7	16.5	0.6	1.8
Trade, Transportation, & Utilities	5.3	5.3	5.3	0.0	0.0
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.9	0.9	0.8	0.0	12.5
Professional & Business Services	1.1	1.1	1.0	0.0	10.0
Educational & Health Services	1.2	1.2	1.1	0.0	9.1
Leisure & Hospitality	2.5	2.5	2.4	0.0	4.2
Other Services	0.7	0.7	0.7	0.0	0.0
GOVERNMENT	4.9	4.8	5.0	2.1	-2.0

	Employment in Thousands			% Change Total Employment	
	Dec 13	Nov 13	Dec 12	Nov 13 Dec 13	Dec 12 Dec 13
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	17.0	15.2	16.6	11.8	2.4
TOTAL PRIVATE	14.6	12.8	14.2	14.1	2.8
GOODS PRODUCING	1.7	1.8	1.8	-5.6	-5.6
Natural Resources, Mining & Construction	1.6	1.7	1.7	-5.9	-5.9
Manufacturing	0.1	0.1	0.1	0.0	0.0
SERVICE PROVIDING	15.3	13.4	14.8	14.2	3.4
Trade, Transportation, & Utilities	2.4	2.2	2.3	9.1	4.3
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.8	0.8	0.8	0.0	0.0
Professional & Business Services	1.6	1.6	1.5	0.0	6.7
Educational & Health Services	1.1	1.0	1.0	10.0	10.0
Leisure & Hospitality	6.3	4.7	6.2	34.0	1.6
Other Services	0.5	0.5	0.4	0.0	25.0
GOVERNMENT	2.4	2.4	2.4	0.0	0.0

State	Unemp. Rate
Puerto Rico	15.4
Rhode Island	8.9
Nevada	8.8
Illinois	8.6
California	7.9
Michigan	7.7
Kentucky	7.4
Arizona	7.3
Mississippi	7.3
Tennessee	7.3
Arkansas	7.2
Georgia	7.2
District of Columbia	6.9
Oregon	6.9
Connecticut	6.8
Massachusetts	6.7
New Jersey	6.7
New York	6.6
North Carolina	6.6
Ohio	6.6
Alaska	6.5
United States	6.5
Washington	6.5
Indiana	6.3
New Mexico	6.3
South Carolina	6.3
Maine	6.2
Pennsylvania	6.2
Colorado	5.9
Delaware	5.9
Florida	5.9
Missouri	5.8
Wisconsin	5.8
Alabama	5.7
Maryland	5.7
Texas	5.6
West Virginia	5.6
Idaho	5.5
Montana	5.4
Oklahoma	5.2
New Hampshire	4.8
Virginia	4.8
Louisiana	4.7
Minnesota	4.7
Kansas	4.5
Wyoming	4.5
Iowa	4.4
Hawaii	4.2
Vermont	3.8
Utah	3.7
South Dakota	3.6
Nebraska	3.5
North Dakota	2.7

Economic Indicators

by: David Bullard, Senior Economist

The consumer price index rose 1.5% from December 2012 to December 2013.

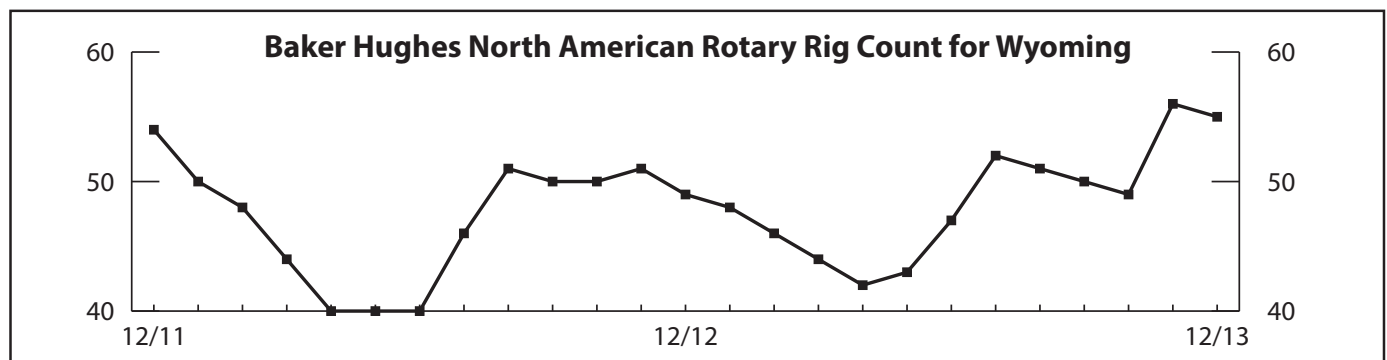
	Dec 2013 (p)	Nov 2013 (r)	Dec 2012 (b)	Percent Change Month	Percent Change Year
Wyoming Total Nonfarm Employment	290,000	290,300	286,400	-0.1	1.3
Wyoming State Government	15,800	16,000	16,100	-1.3	-1.9
Laramie County Nonfarm Employment	46,000	46,400	45,700	-0.9	0.7
Natrona County Nonfarm Employment	41,600	41,800	41,500	-0.5	0.2
Selected U.S. Employment Data					
U.S. Multiple Jobholders	6,934,000	6,973,000	7,081,000	-0.6	-2.1
As a percent of all workers	4.8%	4.8%	4.9%	N/A	N/A
U.S. Discouraged Workers	917,000	762,000	1,068,000	20.3	-14.1
U.S. Part Time for Economic Reasons	7,990,000	7,563,000	8,166,000	5.6	-2.2
Wyoming Unemployment Insurance					
Weeks Compensated	22,922	16,125	22,643	42.2	1.2
Benefits Paid	\$7,944,003	\$5,466,340	\$7,630,442	45.3	4.1
Average Weekly Benefit Payment	\$346.57	\$339.00	\$336.99	2.2	2.8
State Insured Covered Jobs ¹	268,564	268,388	267,946	0.1	0.2
Insured Unemployment Rate	2.6%	2.2%	3.1%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers					
(1982 to 1984 = 100)					
All Items	233.0	233.1	229.6	0.0	1.5
Food & Beverages	237.8	237.6	235.2	0.1	1.1
Housing	228.9	228.4	224.0	0.2	2.2
Apparel	126.5	129.4	125.7	-2.3	0.6
Transportation	212.9	212.8	211.9	0.0	0.5
Medical Care	427.1	427.7	418.7	-0.2	2.0
Recreation (Dec. 1997=100)	114.9	115.3	114.4	-0.4	0.4
Education & Communication (Dec. 1997=100)	136.9	136.8	134.7	0.0	1.6
Other Goods & Services	404.1	403.0	396.8	0.3	1.8
Producer Prices (1982 to 1984 = 100)					
All Commodities	201.8	201.0	201.5	0.4	0.1
Wyo. Bldg. Permits (New Privately Owned Housing Units Authorized)					
Total Units	92	144	168	-36.1	-45.2
Valuation	\$24,867,000	\$28,888,000	\$19,890,000	-13.9	25.0
Single Family Homes	87	107	62	-18.7	40.3
Valuation	\$24,439,000	\$26,360,000	\$13,103,000	-7.3	86.5
Casper MSA ² Building Permits	7	53	43	-86.8	-83.7
Valuation	\$1,698,000	\$7,084,000	\$5,518,000	-76.0	-69.2
Cheyenne MSA Building Permits	40	37	20	8.1	100.0
Valuation	\$7,081,000	\$5,451,000	\$3,641,000	29.9	94.5
Baker Hughes North American Rotary Rig Count for Wyoming	55	56	49	-1.8	12.2

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

¹Local Area Unemployment Statistics Program estimates.

²Metropolitan Statistical Area.

Note: Production worker hours and earnings data have been dropped from the Economic Indicators page because of problems with accuracy due to a small sample size and high item nonresponse. The Bureau of Labor Statistics will continue to publish these data online at <http://www.bls.gov/eag/eag.wy.htm>.



Wyoming County Unemployment Rates

by: Carola Cowan, BLS Programs Supervisor

Most county unemployment rates followed their normal seasonal pattern and increased from November to December.

REGION	Labor Force			Employed			Unemployed			Unemployment Rates		
	Dec 2013	Nov 2013	Dec 2012	Dec 2013	Nov 2013	Dec 2012	Dec 2013	Nov 2013	Dec 2012	Dec 2013	Nov 2013	Dec 2012
County	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)	(p)	(r)	(b)
NORTHWEST	47,215	47,286	46,791	44,687	44,988	44,057	2,528	2,298	2,734	5.4	4.9	5.8
Big Horn	5,324	5,327	5,213	5,030	5,070	4,915	294	257	298	5.5	4.8	5.7
Fremont	20,152	20,259	19,632	19,048	19,218	18,404	1,104	1,041	1,228	5.5	5.1	6.3
Hot Springs	2,596	2,598	2,554	2,482	2,492	2,428	114	106	126	4.4	4.1	4.9
Park	14,696	14,688	14,920	13,870	13,969	14,047	826	719	873	5.6	4.9	5.9
Washakie	4,447	4,414	4,472	4,257	4,239	4,263	190	175	209	4.3	4.0	4.7
NORTHEAST	55,177	55,693	54,892	52,910	53,624	52,258	2,267	2,069	2,634	4.1	3.7	4.8
Campbell	27,810	28,283	28,045	26,843	27,386	26,871	967	897	1,174	3.5	3.2	4.2
Crook	3,597	3,606	3,554	3,450	3,471	3,373	147	135	181	4.1	3.7	5.1
Johnson	4,116	4,121	3,861	3,887	3,918	3,642	229	203	219	5.6	4.9	5.7
Sheridan	16,279	16,286	16,094	15,483	15,574	15,187	796	712	907	4.9	4.4	5.6
Weston	3,375	3,397	3,338	3,247	3,275	3,185	128	122	153	3.8	3.6	4.6
SOUTHWEST	64,803	64,635	63,887	61,790	61,620	60,528	3,013	3,015	3,359	4.6	4.7	5.3
Lincoln	7,866	7,802	7,607	7,408	7,412	7,065	458	390	542	5.8	5.0	7.1
Sublette	6,877	6,920	6,956	6,657	6,712	6,691	220	208	265	3.2	3.0	3.8
Sweetwater	25,355	26,205	25,110	24,384	25,303	24,054	971	902	1,056	3.8	3.4	4.2
Teton	13,690	12,581	13,231	12,818	11,539	12,269	872	1,042	962	6.4	8.3	7.3
Uinta	11,015	11,127	10,983	10,523	10,654	10,449	492	473	534	4.5	4.3	4.9
SOUTHEAST	79,029	79,375	78,619	75,607	76,206	74,679	3,422	3,169	3,940	4.3	4.0	5.0
Albany	20,095	20,344	20,773	19,413	19,664	19,950	682	680	823	3.4	3.3	4.0
Goshen	6,792	6,783	6,713	6,513	6,511	6,404	279	272	309	4.1	4.0	4.6
Laramie	46,406	46,554	45,822	44,215	44,586	43,276	2,191	1,968	2,546	4.7	4.2	5.6
Niobrara	1,396	1,391	1,323	1,346	1,340	1,273	50	51	50	3.6	3.7	3.8
Platte	4,340	4,303	3,988	4,120	4,105	3,776	220	198	212	5.1	4.6	5.3
CENTRAL	61,557	61,861	60,100	59,060	59,571	57,453	2,497	2,290	2,647	4.1	3.7	4.4
Carbon	8,307	8,417	7,848	7,956	8,082	7,442	351	335	406	4.2	4.0	5.2
Converse	8,607	8,627	8,077	8,325	8,362	7,777	282	265	300	3.3	3.1	3.7
Natrona	44,643	44,817	44,175	42,779	43,127	42,234	1,864	1,690	1,941	4.2	3.8	4.4
STATEWIDE	307,783	308,848	304,293	294,055	296,007	288,978	13,728	12,841	15,315	4.5	4.2	5.0
Statewide Seasonally Adjusted										4.4	4.4	4.9
U.S.										6.5	6.6	7.6
U.S. Seasonally Adjusted										6.7	7.0	7.9

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 03/2013. Run Date 01/2014.

Data are not seasonally adjusted except where otherwise specified.

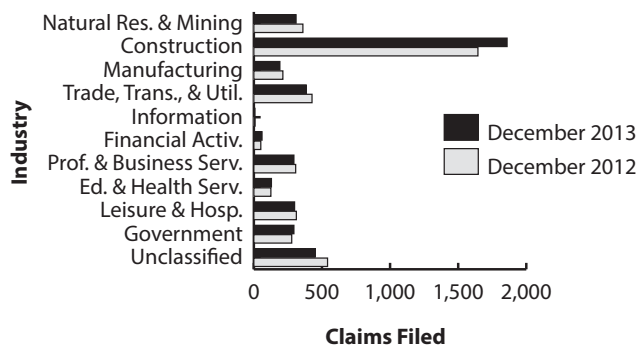
(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming Normalized^a Unemployment Insurance Statistics: Initial Claims

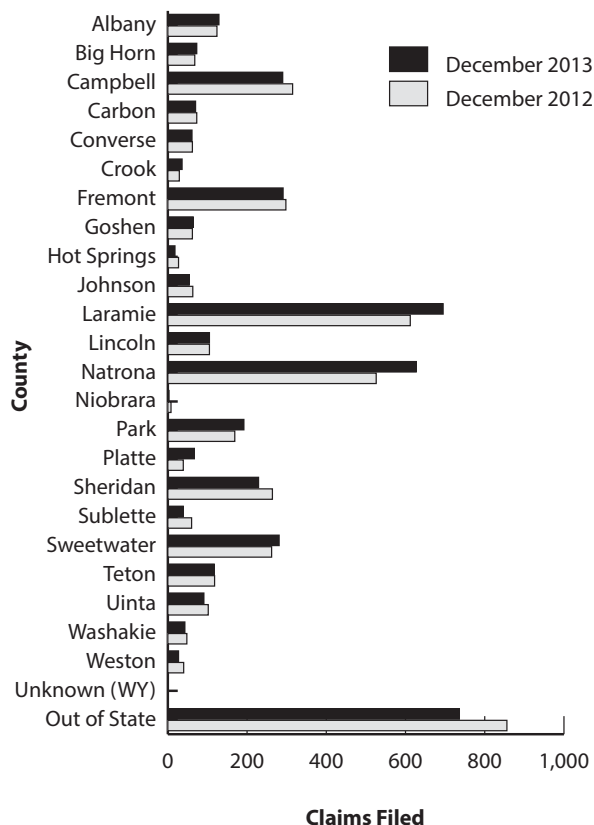
by: Patrick Harris, Principal Economist

There was a slight over-the-year increase in initial claims (0.3%). Wholesale trade initial claims decreased by 43.8% while construction increased by 13.0%.

Initial Unemployment Insurance Claims by Industry, December 2013



Initial Unemployment Insurance Claims by County, December 2013



Initial Claims

Initial Claims	Percent Change Claims Filed				
	Claims Filed		Dec 13 Dec 13		
	Dec 13	Nov 13	Dec 12	Nov 13	Dec 12
	Dec 13	Nov 13	Dec 12	Nov 13	Dec 12
Wyoming Statewide					
TOTAL CLAIMS FILED	4,339	3,439	4,328	26.2	0.3
TOTAL GOODS-PRODUCING	2,362	1,201	2,219	96.7	6.4
Natural Res. & Mining	310	249	360	24.5	-13.9
Mining	289	226	333	27.9	-13.2
Oil & Gas Extraction	20	17	23	17.6	-13.0
Construction	1,859	874	1,645	112.7	13.0
Manufacturing	191	76	213	151.3	-10.3
TOTAL SERVICE-PROVIDING	1,232	1,408	1,290	-12.5	-4.5
Trade, Transp., & Utilities	384	351	427	9.4	-10.1
Wholesale Trade	54	72	96	-25.0	-43.8
Retail Trade	167	175	194	-4.6	-13.9
Transp., Warehousing & Utilities	163	104	137	56.7	19.0
Information	8	14	9	-42.9	-11.1
Financial Activities	60	47	51	27.7	17.6
Prof. and Business Svcs.	294	272	307	8.1	-4.2
Educational & Health Svcs.	129	104	125	24.0	3.2
Leisure & Hospitality	299	560	312	-46.6	-4.2
Other Svcs., exc. Public Admin.	53	55	54	-3.6	-1.9
TOTAL GOVERNMENT	294	357	278	-17.6	5.8
Federal Government	155	222	140	-30.2	10.7
State Government	24	28	18	-14.3	33.3
Local Government	113	106	119	6.6	-5.0
Local Education	24	20	21	20.0	14.3
UNCLASSIFIED	450	471	541	-4.5	-16.8

Laramie County

TOTAL CLAIMS FILED	694	379	611	83.1	13.6
TOTAL GOODS-PRODUCING	448	186	369	140.9	21.4
Construction	409	174	318	135.1	28.6
TOTAL SERVICE-PROVIDING	210	152	203	38.2	3.4
Trade, Transp., & Utilities	74	45	67	64.4	10.4
Financial Activities	13	9	9	44.4	44.4
Prof. & Business Svcs.	54	55	60	-1.8	-10.0
Educational & Health Svcs.	17	17	16	0.0	6.3
Leisure & Hospitality	34	10	38	240.0	-10.5
TOTAL GOVERNMENT	25	30	21	-16.7	19.0
UNCLASSIFIED	10	10	17	0.0	-41.2

Natrona County

TOTAL CLAIMS FILED	626	339	526	84.7	19.0
TOTAL GOODS-PRODUCING	404	168	309	140.5	30.7
Construction	312	111	198	181.1	57.6
TOTAL SERVICE-PROVIDING	197	145	186	35.9	5.9
Trade, Transp., & Utilities	60	51	74	17.6	-18.9
Financial Activities	4	2	9	100.0	-55.6
Prof. & Business Svcs.	53	45	51	17.8	3.9
Educational & Health Svcs.	32	20	18	60.0	77.8
Leisure & Hospitality	40	24	26	66.7	53.8
TOTAL GOVERNMENT	15	17	16	-11.8	-6.3
UNCLASSIFIED	9	8	14	12.5	-35.7

^aAn average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.

Wyoming Normalized^a Unemployment Insurance Statistics: Continued Claims

by: Patrick Harris, Principal Economist

Continued claims decreased over the year (-15.7%), with the most substantial decreases occurring in information (-47.0%), wholesale trade (-42.7%), and natural resources and mining (-34.7%).

Continued Claims

	Claims Filed			Percent Change	
	Dec 13	Nov 13	Dec 12	Nov 13	Dec 12
Wyoming Statewide					
TOTAL WEEKS CLAIMED	24,411	20,727	28,969	17.8	-15.7
EXTENDED WEEKS CLAIMED	3,278	3,148	4,999	4.1	-34.4
TOTAL UNIQUE CLAIMANTS^b	7,427	6,066	8,566	22.4	-13.3
Benefit Exhaustions	404	375	540	7.7	-25.2
Benefit Exhaustion Rates	5.4%	6.2%	6.3%	-0.7%	-0.9%
TOTAL GOODS-PRODUCING	7,655	4,850	8,888	57.8	-13.9
Natural Res. & Mining	1,375	1,264	2,106	8.8	-34.7
Mining	1,213	1,132	1,839	7.2	-34.0
Oil & Gas Extraction	141	124	179	13.7	-21.2
Construction	5,531	2,985	6,086	85.3	-9.1
Manufacturing	748	600	694	24.7	7.8
TOTAL SERVICE-PROVIDING	10,920	11,030	13,319	-1.0	-18.0
Trade, Transp., & Utilities	2,714	2,481	3,237	9.4	-16.2
Wholesale Trade	430	401	750	7.2	-42.7
Retail Trade	1,402	1,398	1,625	0.3	-13.7
Transp., Warehousing & Utilities	882	682	862	29.3	2.3
Information	98	69	185	42.0	-47.0
Financial Activities	438	443	637	-1.1	-31.2
Prof. & Business Services	1,784	1,392	2,237	28.2	-20.3
Educational & Health Svcs.	981	1,029	1,238	-4.7	-20.8
Leisure and Hospitality	4,325	5,015	5,012	-13.8	-13.7
Other Svcs., exc. Public Admin.	572	593	765	-3.5	-25.2
TOTAL GOVERNMENT	2,831	2,461	3,212	15.0	-11.9
Federal Government	1,389	1,020	1,609	36.2	-13.7
State Government	327	310	313	5.5	4.5
Local Government	1,113	1,130	1,289	-1.5	-13.7
Local Education	211	242	297	-12.8	-29.0
UNCLASSIFIED	3,003	2,384	3,549	26.0	-15.4

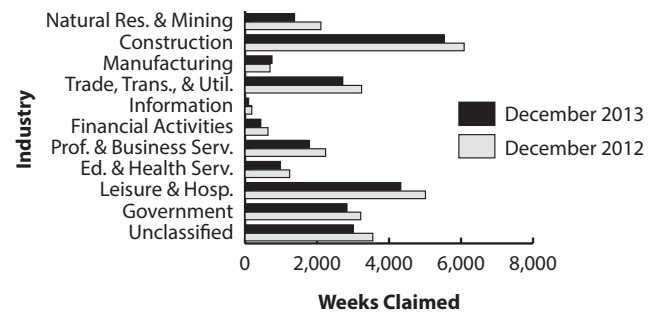
Laramie County					
TOTAL WEEKS CLAIMED	2,787	2,009	3,565	38.7	-21.8
TOTAL UNIQUE CLAIMANTS	889	596	1,035	49.2	-14.1
TOTAL GOODS-PRODUCING	1,255	615	1,166	104.1	7.6
Construction	1,085	476	1,018	127.9	6.6
TOTAL SERVICE-PROVIDING	1,251	1,114	1,903	12.3	-34.3
Trade, Transp., and Utilities	397	350	512	13.4	-22.5
Financial Activities	98	94	187	4.3	-47.6
Prof. & Business Svcs.	326	252	463	29.4	-29.6
Educational and Health Svcs.	194	193	232	0.5	-16.4
Leisure & Hospitality	129	147	312	-12.2	-58.7
TOTAL GOVERNMENT	241	234	348	3.0	-30.7
UNCLASSIFIED	38	43	147	-11.6	-74.1

Natrona County					
TOTAL WEEKS CLAIMED	2,523	2,026	2,416	24.5	4.4
TOTAL UNIQUE CLAIMANTS	817	598	735	36.6	11.2
TOTAL GOODS-PRODUCING	1,172	773	853	51.6	37.4
Construction	726	371	471	95.7	54.1
TOTAL SERVICE-PROVIDING	1,189	1,124	1,405	5.8	-15.4
Trade, Transp., and Utilities	376	345	435	9.0	-13.6
Financial Activities	44	53	67	-17.0	-34.3
Professional & Business Svcs.	293	216	370	35.6	-20.8
Educational & Health Svcs.	173	166	236	4.2	-26.7
Leisure & Hospitality	215	200	247	7.5	-13.0
TOTAL GOVERNMENT	103	79	98	30.4	5.1
UNCLASSIFIED	57	48	59	18.8	-3.4

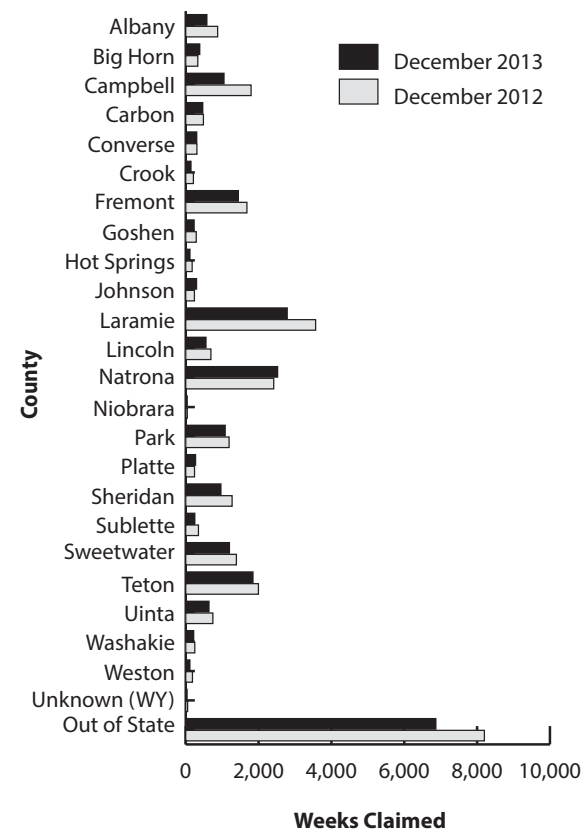
^aAn average month is considered 4.33 weeks. If a month has four weeks, the normalization factor is 1.0825. If the month has five weeks, the normalization factor is 0.866. The number of raw claims is multiplied by the normalization factor to achieve the normalized claims counts.

^bDoes not include claimants receiving extended benefits.

Continued Unemployment Insurance Claims by Industry, December 2013



Continued Unemployment Insurance Claims by County, December 2013



**Wyoming Department of Workforce
Services, Research & Planning
P.O. Box 2760
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