

Wyoming Workforce Information Grant: Annual Performance Report PY 2021

I. WID

- A. Description: Wyoming upgraded the Workforce Information Database (WID) to version 2.8 in PY2019, and continues to populate core and non-core tables. Research & Planning (R&P) also continues to update additional databases used in previous years, such as wage records, Quarterly Census of Employment and Wages (QCEW), Occupational Employment Statistics (OES), postsecondary education student records, vital statistics, drivers' license, and health licensing boards.
- B. Customer Consultation: The ARC WID Center guidance is followed for the database structure. R&P adheres to guidance for constraints and the current version of the database. Appropriate R&P staff attends live and online training when available.
- C. Customer Needs Met: Data from the WID are used to update the customer facing Geosol LMI suite.
- D. Collaboration: R&P uses the data from the WID to populate our state's Labor Market Information module of Wyoming at Work, a Geosol product. Besides our publications and website, this is a primary distribution point for Wyoming's LMI.

II. Industry and Occupational Employment Projections

- A. Description: R&P has two economists who are responsible for the creation of the Industry and Occupational Projections. The lead economist develops the projections utilizing the Projection Management Partnership software version 7.0.1008.00. Once preliminary projections are completed, the lead and secondary economists meet and evaluate each three-digit North American Industrial Classification System industry and sub-state region projection. The economists adjust the projections based on economic assumptions and more current data from the QCEW. Industry projections are combined with data from the OES Local Employment and Wage Information System (LEWIS) to create occupational projections. The following projections deliverables were published and submitted to the Projections Management Partnership.
 - 1. Statewide Long-Term Industry and Occupation Projections: Published June 2022
http://doe.state.wy.us/lmi/projections/2022/WY_LT_Projections_2020-2030.htm
 - 2. Statewide Short-Term Industry and Occupational Projections: Published February 2022
http://doe.state.wy.us/lmi/projections/2022/WY_ST_Projections_2021-2023.htm

- B. Collaboration: R&P is also contacted through the year by the public, Legislative Services Office, local workforce centers, and the DWS executive team regarding Projection information.

III. LMI Training for Service Delivery

- A. Factors related to the COVID pandemic and loss of R&P primary training and outreach coordinator led to very little outreach in the form of presentations this year. R&P continues to produce timely and relevant Labor Market Information, which are published in our monthly *Wyoming Labor Force Trends* publication, annual economic report, and other occasional publications. In addition, R&P continues to collaborate and answer questions from the media in Wyoming.
- B. Information created by Research and Planning were used in the following presentations in our state.
 - 1. Cooley, R. (11/9/2021). Wyoming Mining Association 2021 Annual Safety Conference. Casper, WY.
 - 2. Cooley, R. (5/13/2022). Wyoming Trucking Association Annual Conference. Casper, WY.
 - 3. Cooley, R. (6/21/2022). Mountain West Innovation Summit. Laramie, WY.
 - 4. Glover, T. (7/7/2022). Wyoming Council for Women. Virtual
 - 5. Glover, T. (7/11/2022). Jackson Workforce Center. Virtual
 - 6. Cooley, R. (8/1/2022). Torrington Chamber of Commerce. Torrington, WY.
 - 7. Cooley, R. (8/25/2022). Wyoming Mining Associations. Jackson, WY.

IV. Annual Economic Analysis and Other Reports

A. 2021 Wyoming Workforce Annual Report

- 1. Description: R&P produced the 2022 Wyoming Workforce Annual Report in June 2022, which was then distributed electronically to members of the Wyoming Legislature, Wyoming Department of Workforce Services, state workforce staff, and others. The 72-page report was made available online at https://doe.state.wy.us/lmi/annual-report/2022/2022_Annual_Report.pdf, with excerpts published occasionally in *Wyoming Labor Force Trends*. In addition, 250 copies were printed and mailed to legislators, workforce council members, state workforce employees and workforce centers, and others.

The Annual Economic Analysis report included the following:

- a) Wyoming's Labor Market Begins Recovery in 2021
- b) Wyoming Shows Employment and Wage Growth in 2021
- c) Wyoming Sees Slight Population Increase from 2020 to 2021
- d) Labor Force, Unemployment Rate Decline in 2021
- e) UI Benefit Recipients, Payments Drop Substantially in 2021
- f) Wyoming Job Openings Set a Record High in 2021
- g) New Research Focuses on Millennials, Older Workers
- h) Wyoming Trails U.S. in Post-Secondary Education Degrees
- i) New Short-Term Projections Show Job Growth for Wyoming
- j) Wyoming Occupations with the Highest and Lowest Wages

- k) Wyoming Employers Add Almost 80,000 New Hires in 2020
 - l) New Research Tracks High School Seniors into Post-Secondary Education and the Labor Market
 - m) New Report Looks at COVID-19 Effects on Wyo Workforce
 - n) Wyoming Occupational Fatalities Increase to 35 in 2020
 - o) Wyoming's Nonfatal Occupational Injury and Illness Incidence Rate for 2020
 - p) Just the Facts
2. Customer Consultation: The report was created with data from BLS program partnerships including LAUS, OES, CES, and QCEW. Wyoming wage records were also used along with R&P survey data and Unemployment Insurance claim data.
 3. Customer Needs Met: The report is provided to the public via the above link and paper copies are provided to the Legislative Services Office, DWS executive committee, legislators, and by request.
 4. Collaboration: BLS program data is leveraged and the Wyoming Economic Analysis Division is consulted to create "Just the Facts" including several economic statistics about the state aside from Labor Market Information.

B. Wyoming Labor Force Trends

1. Description: *Wyoming Labor Force Trends* is published monthly, with electronic copies sent to an approximately 600 subscribers. In March 2022, R&P made the decision to change *Trends* to an electronic format based on customer requests and rising printing costs. In addition to the traditional PDF, R&P also began producing an html version of each issue of *Trends*.

<https://doe.state.wy.us/LMI/trends.htm>

Featured articles are as follows:

- a) May 2021
 - (1) UI Benefit Recipients, Payments Reach Historic High in 2020
 - (2) Results from the 2019 Wyoming Survey of Occupational Injuries and Illnesses
- b) June 2021
 - (1) Compensation for Education: A Comparison of Wages and Employment by Educational Requirement
 - (2) New from R&P: 2021 Wyoming Workforce Annual Report
- c) July 2021
 - (1) 2020Q4 Quarterly Update: Wyoming Job Losses Continue for Third Consecutive Quarter
 - (2) Industry Spotlight: Couriers & Messengers in Wyoming
 - (3) Table: Top 5 Industries by Total Covered Employment for Selected Wyoming Counties, 2020
 - (4) Quarterly Turnover Statistics by Industry, Third Quarter 2020

- d) August 2021
 - (1) Job Openings and Unemployment: A Comparison of Wyoming and Neighboring States
 - (2) Wyoming Employers Add Nearly 100,000 New Hires in 2019
 - (3) New from Research & Planning: Long-Term Substate Occupational Employment Projections, 2018-2028
- e) September 2021
 - (1) New Research Tracks High School Seniors into Post-secondary Education and the Labor Market
 - (2) Millennials Continue to Leave Wyoming and its Labor Market
- f) October 2021
 - (1) 2021Q1 Quarterly Update: Wyoming Job Losses Continue Into First Quarter 2021
 - (2) New from R&P: Growing and Declining Industries Report, 2021Q1
 - (3) Industry Spotlight: Computer & Electronic Product Manufacturing
 - (4) Quarterly Turnover Statistics by Industry, Fourth Quarter 2020
- g) November 2021
 - (1) Wyoming New Business Formation in 2019 and 2020
- h) December 2020
 - (1) Wyoming Occupational Fatalities Increase to 35 in 2020
 - (2) How Has the Labor Shortage Affected Employee Hours and Earnings in Accommodation & Food Services?
 - (3) Wyoming Labor Force Trends Articles from 2021
- i) January 2022
 - (1) 2021Q2 Quarterly Update: Employment and Wages Increase from Prior Year
 - (2) Growing and Declining Industries in Wyoming, 2021Q2
 - (3) Industry Spotlight: Social Assistance
 - (4) Quarterly Turnover Statistics by Industry, First Quarter 2021
- j) February 2022
 - (1) Older Workers in Wyoming: A Closer Look
 - (2) Number of Persons Working in Wyoming Drops 6.4% in 2020
- k) March 2022
 - (1) New Report Looks at COVID-19 Effects on Wyo Workforce
 - (2) Occupations with the Highest and Lowest Wages for May 2020
- l) April 2022
 - (1) 2021Q3 Quarterly Update: Mining Sees First Over-the-Year Job Growth in More than 2 Years
 - (2) Growing and Declining Industries in Wyoming, 2021Q3
 - (3) Industry Spotlight: Administrative & Support Services (NAICS 561)

- (4) Quarterly Turnover Statistics by Industry, Second Quarter 2021
 - m) May 2022
 - (1) UI Benefit Recipients, Payments Decrease in 2021
 - (2) New Short-Term Projections Show Job Growth for Wyoming
 - n) June 2022
 - (1) Nursing Assistants and Work-Related Injuries
 - (2) Average Hourly Earnings in Wyoming's Goods-Producing Sector
- 2. Customer Consultation Each issue of *Trends* includes a feature article or articles, along with regularly monthly tables and figures from sources such as Local Area Unemployment Statistics (LAUS), CES, Unemployment Insurance (UI) claims, and more. Quarterly issues with data from the QCEW and Wyoming Wage Records are published in the January, April, July, and October issues of *Trends*. R&P is also contacted throughout the year by the public, Legislative Services Office, and the DWS executive team for LMI. Requests include:
 - a) Employment statistics for K-12 educators.
 - b) Employment statistics for Healthcare employees.
 - c) Employment statistics for Mining employees.
 - d) Employment statistics for Manufacturing employees and employers.
 - e) Employment and education statistics for specific Construction occupations for Next Generation Sector Partnerships State Navigation Team.
 - f) Large employer information for specific counties.
 - g) Wyoming Post-Secondary Employment Outcomes.
 - h) Employment statistics for Construction employees.
 - i) Largest employers by county.
 - j) Links for public documents related to Census of Fatal Occupational Injuries (CFOI) cases.
 - k) Intercountry Community information.
 - l) Memorandum of Understanding for WIOA ETPL Performance Reporting for review with Wyoming higher education institutions.
 - m) State Occupational Epidemiologist and the Centers for Disease Control, seeking links to public documents found while searching for Census of Fatal Occupational Injuries (CFOI) cases.
 - n) Apprenticeship programs and truck driving occupations by county for Legislative Service office.
- 3. Customer Needs Met: *Trends* is provided to the public via the website, and electronic monthly updates, and per request. The *Trends* articles provide valuable LMI for the public and decision makers.

4. Collaboration: *Trends* articles are created using wage records, Unemployment Claim information, survey data regarding employer benefits and job skills for newly hired employees, and BLS program information such as LAUS, QCEW, OES, CES. The partnerships are integral to the production and dissemination of LMI via *Trends*.

C. Wyoming Unemployment Insurance Claims Report (June 2021 to May 2022)

1. Description: A monthly Unemployment Insurance Claims Report is published and emailed to *Trends* subscribers and selected state employees around the third week of each month. Each report includes tables and figures on initial and continued claims, along with two pages of narrative that describes highlights of the report.
<https://doe.state.wy.us/lmi/ui.htm>
2. Customer Consultation: Unemployment Claim information is gathered from the Unemployment Insurance (UI) division of DWS. R&P is also contacted through the year by the public, Legislative Services Office, and the DWS executive team regarding Unemployment Claim information. Requests include:
 - a) Definition for initial and continued claims.
 - b) Methodology for calculating initial and continued claims.
 - c) Unemployment Benefit Information
 - d) Unemployment supplement program information (FPUC/PUA/PUEC).
 - e) Claimant types included on unemployment rate (FPUC/PUA/PEUC).
 - f) Unemployment benefit payments.
 - g) Review of inaccurate unemployment information for another agency publication.
3. Customer Needs Met: Unemployment Claim information can be used by the public and policy makers to make informed decisions. R&P was also asked to use UI data to determine the future solvency of the Unemployment Trust fund to meet the needs of the unemployed of Wyoming. The request was made and initial research began in PY 2019 and the report created and published in PY 2020.
4. Collaboration: R&P partners with UI in order to create accurate information regarding initial and continued Unemployment claims. The information is also used to assist with UI determining employer UI tax rates.

D. Quarterly Growing and Declining Industries Reports (2021Q1-2021Q4)

1. Description: A quarterly report on growing and declining industries is published and emailed to *Trends* subscribers. R&P defines a *growing* or *declining* industry as a three-digit NAICS subsector with its employment level increasing or decreasing for two consecutive quarters by 5% or

more compared to the prior the year; only industries with a minimum employment of 100 are included. For example, all industries that grew or declined in employment by at least 5% from third quarter 2020 to third quarter 2021 (2020Q3 to 2021Q3) and subsequently from fourth quarter 2020 to fourth quarter 2021 (2020Q4 to 2021Q4) are included in the respective tables in this report. Each report includes tables and figures on employment and wages for declining industries and two pages of narrative that describes highlights of the report.

https://doe.state.wy.us/lmi/G_DInd/G_D_Industries.htm

2. Customer Consultation: Growing and declining industry data are gathered from the QCEW and Wyoming Wage Records. R&P provides the report to DWS staff for use in relevant presentations.
3. Customer Needs Met: Growing and declining industries reports can be used by the public, policymakers, jobseekers, and others to make informed decisions.
4. Collaboration: R&P collaborates with UI to determine quarterly employment and wages by industry, thus identifying growing and declining industries for Wyoming.

E. Licensed Occupation Data – June 2022

1. Description: Data were revised and posted to the Analyst Resource Center on 8/25/2022.
2. Customer Consultation: R&P collaborates with the licensing boards around the state to collect the information necessary to update the data.
3. Customer Needs Met: The submission to the Analyst Resource Center fulfills the WIG requirements and provides contact information for schools and each licensing board, job descriptions for each occupation, additional resources related to each occupation, and more.
4. Collaboration: State licensing boards were consulted to assist in creating the relevant tables.

F. Wyoming New Hires Job Skills Survey Results – Published August 2021

1. Description: The data are collected with a survey sent out by R&P. In 2019, Wyoming employers added an estimated 100,000 new hires: individuals who, during a particular quarter, started working for an employer they had not worked for since at least 1992, the first year for which R&P has wage records.
<http://doe.state.wy.us/lmi/trends/0821/0821.pdf>
https://doe.state.wy.us/lmi/new_hires/2020/index.htm
2. Customer Consultation: R&P collects information from businesses that are randomly selected that meet the criteria of having a new hire.
3. Customer Needs Met: The New Hires Survey allows R&P to collect rich survey details not previously available, such as occupation, rate of compensation, benefits, important job skills, employer satisfaction with a new hire's skills, retention, and more.

4. Collaboration: By linking New Hires Survey data to existing administrative databases, such as Unemployment Insurance Wage Records and Wyoming Department of Transportation driver's license files, R&P is also able to identify new hires characteristics such as age and gender.

V. Optional LMI Activities

A. Wyoming Workforce Development Council (WFDC) Partnership

1. Description: R&P Manager and Research Supervisor attended monthly meetings with the Wyoming Workforce Development Partnership where staff was often asked for expert knowledge regarding LMI programs. R&P staff were involved in the following committees:
 - a) Executive Committee – Purpose: A) Act on interim business of the full Council in its stead; B) Strategic Planning; C) Educate and inform policy makers and legislators about workforce development issues and its critical connection to education and economic development; E) Ensure that business has the leading voice in workforce programs.
 - b) Strategic Performance & Finance Committee - Purpose: A) Financials; B) WIOA Compliance; C) Policies; D) Foster continuous improvement in workforce (one-stop) centers and program alignment.
 - c) Next Generation Sector Partnerships & Career Pathways Committee - Purpose: A) Strategically plan to train individuals in emerging industries; B) Work to create apprenticeship training models for industries and employers seeking skilled workers and promote on-the-job training opportunities; C) Promote the use of Wyoming's Career Pathways
 - d) Communications & Community Relations Committee – Purpose: A) Building awareness about the Wyoming Workforce Development Council and the Department of Workforce Services; B) Developing new and innovative outreach strategies
2. Customer Consultation: R&P staff are asked to provide expertise on the following:
 - a) In-Demand jobs
 - b) Prevailing wages
 - c) Common education requirements for occupations
 - d) Industry unemployment rates
 - e) Educational outcomes

B. Tableau Graphics

1. Description: R&P created and maintained Tableau © graphics during PY 2021 that allow customers to download the associated data sets. <https://public.tableau.com/profile/tony.glover#!/> Graphics that are being maintained are as follows:
 - a) Wyoming Community Colleges and University Labor Force Outcomes 20211025

- b) Monitoring Report for Educational Attainment Council 2021.
- 2. Customer Consultation: Some graphics are created in response to partner requests such as Wyoming Community Colleges and the Educational Attainment Council. Other graphics are created to provide a user friendly interface to access LMI.
- 3. Customer Needs Met: The graphics provide LMI to the public in an easily digestible format.
- 4. Collaboration: Graphics are created with information from BLS partnership programs and other agencies such as Department of Transportation.

C. WIOA Unified State Plan

- 1. Description: R&P is consulted to assist in writing and revisions to the Workforce Innovation and Opportunity Act (WIOA) strategic plan. R&P, working with the Wyoming Workforce Development Council, is developing a Unified State Plan, including an analysis of the economic conditions, economic development strategies, and labor market in which the state's workforce system and programs operate. Using long-term occupational projections, the report looks at top in-demand occupations for each educational level (high school diploma or equivalent, associate's degree, bachelor's degree, etc.).
- 2. Customer Consultation: R&P provides labor market information and assists in analyzing program outcomes. The report looks at both existing and emerging in-demand industries, using data from Local Area Unemployment Statistics (LAUS), the Quarterly Census of Employment and Wages (QCEW), the American Community Survey (ACS), and other sources. It takes into consideration data on diverse variables such as poverty levels and veterans' status, and provides insight into issues with state-specific impacts such as the "brain drain," which refers to students leaving the state upon graduation, and recent layoffs in coal mining.
- 3. Customer Needs Met: The strategic plan fulfills the WIOA grant requirements. The Unified Plan includes a Strategic Planning Elements section that analyzes the state's current economic environment and identifies the state's overall vision for its workforce development system. As the plan notes, "The required elements in this section allow the state to develop data-driven goals to prepare an educated and skilled workforce and to identify successful strategies to align workforce development programs to support economic growth."
- 4. Collaboration: R&P is one of several partners on the WIOA Planning Group. Partners include DWS administrators, members of the WIOA training program, and members of the WDC.

D. Website Updates:

- 1. Description: R&P continued to update the LMI website content to meet the needs of the public. Along with adding publications, presentations,

webinar content, datasets, and other BLS partner program deliverables, R&P added the following:

- a) Another Decade Later: Tracking Wyoming's High School Seniors into Post-secondary Education and the Labor Market – published September 2021.

https://doe.state.wy.us/lmi/Another_Decade_Later.pdf

Customer Consultation: This report was created in response to ongoing requests from educators, legislators, DWS staff, and others about the “brain drain” of Wyoming youth leaving Wyoming after completing secondary or postsecondary schooling. R&P’s prior report, “A Decade Later,” was originally published in 2012 and was cited in legislative discussion and other research for several years. This new report was created to update the data and apply new methods to identify youth migration changes.

Customer Needs Met: This research and accompanying datasets help educators, legislators, training providers better understand the exit of youth from Wyoming and its labor market; for example, the number of years after schooling when youth most frequently leave the state.

Collaboration: R&P leverage BLS Occupational Employment and Wage Statistics program to create tables.

E. COVID-19 Related Activities

1. COVID-19 and the Labor Force: How the Global Pandemic Affected Wyoming Workers
 - a) **Description:** This new report looks at how the global pandemic impacted workers in Wyoming and the U.S. Topics covered in this report include the number of individuals who were able to work remotely, how many people were unable to work, whether employees received pay for hours not worked, if the pandemic prevent individuals from looking for work, and more.
 - b) **Customer Consultation:** R&P promoted this research in its monthly Trends publication and by emailing subscribers.
 - c) **Customer Needs met:** R&P addressed questions posed by DWS staff, legislators, and other stakeholders as to how the COVID-19 pandemic affected Wyoming compared to the nation. For example, a greater proportion of workers were able to telework nationally than in Wyoming.
 - d) **Collaboration:** This report used data collected through the U.S. Bureau of Labor Statistics' Current Population Survey.

F. Industrial Siting Research

1. Description: R&P is tasked with reviewing industrial siting applications for the Industrial Siting Division of the Department of Environmental Quality (DEQ). Projects with a budget of slightly over \$200 million require approval.
2. Customer Consultation: R&P's objective is to review the socioeconomic sections of these applications and address any concerns or mistakes when workforce data were utilized.
3. Customer Needs Met: R&P verified information from the following projects:
 - a) 12/7/2021 Lincoln Solar 1 Project - Lincoln County, Wyoming
 - b) 1/12/2022 Rock Creek Wind Energy Project - Albany, and Carbon counties, Wyoming
4. Collaboration: This is an ongoing partnership with DEQ.

G. Statewide Longitudinal Education Data Systems (SLEDS)

1. Description: The goal of SLEDS is to create a system combining education and employment records. R&P and the Wyoming Department of Workforce Services (DWS) has five staff members sitting on various committees of the SLEDS initiative.
2. Customer Consultation: The Director of DWS attends the Executive Governance, Manager of R&P is on the Data Governance Board, and others attend the Privacy, Data Stewards, Security, and Policy Sub-Committees. The staff sitting on these committees provide information as requested.
3. Customer Needs Met: R&P provides expert information, analysis, and answers to LMI inquiries.
4. Collaboration: Other agencies involved in the initiative are as follows:
 - a) Wyoming Community Colleges Commission
 - b) University of Wyoming
 - c) Wyoming Department of Education
 - d) Wyoming Department of Workforce Services
 - e) Wyoming Enterprise Technology Services
 - f) Wyoming Attorney General's Office

H. Wyoming Postsecondary Labor Force Outcome (5 years pre and post award) revisions posted to Tableau

I. Nurses and other Healthcare Workers in Wyoming