

2025 Wyoming Workforce Annual Report



Prepared by the Research & Planning Section of the
Wyoming Department of Workforce Services, in cooperation
with the Wyoming Workforce Development Council

2025 Wyoming Workforce Annual Report

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“Your Source for Wyoming Labor Market Information”

Who We Are

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.



Welcome

Dear Reader,

Welcome to the 2025 edition of the *Wyoming Workforce Annual Report*, produced by the Research & Planning (R&P) section of the Wyoming Department of Workforce Services in partnership with the Wyoming Workforce Development Council. This report provides an overview of Wyoming's economy and labor market during a period of growth from 2023 to 2024.

Key findings from this year's report include:

- Wyoming's average monthly employment increased by more than 3,100 jobs (1.1%) from 2023 to 2024 (see Chapter 2).
- Wyoming's unemployment rate increased from 2.9% to 3.2%, and the labor force increased by 300 people (see Chapter 4).
- The number of Unemployment Insurance benefit recipients remained relatively low at 10,972 (see Chapter 5).
- Wyoming is projected to outpace the U.S. in science, technology, engineering, and mathematics (STEM) job growth over the next 10 years (see Chapter 9).

Thank you for taking the time to review this report. I encourage you to contact us with questions and comments, or to share your thoughts on future research.

Best Regards,
Tony Glover, Manager
Research & Planning, Wyoming
Department of Workforce Services

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Chapter 1: Introduction

Continued Growth in Wyoming's Labor Market in 2024

by: Michael Moore, Research Supervisor

Wyoming's labor market continued to grow in 2024, as the state saw increases in population and the number of jobs worked.

The *2025 Wyoming Workforce Annual Report* provides a thorough look at Wyoming's labor market in 2024 using a variety of programs and research methods. This report was prepared by the Research & Planning (R&P) section of the Wyoming Department of Workforce Services, in partnership with the Wyoming Workforce Development Council.

Research & Planning collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards (see pages 6-7). Data are collected through various federal and state programs, and also are acquired through several memoranda of understanding (MOU) with state agencies in Wyoming.

R&P maintains numerous administrative databases and conducts several surveys in partnership with the U.S. Bureau of Labor Statistics (see Table 1.1, page 5). Different chapters in this publication examine Wyoming's labor market over the last several years from unique perspectives using various datasets. In addition, Chapter 8 provides short-term occupational employment projections, and Chapters 12 and 13 focus on workplace safety.

Over the past several years, Wyoming has been recovering from the economic downturn

that resulted from business closures during the Covid-19 pandemic and declining energy prices. R&P defines an *economic downturn* as a period of at least two consecutive quarters of over-the-year decreases in average monthly employment and total wages, based on data from the Quarterly Census of Employment and Wages (QCEW).

Within the last 10 years, Wyoming has experienced two such economic downturns. The downturn that lasted from second quarter 2015 (2015Q2) to fourth quarter 2016 (2016Q4) resulted from a sharp decline in the demand for and cost of natural resources such as coal, oil, and natural gas. The most recent downturn began in 2020Q2 with the start of the COVID-19 pandemic and lasted four quarters through 2021Q1. Both downturns were preceded by declining energy prices that influenced substantial job losses in Wyoming's key mining sector.

From 2023 to 2024, Wyoming added 3,156 jobs (a 1.1% increase) and \$892.6 million in total wages (a 5.4% increase), according to data from the QCEW (see Chapter 2). The state's average annual wage was \$61,586, a 4.2% increase (or \$2,505) over the year. Wyoming's job growth in 2024 was driven by the construction industry, which added 1,281 jobs compared to 2023, a 5.7% increase. Other industries that added jobs included health care & social assistance (411, or 1.6%) and professional & business services (368, or 1.7%).

However, it is worth noting that several industries lost jobs from 2023 to 2024,

most notably mining, including oil & gas (-1,036, or -6.1%). Some of these changes were driven by non-economic code changes (see Chapter 2 for explanation), while

others reflected true job losses across the mining industry.

Wyoming's population grew for the

Table 1.1: Wyoming's Labor Market at a Glance, 2023 and 2024

Chapter	Source	Title	2024	2023	Change, 2023-2024	
					N	%
2	Quarterly Census of Employment and Wages (QCEW)	Average Monthly Employment	281,904	278,748	3,156	1.1
		Total Wages (in Billions)	\$17.4	\$16.5	\$0.9	5.4
		Average Annual Wage	\$61,586	\$59,081	\$2,505	4.2
3	U.S. Census Bureau	Population (Estimated)	587,618	585,067	2,551	0.4
4	Local Area Unemployment Statistics (LAUS)	Labor Force	296,715	296,385	330	0.1
		Employed	287,117	287,746	-629	-0.2
		Unemployed	9,598	8,639	959	11.1
		Unemployment Rate	3.2	2.9	0	10.3
5	Unemployment Insurance (UI) Claims	Benefit Recipients	10,972	10,460	512	4.9
		Benefit Exhaustees	1,982	1,797	185	10.3
		Exhaustion Rate	18.1	17.2	0.9	5.2
		Benefit Expenses (in Millions)	\$51.7	\$45.1	\$6.5	14.4
6	Wage Records	Total Persons Working	351,812	351,026	786	0.2
		Sex				
		Female	138,019	141,070	-3,051	-2.2
		Male	155,503	159,649	-4,146	-2.6
		Nonresidents	58,290	50,307	7,983	15.9
		Average Annual Wage	\$46,079	\$44,217	\$1,862	4.2
		Female	\$39,991	\$37,765	\$2,226	5.9
		Male	\$60,320	\$57,120	\$3,200	5.6
		Nonresidents	\$22,503	\$21,362	\$1,141	5.3
		Females' Wages as a Percentage of Males' Wages	66.3	66.1	0.2	0.3
		Age				
		<20	23,100	24,508	-1,408	-5.7
		20-24	30,143	31,044	-901	-2.9
		25-34	59,104	61,796	-2,692	-4.4
		35-44	62,879	64,397	-1,518	-2.4
		45-54	52,300	52,359	-59	-0.1
		55-64	43,076	44,172	-1,096	-2.5
		65+	22,659	22,167	492	2.2
		Unknown	58,551	50,583	7,968	15.8
		Average Annual Wage				
		<20	\$8,744	\$8,062	\$682	8.5
		20-24	\$25,726	\$24,027	\$1,699	7.1
		25-34	\$46,061	\$43,579	\$2,482	5.7
		35-44	\$62,514	\$59,168	\$3,346	5.7
		45-54	\$68,674	\$65,584	\$3,090	4.7
		55-64	\$63,268	\$60,263	\$3,005	5.0
		65+	\$41,521	\$40,323	\$1,198	3.0
		Unknown	\$22,589	\$21,447	\$1,142	5.3

Prepared by M. Moore, Research & Planning, WY DWS, 5/12/25.

About Research & Planning: Who We Are, What We Do

by: Chris McGrath, Senior Statistician

Research & Planning (R&P) is an exclusively statistical entity within the Wyoming Department of Workforce Services with the purpose of compiling and analyzing data and making such information available to other government agencies, the public, businesses, and nongovernmental groups. The labor market information collected is used in policymaking, planning, program administration, selecting a career, and many other ways.

To help in collecting the most comprehensive data, R&P has established formal partnerships through memoranda of understanding with statewide entities such as the Wyoming Community College Commission, Wyoming Department of Education, Board of Nursing, and data sharing agreements with many surrounding states. The U.S. Bureau of Labor Statistics (BLS) is another entity R&P collaborates with in gathering material on employment and wages, earnings by industry, work-related non-fatal and fatal injuries, occupational wages, and more.

Types of data R&P collects include:

The Quarterly Census of Employment and Wages (QCEW) program publishes a quarterly count of employment and wages reported by Wyoming employers subject to Unemployment Insurance coverage. Data are based on employee's place of work, not place of residence, and organized by industry to include number of firms, monthly employment, and total wages.

The Current Employment Statistics (CES) program produces monthly estimates of non-farm employment, hours, and earnings by industry for state and metropolitan areas.

The Local Area Unemployment Statistics (LAUS) program develops monthly and annual data of the labor force, employed, and unemployed for the state and counties.

Occupational Employment and Wage Statistics (OEWS) are a listing of occupational wage data compiled from bi-annual surveys of non-farm businesses.

The Wyoming Benefits Survey collects information about the types of benefits Wyoming employers offer their employees. R&P resumed this survey in 2022 following a hiatus during the pandemic.

Occupational Safety & Health is comprised of two programs that collect information on Wyoming fatal and non-fatal work related injuries and illnesses: Census of Fatal Occupational Injuries (CFOI) and Survey of Occupational Injuries & Illnesses (SOII).

Short- and long-term industry and occupational employment projections are estimates on the labor market and economy two and 10 years into the future designed to help individuals make informed career decisions as well as compare the outlook in other states.

Weekly, monthly, and annual Unemployment Insurance claims reports detail initial and continued claims for Wyoming by county of residence, industry, and selected demographics.

(Text continued on page 7)

(Text continued from page 5)

fourth consecutive year (see Chapter 3). From 2023 to 2024, the state's estimated population increased from 585,067 to 587,618 (2,551, or 0.4%).

Wyoming's unemployment rate increased from 2.9% in 2023 to 3.2% in 2024 (see Chapter 4). The state's labor force (the number of employed plus the number of unemployed) grew by 300 individuals to 296,715.

The number of unemployed workers receiving Unemployment Insurance (UI) benefits increased for the first time in three years, as 10,972 individuals received UI benefits (see Chapter 5). However, the

number of UI benefit recipients still remained significantly lower than any other time in the past 20 years prior to 2022. The Wyoming Department of Workforce Services UI division paid a total of \$51.7 million in total benefits.

R&P publishes detailed demographics tables on an annual basis, the most current of which are available online at <https://doe.state.wy.us/LMI/demographics.htm>. Overall, the number of people working in Wyoming at any time during the year increased by 786, or 0.2% (see Chapter 6).

Wyoming is projected to add more than 33,000 jobs from 2022 to 2032 (a 12.1% increase), according to the most recent long-term industry and occupational projections (see Chapter 8).

(Text continued from page 6)

The data collected by R&P staff contains material regarding individuals in the workforce such as skills and educational characteristics of the employed and unemployed, and barriers to employment and unemployment rates. It also pertains to employers looking at wage and benefit data, occupations, and skills. Some of the publications and products generated from the above resources include:

- An annual workforce report, prepared in conjunction with the Wyoming Workforce Development Council

- Directory of Licensed Occupations in Wyoming
- Wyoming turnover data, updated annually
- Quarterly reports on growing and declining industries in Wyoming
- Data on science, technology, engineering, and mathematics (STEM) occupations
- Research & Planning provides labor market information presentations to government entities, community groups, educators, training providers, and others free of charge.

Confidentiality is an important part of the collection and distribution of data collected. All data that are gathered are used strictly to reveal statistical trends, not to identify individuals or businesses. Readers may notice that in the publications there are charts, tables, etc. that appear to have missing data. However, some of the data collected cannot be published because it would compromise the confidentiality of the persons or firms who provided the information.

For a complete listing of publications, research projects, and formal partnerships, please visit <https://doe.state.wy.us/LMI/>.

Chapter 2: Quarterly Census of Employment and Wages

Construction Drives Wyoming Job Growth in 2024

by: *Michael Moore, Research Supervisor*

Wyoming added 3,156 jobs and \$892.6 million in total wages from 2023 to 2024 (see Table 2.1). Since second quarter 2021 (2021Q2), Wyoming

has experienced 14 consecutive quarters (or more than three years) of over-the-year job growth (see Figure 2.1). After unprecedented job losses during the Covid-19 pandemic, Wyoming gradually returned to pre-pandemic employment levels.

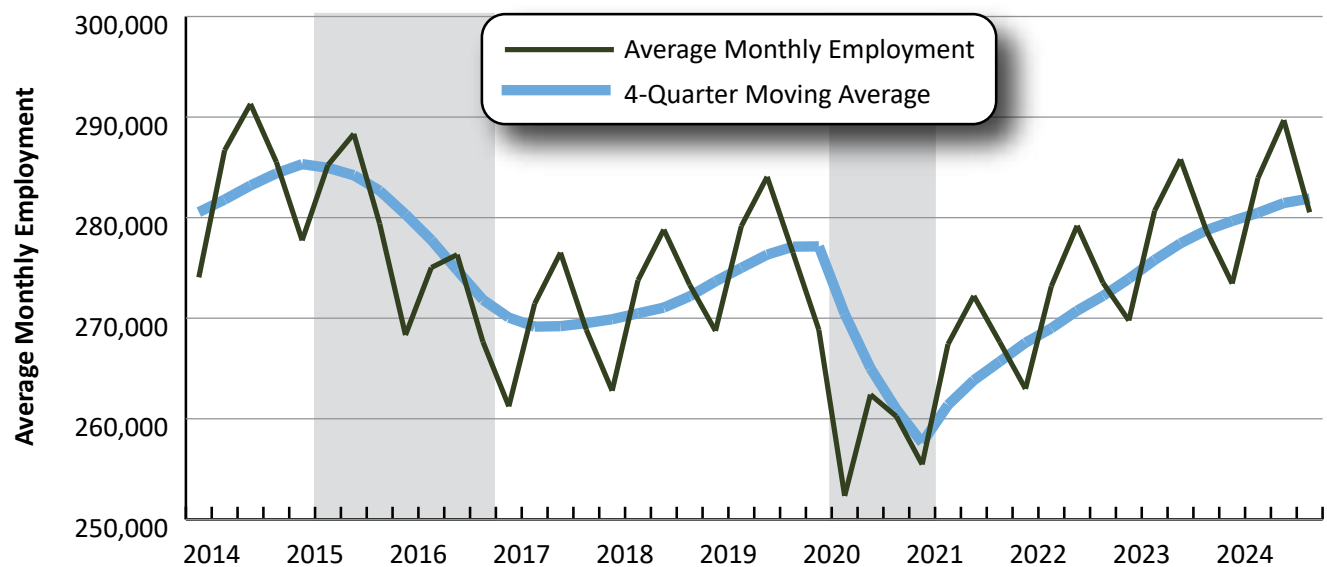
Several industries experienced over-the-year job growth in 2024, as did 15 of the state's 23 counties.

This chapter provides annual averages for employment and wages at the state, industry, and county levels for Wyoming in 2024. In addition, the chapter takes a close look at four industries: mining (including oil & gas), construction, professional & business services, and leisure & hospitality.

Table 2.1: Average Monthly Employment (Jobs Worked), Total Wages, and Average Annual Wage for Wyoming, 2023 and 2024

	2024	2023	Change, 2023-2024	
			N	%
Average Monthly Employment	281,904	278,748	3,156	1.1
Total Wages	\$17.4 Billion	\$16.5 Billion	\$892.6 Million	5.4
Average Annual Wage	\$61,586	\$59,081	\$2,505	4.2

Source: Quarterly Census of Employment and Wages.
Prepared by M. Moore, Research & Planning, WY DWS, 5/25/25.



Source: Quarterly Census of Employment and Wages. Prepared by M. Moore, Research & Planning, WY DWS, 5/5/25.

Figure 2.1: Average Monthly Employment (Number of Jobs Worked) in Wyoming, 2014Q1-2024Q4

Introduction

Employment and wage information in this chapter are based on data from the Quarterly Census of Employment and Wages (QCEW), a “near-census of employment in the states” (Manning and Saulcy, 2013). The QCEW is based on employers’ quarterly wage and employment reports to the Unemployment Insurance (UI) tax section of the Wyoming Department of Workforce Services. More than 90% of wage and salary disbursements are covered by Unemployment Insurance in Wyoming. This chapter includes annual and quarterly data.

Over the last 10 years, Wyoming experienced two periods of economic downturn. The Research & Planning (R&P) section of the Wyoming Department of Workforce Services defines an *economic*

Find it Online

Quarterly Census of Employment and Wages

https://doe.state.wy.us/LMI/toc_202.htm

downturn as a period of at least two consecutive quarters of over-the-year decline in average monthly employment (the number of jobs worked) and total wages based on data from the QCEW (see Figure 2.2). The economic downturns are marked with shaded boxes in the figures presented in this chapter.

The downturn that lasted from 2015Q2 to 2016Q4 was largely the result of a substantial decline in the demand for and prices of natural resources such as coal, oil, and natural gas (Gallagher, 2016). The more recent downturn, from 2020Q2 to 2021Q1, was due to business closures during the COVID-19 pandemic and job losses in Wyoming's mining industry. Both

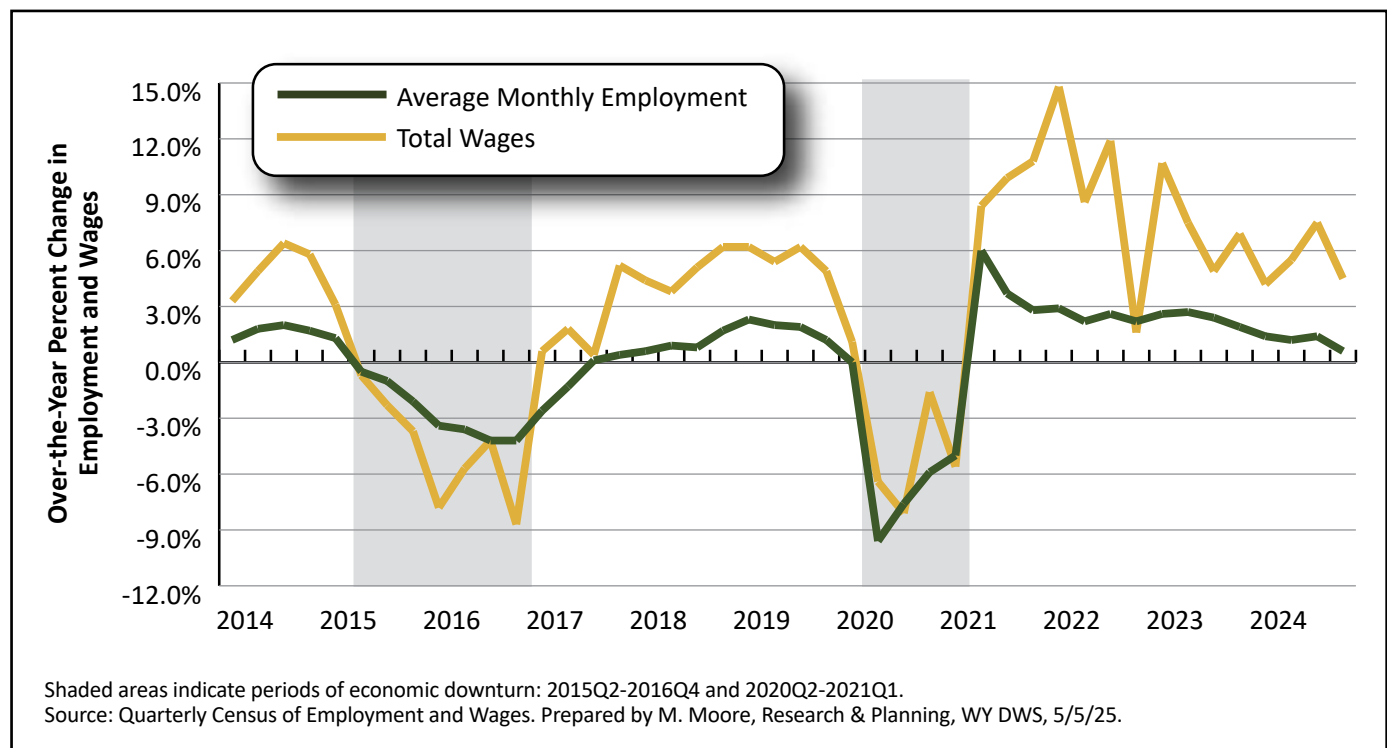


Figure 2.2: Over-the-Year Percent Change in Average Monthly Employment (Number of Jobs Worked) and Total Wages in Wyoming, 2014Q1-2024Q4

downturns were preceded by declining energy prices (Moore, 2019).

The seasonal nature of Wyoming's employment is illustrated in Figure 2.1 (see page 8). Employment typically peaks in the third quarter each year, as Wyoming employers add more employees during the warm summer months, particularly in industries such as construction and leisure & hospitality. In 2024Q3, Wyoming's average monthly employment reached 289,698; this was an increase of 5,638 jobs (2.0%) compared to 2019Q3 prior to the pandemic.

Wyoming's average monthly employment

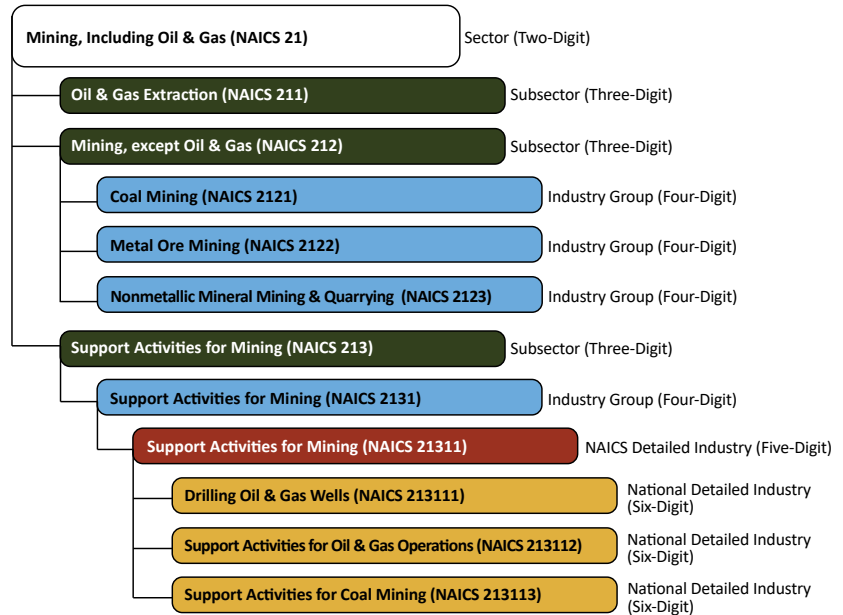
in 2024 was 281,904, up 1.1% (or 3,156 jobs) compared to 2023 (see Table 2.1, page 8). Total wages increased from \$16.5 billion in 2023 to \$17.4 billion in 2024 (\$892.6 million, or 5.4%). The state's average annual wage increased from \$59,081 to \$61,586 (\$2,505, or 4.2%).

Industry

This chapter primarily discusses industries at the two-digit sector level as defined by the North American Industry Classification System (NAICS; see Box 2.1).

Box 2.1: North American Industry Classification System Structure

Industries are classified according to the North American Industry Classification System (NAICS). For example, mining, quarrying, & oil & gas extraction is an industry sector with the two-digit NAICS code 21. Within the mining sector are three subsectors: oil & gas extraction (NAICS 211), mining, except oil & gas (NAICS 212), and support activities for mining (NAICS 213). Within the support activities for mining subsector are several six-digit national detailed industry sectors, including drilling oil & gas wells (NAICS 213111), support activities for oil & gas operations (NAICS 213112), and support activities for coal mining (NAICS 213113).



Source: North American Industry Classification System (NAICS).

Figure: North American Industry Classification System (NAICS) Structure of Selected Levels for Mining, Including Oil & Gas Sector (NAICS 21)

In addition, Tables 2.3 to 2.6 include more detailed data for mining, construction, professional & business services, and leisure & hospitality by selected subsector (three-digit NAICS), industry (four-digit NAICS), and detailed industry (six-digit NAICS). Similar detailed tables for each industry are available at https://doe.state.wy.us/LMI/2024_QCEW/toc.htm.

Several industries experienced job growth from 2023 to 2024 (see Table 2.2), including construction (1,281 new jobs, or 5.7%), health care & social assistance (411, or 1.6%), and professional & business services (368, or 1.7%).

Wyoming's mining sector (including oil & gas) lost 1,036 jobs (-6.1%) over the year;

Table 2.2: Average Monthly Employment (Jobs Worked) and Total Wages in Wyoming by Industry, 2023-2024

NAICS ^a Code	Industry	Average Monthly Employment				Total Wages (in Millions of Dollars)			
		2024	2023	Change		2024	2023	Change	
				N	%			\$	%
Private Sector									
	Total	214,258	213,538	720	0.3	\$13,148.1	\$12,586.0	\$562.1	4.5
Goods Producing Industries	11 Agriculture, Forestry, Fishing & Hunting	2,770	2,753	17	0.6	\$123.6	\$115.9	\$7.7	6.7
	21 Mining, Inc. Oil & Gas*	16,040	17,076	-1,036	-6.1	\$1,711.3	\$1,786.0	-\$74.7	-4.2
	23 Construction	23,621	22,340	1,281	5.7	\$1,676.8	\$1,504.7	\$172.1	11.4
	31-33 Manufacturing	10,421	10,431	-10	-0.1	\$823.9	\$812.9	\$11.0	1.3
Service Providing Industries	42, 48-49, 22 Wholesale Trade, Trans., Warehousing, & Utilities	20,472	20,512	-40	-0.2	\$1,602.3	\$1,527.7	\$74.7	4.9
	44-45 Retail Trade	30,207	30,262	-55	-0.2	\$1,143.1	\$1,117.9	\$25.2	2.3
	51 Information	3,030	3,182	-151	-4.7	\$241.6	\$230.5	\$11.1	4.8
	52-53 Financial Activities	11,271	11,541	-270	-2.3	\$957.1	\$940.6	\$16.5	1.8
	54-56 Professional & Business Services	22,070	21,702	368	1.7	\$1,885.1	\$1,706.8	\$178.3	10.4
	61 Educational Services	2,340	2,295	45	2.0	\$107.3	\$99.4	\$7.9	7.9
	62 Health Care & Social Assistance	26,258	25,847	411	1.6	\$1,406.1	\$1,341.0	\$65.1	4.9
	71-72 Leisure & Hospitality	38,290	38,242	47	0.1	\$1,096.4	\$1,049.8	\$46.6	4.4
	81 Other Services, Except Public Admin.	7,446	7,303	143	2.0	\$371.7	\$347.5	\$24.2	7.0
	99 Unclassified	22	53	-31	-58.2	\$1.8	\$5.3	-\$3.6	-66.6
Government									
	Total	67,647	65,210	2,437	3.7	\$4,213.2	\$3,882.7	\$330.5	8.5
	Federal Government	8,106	7,871	236	3.0	\$721.1	\$652.8	\$68.2	10.4
	State Government	12,820	12,235	585	4.8	\$862.2	\$803.1	\$59.1	7.4
	Local Government*	46,720	45,104	1,616	3.6	\$2,630.0	\$2,426.8	\$203.2	8.4
61	Local Education	22,344	22,204	139	0.6	\$1,114.0	\$1,077.0	\$36.9	3.4
62	Local Health Care & Social Assistance	9,330	8,909	421	4.7	\$724.8	\$677.3	\$47.5	7.0
Total, All Industries									
	Total	281,904	278,748	3,156	1.1	\$17,361.4	\$16,468.8	\$892.6	5.4

*Some changes in employment in mining and local government are due to non-economic code changes. Non-economic code changes result when employers are reclassified to better reflect their ownership and/or their industry.

^aNorth American Industry Classification System.

Source: Quarterly Census of Employment and Wages.

Prepared by M. Moore, Research & Planning, WY DWS, 5/5/25.

however, it should be noted that job losses in mining were due in part to non-economic code changes. These types

of changes occur when employers are reclassified to better reflect their ownership and/or their industry (Moore, 2024). For example, if a county government were to purchase a grocery store from a private business owner and continue to operate that store, that employer would be reclassified from private ownership to local government.

Other industries with over-the-year job losses included financial activities (-270, or -2.3%) and information (-151, or -4.7%).

Government employment increased by 2,437 jobs (3.7%). In particular, local government added 1,616 jobs (3.6%). As with mining, this was due in part to non-economic code changes.

Wyoming's average annual wage for 2024 was \$61,586 (see Figure 2.3). The highest annual wages were found in mining (\$106,695), federal government (\$88,949), professional & business services (\$85,412), and financial activities (\$84,915). The lowest annual wages were found in leisure & hospitality (\$28,635) and retail trade (\$37,843).

Mining, Including Oil & Gas (NAICS 21)

Mining is a major driver

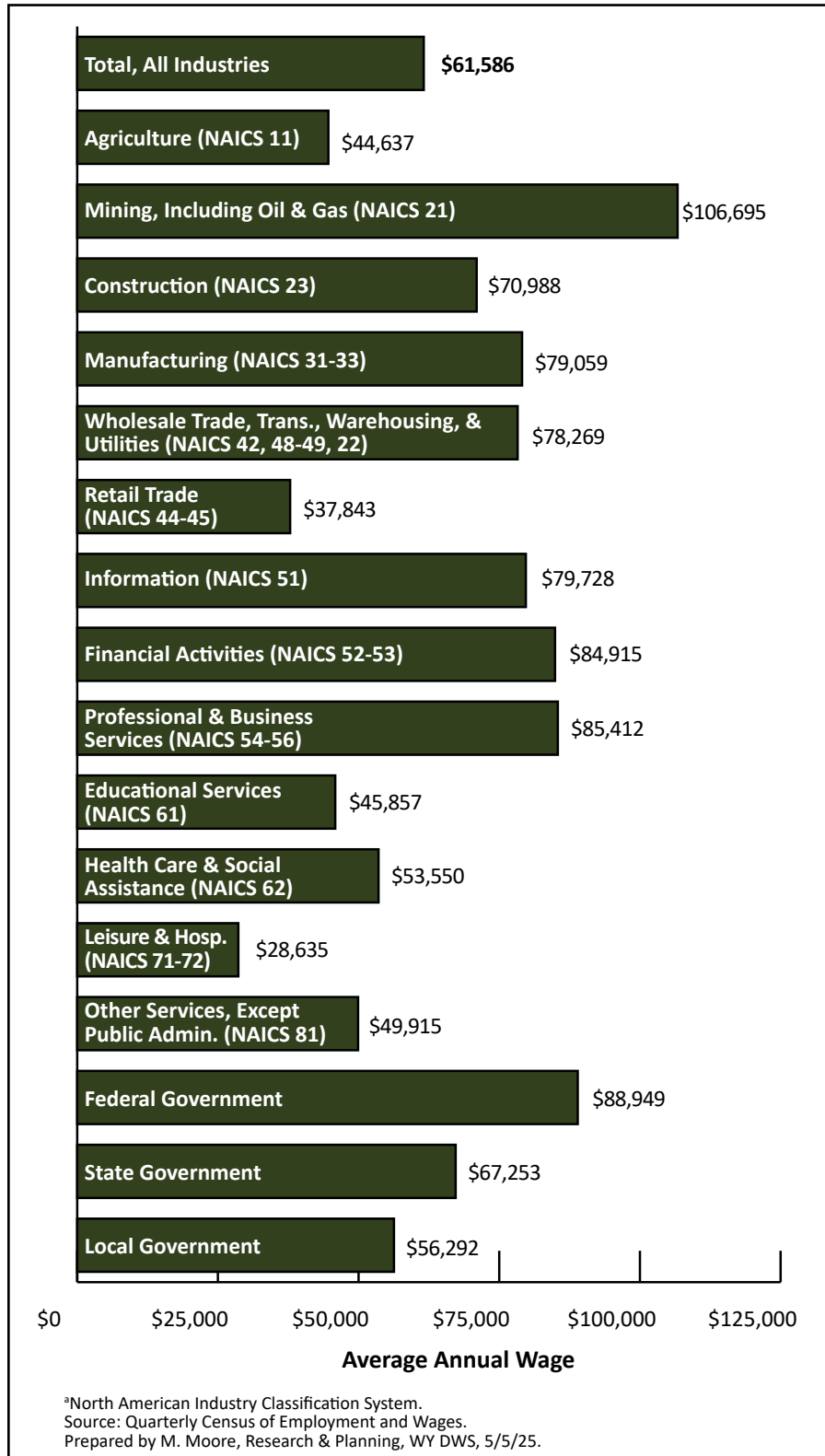


Figure 2.3: Average Annual Wage in Wyoming by Industry Sector (2-Digit NAICS^a), 2024

of Wyoming's economy. In 2024, mining accounted for 5.7% of all jobs in the state, and 9.9% of the state's total payroll. In other words, \$1 of every \$10 of the state's total wages was paid by the mining industry.

The mining industry is made up of three

subsectors: oil & gas extraction (NAICS 211), mining, except oil & gas (NAICS 212), and support activities for mining (NAICS 213). Employment and wage data for mining at the subsector (three-digit NAICS) level, along with data for selected industries (four-digit NAICS) and detailed industries (six-digit NAICS) are shown in Table 2.3.

Table 2.3: Average Monthly Employment and Total Wages for Mining, Including Oil & Gas (NAICS 21) by Selected Subsector (3-Digit), Industry (4-Digit), and Detailed Industry (6-Digit) in Wyoming, 2023-2024

NAICS ^a Code	Title	Average Monthly Employment				Total Wages (in Millions of Dollars)			
		2024	2023	Change		2024	2023	Change	
				N	%			\$	%
21	Mining, Inc. Oil & Gas	16,040	17,076	-1,036	-6.1	\$1,711.3	\$1,786.0	-\$74.7	-4.2
211	Oil & Gas Extraction	2,324	2,322	2	0.1	\$326.3	\$324.5	\$1.8	0.6
211120	Crude Petroleum Extraction	876	875	1	0.1	\$125.6	\$123.1	\$2.6	2.1
211130	Natural Gas Extraction	1,448	1,447	1	0.1	\$200.7	\$201.4	-\$0.8	-0.4
212	Mining, Exc. Oil & Gas	7,058	7,743	-685	-8.9	\$762.0	\$816.9	-\$54.9	-6.7
2121	Coal Mining	3,697	4,609	-912	-19.8	\$389.4	\$472.9	-\$83.5	-17.7
2122	Metal Ore Mining	143	115	29	25.0	\$14.8	\$11.6	\$3.2	27.4
2123	Nonmetallic Mineral Mining & Quarrying	3,217	3,019	199	6.6	\$357.8	\$332.4	\$25.5	7.7
212319	Other Crushed & Broken Stone Mining	14	15	-1	-5.0	\$0.7	\$0.6	\$0.1	23.5
212323	Kaolin, Clay, & Ceramic & Refractory Minerals Mining	894	801	93	11.6	\$67.9	\$59.6	\$8.3	14.0
212390	Other Nonmetallic Mineral Mining & Quarrying	1,768	1,755	13	0.7	\$248.3	\$239.4	\$8.9	3.7
213	Support Activities for Mining	6,658	7,011	-353	-5.0	\$623.0	\$644.6	-\$21.6	-3.3
213111	Drilling Oil & Gas Wells	957	1,024	-67	-6.6	\$105.5	\$107.0	-\$1.5	-1.4
213112	Support Activities for Oil & Gas Operations	5,271	5,621	-350	-6.2	\$482.4	\$509.4	-\$27.0	-5.3
213113	Support Activities for Coal Mining	232	216	17	7.6	\$17.3	\$15.0	\$2.2	14.8
213114	Support Activities for Metal Mining	127	91	37	40.4	\$12.5	\$9.0	\$3.4	37.9
213115	Support Activities for Nonmetallic Minerals	70	59	11	18.4	\$5.3	\$4.1	\$1.3	30.7

*Changes in employment in mining in 2024 were due in part to non-economic code changes.

^aNorth American Industry Classification System.

Source: Quarterly Census of Employment and Wages.

Prepared by M. Moore, Research & Planning, WY DWS, 5/5/25.

Average monthly employment in mining decreased from 17,076 in 2023 to 16,040 in 2024 (-1,036, or -6.1%). The greatest decrease was found in mining, excluding oil & gas; in particular, coal mining lost 912 jobs (-19.8%). Again, it is important to keep in mind that some of what appear to be job losses are due in part to non-economic code changes. Oil & gas extraction remained

unchanged, while support activities for mining lost 353 jobs (-5.0%). The mining sector had \$1.7 billion in total wages.

As shown in Figure 2.4, employment in Wyoming's mining sector decreased substantially over the last 10 years. After each economic downturn, mining was unable to return to prior employment

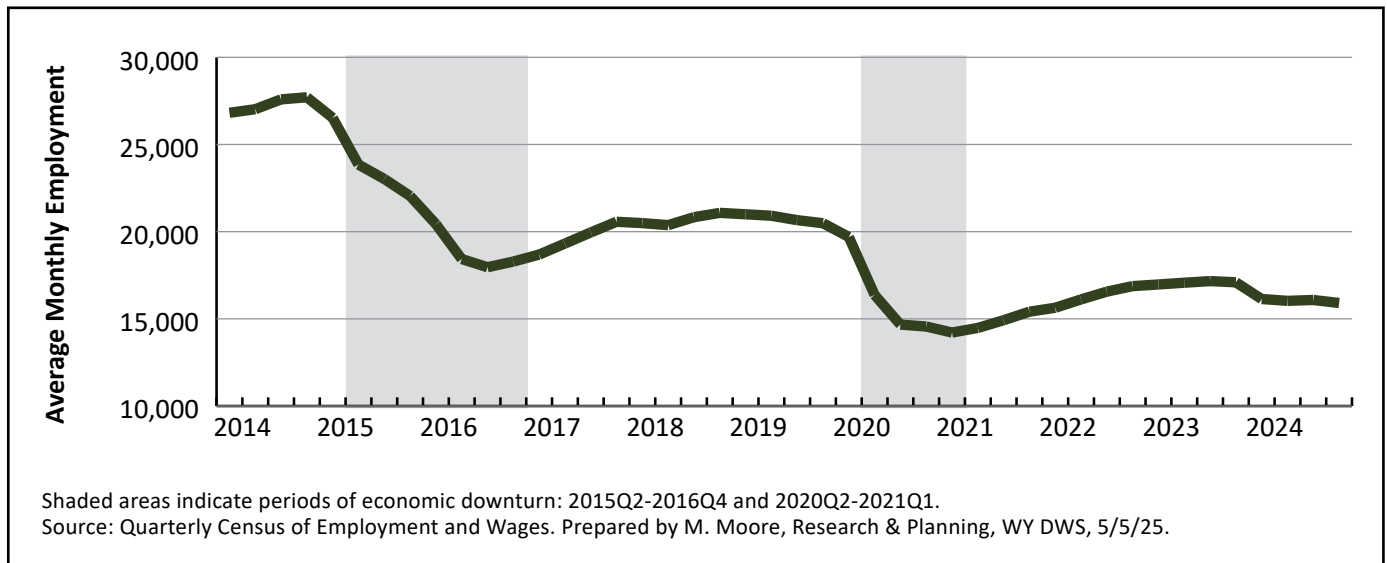


Figure 2.4: Average Monthly Employment in Mining, Including Oil & Gas (NAICS 21) in Wyoming, 2014Q1-2024Q4

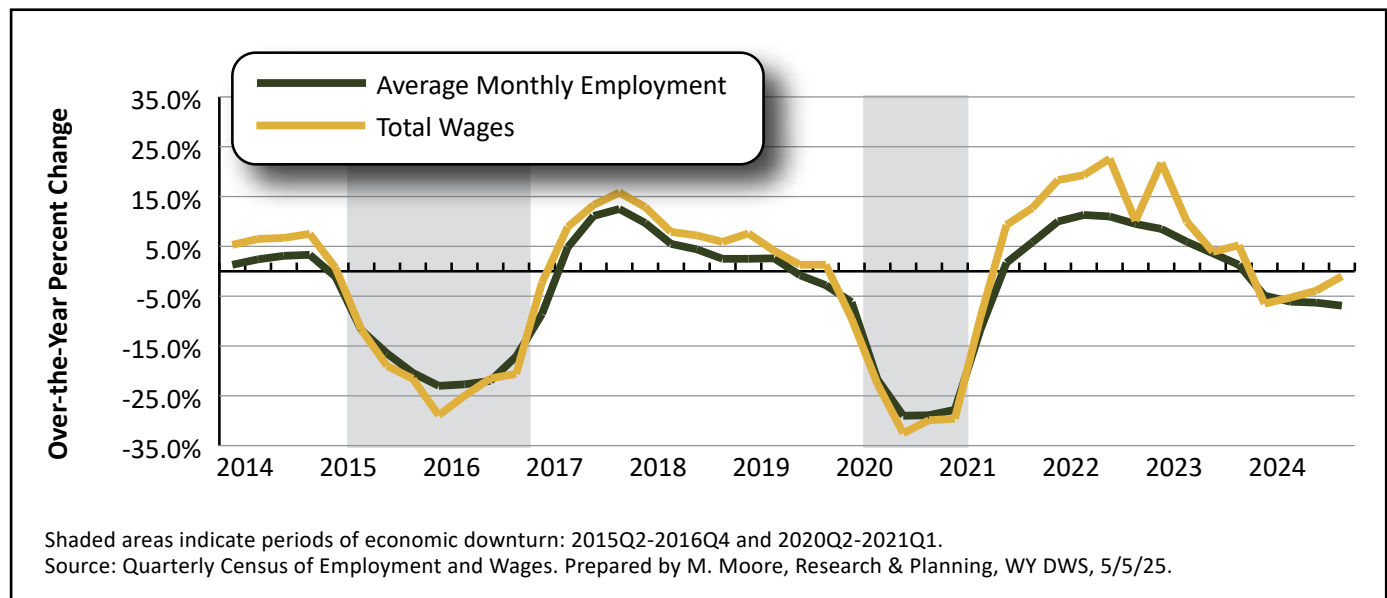


Figure 2.5: Over-the-Year Percent Change in Average Monthly Employment and Total Wages in Mining, Including Oil & Gas (NAICS 21) in Wyoming, 2014Q1-2024Q4

levels. Mining had 4,724 fewer jobs (-22.8%) in 2024 compared to the 20,764 jobs in 2019. A decade earlier in 2014, the average monthly employment in Wyoming's mining sector was 27,284. In other words, mining lost more than 11,000 jobs over the last 10 years, or approximately four of every 10 (-41.2%) mining jobs that existed in 2014.

Construction (NAICS 23)

Wyoming's construction sector added 1,281 jobs over the year, a 5.7% increase and more jobs than any other industry. In 2024, construction contributed 8.4% of all

jobs in Wyoming and 9.7% of the state's total wages.

The construction industry comprises three subsectors: construction of buildings (NAICS 236), heavy & civil engineering construction (NAICS 237), and specialty trade contractors (NAICS 238; see Table 2.4).

All three subsectors added jobs over the year, with the greatest increases seen in heavy & civil engineering (693 new jobs, or 12.2%). As noted by Bullard (2024), the heavy & civil engineering subsector includes power & communication system

Table 2.4: Average Monthly Employment and Total Wages in Private Construction (NAICS 23) by Selected Subsector (3-Digit) and Industry (4-Digit) in Wyoming, 2023-2024

NAICS ^a Code	Title	Average Monthly Employment				Total Wages (in Millions of Dollars)			
		2024	2023	N	%	2024	2023	\$	%
23	Construction	23,621	22,340	1,281	5.7	\$1,676.8	\$1,504.7	\$172.1	11.4
236	Construction of Buildings	4,770	4,585	185	4.0	\$322.3	\$292.9	\$29.4	10.0
2361	Residential Building Construction	3,357	3,347	10	0.3	\$200.6	\$190.9	\$9.7	5.1
2362	Nonresidential Building Construction	1,412	1,238	175	14.1	\$121.6	\$101.9	\$19.7	19.3
237	Heavy & Civil Engineering Construction	6,361	5,668	693	12.2	\$544.7	\$452.1	\$92.6	20.5
2371	Utility System Construction	4,239	3,806	433	11.4	\$378.9	\$308.6	\$70.4	22.8
2372	Land Subdivision	63	59	5	7.7	\$3.3	\$2.7	\$0.6	21.0
2373	Highway, Street, & Bridge Construction	1,593	1,447	146	10.1	\$119.1	\$107.6	\$11.5	10.7
2379	Other Heavy Construction	466	356	110	30.9	\$43.3	\$33.2	\$10.1	30.3
238	Specialty Trade Contractors	12,491	12,088	403	3.3	\$809.9	\$759.8	\$50.1	6.6
2381	Building Foundation & Exterior Contractors	2,580	2,468	112	4.6	\$150.2	\$142.5	\$7.7	5.4
2382	Building Equipment Contractors	5,810	5,645	166	2.9	\$409.5	\$385.9	\$23.7	6.1
2383	Building Finishing Contractors	1,517	1,384	133	9.6	\$81.9	\$67.7	\$14.2	21.0
2389	Other Specialty Trade Contractors	2,583	2,592	-8	-0.3	\$168.2	\$163.7	\$4.5	2.7

^aNorth American Industry Classification System.

Source: Quarterly Census of Employment and Wages.

Prepared by M. Moore, Research & Planning, WY DWS, 5/5/25.

construction, including the construction of wind farms, along with oil & gas pipeline construction. Specialty trade contractors added 403 jobs (3.3%), while construction of buildings increased by 185 jobs (4.0%).

As illustrated in Figure 2.6, employment in Wyoming's construction sector has risen and fallen multiple times over the last 10

years. The construction sector often adds jobs when there are large-scale projects (such as pipelines or wind farms) and loses jobs when those projects are complete.

Through 2024Q4, average monthly employment and total wages in Wyoming's construction sector increased for seven consecutive quarters (see Figure 2.7).

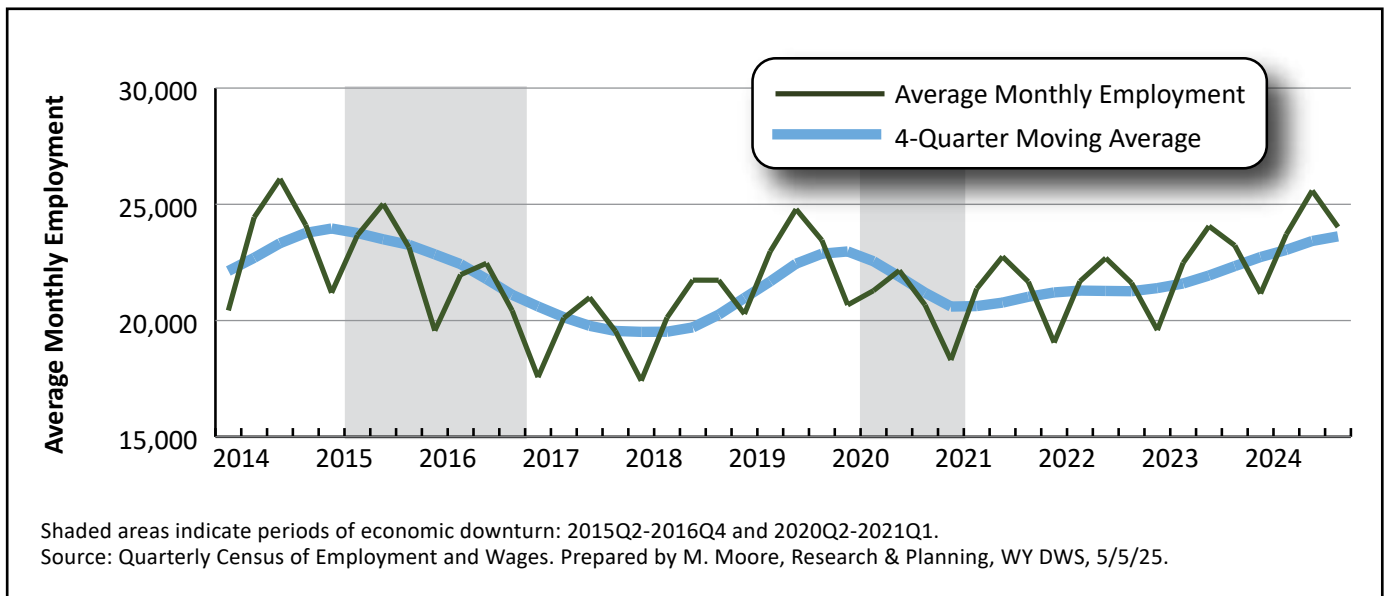


Figure 2.6: Average Monthly Employment in Construction (NAICS 23) in Wyoming, 2014Q1-2024Q4

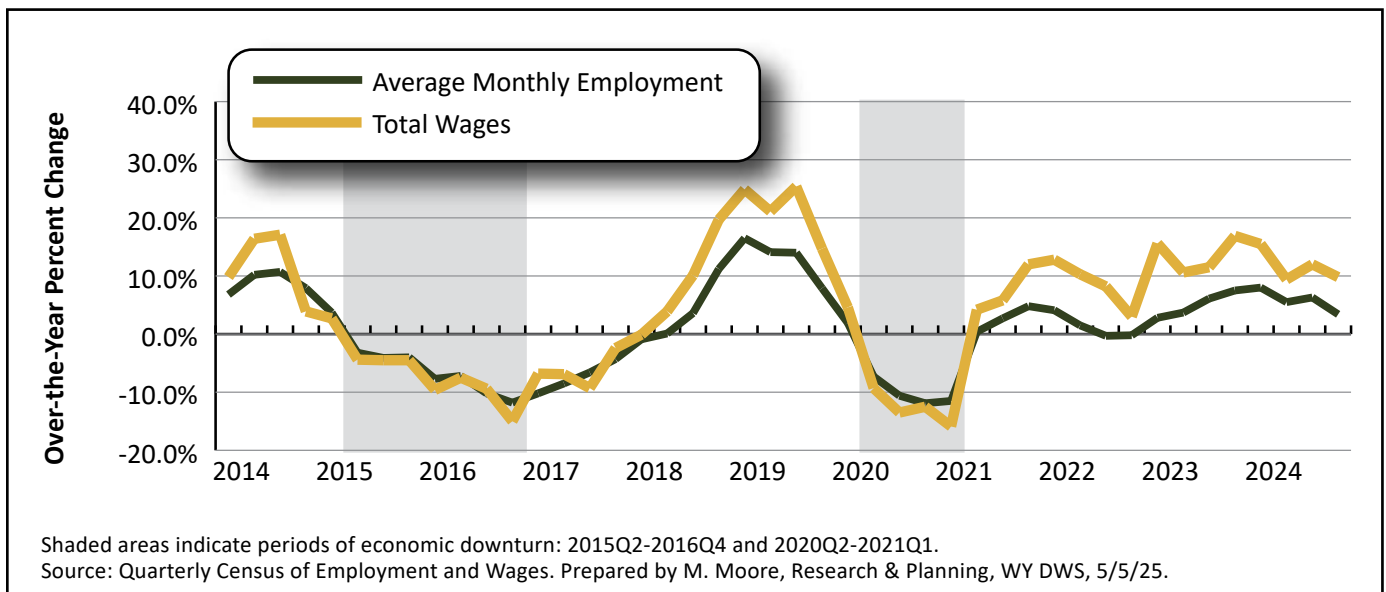


Figure 2.7: Over-the-Year Percent Change in Average Monthly Employment and Total Wages in Construction (NAICS 23) in Wyoming, 2014Q1-2024Q4

Professional & Business Services (NAICS 54-56)

Professional & business services is a supersector consisting of three sectors: professional & technical services (NAICS 54), management of companies & enterprises (NAICS 55), and administrative & waste services (NAICS 56).

Professional & business services added 368 new jobs over the year, an increase of 1.7% (see Table 2.5). The greatest increases were seen in the administrative and waste services sector (220, or 2.3%) and professional & technical services (186, or 1.7%). At the industry level (four-digit NAICS), the greatest job growth was found in employment services (167, or

Table 2.5: Average Monthly Employment and Total Wages in Private Professional & Business Services (NAICS 54-56) by Selected Subsector (3-Digit) and Industry (4-Digit) in Wyoming, 2023-2024

NAICS ^a Code	Title	Average Monthly Employment				Total Wages (in Millions of Dollars)			
		2024	2023	N	%	2024	2023	\$	%
54-56	Professional & Business Services	22,070	21,702	368	1.7	\$1,885.1	\$1,706.8	\$178.3	10.4
54	Professional & Technical Services	11,402	11,216	186	1.7	\$1,039.3	\$968.0	\$71.4	7.4
5411	Legal Services	1,372	1,399	-27	-1.9	\$111.8	\$106.6	\$5.2	4.9
5412	Accounting & Bookkeeping Services	1,521	1,517	3	0.2	\$104.6	\$97.1	\$7.4	7.7
5413	Architectural & Engineering Services	2,702	2,631	71	2.7	\$236.6	\$222.0	\$14.6	6.6
5414	Specialized Design Services	133	129	4	3.0	\$13.4	\$17.0	-\$3.6	-20.9
5415	Computer Systems Design & Related Services	1,582	1,469	113	7.7	\$220.2	\$191.7	\$28.6	14.9
5416	Management & Technical Consulting Services	2,055	1,974	81	4.1	\$229.2	\$208.6	\$20.6	9.9
5417	Scientific Research & Development Services	358	391	-34	-8.6	\$30.8	\$33.5	-\$2.7	-8.1
5418	Advertising, Pr, & Related Services	343	337	6	1.8	\$20.3	\$19.2	\$1.1	5.5
5419	Other Professional & Technical Services	1,337	1,368	-31	-2.3	\$72.3	\$72.1	\$0.2	0.3
55	Management of Companies & Enterprises	977	1,016	-39	-3.8	\$214.5	\$226.3	-\$11.8	-5.2
56	Administrative & Waste Services	9,691	9,471	220	2.3	\$631.2	\$512.4	\$118.8	23.2
561	Administrative & Support Services	8,959	8,734	225	2.6	\$587.3	\$470.2	\$117.0	24.9
5611	Office Administrative Services	647	620	27	4.3	\$84.8	\$99.8	-\$15.0	-15.0
5612	Facilities Support Services	87	95	-8	-8.4	\$3.6	\$3.7	-\$0.2	-4.6
5613	Employment Services	2,813	2,646	167	6.3	\$150.9	\$150.6	\$0.3	0.2
5614	Business Support Services	497	522	-26	-4.9	\$36.2	\$33.7	\$2.6	7.6
5616	Investigation & Security Services	680	662	18	2.8	\$33.7	\$29.9	\$3.7	12.5
5617	Services To Buildings & Dwellings	3,594	3,512	82	2.3	\$126.4	\$120.2	\$6.2	5.1
5619	Other Support Services	526	558	-32	-5.7	\$20.5	\$22.8	-\$2.2	-9.8
562	Waste Management & Remediation Services	732	737	-5	-0.6	\$43.9	\$42.2	\$1.7	4.1
5621	Waste Collection	346	366	-20	-5.5	\$20.4	\$20.0	\$0.3	1.6
5622	Waste Treatment & Disposal	91	97	-6	-5.7	\$6.7	\$6.8	-\$0.1	-0.8
5629	Remediation & Other Waste Services	295	274	21	7.6	\$16.9	\$15.4	\$1.4	9.3

^aNorth American Industry Classification System.

Source: Quarterly Census of Employment and Wages.

Prepared by M. Moore, Research & Planning, WY DWS, 5/6/25.

6.3%) and computer systems design & related services (113, or 7.7%).

In 2024, professional & business services contributed 7.8% of all jobs in Wyoming and 10.9% of the state's total wages.

As illustrated in Figures 2.8 and 2.9,

employment and wages in professional & business services expanded substantially over the last three years, reaching historical highs. From 2019 to 2024, employment increased by 2,874 jobs, or 15.0%. Compared to 10 years earlier, employment increased by 3,631 jobs, or 19.7%. Employment peaked in 2024Q3 with 23,095 jobs.

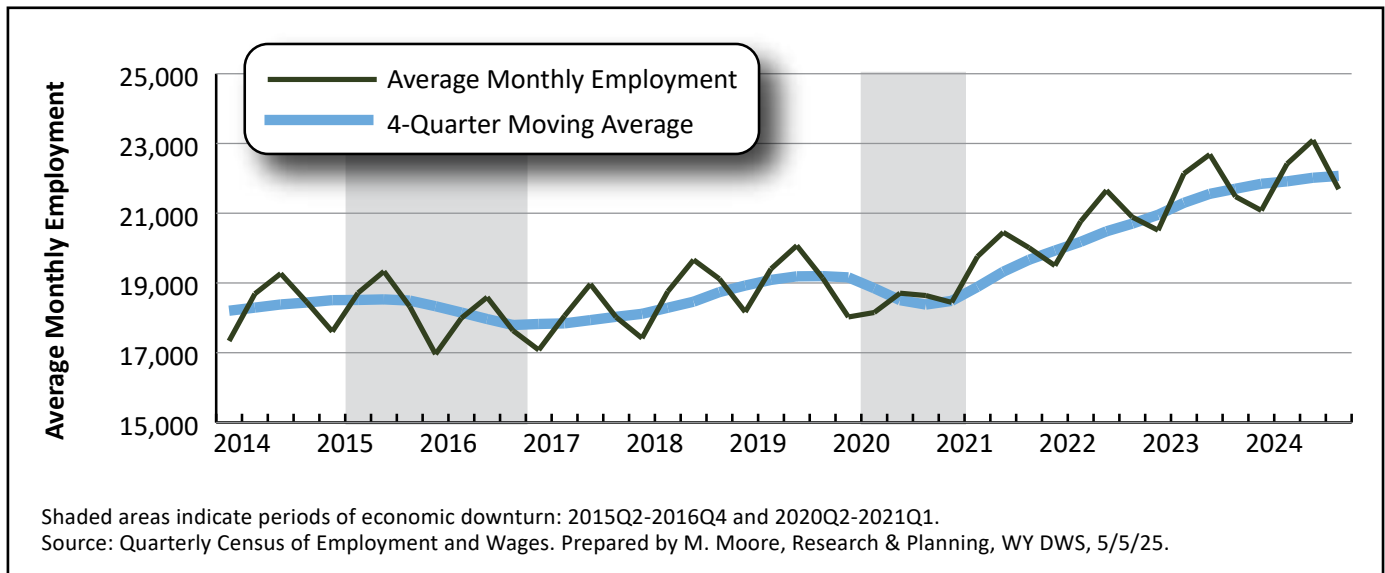


Figure 2.8: Average Monthly Employment in Professional & Business Services (NAICS 54-56) in Wyoming, 2013Q1-2023Q4

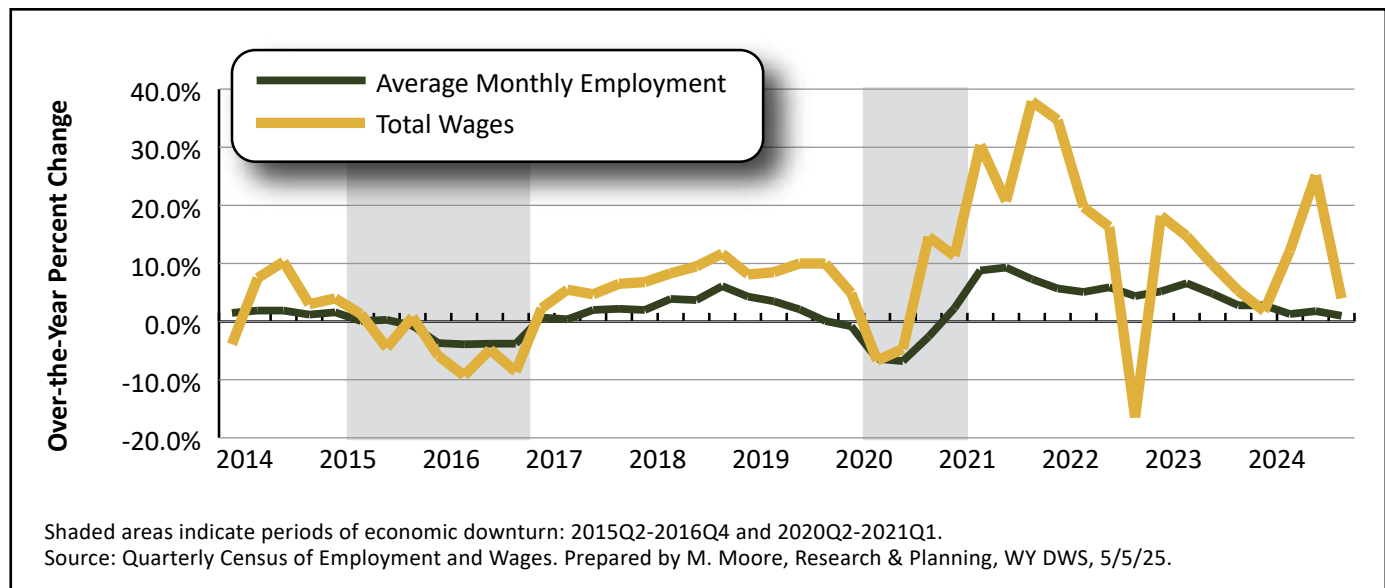


Figure 2.9: Over-the-Year Percent Change in Average Monthly Employment and Total Wages in Professional & Business Services (NAICS 54-56) in Wyoming, 2013Q1-2023Q4

Leisure & Hospitality (NAICS 71-72)

The leisure & hospitality supersector includes two sectors: arts, entertainment, & recreation (NAICS 71) and accommodation & food services (NAICS 72; see Table 2.6). Average monthly employment in leisure & hospitality increased from 38,242 in 2023 to an all-time high of 38,290 in 2024 (47 jobs, or 0.1%).

Wyoming's leisure & hospitality sector was hit harder than any other industry at the start of the pandemic, and in 2020Q2 lost more than 10,000 jobs over the year, or nearly one-third of all jobs (Research & Planning, 2025a). In the years since the pandemic, however, leisure & hospitality has

shown strong, consistent growth, reaching record highs of average monthly employment and total wages in 2024 (see Figures 2.10 and 2.11). Leisure & hospitality contributed more than \$1 billion in total wages each year in 2023 and 2024.

From 2023 to 2024, the arts, entertainment, & recreation sector added 325 jobs (8.0%) and \$46.6 million in total wages in 2024 (see Table 2.6). The greatest growth was seen in amusements, gambling, & recreation, which added 350 jobs (11.1%) and \$20.3 million (23.7%) in total wages.

Average monthly employment in the accommodation & food services sector decreased from 34,182 in 2023 to 33,904

Table 2.6: Average Monthly Employment and Total Wages in Private Leisure & Hospitality (NAICS 71-72) by Selected Subsector (3-Digit) and Industry (4-Digit) in Wyoming, 2023-2024

NAICS ^a Code	Title	Average Monthly Employment				Total Wages (in Millions of Dollars)			
		2024	2023	N	%	2023	2022	\$	%
71-72	Leisure & Hospitality	38,290	38,242	47	0.1	\$1,096.4	\$1,049.8	\$46.6	4.4
71	Arts, Entertainment, & Recreation	4,386	4,061	325	8.0	\$138.8	\$118.9	\$19.9	16.7
711	Performing Arts & Spectator Sports	483	521	-37	-7.2	\$17.1	\$18.4	-\$1.3	-7.1
7111	Performing Arts Companies	128	133	-6	-4.4	\$3.6	\$3.4	\$0.2	6.2
7112	Spectator Sports	38	56	-18	-31.7	\$1.7	\$1.9	-\$0.1	-7.8
7113	Promoters of Performing Arts & Sports	249	253	-4	-1.6	\$6.8	\$6.3	\$0.5	7.6
7114	Agents & Managers for Public Figures	7	8	-2	-18.8	\$0.6	\$2.1	-\$1.5	-70.4
7115	Independent Artists, Writers, & Performers	62	71	-8	-11.5	\$4.4	\$4.8	-\$0.4	-8.4
712	Museums, Historical Sites, Zoos, & Parks	394	382	12	3.1	\$15.9	\$15.0	\$0.9	6.1
713	Amusements, Gambling, & Rec.	3,508	3,158	350	11.1	\$105.9	\$85.6	\$20.3	23.7
7139	Other Amusement & Recreation Industries	3,037	2,773	265	9.5	\$89.6	\$73.3	\$16.3	22.2
72	Accommodation & Food Services	33,904	34,182	-278	-0.8	\$957.6	\$930.9	\$26.7	2.9
721	Accommodation	12,129	12,160	-31	-0.3	\$446.6	\$432.0	\$14.7	3.4
7211	Traveler Accommodation	11,003	10,914	90	0.8	\$404.1	\$383.6	\$20.5	5.3
722	Food Services & Drinking Places	21,775	22,022	-247	-1.1	\$511.0	\$498.9	\$12.0	2.4
7223	Special Food Svcs.	703	689	14	2.0	\$20.9	\$19.9	\$1.0	4.9
7224	Drinking Places, Alcoholic Beverages	1,875	1,940	-66	-3.4	\$42.0	\$42.3	-\$0.3	-0.8
7225	Restaurants & Other Eating Places	19,198	19,393	-195	-1.0	\$448.1	\$436.7	\$11.4	2.6

^aNorth American Industry Classification System.

Source: Quarterly Census of Employment and Wages.

Prepared by M. Moore, Research & Planning, WY DWS, 4/22/24.

in 2024 (-278, or -0.8%). Total wages in this sector increased from \$930.9 million in 2023 to \$957.6 million in 2024 (\$26.7 million, or 2.9%).

Leisure & hospitality had \$1.1 billion in total wages in 2024, up by \$46.6 million (4.4%) over the year. Leisure & hospitality accounted for 13.6% of the

state's jobs and 6.3% of its total wages in 2024.

County

Laramie County added the largest number of jobs over the year (718, or 1.5%),

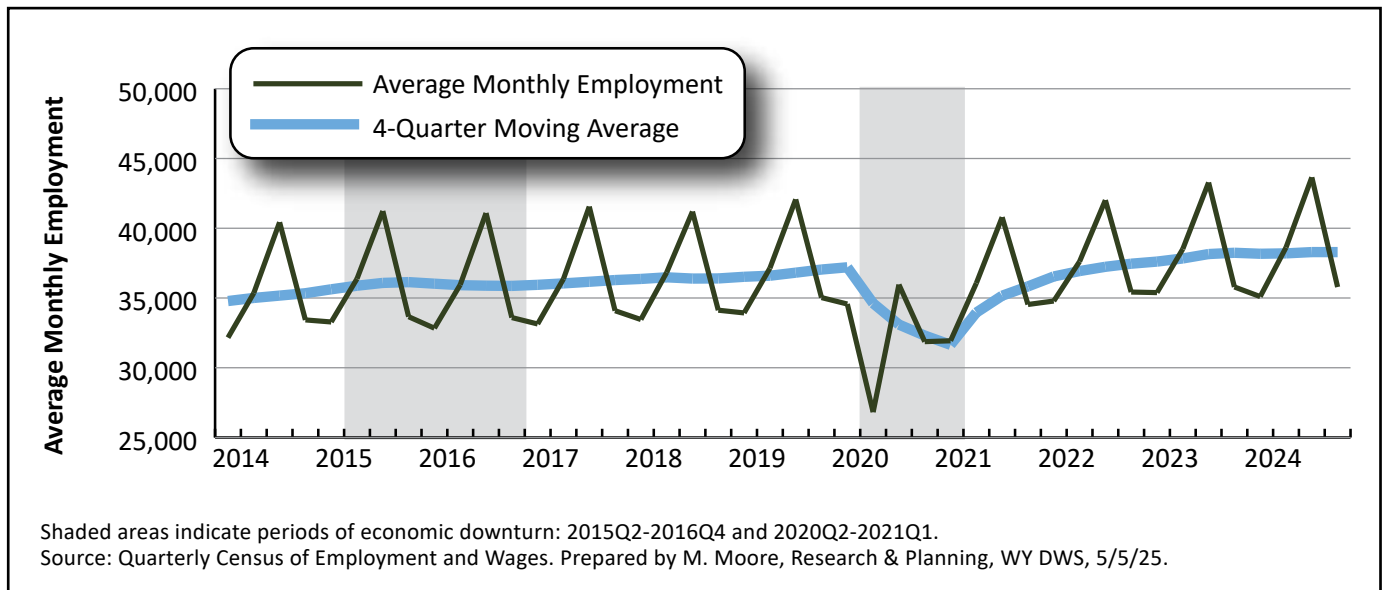


Figure 2.10: Average Monthly Employment in Leisure & Hospitality (NAICS 71-72) in Wyoming, 2014Q1-2024Q4

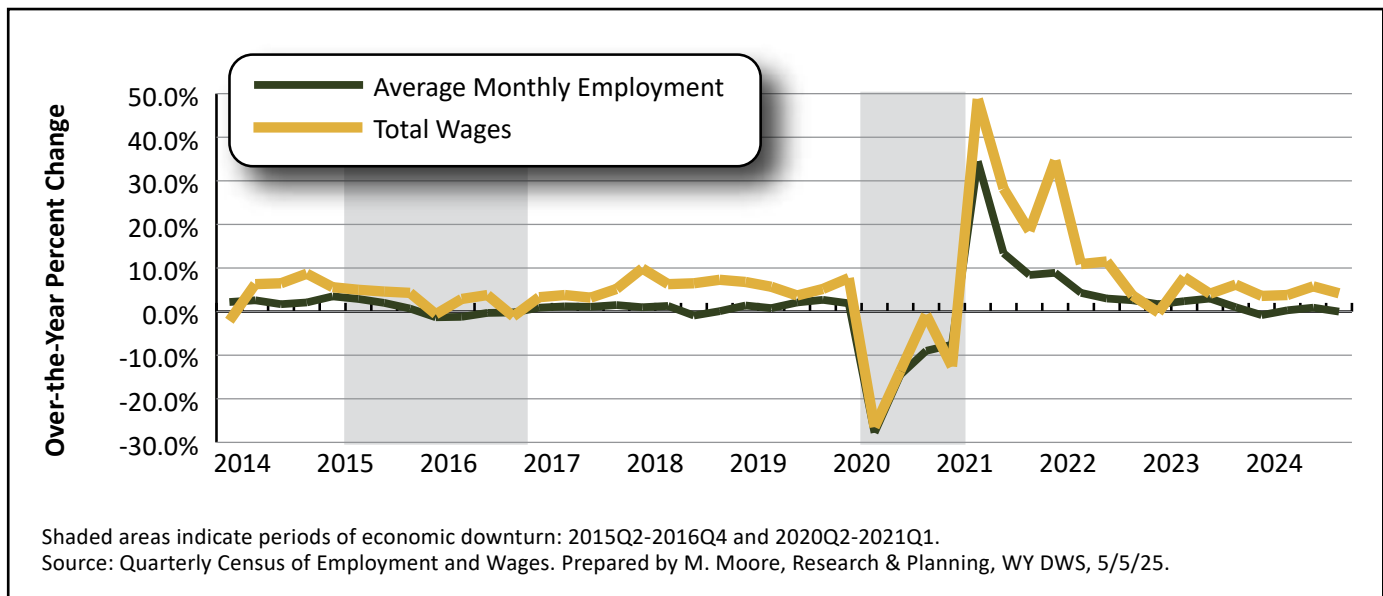


Figure 2.11: Over-the-Year Percent Change in Average Monthly Employment and Total Wages in Leisure & Hospitality (NAICS 71-72) in Wyoming, 2014Q1-2024Q4

followed by Natrona County (555, or 1.4%; see Table 2.7). Other counties with substantial job growth included Teton (377, or 1.6%), Albany (355, or 2.1%), and Sheridan (292, or 2.1%). The counties with the greatest over-the-year job losses were Sweetwater (-195, or -0.9%), Campbell (-139, or -0.6%), and Hot Springs (-65, or -3.3%).

Job growth in Laramie County was driven by construction, professional & technical services, health care & social assistance, and administrative & waste services. In Natrona County, the industries with the greatest job growth

included construction, health care & social assistance, manufacturing, and accommodation & food services.

Other areas of notable growth included arts, entertainment, & recreation and construction in Teton County, construction in Carbon County, and accommodation & food services in Park County.

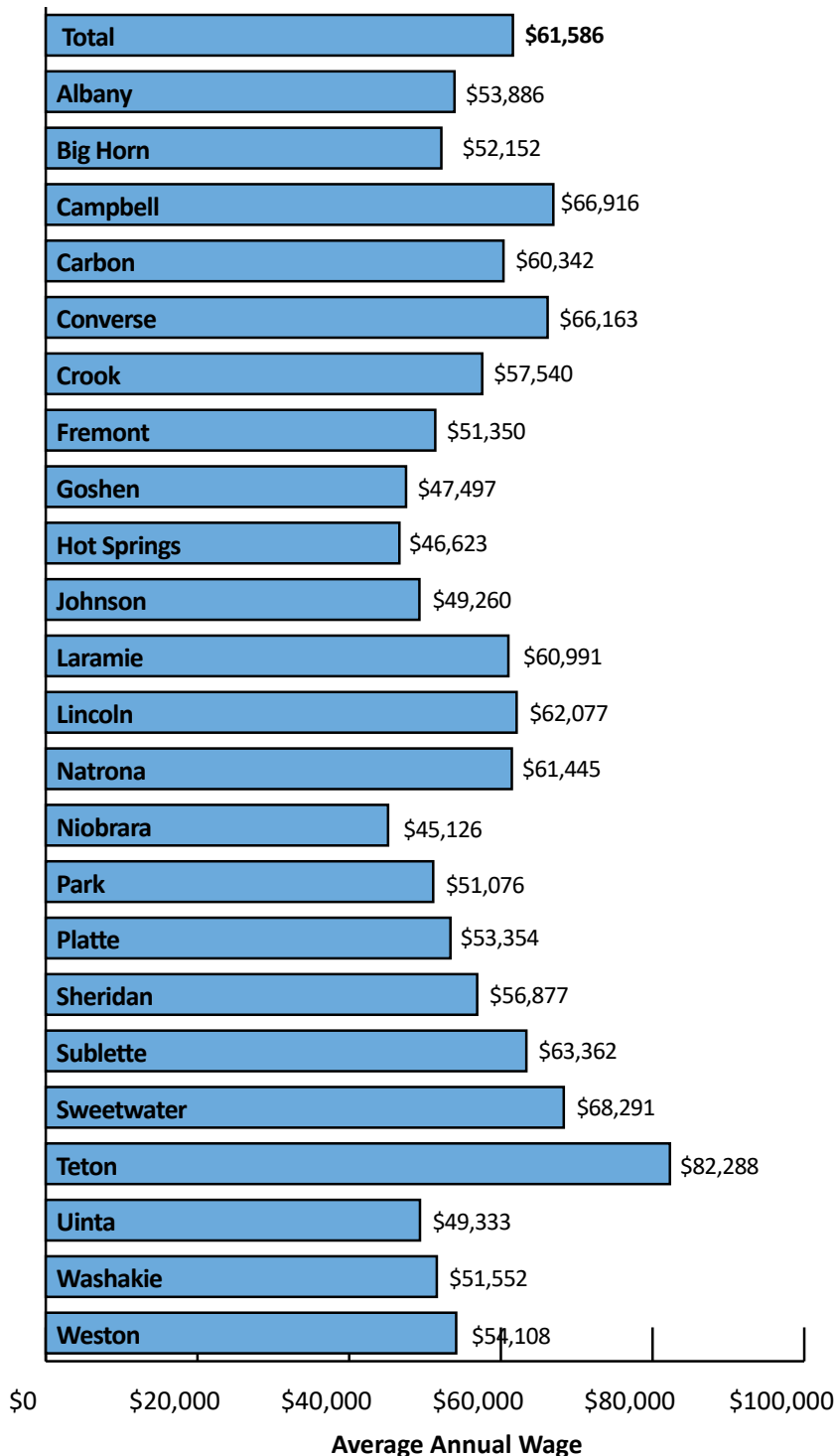
The greatest increases in total wages were seen in Teton (\$155.6 million, or 8.6%), Laramie (\$151.0 million, or 5.4%), Natrona (\$135.2 million, or 5.8%), and Albany (\$73.4 million, or 8.7%). Only Hot Springs County saw a decrease in total

Table 2.7: Average Monthly Employment and Total Wages in Wyoming by County of Employment, 2023-2024

County	Average Monthly Employment				Total Wages (in Millions of Dollars)			
	2024	2023	Change		2024	2023	Change	
			N	%			\$	%
Albany	17,050	16,695	355	2.1	\$918.7	\$845.3	\$73.4	8.7
Big Horn	4,180	4,097	83	2.0	\$218.0	\$207.9	\$10.1	4.9
Campbell	24,807	24,947	-139	-0.6	\$1,660.0	\$1,657.5	\$2.5	0.2
Carbon	6,527	6,421	105	1.6	\$393.8	\$365.7	\$28.2	7.7
Converse	6,322	6,185	137	2.2	\$418.3	\$386.3	\$32.0	8.3
Crook	2,706	2,621	85	3.3	\$155.7	\$142.0	\$13.7	9.7
Fremont	15,552	15,603	-51	-0.3	\$798.6	\$770.5	\$28.1	3.6
Goshen	4,094	4,134	-39	-0.9	\$194.5	\$186.4	\$8.1	4.3
Hot Springs	1,925	1,990	-65	-3.3	\$89.7	\$91.0	-\$1.2	-1.3
Johnson	3,385	3,393	-8	-0.2	\$166.8	\$156.1	\$10.7	6.8
Laramie	48,212	47,494	718	1.5	\$2,940.5	\$2,789.5	\$151.0	5.4
Lincoln	7,284	7,052	232	3.3	\$452.2	\$421.6	\$30.6	7.3
Natrona	39,997	39,442	555	1.4	\$2,457.6	\$2,322.4	\$135.2	5.8
Niobrara	809	820	-11	-1.3	\$36.5	\$35.2	\$1.3	3.8
Park	14,249	14,173	76	0.5	\$727.8	\$700.2	\$27.6	3.9
Platte	3,320	3,313	7	0.2	\$177.1	\$168.2	\$8.9	5.3
Sheridan	14,388	14,096	292	2.1	\$818.3	\$760.6	\$57.8	7.6
Sublette	3,900	3,827	73	1.9	\$247.1	\$242.2	\$5.0	2.1
Sweetwater	20,671	20,866	-195	-0.9	\$1,411.6	\$1,407.0	\$4.6	0.3
Teton	23,809	23,432	377	1.6	\$1,959.2	\$1,803.6	\$155.6	8.6
Uinta	8,233	8,226	7	0.1	\$406.1	\$397.9	\$8.2	2.1
Washakie	3,571	3,602	-31	-0.9	\$184.1	\$174.7	\$9.3	5.3
Weston	2,430	2,408	21	0.9	\$131.5	\$120.3	\$11.2	9.3
Nonclassified	4,485	3,913	572	14.6	\$397.6	\$316.8	\$80.8	25.5
Total	281,904	278,748	3,156	1.1	\$17,361.4	\$16,468.8	\$892.6	5.4

Source: Quarterly Census of Employment and Wages.

Prepared by M. Moore, Research & Planning, WY DWS, 4/22/24.



Source: Quarterly Census of Employment and Wages.
Prepared by M. Moore, Research & Planning, WY DWS, 5/5/25

Figure 2.12: Average Weekly Wage in Wyoming by County of Employment, 2024

wages (-\$1.2 million, or -1.3%).

As shown in Figure 2.12, Teton County had the highest average annual wage (\$82,288), due in large part to extremely high wages in management of companies & enterprises (Research & Planning, 2025b). Many of the other counties with high annual wages had large concentrations of high-paying mining jobs, including Sweetwater (\$68,291), Campbell (\$66,916), Converse (\$66,163), and Sublette (\$63,362). The lowest wages were found in some of Wyoming's least populous counties, including Niobrara (\$45,126), Hot Springs (\$46,623), and Goshen (\$47,497).

Surrounding States

As previously mentioned, Wyoming's average monthly employment increased by 1.1% from 2023 to 2024. All of Wyoming's surrounding states increased by similar rates (see Figure 2.13, page 23). Idaho showed the greatest over-the-year growth with 1.8%, followed by Utah (1.4%) and South Dakota (1.3%). Colorado had the lowest rate of over-

the-year job growth with 0.5%. From 2023 to 2024, average monthly employment in the U.S. increased by 1.1%, the same as Wyoming.

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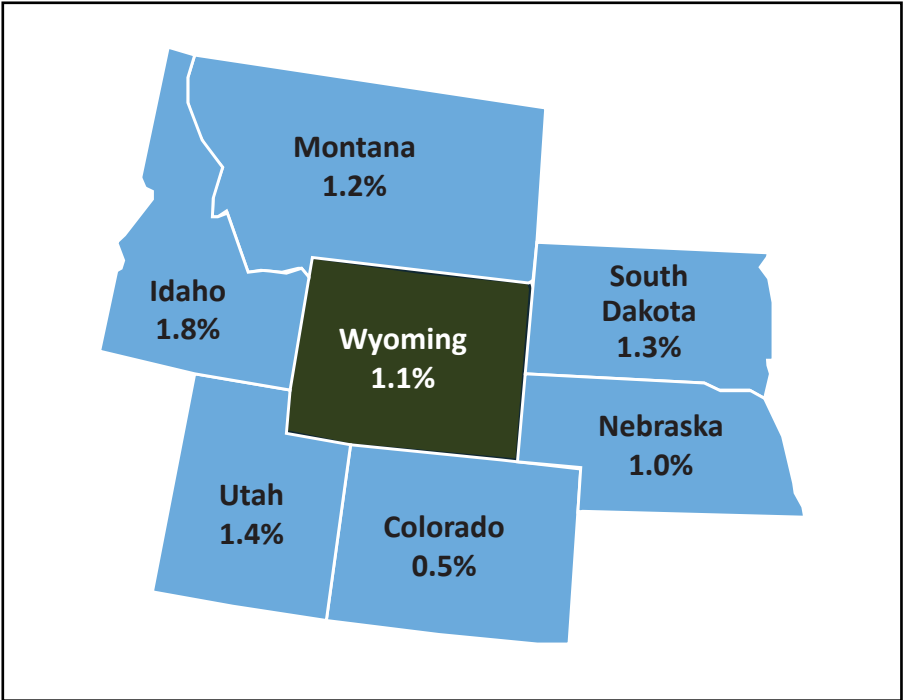


Figure 2.13: Over-the-Year Percent Change in Average Monthly Employment (Number of Jobs Worked) in Wyoming and Surrounding States, 2023-2024

Chapter 3: Population Estimates

Population Growth Continues for 4th Straight Year

by: Michael Moore, Research Supervisor

This chapter looks at Wyoming's estimated resident population in 2024, along with over-the-year changes from 2023 and five-year changes compared to 2019. Population estimates are presented at the statewide and county levels.

Two factors contribute to population change: *natural change* (the number of births minus the number of deaths) and *net migration* (the number of people moving into Wyoming minus the number moving out). As noted by Liu (2024), the natural change was 403 (6,037 births minus 5,634 deaths), while the state's net migration was 2,146, meaning that 2,146 more individuals moved to Wyoming than left the state between July 2023 and July 2024.

Wyoming has seen moderate over-the-

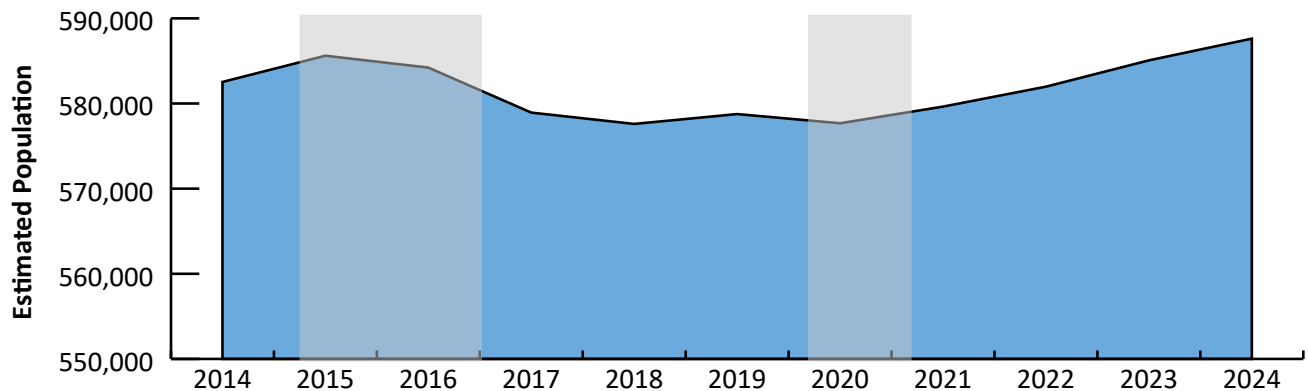
year population growth each year from 2021 to 2024 (see Table 3.1 and Figure

Table 3.1: Wyoming's Estimated Resident Population and Over-the-Year Change, 2014-2024

Year	Population	Over-the-Year Change	
		N	%
2014	582,531	409	0.1
2015	585,613	3,082	0.5
2016	584,215	-1,398	-0.2
2017	578,931	-5,284	-0.9
2018	577,601	-1,330	-0.2
2019	578,759	1,158	0.2
2020	577,681	-1,078	-0.2
2021	579,636	1,955	0.3
2022	581,978	2,342	0.4
2023	585,067	3,089	0.5
2024	587,618	2,551	0.4
Change, 2014-2024		5,087	0.9
Change, 2019-2024		8,859	1.5
Change, 2023-2024		2,551	0.4

Source: U.S. Census Bureau, Population Division.

Prepared by M. Moore, Research & Planning, WY DWS, 3/5/25.



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

Source: U.S. Census Bureau, Population Division.

Prepared by M. Moore, Research & Planning, WY DWS, 3/5/25.

Figure 3.1: Estimated Resident Population of Wyoming, 2014-2024

3.1). Wyoming's population increased from 585,067 in 2023 to 587,618 in 2024 (2,551, or 0.4%). From 2019 to 2024, the population increased by 8,859, or 1.5%. In 2024, Wyoming's population was at its highest point in the last 10 years.

From 2023 to 2024, 12 Wyoming counties had population decreases, while 11 had increases (see Table 3.2). Laramie County experienced the greatest growth in population (704, or 0.7%), followed by Albany (664, or 1.7%), Natrona (442, or 0.6%), and Campbell (435, or 0.9%) counties. The counties with the greatest percentage increases were Crook (2.4%),

Albany (1.7%), Sheridan (1.2%); see Table 3.2). The greatest population declines were seen in Uinta (-103, or -0.5%), Teton (-96, or -0.4%), and Converse (-84, or -0.6%) counties.

Reference

Liu, W. (2024, December 19). Wyoming's population continues to increase at a moderate rate. Wyoming Administration & Information, Economic Analysis Division. Retrieved March 5, 2025, from <https://tinyurl.com/5dyn7x8s>

Table 3.2: Resident Population Estimates for Wyoming by County as of July 1, 2014-2024

County	2024	2023	2019	Change, 2023-2024		Change, 2019-2024	
				N	%	N	%
Albany	39,288	38,624	38,880	664	1.7	1,668	4.4
Big Horn	12,084	12,061	11,790	23	0.2	231	1.9
Campbell	47,946	47,511	46,341	435	0.9	-184	-0.4
Carbon	14,250	14,317	14,800	-67	-0.5	-1,622	-10.2
Converse	13,766	13,850	13,822	-84	-0.6	-435	-3.1
Crook	7,775	7,596	7,584	179	2.4	541	7.5
Fremont	39,721	39,800	39,261	-79	-0.2	-844	-2.1
Goshen	12,635	12,662	13,211	-27	-0.2	-887	-6.6
Hot Springs	4,625	4,652	4,413	-27	-0.6	-161	-3.4
Johnson	8,803	8,792	8,445	11	0.1	221	2.6
Laramie	101,783	101,079	99,500	704	0.7	5,747	6.0
Lincoln	21,000	20,909	19,830	91	0.4	2,433	13.1
Natrona	80,410	79,968	79,858	442	0.6	-967	-1.2
Niobrara	2,301	2,327	2,356	-26	-1.1	-187	-7.5
Park	31,082	30,822	29,194	260	0.8	2,116	7.3
Platte	8,512	8,581	8,393	-69	-0.8	-263	-3.0
Sheridan	32,978	32,581	30,485	397	1.2	3,126	10.5
Sublette	8,965	8,991	9,831	-26	-0.3	-1,186	-11.7
Sweetwater	41,273	41,288	42,343	-15	0.0	-3,675	-8.2
Teton	23,272	23,368	23,464	-96	-0.4	499	2.2
Uinta	20,621	20,724	20,226	-103	-0.5	-201	-1.0
Washakie	7,662	7,736	7,805	-74	-1.0	-611	-7.4
Weston	6,866	6,828	6,927	38	0.6	-272	-3.8
Total	587,618	585,067	578,759	2,551	0.4	5,087	0.9

Source: Annual Estimates of the Resident Population for Counties in Wyoming: April 1, 2014 to July 1, 2024. U.S. Census Bureau, Population Division.

Prepared by M. Moore, Research & Planning, WY DWS, 3/24/25.

Chapter 4: Local Area Unemployment Statistics

Wyoming Labor Force Hits 8-Year High in 2024

by: Carola Cowan, BLS Programs Supervisor

Wyoming's average annual unemployment rate for 2024 was 3.2%, up from 2.9% in 2023 (see Table 4.1). Despite the increase, Wyoming's unemployment rate remained low compared to each of the last 10 years.

Wyoming's *labor force* (the sum of all employed and unemployed individuals) increased for the third consecutive year (see Figure 4.1, page 27). In 2024, the labor force was 296,715, up from 296,385 in 2023. Compared to 2021, which marked a 10-year low of 289,152, Wyoming's labor force increased by 7,563, or 2.6%.

The labor force directly affects the unemployment

rate, which is calculated by dividing the number of unemployed by the labor force. If the number of unemployed remains the same but the labor force increases, then the unemployment rate will go down. From 2023 to 2024, the number of unemployed

and the labor force both increased, leading to a higher unemployment rate.

The number of people employed in 2024 was 287,117, down slightly over the year (see Table 4.1). The number of unemployed people was 9,598, up from

Table 4.1: Wyoming Labor Force and Unemployment Rate, 2015-2024

Year	Labor Force	Employed	Unemployed	Unemployment Rate	Labor Force Participation Rate
2015	300,759	287,983	12,776	4.2	67.0
2016	298,777	283,062	15,715	5.3	66.7
2017	294,016	281,273	12,743	4.3	66.0
2018	292,718	280,811	11,907	4.1	65.7
2019	293,674	282,739	10,935	3.7	65.7
2020	293,682	276,447	17,235	5.9	65.3
2021	289,152	276,002	13,150	4.5	63.7
2022	293,442	283,348	10,094	3.4	64.1
2023	296,385	287,746	8,639	2.9	64.0
2024	296,715	287,117	9,598	3.2	63.5

Source: Local Area Unemployment Statistics.

Prepared by C. Cowan, Research & Planning, WY DWS, 4/2/25.

Box 4.1: Calculating the Unemployment Rate

The *unemployment rate* is one of the most important economic indicators on which to measure the health of economies. The unemployment rate is calculated by taking the number of unemployed and dividing it by the total number of people in the labor force. The *labor force* is defined as the number of employed plus the number of unemployed individuals. Individuals less than 16 years of age, inmates of institutions, or members of the Armed Forces are excluded from the labor force, as are people who don't have a job and are not looking for employment. The number of unemployed is counted by place of residence. If a person loses their job in Wyoming and moves out of state, they are not included in Wyoming's unemployment rate, but in the state to which they moved.

8,639 in 2023, but still considerably lower than any other year in the last decade.

In 2024, the counties with the lowest unemployment rates were Teton (2.4%), Crook (2.5%), and Albany (2.7%) counties (see Table 4.2). The highest rates were found in Big Horn (4.0%), Fremont (3.9%), Platte (3.7%), and Carbon (3.7%) counties.

All counties saw an increase in their average annual unemployment rate from the previous year. The largest percentage point increases were Big Horn (0.6) and Weston (0.5); eight other counties increased by 0.4 percentage points.

The *labor force participation rate* (see Box 4.2, page 28) refers to the population that is either working or actively looking for work, and is also an important indicator of economic health as it provides details on the potential resources available for hire.

Wyoming's labor force participation rate has declined since reaching a high of 72.2%

Table 4.2: Wyoming Unemployment Rate by County, 2023-2024

County	2024	2023	% Point Change
Albany	2.7	2.5	0.2
Big Horn	4.0	3.4	0.6
Campbell	3.0	2.6	0.4
Carbon	3.7	3.4	0.3
Converse	3.1	2.7	0.4
Crook	2.5	2.3	0.2
Fremont	3.9	3.6	0.3
Goshen	3.2	2.8	0.4
Hot Springs	3.1	2.7	0.4
Johnson	3.1	2.7	0.4
Laramie	3.4	3.0	0.4
Lincoln	3.0	2.8	0.2
Natrona	3.3	3.0	0.3
Niobrara	3.3	3.1	0.2
Park	3.5	3.1	0.4
Platte	3.7	3.5	0.2
Sheridan	3.2	2.9	0.3
Sublette	3.1	2.8	0.3
Sweetwater	3.5	3.2	0.3
Teton	2.4	2.2	0.2
Uinta	3.3	2.9	0.4
Washakie	3.3	3.1	0.2
Weston	3.0	2.5	0.5
Total	3.2	2.9	0.3

Source: Local Area Unemployment Statistics.
Prepared by C. Cowan, Research & Planning, WY DWS, 4/2/25.

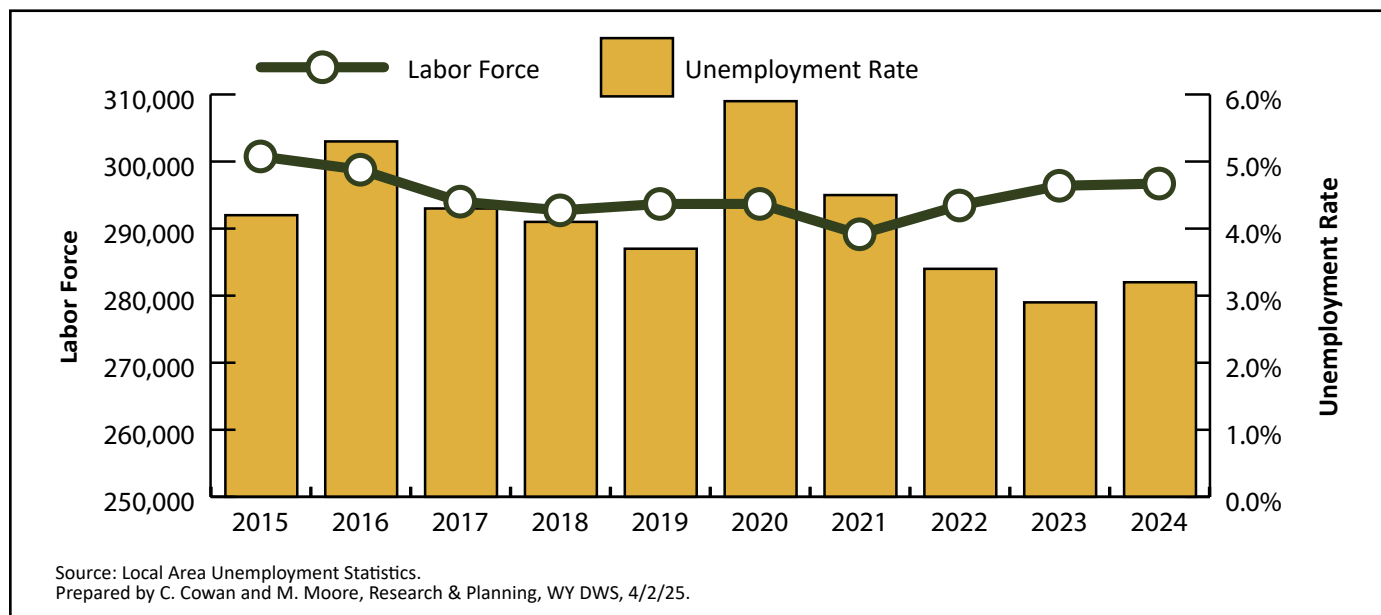


Figure 4.1: Wyoming Labor Force and Unemployment Rate, 2015-2024

in 2008 (see Figure 4.2). In 2024, Wyoming's labor force participation rate dropped to an all-time low of 63.5%.

The labor force participation rate is an important measure to keep in mind, because the unemployment rate may not decline when more people go back to work

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but fewer people participate in the labor market.

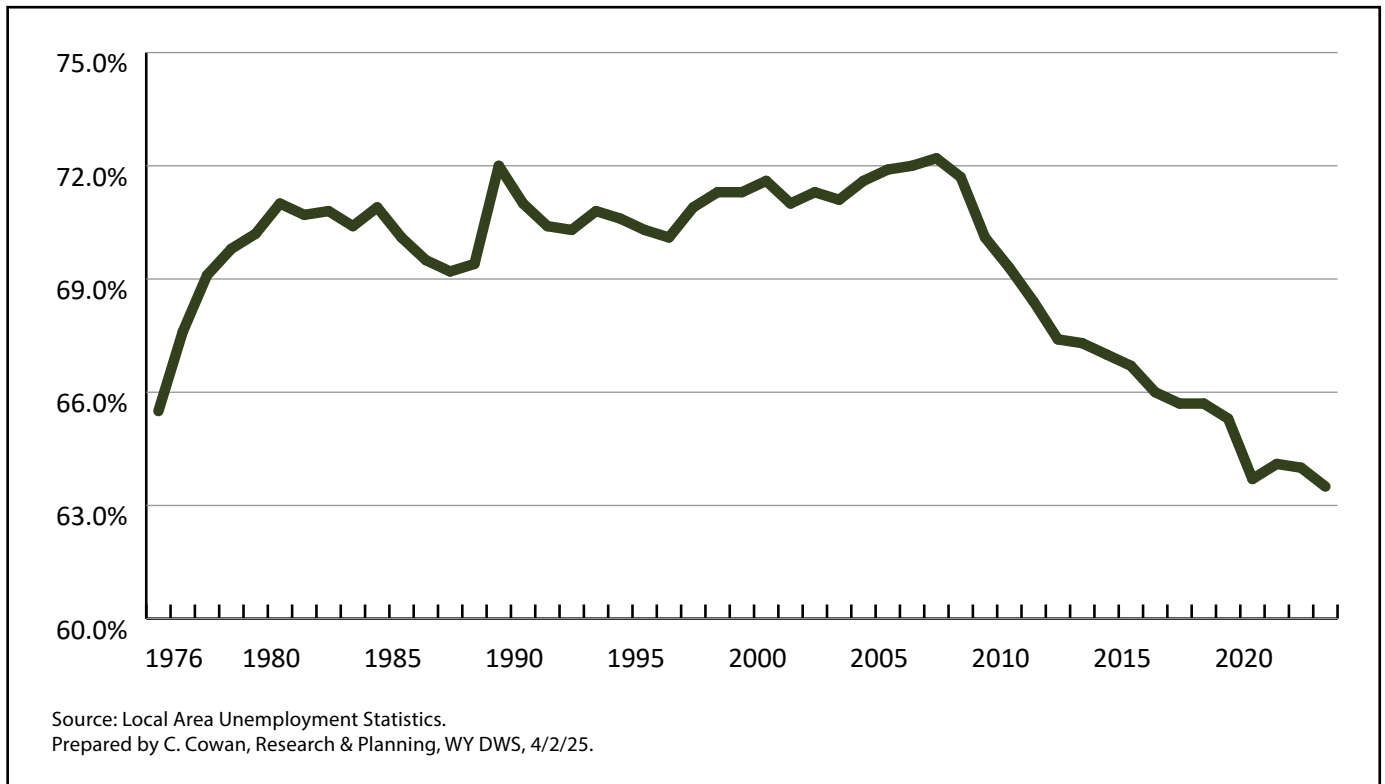


Figure 4.2: Average Annual Labor Force Participation Rate for Wyoming, 1976-2024

Box 4.2: Labor Force Participation Rate

The *labor force participation rate* represents the number of people age 16 and older in the labor force as a percentage of the civilian noninstitutional population. In other words, the participation rate is the percentage of the population that is either working or actively looking for work.

The labor force participation rate is calculated as $(\text{Labor Force} \div \text{Civilian Noninstitutional Population}) \times 100$.

Chapter 5: Unemployment Insurance Claims

Wyoming UI Claims Up, But Still Lower than Usual in 2024

by: **Matthew Halama, Senior Economist**

The number of Unemployment Insurance (UI) claimants increased by 4.9% from 2023 to 2024, and the total amount of benefits paid increased by 14.3%. However, both metrics remained considerably lower than pre-pandemic levels. From 2022 to 2024, there were fewer UI benefit recipients than at any time since 1997, the first year for which comparable data are available.

This chapter examines selected UI statistics and provides analysis for a better understanding of Wyoming's UI claims and how they effect the current economy.

UI Benefit Recipients and Exhaustees

In 2024, 10,972 unemployed workers received UI benefits in Wyoming, an increase of 512 (4.9%) from 2023 (see Figure 5.1). The number of UI recipients who exhausted their regular benefits increased from 1,797 in 2023 to 1,982 in 2024 (185, or 10.3%). The *exhaustion rate* (number of benefit exhaustees divided by the total number of recipients) increased from 17.2% to 18.1%. The increase in the

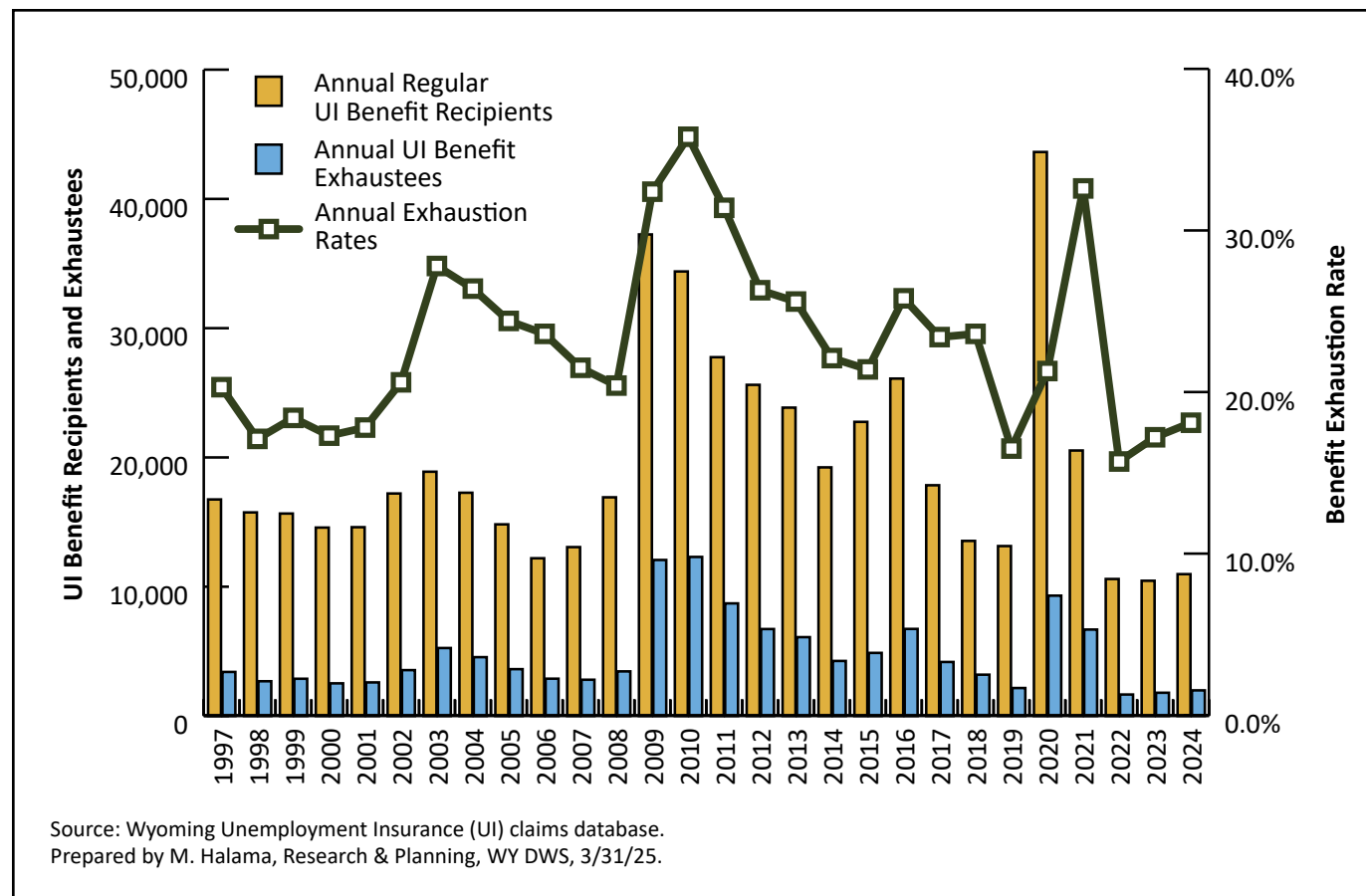


Figure 5.1: Wyoming Annual UI Benefit Recipients, Exhaustees, and Exhaustion Rates, 1997-2024

number of exhaustees may indicate that people who lost jobs in 2024 had a more difficult time finding work.

Seven counties in Wyoming experienced over-the-year decreases in UI recipients, while 16 counties had an increase from 2023 to 2024 (see Table 5.1). The largest over-the-year decreases were seen in Sheridan (-61,

or -13.1%), Johnson (-20, or -16.8%), and Niobrara (-13, or -40.6%) counties. The largest over-the-year increases were found in Campbell (132, or 22.6%), Laramie (92, or 6.2%), and Natrona (61, or 4.2%) counties. The number of out-of-state recipients increased by 113, or 5.8%. Out-of-state benefit recipients made up 18.7% of all benefit recipients in 2024, larger than any

single county. Laramie and Natrona counties had the greatest share of UI claimants with 14.4% and 13.7%, respectively.

At the industry level, construction accounted for more than one in four of all UI recipients in 2024 (2,832 claimants, or 25.8%; see Table 5.2, page 31), followed by accommodation & food services (1,571, or 14.3%), health care & social assistance (819, or 7.5%), and administrative & waste services (797, or 7.3%). Construction also had the greatest number of out-of-state UI recipients (646, or 22.8%), followed by accommodation & food services (566, or 36.0%), and arts, entertainment, & recreation (183, or 38.7%).

From 2023 to 2024, 12 industries saw an increase in UI benefit recipients, while nine saw a decrease (see Table 5.3, page 32). The largest over-the-year increases were found in mining, including oil & gas (224, or 47.5%); professional & technical services (88, or 21.6%); health care & social assistance (76, or 10.2%); and accommodation & food services (70, or 4.7%). The greatest decreases in claimants were found in construction (-69, or -2.4%), finance & insurance (-52, or -25.2%), manufacturing (-28,

Table 5.1: Unemployment Insurance Recipients in Wyoming by County of Residence of Claimant, 2023 and 2024

County	2024		2023		Change, 2023-24	
	N	Column %	N	Column %	N	%
Albany	351	3.2	341	3.3	10	2.9
Big Horn	175	1.6	157	1.5	18	11.5
Campbell	716	6.5	584	5.6	132	22.6
Carbon	209	1.9	202	1.9	7	3.5
Converse	157	1.4	132	1.3	25	18.9
Crook	61	0.6	69	0.7	-8	-11.6
Fremont	668	6.1	680	6.5	-12	-1.8
Goshen	122	1.1	117	1.1	5	4.3
Hot Springs	39	0.4	38	0.4	1	2.6
Johnson	99	0.9	119	1.1	-20	-16.8
Laramie	1,578	14.4	1,486	14.2	92	6.2
Lincoln	281	2.6	263	2.5	18	6.8
Natrona	1,504	13.7	1,443	13.8	61	4.2
Niobrara	19	0.2	32	0.3	-13	-40.6
Park	504	4.6	482	4.6	22	4.6
Platte	102	0.9	111	1.1	-9	-8.1
Sheridan	405	3.7	466	4.5	-61	-13.1
Sublette	99	0.9	88	0.8	11	12.5
Sweetwater	735	6.7	658	6.3	77	11.7
Teton	628	5.7	626	6.0	2	0.3
Uinta	218	2.0	208	2.0	10	4.8
Washakie	118	1.1	125	1.2	-7	-5.6
Weston	80	0.7	66	0.6	14	21.2
Out-of-State	2,051	18.7	1,938	18.5	113	5.8
Unclassified	53	0.5	29	0.3	24	82.8
Total	10,972	100.0	10,460	100.0	512	4.9

Source: Wyoming Unemployment Insurance (UI) claims database.
Prepared by M. Halama, Research & Planning, WY DWS, 3/31/25.

or -5.4%), and public administration (-22, or -5.4%).

Fourteen industries had a higher benefit exhaustion rate in 2024 compared to 2023 (see Table 5.3). The highest exhaustion rates in 2024 were in agriculture (26.0%), information (24.5%), and real estate, rental & leasing (23.7%). The lowest exhaustion rates were in mining (13.2%), construction (15.9%), and arts, entertainment, & recreation (16.1%).

Overall the average number of weeks claimed remained unchanged from 2023 to 2024 at 10.3. The average number of weeks claimed decreased or were unchanged in 15 industries, with the

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greatest decreases seen in wholesale trade (-0.8), utilities (-0.7), and finance & insurance (-0.4). Six industries saw an over-the-year increase in the average number of weeks claimed, led by real estate & rental & leasing (1.2) and information (1.0). In general, higher average weeks claimed usually indicate that benefit recipients from a particular industry had a more difficult time finding new employment.

Demographics provide further insight

Table 5.2: Wyoming Unemployment Insurance (UI) Recipients by Industry and Residency, 2024

NAICS ^a Code	Industry	Wyoming Residents		Out-of-State Recipients		Total	
		N	Row %	N	Row %	N	Column %
11	Agriculture, Forestry, Fishing, & Hunting	62	84.9	11	15.1	73	0.7
21	Mining, Including Oil & Gas	575	82.6	121	17.4	696	6.3
22	Utilities	23	95.8	N/D	N/D	N/D	N/D
23	Construction	2,186	77.2	646	22.8	2,832	25.8
31-33	Manufacturing	465	94.7	26	5.3	491	4.5
42	Wholesale Trade	241	92.3	20	7.7	261	2.4
44-45	Retail Trade	653	92.1	56	7.9	709	6.5
48-49	Transportation & Warehousing	430	90.3	46	9.7	476	4.3
51	Information	125	89.9	14	10.1	139	1.3
52	Finance & Insurance	141	91.6	13	8.4	154	1.4
53	Real Estate & Rental & Leasing	122	90.4	13	9.6	135	1.2
54	Professional & Technical Services	427	86.1	69	13.9	496	4.5
55	Mgmt. of Companies & Enterprises	11	64.7	N/D	N/D	N/D	N/D
56	Administrative & Waste Services	697	87.5	100	12.5	797	7.3
61	Educational Services	142	88.2	19	11.8	161	1.5
62	Health Care & Social Assistance	774	94.5	45	5.5	819	7.5
71	Arts, Entertainment, & Recreation	290	61.3	183	38.7	473	4.3
72	Accommodation & Food Services	1,005	64.0	566	36.0	1,571	14.3
81	Other Services	210	89.4	25	10.6	235	2.1
92	Public Administration	322	84.3	60	15.7	382	3.5
	Nonclassified	17	54.8	14	45.2	31	0.3
Total		8,918	81.3	2,054	18.7	10,972	100.0

^aNorth American Industry Classification System.

Source: Wyoming Unemployment Insurance (UI) claims database.

N/D = Not discloseable due to confidentiality.

Prepared by M. Halama, Research & Planning, WY DWS, 3/31/25.

on which subsets of the population receive UI benefits. Demographic data show that in general, older workers tend to have a higher UI benefit exhaustion rate than younger workers (see Table 5.4, page 33). For example, individuals ages 65 and older had the highest benefit exhaustion rate of 34.2% in 2024, compared to lower exhaustion rates for individuals 16-24 (9.8%), 25-34 (12.0%), 35-44 (17.7%), and 55-64 (23.6%).

In addition, Table 5.4 shows that 21.1% of females exhausted their benefits in 2024, compared to 16.6% of males. Females had higher exhaustion rates than males each year dating back to 2001, with the exception of 2020 (Halama, 2024).

A higher pre-layoff wage and longer-term employment would qualify a claimant for more weeks of UI benefits, with a maximum of 26 weeks. In other words, individuals with more eligible weeks of UI benefits had more time to find re-employment, and were less likely to exhaust their benefits than those with fewer weeks of eligibility. For example, 13.5% of recipients who were eligible for the maximum 26 weeks exhausted their benefits, compared to 37.1% of those eligible for 10-14 weeks and 29.6% of those eligible for 15-19 weeks. Similarly, 13.5% of those who earned \$60,000 or more before they were laid off exhausted their benefits, compared to 28.4% of those who made less than \$20,000 per year.

Table 5.3: Wyoming Unemployment Insurance (UI) Recipients and Benefit Exhaustion Rates by Industry, 2023-2024

NAICS ^a Code	Industry	UI Recipients		Change		Exhaustion Rate		Average Weeks Claimed	
		2024	2023	N	%	2024	2023	2024	2023
11	Agriculture	73	82	-9	-11.0	26.0	23.2	10.4	10.7
21	Mining, Including Oil & Gas	696	472	224	47.5	13.2	15.9	10.0	10.2
22	Utilities	24	21	3	14.3	20.8	9.5	11.3	12.0
23	Construction	2,832	2,901	-69	-2.4	15.9	14.3	9.6	9.7
31-33	Manufacturing	491	519	-28	-5.4	18.9	17.1	9.9	10.2
42	Wholesale Trade	261	200	61	30.5	19.9	17.5	10.6	11.4
44-45	Retail Trade	709	687	22	3.2	22.4	22.1	11.5	11.0
48-49	Transportation & Warehousing	476	450	26	5.8	17.6	17.3	10.3	10.2
51	Information	139	140	-1	-0.7	24.5	15.0	11.7	10.7
52	Finance & Insurance	154	206	-52	-25.2	18.2	21.4	11.1	11.5
53	Real Estate & Rental & Leasing	135	150	-15	-10.0	23.7	16.0	11.1	9.9
54	Pro. & Technical Services	496	408	88	21.6	20.0	15.0	10.2	10.3
55	Mgmt. of Companies & Ent.	17	26	-9	-34.6	17.6	11.5	10.5	10.6
56	Admin. & Waste Services	797	731	66	9.0	19.2	20.9	10.4	10.5
61	Educational Services	161	159	2	1.3	23.0	30.8	11.7	11.3
62	Health Care & Social Assist.	819	743	76	10.2	19.5	18.7	10.9	11.0
71	Arts, Ent., & Recreation	473	429	44	10.3	16.1	18.9	8.7	8.5
72	Accommodation & Food Svcs.	1,571	1,501	70	4.7	16.9	14.3	9.3	8.8
81	Other Services	235	199	36	18.1	22.1	18.1	10.4	10.6
92	Public Administration	382	404	-22	-5.4	23.0	25.5	10.8	10.9
	Nonclassified	31	32	-1	-3.1	6.5	9.4	7.0	7.4
	Total	10,972	10,460	512	4.9	18.1	17.2	10.3	10.3

^aNorth American Industry Classification System.

Source: Wyoming Unemployment Insurance (UI) claims database.

Prepared by M. Halama, Research & Planning, WY DWS, 3/31/25.

Statewide UI Benefit Expenses

The Unemployment Insurance division of the Wyoming Department of Workforce Services paid a total of \$51.7 million in UI benefits in 2024, including \$48.7 million from the state UI trust fund and \$3.0 million from other UI funds (see Figure

5.2, page 34). Total benefits paid increased from \$45.1 million in 2023, an increase of \$6.5 million, or 14.4%.

At the industry level (see Table 5.5, page 34), construction accounted for more than one-fourth of all benefits paid (\$14.3 million, or 27.8%). Accommodation & food

(Text continued on page 35)

Table 5.4: Selected Demographics of Unemployment Insurance Recipients, Exhaustees, and Exhaustion Rate, 2023 and 2024

Category		2024			2023		
		UI Benefit Recipients	UI Benefit Exhaustees	Exhaustion Rate	UI Benefit Recipients	UI Benefit Exhaustees	Exhaustion Rate
Age	16-24	938	92	9.8	836	87	10.4
	25-34	2,547	305	12.0	2,474	322	13.0
	35-44	2,615	462	17.7	2,503	383	15.3
	45-54	2,133	418	19.6	2,003	372	18.6
	55-64	1,901	449	23.6	1,850	394	21.3
	65+	749	256	34.2	746	239	32.0
	Unknown	89	0	N/A	48	0	N/A
Sex	Male	6,979	1,157	16.6	6,629	1,021	15.4
	Female	3,904	825	21.1	3,783	776	20.5
	Unknown	89	0	N/A	48	0	N/A
Total Base Period Wages ^a	\$0-\$9,999	320	78	24.4	382	97	25.4
	\$10,000-\$19,999	1,220	346	28.4	1,445	411	28.4
	\$20,000-\$29,999	1,884	422	22.4	1,856	397	21.4
	\$30,000-\$39,999	1,845	365	19.8	1,930	335	17.4
	\$40,000-\$49,999	1,609	235	14.6	1,527	190	12.4
	\$50,000-\$59,999	1,219	160	13.1	1,078	117	10.9
	\$60,000+	2,786	376	13.5	2,194	250	11.4
	Unknown	89	0	N/A	48	0	N/A
Weeks Eligible for Benefit	0-9	9	3	33.3	6	0	0.0
	10-14	766	284	37.1	754	294	39.0
	15-19	1,584	469	29.6	1,620	437	27.0
	20-25	2,779	448	16.1	2,859	448	15.7
	Maximum = 26	5,745	778	13.5	5,173	618	11.9
	Unknown	89	0	N/A	48	0	N/A
Number of Employers in Base Period ^a	1	6,040	1,102	18.2	5,692	984	17.3
	2	2,956	544	18.4	2,851	487	17.1
	3	1,160	215	18.5	1,132	197	17.4
	4	438	66	15.1	445	73	16.4
	5 or More	289	55	19.0	292	56	19.2
	Unknown	89	0	0.0	48	0	0.0
Total		10,972	1,982	18.1	10,460	1,797	17.2

^aThe *base period* refers to the earliest four of the five complete calendar quarters before an individual filed a benefits claim. N/A = Not available.

Source: Wyoming Unemployment Insurance (UI) claims database.

Prepared by M. Halama, Research & Planning, WY DWS, 3/31/25.

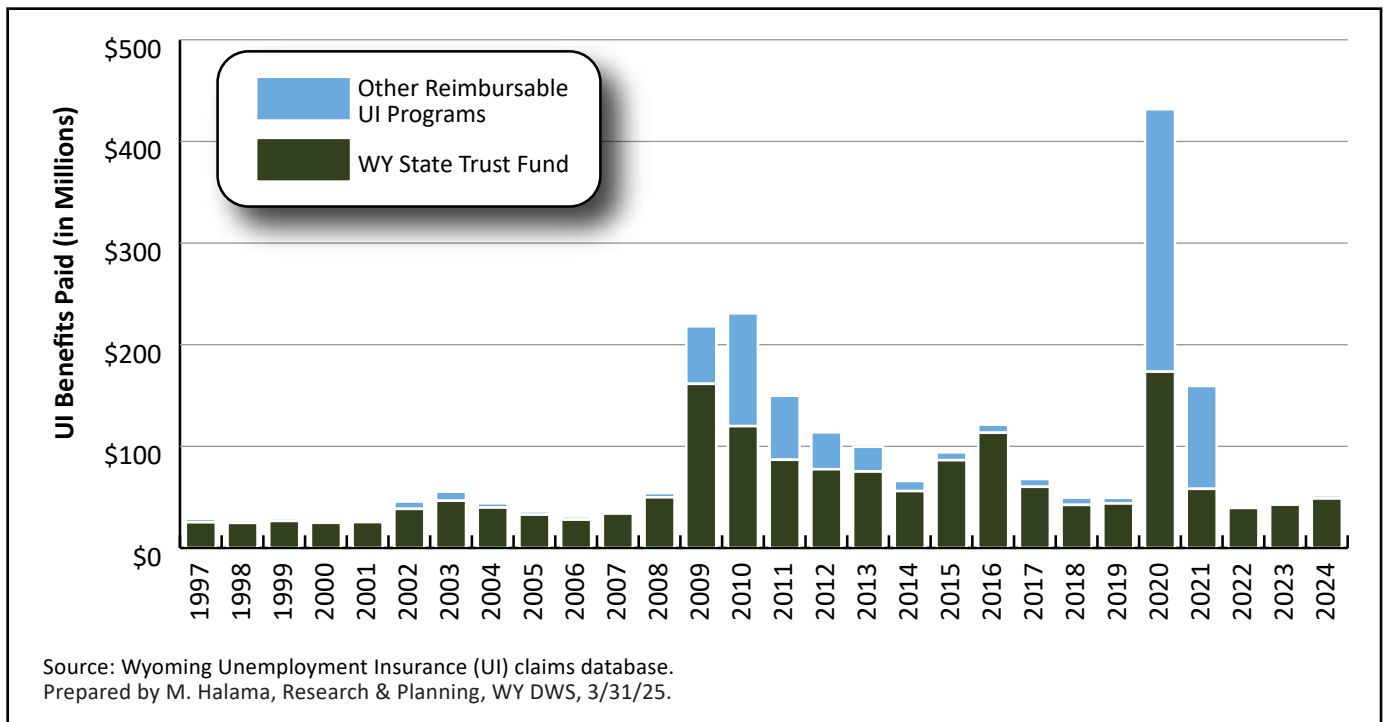


Figure 5.2: Unemployment Insurance Benefits Paid in Wyoming, 1997 to 2024

Table 5.5: Unemployment Insurance Benefit Expenses for Wyoming by Industry, 2023-2024

County	2024		2023		Change, 2023-2024	
	UI Benefit	Column %	UI Benefit	Column %	\$	%
Agriculture	\$351,132	0.7	\$327,814	0.7	\$23,318	7.1
Mining, Including Oil & Gas	\$3,752,741	7.3	\$2,392,719	5.3	\$1,360,022	56.8
Utilities	\$138,877	0.3	\$123,617	0.3	\$15,260	12.3
Construction	\$14,345,755	27.8	\$13,725,134	30.4	\$620,621	4.5
Manufacturing	\$2,200,684	4.3	\$2,295,021	5.1	-\$94,337	-4.1
Wholesale Trade	\$1,324,876	2.6	\$962,735	2.1	\$362,141	37.6
Retail Trade	\$3,109,364	6.0	\$2,572,822	5.7	\$536,542	20.9
Transportation & Warehousing	\$2,388,144	4.6	\$1,975,488	4.4	\$412,656	20.9
Information	\$880,249	1.7	\$685,657	1.5	\$194,592	28.4
Finance & Insurance	\$761,978	1.5	\$934,807	2.1	-\$172,829	-18.5
Real Estate & Rental & Leasing	\$673,330	1.3	\$616,914	1.4	\$56,416	9.1
Professional & Technical Services	\$2,501,271	4.8	\$1,955,960	4.3	\$545,311	27.9
Mgmt. of Companies & Enterprises	\$106,930	0.2	\$155,703	0.3	-\$48,773	-31.3
Administrative & Waste Services	\$3,750,336	7.3	\$3,154,866	7.0	\$595,470	18.9
Educational Services	\$832,824	1.6	\$722,278	1.6	\$110,546	15.3
Health Care & Social Assistance	\$3,630,063	7.0	\$3,132,710	6.9	\$497,353	15.9
Arts, Entertainment, & Recreation	\$1,915,745	3.7	\$1,598,194	3.5	\$317,551	19.9
Accommodation & Food Services	\$5,891,109	11.4	\$4,906,787	10.9	\$984,322	20.1
Other Services (except Public Admin.)	\$1,028,209	2.0	\$857,529	1.9	\$170,680	19.9
Public Administration	\$1,961,963	3.8	\$1,926,657	4.3	\$35,306	1.8
Nonclassified	\$120,539	0.2	\$120,299	0.3	\$240	0.2
Total	\$51,666,119	100.0	\$45,143,711	100.0	\$6,522,408	14.4

Source: Wyoming Unemployment Insurance (UI) claims database.
Prepared by M. Halama, Research & Planning, WY DWS, 3/31/25.

(Text continued from page 33)

services had the second highest amount of benefits paid (\$5.9 million, or 11.4% of the total), followed by administrative & waste services (\$3.8 million, or 7.3%) and health care & social assistances (\$3.6 million, or 7.0%).

From 2023 to 2024, mining (including oil & gas) had the greatest increase in benefits paid (\$1.4 million, or 56.8%), followed by accommodation & food services (\$984,322, or 20.1%) and construction (\$620,621, or 4.5%).

Unemployment insurance benefit wage replacement refers to how much of an individual's average weekly wages were covered by UI benefits, and is calculated by dividing the average weekly benefit by the average weekly wage. Wage replacement rates were higher than usual in 2020 and 2021, due to federal Cares Act funding (Halama, 2024).

The average wage replacement rate across all industries was 38.6% in 2024, which was similar to the rate of 37.9% in 2023, the same as 2022, and much lower than the replacement rates of 76.6% and

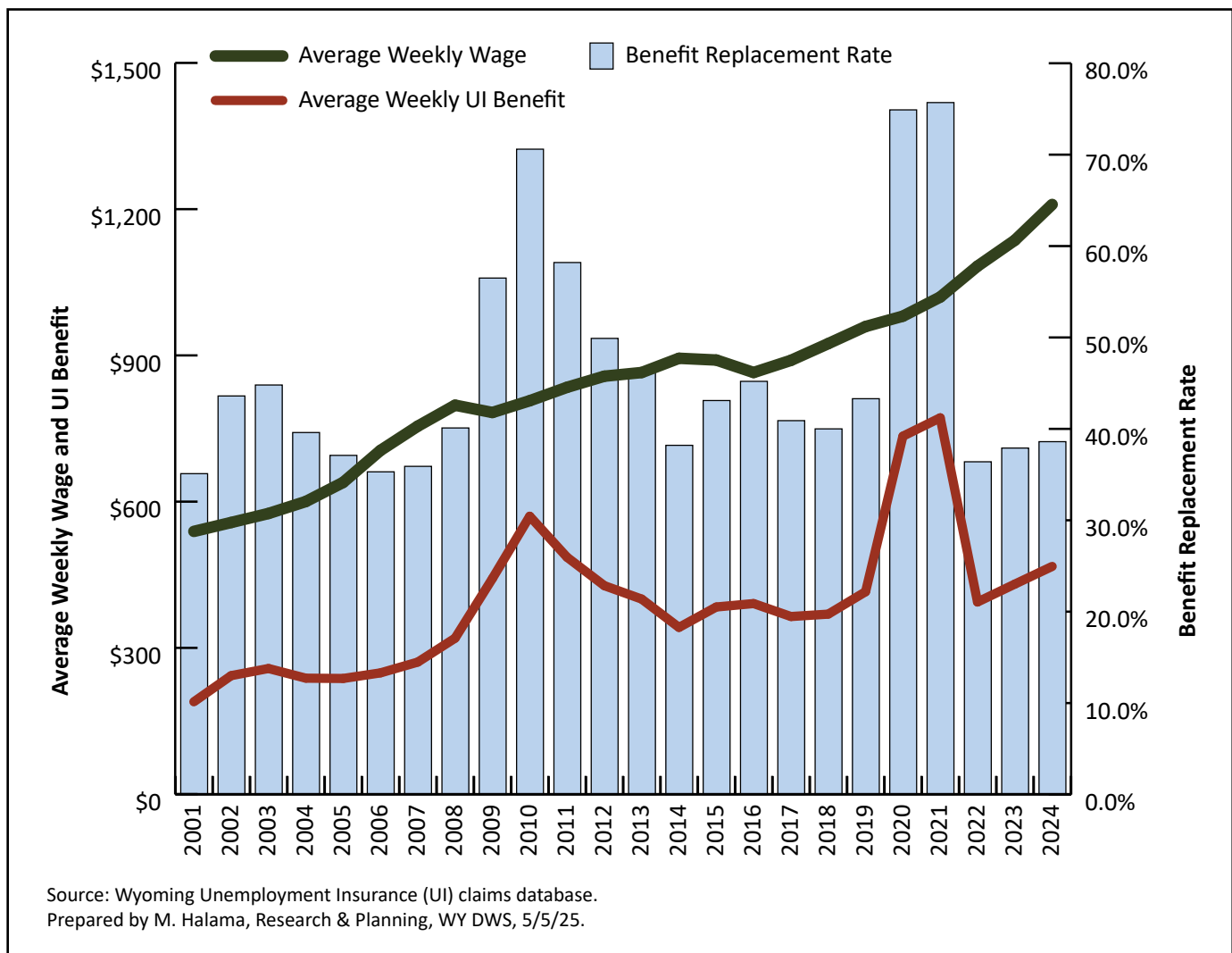


Figure 5.3: Unemployment Insurance Benefit Wage Replacement Rate for Wyoming, 2001-2024

78.8% in 2020 and 2021 (see Figure 5.3, page 35).

In 2024, accommodation & food services had the lowest average weekly wage of \$547 and the highest wage replacement rate of 73.5% (see Table 5.6). Industries with lower average weekly wages tend to have higher wage replacement rates, such as arts, entertainment, & recreation (63.4%) and agriculture (53.7%). Industries with higher wages typically had lower wage replacement rates. For example, management of companies & enterprises had the highest average weekly wage (\$4,223) and the lowest wage replacement rate (14.2%). Other industries with higher wages and lower replacement rates include

professional & technical services (21.2%), finance & insurance (23.5%), and utilities (24.2%).

As previously mentioned, construction had the largest number of UI benefit recipients in 2024 (2,832); the average wage replacement rate in this industry was 38.6%, or a little more than one-third (38.6%) of the average weekly wage.

Table 5.7 (see page 37) shows UI benefit expenses by county for 2023 and 2024. A majority of counties experienced double-digit percentage increases in UI benefits paid over the year. The largest increases were seen in Natrona (\$1.0 million, or 17.3%), Laramie (\$997,968, or 15.5%), Campbell (\$980,234, or 41.4%), and

Table 5.6: Average Weekly Wage, Average Weekly Benefit, and Benefit Replacement Rates for Unemployment Insurance Benefit Recipients in Wyoming by Industry, 2023-2024

Industry	Average Weekly Wage		Weekly Benefit Amount		Wage Replacement Rate	
	2024	2023	2024	2023	2024	2023
Agriculture	\$862	\$813	\$463	\$373	53.7	45.9
Mining	\$2,044	\$2,011	\$538	\$499	26.3	24.8
Utilities	\$2,125	\$2,019	\$514	\$491	24.2	24.3
Construction	\$1,364	\$1,294	\$526	\$489	38.6	37.8
Manufacturing	\$1,520	\$1,499	\$454	\$434	29.9	28.9
Wholesale Trade	\$1,517	\$1,470	\$478	\$421	31.5	28.7
Retail Trade	\$728	\$711	\$382	\$341	52.5	48.0
Transportation & Warehousing	\$1,362	\$1,253	\$488	\$429	35.8	34.2
Information	\$1,407	\$1,285	\$542	\$460	38.5	35.8
Finance & Insurance	\$1,903	\$1,820	\$446	\$394	23.5	21.7
Real Estate & Rental & Leasing	\$1,153	\$1,117	\$449	\$414	38.9	37.0
Professional & Technical Services	\$2,334	\$1,660	\$495	\$466	21.2	28.1
Mgmt. of Companies & Enterprises	\$4,223	\$4,285	\$601	\$566	14.2	13.2
Administrative & Waste Services	\$1,245	\$1,037	\$454	\$411	36.5	39.7
Educational Svcs.	\$993	\$966	\$440	\$403	44.4	41.7
Health Care & Social Assistance	\$1,192	\$1,154	\$406	\$384	34.1	33.3
Arts, Entertainment, & Recreation	\$734	\$688	\$466	\$440	63.4	63.9
Accommodation & Food Services	\$547	\$527	\$402	\$370	73.5	70.3
Other Services (except Public Admin.)	\$947	\$903	\$423	\$406	44.6	45.0
Public Administration	\$1,243	\$1,178	\$475	\$436	38.2	37.0
Nonclassified	\$1,561	\$1,950	\$555	\$510	35.6	26.1
Total	\$1,210	\$1,136	\$467	\$431	38.6	37.9

Source: Wyoming Unemployment Insurance (UI) claims database.
Prepared by M. Halama, Research & Planning, WY DWS, 5/5/25

Sweetwater (\$593,772, or 19.8%) counties. The amount of benefits paid to out-of-state recipients increased by \$973,241, or 10.4%.

Among Wyoming counties, Laramie County had the greatest single amount of UI benefits paid in 2024 (\$7.4 million, or 14.4%), followed by Natrona (\$7.0 million, or 13.5%). Out-of-state UI recipients received \$10.3 million (20.0% of all benefit expenses), the largest amount overall.

Reference

Halama, M. (2024, June). Chapter 5: Unemployment Insurance claims. *2024 Wyoming Workforce Annual Report*. Research & Planning, WY DWS. Retrieved May 7, 2025, from https://doe.state.wy.us/LMI/annual-report/2024/2024_Annual_Report.pdf#page=30

Table 5.7: Unemployment Insurance Benefit Expenses by County for Wyoming, 2023-2024

County	2024		2023		Change, 2023-2024	
	UI Benefit	Column %	UI Benefit	Column %	\$	%
Albany	\$1,468,185	2.8	\$1,408,524	3.1	\$59,661	4.2
Big Horn	\$826,579	1.6	\$645,134	1.4	\$181,445	28.1
Campbell	\$3,350,406	6.5	\$2,370,172	5.3	\$980,234	41.4
Carbon	\$1,037,703	2.0	\$792,432	1.8	\$245,271	31.0
Converse	\$773,918	1.5	\$588,927	1.3	\$184,991	31.4
Crook	\$227,872	0.4	\$216,483	0.5	\$11,389	5.3
Fremont	\$3,264,663	6.3	\$3,023,667	6.7	\$240,996	8.0
Goshen	\$442,093	0.9	\$444,740	1.0	-\$2,647	-0.6
Hot Springs	\$208,778	0.4	\$181,244	0.4	\$27,534	15.2
Johnson	\$422,534	0.8	\$427,541	0.9	-\$5,007	-1.2
Laramie	\$7,431,370	14.4	\$6,433,402	14.3	\$997,968	15.5
Lincoln	\$1,407,033	2.7	\$1,291,750	2.9	\$115,283	8.9
Natrona	\$6,966,521	13.5	\$5,938,880	13.2	\$1,027,641	17.3
Niobrara	\$73,554	0.1	\$142,877	0.3	-\$69,323	-48.5
Park	\$2,130,471	4.1	\$1,900,197	4.2	\$230,274	12.1
Platte	\$455,140	0.9	\$473,947	1.0	-\$18,807	-4.0
Sheridan	\$1,857,864	3.6	\$1,827,276	4.0	\$30,588	1.7
Sublette	\$488,676	0.9	\$441,912	1.0	\$46,764	10.6
Sweetwater	\$3,597,677	7.0	\$3,003,905	6.7	\$593,772	19.8
Teton	\$2,741,738	5.3	\$2,472,123	5.5	\$269,615	10.9
Uinta	\$1,092,445	2.1	\$873,032	1.9	\$219,413	25.1
Washakie	\$514,742	1.0	\$508,803	1.1	\$5,939	1.2
Weston	\$353,034	0.7	\$273,717	0.6	\$79,317	29.0
Unknown (WY)	\$203,031	0.4	\$106,175	0.2	\$96,856	91.2
Out-of-State	\$10,330,092	20.0	\$9,356,851	20.7	\$973,241	10.4
Total	\$51,666,119	100.0	\$45,143,711	100.0	\$6,522,408	14.4

Source: Wyoming Unemployment Insurance (UI) claims database.
Prepared by M. Halama, Research & Planning, WY DWS, 3/31/25.

Chapter 6: Demographics of the Workforce

Small Increase in Persons Working in Wyoming in 2024

by: Michael Moore, Research Supervisor

Each year, the Research & Planning (R&P) section of the Wyoming Department of Workforce Services publishes detailed demographics tables. These tables contain information such as total number of workers, average annual wage, average number of quarters worked, and average number of employers worked for by sex and age group, and presented by county and

industry. These tables are available at <https://doe.state.wy.us/LMI/demographics.htm>. The total number of persons working in Wyoming at any time during the year increased from 351,026 in 2023 to 351,812 in 2024 (786, or 0.2%; see Table 6.1). This marked the smallest over-the-year job growth since 2021, when Wyoming was recovering from its most recent economic downturn

brought on by the Covid-19 pandemic (see Figure 6.1, page 39). The number of individuals working in Wyoming is based on employers' quarterly wage and employment reports to the Unemployment Insurance (UI) tax section of the Wyoming Department of Workforce Services; these are referred to as *wage records*. UI covered employment represents more than 90% of Wyoming's total wage and salary employment. Any individual who had wages in Wyoming at any time from 2000 to 2024 is included in the summary counts presented in this research. Each individual is counted only once.

As shown in Table 6.1, the number of persons working in Wyoming decreased for most age groups among residents from 2023 to 2024, with the greatest losses seen among workers ages 25-34 (-2,692, or -4.4%), 35-44 (-1,518, or -2.4%), and under 20 (-1,408, or -5.7%). The number of workers 65 and older increased by 492, or 2.2%.

Table 6.1: Selected Demographics of Persons Working in Wyoming at Any Time by Sex and Age, 2023-2024

Sex				
Age	2024	2023	Over-the-Year Change	
			N	%
Residents	293,522	300,719	-7,197	-2.4
Female	138,019	141,070	-3,051	-2.2
Male	155,503	159,649	-4,146	-2.6
Nonresidents ^a	58,290	50,307	7,983	15.9
Total	351,812	351,026	786	0.2
Age				
Age Group	2024	2023	Over-the-Year Change	
			N	%
Under 20	23,100	24,508	-1,408	-5.7
20-24	30,143	31,044	-901	-2.9
25-34	59,104	61,796	-2,692	-4.4
35-44	62,879	64,397	-1,518	-2.4
45-54	52,300	52,359	-59	-0.1
55-64	43,076	44,172	-1,096	-2.5
65+	22,659	22,167	492	2.2
Nonresidents ^a	58,551	50,583	7,968	15.8
Total	351,812	351,026	786	0.2

^aNonresidents are individuals for whom demographic data are not available.
Source: Demographics and Earnings of Persons Working in Wyoming by County, Industry, Age, & Sex, 2001-2024.
Prepared by M. Moore, Research & Planning, WY DWS, 5/9/25

Over the year, Wyoming experienced a decrease in resident female (-3,051, or -2.2%) and male (-4,146, or -2.6%) workers (see Table 6.1). At the same time, the number of nonresident workers increased from 50,307 to 58,290 — an increase of 7,983 individuals, or 15.9%. The term *nonresidents* refers to individuals for whom demographic data are not available; these are typically individuals who commute to Wyoming from another state or country for work. Nonresidents also may be individuals who moved to Wyoming for work in 2024 but had not established residency by the end of the year. Nonresident workers also may be individuals who work remotely for a Wyoming employer.

Employers typically turn to nonresident workers once they have exhausted the available resident labor force. Wyoming has seen a steady decrease in resident workers

over the last decade. The number of resident males working in Wyoming decreased fairly substantially during each of the last two economic downturns (see Figure 6.1). The number of resident female workers also decreased, but not as drastically. In contrast, the number of nonresident workers has increased quite a bit since 2020.

Nonresident workers frequently are individuals who come to Wyoming for seasonal or temporary work. As shown in Table 6.2 (see page 40), about one-third of all persons working in construction (34.0%) and leisure & hospitality (32.9%) in 2024 were nonresidents. Once seasonal work or a short-term construction project is completed, nonresident workers typically return to their home states. Other industries with longer lasting jobs often have a lower percentage of nonresident workers, such as public administration

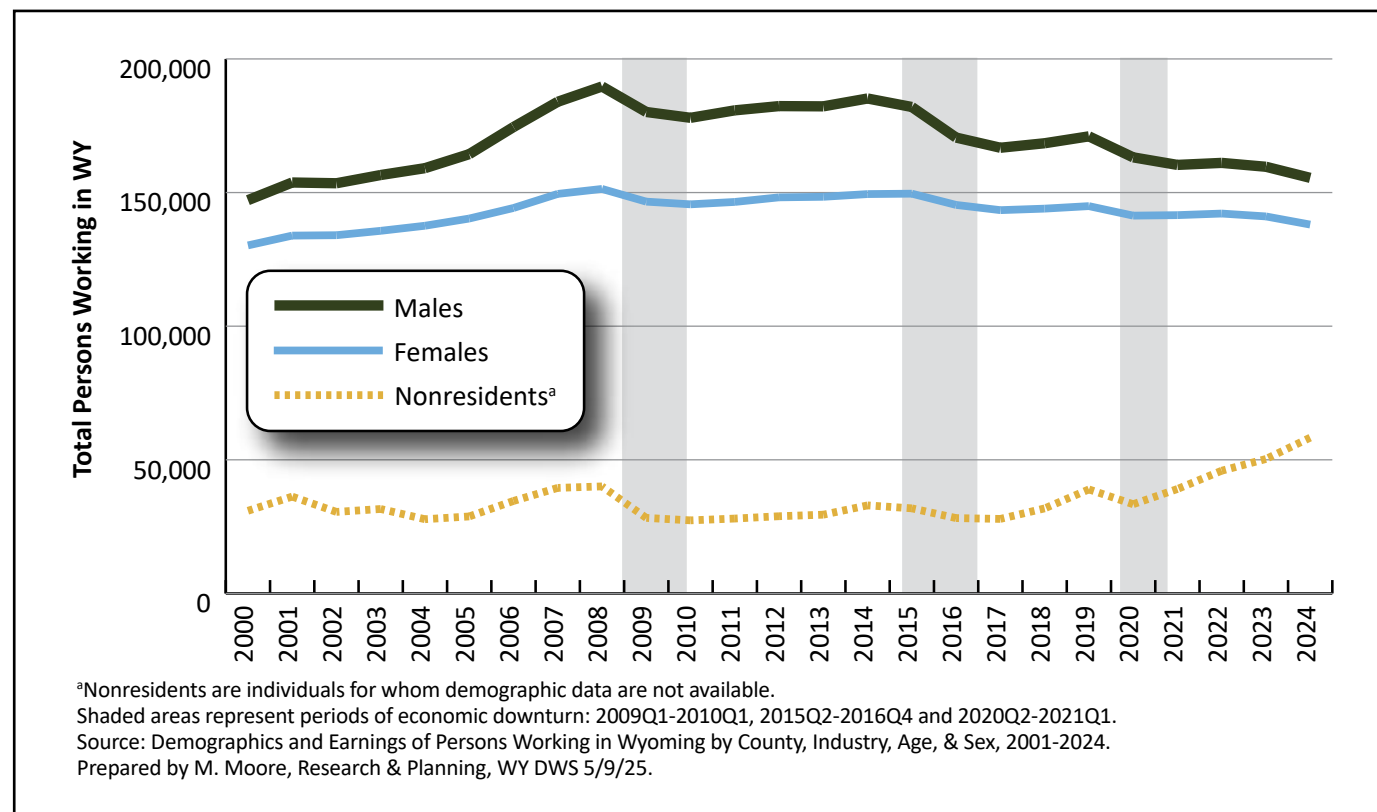


Figure 6.1: Total Number of Persons Working in Wyoming at Any Time During the Year by Sex, 2000-2024

(3.4%), educational services (6.9%), health care & social assistance (6.7%), and information (7.1%).

Some nonresident workers may move to Wyoming for long-term employment. Counts are revised each year as demographic data become available. For example, a male may have been a nonresident worker in Wyoming in 2014, but then obtained a Wyoming driver's license in 2015. When R&P updates its demographics data each year, data are backfilled and that person will be counted as a resident male worker.

As R&P is able to identify more individuals and the data are revised over time, the originally published number of nonresidents decreases and the number of resident workers increases (see Table 6.3). For example, R&P originally reported 61,282 nonresidents working in Wyoming in 2014 (see Table 6.3). By 2025, R&P was able to identify demographic data for 28,337 of those individuals, reducing the count of nonresident workers in 2014 to 32,945.

This indicates that nearly half (46.2%) of

the nonresident workers from 2014 either stayed in Wyoming long enough to establish residency or collect Unemployment

Insurance (UI) benefits, while the remaining half did not. As more data became available, the number of females

Table 6.2: Total Number of Persons and Nonresidents^a Working at Any Time During the Year by Industry, 2024

NAICS ^b Code	Industry	Total	Nonresidents	
			N	%
11-21	Natural Resources & Mining	19,544	2,642	13.5
23	Construction	37,697	12,816	34.0
31-33	Manufacturing	12,880	1,067	8.3
42, 48-49, 22	Wholesale Trade, Transportation, & Utilities	23,507	2,191	9.3
44-45	Retail Trade	39,726	5,146	13.0
51	Information	3,415	241	7.1
52-53	Financial Activities	12,681	976	7.7
54-56	Professional & Business Services	30,597	5,932	19.4
61	Educational Services	34,115	2,356	6.9
62	Health Care & Social Assistance	38,787	2,580	6.7
71-72	Leisure & Hospitality	57,446	18,922	32.9
81	Other Services, Except Public Administration	8,996	1,342	14.9
92	Public Administration	27,650	950	3.4
	Unclassified	1,013	381	37.6
Total, All Industries		351,812	58,290	16.6

^aNonresidents are individuals for whom demographic data are not available.

^bNorth American Industry Classification System.

Source: Demographics and Earnings of Persons Working in Wyoming by County, Industry, Age, & Sex, 2001-2024.

Prepared by M. Moore, Research & Planning, WY DWS, 4/10/25.

Table 6.3: Selected Demographics of Persons Working in Wyoming at Any Time During the Year by Sex in 2014 by Publication Date

Sex	Year of Publication		N Change
	2025	2015	
Residents	334,627	305,222	29,405
Females	149,432	138,510	10,922
Males	185,195	166,712	18,483
Nonresidents ^a	32,945	61,282	-28,337
Total	367,572	366,504	1,068

^aNonresidents are individuals for whom demographic data are not available.

Source: Demographics and Earnings of Persons Working in Wyoming by County, Industry, Age, & Sex, 2001-2024.

Prepared by M. Moore, Research & Planning, WY DWS, 4/10/25.

and males working in Wyoming in 2014 increased by 10,922 and 18,483, respectively.

Figure 6.2 illustrates trends in persons working in Wyoming from 2000 to 2024 by age. Over the last 10 years, the number of individuals ages 25-34 decreased substantially, while the number of individuals ages 65 and older continued to increase.

The demographics of Wyoming's population contribute to some of these trends. The generations discussed in this article were identified by the Pew Research Center (2021).

For example, a large number of baby boomers (those born between 1946 and 1964) aged out of the 55-64 age group in recent years, with fewer generation X (those born from 1965 to 1980) to replace them; this also explains the increase of workers 65 and older, as more and more baby boomers move into that age group. Despite a "retirement boom" observed nationally (Montes, Smith, and Dajon, 2022), the number of individuals 65 and older working in Wyoming continued to increase.

The number of Wyoming workers ages 25-34 decreased substantially after 2014. Research & Planning identified several possible reasons for the decline

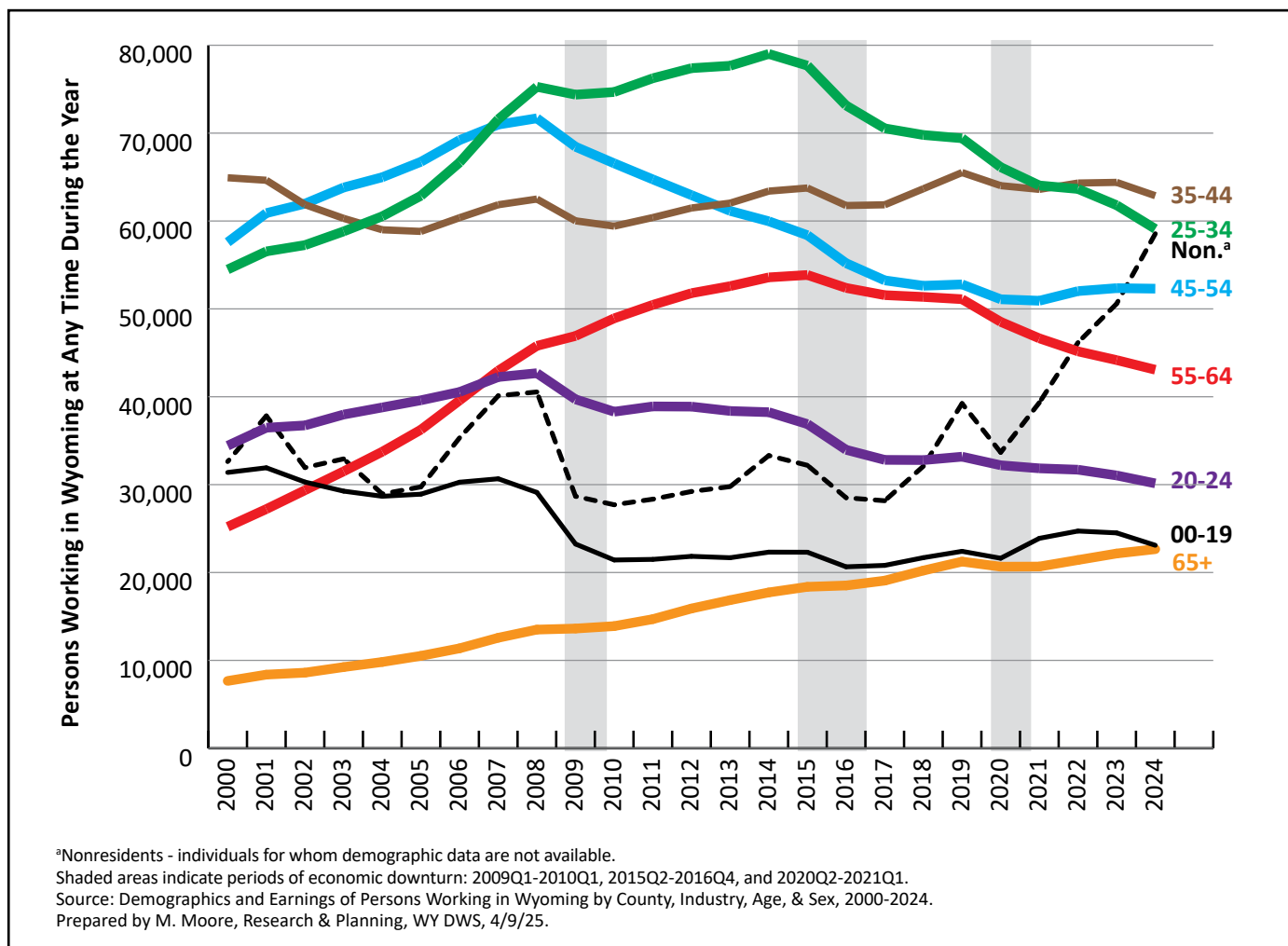


Figure 6.2: Total Number of Persons Working in Wyoming at Any Time by Age, 2000-2024

(Moore, 2021), such as the large number of millennials (those born from 1981 to 1996) moving away, working in another state, or working gig-type jobs. These types of jobs may not be covered by Wyoming UI, and therefore not found in wage records. In addition, more millennials aged out of the 25-34 range, with fewer generation Z (those born from 1997 to 2012) workers in that age group. The 20-24 age group also consistently declined as fewer gen Z individuals joined the workforce.

The substantial increase in nonresidents working in Wyoming may

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be an indication that Wyoming employers had to search outside of the state for workers because of younger workers leaving the state, or not participating in the traditional labor force. Whether those workers stay in the state and establish residency remains to be seen.

Of the 351,812 individuals working in Wyoming at any time during the year in 2024, nearly one in five (18.7%) were age 55 or older (see Table 6.4). In Wyoming's least populous counties, individuals 55 and older made up an even greater proportion of persons working. In Niobrara County, for example, 28.4% of the 936 persons working were age 55 or older.

Table 6.4: Persons Ages 55 and Older Working in Wyoming at Any Time During the Year by County, 2024

County	Total	55 and Older	
		N	%
Albany	18,913	3,186	16.8
Big Horn	4,947	1,277	25.8
Campbell	29,829	5,419	18.2
Carbon	8,556	1,703	19.9
Converse	7,037	1,508	21.4
Crook	3,225	810	25.1
Fremont	19,197	4,292	22.4
Goshen	4,810	1,253	26.0
Hot Springs	2,236	581	26.0
Johnson	4,038	1,035	25.6
Laramie	55,704	11,261	20.2
Lincoln	9,212	1,932	21.0
Natrona	47,514	9,026	19.0
Niobrara	936	266	28.4
Park	15,916	3,966	24.9
Platte	4,006	1,040	26.0
Sheridan	16,168	3,493	21.6
Sublette	5,004	1,006	20.1
Sweetwater	24,629	4,287	17.4
Teton	30,577	3,967	13.0
Uinta	9,773	1,806	18.5
Washakie	4,044	1,118	27.6
Weston	3,063	758	24.7
Unclassified	22,478	745	3.3
Total	351,812	65,735	18.7

Source: Demographics and Earnings of Persons Working in Wyoming by County, Industry, Age, & Sex, 2001-2024.

Prepared by M. Moore, Research & Planning, WY DWS, 5/9/25.

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Chapter 7: Educational Attainment

Wyoming Women Had Higher Education than Men in 2023

by: Lisa Knapp, Senior Research Analyst

In 2023, a larger proportion of Wyoming's population had at least a high school diploma compared to the U.S. as a whole. However, a larger proportion of the U.S. population had a bachelor's degree or higher. Among just Wyoming residents, a slightly higher percentage of females than males had at least a high school diploma and a larger proportion had a bachelor's degree or higher.

U.S. Census Bureau's 2023 American Community Survey (ACS), which was the most recent data available at the time of publication. Five-year estimates, which are calculated using sample data from the target year and the four preceding years, were used because they are more accurate for areas with smaller populations, such as Wyoming. The data in this chapter refer to all persons age 25 or older.

This chapter uses data from the

As shown in Table 7.1 and Figure

Table 7.1: Educational Attainment by Sex for Persons ages 25 and Older in Wyoming and the U.S. (2023 ACS 5-Year Estimates)

	Total		Female		Male	
	N	%	N	%	N	%
Wyoming						
Population 25 Years and Over	395,504	100.0	194,465	100.0	201,039	100.0
Less than 9th Grade	7,492	1.9	3,212	1.7	4,280	2.1
9th to 12th Grade, No Diploma	16,010	4.0	7,135	3.7	8,875	4.4
High School Graduate (Includes Equivalency)	109,885	27.8	48,195	24.8	61,690	30.7
Some College, No Degree	97,088	24.5	48,804	25.1	48,284	24.0
Associate's Degree	46,693	11.8	25,805	13.3	20,888	10.4
Bachelor's Degree	74,355	18.8	39,716	20.4	34,639	17.2
Graduate or Professional Degree	43,981	11.1	21,598	11.1	22,383	11.1
High School Graduate or Higher	372,002	94.1	184,118	94.7	187,884	93.5
Bachelor's Degree or Higher	118,336	29.9	61,314	31.5	57,022	28.4
U.S.						
Population 25 Years and Over	228,434,661	100.0	117,053,194	100.0	111,381,467	100.0
Less than 9th Grade	10,732,389	4.7	5,282,882	4.5	5,449,507	4.9
9th to 12th Grade, No Diploma	13,497,828	5.9	6,274,630	5.4	7,223,198	6.5
High School Graduate (Includes Equivalency)	59,836,489	26.2	29,154,222	24.9	30,682,267	27.5
Some College, No Degree	44,354,396	19.4	22,843,450	19.5	21,510,946	19.3
Associate's Degree	20,059,257	8.8	11,292,219	9.6	8,767,038	7.9
Bachelor's Degree	48,591,540	21.3	25,460,259	21.8	23,131,281	20.8
Graduate or Professional Degree	31,362,762	13.7	16,745,532	14.3	14,617,230	13.1
High School Graduate or Higher	204,204,444	89.4	105,495,682	90.1	98,708,762	88.6
Bachelor's Degree or Higher	79,954,302	35.0	42,205,791	36.1	37,748,511	33.9

Source: U.S. Census Bureau, American Community Survey five-year estimates.

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

7.1, an estimated 94.1% of Wyoming's population had a high school diploma or greater, compared to 89.4% of the U.S. However, only 29.9% of Wyoming's population had at least a bachelor's degree compared to 35.0% of the total U.S. population.

In Wyoming, a slightly larger proportion of women (94.7%) had a high school diploma

or greater compared to men (93.5%; see Figure 7.2). Additionally, a larger proportion of women than men had associate's degrees (13.3% compared to 10.4%) and bachelor's degrees (20.4% to 17.2%). An equal proportion of women and men (11.1%) had a graduate or professional degree. Overall, 31.5% of women had at least a bachelor's degree or greater, compared to 28.4% of men.

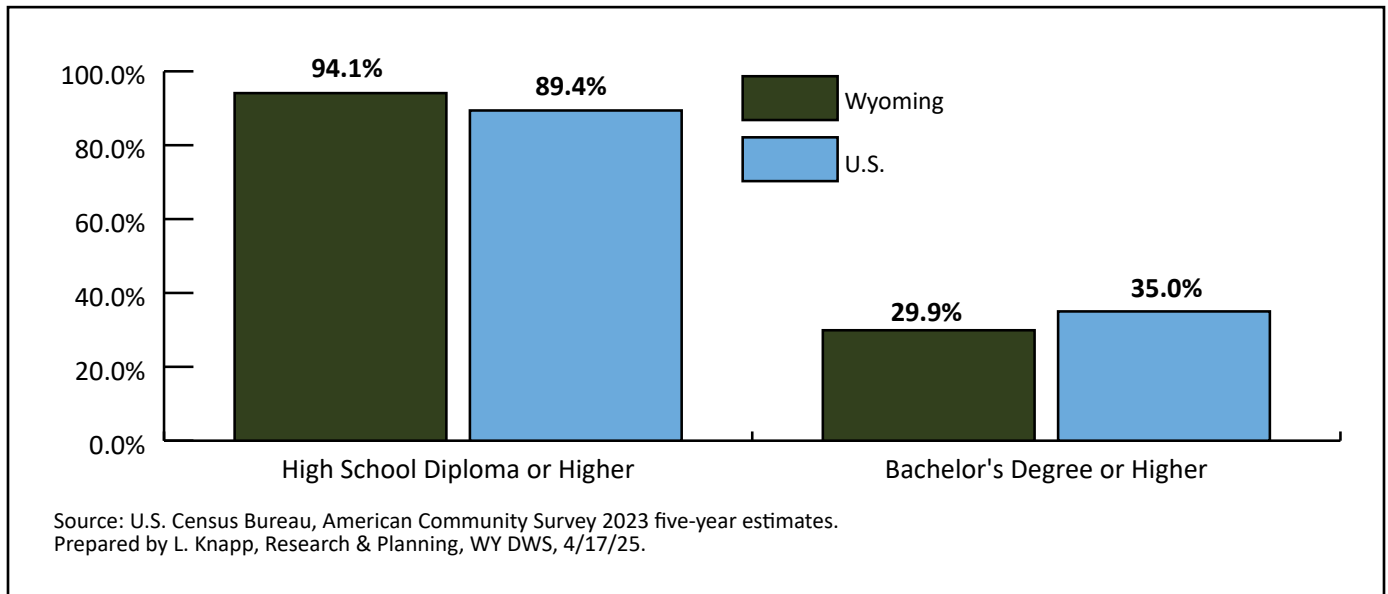


Figure 7.1: Educational Attainment for Wyoming and U.S. Populations, 2023

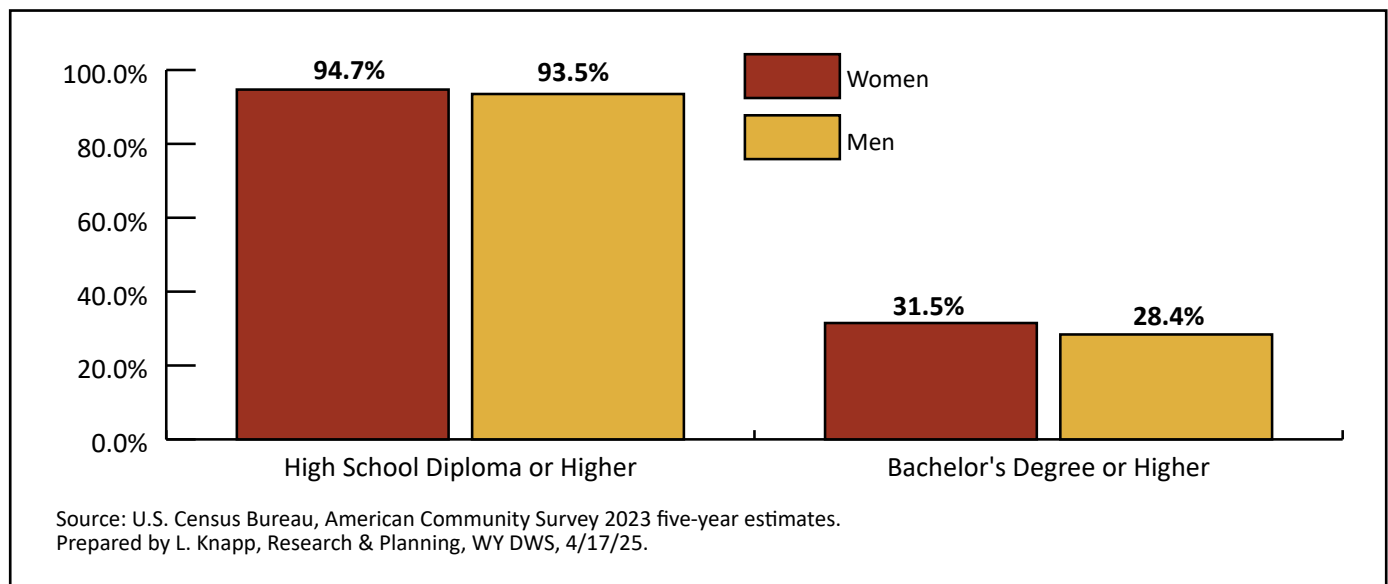


Figure 7.2: Educational Attainment for Wyoming Population by Sex, 2023

Chapter 8: Long-Term Employment Projections

Wyoming Projected to Add 35,000 Jobs in the Next 10 Years

by: *Laura Yetter, Senior Economist*

Wyoming is projected to add approximately 33,000 new jobs over the next 10 years, according to the newest long-term industry and occupational employment projections from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services. This marks an increase of approximately 12% from 2022 to 2032. On average, Wyoming is projected to add more than 3,000 jobs each year during that 10-year period.

Projections are based on historic trends of how employment levels respond to market conditions, such as oil & natural gas prices, building permits, mortgage rates, and coal production. Projections cannot account for certain factors, such as extreme weather patterns, large-scale government investments, and economic downturns. For example, projections run prior to 2020 could not have accounted for the COVID-19 pandemic.

The complete 2022-2032 long-term projections are available at <https://doe.state.wy.us/LMI/projections.htm>, along with prior projections, articles, and more.

Industry Projections

Industries are defined by the North American Industry Classification System (NAICS). The long-term industry projections for 2022-2032 were prepared at the NAICS three-digit subsector level, and the estimates were then rolled up to the two-digit sector level presented in Table 8.1 (see page 46).

Find it Online

Long-Term Industry and Occupational Projections, 2022-2032

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

As an example, projections for Wyoming's construction sector were developed for three subsectors: construction of buildings (NAICS 236), heavy & civil engineering construction (NAICS 237), and specialty trade contractors (NAICS 238). These estimates then were rolled up to produce projections for the construction sector (NAICS 23). As a result, construction is projected to grow from 21,237 in 2022 to 25,205 in 2032 (3,968 jobs, or 18.7%). Employment is projected to increase substantially for all three subsectors.

Overall, long-term industry projections show that Wyoming's employment is projected to grow from 274,118 in 2022 to 307,365 in 2032, an increase of 33,247 jobs, or 12.1%.

Projections are displayed at the two-digit sector level in Table 8.1 (see page 46). Accommodation & food services has the greatest projected job growth of 5,353 new jobs, or 16.0%. Other industries with substantial projected growth include health care & social assistance (4,621, or 13.7%), construction (3,968, or 18.7%), and transportation & warehousing (2,668, or 21.0%). Wyoming's mining sector is projected to add 317 jobs (1.9%), as employment growth in mining slowed in recent quarters. The only industries projected

to lose jobs are information (-40, or -1.3%) and utilities (-8, or -0.3%).

Employment in government is projected to increase from 29,711 to 30,809 (1,098, or 3.7%). Local government (excluding education & hospitals) is projected to see the greatest growth of 828 new jobs, or 5.5%.

Occupational Projections

Staffing patterns from the Occupational

Employment and Wage Statistics (OEWS) program were used for occupational projections. These staffing patterns are prepared in partnership with the Bureau of Labor Statistics (BLS) and are updated twice a year. This survey collects wage and salary information for all full- and part-time Wyoming workers in nonfarm industries, subsequently producing occupational employment estimates by metropolitan, non-metropolitan area, industry, and ownership (Hauf, 2022). These estimates are then combined with the industry projections in the Projections Suite software program to cross-reference

Table 8.1: Long-Term Industry Employment Projections for Wyoming by 2-Digit NAICS^a Code, 2022-2032

NAICS ^a Code	Industry Name	Base 2022	Projected 2032	Change, 2022-2032	
				N	%
	Total	274,118	307,365	33,247	12.1
11	Agriculture	2,675	3,167	492	18.4
21	Mining	16,272	16,589	317	1.9
22	Utilities	2,305	2,297	-8	-0.3
23	Construction	21,237	25,205	3,968	18.7
31-33	Manufacturing	10,201	11,541	1,340	13.1
42	Wholesale Trade	7,736	8,767	1,031	13.3
44-45	Retail Trade	30,337	32,528	2,191	7.2
48-49	Transportation & Warehousing	12,710	15,378	2,668	21.0
51	Information	3,105	3,065	-40	-1.3
52	Finance & Insurance	7,404	7,926	522	7.1
53	Real Estate & Rental & Leasing	4,091	4,643	552	13.5
54	Professional, Scientific, & Technical Services	10,611	12,717	2,106	19.8
55	Management of Companies & Enterprises	950	1,263	313	32.9
56	Admin & Waste Mgmt & Remediation Services	9,054	11,498	2,444	27.0
61	Educational Services	27,629	30,421	2,792	10.1
62	Health Care & Social Assistance	33,617	38,238	4,621	13.7
71	Arts, Entertainment & Recreation	3,933	4,823	890	22.6
72	Accommodation & Food Services	33,479	38,832	5,353	16.0
81	Other Services (except Government)	7,061	7,658	597	8.5
	Government	29,711	30,809	1,098	3.7
	Federal Government, Excluding Post Office	6,548	6,766	218	3.3
	State Government, Excluding Education & Hospitals	8,188	8,240	52	0.6
	Local Government, Excluding Education & Hospitals	14,975	15,803	828	5.5

^a North American Industry Classification System.

Source: Wyoming Long-Term Industry and Occupational Employment Projections, 2022-2032.

Prepared by L. Yetter, Research & Planning, WY DWS, 5/28/24.

industry and occupational codes by the occupational job projection.

In addition to projected growth openings, occupational projections also include openings due to *transfers* (persons changing occupations) and *exits* (persons leaving the workforce; see Table 8.2, page 48). *Total openings* refers to the sum of growth, transfers, and exits. Annual growth openings were calculated by dividing the projected growth by 10. Occupational projections also include the typical requirements to enter the occupation: education, experience, and training.

Occupations are assigned using the Standard Occupational Classification (SOC) system. Occupational projections are prepared at the major group (two-digit), minor group (three-digit), and detailed occupation (six-digit) levels.

Table 8.2 shows the top 10 occupations with the greatest number of projected growth openings from 2022 to 2032. General & operations managers are projected to see the greatest growth, with 1,245 new jobs, or 17.2% growth. This is an occupation that typically requires a bachelor's degree and five years or more of experience. Other occupations with strong projected job growth include heavy & tractor-trailer truck drivers (1,175, or 17.9%), stockers & order fillers (1,135, or 22.7%), and cooks, restaurant (971, or 33.1%).

As shown in Figure 8.1 (see page 49), the majority of the state's 379,470 total openings are projected to be in occupations requiring a high school diploma or equivalent (39.0% of all openings) or no formal educational credential (34.4%). In other words, nearly three of every four (73.4%) total

job openings will be in occupations that require no education beyond high school. Occupations requiring a bachelor's degree account for 13.4% of total projected openings, and occupations requiring a postsecondary non-degree award or some college, no degree make up 9.1%. The remaining education levels are associate's degree (1.8%), master's degree (1.2%), and doctoral or professional degree (1.1%).

Table 8.3 (see page 50) shows the top five occupations with the greatest number of total projected job openings for each educational requirement. Occupations with no formal educational requirement are projected to have 130,470 total openings from 2022 to 2032. The occupations with the greatest number of total openings in this group are fast food & counter workers (15,925), retail salespersons (14,152), and cashiers (12,307).

Occupations requiring a high school diploma or equivalent account for the largest proportion of total openings (39.0%, or more than one-third). The greatest projected openings can be seen in occupations such as stockers & order fillers (10,055); office clerks, general (8,773); and home health & personal care aides (6,432).

Occupations requiring a post-secondary non-degree award or some college, no degree, make up 9.1% of total projected openings. Of the 34,500 projected openings in this group, approximately one in four (8,615) are heavy & tractor-trailer truck drivers. Other occupations requiring a post-secondary certificate or some college that have relatively large numbers of total projected openings include bookkeeping, accounting, & auditing clerks (4,812); teaching assistants, except postsecondary (4,765); and nursing assistants (4,417).

The occupations requiring an associate's degree account for 1.8% of total projected openings. The occupations with the greatest number of projected openings are preschool teachers, except special education (1,105); forest & conservation technicians (695); and paralegals & legal assistants (490).

Occupations requiring a bachelor's degree make up the greatest proportion of all occupations that require some post-

secondary education, and account for 13.4% of all projected openings. General & operations managers show the greatest number of projected openings (7,411), followed by registered nurses (3,536), short-term substitute teachers (3,140), and elementary school teachers, except special education (2,107).

Occupations requiring a master's degree and those requiring a doctoral or professional degree represent the smallest proportion

Table 8.2: Long-Term Occupational Employment Projections for the Top 10 Occupations in Wyoming with the Greatest Number of Projected Growth Openings, 2022-2032

SOC ^c Code	SOC Title	Base Employment (2022)	Projected Employment (2032)	Change (Growth)			Types of Openings			Requirements		
				N	%	Annual N	Exits	Transfers	Total ^e	Education	Ex-perience	Training
00-0000	Total, All Occupations	292,580	328,313	35,733	12.2	3,573	152,531	191,206	379,470			
11-1021	General & Operations Managers	7,221	8,466	1,245	17.2	125	1,953	4,213	7,411	Bachelor's degree	5 years or more	None
53-3032	Heavy & Tractor-Trailer Truck Drivers	6,577	7,752	1,175	17.9	118	3,243	4,197	8,615	Postsecondary non-degree award	None	Short-term OJT ^b
53-7065	Stockers & Order Fillers	5,004	6,139	1,135	22.7	114	3,466	5,454	10,055	High school diploma or equivalent	None	Short-term OJT ^b
35-2014	Cooks, Restaurant	2,932	3,903	971	33.1	97	2,331	2,786	6,088	No formal education	Less than 5 years	Moderate-term OJT ^b
31-1120	Home Health & Personal Care Aides	3,255	4,211	956	29.4	96	2,986	2,490	6,432	High school diploma or equivalent	None	Short-term OJT ^b
47-2061	Construction Laborers	3,976	4,788	812	20.4	81	1,514	2,211	4,537	No formal education	None	Short-term OJT ^b
41-2031	Retail Salespersons	8,844	9,624	780	8.8	78	6,061	7,311	14,152	No formal education	None	Short-term OJT ^b
53-3054	Taxi Drivers	1,126	1,877	751	66.7	75	762	710	2,223	No formal education	None	Short-term OJT ^b
35-3023	Fast Food & Counter Workers	6,331	7,018	687	10.9	69	7,371	7,867	15,925	No formal education	None	Short-term OJT ^b
37-2011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	4,509	5,179	670	14.9	67	3,373	3,368	7,411	No formal education	None	Short-term OJT ^b

^aStandard Occupational Classification.

^bOn-the-job training.

^cTotal = Growth + Exits + Transfers.

Source: Wyoming Long-Term Industry and Occupational Employment Projections, 2022-2032.

Prepared by L. Yetter, Research & Planning, WY DWS, 5/28/24.

of total openings for all educational groups (1.2% and 1.1%, respectively). For those jobs requiring a master's degree, the greatest total openings are projected for educational, guidance, school, & vocational counselors (586); nurse practitioners (496); librarians & media collections specialists (330); and education administrators, kindergarten through secondary (318).

Among occupations requiring a doctoral or professional degree, the greatest total projected openings are in lawyers (729); postsecondary teachers, all other (398); physical therapists (361), and pharmacists (290).

Current and historical industry and occupational projections for Wyoming are available online at <https://doe.state.wy.us/LMI/projections.htm>.

References

Hauf, D. (2022, March). Occupations with the highest and lowest wages for May 2020. *Wyoming Labor Force Trends*, 59(3). Research & Planning, WY DWS. Retrieved July 9, 2024, from https://doe.state.wy.us/LMI/trends/2022_03.pdf

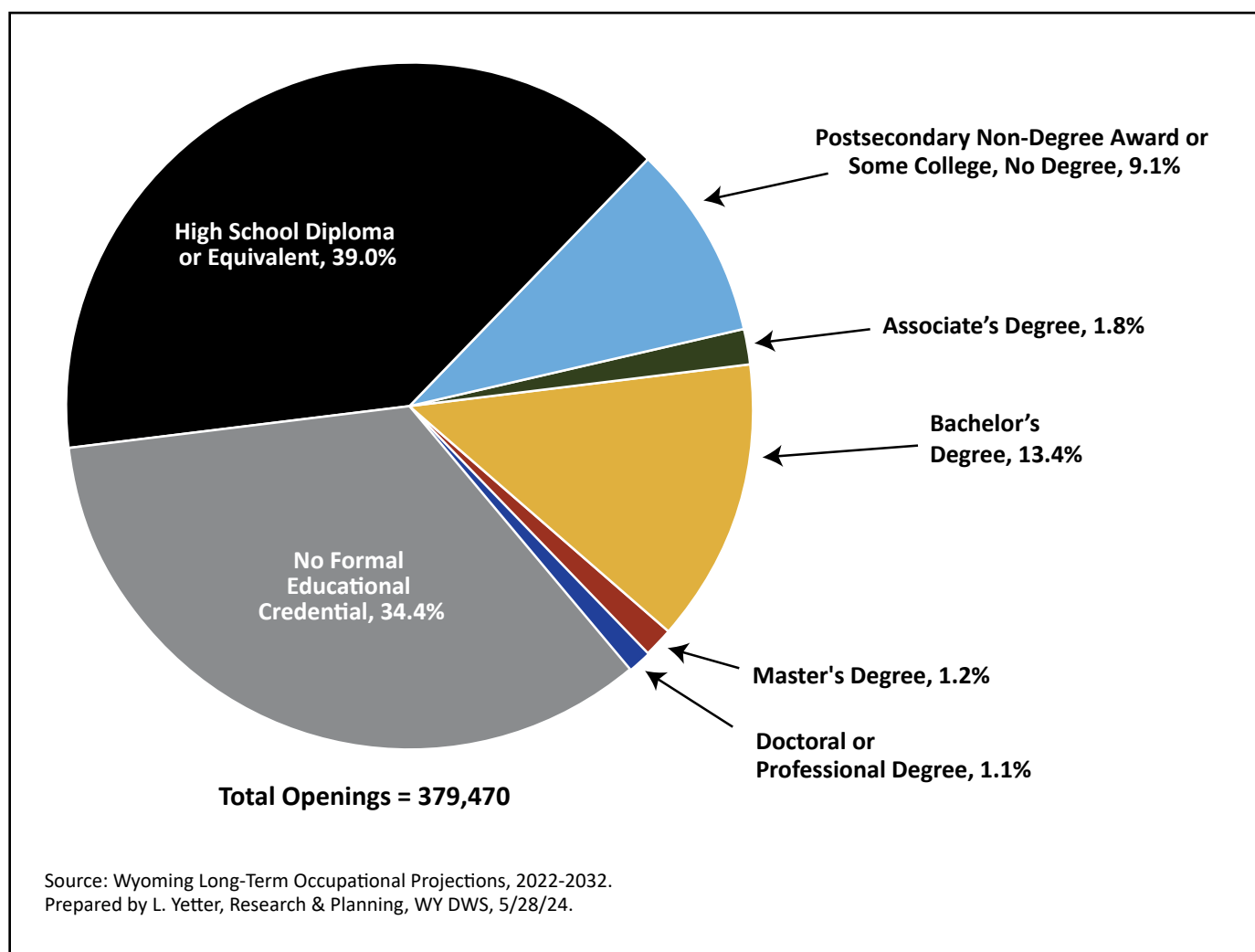


Figure 8.1: Total Projected Job Openings in Wyoming by Educational Requirement, 2022-2032

Table 8.3: Top 5 Occupations by Total Projected Openings for Wyoming by Educational Requirement, 2022-2032

		Employment		Openings Due to:			
SOC ^a Code	Occupation	2022	2032	Growth	Exits	Transfers	Total
No Formal Educational Credential							
35-3023	Fast Food & Counter Workers	6,331	7,018	687	7,371	7,867	15,925
41-2031	Retail Salespersons	8,844	9,624	780	6,061	7,311	14,152
41-2011	Cashiers	6,346	6,373	27	6,117	6,163	12,307
35-3031	Waiters & Waitresses	3,952	4,250	298	3,528	4,956	8,782
37-2011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	4,509	5,179	670	3,373	3,368	7,411
Total		74,432	84,199	9,767	54,691	66,012	130,470
High School Diploma or Equivalent							
53-7065	Stockers & Order Fillers	5,004	6,139	1,135	3,466	5,454	10,055
43-9061	Office Clerks, General	7,092	7,291	199	4,346	4,228	8,773
31-1120	Home Health & Personal Care Aides	3,255	4,211	956	2,986	2,490	6,432
49-9071	Maintenance & Repair Workers, General	4,026	4,616	590	1,903	1,972	4,465
35-1012	First-Line Super. of Food Prep. & Serving Workers	2,496	2,864	368	1,349	2,567	4,284
Total		118,488	131,142	12,654	59,226	76,019	147,899
Postsecondary Non-Degree Award or Some College, No Degree							
53-3032	Heavy & Tractor-Trailer Truck Drivers	6,577	7,752	1,175	3,243	4,197	8,615
43-3031	Bookkeeping, Accounting, & Auditing Clerks	3,926	4,094	168	2,600	2,044	4,812
25-9045	Teaching Assistants, Except Postsecondary	3,662	3,986	324	2,180	2,261	4,765
31-1131	Nursing Assistants	2,698	3,048	350	1,818	2,249	4,417
31-9092	Medical Assistants	980	1,146	166	499	854	1,519
Total		27,287	30,505	3,218	14,387	16,895	34,500
Associate's Degree							
25-2011	Preschool Teachers, Except Special Education	946	1,021	75	450	580	1,105
19-4071	Forest & Conservation Technicians	550	568	18	158	519	695
23-2011	Paralegals & Legal Assistants	408	460	52	163	275	490
29-1292	Dental Hygienists	571	617	46	255	130	431
29-2056	Veterinary Technologists & Technicians	276	375	99	112	182	393
Total		6,325	7,050	725	2,413	3,693	6,831
Bachelor's Degree							
11-1021	General & Operations Managers	7,221	8,466	1,245	1,953	4,213	7,411
29-1141	Registered Nurses	5,128	5,742	614	1,804	1,118	3,536
25-3031	Substitute Teachers, Short-Term	2,209	2,527	318	1,478	1,344	3,140
25-2021	Elementary School Teachers, Except Special Education	2,630	2,900	270	928	909	2,107
13-2011	Accountants & Auditors	2,244	2,532	288	737	1,081	2,106
Total		54,549	62,044	7,495	18,058	25,399	50,952
Master's Degree							
21-1012	Educational, Guidance, & Career Counselors & Advisors	642	741	99	208	279	586
29-1171	Nurse Practitioners	475	709	234	131	131	496
25-4022	Librarians & Media Collections Specialists	311	340	29	178	123	330
11-9032	Education Administrators, Kindergarten through Secondary	399	441	42	115	161	318
29-1071	Physician Assistants	359	466	107	91	113	311
Total		4,898	5,813	915	1,686	1,881	4,482
Doctoral or Professional Degree							
23-1011	Lawyers	1,249	1,459	210	315	204	729
25-1199	Postsecondary Teachers, All Other	413	468	55	194	149	398
29-1123	Physical Therapists	578	694	116	146	99	361
29-1051	Pharmacists	513	598	85	128	77	290
25-1071	Health Specialties Teachers, Postsecondary	195	255	60	99	76	235
Total		6,601	7,560	959	2,070	1,307	4,336
Total, All Occupations							
Total, All Occupations		292,580	328,313	35,733	152,531	191,206	379,470

^aStandard Occupational Classification.

Source: Wyoming Long-Term Occupational Projections, 2022-2032.

Prepared by L. Yetter, Research & Planning, WY DWS, 5/28/24.

Chapter 9: STEM Occupations

Wyoming Projected to Outpace the U.S. in STEM Job Growth

by: Michael Moore, Research Supervisor

Wyoming is projected to add more than 2,700 new jobs in science, technology, engineering, and mathematics (STEM) occupations over the next 10 years, according to the most recent long-term industry and occupational projections from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services.

R&P recently published updated tables that include employment and wage information for STEM occupations in Wyoming and the U.S. In addition, these tables also show the education, experience, and training that are typically required to enter each occupation. Examples of this are seen in Table 9.3 (see page 54).

This chapter discusses selected findings for STEM occupations using the 2022-2032 long-term projections. This type of information helps students, jobseekers, educators, training providers, employers, policymakers, and others make educated decisions for Wyoming’s future.

The full tables on which this chapter is based are available at <https://doe.state.wy.us/LMI/STEM.htm>.

STEM Jobs in Wyoming

The U.S. Bureau of Labor Statistics has identified more than 100 science, technology, engineering, and mathematics

Find it Online

Science, Technology, Engineering, and Mathematics Occupations in Wyoming

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

(STEM) occupations (BLS, 2022). STEM occupations consist of computer and mathematical, architecture & engineering, and life & physical science occupations. In addition, STEM occupations also include managerial and postsecondary teaching occupations related to these areas, and sales occupations requiring scientific or technical knowledge at the postsecondary level.

As noted by Hauf (2023), these four occupational groups “encourage advanced education in science, technology, engineering, and math, along with other skills such as problem-solving, critical thinking, and creativity.”

In total, R&P was able to identify projections data for 96 STEM occupations in Wyoming. Data for 10 occupations were marked as non-discloseable, meaning that they did not meet R&P’s disclosure guidelines. For some STEM occupations, such as biomedical engineers and nuclear engineers, data were not available. This does not necessarily mean these occupations don’t exist in Wyoming; it could be that these jobs were not captured in the panel of the Occupational Employment and Wage Statistics (OEWS) program on which the projections were partially based.

Wyoming had 18,156 jobs in STEM occupations in 2022 (see Table 9.1), which accounted for 6.2% of all jobs in the state. According to the 2022-2032 long-term occupational projections for Wyoming, employment in STEM jobs is projected to grow from 18,156 to 20,928 – an increase of 2,772 jobs, or 15.3%. In contrast, the projections show Wyoming's total employment increasing by 12.2%.

Table 9.1 shows the 10 STEM occupations with the greatest projected employment growth in Wyoming from 2022-2032. All of the occupations in Table 9.1 require a bachelor's degree, with the exception of computer user support specialists (some college, no degree). The occupation with the greatest projected

growth is software developers, with 257 new openings, a 38.3% increase. Other jobs with high projected growth include civil engineers, computer user support specialists, mechanical engineers, and computer & information systems managers.

For most occupations, growth makes up a small portion of total projected openings (Yetter, 2025). Occupational projections also take into consideration anticipated openings due to workers exiting the workforce (*exits*) or changing occupations (*transfers*). *Total openings* refers to the sum of projected growth, exits, and transfers. For example, as shown in Table 9.1, computer user support specialists is projected to grow by 85 jobs,

Table 9.1: Top 10 Science, Technology, Engineering, and Mathematics (STEM) Occupations with the Greatest Projected Growth in Wyoming, 2022-2032

SOC ^a Code	Occupation	Employment		Change (Growth)		Type of Opening		
		2022	2032	N	%	Exits	Transfers	Total ^b
		(Base)	(Projected)					
00-0000	Total, All Occupations	292,580	328,313	35,733	12.2	152,531	191,206	379,470
00-0000	Subtotal, STEM Occupations	18,156	20,928	2,772	15.3	4,679	8,582	16,033
15-1252	Software Developers	671	928	257	38.3	137	286	680
17-2051	Civil Engineers	894	1,019	125	14.0	205	354	684
15-1232	Computer User Support Specialists	695	780	85	12.2	181	303	569
17-2141	Mechanical Engineers	281	362	81	28.8	71	103	255
11-3021	Computer & Information Systems Managers	331	406	75	22.7	72	163	310
19-2041	Environmental Scientists & Specialists, Including Health	457	512	55	12.0	78	298	431
17-2112	Industrial Engineers	208	254	46	22.1	56	70	172
15-1255	Web & Digital Interface Designers	138	183	45	32.6	45	68	158
15-1299	Computer Occupations, All Other	169	208	39	23.1	46	71	156
15-1211	Computer Systems Analysts	164	200	36	22.0	46	60	142

^aStandard Occupational Classification.

^bTotal openings refers to the sum of growth, exits, and transfers.

Source: Wyoming Long-Term Industry and Occupational Projections, 2022-2032.

Prepared by M. Moore, Research & Planning, WY DWS, 3/11/25.

with 181 openings due to exits and 303 openings due to transfers. In total, 569 openings are projected for this occupation.

Jobs and Wages in Wyoming and the U.S.

Projected job growth for STEM occupations is noticeably higher for Wyoming (15.3%) compared to the national

average (9.8%). Table 9.2 includes the 10 STEM occupations with the greatest projected growth for Wyoming and compares them with projected growth in the U.S. In all 10 occupations, Wyoming is projected to see substantially greater job growth. For example, the number of jobs for software developers is projected to grow by 38.3% in Wyoming, compared to 25.7% nationally. The number of jobs for web & digital interface designers is projected to grow by 32.6% in Wyoming and 15.2% nationally.

Table 9.2: Long-Term Projected Growth of Selected Science, Technology, Engineering, and Mathematics (STEM) Occupations in Wyoming and the U.S., 2022-2032

SOC ^a Code	Occupation	Wyoming ^b				U.S. ^c (in Thousands)			
		2022 (Base)	2032 (Projected)	Change, 2022-2032		2022 (Base)	2032 (Projected)	Change, 2022-2032	
				N	%			N	%
00-0000	Total, All Occupations	292,580	328,313	35,733	12.2	164,482.6	169,148.1	4,665.5	2.8
00-0001	Subtotal, STEM Occupations	18,156	20,928	2,772	15.3	10,183.1	11,295.5	1,112.4	9.8
15-1252	Software Developers	671	928	257	38.3	1,594.5	2,004.9	410.4	25.7
17-2051	Civil Engineers	894	1,019	125	14.0	326.3	342.5	16.2	5.0
15-1232	Computer User Support Specialists	695	780	85	12.2	736.2	772.9	36.7	5.0
17-2141	Mechanical Engineers	281	362	81	28.8	286.1	314.7	28.6	10.0
11-3021	Computer & Information Systems Managers	331	406	75	22.7	557.4	643.3	85.9	15.4
19-2041	Environmental Scientists & Specialists, Including Health	457	512	55	12.0	80.5	85.3	4.8	6.0
17-2112	Industrial Engineers	208	254	46	22.1	327.3	365.7	38.4	11.7
15-1255	Web & Digital Interface Designers	138	183	45	32.6	117.9	135.8	17.9	15.2
15-1299	Computer Occupations, All Other	169	208	39	23.1	449.4	493.1	43.7	9.7
15-1211	Computer Systems Analysts	164	200	36	22.0	531.4	582.6	51.2	9.6

^aStandard Occupational Classification.

^bSource: Wyoming Long-Term Industry and Occupational Projections, 2022-2032.

^cSource: U.S. Long-Term Industry and Occupational Projections, 2022-2032, Projections Central.

Prepared by M. Moore, Research & Planning, WY DWS, 3/11/25.

Although greater growth is projected for Wyoming than the U.S., wages tended to be higher nationally for many of these jobs than in Wyoming. Overall, average hourly wage data were available for 53 STEM occupations for Wyoming and the U.S. Wyoming trailed the national average hourly wage in 39 of those, and led in just 14.

Table 9.3 shows the average hourly wage for Wyoming and the U.S. for the 10 occupations discussed in Tables 9.1 and 9.2. The average hourly wage for computer & information systems managers in Wyoming was \$57.23, substantially lower than \$86.88 for the U.S. In addition, the average hourly wage for computer occupations, all other in Wyoming was \$40.24 compared to \$54.05 nationally. Of the 10 occupations presented in Table 9.3, only industrial engineers had a noticeably

higher wage in Wyoming (\$56.81) than nationally (\$49.59).

As an example, Wyoming had the 22nd highest average hourly wage for software developers among all 50 states. Wyoming's average hourly wage of \$61.44 was lower than surrounding states like Colorado (\$69.92), Idaho (\$64.91), and Montana (\$63.16), but higher than states like Utah (\$58.30), Nebraska (\$54.01), and South Dakota (\$45.44).

Conclusion

Science, technology, engineering, and mathematics (STEM) occupations accounted for approximately 6% of all Wyoming jobs in 2022. In addition, many STEM occupations

Table 9.3: Average Hourly Wage of Selected Science, Technology, Engineering, and Mathematics (STEM) Occupations in Wyoming and the U.S., May 2023

SOC ^a Code	Occupation	WY	U.S.	Typical Requirements		
				Education	Experience	Training
00-0000	Total, All Occupations	\$27.85	\$31.48			
15-1252	Software Developers	\$61.44	\$66.40	Bachelor's degree	None	None
17-2051	Civil Engineers	\$41.88	\$48.64	Bachelor's degree	None	None
15-1232	Computer User Support Specialists	\$28.91	\$30.60	Some college, no degree	None	Moderate-term on-the-job training
17-2141	Mechanical Engineers	\$50.17	\$50.59	Bachelor's degree	None	None
11-3021	Computer & Information Systems Managers	\$57.23	\$86.88	Bachelor's degree	5 years or more	None
19-2041	Environmental Scientists & Specialists, Including Health	\$34.70	\$41.69	Bachelor's degree	None	None
17-2112	Industrial Engineers	\$56.81	\$49.59	Bachelor's degree	None	None
15-1255	Web & Digital Interface Designers	\$47.07	\$52.32	Bachelor's degree	None	None
15-1299	Computer Occupations, All Other	\$40.24	\$54.05	Bachelor's degree	None	None
15-1211	Computer Systems Analysts	\$53.53	\$53.27	Bachelor's degree	None	None

^aStandard Occupational Classification.

Source: Occupational Employment and Wage Statistics program, May 2023.

Prepared by M. Moore, Research & Planning, WY DWS, 3/11/25.

are projected to grow at a much greater rate than the overall average.

From 2022-2032, STEM occupations are projected to grow at a much greater rate in Wyoming (15.3%) than nationally (9.8%). However, the average hourly wage for most STEM occupations in 2023 was substantially lower in Wyoming than the national average. So while Wyoming is projected to provide plenty of job opportunities in STEM occupations in the next 10 years, employers may have a difficult time competing for labor with states that pay higher wages for these jobs.

technology, engineering, and mathematics (STEM) occupations in Wyoming. *Wyoming Labor Force Trends*, 60(2). Research & Planning, WY DWS. Retrieved March 12, 2025, from <https://doe.state.wy.us/LMI/trends/0223/a1.htm>

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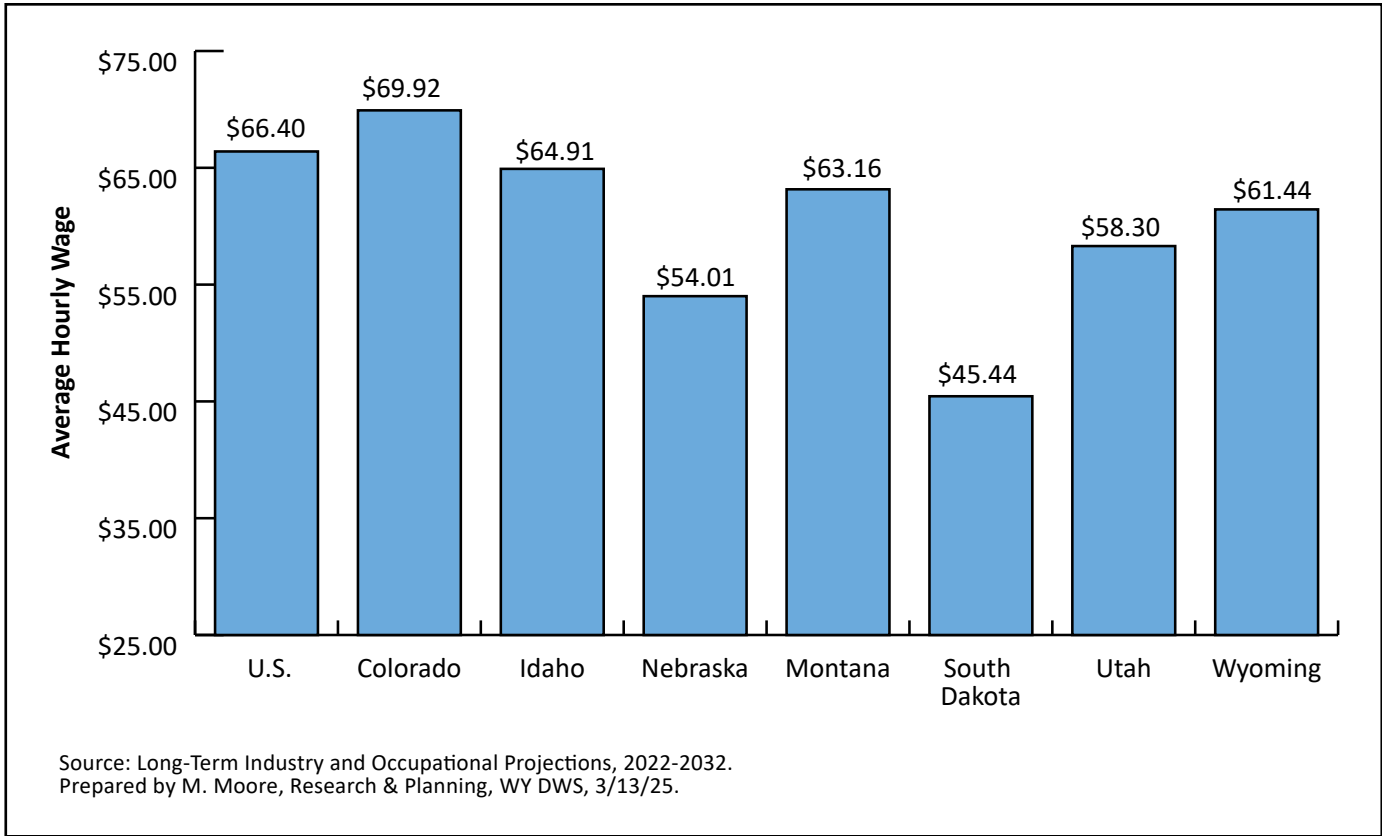


Figure 9.1: Average Hourly Wage for Software Developers (SOC 15-1252) in the U.S., Wyoming, and Surrounding States, May 2023

Chapter 10: Wyoming Benefits Survey

Nearly Two-Thirds of Wyo Workers Offered Medical Insurance

by: Lisa Knapp, Senior Research Analyst

The Wyoming Benefits Survey is used to collect information from state employers about

the benefits they offer their employees. The data from this survey are analyzed in terms of size class,

industry, substate region, and as a time series. The results are published annually on Research & Planning's website at <https://doe.state.wy.us/LMI/benefits.htm>. The data presented in this article are from first quarter 2024 (2024Q1).

Table 10.1: Percent of Wyoming Jobs Offered Selected Benefits by Employer Size Class (Number of Employees), 2024Q1

Benefit	1-4	5-9	10-19	20-49	50+	Total
Medical Insurance	29.0	29.4	43.0	58.4	83.0	65.3
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

Source: Wyoming Benefits Survey data.

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

Table 10.1 shows the proportion of employees who were offered selected benefits by size class, or the number of workers employed by a business. In general, as the business size class increased, so did the percentage of employees who were offered the benefit. For example, 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.

Likewise, just over one-third of employees working for the state's smallest companies were offered retirement benefits while 51.0% of those working for companies with 10 to

Table 10.2: Percent of Total Wyoming Jobs Offered Selected Benefits by Industry, 2024Q1

Industry	Medical Insurance	Paid Sick Leave	Paid Vacation Leave	Retirement Plan
Natural Resources & Mining	92.6	43.3	66.8	77.2
Construction	53.8	15.6	45.1	58.4
Manufacturing	81.3	26.8	57.4	79.4
Wholesale Trade	82.3	27.8	40.8	84.6
Retail Trade	61.0	26.9	47.9	71.2
Transportation, Warehousing, & Utilities	83.5	35.7	60.5	86.0
Information	67.1	37.6	42.7	69.2
Financial Activities	69.4	34.5	40.3	76.9
Professional & Business Services	54.9	23.0	35.0	63.7
Educational Services	81.9	67.5	75.6	89.1
Health Care & Social Assistance	70.0	39.9	39.6	82.2
Leisure & Hospitality	27.5	11.7	24.3	26.2
Other Services	42.0	24.6	40.9	49.7
State & Local Gov.	80.2	77.1	77.1	80.3
Total	65.3	37.0	49.8	69.5

Source: Wyoming Benefits Survey data.

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

19 employees and 85.3% of those working for the state’s largest employers were offered the benefit.

Table 10.2 (see page 56) contains the proportion of employees who were offered selected benefits by the industry they worked in. The largest percentage of workers who were offered medical insurance worked in natural resources & mining (92.6%), transportation & utilities (83.5%), and wholesale trade (82.3%) while leisure & hospitality (27.5%) and other services (42.0%) had the smallest proportion of employees who were offered the benefits.

The largest percentage of workers who were offered retirement plans worked in education (89.1%), transportation & utilities (86.0%), and wholesale trade (84.6%). Alternatively, only 26.2% of workers in leisure & hospitality and 49.7% of those in other services were offered retirement plans.

Table 10.3 shows the proportion of employees who were offered selected benefits during the 20 quarters between 2019Q2 and 2024Q1. When calculating these estimates, R&P combines data from the target quarter (2024Q1,

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Wyoming Benefits Survey

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

in this case) and the preceding seven quarters, because a larger pool of data results in estimates that are more accurate. This survey was not conducted during 2019Q4 or 2020Q1 because a large number of businesses were closed or operating with limited staff due to the 2020 coronavirus pandemic. Because of this, R&P was unable to calculate estimates for 2019Q4 through 2021Q4 and these quarters have been excluded from the table.

The proportion of employees who were offered medial insurance increased from 63.3% in 2019Q2 to 65.3% in 2024Q1. The percentage of workers who were offered retirement plans increased from 67.7% in 2019Q2 to 69.5% in 2024Q1.

The proportion of employees who were offered paid vacation leave decreased slightly from 50.9% in 2019Q2 to 49.8% in 2024Q1 and the percentage of workers offered paid sick leave declined from 38.3% to 37.0% during this time.

Table 10.3: Percent of Total Wyoming Jobs Offered Selected Benefits by Year and Quarter, 2019Q2-2024Q1*				
Year and Quarter	Medical Insurance	Paid Sick Leave	Paid Vacation Leave	Retirement Plan
2019Q2	63.3	38.3	50.9	67.7
2019Q3	64.0	36.2	49.2	69.0
2022Q1*	65.1	39.3	53.9	71.1
2022Q2	65.6	39.0	55.0	70.9
2022Q3	64.9	37.5	53.0	70.6
2022Q4	65.1	36.7	52.4	71.1
2023Q1	65.3	39.3	50.7	70.9
2023Q2	64.2	38.0	48.5	69.6
2023Q3	63.8	35.4	47.7	68.8
2023Q4	64.9	37.4	49.9	70.2
2024Q1	65.3	37.0	49.8	69.5
*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 data. Prepared by L. Knapp, Research & Planning, WY DWS, 4/17/25.				

Chapter 11: Occupational Employment and Wage Statistics

Past and Projected Growth in Health Care-Related Occupations

by: Deana Hauf, Senior Statistician

Many of the fastest growing occupations nationally are health care related (BLS, 2024), and many of those same occupations showed substantial growth in Wyoming over the last 10 years. This chapter looks at the 12 fastest growing health care-related occupations nationally, and provides employment and wage data for selected occupations in Wyoming, in order to provide a better understanding of how these jobs grew over the last decade (see Table 11.1, page 59).

In Wyoming, home health & personal care aides had the greatest employment increase of all 12 health care-related occupations from 2013-2023 (1,010 jobs, or 44.5%). Nationally, this occupation is projected to increase by 20.7% over the next 10 years. Home health & personal care aides had the lowest average wage of all 12 occupations discussed in this article, with \$29,810 in Wyoming and \$33,530 nationally.

Home health & personal care aides monitor the condition of people with disabilities or chronic illnesses and help them with daily living activities. Duties typically include the following: assist clients in their daily personal tasks, such as bathing or dressing; perform housekeeping tasks, such as laundry, washing dishes, and vacuuming; help to organize a client's schedule and plan appointments. This occupation typically requires a high school diploma and some training, either on the job or from a training provider.

Medical & health services managers increased by 320 (46.4%) over the past

10 years in Wyoming, and are projected nationally to increase by 28.5% over the next 10 years. This occupation plans, directs, and/or coordinates medical and health services. Individuals working in this occupation may manage an entire facility, a specific clinical area or department, or a medical practice for a group of physicians. The median annual wage for medical & health service managers was the third highest out of the 12 jobs for Wyoming (\$102,210) and nationally (\$110,380). A bachelor's or master's degree is most commonly required to enter this position.

Nurse practitioners increased by 250 jobs (113.6%) over the last 10 years in Wyoming, and this occupation is projected nationally to grow by 46.3% over the next 10 years; this was the highest percentage increase out of all 12 occupations. Nurse practitioners had the second highest median annual wage of \$122,950 in Wyoming and \$126,260 at the national level. Nurse practitioners serve as primary and specialty care providers, delivering advanced nursing services to patients and their families. They assess patients, determine how to improve or manage a patient's health, and discuss ways to integrate health promotion strategies into a patient's life. Many nurse practitioners work independently, prescribe medications, and order laboratory tests. A master's degree is typically required to enter this occupation.

Physician assistants had the highest median wage out of the 12 occupations in Wyoming at \$136,940, which was also

higher than the national annual wage of \$130,020. This occupation had the fourth highest increase in jobs over the last 10 years (80, or 34.8%) in Wyoming and is projected to grow nationally by 28.5%. Physician assistants examine, diagnose, and treat patients under the supervision of a physician. To enter the occupation, physician assistants typically need a master's degree.

References

U.S. Bureau of Labor Statistics. (2024a, August 29). Employment projections: Fastest growing occupations. Retrieved February 7, 2025, from <https://www.bls.gov/emp/tables/fastest-growing-occupations.htm>

Table 11.1: Wyoming Employment and Wages (2013-2023) for the Top 12 Health Care-Related Occupations with the Greatest Projected National Growth (2023-2033)

SOC ^b Code	Title	Projected % Change for the U.S., 2023- 2033 ^a	National Median Annual Wage, 2023	WY Employment, 2013-2023				WY Median Annual Wage, 2013-2023			
				Change				Change			
				2013	2023	N	%	2013	2023	\$	%
00-0000	Total, All Occupations	4.0	\$48,060	278,910	273,750	-5,160	-1.9	\$36,990	\$47,250	\$10,260	27.7
11-9111	Medical & Health Services Mgrs.	28.5	\$110,380	690	1,010	320	46.4	\$79,890	\$102,210	\$22,320	27.9
25-1071	Health Specialties Teachers, Postsecondary	18.8	\$105,650	180	210	30	16.7	\$75,115	\$76,960	\$1,845	2.5
25-1072	Nursing Instructors & Teachers, Postsecondary	17.9	\$80,780	150	150	0	0.0	\$57,900	\$69,220	\$11,320	19.6
29-1071	Physician Assistants	28.5	\$130,020	230	310	80	34.8	\$94,415	\$136,940	\$42,525	45.0
29-1127	Speech-Language Pathologists	18.4	\$89,290	270	270	0	0.0	\$66,190	\$80,920	\$14,730	22.3
29-1131	Veterinarians	19.1	\$119,100	180	190	10	5.6	\$71,760	\$97,270	\$25,510	35.5
29-1171	Nurse Pract.	46.3	\$126,260	220	470	250	113.6	\$88,740	\$122,950	\$34,210	38.6
29-2056	Veterinary Technologists & Technicians	19.3	\$43,740	240	300	60	25.0	\$28,140	\$35,840	\$7,700	27.4
31-1120	Home Health & Personal Care Aides	20.7	\$33,530	2,270	3,280	1,010	44.5	\$24,450	\$29,810	\$5,360	21.9
31-2011	Occupational Therapy Assist.	22.3	\$67,010	60	60	0	0.0	\$45,010	\$57,790	\$12,780	28.4
31-2021	Physical Therapist Assist.	25.4	\$64,080	120	140	20	16.7	\$47,960	\$58,940	\$10,980	22.9
31-9096	Veterinary Assist. & Laboratory Animal Caretakers	19.4	\$36,440	160	180	20	12.5	\$23,870	\$30,030	\$6,160	25.8

Source: Occupational Employment and Wage Statistics.

^aSource: Employment Projections program, U.S. Bureau of Labor Statistics. ^bStandard Occupational Classification.

Prepared by D. Hauf, Research & Planning, WY DWS, 1/27/25.

Chapter 12: Census of Fatal Occupational Injuries

Wyoming Occupational Fatalities Increase to 45 in 2023

by: David Bullard, Senior Economist

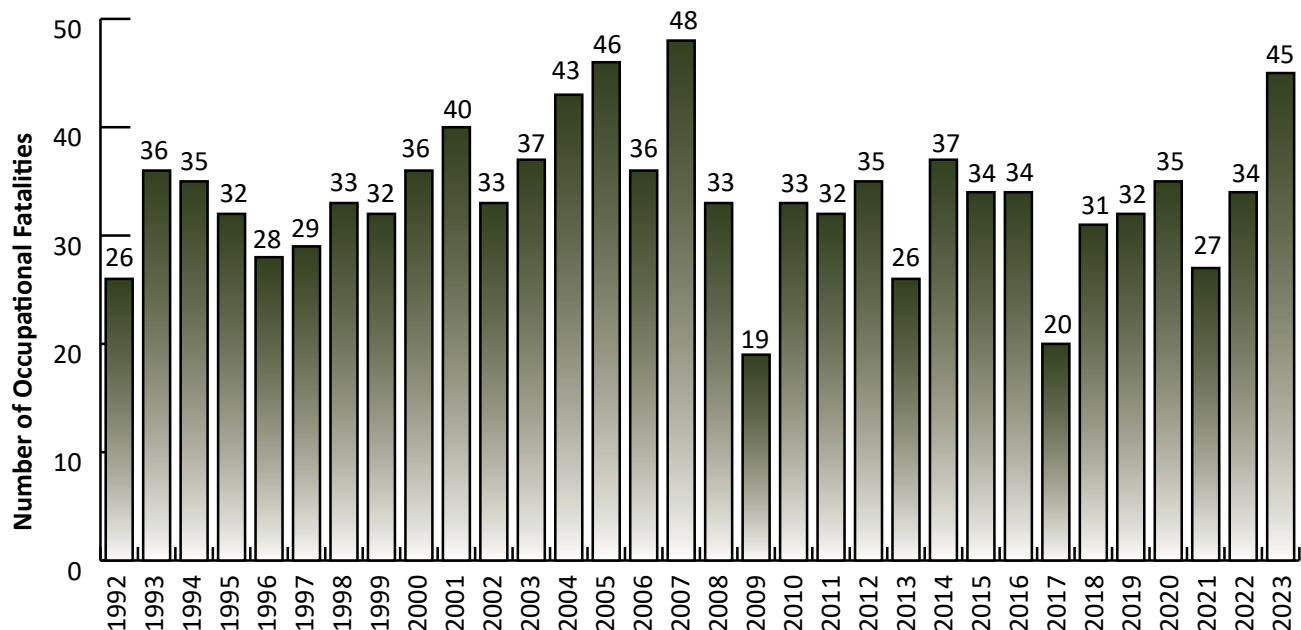
The number of occupational fatalities in Wyoming rose from 34 in 2022 to 45 in 2023 (an increase of 11 deaths, or 32.4%; see Figure 12.1). Variations in fatalities from year to year are, to some extent, the result of the random nature of work-related accidents. Furthermore, there is not always a direct relationship between workplace fatalities and workplace safety. For example, suicides and homicides that occur in the workplace are included as occupational fatalities. Workplace fatalities are counted in the state where the injury occurred, not necessarily the state of residence or the state of death.

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Census of Fatal Occupational Injuries

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

In 2023, 17 deaths occurred in natural resources & mining (or 37.8% of all deaths). Of those 17, nine deaths (20.0%) were reported in agriculture, forestry, fishing, & hunting, and eight deaths (17.8%) occurred in mining, quarrying, & oil & gas extraction. Transportation & warehousing accounted for 13 deaths (28.9%) and construction accounted for three deaths (6.7%).



Source: U.S. Department of Labor, Bureau of Labor Statistics, Census of Fatal Occupational Injuries, in cooperation with State and Federal Agencies.

Prepared by M. Moore, Research & Planning, 12/19/24.

Figure 12.1: Wyoming Occupational Fatalities, 1992-2023

Across all industries, two-thirds of 2023 workplace deaths (66.7%) were the result of transportation incidents (see Figure 12.2). Transportation incidents include highway crashes, pedestrian vehicular incidents, aircraft incidents, and water vehicle incidents.

The fatality counts featured in this release are compiled by the Census of Fatal Occupational Injuries (CFOI) program (a joint effort of Research & Planning and the Bureau of Labor Statistics) and may not match those from other programs, such as the Occupational Safety

and Health Administration (OSHA) because of differences in scope and methodology. In addition to regular wage and salary employees, CFOI counts include volunteer workers and self-employed individuals.

The CFOI program utilizes a wide variety of data sources, such as OSHA reports, workers' compensation, vital records, coroner's reports, media reports, and police reports of vehicle crashes. Additionally, similar data sources from other states are routinely used to identify workplace fatalities. For example, a worker fatally injured in a highway incident in Wyoming may be covered by workers' compensation in another state. That information is made available to R&P as part of data sharing agreements between the states and federal government (BLS).

For official definitions used in the CFOI program, please visit <https://www.bls.gov/iif/overview/cfoi-scope.htm>.

Tables and figures for Wyoming are available at <https://doe.state.wy.us/LMI/CFOI/toc.htm>.

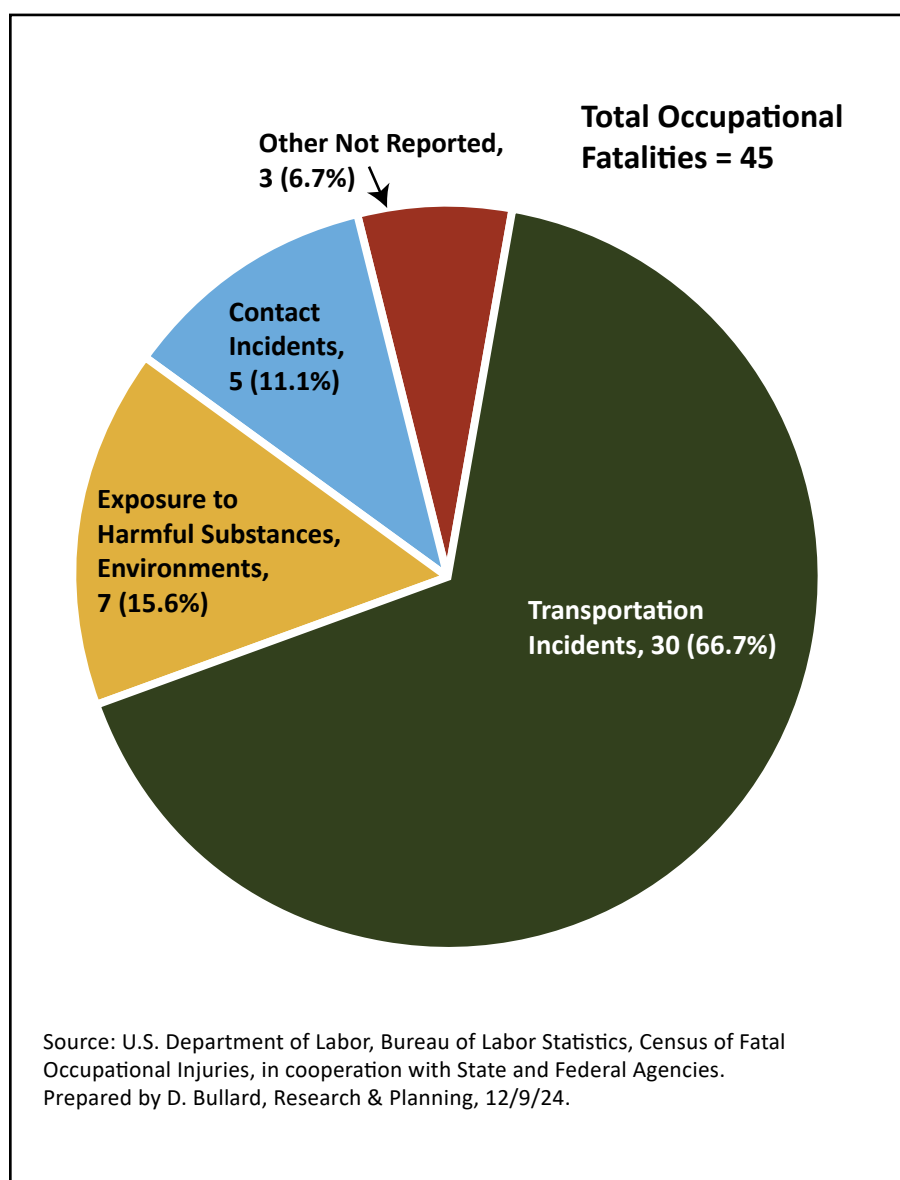


Figure 12.2: Workplace Fatal Injuries by Event or Exposure in Wyoming, All Ownerships, 2023

Chapter 13: Survey of Occupational Injuries and Illnesses

Highlights of the 2023 SOII Survey for Wyoming

by: *Chris McGrath, Senior Statistician*

An estimated 2,600 nonfatal occupational injury and illness cases with days away from work, job transfer, or restriction occurred in private industry in Wyoming in 2023, with an incidence rate of 2.7 per 100 workers (note: this excludes farms with fewer than 11 employees).

This chapter summarizes the results from the 2023 Wyoming Survey of Occupational Injuries and Illnesses (SOII). The data include estimates of incidence rates by industry and the nature of the injury or illness. Worker demographics, such as age, sex, and occupation, along with case characteristics of event or exposure, source, and nature of injuries and illnesses are also covered.

More information is available at <https://doe.state.wy.us/LMI/OSH/toc.htm>.

This chapter was excerpted from an article titled, "Results of the 2023 Survey of Occupational Injuries and Illnesses" in the December 2024 issue of *Wyoming Labor Force Trends*. That article is available in its entirety at <https://doe.state.wy.us/LMI/trends/1224/a2.htm>.

The SOII is a mandatory survey sent to randomly selected companies in Wyoming. These selected companies were notified a year earlier to track work-related injuries and illnesses by maintaining OSHA 300 forms. Data are collected the following year, and the collection period lasts seven months. The results are then reviewed by state,

Find it Online

Survey of Occupational Injuries and Illnesses

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

regional, and national BLS staff, after which incidence rates are calculated.

A work-related injury or illness is considered an OSHA recordable case if it results in one or more of the following:

- Death
- Days away from work
- Restricted work or transfer to another job
- Medical treatment beyond first aid
- Loss of consciousness
- A significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

Incidence rates indicate the number of nonfatal occupational illnesses or injuries per 100 full-time employees. The cases deemed the most serious are those that involve days away from work. Instances in which employees do not require time off from work beyond the day of injury are not included as days away from work cases. The number of cases with days of restricted duty or job transfer is counted in the summary of injuries and/or illnesses. Other recordable cases are also counted in the summary of injuries and/or illnesses,

which are cases requiring medical treatment beyond first aid but with no lost time, restricted duty, or job transfer days.

Figure 13.1 compares incidence rates for the U.S. private sector, and Wyoming private and public sectors. Private industry encompasses both the goods-producing and service-providing sectors. The incidence rate for the U.S. private sector in 2023

was 2.4 and 2.7 for Wyoming. U.S. private industry employers reported 2.6 million nonfatal workplace injuries and illnesses in 2023, down 8.4% from 2022 (BLS, 2024). The public sector in Wyoming, which comprises state and local government, had an incidence rate of 3.0 in 2023 and 3.2 in 2022.

Figure 13.2 (see page 64) shows

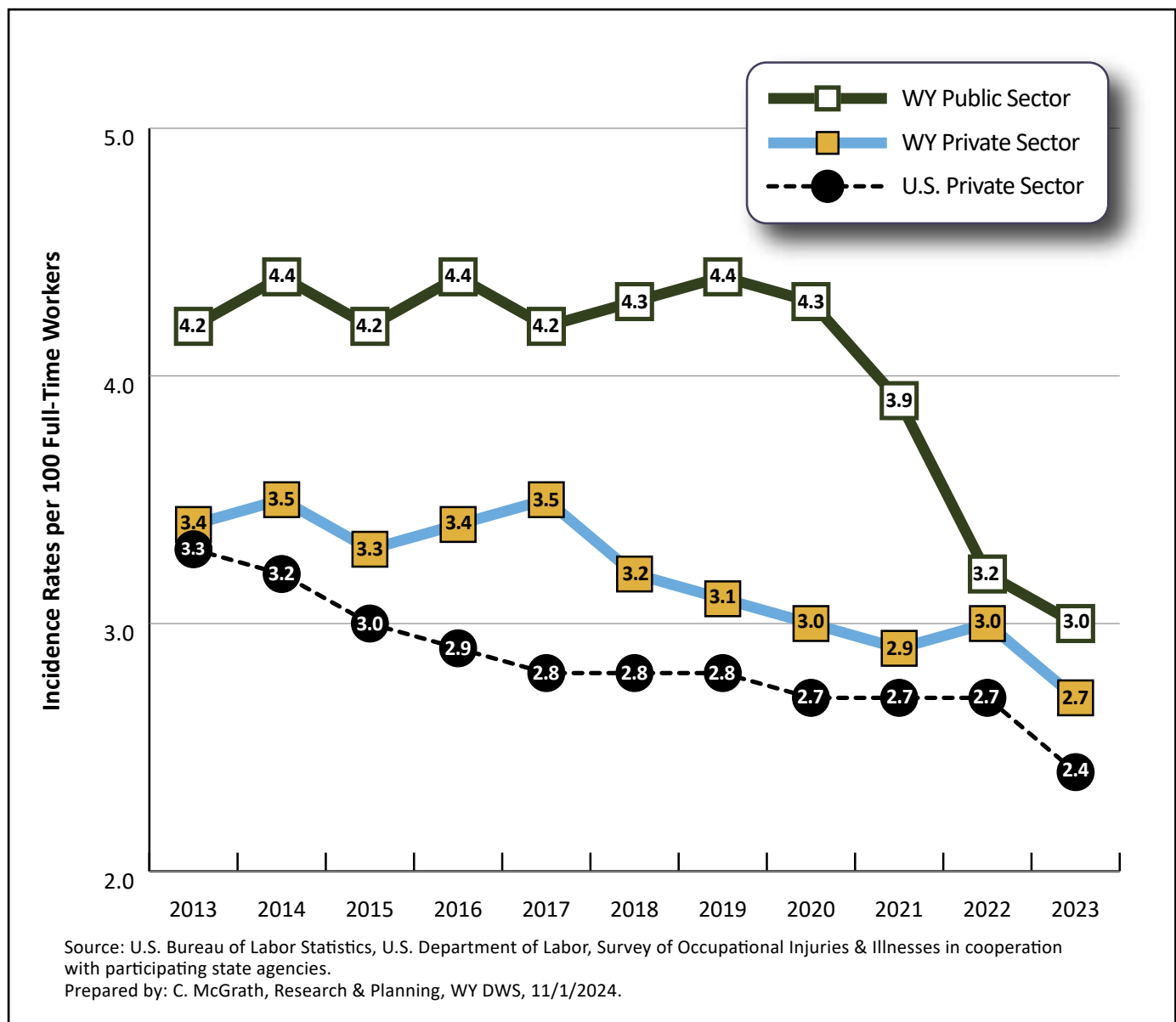


Figure 13.1: Incidence Rates per 100 full-time workers for total nonfatal occupational injuries and illnesses, Wyoming and All United States, 2013-2023

incidence rates for total nonfatal occupational injuries and illnesses by major industry sector in Wyoming for 2022 and 2023. The total estimated incidence rate in 2023 in Wyoming for all ownerships, including state and local government, was 2.8. Wyoming had an incidence rate of 2.7 in private industry in 2023 and an incidence rate of 3.0 in 2022. In 2023, construction had an incidence rate of 2.2 compared to 3.1 in 2022, while manufacturing had an incidence rate of 3.3 in 2023 and 4.1 in 2022. In service-providing sectors, education & health services had an incidence rate of 3.7 in 2023 and 4.8 in 2022. Leisure & hospitality had an incidence rate in 2023 of 3.8 and 3.3 in 2022.

References

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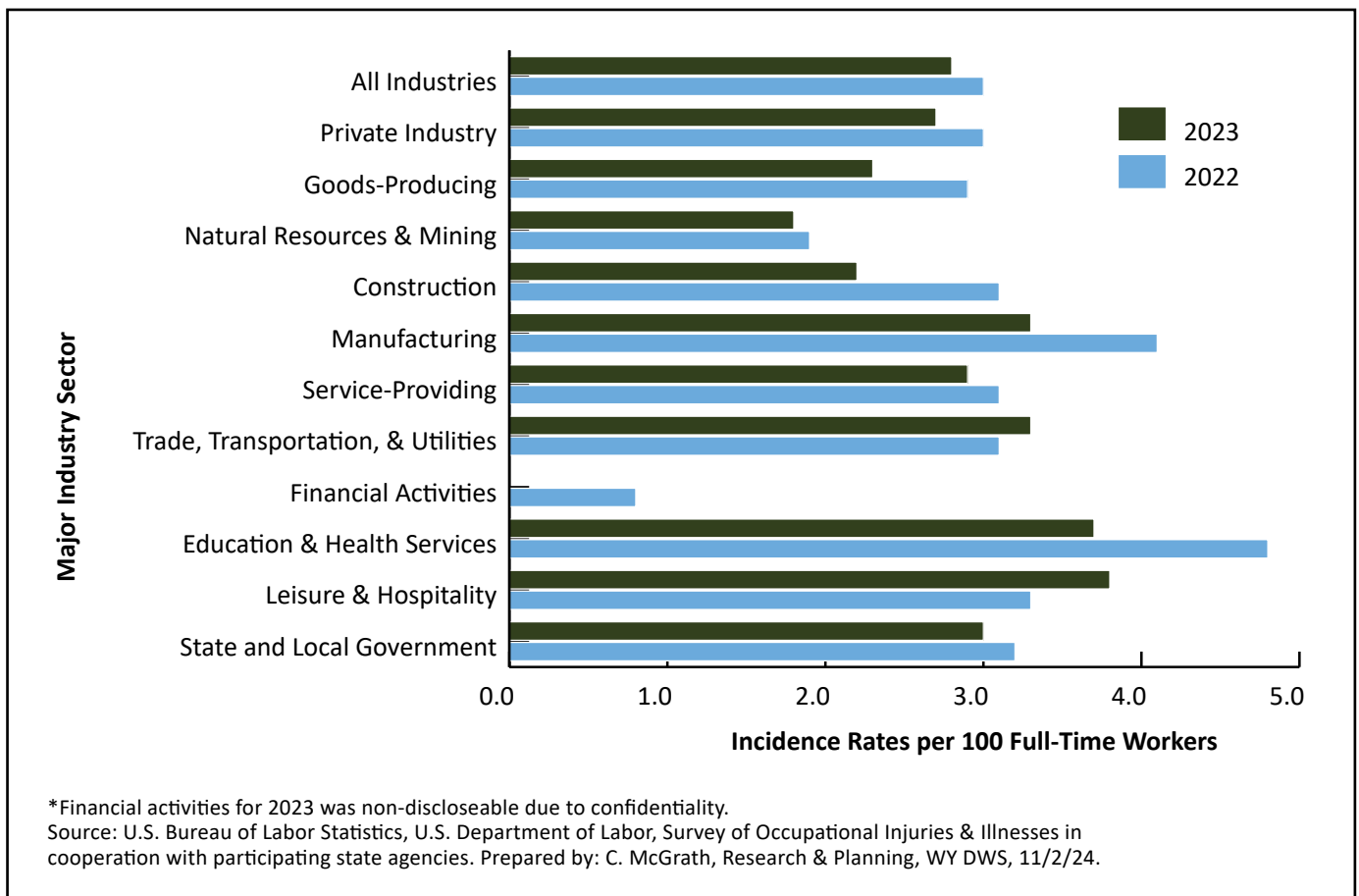


Figure 13.2: Incidence Rates per 100 Full-Time Workers for Total Nonfatal Occupational Injuries and Illnesses by Selected Major Industry Sector in Wyoming, 2022 and 2023

Just the Facts

Table 1: Wyoming State Facts

State Capital	Cheyenne
Governor	Governor Mark Gordon, 33rd Governor, Assumed Office Jan. 7, 2019 – Cheyenne
Most Livable State – National Ranking	8th in 2022
Nicknames	Equality State – Big Wyoming – Cowboy State
State Dinosaur & State Fossil	Triceratops & Knightia
State Flower & State Tree	Indian Paintbrush & Plains Cottonwood
State Bird & State Fish	Western Meadowlark & Cutthroat Trout
State Butterfly & Reptile	Sheridan's Green Hairstreak & Horned Toad
State Mammal & State Gemstone	Bison & Jade
1st National Park	Yellowstone - Established March 1, 1872
1st National Monument	Devils Tower - Established September 24, 1906
Admitted to Statehood - Date & Rank	July 10, 1890 – 44th State

Excerpted from *Wyoming 2022 – Just the Facts*, published March 2023 by the Wyoming Department of Administration & Information, Economic Analysis Division. Full table and references available at http://eadiv.state.wy.us/Wy_facts/Facts2023.pdf.

Table 2: Selected Vital Statistics for Wyoming, 2020-2023

Year	Vital Events ^a				Teenage Birth Rate (per 1,000)		Death Rate (per 100,000)	
	Births	Deaths	Marriages	Divorces	WY ^a	U.S. ^b	WY ^a	U.S. ^b
2020	6,132	5,986	4,016	2,220	18.1	15.4	1,027.9	835.4
2021	6,238	6,574	4,286	2,186	16.0	14.4	1,135.8	879.7
2022	6,050	5,895	4,274	1,949	16.0	13.5	1,013.1	798.8
2023	5,991	5,567	4,089	1,960	N/A	13.6	952.8	984.1

^aSource: Vital Statistics Services, Wyoming Department of Health, 2024.

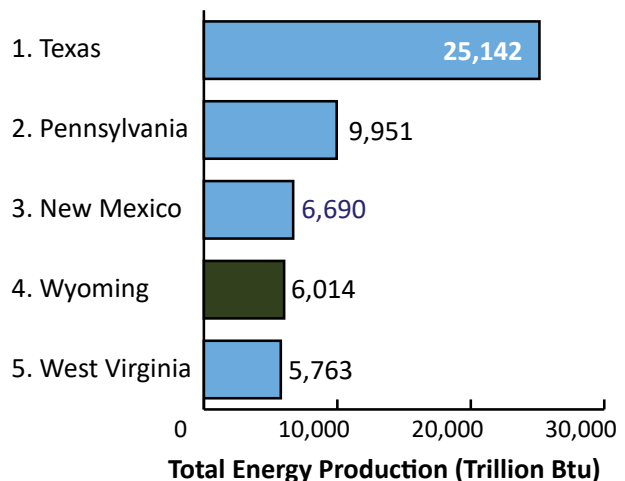
^bSource: National Center for Health Statistics, Centers for Disease Control, 2024.

N/A = Not available as of press time.

Table 3: Wyoming Rank in U.S. in Energy Consumption, Expenditures, Production, Prices, & Environment, 2023

	Wyoming Rank
Consumption	
Total Energy per Capita	4
Expenditures	
Total Energy per Capita	2
Production	
Total Energy	4
Crude Oil	7
Natural Gas	10
Coal	1
Electricity	32
Prices	
Natural Gas	41
Electricity	43
Environment	
Carbon Dioxide Emissions	34

Source: Energy Information Administration. Retrieved from <http://www.eia.gov/state/?sid=WY>. Updated May 13, 2025.



Source: U.S. Energy Information Administration. Retrieved May 13, 2025, from <https://www.eia.gov/state/rankings/#/series/101>.

Figure 1: Ranking of Top 5 Total Energy-Producing States in the U.S., 2022

Editor's Note:

The 2024 edition of Just the Facts was not available when the *2025 Wyoming Workforce Annual Report* was published. A revised version of the annual report will be posted when this information becomes available.

		Most Recent Period	
		Value	Rank
% of Population - Under 18 Years Old	2022	22.4%	17
% of Population - 65 Years & Older	2022	18.6%	17
Median Age	2022	39.2	23

Note: Population data are July 1 estimates.

Weather & Geography			
Total Area (sq. miles)	2020	97,089	9
Water Area (sq. miles)	2020	721	36
Mean Elevation (ft)	2020	6,700	2
% of Land in Rural Areas	2020	99.8%	2
% of Land Owned by the Federal Government	2023	47.1%	6
% of Land Owned by State Government	2023	6.2%	--

Recreation & Tourism			
Land Ownership in Wyoming (million square miles):			
National Park Service	2022	3,744	5
U.S. Forest Service	2022	14,415	9
Bureau of Land Management	2022	28,199	4
Visitors to State Parks & Recreational Areas	2022	5,229,659	--
WY Lodging Sales (millions of dollars)	FY2023	\$886.3	--

Crime & Law Enforcement			
Crimes	2022	10,690	--
Crimes per 100,000 Persons	2022	1,839	--
Violent Crimes per 100,000 Persons	2022	201.9	--

Education			
% of Population, 25 yrs. & older, Completed High-School	2022	93.7%	7
% of Population, 25 yrs. & older, with a Bachelor's Degree	2022	29.6%	41
ACT Average Composite Score (range 1-36)	2023	19.0	37
Estimated Pupil-Teacher Ratio in Public Schools	2022/23	12.7	42
Estimated Average Salary of Public School Teachers	2022/23	\$61,437	26
Average Teacher's Salary as % of Average Annual Pay for All Workers	2022	109.1%	3

Health & Social Welfare			
% of Persons Without Health Insurance Coverage	2022	11.5%	4
% of Private Sector Establishments that Offer Health Insurance	2022	40.9%	45
Physicians per 100,000 Persons	2022	214	48
Registered Nurses per 100,000 Persons	2021	872	34
% of Population Enrolled in Medicare	2021	20.3%	27
% of Population Below Poverty Level	2022	11.8%	28
% of Population Receiving Supplemental Nutrition Assist. Prog. Benefits ³¹	2022	5.2%	48

Rankings are highest to lowest except where noted.

*Ranking lowest to highest.

Excerpted from *Wyoming 2022 – Just the Facts*, published December 2020 by the Wyoming Department of Administration & Information, Economic Analysis Division. Full table and references available at http://eadiv.state.wy.us/Wy_facts/Facts2023.pdf

(Table continued on page 67)

Just the Facts

(Table continued from page 66)

	Most Recent Period		
	Year	Value	Rank
Housing			
Residential Building Permits	2022	3,004	47
Median Housing Value of Owner-Occupied Housing Units (\$)	2022	\$292,300	25
Homeownership Rate	2022	75.3%	2
Wyoming's Economy			
Median Household Income	2022	\$70,042	29
Wyoming Annual Inflation Rate	2023Q4	3.8%	--
Employment & Labor			
Average Annual Pay (\$)	2022	\$56,320	39
State Minimum Wage Rate (\$ per hour)	2023	\$7.25	31
Civilian Labor Force	2022	291,756	50
Employed	2022	281,343	50
Unemployed	2022	10,413	47
Unemployment Rate	2022	3.6%	23
Total Non-farm Employment (Jobs)	2022	284,400	50
% of Jobs in Mining	2022	5.7%	1
Tax Environment			
Individual Income Tax Rate	2023	0.0%	50
Corporate Income Tax Rate	2023	0.0%	50
State & Local Sales Tax Rate	2023	5.4%	44
Gasoline Tax Rate (\$/gallon)	2023	\$0.24	38
Cigarette Tax Rate (\$/pack)	2023	\$0.60	43
State & Local Excise Collections Per Capita	FY2020	\$376	46
Estimated Burden of Major Taxes for a 3-Person Family with Income of \$50,000 - Cheyenne	2021	\$3,960	49
Mining, Energy, & the Environment			
Coal Production (millions of short tons)	2022	244.3	1
Natural Gas Production (billions of cubic feet)	2022	1,299	9
Crude Oil Production (millions of barrels)	2022	90.9	8
Trona Production (millions of short tons)	2022	18.5	1
Average Price Paid for WY Coal (\$/short ton)	2022	\$14.60	--
Average Price Paid for Natural Gas (\$/MCF)	2022	\$6.90	--
Average Price Paid for Wyoming Oil (\$/barrel)	2022	\$92.01	--
Average Price Paid for Trona (\$/short ton)	2022	\$163.71	--
% of Electricity Generated Through Renewable Resources	2021	18.2%	15
Toxic Releases: Total Pollution Released (millions of pounds)	2021	16.4	37
Agriculture			
Number of Farms and Ranches	2022	11,900	39
Average Farm Size (acres)	2022	2,395	1
U.S. Agriculture Exports (millions \$)	2021	\$424.0	39

Rankings are highest to lowest except where noted.

*Ranking lowest to highest.

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