



Women in Wyoming's Labor Market

Presented to the Wyoming Workforce
Development Council on January 15, 2026,
and to the Wyoming Council for Women on
January 20, 2026, by Michael Moore,
R&P Research Supervisor



Women in Wyoming's Labor Market

About Research & Planning

OUR ORGANIZATION:

R&P is an exclusively statistical entity within DWS.

WHAT WE DO:

R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards.

OUR CUSTOMERS:

LMI makes the labor market more efficient by providing the public and the public's representatives with the basis for informed decision making.



Women in Wyoming's Labor Market

Overview

- Introduction
- Gender Wage Gap
- Recent Trends



Women in Wyoming's Labor Market

Part 1: Introduction



Women in Wyoming's Labor Market

Introduction

Wyoming Population Estimates by Sex, 2024

Wyoming Population Estimates by Sex, 2024

Sex	N	%	Average Age
Female	287,054	48.9	40.4
Male	300,564	51.1	39.4
Total	587,618	100.0	39.9

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

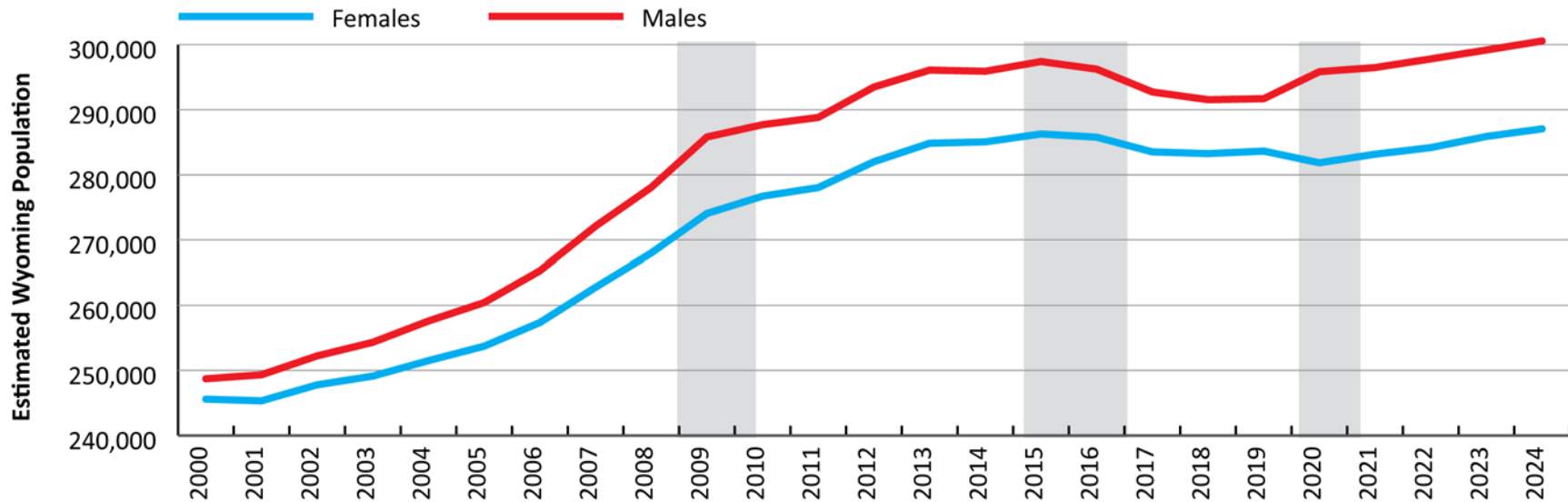
Prepared by M. Moore, Research & Planning, WY DWS,
11/25/25.



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Introduction

Wyoming Population Estimates by Sex, 2000-2024

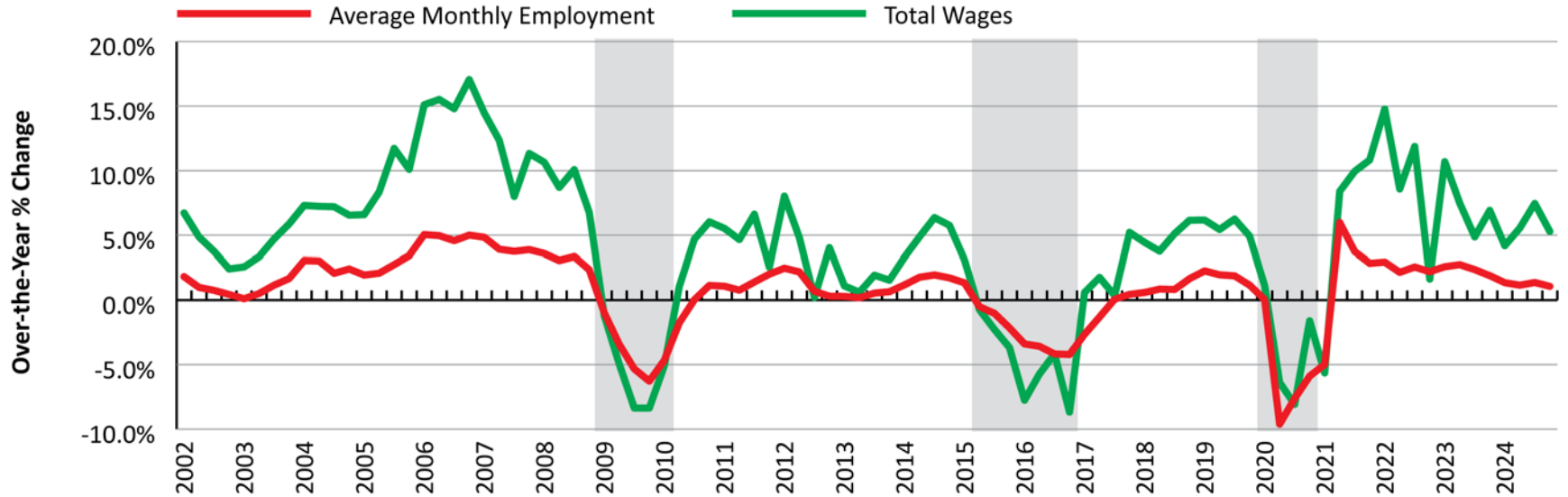




Women in Wyoming's Labor Market

Introduction

Over-the-Year Percent Change in Employment and Wages

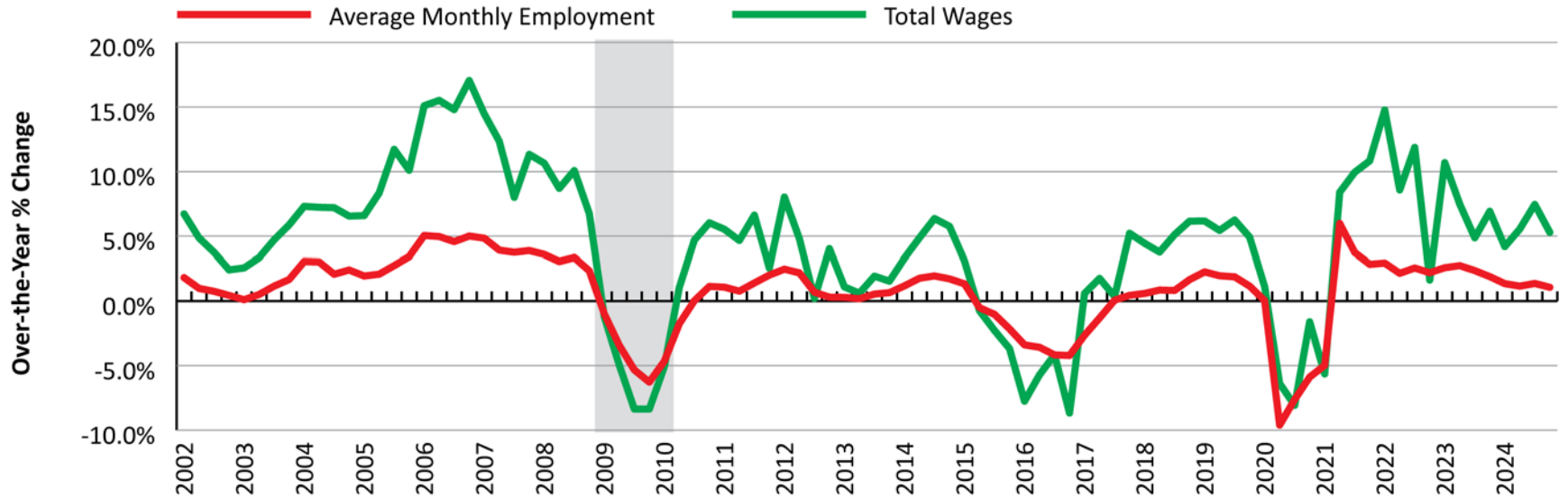


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Over-the-Year Percent Change in Employment and Wages

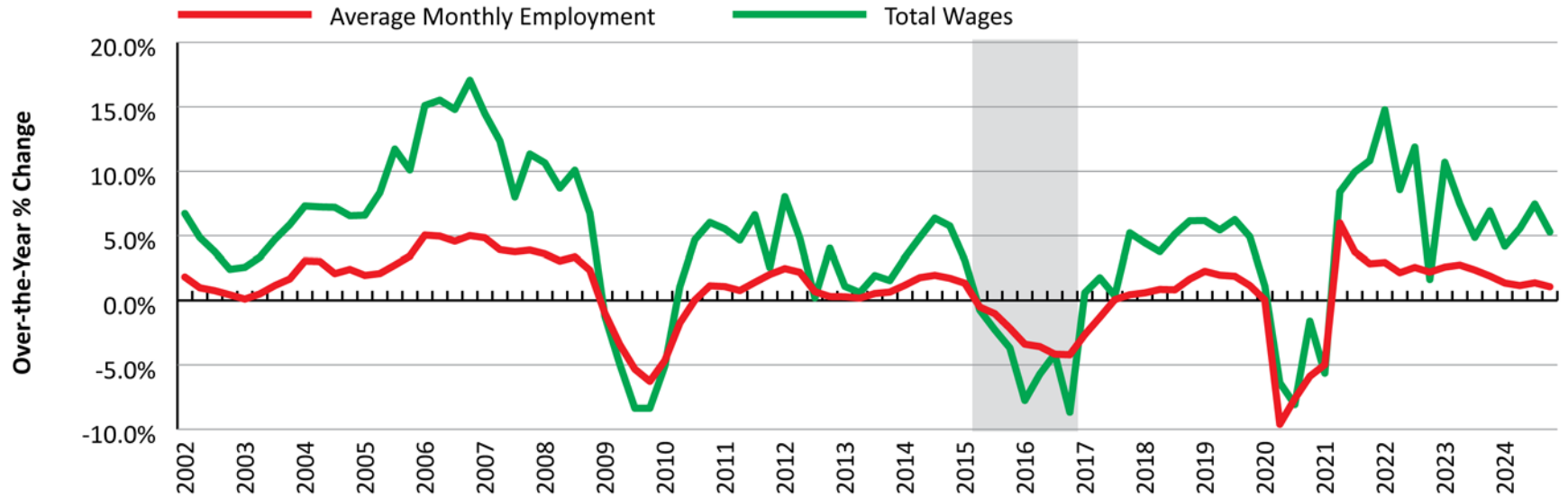




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Over-the-Year Percent Change in Employment and Wages

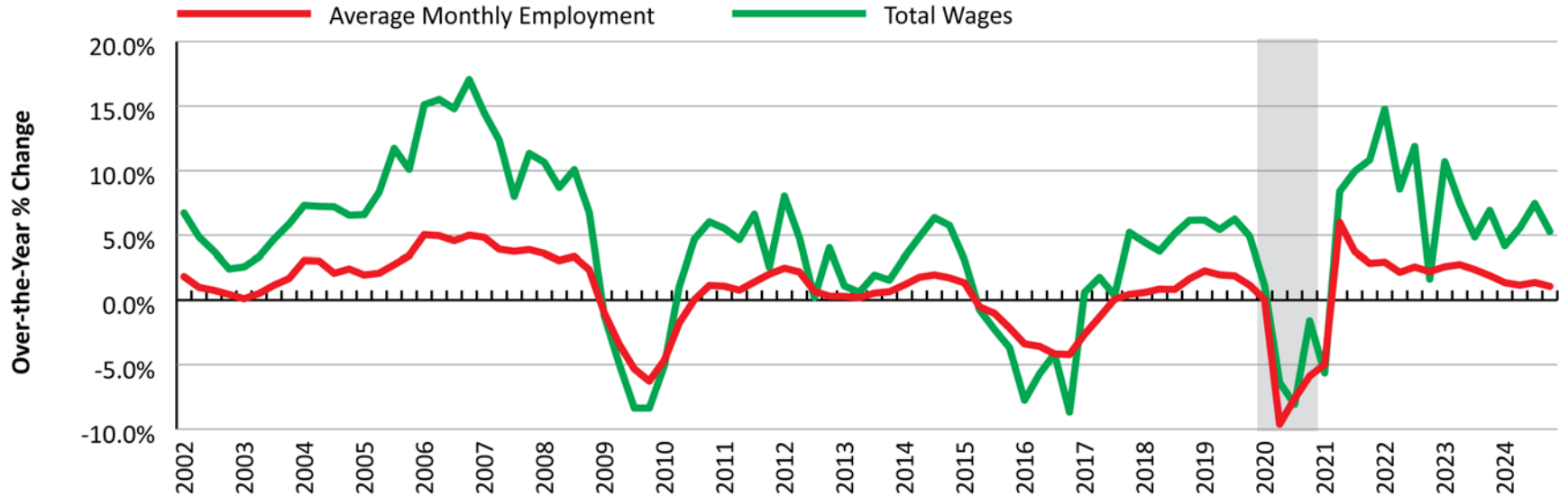


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Introduction

Over-the-Year Percent Change in Employment and Wages

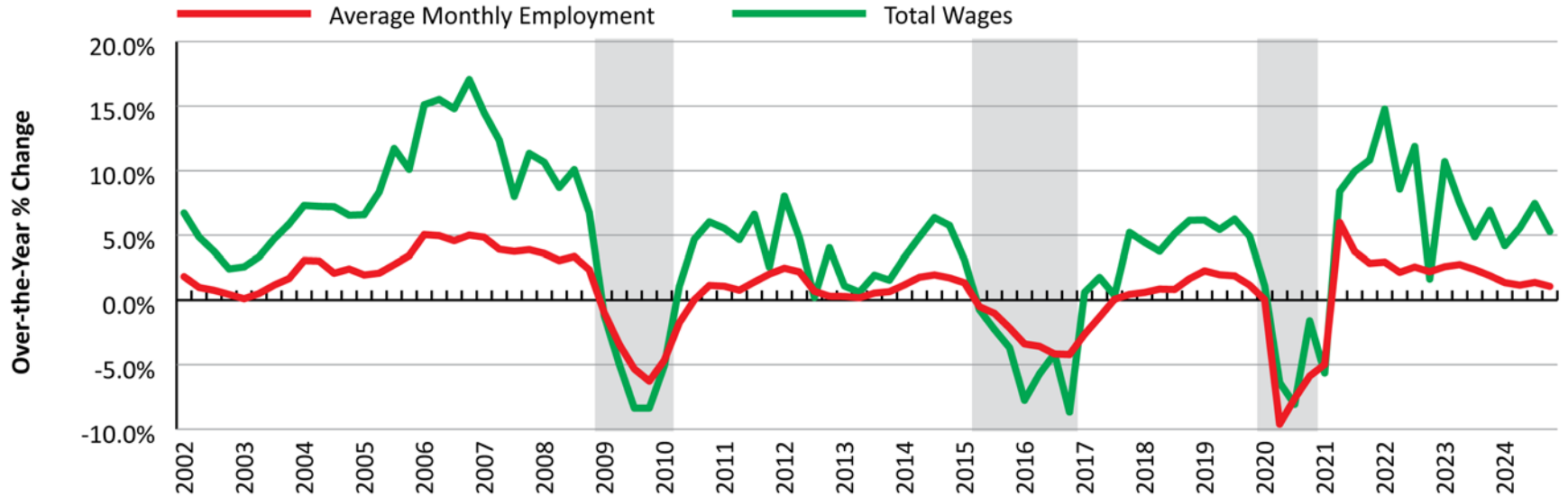


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Introduction

Over-the-Year Percent Change in Employment and Wages

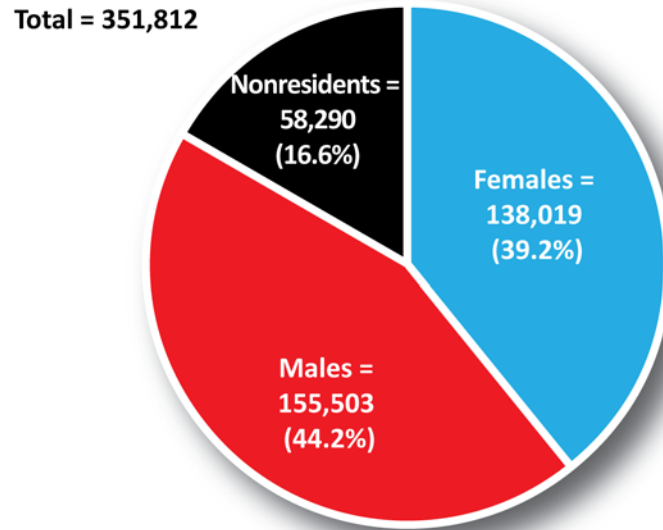


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Introduction

Persons Working in Wyoming by Sex, 2024

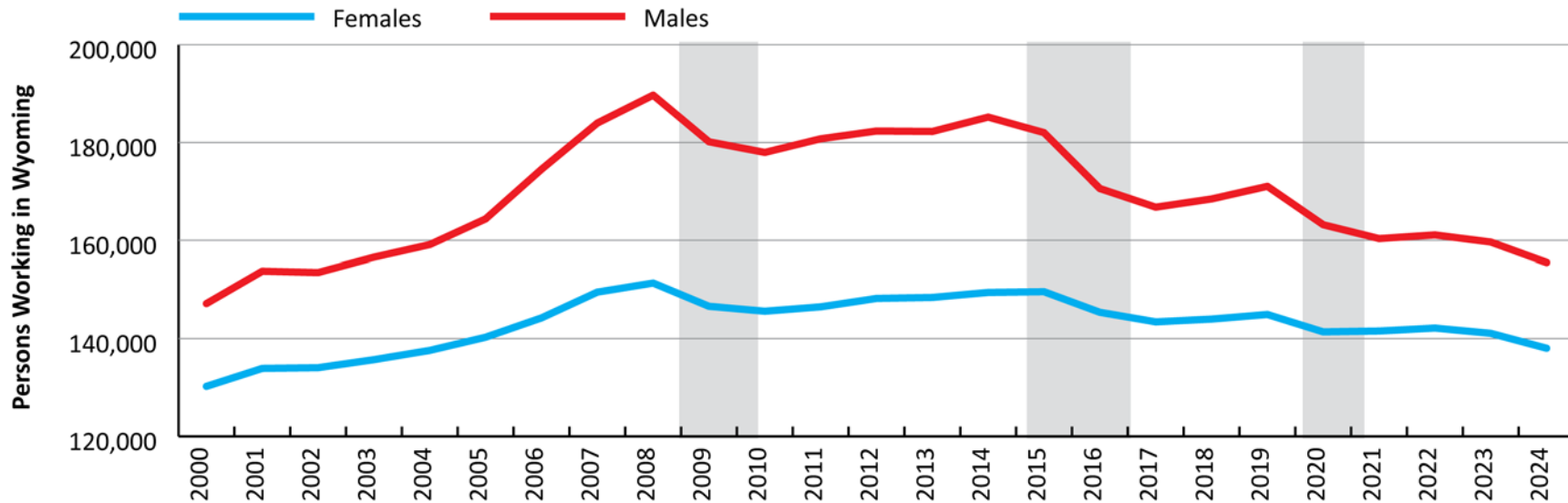




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Introduction

Persons Working in Wyoming by Sex, 2000-2024

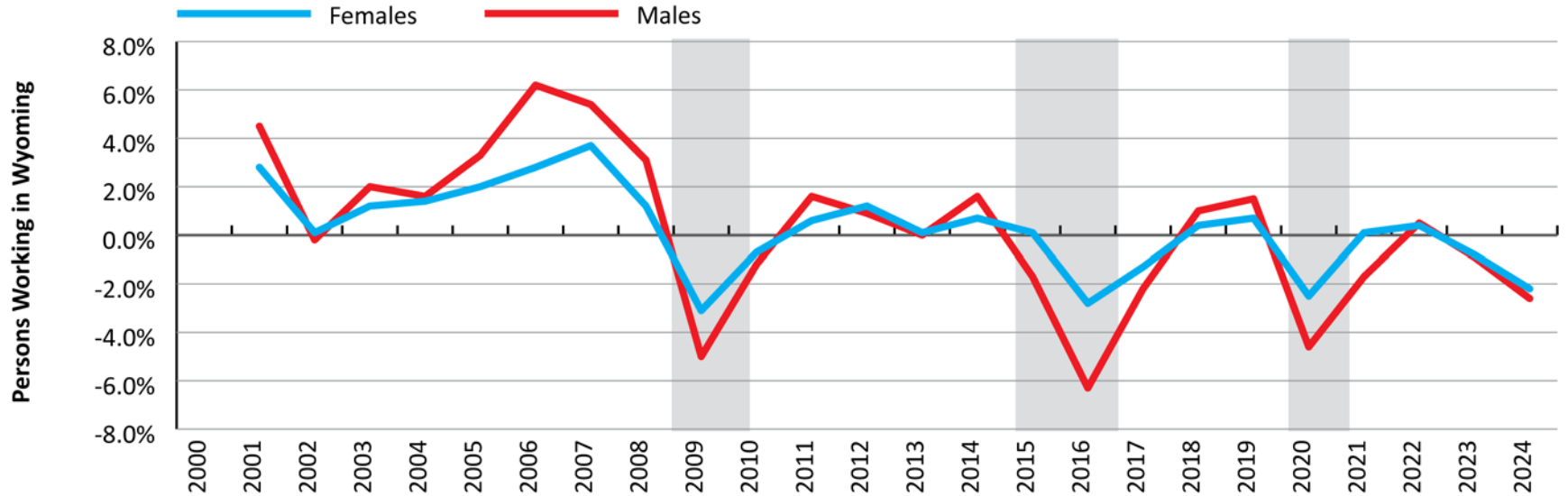


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Introduction

Over-the-Year % Change in Persons Working in Wyoming by Sex, 2000-2024





Youth in Wyoming and its Labor Market

Introduction

Females Working in Wyoming in 2024

- Health Care & Social Assistance, 21.9%
- Educational Services, 15.8%
- Leisure & Hospitality, 15.6%
- Retail Trade, 12.6%
- Professional & Business Services, 8.0%



Youth in Wyoming and its Labor Market

Introduction

Males Working in Wyoming in 2024

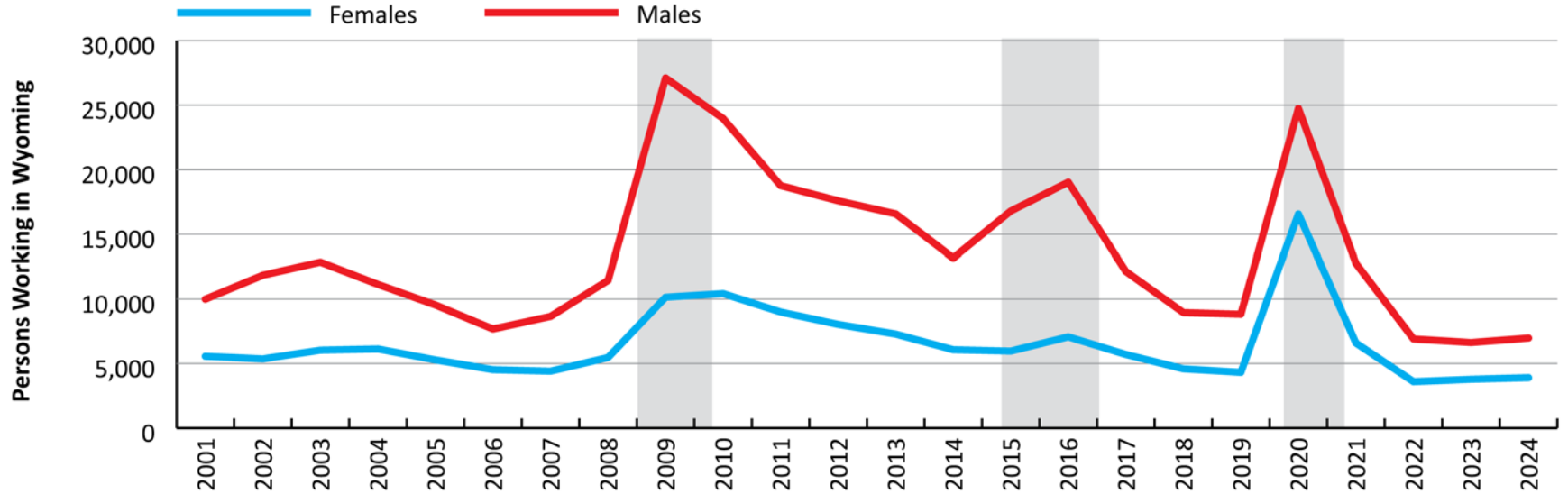
- Construction, 14.1%
- Leisure & Hospitality, 11.5%
- Natural Resources & Mining, 11.3%
- Retail Trade, 11.2%
- Wholesale Trade, Transportation, & Utilities, 10.8%

Women in Wyoming's Labor Market



Introduction

Unemployment Insurance (UI) Benefit Recipients by Sex, 2001-2024

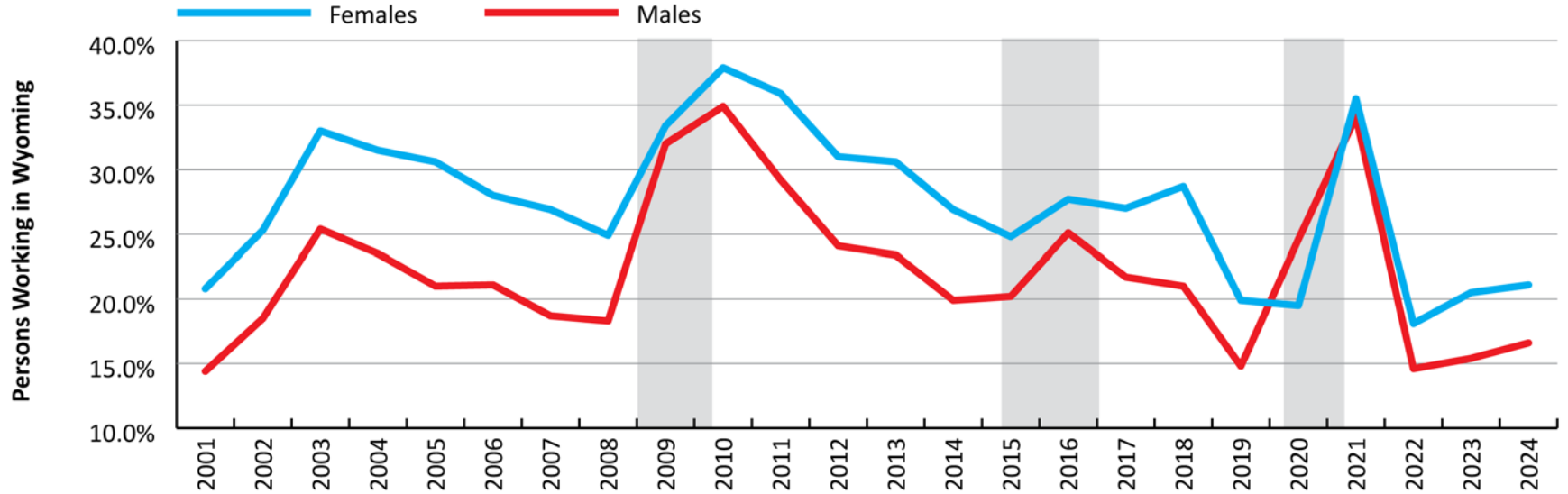


Women in Wyoming's Labor Market



Introduction

Unemployment Insurance (UI) Exhaustion Rate by Sex, 2001-2024





Women in Wyoming's Labor Market

Introduction

Labor Force Participation Rates by Sex, 2024

Labor Force Participation Rates by Sex for Wyoming and the U.S., 2024

Sex	Wyoming	U.S.
Female	58.3	57.5
Male	68.6	68.0
Total	63.5	62.6

Source: U.S. Bureau of Labor Statistics.

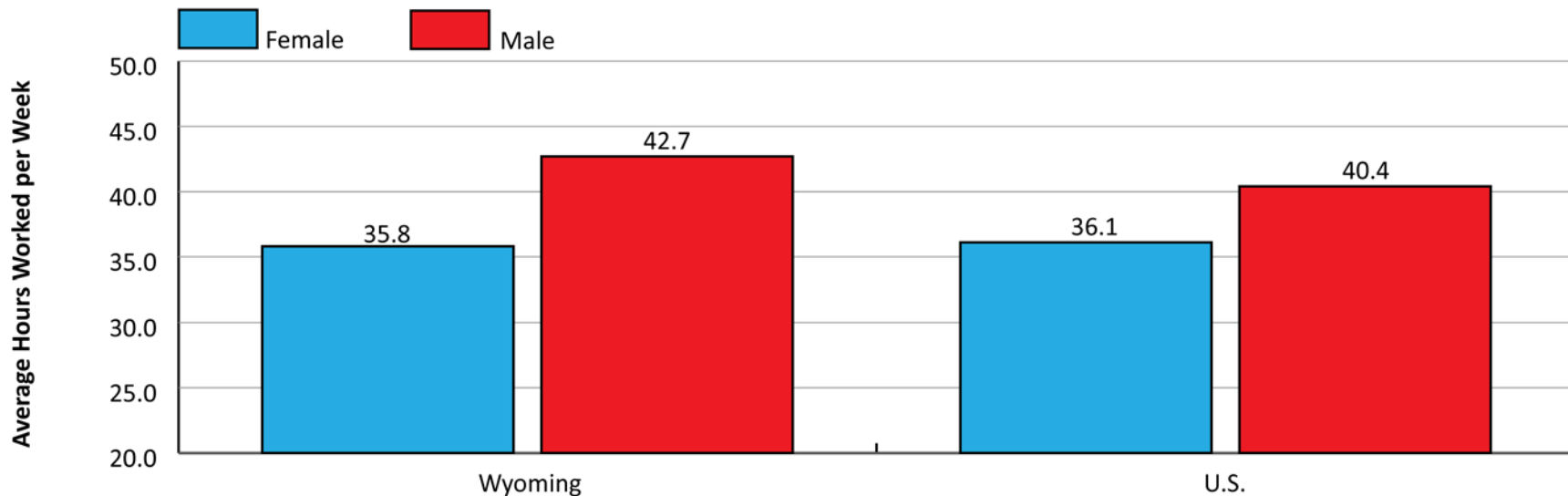
Prepared by M. Moore, Research & Planning,
WY DWS, 1/6/26.



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Introduction

Average Number of Hours Worked per Week by Sex, 2024

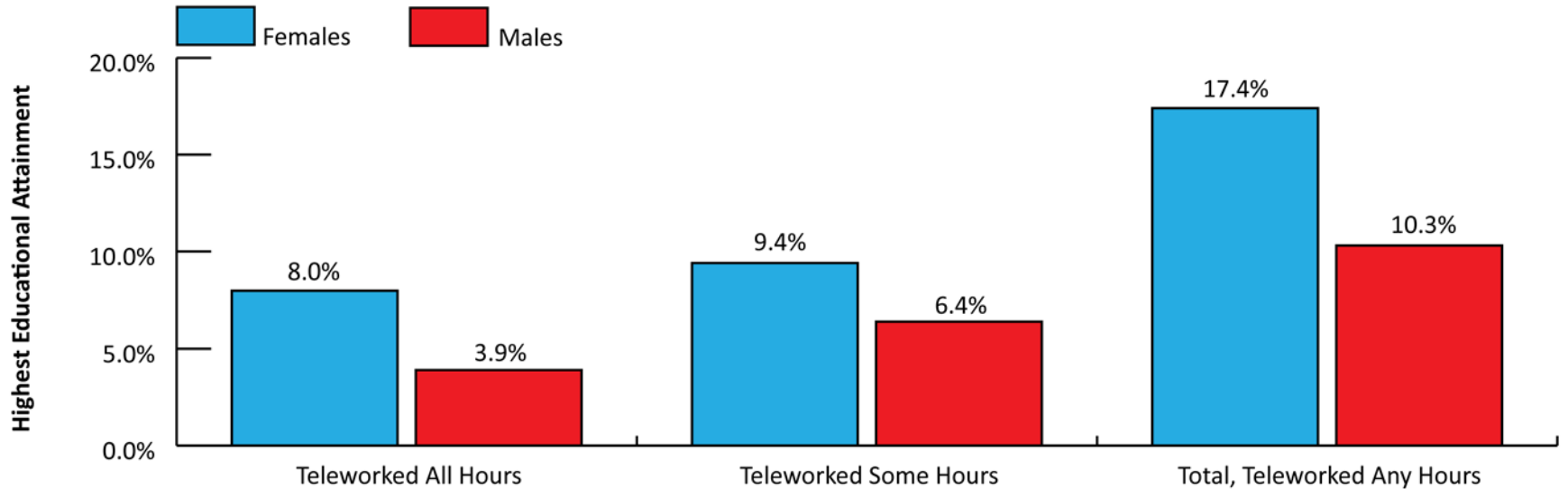


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Introduction

Percent of Persons in Wyoming Teleworking by Sex, 2024

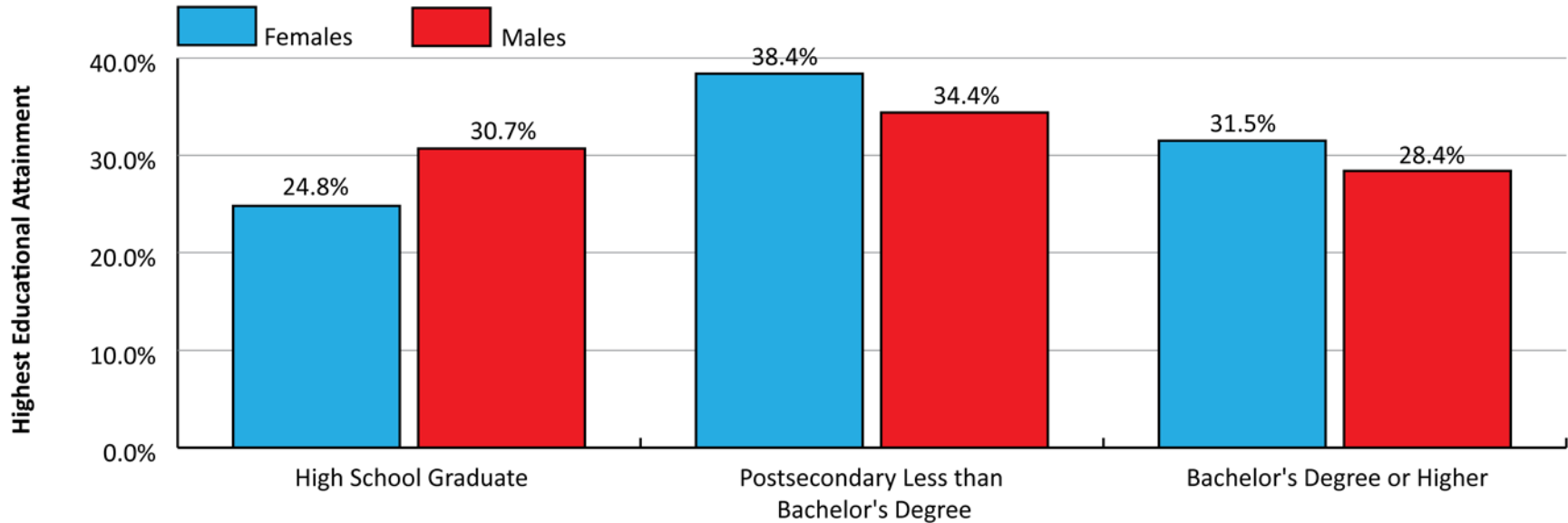


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Introduction

Highest Completed Education by Sex in Wyoming, 2023

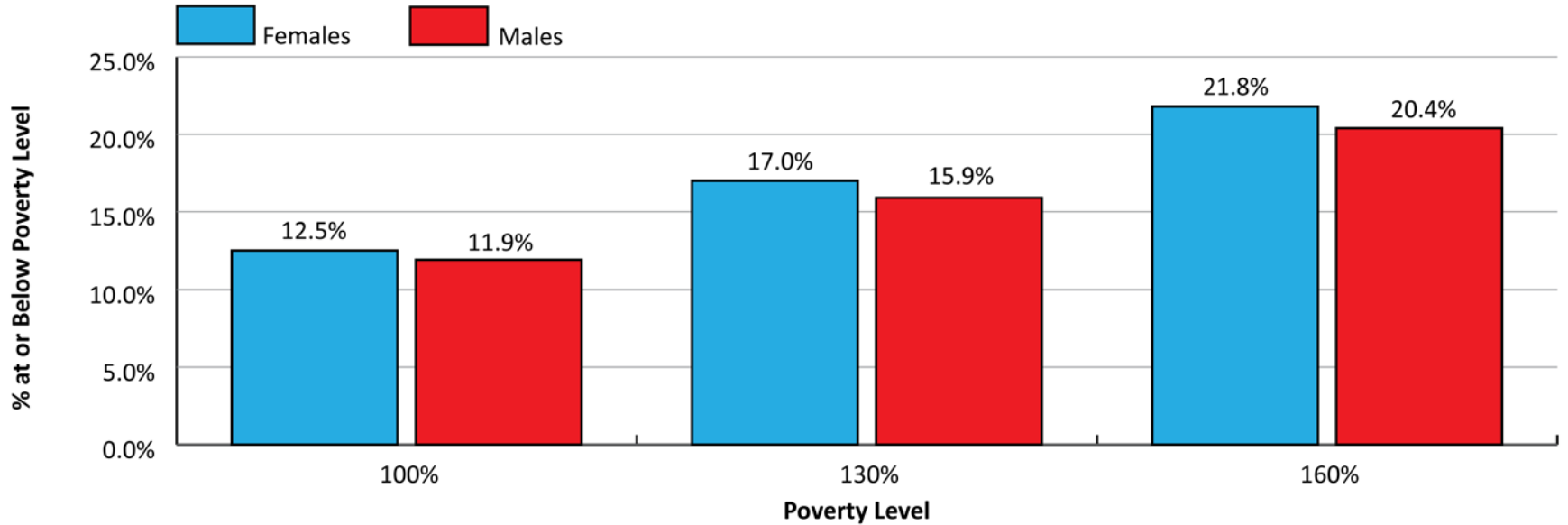


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Introduction

Percent of Individuals at or Below Poverty Level by Sex, 2023





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Part 2: Gender Wage Gap



Women in Wyoming's Labor Market

Gender Wage Gap

Reasons for the Gender Wage Gap

- Industry of employment
 - Type of job worked
- Number of hours worked
 - Time with employer
 - Education
 - County

No statistical answer to a political question



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Gender Wage Gap

Limitations of the Data

- Very little on occupation
 - Hard to compare apples to apples
- Data we do have are for licensed occupations
 - These tend to skew toward female jobs
- Many in health care and educational services



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Gender Wage Gap

2018 Study: Occupations

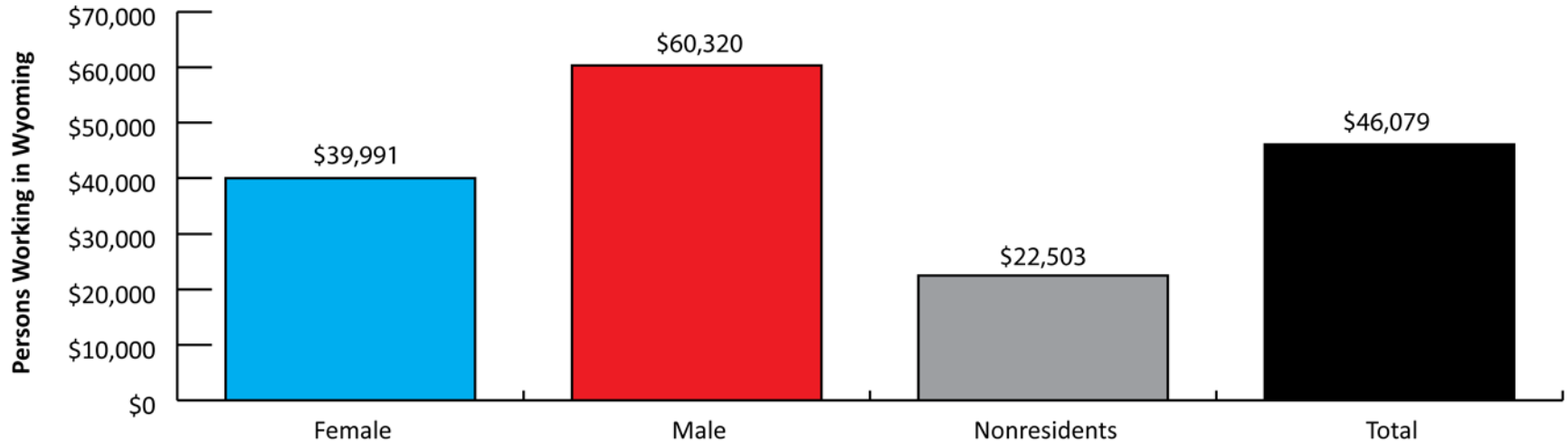
- From 2005 to 2017, 87,000 total wage records met criteria
- Average total wage records **per quarter**: more than 300,000
 - 228 occupations (at least 5 females/5 males)
 - 81 with significantly different wages
 - 76 - males earned more
 - 5 - females earned more

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Gender Wage Gap

Average Annual Wage in Wyoming by Sex, 2024

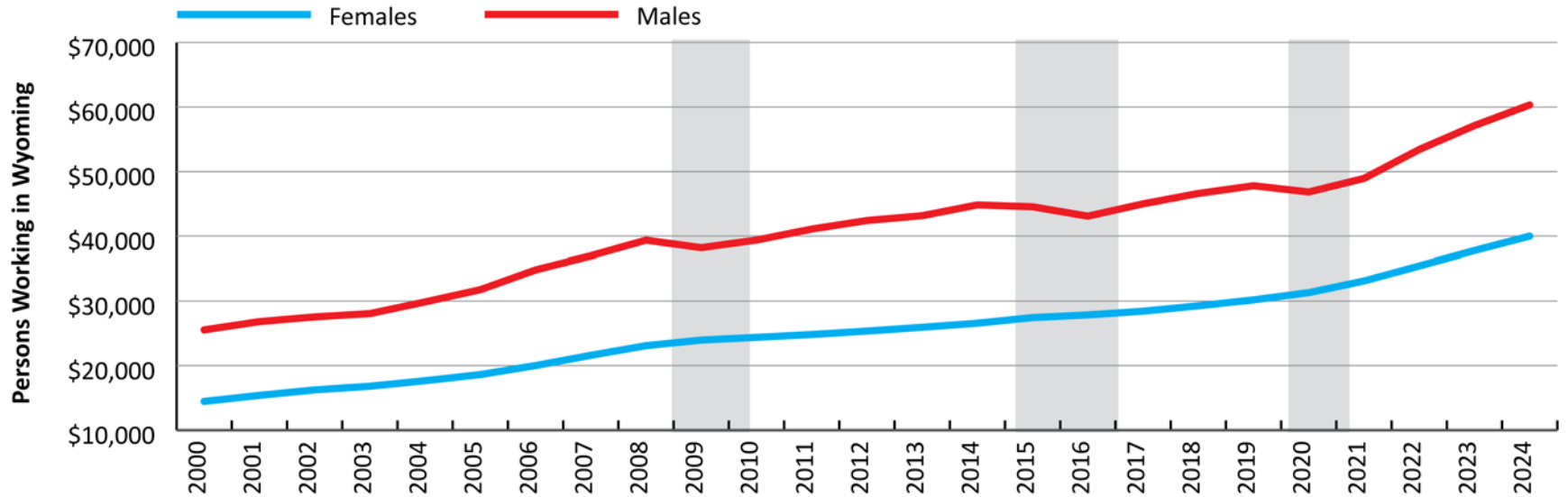


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Gender Wage Gap

Average Annual Wage in Wyoming by Sex, 2000-2024

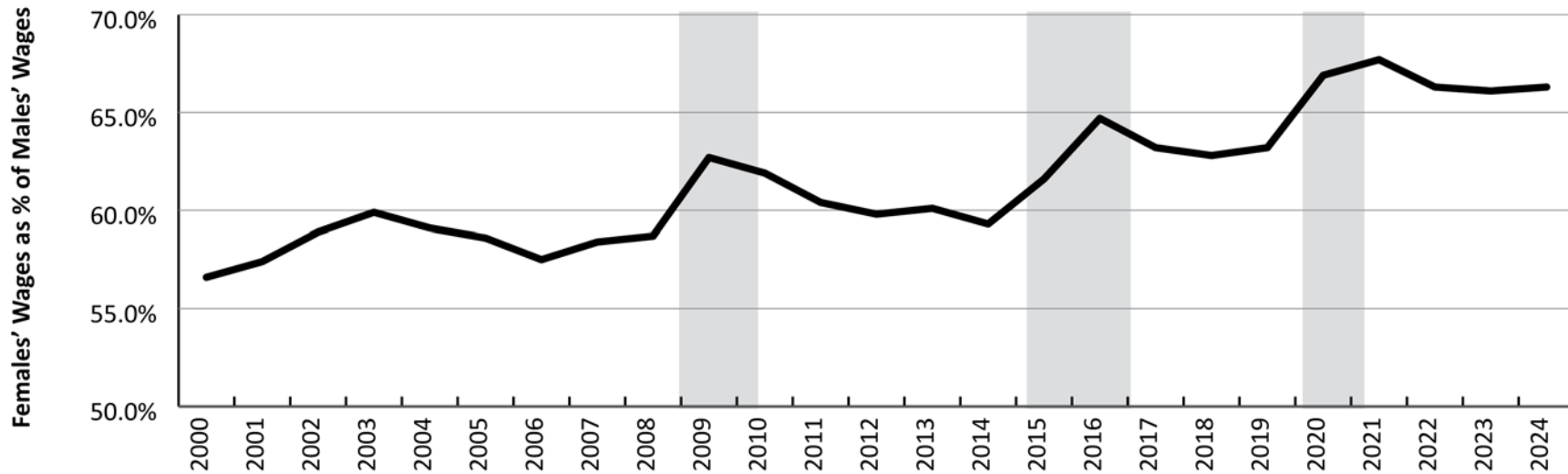




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Gender Wage Gap

Females' Wages as Percentage of Males' Wages

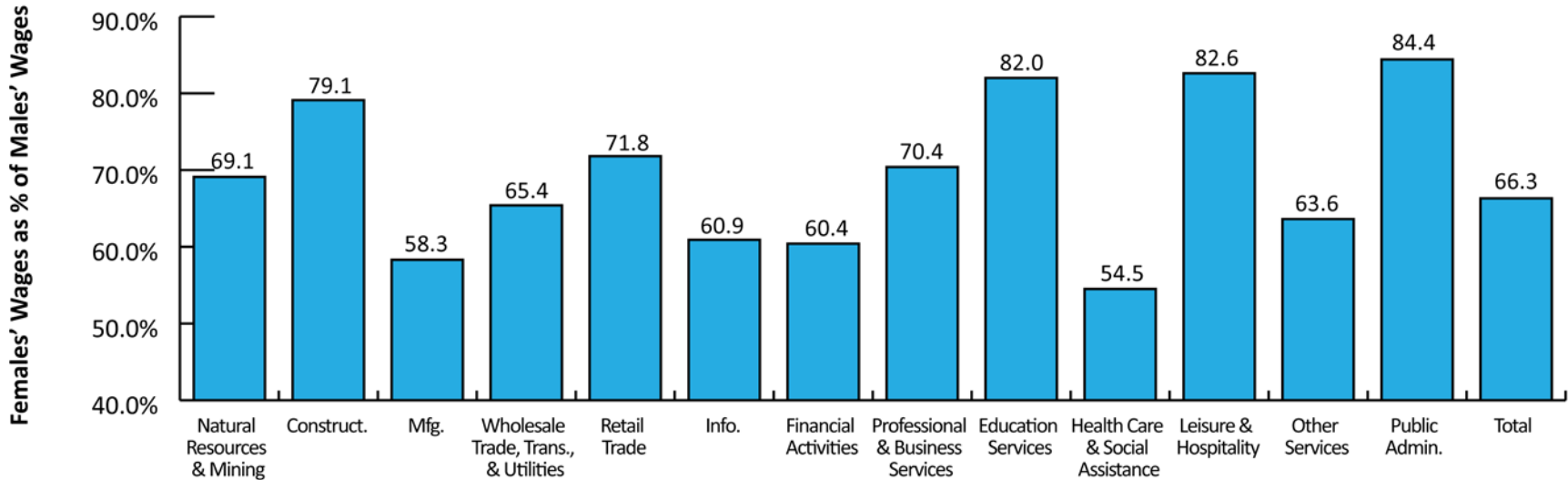


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Gender Wage Gap

Females' Wages as % of Males' Wages by Industry, 2024

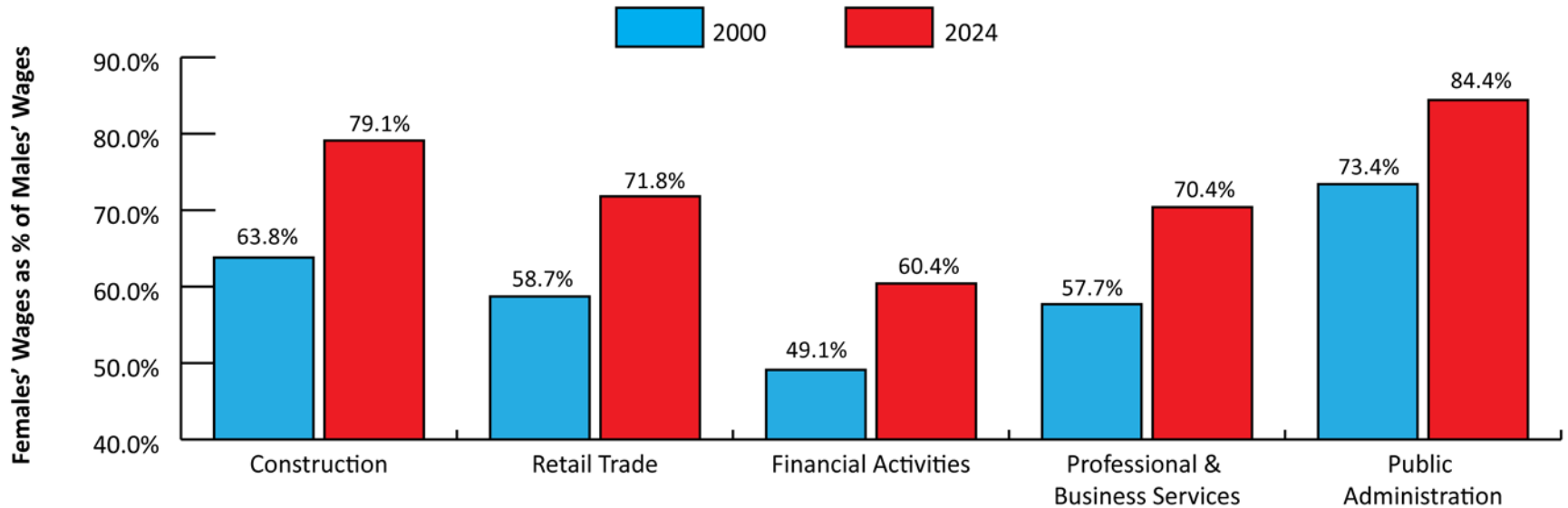




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Gender Wage Gap

Females' Wages as % of Males' Wages by Selected Industry, 2000 and 2024

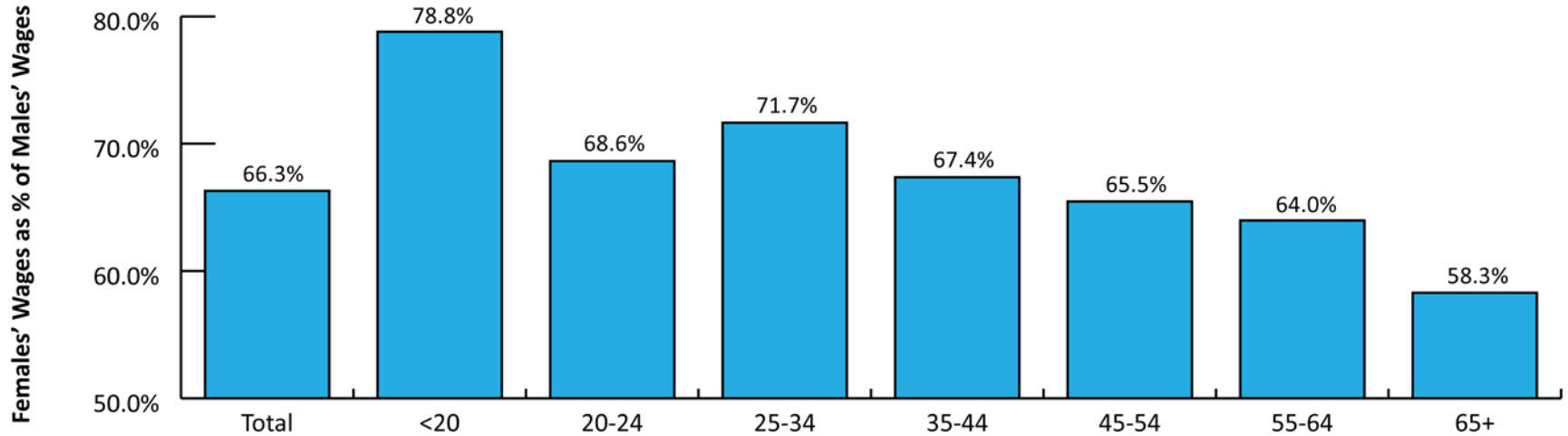


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Gender Wage Gap

Females' Wages as % of Males' Wages by Age Group

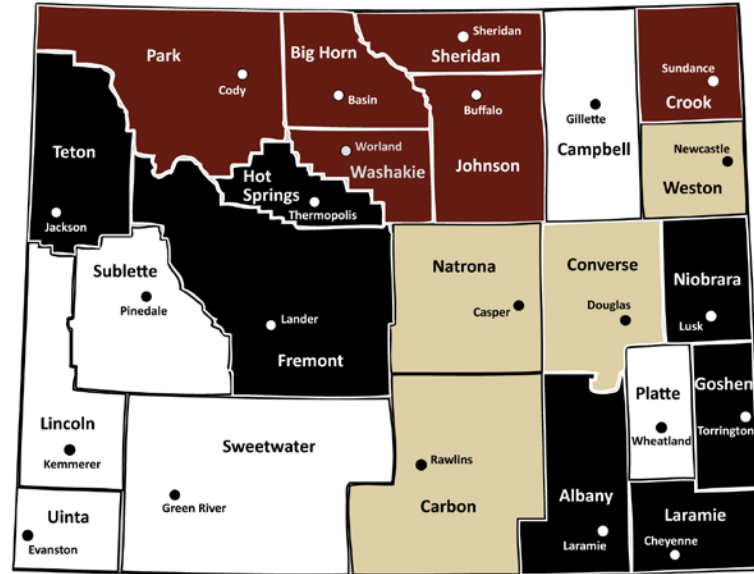


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Gender Wage Gap

Females' Wages
as % of Males' Wages
by County of Employment



□ 50.0% to 59.9% ■ 60.0% to 64.9% ■ 65.0% to 74.9% ■ 75.0% to 87.9%

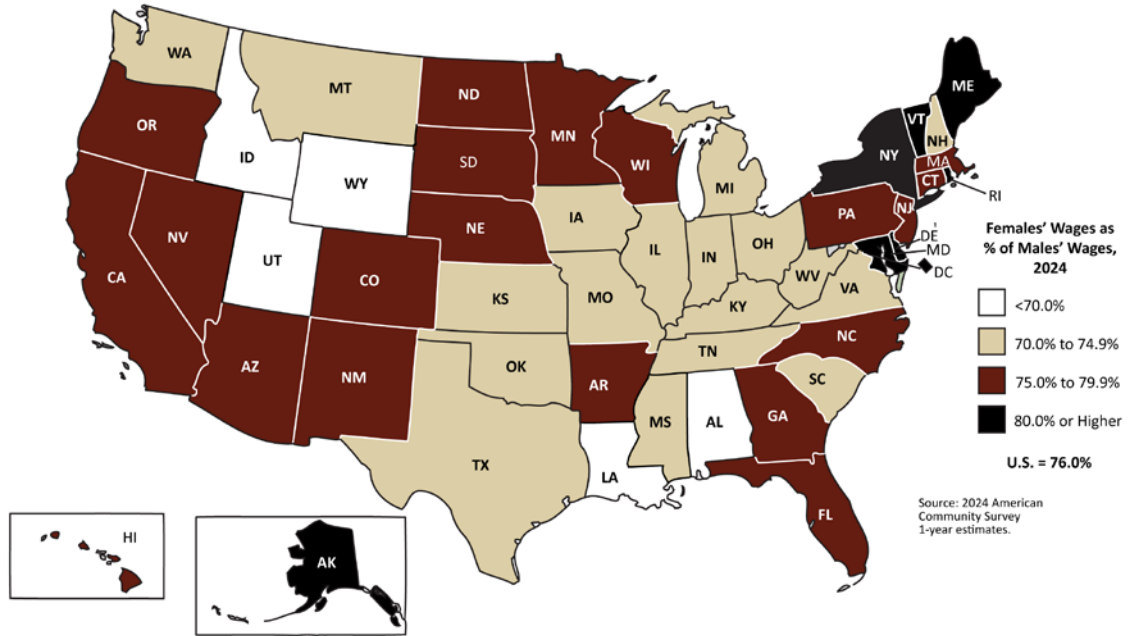
Females' Wages as % of Males' Wages, 2025
Statewide Average = 66.1%

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Gender Wage Gap

Females' Wages
as % of Males' Wages
by State



Source: 2024 American
Community Survey
1-year estimates.



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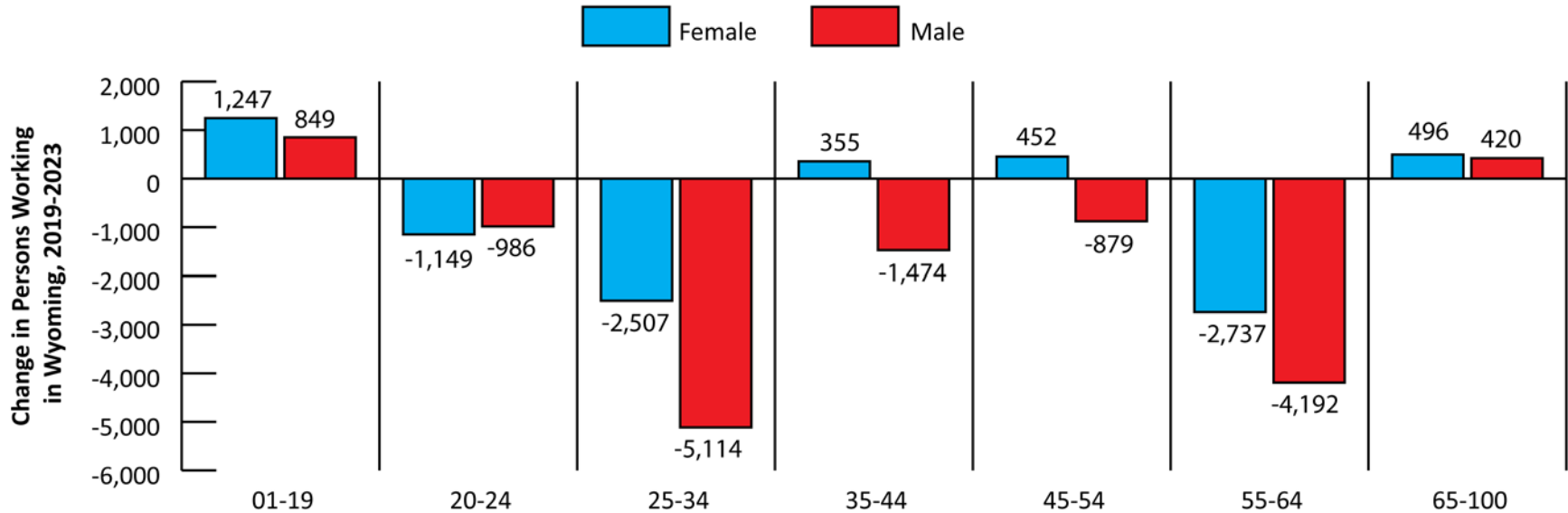
Part 3: Recent Trends



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Recent Trends

Change in the Number of Persons Working by Sex and Age, 2019-2023

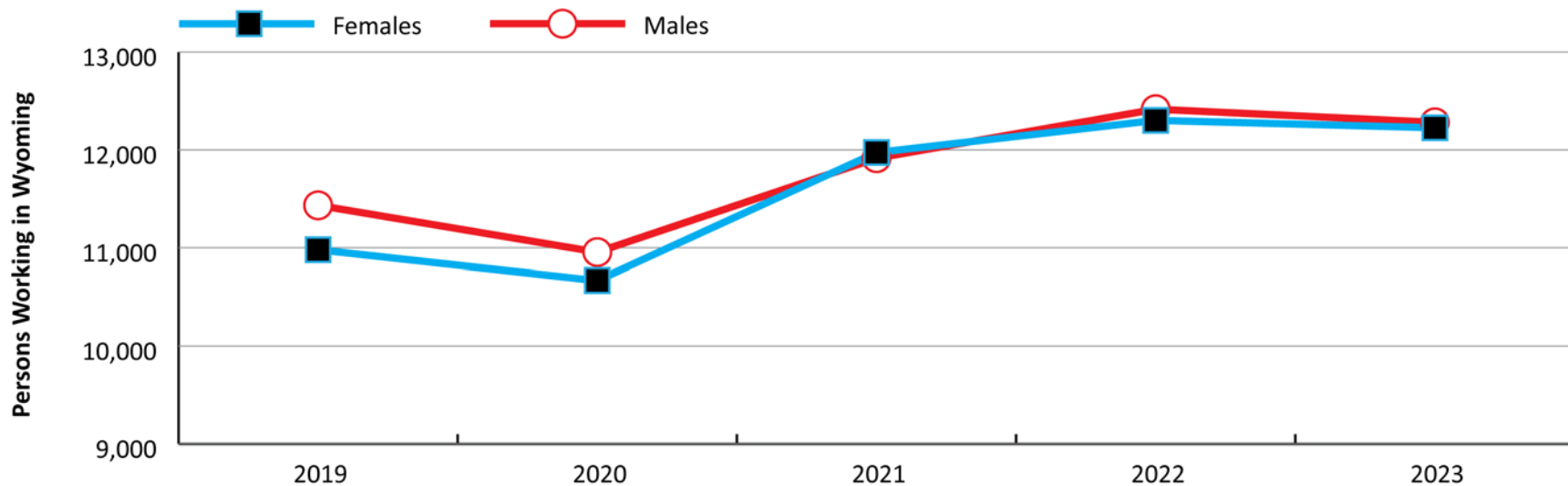




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Recent Trends

Persons Younger than 20 Working in Wyoming by Sex, 2019-2023

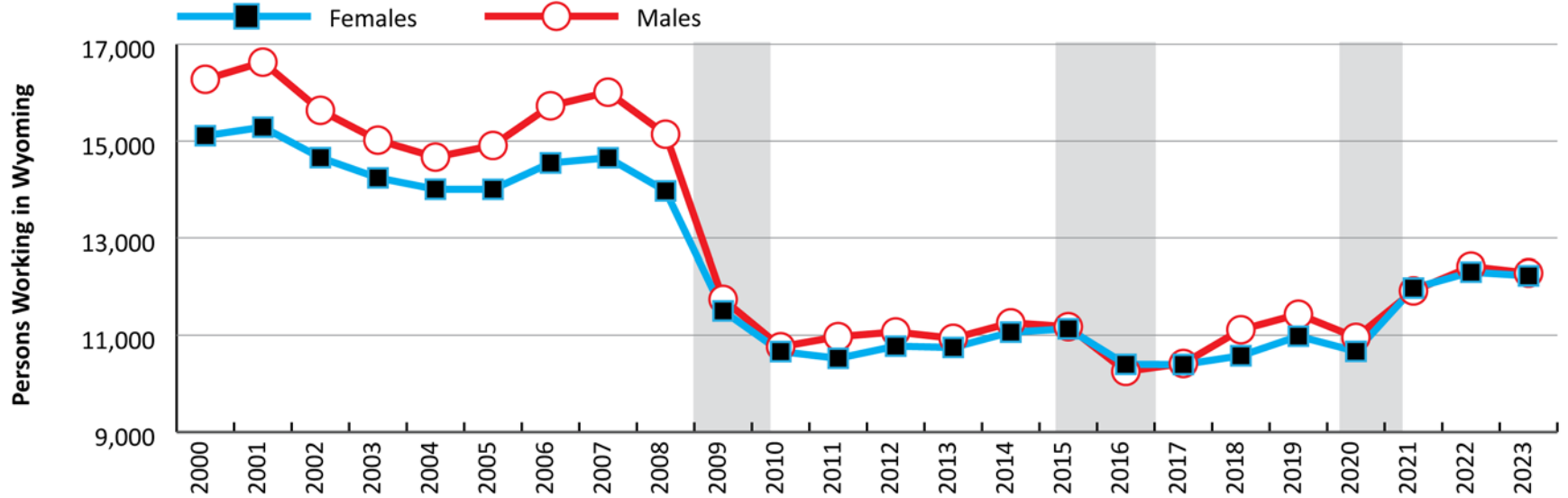


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Recent Trends

Persons Younger than 20 Working in Wyoming by Sex, 2000-2023





Women in Wyoming's Labor Market

Recent Trends

Increase in Females Younger than 20 by Industry, 2019-2023

- Leisure & Hospitality: 633, 12.5%
- Retail Trade: 237, 10.8%
- Health Care & Social Assistance: 192, 18.3%

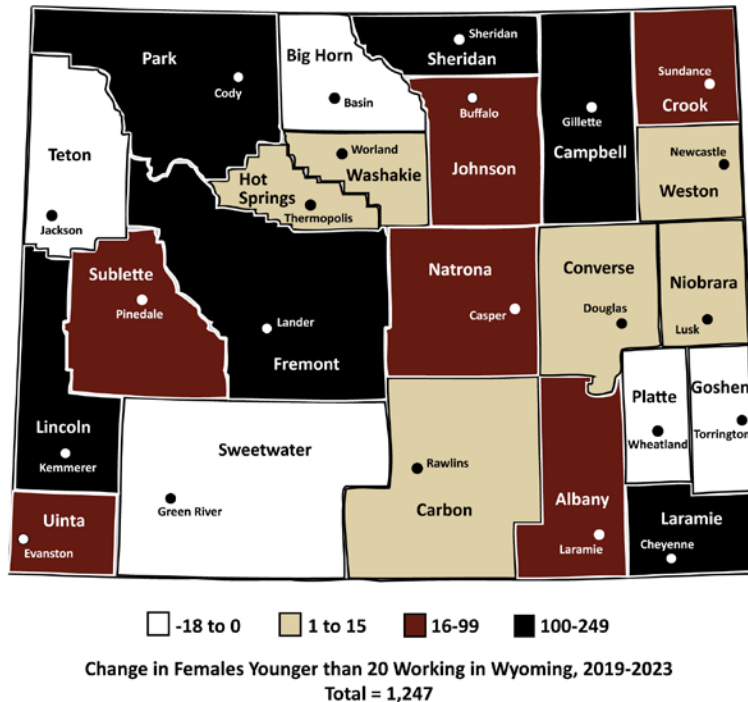
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Recent Trends

Increase in Females Younger than 20 Working by County, 2019-2023

- Campbell: 249, 26.5%
- Fremont: 130, 20.6%
- Sheridan: 120, 21.0%
- Park: 115, 19.8%
- Laramie: 107, 5.5%
- Lincoln: 103, 27.6%





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Recent Trends

What is Professional & Business Services?

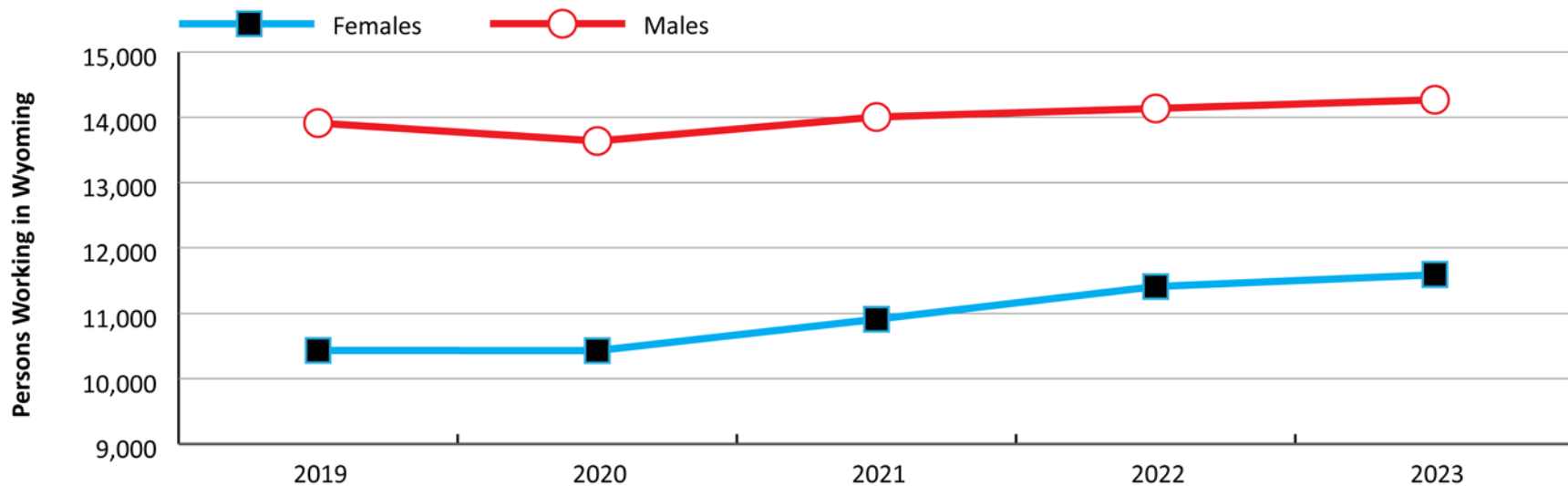
- Supersector made up of three sectors:
 - Professional & technical services
 - Management of companies & enterprises
 - Administrative & waste services



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Recent Trends

Persons Working in Professional & Business Services by Sex, 2019-2023





Women in Wyoming's Labor Market

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