Chapter 10: Professional & Business Services

Note: Figures for this chapter are located on pages 101-107.

The resident worker gender and age distribution in Professional & Business Services closely resembles statewide averages. Figure 1.10.1 and Appendix C, page C23 show that resident women slightly outnumber resident men in the industry (48.6% compared to 48.3%). This appears to be, in part, due to the larger than average proportions of resident women working in this industry between 25 and 54 years of age (32.2% in the industry compared to 27.7% statewide).

Turnover levels and the proportion of resident workers tend to be higher in this industry than the statewide average. Figure 1.10.2; Appendix C, page C14; and Appendix E, page E3 show the turnover rate for residents in Professional & Business Services (28.7%) is second only to the rate in Leisure & Hospitality (33.5%).

Relatively high turnover rates lend themselves to lower incidences of benefits eligibility. Figure 1.10.3 and Appendix D, page D2 show that the total eligibility rate for this industry is 66.8 percent (6.9 percentage points lower than the statewide average). Eligibility for nonresident workers in professional & Business Services was much lower than for workers in other industries. Only 45.5 percent of nonresidents were eligible for benefits in 2002Q3. This was the second lowest rate of any industry (Construction nonresident eligibility was 40.7%).

Figure 1.10.4 illustrates that only slightly more than half (51.6%) of resident workers in the industry are considered highly tenured, while more than one quarter (26.9%) are marginal workers. Appendix E, page E9 shows that the incidence of marginal workers in this industry (26.9%) is equal to that seen in Construction and 7.6 percentage points higher than the resident statewide average. Given the relatively large proportion of resident marginal workers in the industry (26.9%), a large portion of workers annual benefit costs exceed one-quarter of their annual wages.

Table ii (see page 7); Appendix A, page A9; and Appendix D, page D4 show that 85.1 percent of firms in Professional & Business Services have fewer than 10 employees (33.5% of industry employment compared to the statewide average of 19.8%). Health benefits offering rates are estimated to be slightly higher in this industry than statewide for all employer sizes (68% compared to 65% statewide, see Figure 1.10.5 and

Appendix D, page D6). Figure 1.10.5 also shows that the health benefits offering rate for businesses with 20-49 workers (65%) is lower than that of businesses with 10-19 employees (75%).

Figure 1.10.6 shows that average annual employer insurance costs are an estimated $2,415, $27 per worker greater than the statewide average (see Appendix A, page A8). During the period for which these estimates were prepared, information regarding the number of workers participating in health insurance was unavailable. Additionally, the capacity to produce cost per participant in health, dependent health, and dental benefits together is under development. An estimated 84 percent of full-time workers in the industry are offered health benefits, 77 percent are offered dependent health benefits and 65 percent are offered dental benefits (see Figure 1.10.7). Benefit offerings to part time workers tend to be less than half as likely in this industry (5%) than statewide (12%; see Appendix A, page A12).

Professional & Business Services Figures

Figure 1.10.1: Percentage of Resident Wyoming Workers in Professional & Business Services by Age and Sex, 2002

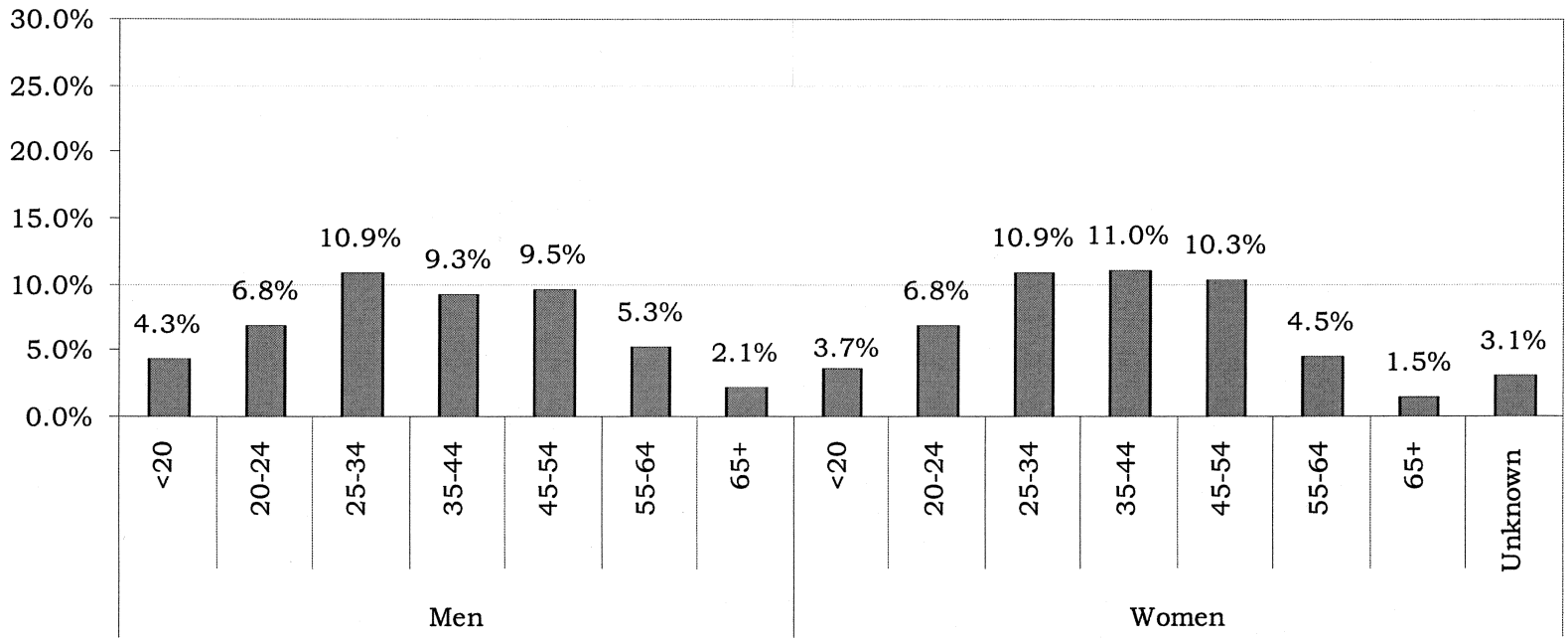


Figure 1.10.2: Percentage of Nonresident Workers and Turnover Rate of Wyoming Workers in Professional & Business Services by Residency Status, 2002

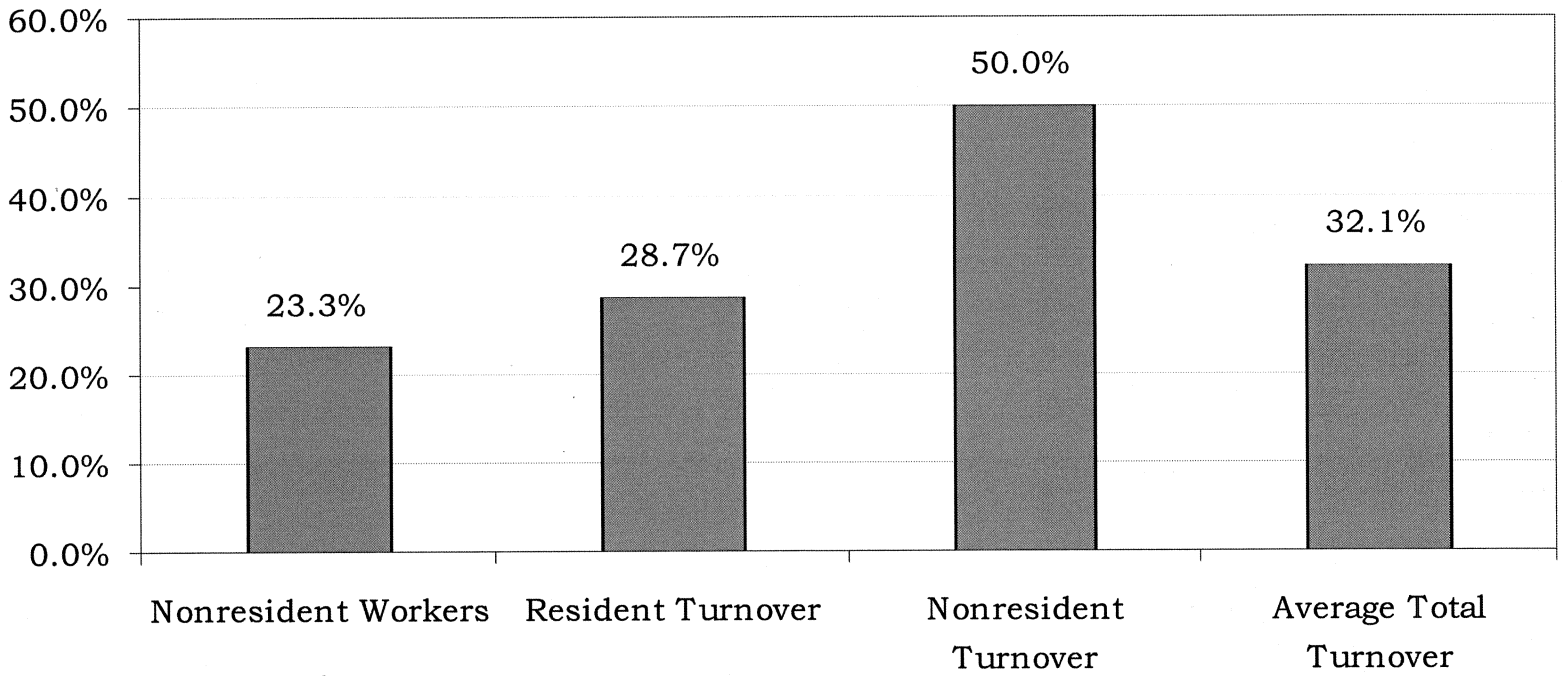


Figure 1.10.3: Distribution of Wyoming Workers in Professional & Business Services Eligible to Receive Insurance Benefits by Residency Status, 2002Q3

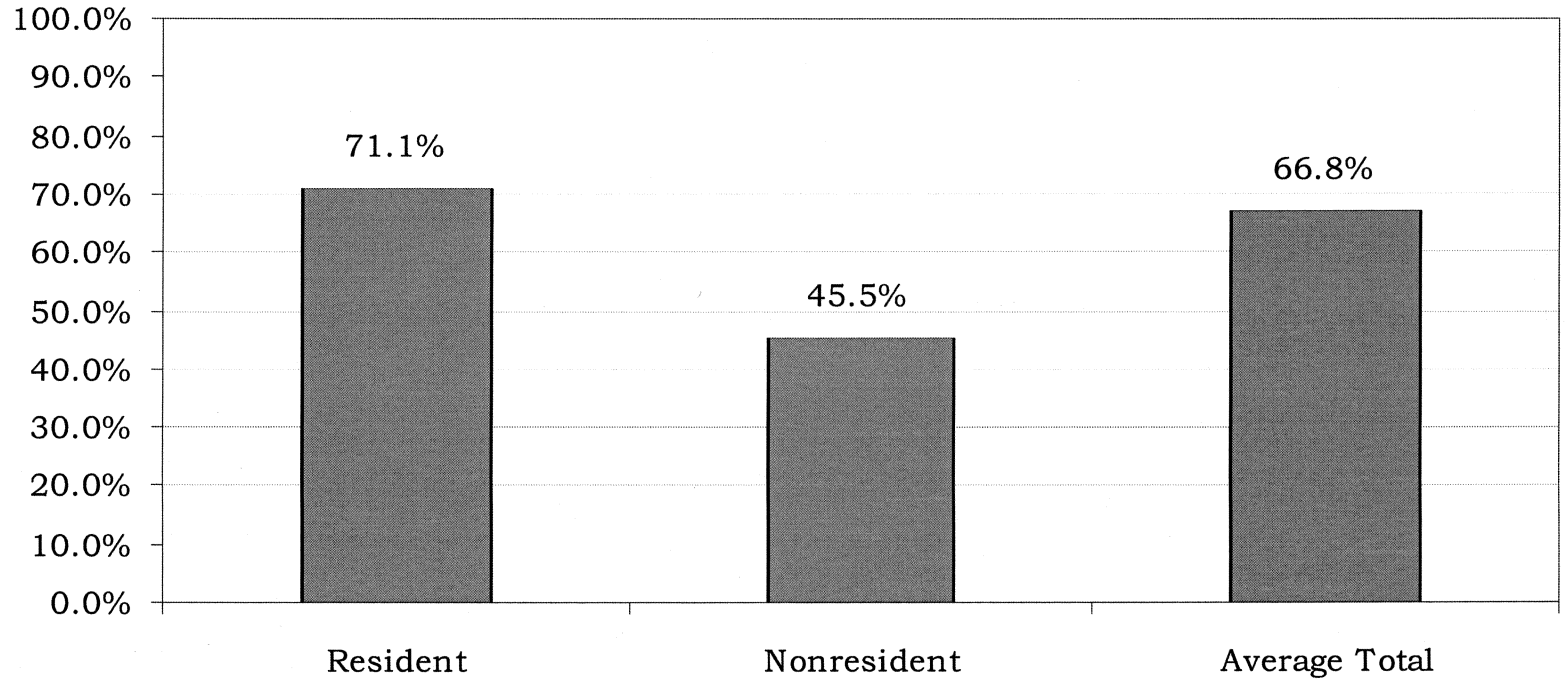


Figure 1.10.4: Wyoming Resident Worker in Professional & Business Services Average Turnover and Distribution of Wyoming Resident Workers in Professional & Business Services by Tenure (Worker Attachment to Employer), 2002

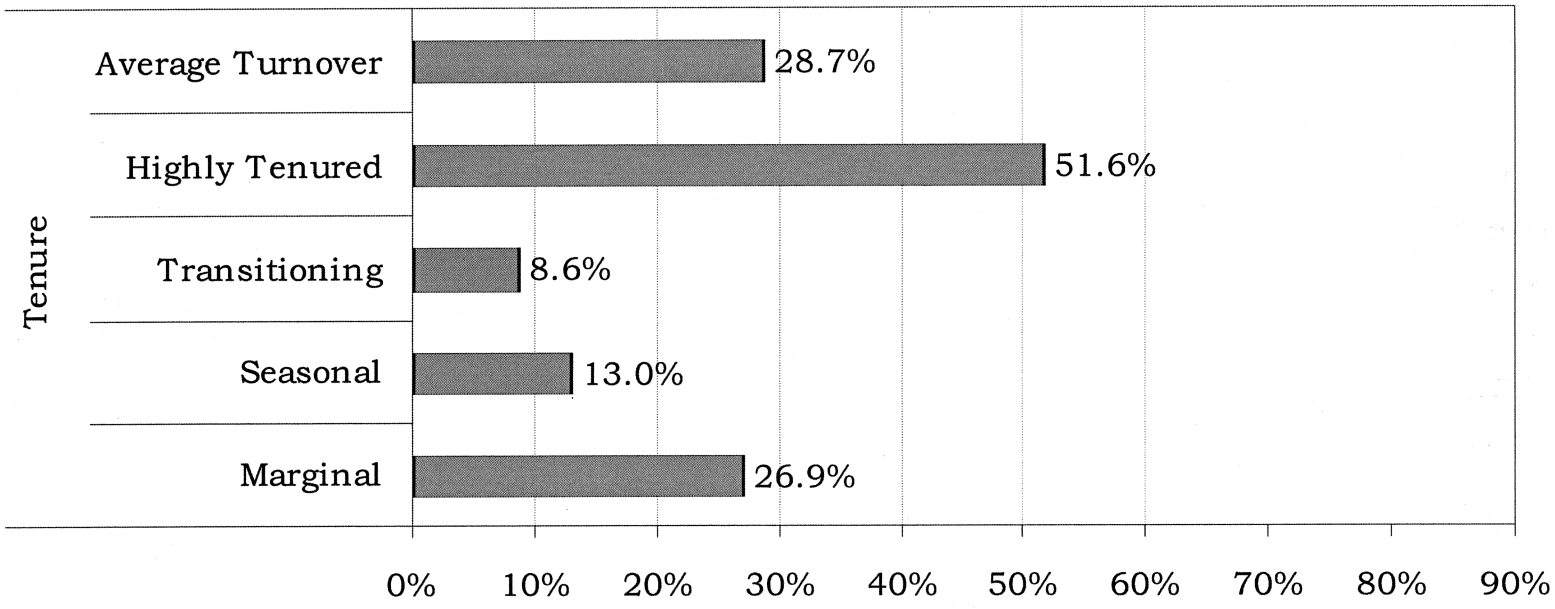


Figure 1.10.5: Percentage of Wyoming Workers in Professional & Business Services Offered Benefits by Firm Size, 2002

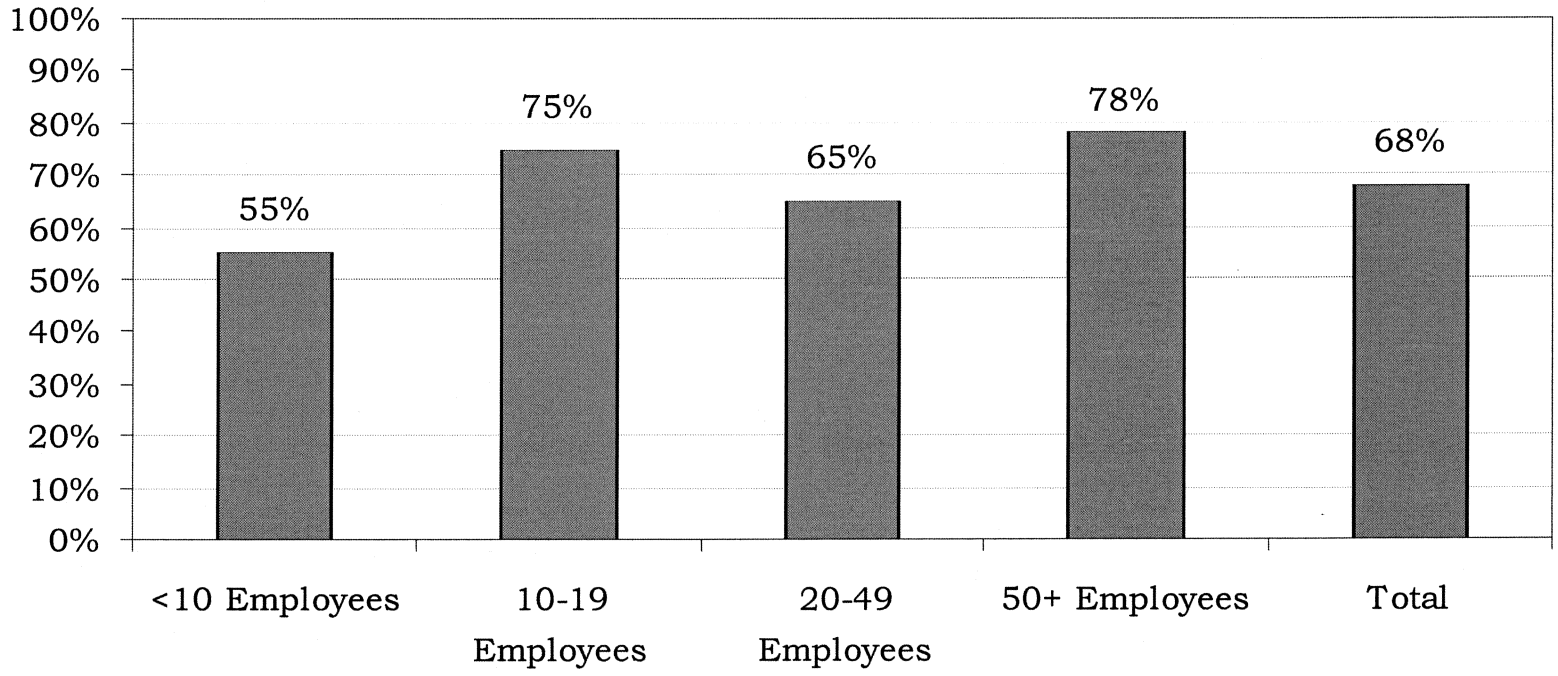


Figure 1.10.6: Average Annual Insurance Cost Per Worker for Wyoming Employers in Professional & Business Services and Average Quarterly Wage of Wyoming Workers in Professional & Business Services by Tenure (Worker Attachment to Employer), 2002

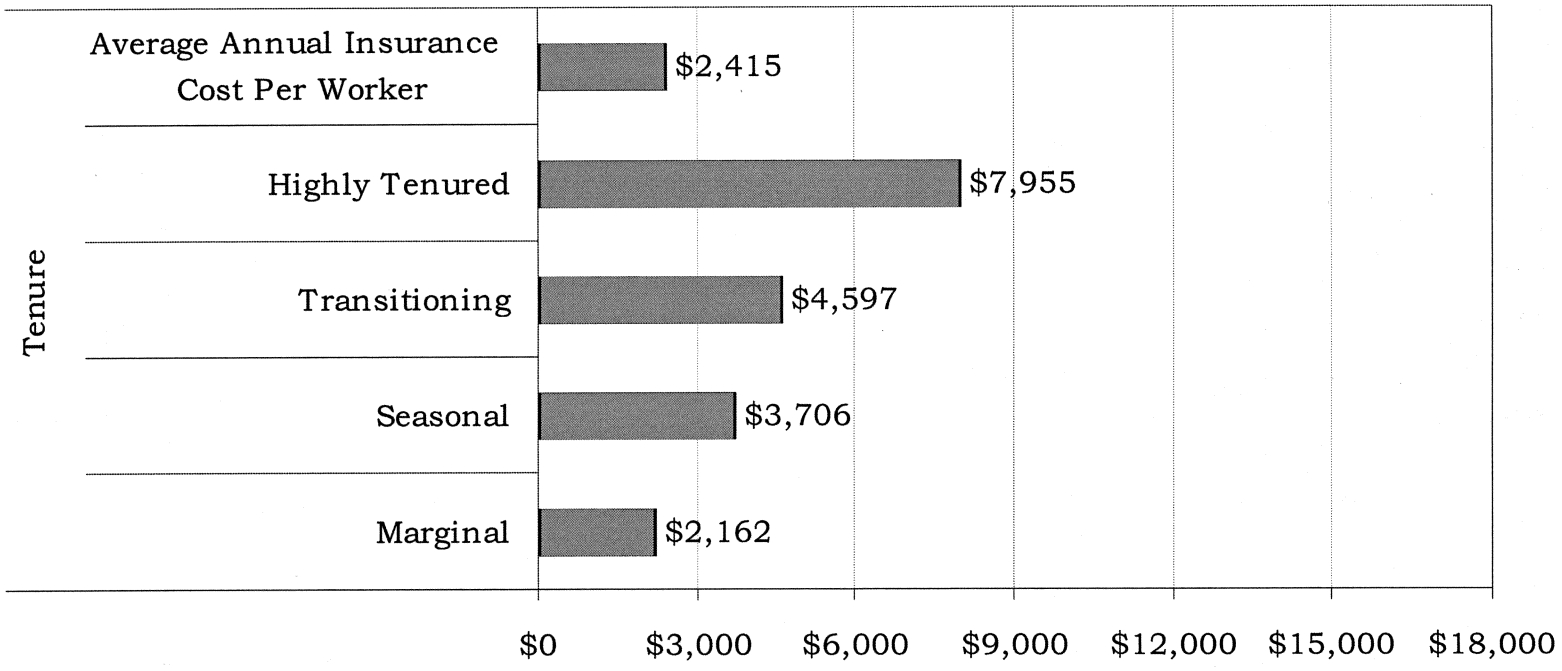
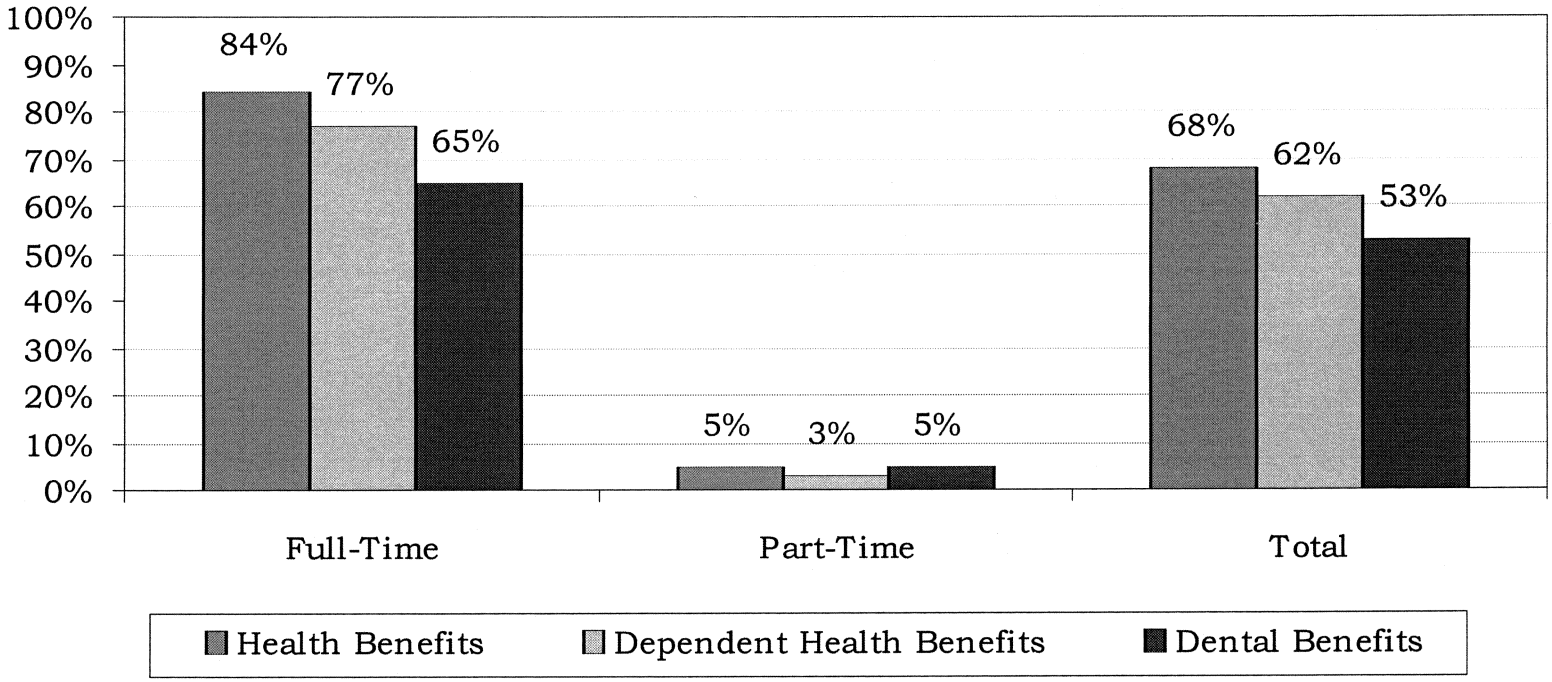


Figure 1.10.7: Percentage of Wyoming Workers in Professional & Business Services Offered Selected Benefits by Employment Status, 2002



Chapter 11: Education & Health Care

Note: Figures for this chapter are located on pages 111-117.

Figure 1.11.1 shows that 78.8 percent of resident workers in this industry are women. Data from Appendix C, page C24 indicate that 62.9 percent of resident women working in Education & Health Care are 35 years of age or older (see Age % column). The proportion of women 35 years of age and older in this industry is 8.6 percentage points greater than the statewide average (54.3%; see Appendix C, page C15). Approximately one in seven workers in this industry is a nonresident (see Figure 1.11.2). The total turnover rate of 16.9 percent is 7.9 percentage points less than the statewide average (see Appendix E, page E2).

Figure 1.11.3 illustrates that four of five workers were eligible to receive health benefits in 2002Q3. The 57.3 percent of nonresidents eligible to receive benefits is two percentage points higher than the statewide average (see Appendix D, page D2), but it does not dramatically affect the overall industry result because the number of nonresident workers is small.

In 2002, 80.9 percent of workers in Education & Health Care were either highly tenured or transitioning to high tenure (see Figure 1.11.4), compared with 70.1 percent statewide (see Figure 1.1.5, page 15). The incidence of marginal workers is 8.1 percentage points lower than statewide averages. Table ii (see page 7) shows that the incidence of large employers (50 or more workers) in Education & Health Care is 2.5 percentage points higher than the statewide average. From Appendix A, page A9 and Appendix D, page D4; the proportion of Education & Health Care workers within those large firms is 64.2 percent. While the likelihood of health benefits offering is relatively low in smaller firms, those with 50 or more workers in 2002 had an estimated offering incidence rate of 91 percent (see Figure 1.11.5).

During the period for which these estimates were prepared, information regarding the number of workers participating in health insurance was unavailable. Additionally, the capacity to produce cost per participant in health, dependent health, and dental benefits together is under development. Benefits costs per worker offered in this industry were estimated to be $2,373, nearly equal to the statewide average (see Figures 1.11.6, page 116 and 1.1.7, page 17).

Appendix E, page E12 shows that resident quarterly wages for highly tenured workers tend to be slightly less in this industry than statewide ($7,830 compared to $8,193). However, when we examine the data in

detail, we find that for all categories except highly tenured, workers in Education & Health Care earn nearly $200 per quarter more than workers with similar tenure statewide.

Education & Health Care represents another industry where a relatively large portion of part-time employees is offered benefits. Data from Figure 1.11.7 show that in some cases more than one-third of part-time workers are offered some type of health benefit.

Education & Health Care Figures

Figure 1.11.1: Percentage of Resident Wyoming Workers in Education & Health Care by Age and Sex, 2002

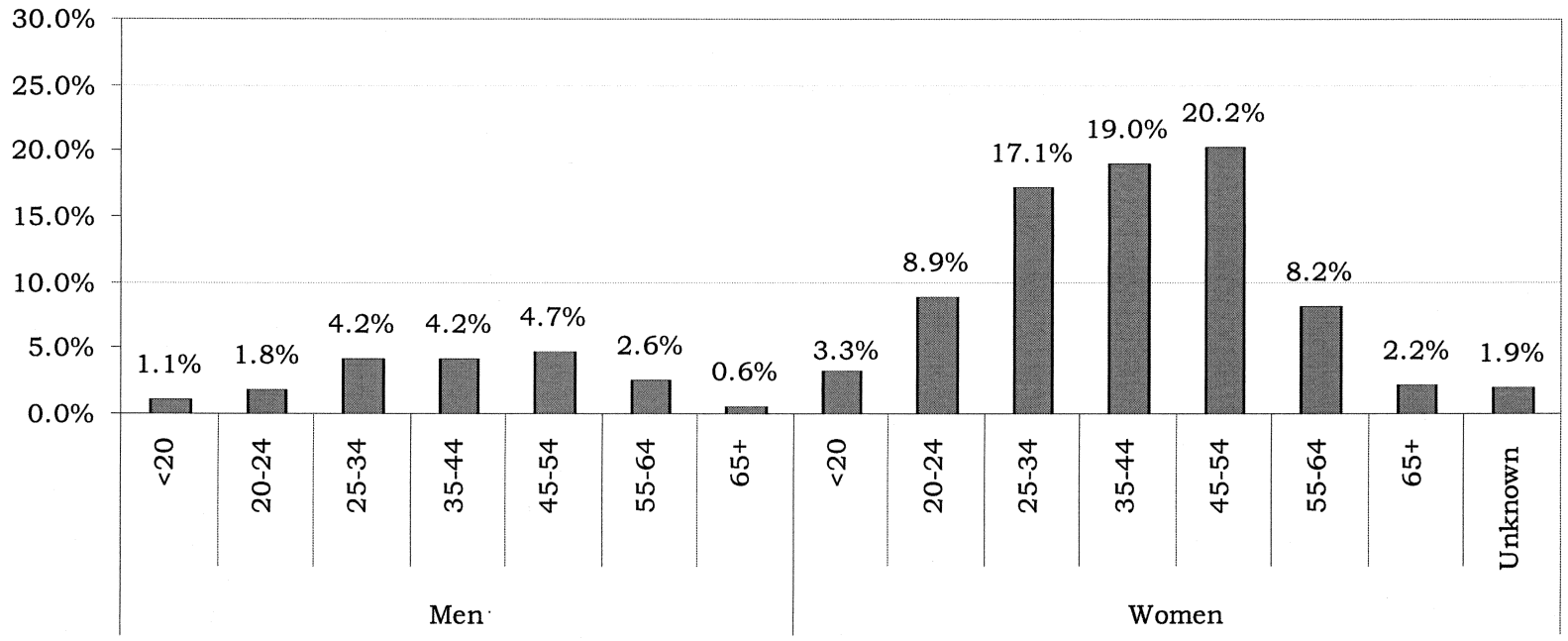


Figure 1.11.2: Percentage of Nonresident Workers and Turnover Rate of Wyoming Workers in Education & Health Care by Residency Status, 2002

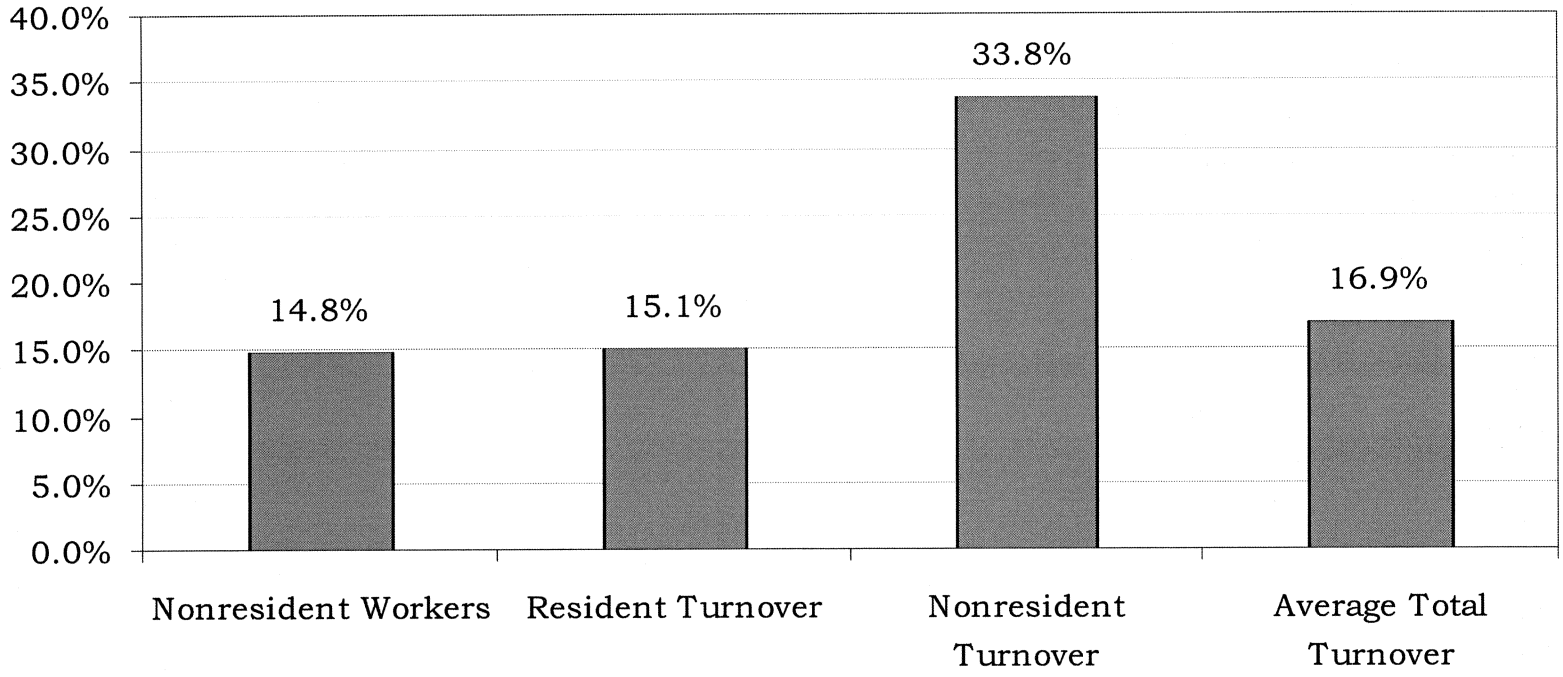


Figure 1.11.3: Distribution of Wyoming Workers in Education & Health Care Eligible to Receive Insurance Benefits by Residency Status, 2002Q3

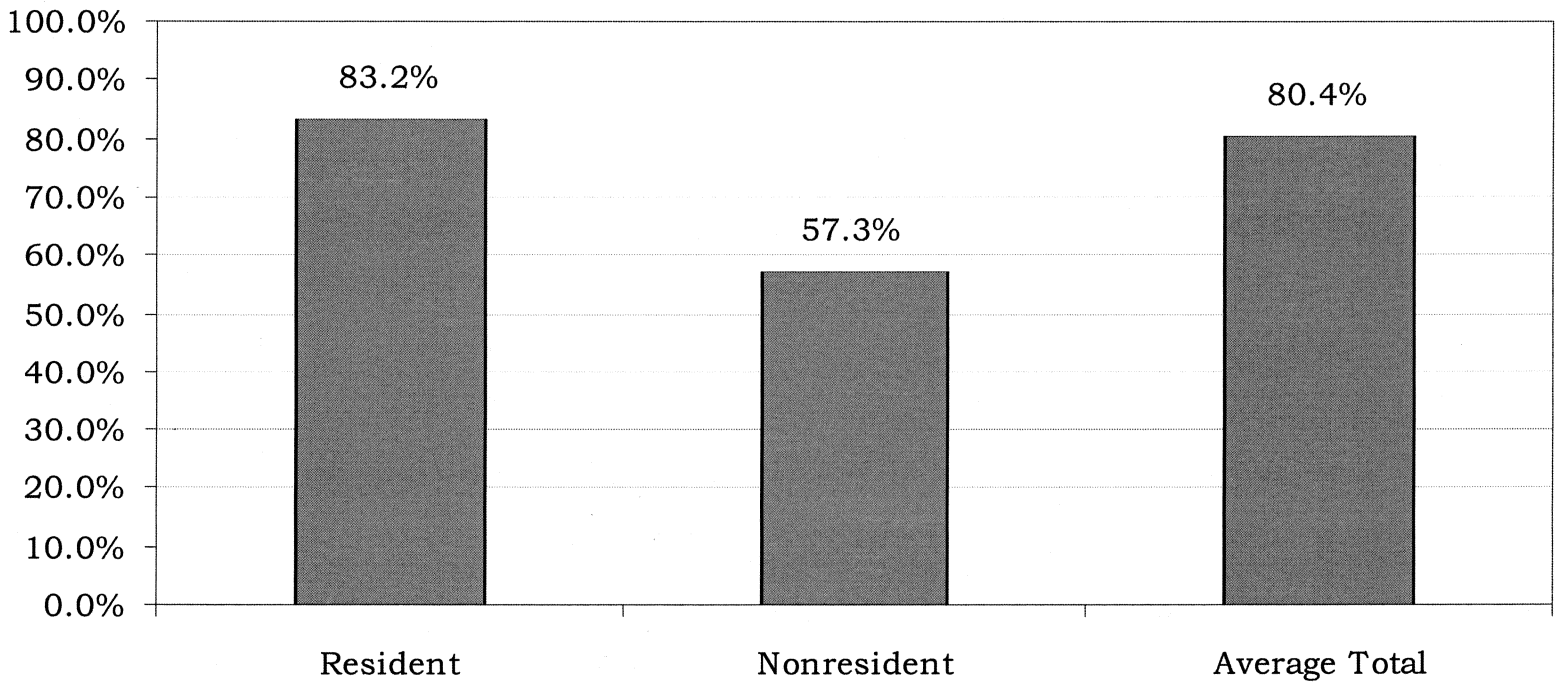


Figure 1.11.4: Wyoming Resident Worker in Education & Health Care Average Turnover and Distribution of Wyoming Resident Workers in Education & Health Care by Tenure (Worker Attachment to Employer), 2002

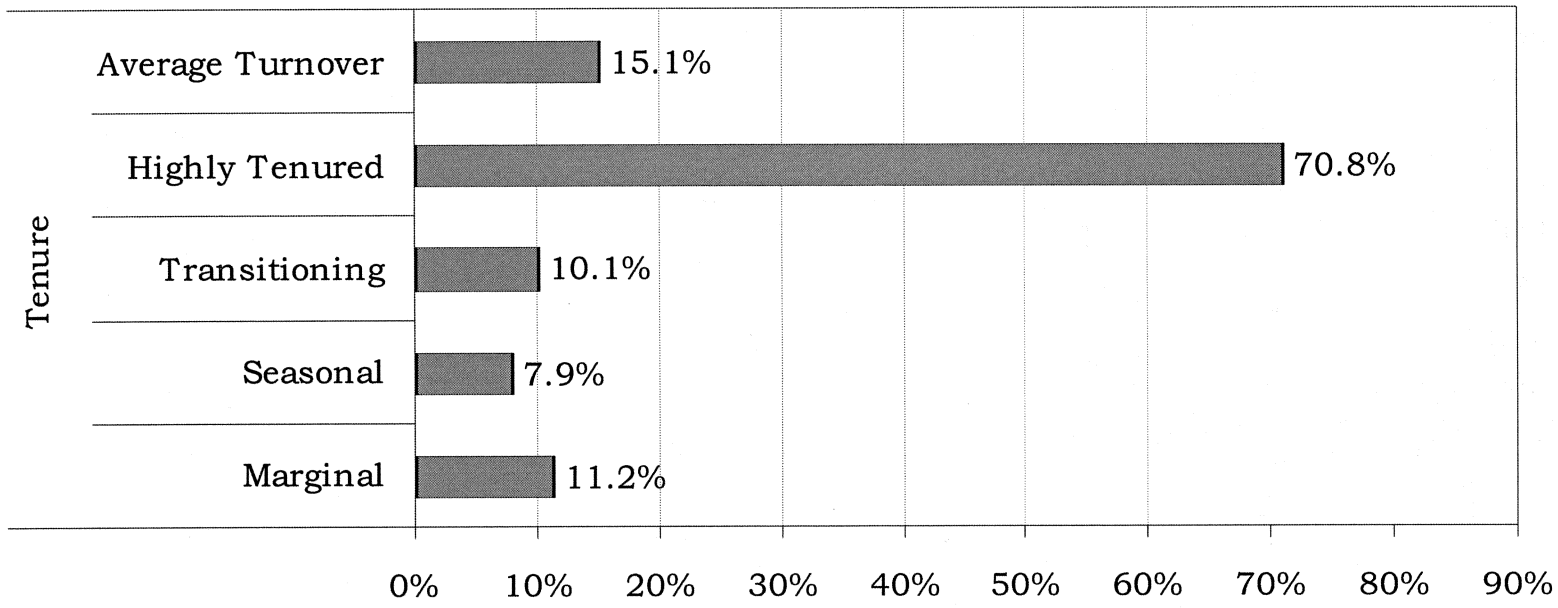


Figure 1.11.5: Percentage of Wyoming Workers in Education & Health Care Offered Benefits by Firm Size, 2002

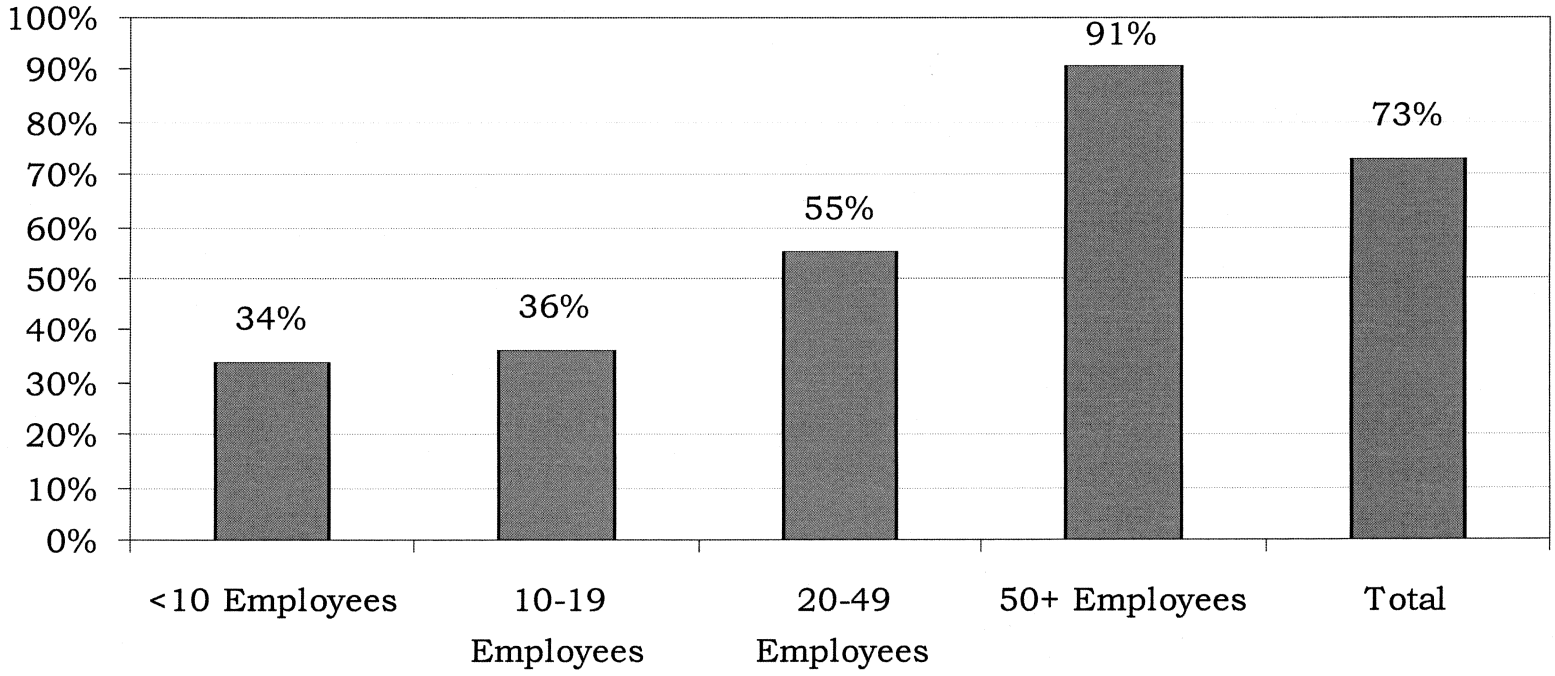


Figure 1.11.6: Average Annual Insurance Cost Per Worker for Wyoming Employers in Education & Health Care and Average Quarterly Wage of Wyoming Workers in Education & Health Care by Tenure (Worker Attachment to Employer), 2002

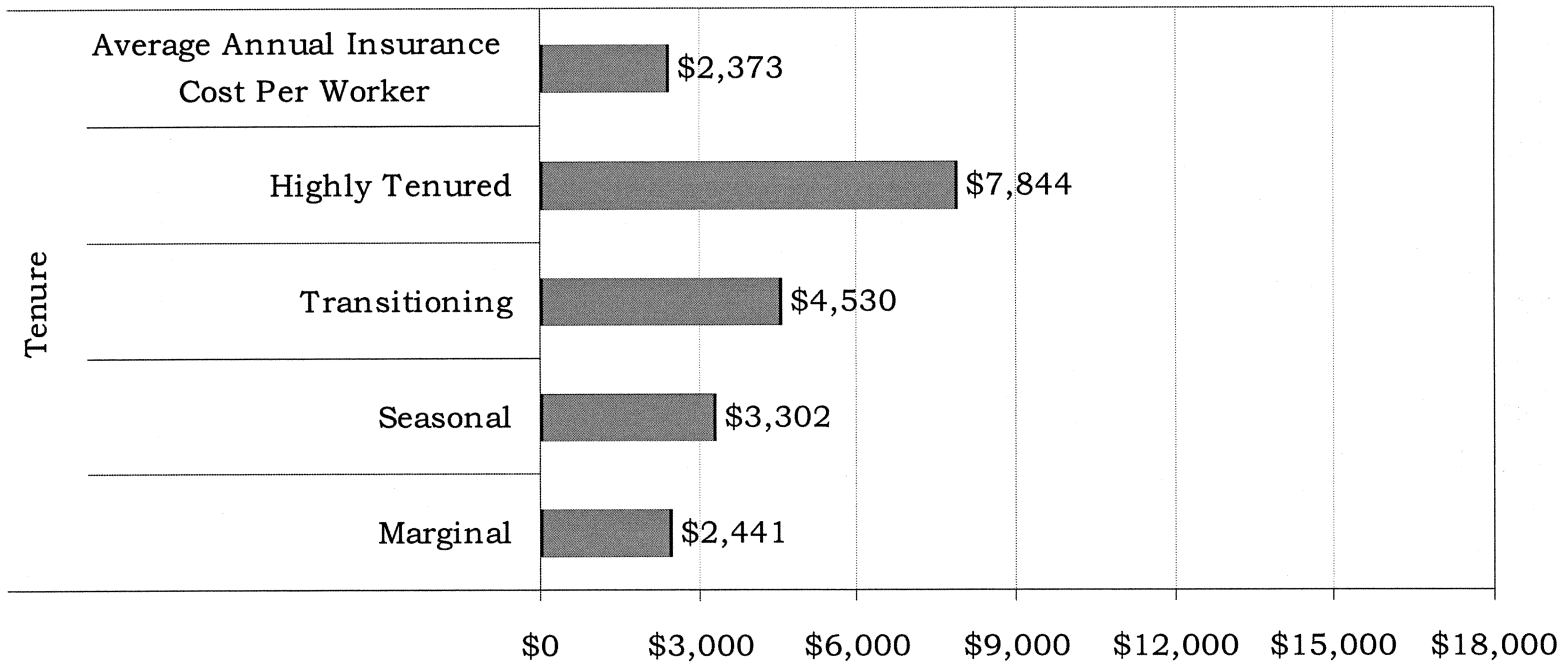


Figure 1.11.7: Percentage of Wyoming Workers in Education & Health Care Offered Selected Benefits by Employment Status, 2002

