Chapter 2: Leisure & Hospitality

Note: Figures for this chapter are located on pages 21-27.

In general, workers in this industry are more likely young and female. Turnover is high, while tenure and wages are low. Access to health care is limited. At 36.3 percent (2002Q3), Leisure & Hospitality employs the largest proportion of nonresidents (see Appendix C, page C14).

The age and sex distribution of residents in Leisure & Hospitality (see Figure 1.2.1) is considerably different than the statewide distribution. The proportion of male (12.1%) and female (15.4%) resident workers under age 20 in this industry is much greater than the statewide percentage of all male (5.2%) and female (5.1%) resident workers under age 20.

In Figure 1.2.2, the turnover rates for residents (33.5%) and nonresidents (43.0%) are similarly high. Nonresidents comprise 36.3 percent of workers in this industry compared to the statewide total of 23.0 percent (see Figure 1.1.3, page 13). It is to be expected then, that the proportion of Leisure & Hospitality workers eligible to receive benefits in 2002 is lower than that for all workers (see Appendix B, page B2). Figure 1.2.3 shows that an average 63.4 percent of workers in this industry attain tenure sufficient for benefits eligibility, compared with 73.7 percent for all workers (see Figure 1.1.4, page 14). However, nonresident workers in this industry (60.2%) were more likely to be eligible than nonresidents overall (55.8%). The proportion of highly tenured resident workers (39.8%) is much lower in Leisure & Hospitality than in the state as a whole (60.8%; see Figures 1.2.4, page 24 and 1.1.5, page 15). In contrast to statewide, average tenure is much lower in this industry. It has relatively high proportions of marginal (33.7%) and seasonal (17.2%) workers compared to the statewide averages of 19.3 and 10.7 percent, respectively.

The proportion of workers offered benefits in Leisure & Hospitality (32%) is less than half of the statewide proportion (65%; see Figures 1.2.5, page 25 and 1.1.6, page 16). While approximately half of all workers in larger firms (more than 50 employees) in Leisure & hospitality have benefit access, the proportion drops to 18 percent in firms with 20 to 49 employees and 3 percent for firms with less than 10 employees. Although the percentage offered benefits in Leisure & Hospitality increases with firm size, the 51 percent for firms of 50 or more employees is much lower than the 81 percent for all Wyoming workers with access to benefits in very large firms.

The distribution of employers by size in Leisure & Hospitality also differs from the state as a whole. Table ii (see page 7) shows that only 53.0 percent of businesses in Leisure & Hospitality have less than 10 employees compared to 75.5 percent in the state. In addition, 8.3 percent of Leisure & Hospitality businesses have 50 or more employees compared to the statewide total of 4.1 percent. Although firms in this industry tend to be relatively large, the probability of benefit offerings is lower than that of the state as a whole.

Wages and benefits costs in Leisure & Hospitality are both considerably lower than the statewide averages (see Figures 1.2.6, page 26 and 1.1.7, page 17). Highly tenured employees in Leisure & Hospitality earned an average of $3,573 per quarter or 44.5 percent of the statewide average ($8,116). Similar results are observed when comparing the wages of transitioning, seasonal, or marginal workers. The concentration of workers in the marginal and seasonal categories contributes to the relatively low average wages paid in this industry. The average annual employer cost per worker offered benefits is much lower ($711) than the statewide average ($2,388). Fewer than one-third of the workers in Leisure & Hospitality have access to benefits (see Figure 1.2.7). The proportion of full-time workers offered health benefits is 55 percent, while dependent health and dental are 53 and 42 percent, respectively. Only 1 in 16 part-time workers is offered health and dependent health benefits. Approximately 1 in 33 part-time workers is offered dental benefits. Consequently, the overall proportions of workers offered benefits in this industry is much lower than the statewide average.

Leisure & Hospitality Figures

Figure 1.2.1: Percentage of Resident Wyoming Workers in Leisure & Hospitality by Age and Sex, 2002

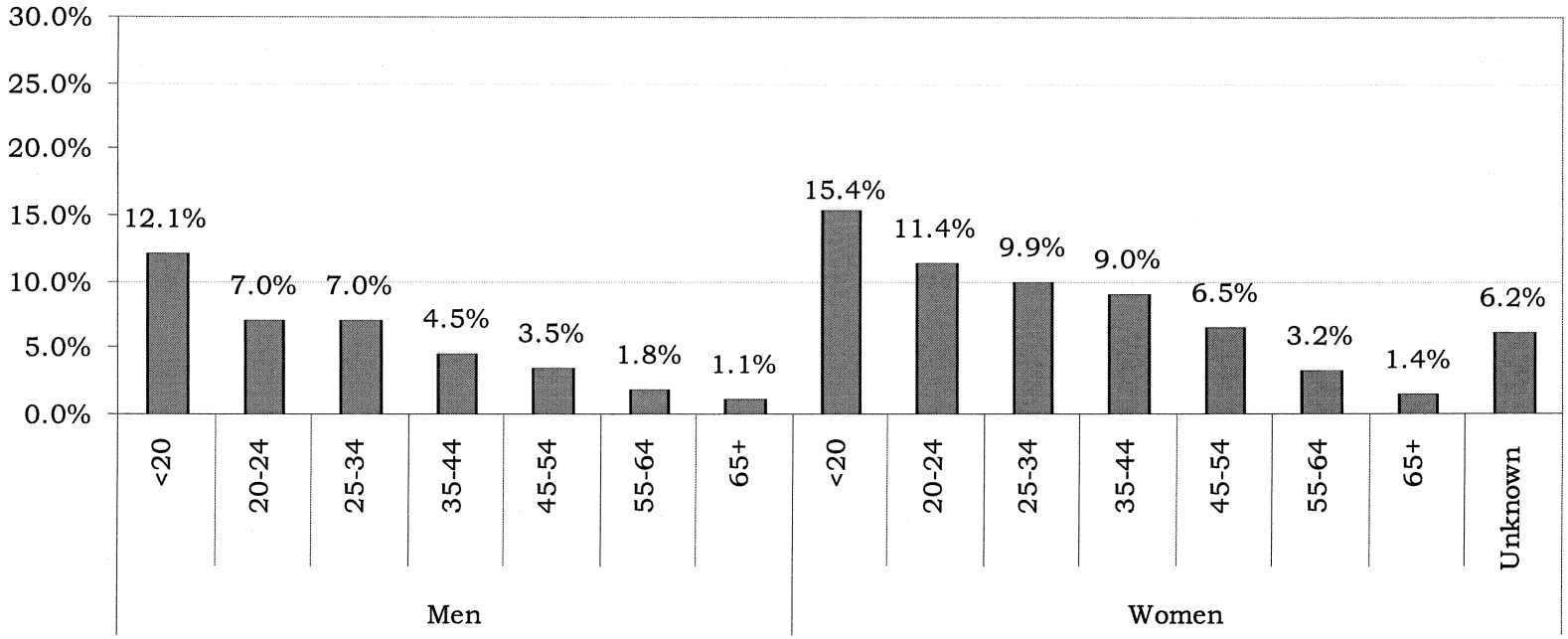


Figure 1.2.2: Percentage of Nonresident Workers and Turnover Rate of Wyoming Workers in Leisure & Hospitality by Residency Status, 2002

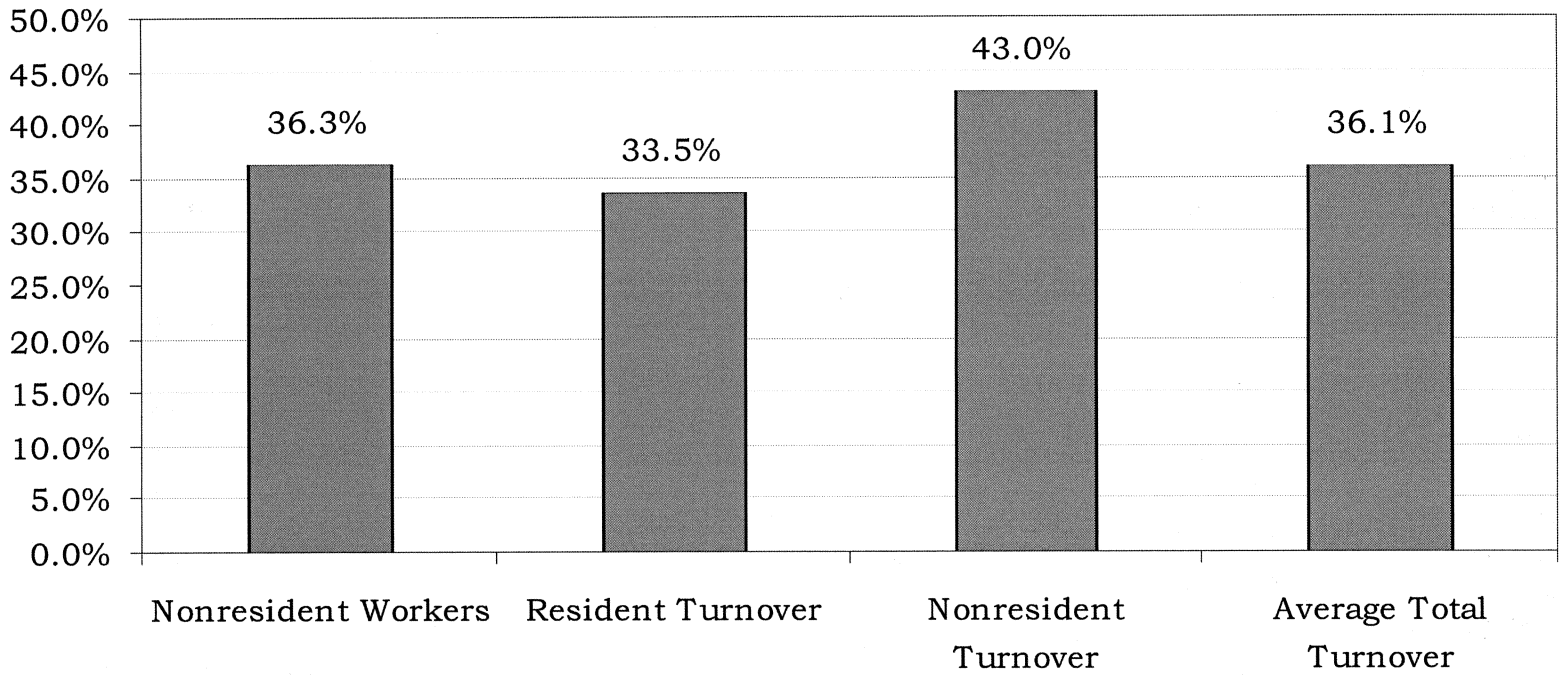


Figure 1.2.3: Distribution of Wyoming Workers in Leisure & Hospitality Eligible to Receive Insurance Benefits by Residency Status, 2002Q3

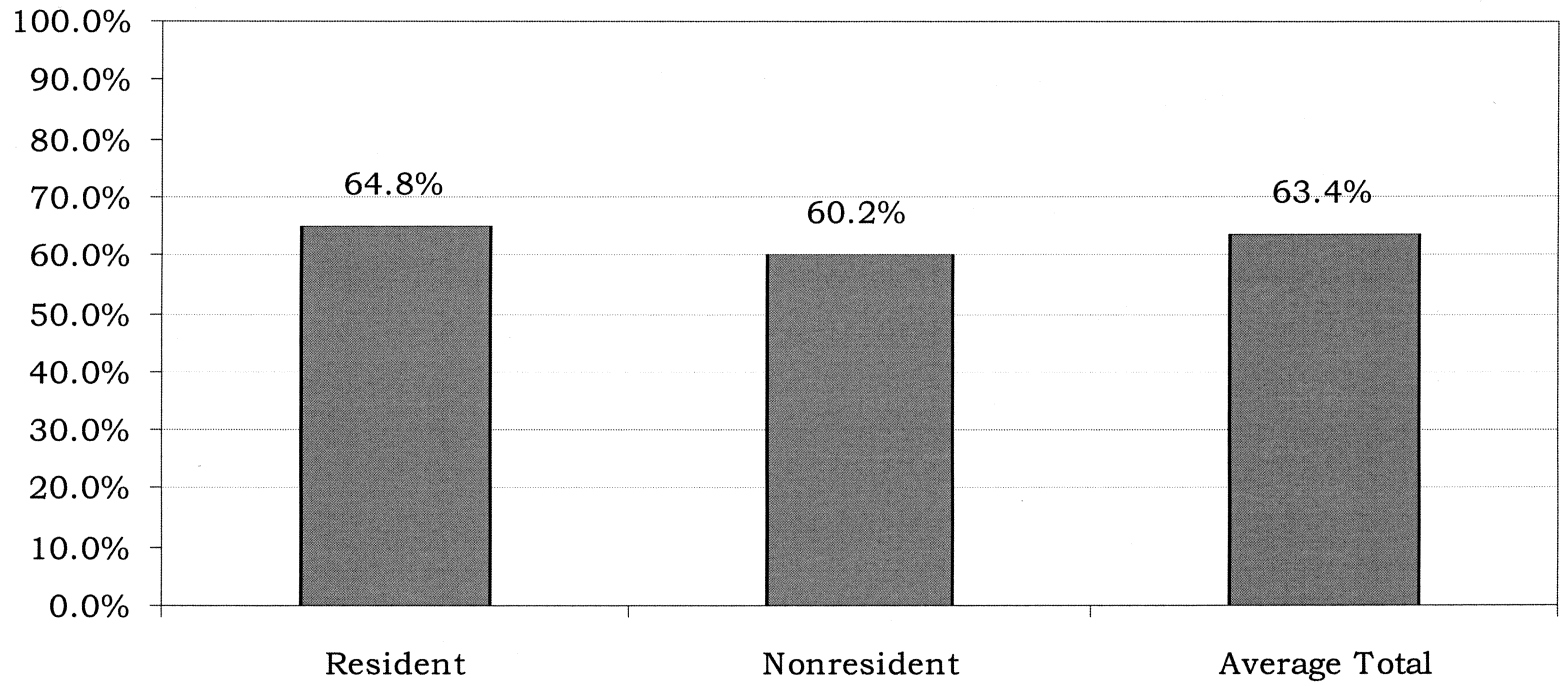


Figure 1.2.4: Wyoming Resident Worker in Leisure & Hospitality Average Turnover and Distribution of Wyoming Resident Workers in Leisure & Hospitality by Tenure (Worker Attachment to Employer), 2002

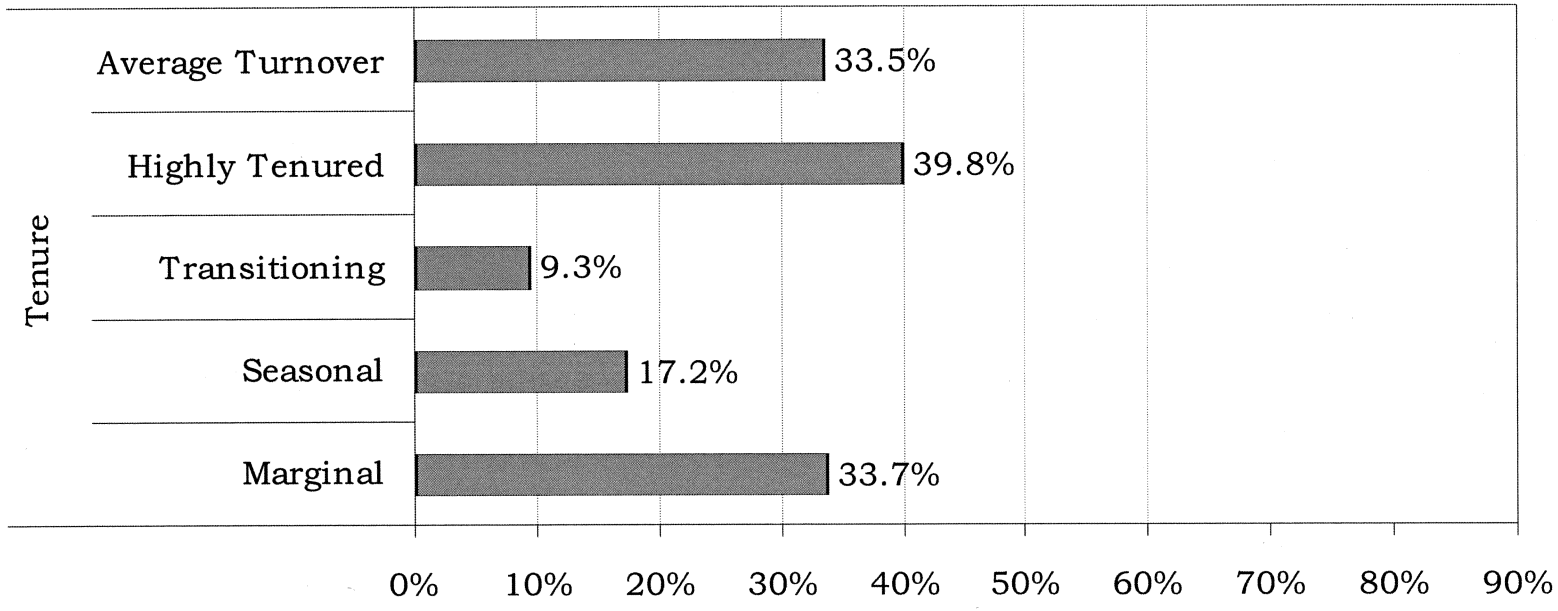


Figure 1.2.5: Percentage of Wyoming Workers in Leisure & Hospitality Offered Benefits by Firm Size, 2002

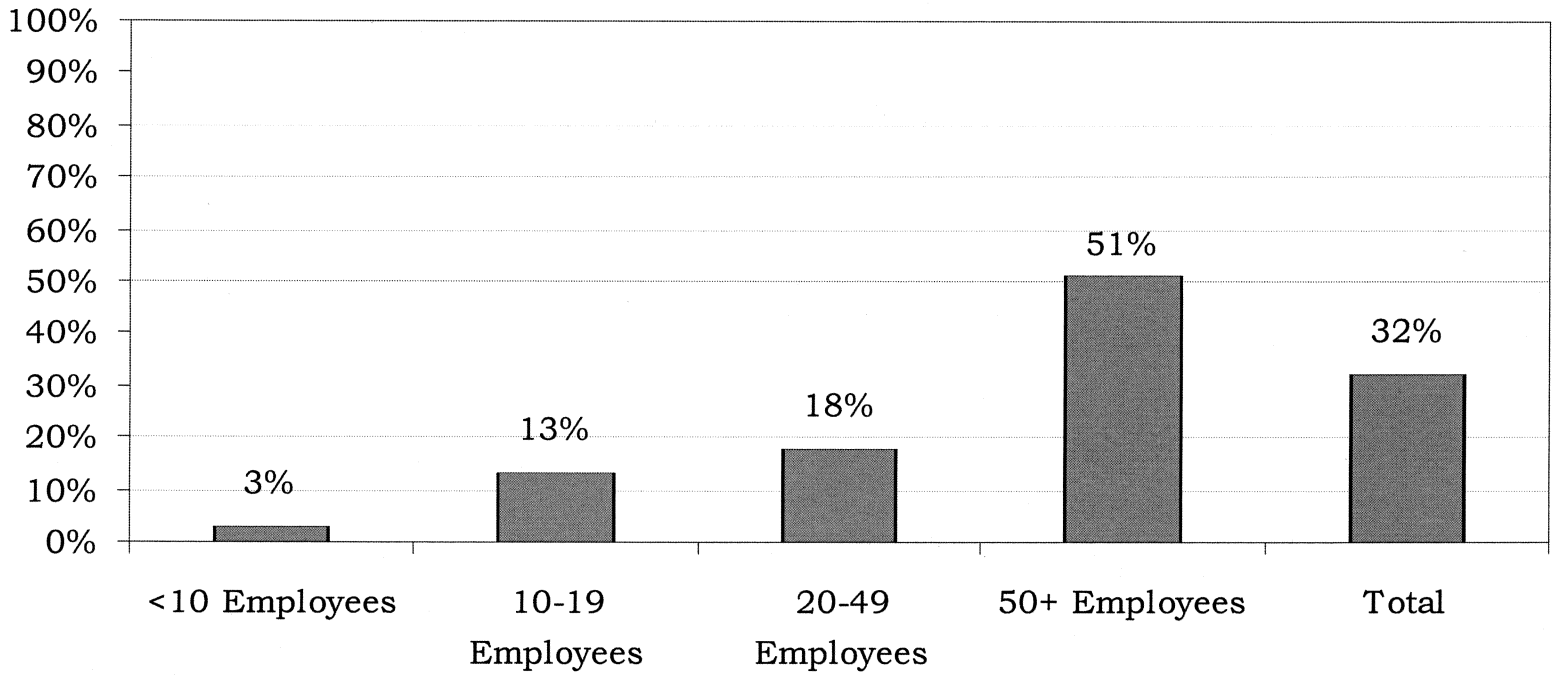


Figure 1.2.6: Average Annual Insurance Cost Per Worker for Wyoming Employers in Leisure & Hospitality and Average Quarterly Wage of Wyoming Workers in Leisure & Hospitality by Tenure (Worker Attachment to Employer), 2002

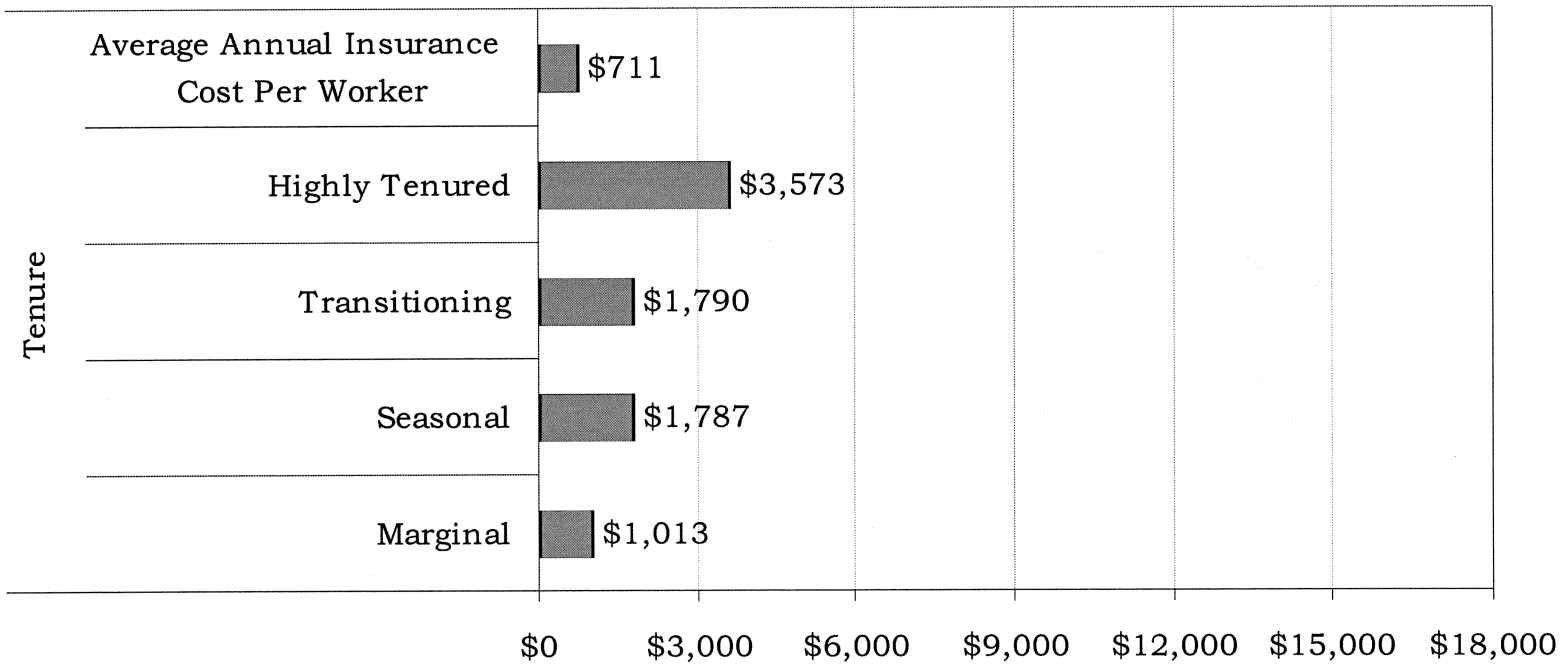
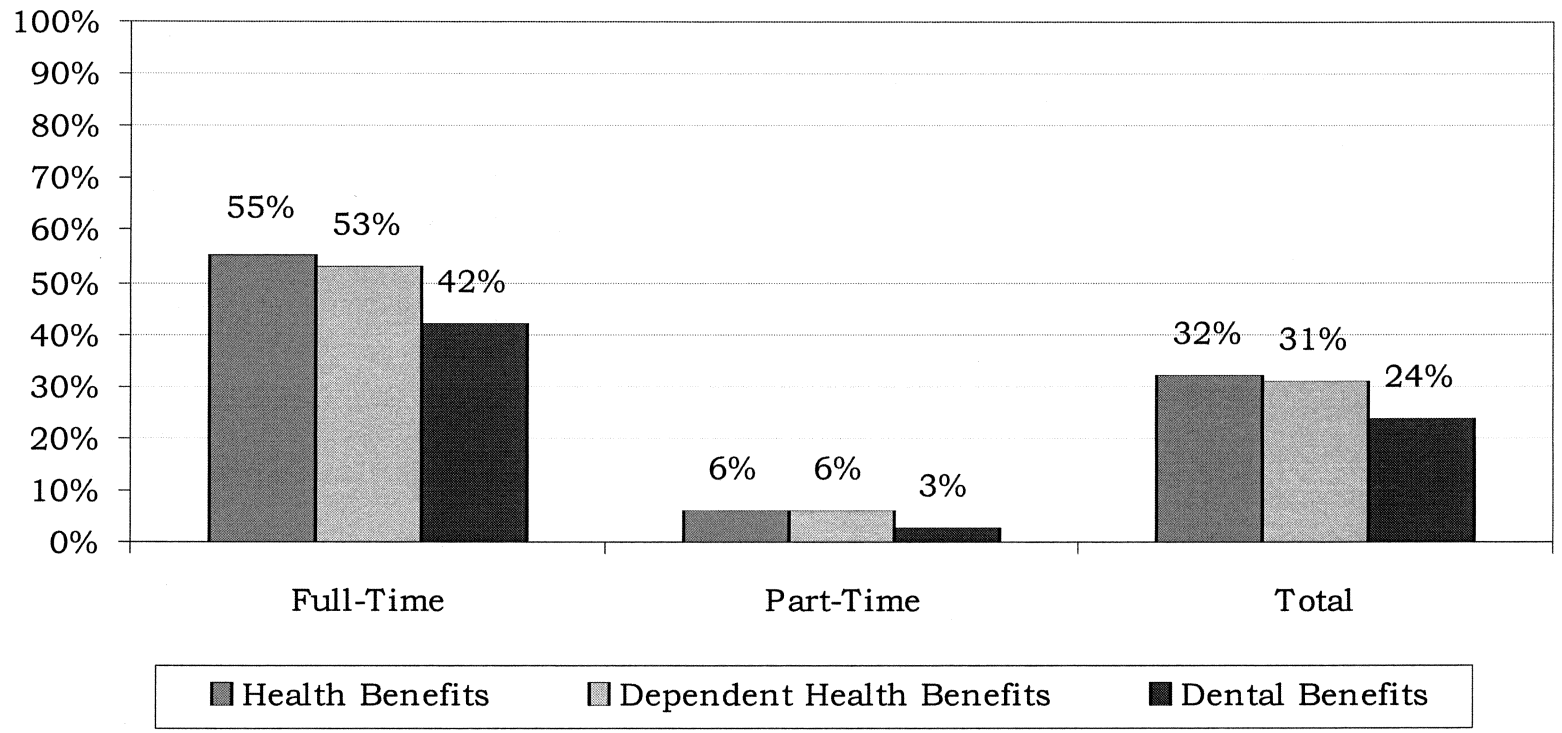


Figure 1.2.7: Percentage of Wyoming Workers in Leisure & Hospitality Offered Selected Benefits by Employment Status, 2002



Chapter 3: Retail Trade

Note: Figures for this chapter are located on pages 31-37.

Retail Trade was selected for analysis because in many respects its characteristics are similar to those of the state as a whole. The proportion of resident workers in Retail Trade is only slightly higher than the statewide average.

Data from Appendix C, page C14 show the proportion of residents in this industry is 81.4 percent compared to the statewide average of 77.7 percent. Among resident workers, age and sex distributions in addition to average wages also differ. Figure 1.3.1 and Figure 1.1.2 (see page 12) show the proportion of women in younger age groups (those less than 25 years of age) is much higher than in the statewide resident population. Conversely, the proportion of resident male workers who are less than 20 years of age is lower than the statewide resident population. However, the proportion of male workers between the ages of 25 and 65 is higher than in the statewide resident population. Wages are considerably lower than the statewide average for residents working in Retail Trade. As shown in Appendix C, pages C15 and C20, the average wage in the state was $23,246 in 2002 compared to $15,538 in Retail Trade. Wages for resident men statewide were $30,616 compared to $20,719 for men in Retail Trade. Similarly, wages for women statewide were $15,684 while wages for women in Retail Trade were $12,042. More substantial gaps exist when comparing wages for men and women in similar age groups within the industry.

Figure 1.3.2 and Figure 1.1.3 (see page 13) show the turnover rate for Retail Trade (21.0%) is slightly lower than the statewide average (21.6%). The turnover rate for nonresidents in this industry is 38.9 percent compared to the statewide average of 41.9 percent. However, the turnover rate for residents statewide (21.6%) is slightly higher than that of Retail Trade (21.0%). Given the similarity in characteristics between the state and Retail Trade, it is to be expected that benefits eligibility proportions would be similar as well. Figure 1.3.3 and Figure 1.1.4 (see page 14) show that the differences in eligibility by residency are small. In fact, the proportion eligible for benefits in Retail Trade (77.9%) is only 0.4 percentage points higher than the statewide average. In this industry, it appears that nonresidents (59.9%) may fare better when qualifying for benefits than statewide (55.5%). The benefits eligibility rate for residents is 0.4 percent higher in the statewide workforce than in Retail Trade. The proportion of highly tenured workers in Retail Trade (60.7%; see Figure 1.3.4) is 0.1 percentage points lower than the statewide average (see Figure 1.1.5, page 15). The difference between Retail Trade and the statewide average appears to be marginal workers (19.5% in Retail

Trade compared to the statewide average of 19.3%). The similarity between the key characteristics in this industry and access to health insurance suggests Retail Trade workers are foremost to understanding access to health insurance in general.

The proportion of workers offered health benefits in Retail Trade (64%) is similar to the proportion offered to all workers (65%; see Figures 1.3.5, page 35 and 1.1.6, page 16). Although the proportion of workers offered benefits in businesses with 20-49 employees is identical, the statewide averages in employers with 50+ employees and fewer than 10 employees are higher than in Retail Trade. Conversely, the proportion of Retail Trade workers offered health benefits in businesses with 10-19 employees is 4 percentage points greater than the statewide average. Unlike the statewide averages, which increase steadily with firm size, the proportion of Retail Trade workers offered benefits is lower for businesses with 20-49 employees than for businesses employing 10-19 workers.

Table ii (see page 7) shows that 69.6 percent of Retail Trade businesses have fewer than 10 workers compared to the statewide average of 75.5 percent. The proportions of Retail Trade businesses employing between 10 and 49 workers (two size categories) are slightly larger than the statewide averages (16.2% and 9.7% compared to 12.6% and 7.9%, respectively).

Wages and benefits costs in Retail Trade are lower than statewide averages, but higher than those found in Leisure & Hospitality. At $1,559 per worker (see Figure 1.3.6), insurance costs in Retail Trade are approximately 65 percent of the statewide average. Quarterly wages for highly tenured workers in this industry average $5,517 per quarter or 67.3 percent of the statewide average ($8,193). Statewide wages for seasonal and marginal employees are approximately 40 percent higher than the wages for similar Retail Trade workers. Statewide quarterly wages for transitioning workers are 61 percent higher than those found in Retail Trade. As shown in Figure 1.3.7 and Figure 1.1.8 (see page 18), offering rates for health (64%), dependent health (47%), and dental (52%) are all lower than the statewide averages. However, full-time Retail Trade workers are more likely to be offered employee health and dental insurance than workers in the general population. The same cannot be said for part-time employees, where the proportions of those workers offered benefits in Retail Trade are approximately three-quarters the statewide average. Table iii (see page 8) shows that Retail Trade has a slightly larger proportion of part-time workers (27.3%) than the statewide population (23.5%). Approximately 18.3 percent of all the part-time private sector workers in the state are employed in Retail Trade.

Retail Trade Figures

Figure 1.3.1: Percentage of Resident Wyoming Workers in Retail Trade by Age and Sex, 2002

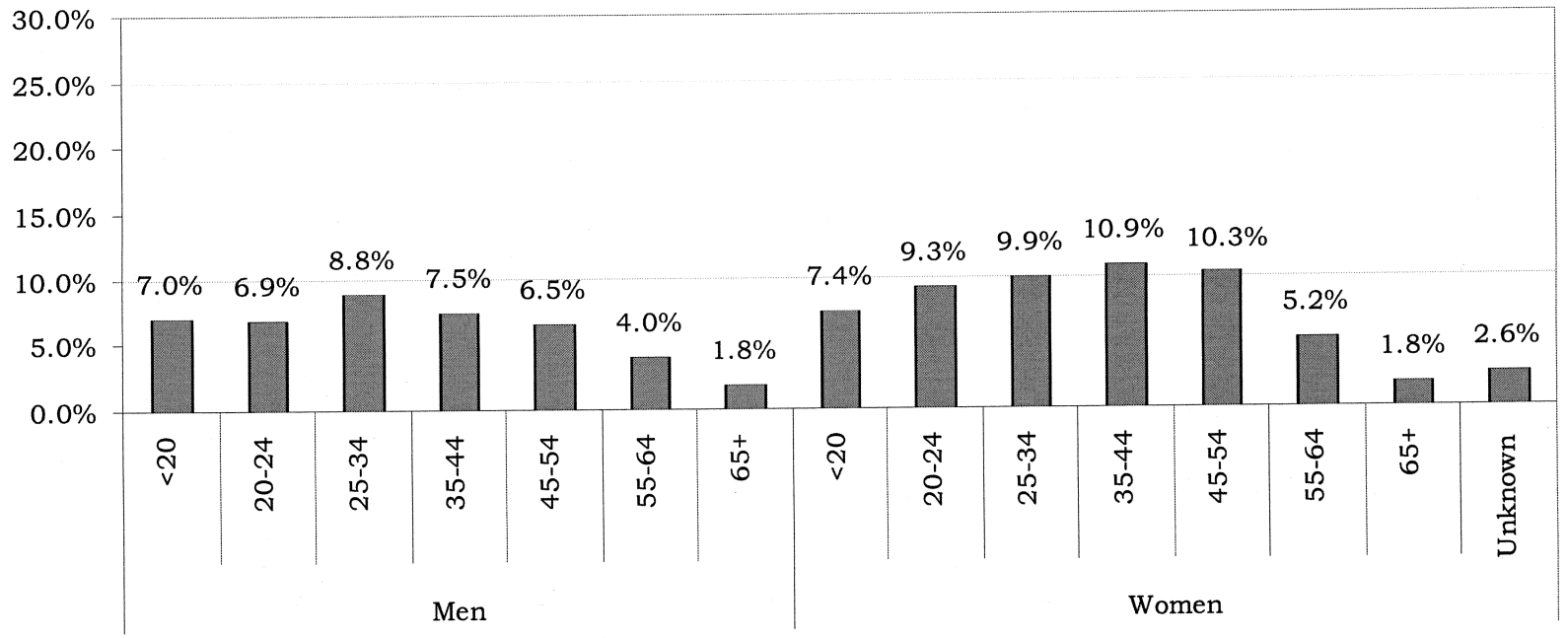


Figure 1.3.2: Percentage of Nonresident Workers and Turnover Rate of Wyoming Workers in Retail Trade by Residency Status, 2002

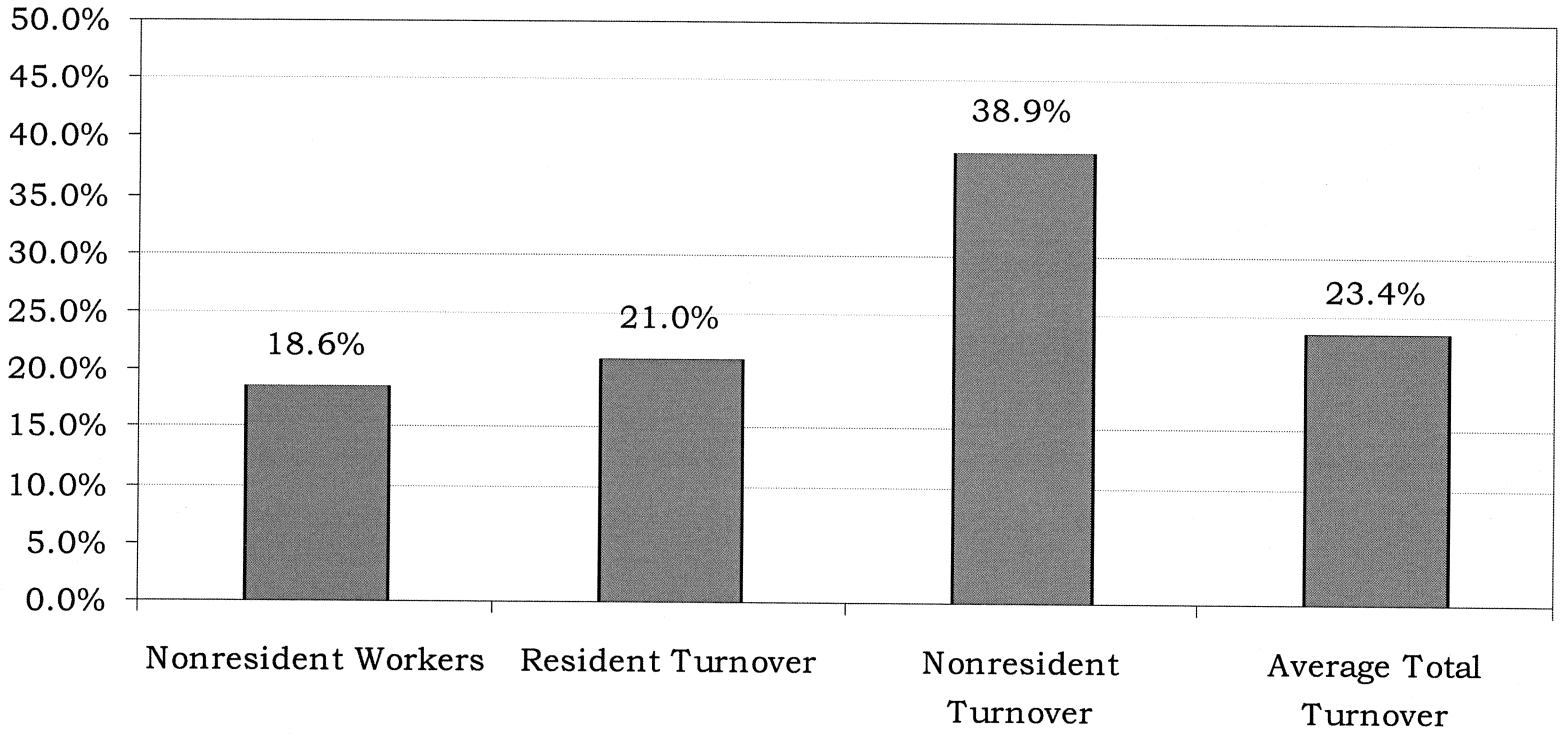


Figure 1.3.3: Distribution of Wyoming Workers in Retail Trade Eligible to Receive Insurance Benefits by Residency Status, 2002Q3

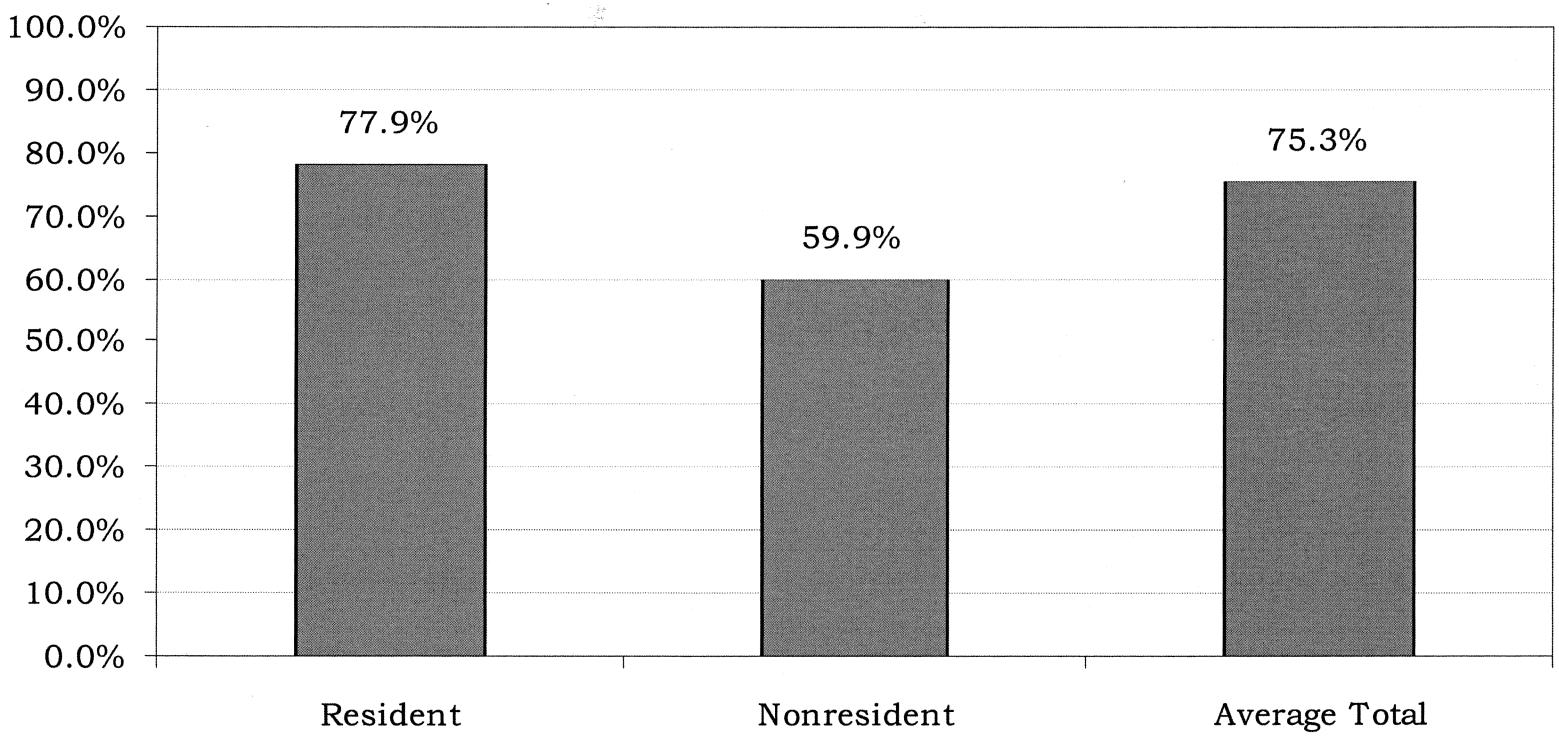


Figure 1.3.4: Wyoming Resident Worker in Retail Trade Average Turnover and Distribution of Wyoming Resident Workers in Retail Trade by Tenure (Worker Attachment to Employer), 2002

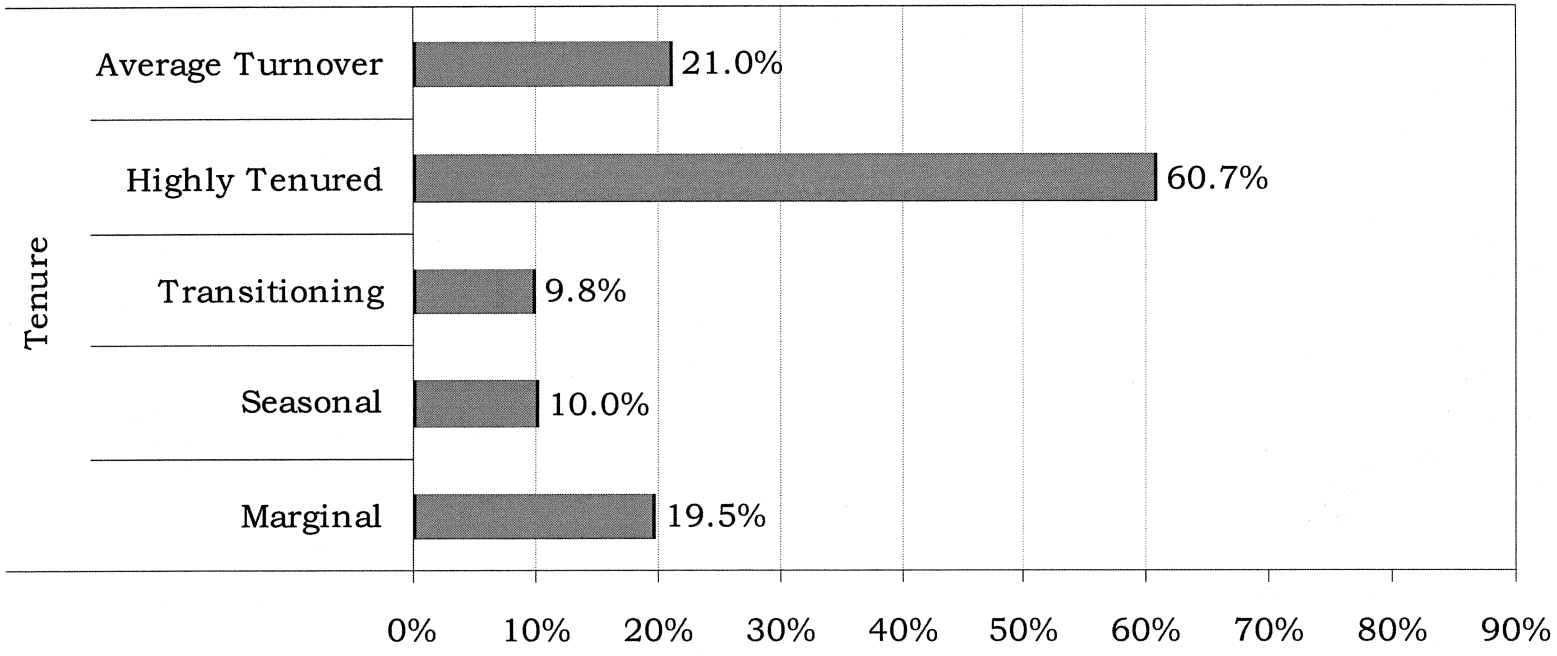


Figure 1.3.5: Percentage of Wyoming Workers in Retail Trade Offered Benefits by Firm Size, 2002

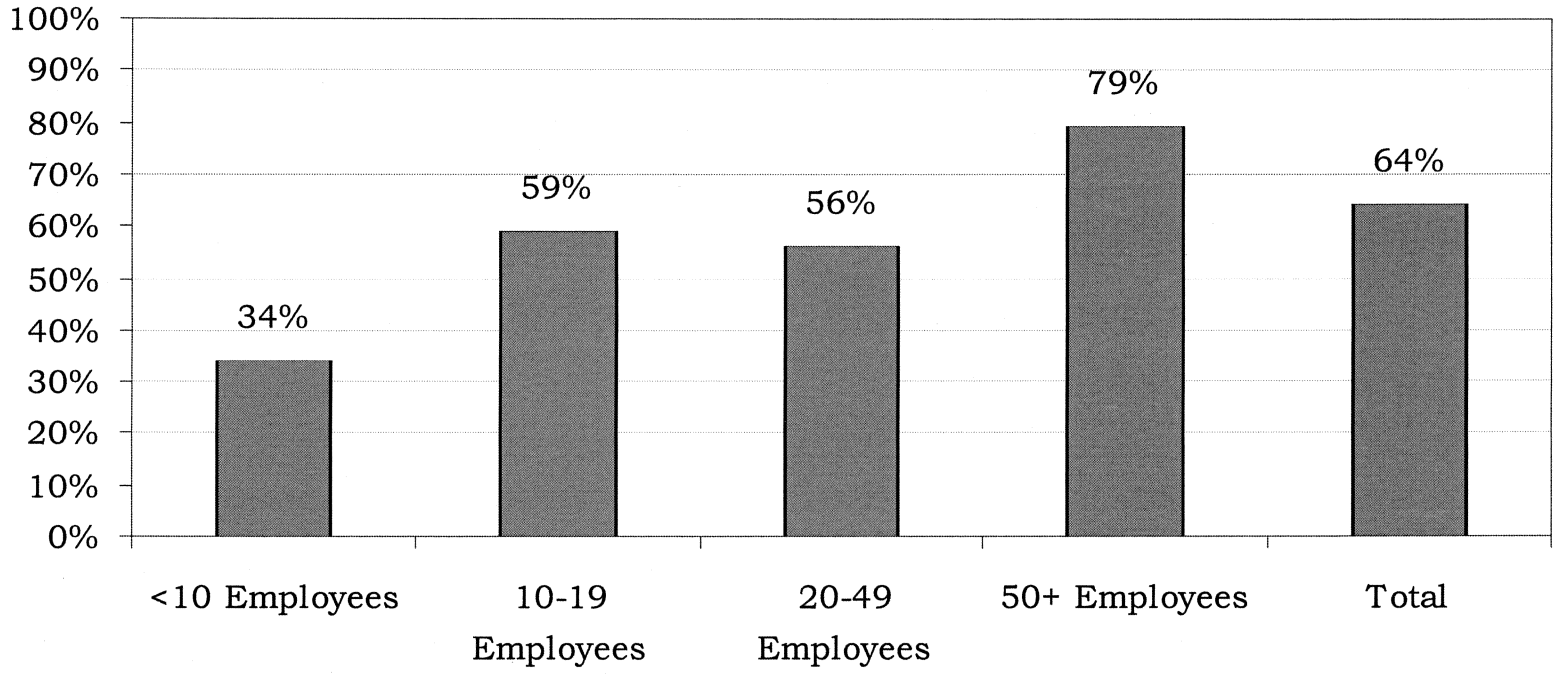


Figure 1.3.6: Average Annual Insurance Cost Per Worker for Wyoming Employers in Retail Trade and Average Quarterly Wage of Wyoming Workers in Retail Trade by Tenure (Worker Attachment to Employer), 2002

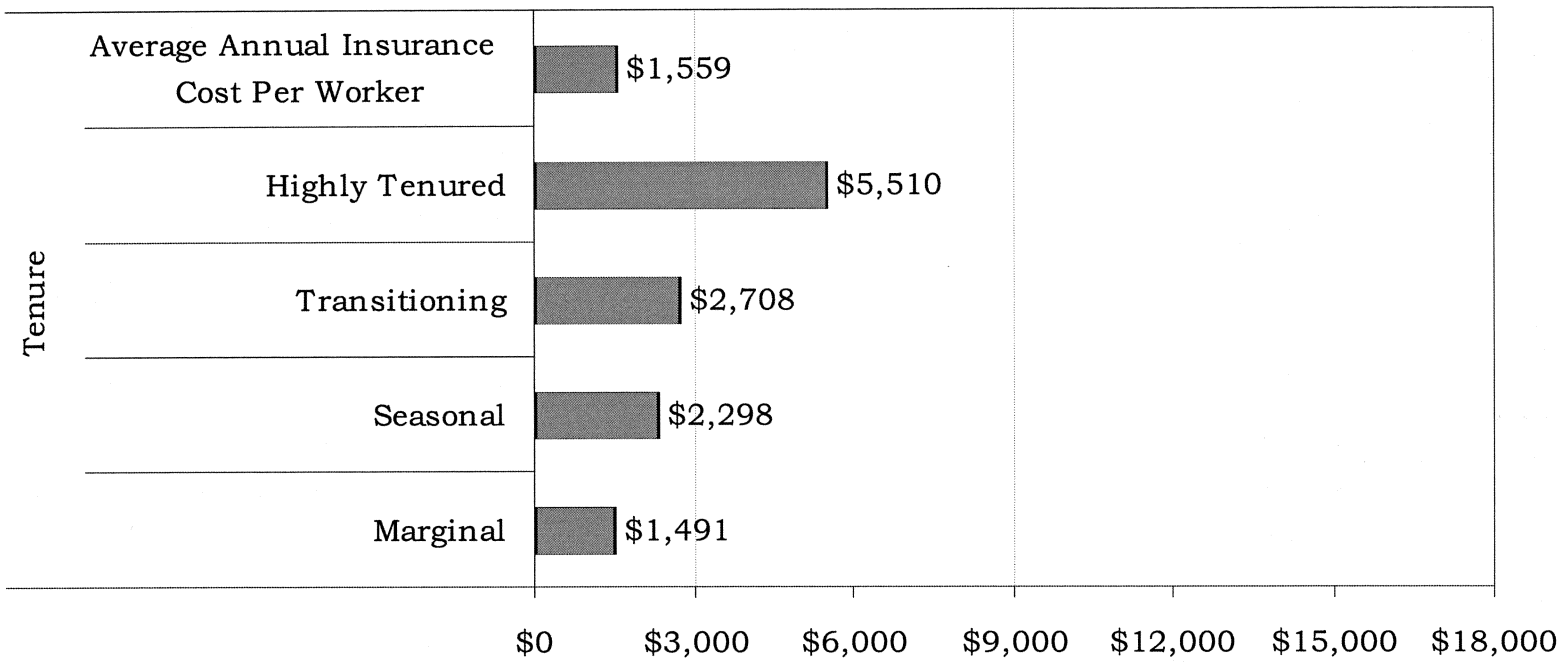


Figure 1.3.7: Percentage of Wyoming Workers in Retail Trade Offered Selected Benefits by Employment Status, 2002

