Chapter 4: Mining

Note: Figures for this chapter are located on pages 41-47.

Mining is one of the highest wage and lowest turnover industries in Wyoming. Its demographic characteristics are also considerably different from most other industries.

Figure 1.4.1 and 1.1.1 (see page 11) show very few women work in Mining compared to other industries and, on average, the men who work in the Mining industry tend to be older than the state's workforce. Approximately 58.5 percent of residents who worked in Mining are men 35 years of age or older, compared to the statewide average of 29.3 percent. Gender distributions in this industry also differ from the statewide averages considerably. Appendix C, page C15 shows that women comprise 44.5 percent of Wyoming's resident workforce but only 11.6 percent of the workforce in Mining. Wages in Mining are substantially higher for both men and women than the statewide resident workforce. In 2002, the men earned an average $50,328 per year and women earned an average $34,138 compared to the statewide averages of $30,616 for men and $15,684 for women.

Figure 1.4.2 shows the turnover rate for Mining workers is 16.4 percent compared to the statewide average of 23.6 percent (see Figure 1.1.3, page 13). In addition, the proportion of nonresident workers in Mining is 7.0 percent lower than the statewide average. Resident turnover in Mining averaged 14.0 percent in 2002, compared to 21.6 percent in the state's resident workforce. Nonresident turnover was 6.8 percent age points lower than the statewide average. Figure 1.4.3 shows that 85.9 percent of workers were eligible to receive benefits in 2002 compared to the statewide average of 73.7 percent. Eligibility rates for residents and nonresidents working in Mining are both higher than the statewide averages.

The proportion of highly tenured resident workers in Mining is nearly 15 percentage points higher than the statewide average (see Figures 1.4.4, page 44 and 1.1.5, page 15). The statewide proportions of seasonal and marginal employees are also considerably higher than in Mining (10.7% and 19.3% compared to 6.8% and 9.7%, respectively).

The proportion of benefits offerings increases as firm size increases for both Mining and statewide. However, the rate of increase is much faster in Mining (see Figures 1.4.5, page 45 and 1.1.6, page 16). An estimated 88 percent of Mining employees are offered health benefits compared to two-thirds of the

statewide population. For those people working in Mining firms with 50 or more employees, the rate is even higher (96%).

Table ii (see page 7) shows that only two-thirds of Mining firms have less than 10 workers compared to the statewide average of 75.5 percent. However, in terms of the number of employees, 73.1 percent of Mining employment is in firms of 50 or more workers compared to the statewide average of 47.4 percent. As such, Mining industry employees will more often work for a large firm, which tends to offer benefits more frequently than smaller firms.

Unlike Leisure & Hospitality and Retail Trade, wages and insurance costs per worker are considerably higher than the statewide averages. Average quarterly wages paid to highly tenured Mining employees are $14,245, nearly twice the average for highly tenured employees statewide (see Figures 1.4.6, page 46 and 1.1.7, page 17). Similarly, the average wages for transitioning, seasonal, and marginal Mining workers are more than twice that of the statewide workforce. Insurance costs are 1.5 times the statewide average, and this increase is commensurate with the age distribution and wage structure of the industry.

As shown in Figure 1.4.7, 70 percent of workers are offered either health or dental benefits. For full-time workers, 93 percent are offered health benefits, 91 percent are offered dependent health benefits, and 73 percent are offered dental benefits. Very few part-time employees are offered benefits, but as Table iii (see page 8) indicates, only 4.9 percent of workers in the Mining industry are part-time employees.

Mining and Leisure & Hospitality tend to be at opposite ends of the spectrum for the likelihood of being offered health insurance benefits. Each is comprised, to varying degrees, of key elements affecting compensation such as firm size, wages, turnover, tenure, residency, age, and gender. Both industries have a larger proportion of large firms than statewide; however, Mining has disproportionately large shares of high wages, low turnover, residents, middle-aged male workers, and highly tenured employees. Alternatively, Leisure & Hospitality tends to have larger shares of low wages, high turnover, nonresidents, young and female workers, and employees with short tenure.

The relationships of these elements among industries provide insight to where a program, like Wyo-Care, might have the greatest potential for success. Alternatively, the research suggests there are industries in which the Wyo-Care proposal may not be viable.

Mining Figures

Figure 1.4.1: Percentage of Resident Wyoming Workers in the Mining Industry by Age and Sex, 2002

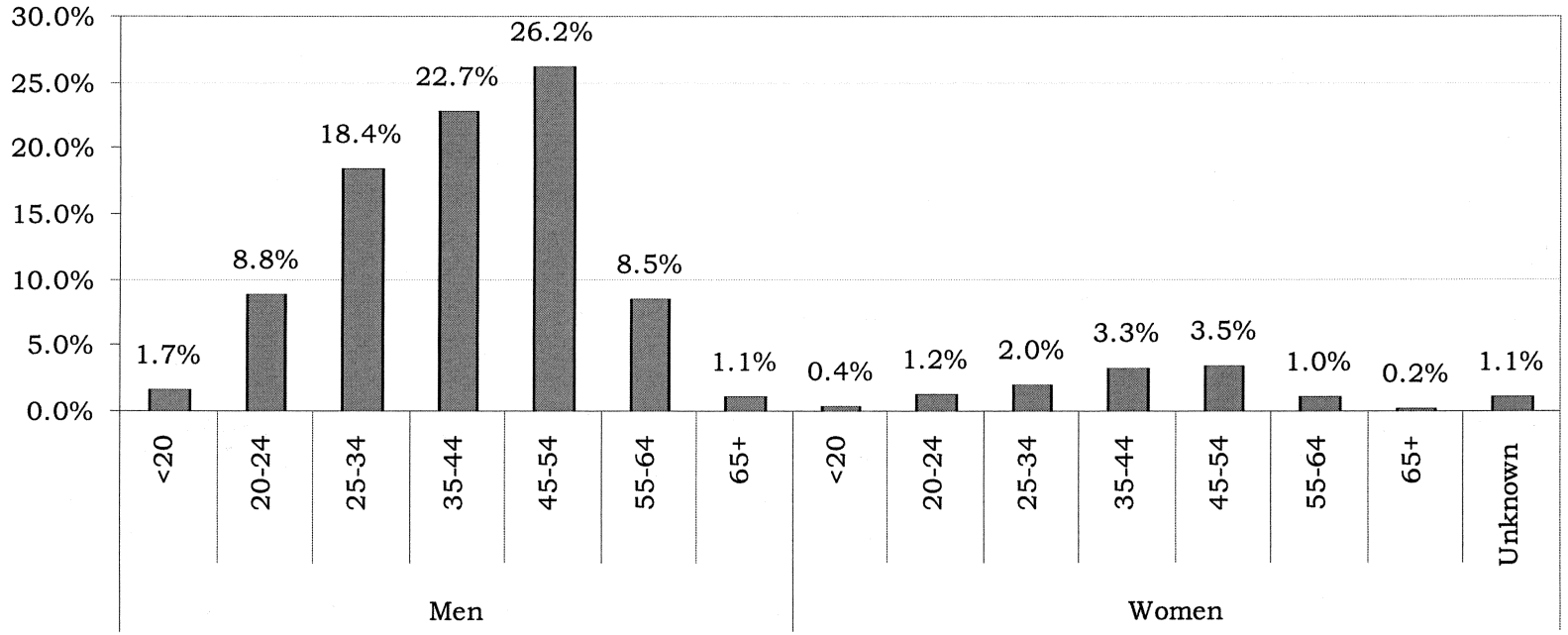


Figure 1.4.2: Percentage of Nonresident Workers and Turnover Rate of Wyoming Workers in Mining by Residency Status, 2002

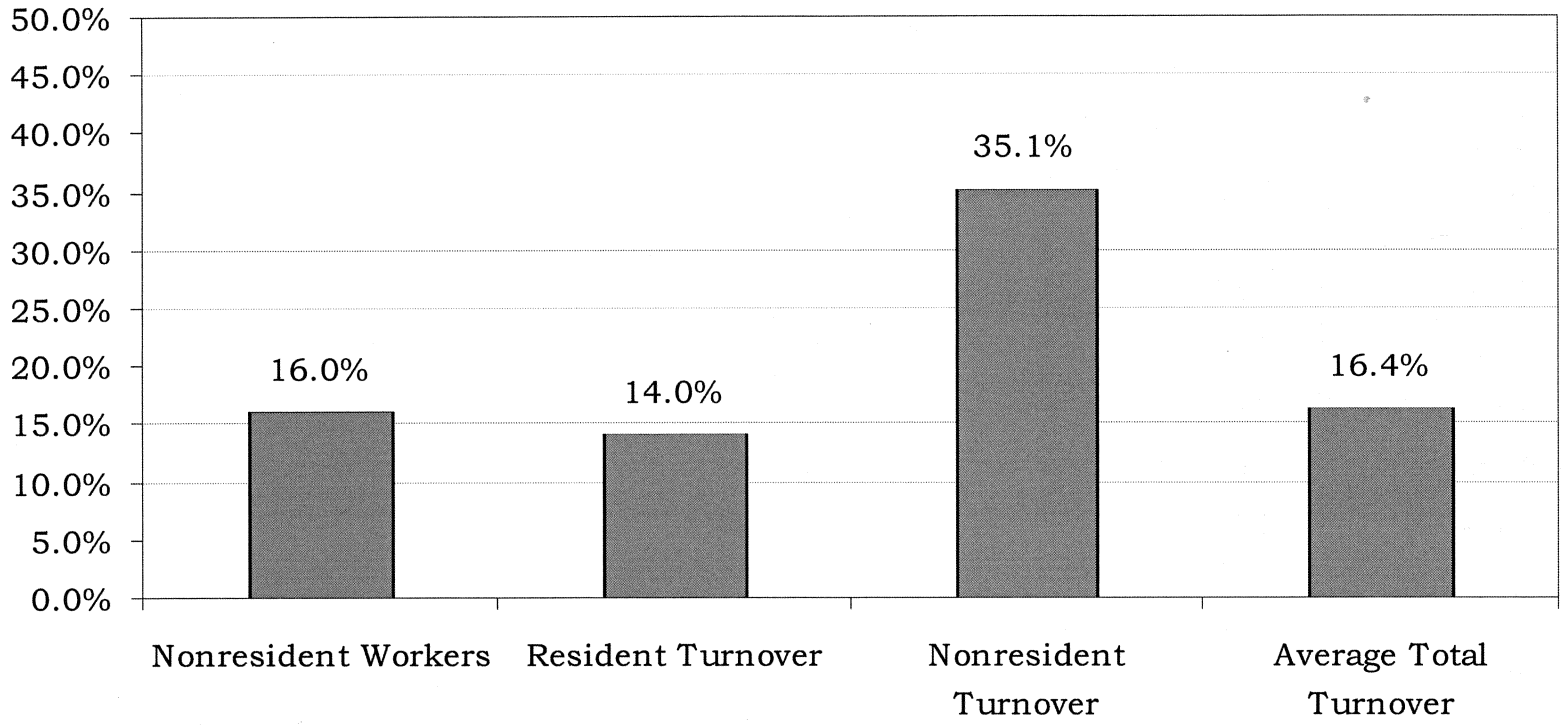


Figure 1.4.3: Distribution of Wyoming Workers in Mining Eligible to Receive Insurance Benefits by Residency Status, 2002Q3

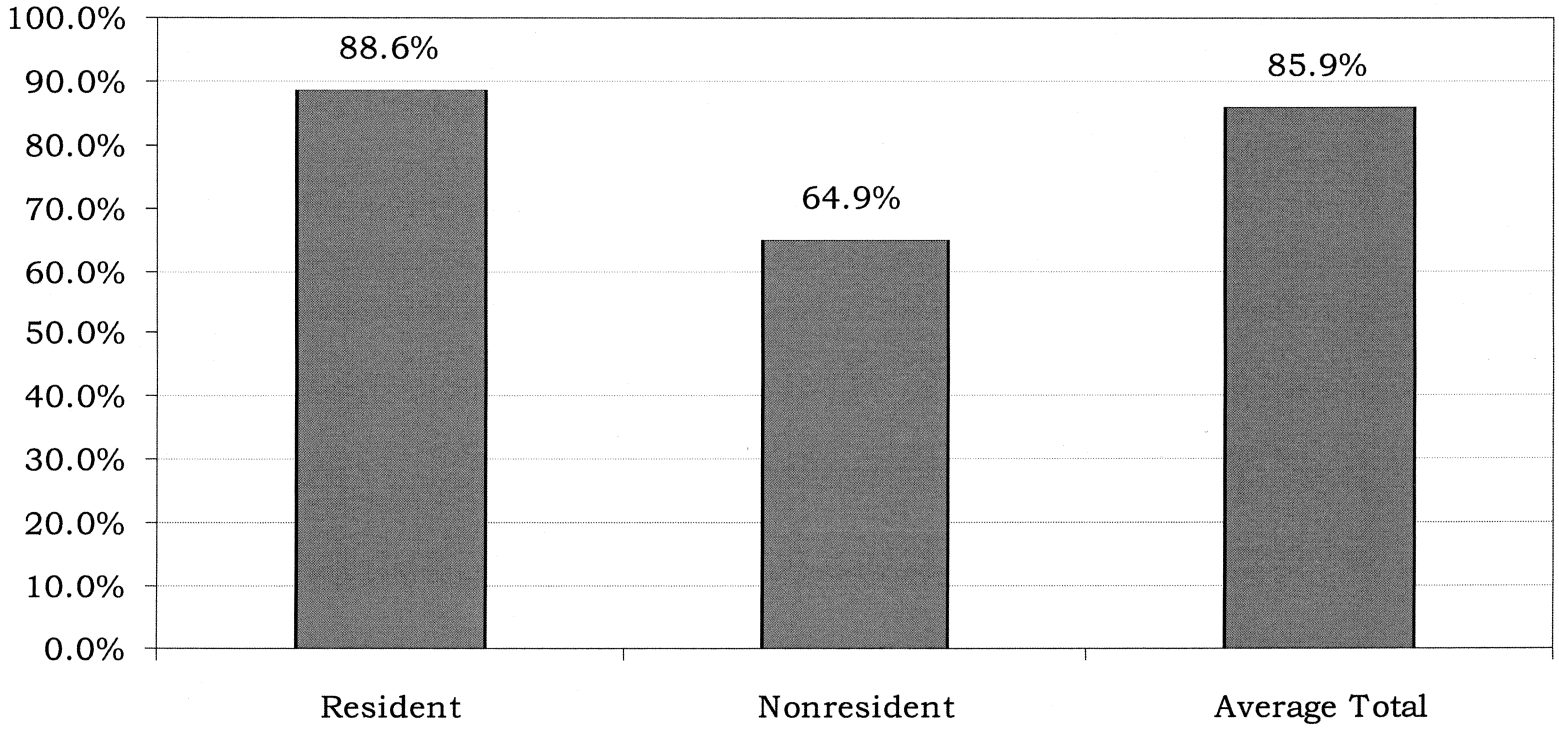


Figure 1.4.4: Wyoming Resident Worker in Mining Average Turnover and Distribution of Wyoming Resident Workers in Mining by Tenure (Worker Attachment to Employer), 2002

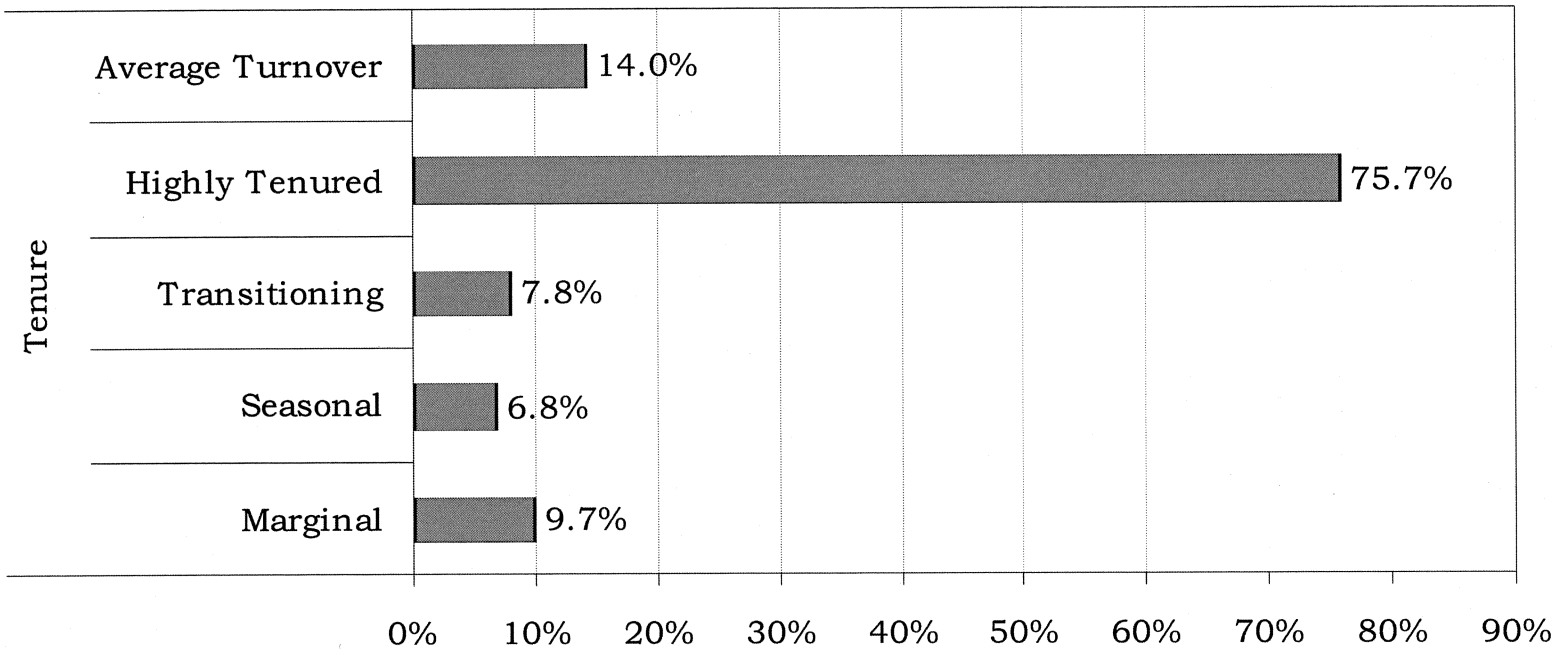


Figure 1.4.5: Percentage of Wyoming Workers in Mining Offered Benefits by Firm Size, 2002

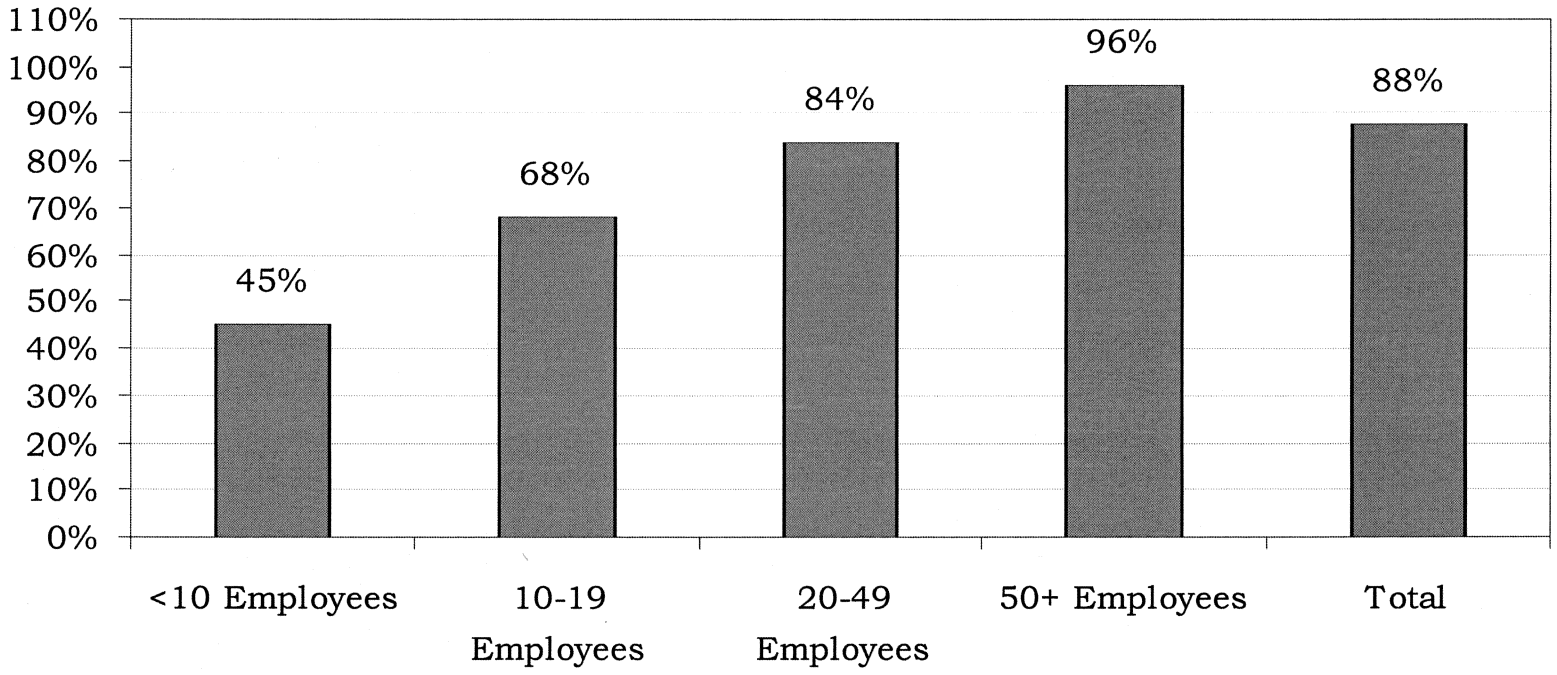


Figure 1.4.6: Average Annual Insurance Cost Per Worker for Wyoming Employers in Mining and Average Quarterly Wage of Wyoming Workers in Mining by Tenure (Worker Attachment to Employer), 2002

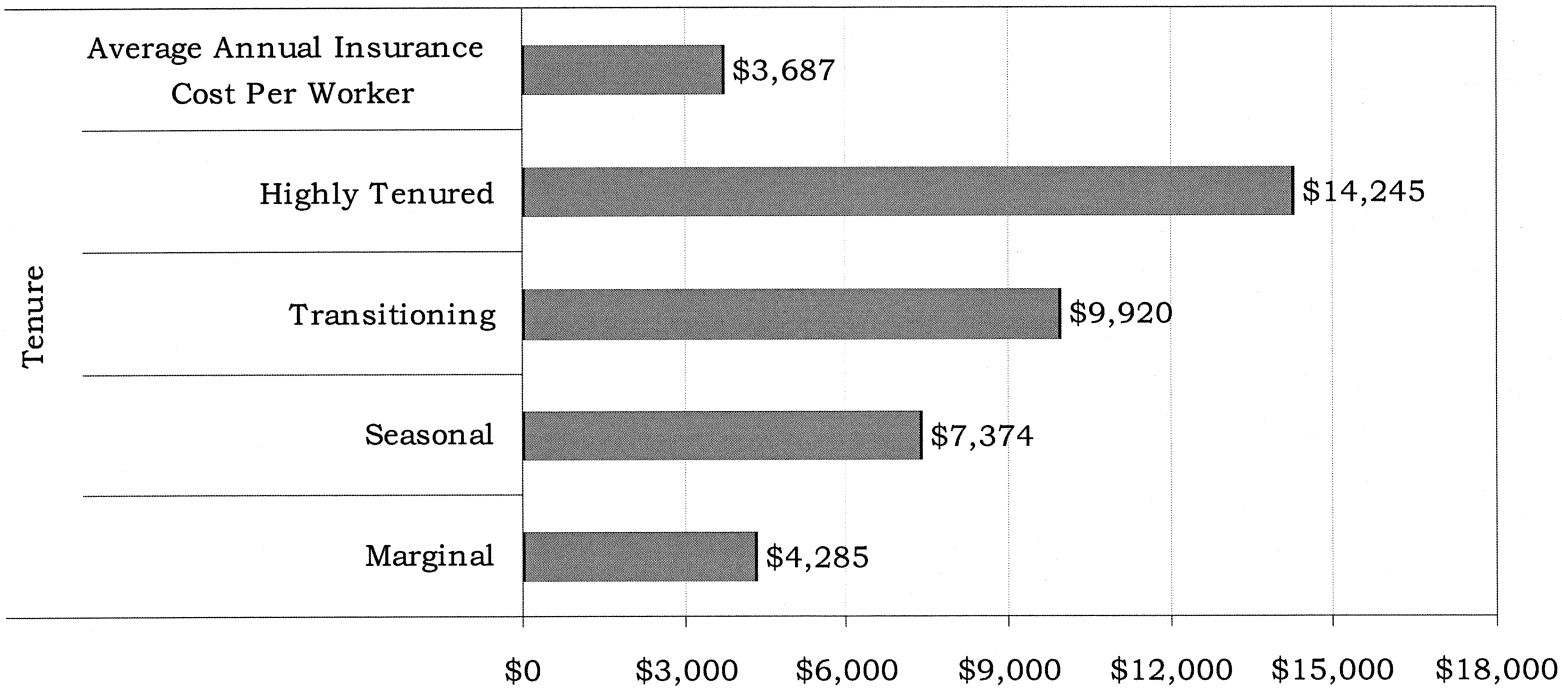
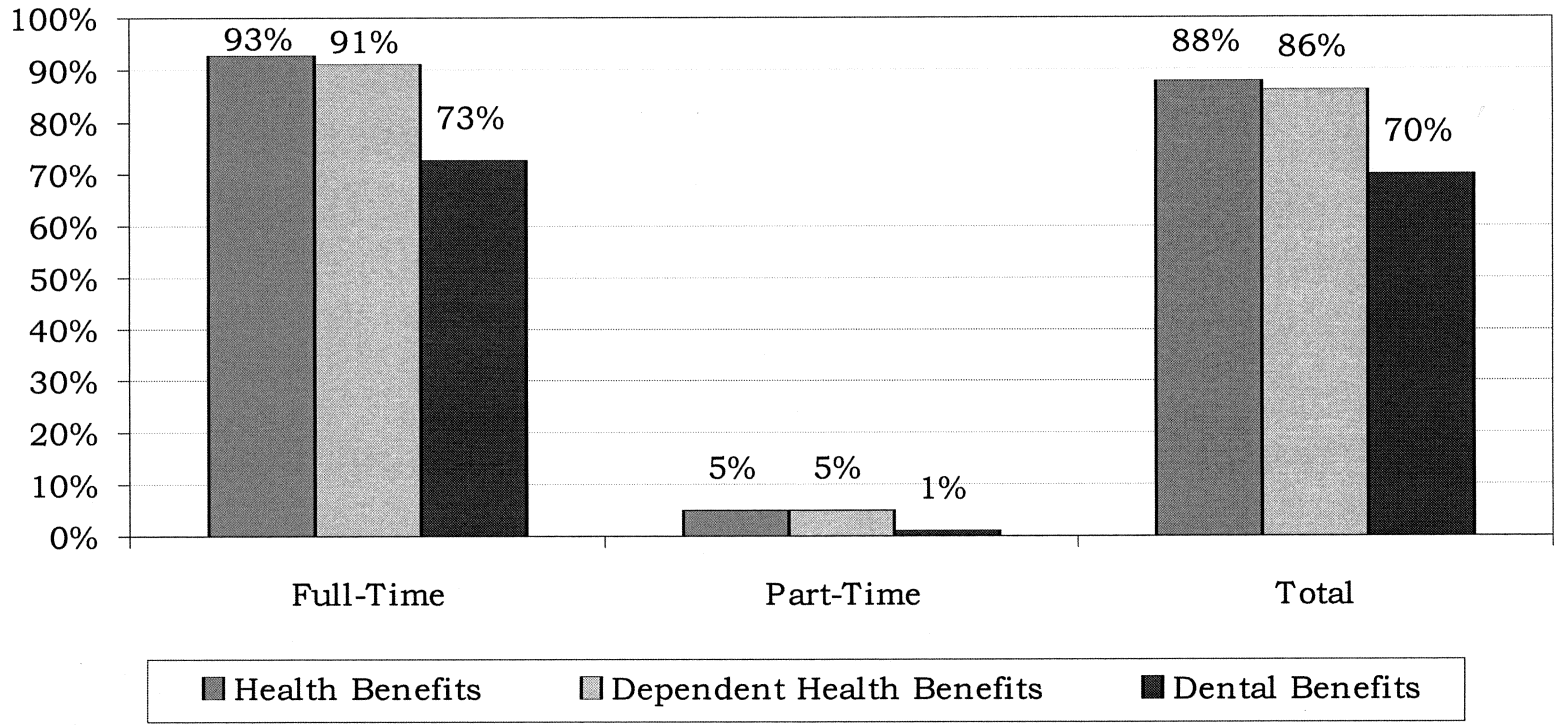


Figure 1.4.7: Percentage of Wyoming Workers in Mining Offered Selected Benefits by Employment Status, 2002



Chapter 5: Construction

Note: Figures for this chapter are located on pages 51-57.

As shown in Figure 1.5.1, men comprise the vast majority of workers in the Construction industry. The age distribution of resident men who work in Construction tends to be older than most industries in the state. For example, 47.6 percent of resident workers in Construction are men 35 years of age or older. Construction's age and gender distribution contrasts with the statewide averages (see Figure 1.1.2, page 12), where men 35 years of age and older comprise only 29.3 percent of the total. Women comprise 44.6 percent of resident workers statewide, but only 12.1 percent of the resident worker population in Construction.

Construction has a higher nonresident population than the state as shown in Figure 1.5.2 and Figure 1.1.3 (see page 13). In 2002, 35.5 percent of Wyoming workers in Construction were nonresidents, compared to the statewide average of 23.0 percent. Resident turnover is nearly seven percent higher in Construction than the statewide average and Construction nonresident turnover is 9.4 percent higher than the statewide average. Given the higher level of turnover and nonresident workers compared to the statewide averages, it then follows that insurance eligibility would be relatively lower in this industry. As shown in Figures 1.5.3 and Figure 1.1.4 (see page 14), the insurance eligibility rates in 2002 particularly for nonresident Construction workers (40.7%) was much lower than the statewide average (55.5%). Resident eligibility rates in Construction were 5.5 percent lower than the statewide averages in 2002.

The seasonal nature of the Construction industry lends itself to labor utilization strategies that are considerably different from those of the state as a whole. Figure 1.5.4 and 1.1.5 (see page 15) illustrate the differences in labor utilization. In 2002, 49.7 percent of resident Construction workers were highly tenured, compared to the statewide average of 60.8 percent. Conversely, the proportions of seasonal and marginal workers in this industry were 3.3 percent and 7.6 percent greater than the statewide averages, respectively.

Construction firms also tend to have fewer workers than businesses statewide. Table ii (see page 7) shows that in 2002, 2.7 percent of Construction firms had 50 or more workers compared to 4.1 percent statewide. Smaller firm size, higher turnover, greater proportions of seasonal and marginal workers, in addition to a higher concentration of nonresident workers is associated with a lower likelihood of benefits offering. But, as shown in Figure 1.5.5 and Figure 1.1.6 (see page 16), insurance offering tends to be higher in Construction than statewide. This high offering rate may be a function of the dominance of older males in this industry.

While employment in the Construction industry is less stable than statewide, the likelihood of medical benefit offering is greater for all employer sizes. In 2002, an estimated 70 percent of Construction workers were offered health benefits compared to the statewide average of 65 percent.

The top bar in Figure 1.5.6 shows the estimated average annual cost of health insurance per worker in the Construction industry. 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 was under development. The estimated average insurance cost per Construction worker was $674 less than the statewide average of $1,714 (see Figure 1.1.7, page 17). However, the wages paid to Construction workers was higher than the wages paid to Wyoming workers, in general, for each type of tenure.

As shown in Figure 1.1.8 (see page 18) and Figure 1.5.7, full-time employees statewide have a greater likelihood of benefit offering (81% health, 74% dependent health, 65% dental), than do full-time Construction workers (75% health, 70% dependent health, 55% dental). What raises the overall proportions of offering in Construction is the benefit offering status of part-time workers. Nearly one-third of part-time Construction workers are offered some type of benefit compared to one-eighth of workers statewide.

Construction Figures

Figure 1.5.1: Percentage of Resident Wyoming Workers in Construction by Age and Sex, 2002

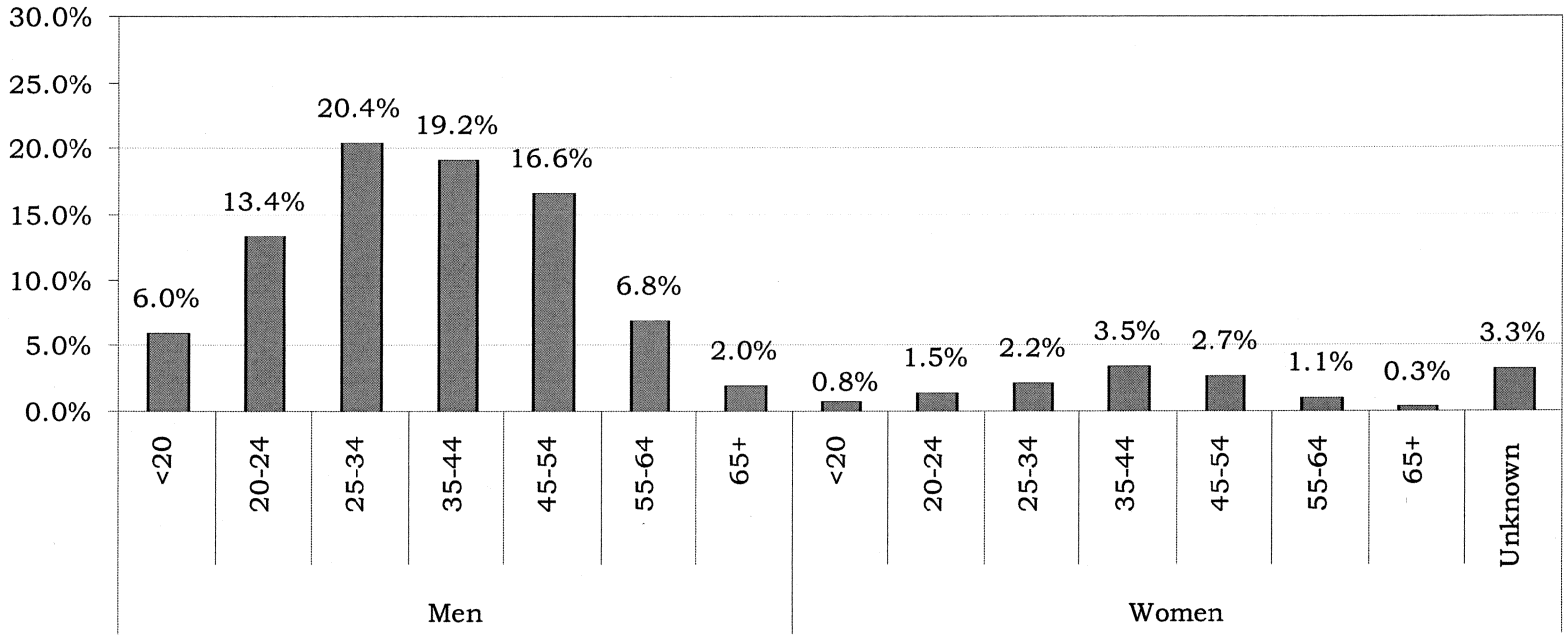


Figure 1.5.2: Percentage of Nonresident Workers and Turnover Rate of Wyoming Workers in Construction by Residency Status, 2002

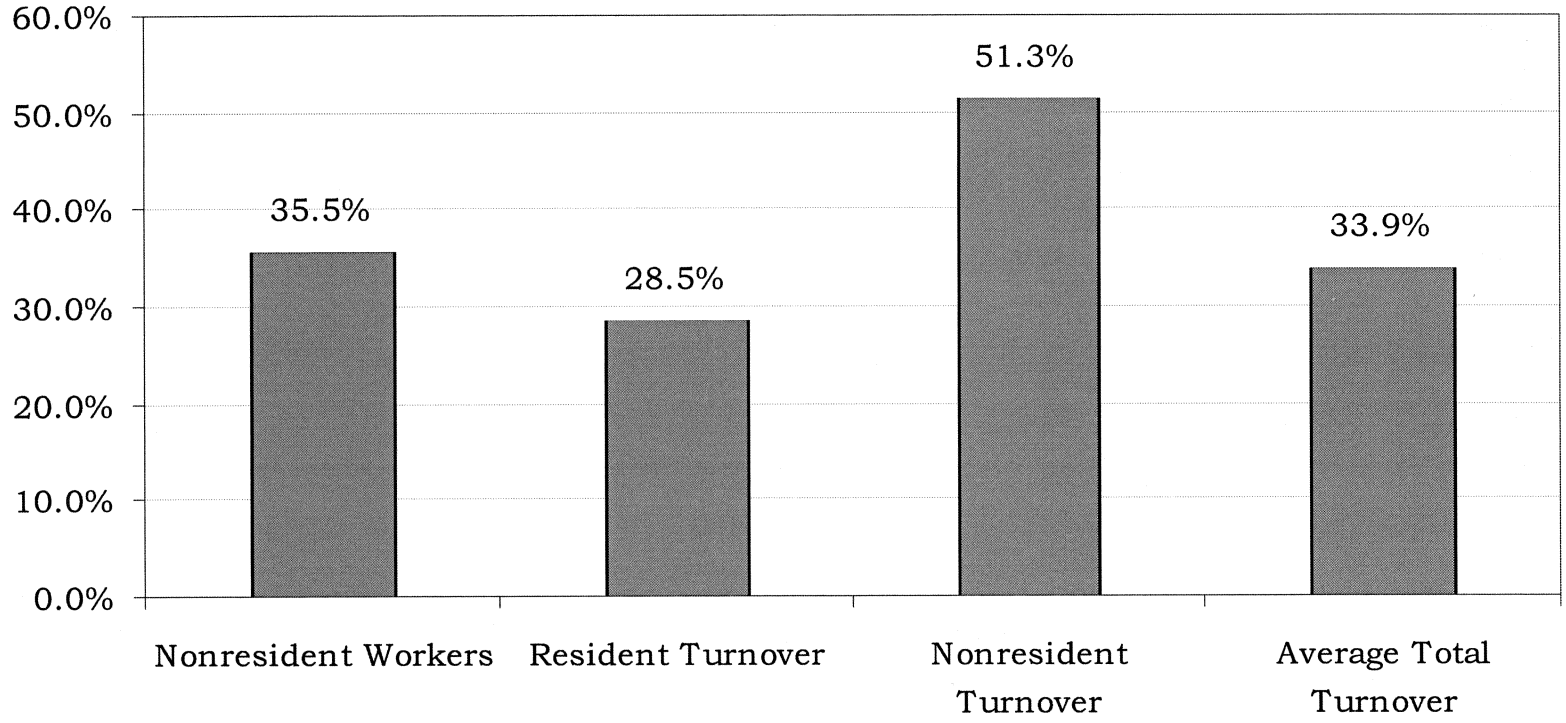


Figure 1.5.3: Distribution of Wyoming Workers in Construction Eligible to Receive Insurance Benefits by Residency Status, 2002Q3

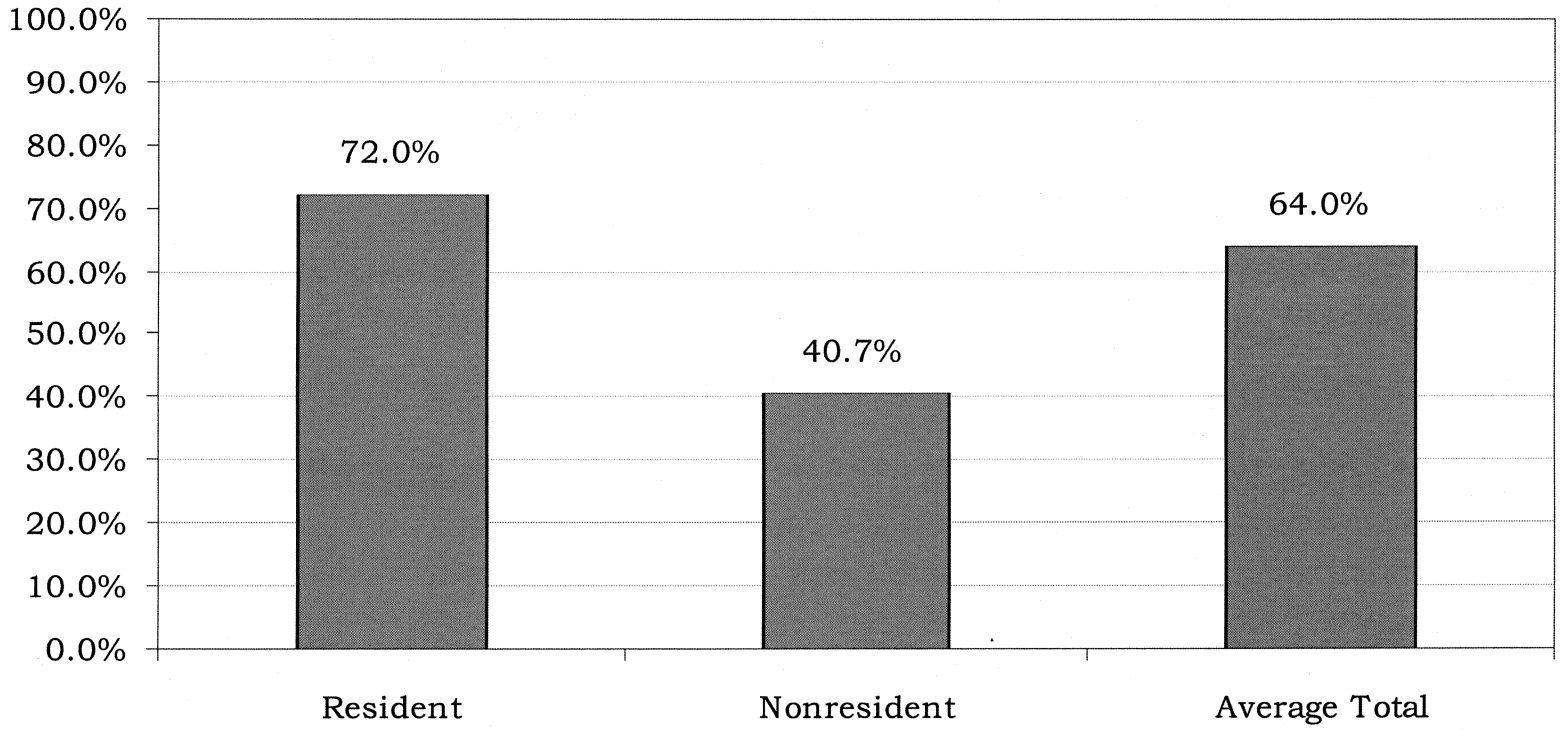


Figure 1.5.4: Wyoming Resident Worker in Construction Average Turnover and Distribution of Wyoming Resident Workers in Construction by Tenure (Worker Attachment to Employer), 2002

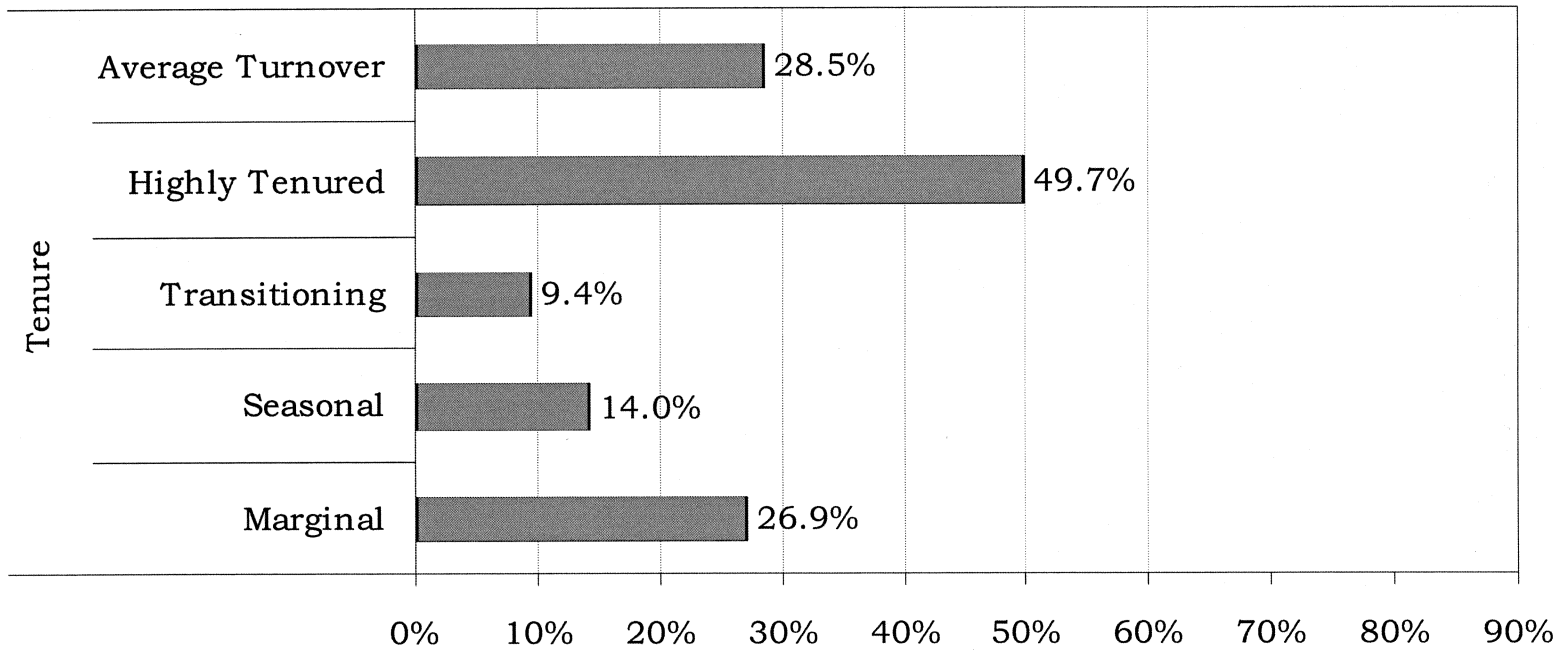


Figure 1.5.5: Percentage of Wyoming Workers in Construction Offered Benefits by Firm Size, 2002

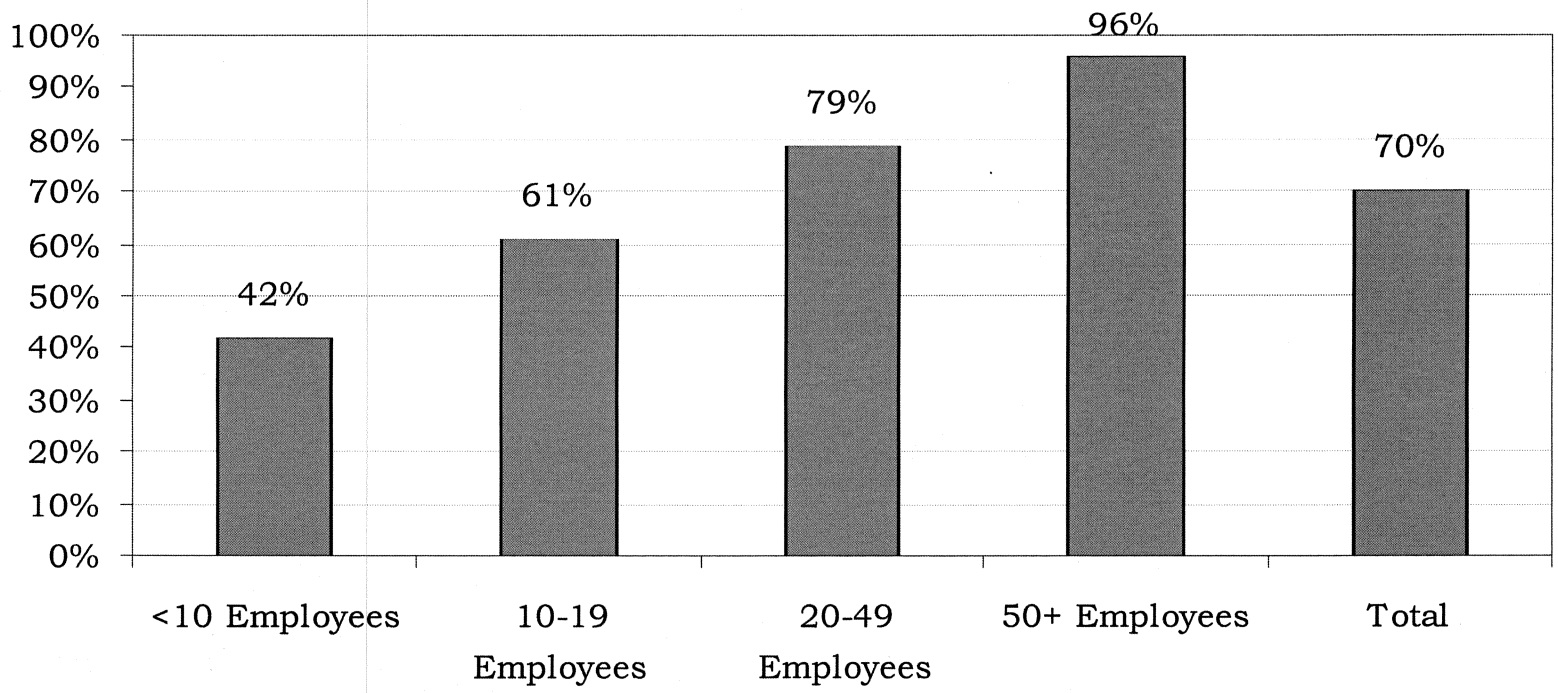


Figure 1.5.6: Average Annual Insurance Cost Per Worker for Wyoming Employers in Construction and Average Quarterly Wage of Wyoming Workers in Construction by Tenure (Worker Attachment to Employer), 2002

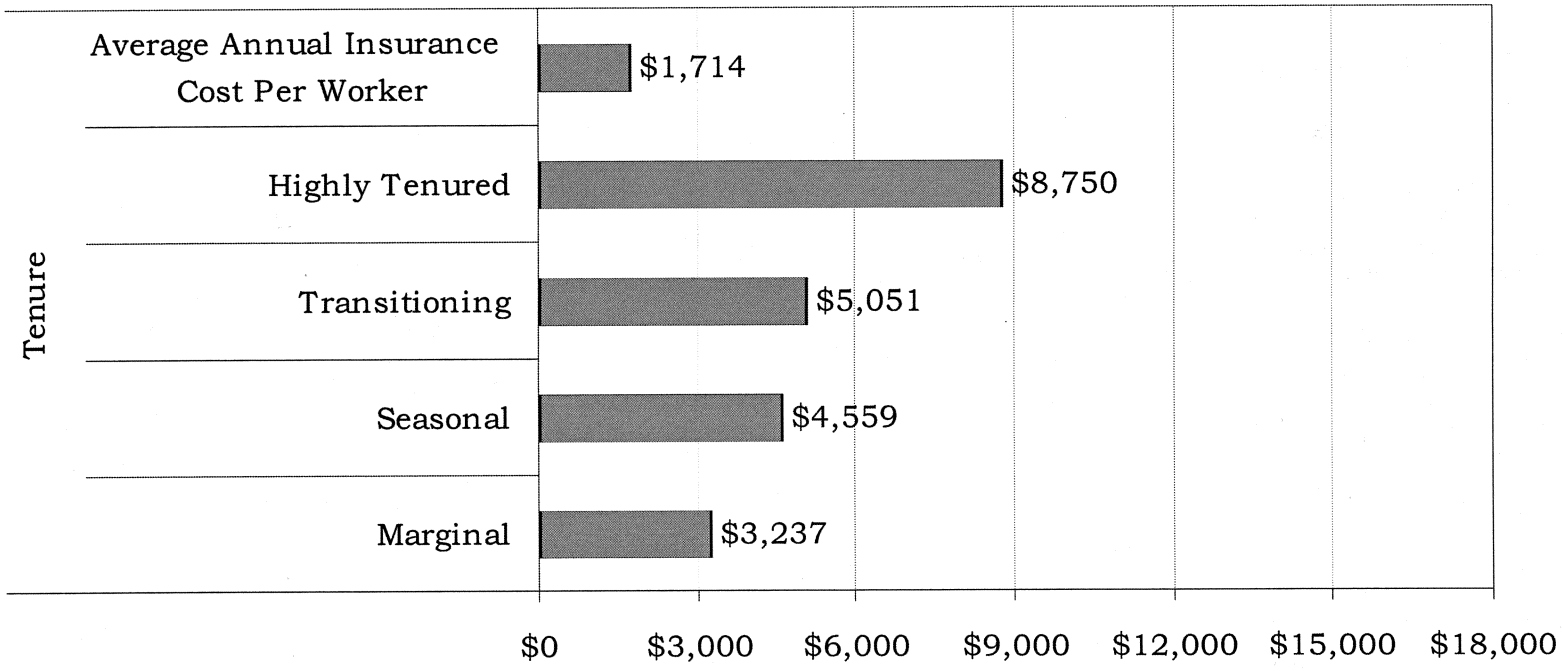


Figure 1.5.7: Percentage of Wyoming Workers in Construction Offered Selected Benefits by Employment Status, 2002

