



**Mark Gordon**  
Governor

# State of Wyoming Department of Workforce Services

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To: Wyoming Legislative Services Office

From: Elizabeth Gagen, J.D.  
Wyoming Department of Workforce Services

Date: October 2, 2025

File Ref.: EG-25-030

Subject: Draft - “Unemployment insurance coverage-period and reporting” bill

This memo offers an overview of the Wyoming Unemployment Insurance (UI) program, intended for the Joint Labor, Health and Social Services Committee as it reviews the proposed draft bill. Similar legislation has been introduced and discussed in previous years. The main purpose of this memo is to address questions that have arisen in past discussions.

### **Conformity with Federal Unemployment Insurance Laws**

UI is a federal-state partnership based on Federal law that is administered by state employees under state law. Federal law establishes UI requirements, including broad coverage and benefit provisions, as well as the federal taxable wage base, tax rate, and administrative requirements. Businesses in states with UI laws conforming to federal law, such as Wyoming, receive credits for the federal unemployment tax. Currently, this tax is 6% on the first \$7,000 of wages (\$420). However, businesses in conforming states receive a 5.4% credit, effectively reducing the tax from \$420 to \$42.

States must meet several requirements to comply with federal UI law. Key requirements include, but are not limited to, the following:

- *Benefit Payments:* All funds withdrawn from the federal unemployment trust fund are exclusively for UI benefit payments.
- *Equal Treatment:* UI benefits for federal, state, and local government employees must be equivalent in amount, terms, and conditions to those for private sector employees.



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- *Educational Institution Employees:* UI benefits are not available to employees of educational institutions during breaks between or within academic years/terms.
- *Employer Contributions:* State and local governments, certain nonprofit organizations, and federally-recognized Indian tribes can choose to pay employer taxes or finance benefit costs through the reimbursement method.
- *Training Program Participation:* UI benefits cannot be denied if an individual is participating in an approved training program rather than actively seeking work.
- *Extended Benefits:* Extended compensation must be paid as outlined in the Federal-State Extended Unemployment Compensation Act of 1970 (federal-state EB program).
- *Alien Eligibility:* UI benefits are not available to an alien unless they were legally authorized to work when services were performed and remain eligible to work when benefits are claimed.
- *Information Sharing:* State UI systems are required to provide wage information to various state and federal agencies to support their missions.
- *Loan Repayment:* The State must fulfill its obligations to pay interest on any outstanding federal government loans.
- *Tax Rate Determination:* Tax rates must be determined using an experience rating system approved by the Secretary of Labor.

States that receive administrative grants to operate their Unemployment Insurance (UI) programs are subject to various conditions set by the United States Department of Labor.

## **UI Benefit Amounts and Weeks**

Not all Wyoming UI claimants are eligible for 26 weeks of benefits. As noted in Table 5.4 of the attached article (Attachment A), “Wyoming UI Claims Up, But Still Lower than Usual in 2024,” roughly 52% of Wyoming UI claimants in 2024 were eligible for 26 weeks of benefits; 25% were eligible for 20-25 weeks; 14% were eligible for 15-19 weeks and 7% were eligible for 10-14 weeks.

This is because W.S. 27-3-304 states that a claimant’s maximum UI payment for a benefit year is the lesser of either 26 weeks at the individual’s weekly benefit amount or 30% of wages for



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insured work in the base period<sup>1</sup>. The 30% of wages limitation generally decreases the number of available weeks for individuals who had absences from the labor market during the “base period.”

This concept is a bit difficult to explain. We have attached a series of examples (Attachment B) using W.S. 27-3-303 and 304, Wyoming’s UI benefit amount statutes, to illustrate how individualized UI benefit amounts are. UI benefits are not included in a claimant’s base period wages.

### **Claimant Benefit Eligibility Requirements for Wyoming Unemployment Insurance**

The key UI benefit eligibility criteria include:

- *Monetary Eligibility:* The base period is the first four of the last five completed calendar quarters immediately preceding the effective date of the claim. Claimants must have earned at least 2 quarters of wages in the base period, have earned at least 8% of the statewide average annual wage (for 2025, this is \$4,900) in the base period, and the total base wages must be at least 1.4 times the highest quarter’s wages. See, W.S. 27-3-306(d)(i) and (iii).
- *Separation from Employment:* The claimant’s separation must not be for misconduct or voluntary.
- *Able and Available for Work:* Claimants must be physically and mentally capable of performing suitable work and must be available to accept such work if offered.<sup>2</sup>
- *Work Search Requirements:* Claimants must be actively and diligently seeking suitable employment by making at least two verifiable job contacts each week. These contacts must demonstrate a reasonable effort to secure new employment and are subject to review by the Department of Workforce Services. Every five weeks, UI specifically verifies the contacts.<sup>3</sup>

<sup>1</sup> In Wyoming, the base period for Unemployment Insurance is the first four of the last five completed calendar quarters immediately preceding the quarter in which the claimant filed for benefits, which is a standard 12-month period used to determine eligibility and benefit amount. For example, if an individual filed a claim in October 2025, the base period would be from July, 2024, to June 30, 2025.

<sup>2</sup>Individuals in approved training do not need to be available for work while in the training.

<sup>3</sup>Individuals who are “job attached” do not need to search for work for the first twelve weeks. Individuals in approved training do not need to search for work.



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- *Register in HireWyo:* Claimants must be actively registered on our labor exchange website.
- *Responsiveness to bona fide offers of suitable work:* Refusal of an offer of suitable work without a legally recognized "good cause" can lead to severe consequences, including the disqualification from receiving further UI benefits for a specified period or the entire remainder of their benefit year.
- *Reporting any remuneration earned during the week:* A claimant's weekly benefit will be reduced or eliminated if the individual earned any remuneration during the week claimed. If a claimant earned any remuneration during a claimed week, their weekly benefit will be reduced or eliminated.

If any potential employer or other member of the public have reason to believe that an applicant for employment or a former employee or other citizen may not be conducting a reasonable work search, refuses a bona fide offer of suitable employment, or is not reporting remuneration earned during a week in which the claimant received UI benefits, they can report that to the Department of Workforce Services by completing a form found here

<https://dws.wyo.gov/contact-us/report-a-fraud/>.

### **The Reemployment Services and Eligibility Assessment (RESEA) program**

RESEA is a proactive program aimed at accelerating the reemployment of UI claimants and ensuring continuing weekly eligibility. This initiative fosters collaboration between our UI Claims Center and Workforce Centers. RESEA actively involves selected claimants, offering them individualized and targeted support to overcome reemployment obstacles and secure new jobs swiftly.

The core components of the RESEA program include:

- *Comprehensive Assessment of Reemployment Needs:* Upon selection, claimants undergo an in-depth assessment to identify specific challenges they might face in their job search, such as skill gaps, resume deficiencies, or other personal circumstances. Based on this assessment, a personalized reemployment plan is developed.
- *Targeted Labor Market Information:* Claimants are provided with up-to-date and relevant



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information regarding current labor market conditions, including data on in-demand occupations within Wyoming, available job openings in their local area, and prevailing wage rates. This empowers them to focus their job search effectively.

- *Enhanced Work Search Assistance:* RESEA provides hands-on support by our workforce center staff to enhance job search effectiveness. This encompasses workshops focused on creating strong resumes and cover letters, building powerful interviewing techniques, implementing successful networking approaches, and navigating online job search resources.
- *Referrals to Training and Support Services:* When assessments reveal a need for skill enhancement or other supportive services, RESEA connects claimants with appropriate resources. This can include referrals to vocational training programs, adult education, mental health services, or other community-based support that can aid in their successful reemployment.

### UI Tax Rates and CARES Act Funding

Wyoming's UI taxes are paid solely by the employer. The tax rates are based on a combination of factors:

- A base rate or benefit ratio is individualized for the company.
  - For employers with at least three years of taxable wage history, a benefit ratio is calculated by dividing the company's benefit charges by its taxable wages for the three most recent fiscal years.
  - For employers with less than three years of taxable wages, a base rate is assigned based on the industry's average rate.
- Fund Balance Factor is:
  - Positive when the UI Trust Fund is less than 3.5% of the state's total payroll; or
  - Negative when the fund is more than 4% of the state's total payroll.
- Non-Charge/Ineffective Charge Adjustment Factor is calculated by dividing all noncharges and ineffective charges by the taxable wages for the preceding fiscal year.

In the 2020 special session, the Legislature passed Senate File (SF) 1002. SF1002, section 6, gave Governor Gordon the authority to issue executive orders to non-charge unemployment insurance benefit charges to employers' accounts. Governor Gordon issued two such executive



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orders. The second EO effectively non-charged any UI benefits charged to an employer’s UI account for the time period of March 13, 2020, through December 31, 2020.

A total of \$122 million of CARES Act funds were deposited in the UI Trust Fund (\$25 M in 2020, \$39 M in April 2021, and \$58M in October 2021).

This kept UI tax rates low for two distinct reasons. First, employers were non-charged for UI benefits paid between March 13, 2020, and December 31, 2020. This kept the employer’s base rate lower than it would have otherwise been. Second, it kept the UI trust fund balance above 4% of total payroll, so the “fund balance factor” was negative. See, WS 27-3-505(c).

In 2022, 2023, and 2024, Wyoming had a minimum UI tax rate of 0%.

The 2025 minimum UI rate is .14%. With the current taxable wage base of \$32,400, this equates to a maximum of \$45.36/year/employee (as not all employees make \$32,400/year). For 2025, employers with the minimum tax rate (those who have not incurred any benefit charges for three years) will pay no more than \$45.36 in State UI tax per employee.

In 2025, 13,066 employers had the .14% tax rate, 396 employers had the statutory maximum tax rate of 10% and the other 12,878 had a tax rate between .14% and 10%.

### **UI Trust Fund**

The balance of the federal UI Trust Fund at the end of August 2025 was \$555,739,973. Quarterly, the federal government sends interest payments for the trust fund. On October 1, 2025, the quarterly interest payment was \$4.4 million. All interest payments are deposited into the trust fund.

### **The Unemployment Insurance Commission**

The Unemployment Insurance Commission’s primary function is to review appeals from both UI claimants and employers. Please note that W.S. 27-3-605 states that the Department of Workforce Services shall administer the “unemployment compensation program” in this state.

## 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

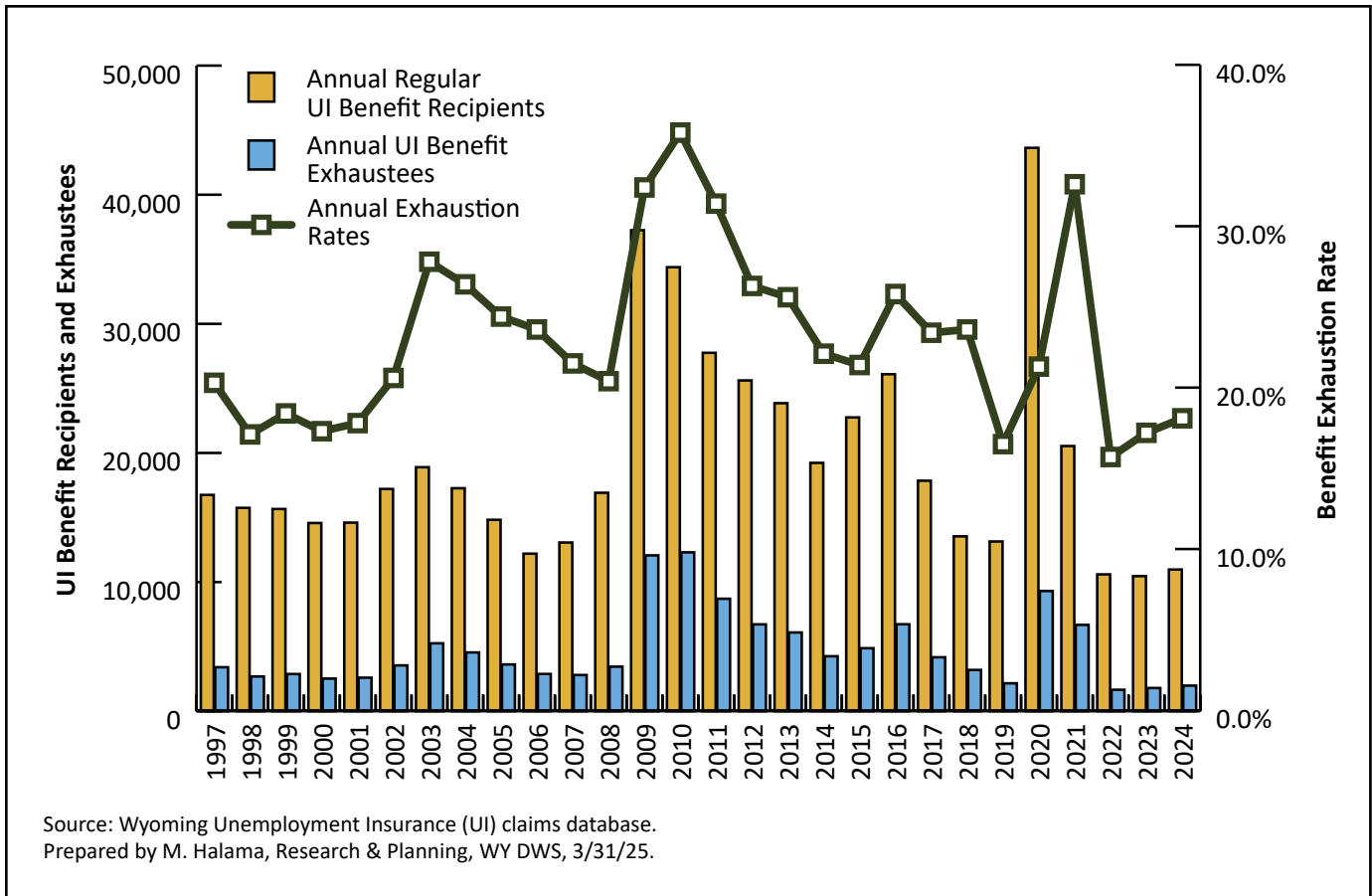


Figure 5.1: Wyoming Annual UI Benefit Recipients, Exhaustees, and Exhaustion Rates, 1997-2024

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
<b>Total</b>	<b>10,972</b>	<b>100.0</b>	<b>10,460</b>	<b>100.0</b>	<b>512</b>	<b>4.9</b>

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

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 <sup>a</sup> 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
	<b>Total</b>	<b>8,918</b>	<b>81.3</b>	<b>2,054</b>	<b>18.7</b>	<b>10,972</b>	<b>100.0</b>

<sup>a</sup>North 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 <sup>a</sup> 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
	<b>Total</b>	<b>10,972</b>	<b>10,460</b>	<b>512</b>	<b>4.9</b>	<b>18.1</b>	<b>17.2</b>	<b>10.3</b>	<b>10.3</b>

<sup>a</sup>North 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 <sup>a</sup>	\$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 <sup>a</sup>	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
<b>Total</b>		<b>10,972</b>	<b>1,982</b>	<b>18.1</b>	<b>10,460</b>	<b>1,797</b>	<b>17.2</b>

<sup>a</sup>The *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.

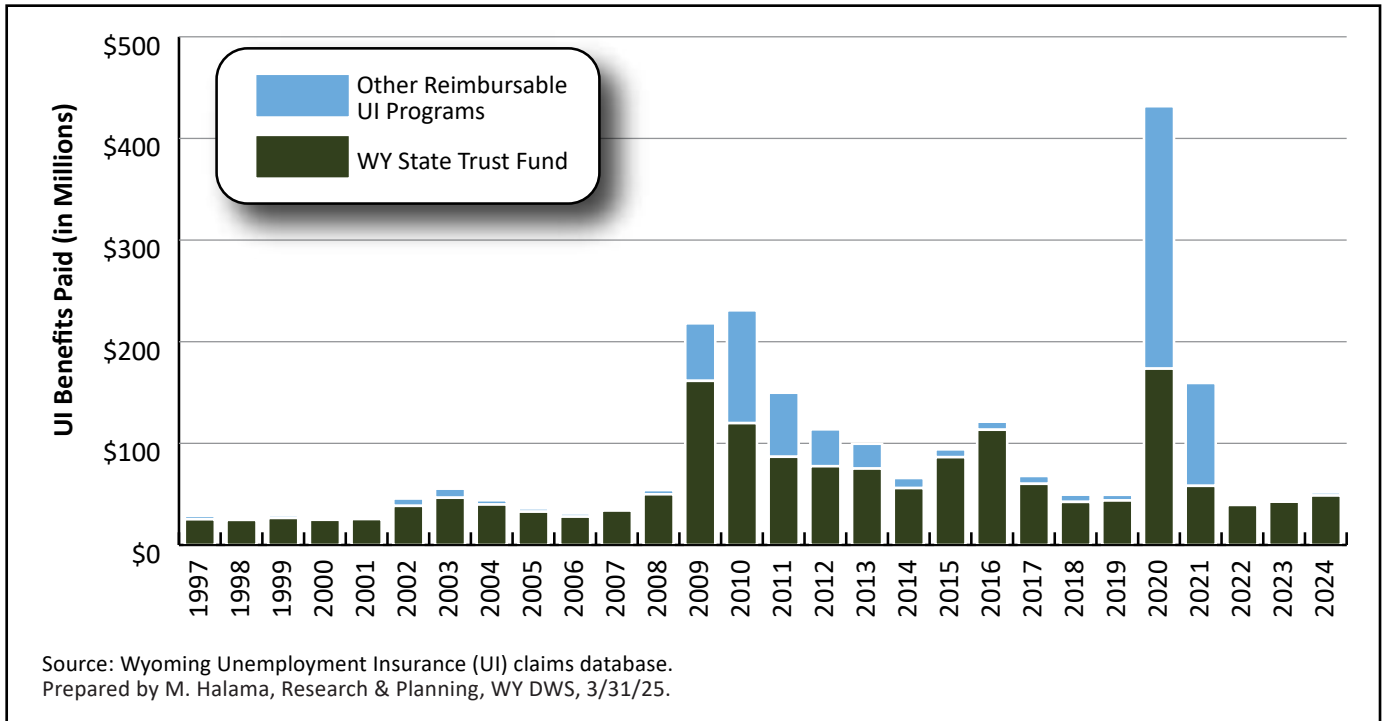


Figure 5.2: Unemployment Insurance Benefits Paid in Wyoming, 1997 to 2024

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
<b>Total</b>	<b>\$51,666,119</b>	<b>100.0</b>	<b>\$45,143,711</b>	<b>100.0</b>	<b>\$6,522,408</b>	<b>14.4</b>

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

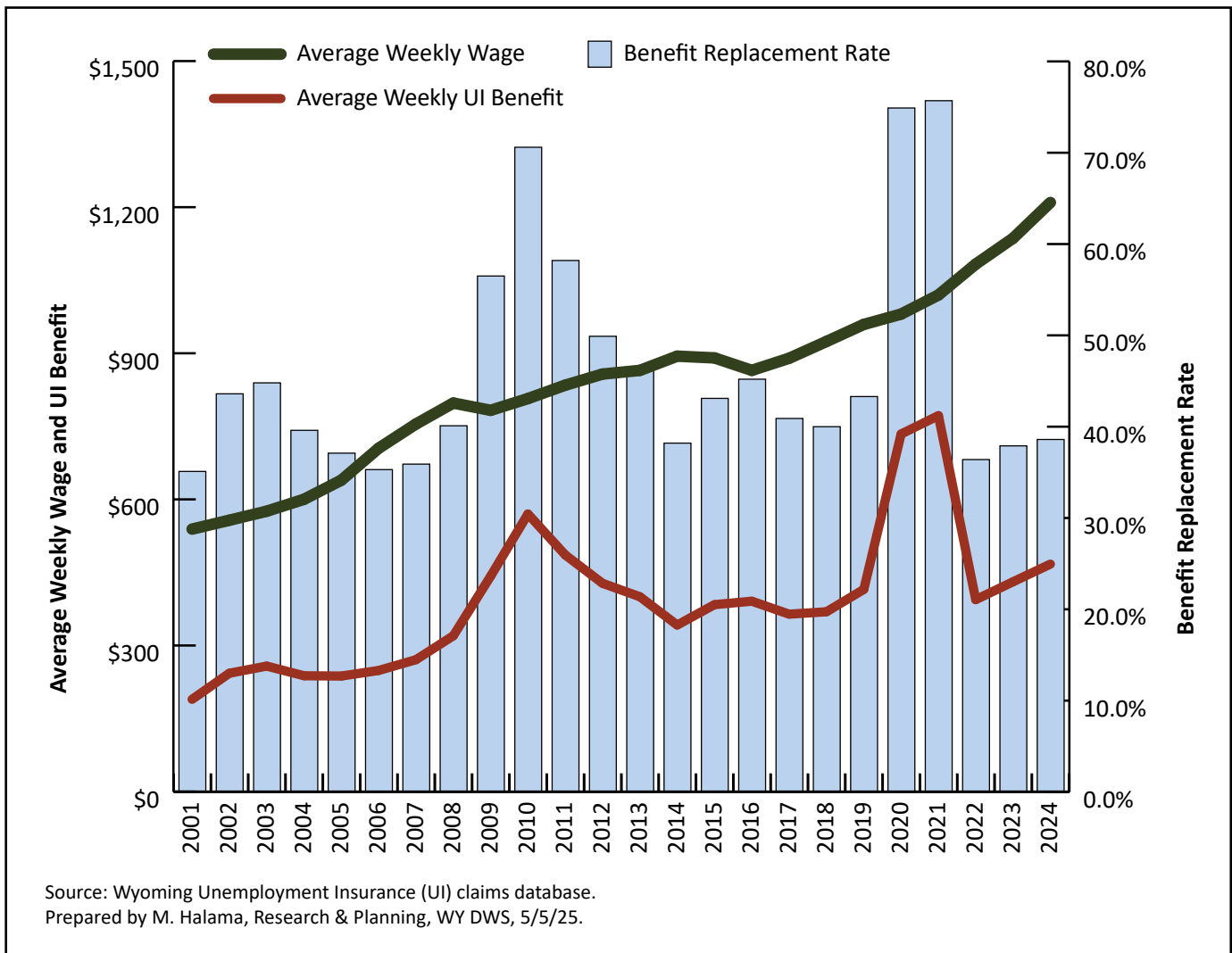


Figure 5.3: Unemployment Insurance Benefit Wage Replacement Rate for Wyoming, 2001-2024

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
<b>Total</b>	<b>\$1,210</b>	<b>\$1,136</b>	<b>\$467</b>	<b>\$431</b>	<b>38.6</b>	<b>37.9</b>

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](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
<b>Total</b>	<b>\$51,666,119</b>	<b>100.0</b>	<b>\$45,143,711</b>	<b>100.0</b>	<b>\$6,522,408</b>	<b>14.4</b>

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



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### Wyoming Unemployment Insurance Benefit Scenarios

The scenarios below outline various potential Unemployment Insurance (UI) benefit outcomes for workers, based on the hours worked and wages received each quarter during the base period. These examples highlight how each situation is unique. In each scenario below, the worker is monetarily eligible for UI benefits having already met the criteria of at least 2 quarters of wages in the base period, earnings of at least 8% of the statewide average annual wage (for 2025 is \$4,900) in the base period and the total base wages are equal to at least 1.4 times the highest quarter's wages. See, W.S. 27-3-306(d)(i) and (iii).

Per W.S. 27-3-303(a), the weekly benefit amount is determined as follows:

- Four percent (4%) of total wages payable for insured work in the quarter of the base period in which wages were highest.
- However, the weekly benefit amount shall not exceed 55% of the statewide weekly wage, which is \$651 for July 6, 2025 – July 5, 2026.

Per W.S. 27-3-304, the maximum UI payment for a benefit year is the **lesser** of:

- 26 weeks at the individual's weekly benefit amount; or
- Thirty percent (30%) of wages for insured work in the base period.



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Making the state average hourly wage of \$29.60/hour - receiving 16 weeks of UI benefits during the base period.

Quarter 1 (Jan – Mar) – worked 40 hours for 7 weeks, receiving UI for 6 weeks - \$8,288

Quarter 2 (Apr – June) – worked 40 hours/week all three months – \$15,392

Quarter 3 (July – Sept)– worked 40 hours/week all three months - \$15,392

Quarter 4 (Oct – Dec) – worked three weeks in Oct, no work in Nov or Dec, receiving UI for 10 weeks - \$3,552

.04 X \$15,392 = \$615 – weekly benefit amount

30% of the total amount of wages in the base period (\$42,624 X .30) = \$12,787

26 weeks X \$615 = \$15,990

**So, eligible for 20.7 weeks of UI as 30% of total base period wages is less than 26 weeks at his weekly benefit amount.**

Mining average hourly wage \$51.10 - receiving 16 weeks of UI benefits during the base period.

Quarter 1 (Jan – Mar) – worked 40 hours for 7 weeks, receiving UI for 6 weeks - \$14,308

Quarter 2 (Apr – June) – worked 40 hours/week all three months - \$26,572

Quarter 3 (July – Sept)– worked 40 hours/week all three months - \$26,572

Quarter 4 (Oct – Dec) – worked three weeks in Oct, no work in Nov or Dec, receiving UI for 10 weeks - \$6,132

.04 X \$26,520 = \$1,062 – higher than the maximum of \$651, so – weekly benefit amount is \$651

30% of the total amount of wages in the base period (\$73,584 X .30) = \$22,075

26 weeks X \$651 = \$16,926

**So, eligible for 26 weeks because 26 weeks at his weekly benefit amount is less than 30% of total base period wages**



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Making \$15/hour as a cook – work 35 hours/week each week during the base period.

Quarter 1 (Jan – Mar) – Worked 35 hours/week - \$6,825

Quarter 2 (Apr – June) – Worked 35 hours/week – \$6,825

Quarter 3 (July – Sept)– Worked 35 hours/week – \$6,825

Quarter 4 (Oct – Dec) – Worked 35 hours/week - \$6,825

.04 X \$6,825 = \$273 – weekly benefit amount

30% of the total amount of wages in the base period (\$27,300 X .30) = \$8,190

26 weeks X \$273 = \$7,098

**So, eligible for 26 weeks because 26 weeks at his weekly benefit amount is less than 30% of total base period wages.**

Making \$15/hour as a cook – work 35 hours/week for Quarters 2, 3, and 4 and receiving UI benefits for 13 weeks.

Quarter 1 (Jan – Mar) – unemployed – receiving 13 weeks of UI – no base wages

Quarter 2 (Apr – June) – Worked 35 hours/13 weeks – \$6,825

Quarter 3 (July – Sept)– Worked 35 hours/13 weeks – \$6,825

Quarter 4 (Oct – Dec) – Worked 35 hours/13 weeks - \$6,825

.04 X \$6,825 = \$273 – weekly benefit amount

30% of the total amount of wages in base period (\$20,475 X .30) = \$6,142

26 weeks X \$273 = \$7,098

**So, eligible for 22.5 weeks of UI as 30% of total base period wages is less than 26 weeks at his weekly benefit amount**



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Construction average hourly wage - \$34.10/hour – receiving 26 weeks of UI benefits during the base period

Quarter 1 (Jan – Mar) – no work this quarter – receiving 13 weeks of UI – no base wages

Quarter 2 (Apr – June) – Worked 40 hours/week for 11 weeks – 2 weeks UI - \$15,004

Quarter 3 (July – Sept)– Worked 40 hours/week for 11 weeks – 2 weeks UI - \$15,004

Quarter 4 (Oct – Dec) – Worked 40 hours/week for 3 weeks – 9 weeks UI - \$4,092

$.04 \times \$15,004 = \$600.16$  – weekly benefit amount

30% of the total amount of wages in base period ( $\$34,100 \times .30$ ) = \$10,230

$\$600.16 \times 26 \text{ weeks} = \$15,604$

**So, eligible for 17 weeks of UI as 30% of total base period wages is less than 26 weeks at his weekly benefit amount.**

Mining average hourly wage - \$51.10 – receiving 26 weeks of UI benefits during the base period

Quarter 1 (Jan – Mar) – no work this quarter – receiving 13 weeks of UI – no base wages

Quarter 2 (Apr – June) – Worked 40 hours/week for 11 weeks – 2 weeks UI - \$22,484

Quarter 3 (July – Sept)– Worked 40 hours/week for 11 weeks – 2 weeks UI - \$22,484

Quarter 4 (Oct – Dec) – Worked 40 hours/week for 3 weeks – 9 weeks UI - \$6,132

$.04 \times \$22,484 = \$899$  – higher than the maximum of \$651, so weekly benefit amount is \$651

30% of the total amount of wages in base period ( $\$51,100 \times .30$ ) = \$15,330

$\$651 \times 26 \text{ weeks} = \$16,926$

**So, eligible for 23.5 weeks as 30% of total base period wages is less than 26 weeks at his weekly benefit amount.**