

Utilities

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Total, All Occupations	Maintenance and Repair Workers, Gen (49-9071)	Electrical Power-Line Installers and Repairers (49-9051)	Office Clerks, General (43-9061)
Typical Education ^a		N/A	Post Secondary	High School Diploma	High School Diploma
N		413	61	51	N/D
Average Hourly Wage (\$)		21.23	24.42	33.19	16.00
% Paid Piece Rate		2.46	0.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	75.4	100.0	93.3	66.7
	Retirement	82.8	100.0	66.7	58.3
	Paid Leave	83.6	100.0	66.7	58.3
Skills Selected as "Important" (%)	Service Orientation	63.1	27.8	93.3	66.7
	Critical Thinking	80.3	77.8	100.0	41.7
	Reading Comprehension	91.8	100.0	100.0	100.0
	Technology Design	55.7	77.8	80.0	25.0
	Operation and Control	74.6	94.4	100.0	8.3
Employers' Satisfaction with New Hires' Skills	Satisfied	82.8	100.0	66.7	100.0
	Not Satisfied	0.8	0.0	0.0	0.0
	Neither	9.0	0.0	0.0	0.0
	Other	7.4	0.0	33.3	0.0
Average Weekly Hours Worked	20 or Less	4.5	11.8	7.7	18.2
	21-35	0.9	0.0	0.0	0.0
	36 or More	94.6	88.2	92.3	81.8
Gender	Female	13.1	16.7	6.7	33.3
	Male	83.6	83.3	86.7	66.7
	Nonresident	3.3	0.0	6.7	0.0
Age Group	19 and Younger	3.3	0.0	0.0	8.3
	20-24	16.4	27.8	20.0	16.7
	25-34	34.4	44.4	33.3	25.0
	35-44	23.8	16.7	33.3	16.7
	45-54	12.3	11.1	6.7	8.3
	55-64	5.7	0.0	0.0	25.0
	65 and Older	0.8	0.0	0.0	0.0
Unknown (Nonresidents)	3.3	0.0	6.7	0.0	
Turnover	% Still Working 1 Quarter After Hire	98.4	100.0	100.0	91.7

Source: Research Planning, WY DWS
 New Hires Job Skills Survey
<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable due to confidentiality.

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Job Characteristics		Occupation and SOC Code			
		Water & Liquid Waste Treatment Plant & System Oper (51-8031)	Operating Engineers and Other Construction Equipme (47- 2073)	Control and Valve Installers and Repairers, Except (49- 9012)	Plant and System Operators, All Other (51- 8099)
Typical Education^a		High School Diploma	Post Secondary	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		18.00	23.12	17.69	14.00
% Paid Piece Rate		20.00	0.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	30.0	0.0	100.0	50.0
	Retirement	70.0	100.0	100.0	66.7
	Paid Leave	100.0	83.3	100.0	83.3
Skills Selected as "Important" (%)	Service Orientation	80.0	16.7	100.0	83.3
	Critical Thinking	80.0	100.0	100.0	100.0
	Reading Comprehension	80.0	100.0	100.0	50.0
	Technology Design	60.0	16.7	50.0	33.3
	Operation and Control	80.0	100.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	20.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	80.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	16.7
	36 or More	100.0	100.0	100.0	83.3
Gender	Female	0.0	0.0	0.0	16.7
	Male	100.0	100.0	100.0	66.7
	Nonresident	0.0	0.0	0.0	16.7
Age Group	19 and Younger	10.0	0.0	0.0	0.0
	20-24	20.0	16.7	16.7	0.0
	25-34	20.0	0.0	50.0	33.3
	35-44	30.0	50.0	16.7	0.0
	45-54	10.0	33.3	16.7	33.3
	55-64	0.0	0.0	0.0	16.7
	65 and Older	10.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	16.7
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	83.3

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Job Characteristics		Occupation and SOC Code			
		Helpers-- Installation, Maint., & Repair Workers (49-9098)	Electrical and Electronics Repairers, Powerhouse, (49-2095)	Power Plant Operators (51- 8013)	Electrical Engineers (17- 2071)
Typical Education ^a		Post Secondary	Post Secondary	Associates	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		20.40	37.30	28.17	25.36
% Paid Piece Rate		0.00	0.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	100.0	100.0	75.0	100.0
	Retirement	100.0	75.0	75.0	100.0
	Paid Leave	100.0	100.0	75.0	66.7
Skills Selected as "Important" (%)	Service Orientation	80.0	0.0	25.0	66.7
	Critical Thinking	0.0	100.0	50.0	66.7
	Reading Comprehension	80.0	100.0	100.0	66.7
	Technology Design	0.0	100.0	25.0	66.7
	Operation and Control	0.0	100.0	75.0	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	75.0	66.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	25.0	0.0
	Other	0.0	0.0	0.0	33.3
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	40.0	0.0	0.0	0.0
	Male	60.0	100.0	100.0	66.7
	Nonresident	0.0	0.0	0.0	33.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	20.0	0.0	25.0	0.0
	25-34	60.0	50.0	0.0	33.3
	35-44	0.0	25.0	50.0	33.3
	45-54	20.0	0.0	25.0	0.0
	55-64	0.0	25.0	0.0	0.0
	65 and Older Unknown (Nonresidents)	0.0 0.0	0.0 0.0	0.0 0.0	0.0 33.3
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey

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Job Characteristics		Occupation and SOC Code			
		Plumbers, Pipefitters, and Steamfitters (47-2152)	Automotive Service Technicians and Mechanics (49-3023)	Business Operations Specialists, All Other (13- 1199)	Computer User Support Specialists (15- 1151)
Typical Education^a		High School Diploma	Post Secondary	Bachelors	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		18.95	23.97	34.02	27.40
% Paid Piece Rate		0.00	0.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	100.0	100.0	100.0	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	33.3	100.0	100.0	100.0
	Critical Thinking	33.3	100.0	100.0	100.0
	Reading Comprehension	33.3	100.0	100.0	100.0
	Technology Design	0.0	100.0	0.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	66.7	100.0	0.0	0.0
	35-44	33.3	0.0	50.0	50.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	50.0	50.0
	65 and Older Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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Job Characteristics	Occupation and SOC Code				
	Engineering Technicians, Exc. Drafters, All Other (17-3029)	Occupational Health and Safety Specialists (29-9011)	Janitors and Cleaners, Except Maids and Housekeepi (37-2011)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	
Typical Education ^a	Associates	Bachelors	High School Diploma	High School Diploma	
N	N/D	N/D	N/D	N/D	
Average Hourly Wage (\$)	20.00	28.85	20.40	15.00	
% Paid Piece Rate	0.00	0.00	0.00	0.00	
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	0.0
	Retirement	100.0	100.0	100.0	100.0
	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	0.0
	Operation and Control	0.0	0.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	50.0	50.0
	Male	100.0	100.0	50.0	50.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	0.0	50.0	50.0
	25-34	50.0	50.0	0.0	0.0
	35-44	0.0	50.0	50.0	0.0
	45-54	0.0	0.0	0.0	50.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	0.0	0.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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Job Characteristics		Occupation and SOC Code			
		Customer Service Representative s (43-4051)	Construction Laborers (47-2061)	Electricians (47-2111)	Welders, Cutters, Solderers, and Brazers (51-4121)
Typical Education ^a		High School Diploma	High School Diploma	Post Secondary	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		16.00	14.80	.	21.54
% Paid Piece Rate		0.00	0.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	100.0	50.0	100.0	100.0
	Retirement	100.0	50.0	100.0	100.0
	Paid Leave	100.0	50.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	50.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	50.0	0.0	0.0
	Other	0.0	50.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	50.0	100.0	100.0	100.0
	Nonresident	50.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	50.0	0.0	0.0
	20-24	0.0	0.0	0.0	50.0
	25-34	50.0	50.0	100.0	50.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	50.0	0.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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		Network and Computer Systems Admini (15- 1142)	Meter Readers, Utilities (43- 5041)	Stock Clerks and Order Fillers (43- 5081)	Secretaries, Except Legal, Medical, and Executive (43- 6014)
Typical Education^a		Bachelors	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		35.10	.	19.00	13.94
% Paid Piece Rate		0.00	100.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	100.0
	Retirement	100.0	0.0	100.0	100.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	100.0	100.0	0.0	0.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	100.0	0.0	100.0
	Male	100.0	0.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	100.0
	35-44	100.0	0.0	100.0	0.0
	45-54	0.0	100.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
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		Helpers-- Pipelayers, Plumbers, Pipefitters, and St (47-3015)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Driver/Sales Workers (53- 3031)
Typical Education ^a		Post Secondary	Post Secondary	High School Diploma
N		N/D	N/D	N/D
Average Hourly Wage (\$)		13.00	.	12.50
% Paid Piece Rate		0.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0
	Retirement	0.0	0.0	100.0
	Paid Leave	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0
	Technology Design	0.0	100.0	100.0
	Operation and Control	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	0.0	100.0
	Not Satisfied	0.0	100.0	0.0
	Neither	100.0	0.0	0.0
	Other	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0
	21-35	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0
Gender	Female	0.0	0.0	100.0
	Male	100.0	100.0	0.0
	Nonresident	0.0	0.0	0.0
Age Group	19 and Younger	100.0	0.0	0.0
	20-24	0.0	0.0	0.0
	25-34	0.0	0.0	0.0
	35-44	0.0	0.0	100.0
	45-54	0.0	100.0	0.0
	55-64	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0

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