

Retail Trade

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 (00-0000)	Cashiers (41-2011)	Retail Salespersons (41-2031)	Truck Drivers, Light or Delivery Services (53-3033)
Typical Education ^a		N/A	Less than High School Diploma	High School Diploma	High School Diploma
N		32,918	8,766	7,627	1,446
Average Hourly Wage (\$)		9.00	8.50	9.00	10.00
% Paid Piece Rate		7.6	1.5	18.4	3.0
% Offered Selected Benefits	Health Insurance	34.8	22.5	28.2	45.5
	Retirement	25.7	16.0	17.8	21.2
	Paid Leave	29.7	16.5	20.7	45.5
Skills Selected as "Important" (%)	Service Orientation	90.4	95.0	93.7	90.9
	Critical Thinking	72.2	61.0	76.4	72.7
	Reading Comprehension	66.8	59.0	67.2	69.7
	Technology Design	32.6	26.5	28.7	24.2
	Operation and Control	56.3	50.5	43.7	78.8
Employers' Satisfaction with New Hires' Skills	Satisfied	33.7	29.0	34.5	42.4
	Not Satisfied	4.9	7.0	5.7	0.0
	Neither	9.3	7.5	9.2	6.1
	Other	52.1	56.5	50.6	51.5
Average Weekly Hours	20 or Less	25.8	26.7	40.1	26.7
	21-35	33.4	54.5	28.2	26.7
	36 or More	40.8	18.8	31.7	46.7
Gender	Female	49.1	61.5	55.2	42.4
	Male	41.0	27.5	36.2	51.5
	Nonresident	9.9	11.0	8.6	6.1
Age Group	19 and Younger	16.5	18.0	19.5	21.2
	20-24	21.8	20.5	24.1	33.3
	25-34	22.0	20.0	23.6	15.2
	35-44	12.6	14.5	10.3	6.1
	45-54	11.2	11.0	9.8	6.1
	55-64	4.8	4.5	2.3	9.1
	65 and Older	0.9	0.0	1.7	3.0
	Unknown (Nonresidents)	10.1	11.5	8.6	6.1
Turnover	% Still Working 1 Quarter After Hire	79.9	74.0	77.6	75.8

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

<http://doe.state.wy.us/LMI/newhires.htm>

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Job Characteristics		Occupation and SOC Code			
		Stock Clerks and Order Fillers (43- 5081)	Tire Repairers and Changers (49-3093)	Parts Salespersons (41-2022)	Combined Food Preparation and Serving Workers, Inc (35- 3021)
Typical Education ^a		High School Diploma	Post Secondary	High School Diploma	Less than High School Diploma
N		1,052	1,008	833	745
Average Hourly Wage (\$)		10.00	10.50	9.00	10.00
% Paid Piece Rate		0.0	0.0	15.8	0.0
% Offered	Health Insurance	20.8	56.5	68.4	29.4
Selected	Retirement	16.7	47.8	68.4	23.5
Benefits	Paid Leave	4.2	60.9	31.6	5.9
Skills Selected as "Important" (%)	Service Orientation	83.3	95.7	84.2	100.0
	Critical Thinking	66.7	87.0	84.2	70.6
	Reading Comprehension	70.8	65.2	68.4	70.6
	Technology Design	33.3	47.8	31.6	35.3
	Operation and Control	37.5	95.7	42.1	70.6
Employers' Satisfaction with New Hires' Skills	Satisfied	20.8	34.8	31.6	29.4
	Not Satisfied	4.2	4.3	15.8	0.0
	Neither	33.3	21.7	0.0	29.4
	Other	41.7	39.1	52.6	41.2
Average Weekly Hours	20 or Less	19.0	0.0	0.0	30.8
	21-35	61.9	5.9	46.7	30.8
	36 or More	19.0	94.1	53.3	38.5
Gender	Female	29.2	13.0	21.1	58.8
	Male	58.3	82.6	68.4	29.4
	Nonresident	12.5	4.3	10.5	11.8
Age Group	19 and Younger	12.5	13.0	10.5	23.5
	20-24	16.7	39.1	26.3	11.8
	25-34	16.7	26.1	21.1	23.5
	35-44	16.7	0.0	10.5	11.8
	45-54	20.8	13.0	10.5	11.8
	55-64	4.2	4.3	10.5	5.9
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	12.5	4.3	10.5	11.8
Turnover	% Still Working 1 Quarter After Hire	91.7	69.6	94.7	94.1

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

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Job Characteristics		Occupation and SOC Code			
		Waiters and Waitresses (35-3031)	General and Operations Managers (11-1021)	First-Line Supervis./Managers of Retail Sales Work (41-1011)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)
Typical Education ^a		High School Diploma	Associates	High School Diploma	High School Diploma
N		745	701	657	614
Average Hourly Wage (\$)		3.50	31.21	11.84	10.00
% Paid Piece Rate		29.4	0.0	13.3	0.0
% Offered	Health Insurance	0.0	87.5	86.7	14.3
Selected	Retirement	0.0	87.5	80.0	0.0
Benefits	Paid Leave	0.0	93.8	86.7	21.4
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	78.6
	Critical Thinking	35.3	100.0	100.0	28.6
	Reading Comprehension	35.3	100.0	86.7	21.4
	Technology Design	0.0	87.5	26.7	0.0
	Operation and Control	58.8	81.3	40.0	21.4
Employers' Satisfaction with New Hires' Skills	Satisfied	17.6	31.3	26.7	35.7
	Not Satisfied	0.0	0.0	6.7	0.0
	Neither	5.9	0.0	6.7	0.0
	Other	76.5	68.8	60.0	64.3
Average Weekly Hours	20 or Less	0.0	0.0	0.0	38.5
	21-35	100.0	0.0	20.0	53.8
	36 or More	0.0	100.0	80.0	7.7
Gender	Female	47.1	37.5	33.3	28.6
	Male	41.2	50.0	66.7	64.3
	Nonresident	11.8	12.5	0.0	7.1
Age Group	19 and Younger	17.6	18.8	0.0	35.7
	20-24	11.8	12.5	13.3	21.4
	25-34	29.4	12.5	53.3	28.6
	35-44	11.8	25.0	13.3	0.0
	45-54	11.8	12.5	13.3	7.1
	55-64	5.9	6.3	6.7	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	11.8	12.5	0.0	7.1
Turnover	% Still Working 1 Quarter After Hire	82.4	100.0	86.7	85.7

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

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Job Characteristics		Occupation and SOC Code			
		Cleaners of Vehicles and Equipment (53- 7061)	Customer Service Representatives (43-4051)	Automotive Service Technicians and Mechanics (49- 3023)	Bakers (51- 3011)
Typical Education^a		Less than High School Diploma	High School Diploma	Post Secondary	High School Diploma
N		570	526	482	482
Average Hourly Wage (\$)		10.50	8.50	13.00	7.25
% Paid Piece Rate		0.0	25.0	0.0	0.0
% Offered	Health Insurance	30.8	50.0	72.7	45.5
Selected	Retirement	38.5	58.3	63.6	36.4
Benefits	Paid Leave	30.8	41.7	63.6	45.5
Skills Selected as "Important" (%)	Service Orientation	15.4	91.7	90.9	100.0
	Critical Thinking	38.5	83.3	100.0	100.0
	Reading Comprehension	38.5	91.7	90.9	100.0
	Technology Design	38.5	66.7	72.7	18.2
	Operation and Control	46.2	83.3	100.0	90.9
Employers' Satisfaction with New Hires' Skills	Satisfied	38.5	41.7	27.3	27.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	7.7	8.3	18.2	9.1
	Other	53.8	50.0	54.5	63.6
Average Weekly Hours	20 or Less	8.3	0.0	0.0	25.0
	21-35	8.3	55.6	0.0	0.0
	36 or More	83.3	44.4	100.0	75.0
Gender	Female	38.5	50.0	36.4	54.5
	Male	61.5	41.7	63.6	27.3
	Nonresident	0.0	8.3	0.0	18.2
Age Group	19 and Younger	15.4	0.0	18.2	27.3
	20-24	38.5	33.3	18.2	27.3
	25-34	7.7	33.3	9.1	9.1
	35-44	15.4	8.3	9.1	9.1
	45-54	7.7	8.3	27.3	9.1
	55-64	15.4	8.3	18.2	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	8.3	0.0	18.2
Turnover	% Still Working 1 Quarter After Hire	92.3	91.7	63.6	100.0

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

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Job Characteristics		Occupation and SOC Code			
		Packers and Packagers, Hand (53-7064)	Office Clerks, General (43- 9061)	Service Station Attendants (53- 6031)	Bartenders (35- 3011)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		482	394	394	351
Average Hourly Wage (\$)		7.25	8.25	10.00	7.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	18.2	44.4	55.6	0.0
	Retirement	36.4	0.0	22.2	0.0
	Paid Leave	36.4	22.2	55.6	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	88.9	100.0
	Critical Thinking	63.6	100.0	100.0	100.0
	Reading Comprehension	54.5	100.0	77.8	75.0
	Technology Design	9.1	44.4	44.4	75.0
	Operation and Control	9.1	44.4	88.9	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	54.5	22.2	66.7	12.5
	Not Satisfied	0.0	0.0	0.0	12.5
	Neither	0.0	0.0	0.0	0.0
	Other	45.5	77.8	33.3	75.0
Average Weekly Hours	20 or Less	77.8	0.0	14.3	100.0
	21-35	11.1	0.0	0.0	0.0
	36 or More	11.1	100.0	85.7	0.0
Gender	Female	63.6	66.7	11.1	50.0
	Male	27.3	33.3	77.8	50.0
	Nonresident	9.1	0.0	11.1	0.0
Age Group	19 and Younger	36.4	11.1	11.1	0.0
	20-24	27.3	22.2	44.4	37.5
	25-34	9.1	44.4	11.1	12.5
	35-44	0.0	22.2	22.2	37.5
	45-54	0.0	0.0	0.0	12.5
	55-64	9.1	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	18.2	0.0	11.1	0.0
Turnover	% Still Working 1 Quarter After Hire	81.8	77.8	66.7	100.0

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Job Characteristics		Occupation and SOC Code			
		Motorcycle Mechanics (49- 3052)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)	Janitors and Cleaners, Except Maids and Housekeepi (37- 2011)	Sales Representatives , Wholesale and Manufacturing (41-4012)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		351	351	219	219
Average Hourly Wage (\$)		12.00	17.00	8.00	12.66
% Paid Piece Rate		0.0	12.5	0.0	40.0
% Offered	Health Insurance	50.0	87.5	0.0	60.0
Selected	Retirement	25.0	62.5	0.0	60.0
Benefits	Paid Leave	25.0	62.5	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	75.0	100.0	40.0	100.0
	Critical Thinking	100.0	50.0	20.0	100.0
	Reading Comprehension	100.0	87.5	0.0	100.0
	Technology Design	75.0	12.5	20.0	100.0
	Operation and Control	75.0	100.0	60.0	40.0
Employers' Satisfaction with New Hires' Skills	Satisfied	12.5	50.0	60.0	40.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	25.0	0.0	0.0	20.0
	Other	62.5	50.0	40.0	40.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	25.0	25.0	0.0	80.0
	Male	37.5	75.0	40.0	20.0
	Nonresident	37.5	0.0	60.0	0.0
Age Group	19 and Younger	0.0	12.5	0.0	20.0
	20-24	0.0	25.0	0.0	0.0
	25-34	25.0	25.0	0.0	40.0
	35-44	25.0	25.0	0.0	0.0
	45-54	12.5	12.5	0.0	20.0
	55-64	0.0	0.0	0.0	20.0
	65 and Older	0.0	0.0	40.0	0.0
	Unknown (Nonresidents)	37.5	0.0	60.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	80.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Motorboat Mechanics (49- 3051)	Helpers-- Installation, Maint., & Repair Workers (49-9098)	Floral Designers (27-1023)	Counter Attendants, Cafeteria, Food Concession, an (35-3022)
Typical Education^a		Post Secondary	Post Secondary	Less than High School Diploma	Less than High School Diploma
N		219	219	175	175
Average Hourly Wage (\$)		14.00	9.00	10.00	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	25.0
	Retirement	40.0	0.0	0.0	25.0
	Paid Leave	40.0	0.0	100.0	25.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	100.0
	Critical Thinking	40.0	100.0	100.0	75.0
	Reading Comprehension	40.0	100.0	100.0	25.0
	Technology Design	40.0	40.0	0.0	0.0
	Operation and Control	40.0	60.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	20.0	20.0	25.0	25.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	20.0	0.0	0.0
	Other	80.0	60.0	75.0	75.0
Average Weekly Hours	20 or Less	0.0	60.0	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	40.0	100.0	0.0
Gender	Female	20.0	20.0	0.0	50.0
	Male	60.0	80.0	50.0	0.0
	Nonresident	20.0	0.0	50.0	50.0
Age Group	19 and Younger	0.0	40.0	0.0	25.0
	20-24	0.0	20.0	0.0	0.0
	25-34	20.0	0.0	0.0	0.0
	35-44	0.0	20.0	0.0	25.0
	45-54	40.0	0.0	50.0	0.0
	55-64	20.0	0.0	0.0	0.0
	65 and Older	0.0	20.0	0.0	0.0
	Unknown (Nonresidents)	20.0	0.0	50.0	50.0
Turnover	% Still Working 1 Quarter After Hire	60.0	100.0	100.0	75.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Receptionists and Information Clerks (43-4171)	Pharmacy Technicians (29- 2052)	Landscaping and Groundskeeping Workers (37- 3011)
Typical Education ^a		High School Diploma	High School Diploma	Post Secondary	Less than High School Diploma
N		175	175	131	131
Average Hourly Wage (\$)		15.01	12.00	14.00	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	50.0	25.0	66.7	0.0
Selected	Retirement	25.0	25.0	33.3	0.0
Benefits	Paid Leave	50.0	25.0	66.7	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	50.0	25.0	100.0	0.0
	Operation and Control	75.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	50.0	66.7	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	25.0	0.0	33.3	33.3
	Other	0.0	50.0	0.0	66.7
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	75.0	50.0	100.0
	36 or More	100.0	25.0	50.0	0.0
Gender	Female	75.0	100.0	100.0	0.0
	Male	25.0	0.0	0.0	66.7
	Nonresident	0.0	0.0	0.0	33.3
Age Group	19 and Younger	0.0	25.0	0.0	33.3
	20-24	0.0	50.0	0.0	33.3
	25-34	25.0	0.0	33.3	0.0
	35-44	50.0	0.0	66.7	0.0
	45-54	25.0	25.0	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	33.3
Turnover	% Still Working 1 Quarter After Hire	100.0	25.0	66.7	0.0

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Job Characteristics		Occupation and SOC Code			
		Counter and Rental Clerks (41-2021)	Shipping, Receiving, and Traffic Clerks (43-5071)	Outdoor Power Equipment & Other Small Engine Mech. (49-3053)	Driver/Sales Workers (53-3031)
Typical Education ^a		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		131	131	131	131
Average Hourly Wage (\$)		23.44	9.00	17.00	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	100.0	33.3	100.0
Selected	Retirement	66.7	100.0	0.0	100.0
Benefits	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	66.7	0.0
	Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	0.0	66.7	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	33.3	0.0	0.0
	Other	33.3	66.7	33.3	66.7
Average Weekly Hours	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	33.3	66.7	33.3	66.7
	Male	33.3	33.3	66.7	33.3
	Nonresident	33.3	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	33.3	33.3	0.0	0.0
	25-34	0.0	66.7	33.3	33.3
	35-44	33.3	0.0	0.0	33.3
	45-54	0.0	0.0	66.7	33.3
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	33.3	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
New Hires Job Skills Survey

<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Retail Trade

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			
		Sales Managers (11-2022)	Agricultural and Food Science Technicians (19- 4011)	Interior Designers (27- 1025)	Merchandise Displayers and Window Trimmers (27- 1026)
Typical Education ^a		Bachelors	Associates	Bachelors	High School Diploma
N		88	88	88	88
Average Hourly Wage (\$)		26.59	10.00	23.70	.
% Paid Piece Rate		0.0	0.0	0.0	100.0
% Offered	Health Insurance	50.0	100.0	0.0	0.0
Selected	Retirement	50.0	100.0	0.0	0.0
Benefits	Paid Leave	50.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	50.0	100.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	50.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	50.0
	Other	0.0	100.0	50.0	50.0
Average Weekly Hours	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	0.0
Gender	Female	0.0	50.0	50.0	50.0
	Male	100.0	50.0	50.0	50.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	50.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	50.0	50.0	0.0
	35-44	0.0	0.0	50.0	0.0
	45-54	50.0	0.0	0.0	0.0
	55-64	50.0	50.0	0.0	50.0
	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
New Hires Job Skills Survey

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Retail Trade

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			
		Pharmacists (29-1051)	Home Health Aides (31-1011)	Cooks, Fast Food (35-2011)	Office Machine Operators, Except Computer (43-9071)
Typical Education ^a		Doctorate	High School Diploma	Less than High School Diploma	High School Diploma
N		88	88	88	88
Average Hourly Wage (\$)		56.00	15.00	8.50	7.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	0.0	50.0	0.0
Selected	Retirement	100.0	0.0	50.0	0.0
Benefits	Paid Leave	100.0	0.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	50.0	100.0
	Critical Thinking	100.0	0.0	50.0	100.0
	Reading Comprehension	100.0	0.0	0.0	100.0
	Technology Design	0.0	0.0	0.0	100.0
	Operation and Control	100.0	0.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	0.0	50.0	50.0
	Not Satisfied	0.0	0.0	50.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	100.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	0.0
	21-35	100.0	0.0	0.0	100.0
	36 or More	0.0	0.0	100.0	0.0
Gender	Female	0.0	100.0	100.0	100.0
	Male	100.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	50.0	0.0
	20-24	0.0	0.0	0.0	50.0
	25-34	50.0	0.0	0.0	50.0
	35-44	0.0	50.0	50.0	0.0
	45-54	0.0	50.0	0.0	0.0
	55-64	50.0	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	0.0	100.0

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

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Retail Trade

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			
		Farmworkers & Laborers, Crop, Nursery & Greenhouse (45-2092)	Computer, Automated Teller & Office Mach. Repairer (49-2011)	Assemblers and Fabricators, All Other (51-2099)	Photographic Process Workers and Pr (51-9151)
Typical Education ^a		High School Diploma	Post Secondary	High School Diploma	High School Diploma
N		88	88	88	88
Average Hourly Wage (\$)		8.00	12.50	8.75	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	50.0	0.0	100.0
Selected	Retirement	0.0	50.0	0.0	0.0
Benefits	Paid Leave	0.0	50.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	0.0
	Reading Comprehension	0.0	50.0	100.0	100.0
	Technology Design	0.0	100.0	100.0	0.0
	Operation and Control	0.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	50.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	50.0	0.0	0.0
	Other	50.0	0.0	50.0	50.0
Average Weekly Hours	20 or Less	0.0	50.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	50.0	0.0	100.0
Gender	Female	50.0	0.0	50.0	50.0
	Male	50.0	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	0.0	50.0	0.0	100.0
	25-34	50.0	50.0	50.0	0.0
	35-44	50.0	0.0	0.0	0.0
	45-54	0.0	0.0	50.0	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	0.0	50.0	100.0	0.0

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

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Retail Trade

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			
		Helpers-- Production Workers (51- 9198)	Cost Estimators (13-1051)	Loan Officers (13-2072)	Title Examiners, Abstractors, and Searchers (23-2093)
Typical Education ^a		High School Diploma	Bachelors	High School Diploma	High School Diploma
N		88	N/D	N/D	N/D
Average Hourly Wage (\$)		8.50	19.23	.	12.00
% Paid Piece Rate		0.0	0.0	100.0	0.0
% Offered	Health Insurance	0.0	100.0	100.0	100.0
Selected	Retirement	0.0	100.0	0.0	100.0
Benefits	Paid Leave	0.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	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	100.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	0.0	100.0	100.0
	Not Satisfied	0.0	100.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	50.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	0.0	100.0	100.0	100.0
	Male	50.0	0.0	0.0	0.0
	Nonresident	50.0	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	100.0	0.0
	25-34	50.0	100.0	0.0	100.0
	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	0.0	100.0	100.0	100.0

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

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Retail Trade

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			
		Teachers and Instructors, All Other (25-3099)	First-Line Supervisors/Managers of Food Preparation (35-1012)	Cooks, Short Order (35-2015)	Food Preparation Workers (35-2021)
Typical Education ^a		Bachelors	High School Diploma	High School Diploma	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		14.38	9.50	9.50	8.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	0.0	0.0	0.0
Selected	Retirement	0.0	0.0	0.0	0.0
Benefits	Paid Leave	0.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	0.0	0.0	0.0	0.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	0.0	100.0	0.0	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	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	0.0
Gender	Female	0.0	100.0	100.0	0.0
	Male	0.0	0.0	0.0	100.0
	Nonresident	100.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	100.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	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)	100.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	0.0

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

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Retail Trade

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			
		Food Servers, Nonrestaurant (35-3041)	Dishwashers (35- 9021)	Nonfarm Animal Caretakers (39- 2021)	Hairdressers, Hairstylists, and Cosmetologists (39-5012)
Typical Education ^a		Less than High School Diploma	Less than High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	10.00	8.00	8.58
% Paid Piece Rate		100.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	0.0	0.0	0.0
Selected	Retirement	100.0	100.0	0.0	0.0
Benefits	Paid Leave	100.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	0.0	100.0
	Critical Thinking	100.0	0.0	0.0	100.0
	Reading Comprehension	100.0	0.0	0.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
	Operation and Control	100.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	100.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	100.0	100.0
	36 or More	0.0	0.0	0.0	0.0
Gender	Female	0.0	0.0	100.0	100.0
	Male	100.0	0.0	0.0	0.0
	Nonresident	0.0	100.0	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	100.0
	25-34	100.0	0.0	100.0	0.0
	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)	0.0	100.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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Retail Trade

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			
		Securities, Commodities, and Financial Services Sa (41- 3031)	Sales Representatives , Services, All Other (41-3099)	Carpenters (47- 2031)	Recreational Vehicle Service Technicians (49- 3092)
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 (\$)		10.00	8.00	14.00	.
% Paid Piece Rate		0.0	0.0	0.0	100.0
% Offered	Health Insurance	100.0	0.0	0.0	100.0
Selected	Retirement	0.0	0.0	0.0	100.0
Benefits	Paid Leave	0.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	0.0
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	100.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	0.0
Gender	Female	100.0	100.0	0.0	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	100.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	100.0	0.0	0.0
	25-34	100.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	100.0
	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)	0.0	0.0	100.0	0.0
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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Retail Trade

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			
		Mechanical Door Repairers (49-9011)	Maintenance and Repair Workers, Gen (49-9071)	Butchers and Meat Cutters (51-3021)	Painters, Transportation Equipment (51- 9122)
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	16.19	9.50	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	100.0	100.0	0.0
Selected	Retirement	0.0	0.0	0.0	0.0
Benefits	Paid Leave	100.0	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	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	100.0	100.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	0.0	0.0
	Not Satisfied	100.0	0.0	100.0	100.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	0.0	100.0	100.0	0.0
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	100.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	100.0	0.0	0.0
	35-44	0.0	0.0	0.0	100.0
	45-54	100.0	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)	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
New Hires Job Skills Survey

<http://doe.state.wy.us/LMI/newhires.htm>

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