

Management of Companies and Enterprises

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

Job Characteristics		Total, All Occupations	Occupation and SOC Code		
			Construction Laborers (47-2061)	Farmworkers, Farm and Ranch Animals (45-2093)	Office Clerks, General (43-9061)
Typical Education ^a		N/A	High School Diploma	Less than High School Diploma	High School Diploma
N		437	51	N/D	N/D
Average Hourly Wage (\$)		4.7	0.0	0.0	0.0
% Paid Piece Rate		15.13	15.00	13.00	16.83
% Offered Selected Benefits	Health Insurance	71.9	100.0	0.0	45.5
	Retirement	59.4	100.0	0.0	36.4
	Paid Leave	61.7	100.0	0.0	45.5
Skills Selected as "Important" (%)	Service Orientation	70.3	0.0	100.0	72.7
	Critical Thinking	62.5	0.0	100.0	72.7
	Reading Comprehension	58.6	0.0	0.0	81.8
	Technology Design	36.7	0.0	0.0	54.5
	Operation and Control	56.3	0.0	100.0	54.5
Employers' Satisfaction with New Hires' Skills	Satisfied	60.9	0.0	100.0	81.8
	Not Satisfied	3.9	0.0	0.0	18.2
	Neither	10.2	0.0	0.0	0.0
	Other	25.0	100.0	0.0	0.0
Average Weekly Hours	20 or Less	9.9	0.0	0.0	33.3
	21-35	29.7	0.0	100.0	11.1
	36 or More	60.4	0.0	0.0	55.6
Gender	Female	29.7	26.7	23.1	54.5
	Male	64.1	73.3	76.9	18.2
	Nonresident	6.3	0.0	0.0	27.3
Age Group	19 and Younger	7.0	6.7	0.0	0.0
	20-24	14.8	20.0	23.1	0.0
	25-34	32.0	26.7	23.1	18.2
	35-44	17.2	13.3	30.8	27.3
	45-54	10.9	6.7	15.4	18.2
	55-64	6.3	6.7	7.7	0.0
	65 and Older	3.1	6.7	0.0	9.1
	Unknown (Nonresidents)	8.6	13.3	0.0	27.3
Turnover	% Still Working 1 Quarter After Hire	90.6	93.3	100.0	90.9

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			
		Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Combined Food Preparation and Serving Workers, Inc (35-3021)	Accountants and Auditors (13-2011)	Packers and Packagers, Hand (53-7064)
Typical Education ^a		High School Diploma	Less than High School Diploma	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		0.0	0.0	0.0	0.0
% Paid Piece Rate		15.63	7.50	21.63	7.25
% Offered Selected Benefits	Health Insurance	100.0	75.0	100.0	0.0
	Retirement	100.0	0.0	100.0	0.0
	Paid Leave	100.0	12.5	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	44.4	100.0	100.0	100.0
	Critical Thinking	66.7	37.5	100.0	0.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	66.7	37.5	100.0	0.0
	Operation and Control	100.0	37.5	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	44.4	62.5	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	55.6	25.0	0.0	0.0
	Other	0.0	12.5	0.0	100.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	0.0
	21-35	33.3	0.0	0.0	100.0
	36 or More	66.7	0.0	100.0	0.0
Gender	Female	22.2	50.0	16.7	33.3
	Male	66.7	50.0	66.7	66.7
	Nonresident	11.1	0.0	16.7	0.0
Age Group	19 and Younger	11.1	50.0	0.0	0.0
	20-24	0.0	0.0	33.3	33.3
	25-34	44.4	25.0	33.3	16.7
	35-44	11.1	12.5	16.7	0.0
	45-54	22.2	0.0	0.0	33.3
	55-64	0.0	0.0	0.0	16.7
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	11.1	12.5	16.7	0.0
Turnover	% Still Working 1 Quarter After Hire	66.7	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			
		Cashiers (41-2011)	Sales Managers (11-2022)	Retail Salespersons (41-2031)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)
Typical Education ^a		Less than High School Diploma	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		0.0	100.0	50.0	0.0
% Paid Piece Rate		9.00	.	9.00	25.00
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	75.0
	Retirement	0.0	100.0	50.0	75.0
	Paid Leave	100.0	0.0	50.0	75.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	0.0	100.0	100.0	25.0
	Reading Comprehension	0.0	100.0	50.0	25.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	0.0	0.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	25.0
	36 or More	0.0	100.0	100.0	75.0
Gender	Female	60.0	0.0	50.0	25.0
	Male	40.0	100.0	50.0	75.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	25.0	0.0	0.0
	20-24	20.0	25.0	25.0	0.0
	25-34	40.0	50.0	50.0	50.0
	35-44	40.0	0.0	0.0	0.0
	45-54	0.0	0.0	25.0	25.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	25.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	60.0	100.0	50.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		General and Operations Managers (11- 1021)	Human Resources Managers (11- 3121)	Managers, All Other (11-9199)	Computer User Support Specialists (15- 1151)
Typical Education ^a		Associates	Bachelors	Bachelors	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		0.0	0.0	0.0	0.0
% Paid Piece Rate		42.65	32.30	43.75	24.52
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	0.0	100.0	100.0	100.0
	Paid Leave	0.0	100.0	100.0	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	100.0
	Technology Design	100.0	100.0	33.3	100.0
	Operation and Control	100.0	100.0	33.3	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	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	0.0	33.3	0.0	0.0
	Male	33.3	66.7	100.0	100.0
	Nonresident	66.7	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	0.0	50.0
	25-34	0.0	33.3	33.3	50.0
	35-44	33.3	0.0	33.3	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	33.3	33.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	66.7	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			
		Civil Engineering Technicians (17- 3022)	Nursing Assistants (31- 1014)	Security Guards (33-9032)	First-Line Supervisors/Ma nagers of Mechanics, Inst (49-1011)
Typical Education ^a		Post Secondary	Post Secondary	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		0.0	0.0	0.0	0.0
% Paid Piece Rate		.	11.00	11.00	33.91
% 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	0.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	0.0	100.0	0.0	100.0
	Technology Design	100.0	50.0	0.0	100.0
	Operation and Control	100.0	50.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	100.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	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	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	100.0	50.0	0.0
	Male	100.0	0.0	50.0	50.0
	Nonresident	0.0	0.0	0.0	50.0
Age Group	19 and Younger	0.0	50.0	0.0	0.0
	20-24	0.0	0.0	100.0	0.0
	25-34	100.0	0.0	0.0	0.0
	35-44	0.0	50.0	0.0	50.0
	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	0.0	50.0
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			
		Telecommunica tions Equipment Installers and Repair (49- 2022)	Bus & Truck Mechanics & Diesel Engine Specialists (49- 3031)	Maintenance and Repair Workers, Gen (49-9071)	Chief Executives (11-1011)
Typical Education ^a		Post Secondary	High School Diploma	Post Secondary	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		0.0	0.0	0.0	0.0
% Paid Piece Rate		24.72	28.36	17.50	120.63
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	100.0
	Retirement	100.0	100.0	0.0	100.0
	Paid Leave	100.0	50.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	50.0	0.0
	Critical Thinking	100.0	50.0	50.0	100.0
	Reading Comprehension	100.0	100.0	50.0	100.0
	Technology Design	100.0	50.0	50.0	100.0
	Operation and Control	100.0	50.0	50.0	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	0.0	0.0	0.0
	Other	0.0	100.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	50.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	50.0	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	50.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	50.0	100.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	50.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	50.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	50.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Financial Managers (11- 3031)	Industrial Production Managers (11- 3051)	Medical and Health Services Managers (11- 9111)	Petroleum Engineers (17- 2171)
Typical Education ^a		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		0.0	0.0	0.0	0.0
% Paid Piece Rate		44.85	86.54	.	62.50
% 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	0.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	100.0	100.0
	Operation and Control	0.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	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	100.0	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	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	100.0	0.0	0.0	100.0
	Male	0.0	100.0	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	0.0	100.0	100.0	0.0
	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

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Job Characteristics		Occupation and SOC Code			
		Registered Nurses (29-1141)	Occupational Health and Safety Specialists (29-9011)	Waiters and Waitresses (35-3031)	Janitors and Cleaners, Except Maids and Housekeepi (37-2011)
Typical Education ^a		Associates	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		0.0	0.0	0.0	0.0
% Paid Piece Rate		22.00	43.75	8.50	10.00
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	100.0
	Retirement	0.0	100.0	0.0	0.0
	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	0.0	0.0	0.0
	Technology Design	100.0	0.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	0.0
	Not Satisfied	0.0	0.0	100.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	100.0	0.0	0.0	100.0
	Male	0.0	100.0	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	100.0	0.0	0.0	0.0
	35-44	0.0	100.0	0.0	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	0.0	0.0	100.0	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

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Job Characteristics		Occupation and SOC Code			
		Building Cleaning Workers, All Other (37-2019)	Customer Service Representatives (43-4051)	Data Entry Keyers (43- 9021)	Plumbers, Pipefitters, and Steamfitters (47- 2152)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		0.0	0.0	0.0	0.0
% Paid Piece Rate		22.00	15.25	12.00	18.05
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	100.0
	Retirement	100.0	100.0	0.0	100.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	0.0
	Critical Thinking	0.0	100.0	100.0	0.0
	Reading Comprehension	0.0	100.0	100.0	0.0
	Technology Design	0.0	0.0	100.0	0.0
	Operation and Control	0.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	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	100.0	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	100.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	0.0	100.0	100.0	0.0
	Male	100.0	0.0	0.0	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	100.0	0.0	100.0	100.0
	35-44	0.0	100.0	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	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

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

N/D = Not dicloseable
due to confidentiality.

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

Management of Companies and Enterprises

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			
		Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Industrial Machinery Mechanics (49- 9041)	Electrical Power- Line Installers and Repairers (49-9051)	Petroleum Pump System Operators, Refinery Operator (51- 8093)
Typical Education ^a		Post Secondary	Post Secondary	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		0.0	0.0	0.0	0.0
% Paid Piece Rate		30.59	31.87	38.18	24.00
% 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	0.0	0.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	0.0	100.0	0.0
	Technology Design	0.0	0.0	100.0	0.0
	Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	0.0
	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	100.0
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	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	100.0	0.0	0.0	0.0
	25-34	0.0	0.0	100.0	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	100.0	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

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Management of Companies and Enterprises

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
		Laborers & Freight, Stock & Material Movers, Hand (53-7062)
Typical Education ^a		High School Diploma
N		N/D
Average Hourly Wage (\$)		0.0
% Paid Piece Rate		16.24
% Offered Selected Benefits	Health Insurance	100.0
	Retirement	0.0
	Paid Leave	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0
	Critical Thinking	100.0
	Reading Comprehension	100.0
	Technology Design	100.0
	Operation and Control	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0
	Not Satisfied	0.0
	Neither	0.0
	Other	100.0
Average Weekly Hours	20 or Less	0.0
	21-35	0.0
	36 or More	100.0
Gender	Female	0.0
	Male	100.0
	Nonresident	0.0
Age Group	19 and Younger	0.0
	20-24	100.0
	25-34	0.0
	35-44	0.0
	45-54	0.0
	55-64	0.0
	65 and Older	0.0
	Unknown (Nonresidents)	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0

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