

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Total, All Occupations	Combined Food Preparation & Serving Workers, Inc (35-3021)	Truck Drivers, Heavy & Tractor-Trailer (53-3032)	Retail Salespersons (41-2031)
Typical Education		N/A	High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less
N		110,104	5,769	4,482	4,447
Average Hourly Wage (\$)		\$12.00	\$8.00	\$19.00	\$9.00
% Paid Piece Rate		5.7	5.1	11.5	13.9
% Offered Selected Benefits	Health Insurance	35.8	13.5	57.1	25.5
	Retirement	28.4	11.9	40.9	15.4
	Paid Leave	35.0	15.8	46.8	22.4
Skills Selected as "Important" (%)	Service Orientation	74.5	91.3	63.4	93.9
	Critical Thinking	74.6	60.3	83.7	73.0
	Reading Comprehension	64.6	63.0	65.5	71.5
	Technology Design	35.3	18.4	35.8	38.1
	Operation and Control	57.8	44.9	94.0	48.8
Employer's Satisfaction with New Hires' Skills	Satisfied	39.2	24.2	40.8	38.9
	Not Satisfied	5.4	6.2	6.9	6.1
	Neither	10.6	13.4	9.2	10.6
	Other	44.8	56.3	43.1	44.4
Average Weekly Hours	20 or Less	19.6	40.1	2.9	37.6
	21-35	24.7	38.8	10.6	29.2
	36 or More	55.6	19.5	86.5	33.2
Gender	Female	35.3	41.3	6.7	49.5
	Male	48.2	37.0	81.6	36.8
	Nonresident	16.5	21.7	11.7	13.7
Age Group	19 and Younger	11.2	31.3	1.8	17.1
	20-24	16.4	17.0	9.5	22.0
	25-34	22.6	15.9	23.1	20.8
	35-44	14.1	8.3	21.5	10.7
	45-54	11.1	4.2	17.7	11.0
	55-64	6.4	1.0	12.2	3.3
	65 and Older	1.1	0.0	2.5	1.5
	Unknown	17.1	22.3	11.7	13.7
Turnover	% Still Working 1 Quarter After Hire	76.1	59.9	77.8	76.2

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

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Job Characteristics		Occupation and SOC Code			
		Construction Laborers (47-2061)	Cashiers (41-2011)	Waiters & Waitresses (35-3031)	Maids & Housekeeping Cleaners (37-2012)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		4,279	4,102	3,861	3,259
Average Hourly Wage (\$)		\$14.00	\$8.75	\$3.25	\$8.50
% Paid Piece Rate		0.5	0.0	55.3	1.1
% Offered Selected Benefits	Health Insurance	28.1	19.2	3.8	22.9
	Retirement	20.9	12.9	3.0	15.3
	Paid Leave	18.7	18.3	6.7	24.8
Skills Selected as "Important" (%)	Service Orientation	41.9	92.8	86.1	71.7
	Critical Thinking	61.8	67.1	68.5	32.5
	Reading Comprehension	37.2	63.0	56.5	36.5
	Technology Design	24.5	30.2	14.8	7.1
	Operation and Control	50.0	50.0	25.1	23.5
Employer's Satisfaction with New Hires' Skills	Satisfied	36.6	33.3	35.9	33.5
	Not Satisfied	5.0	5.4	8.4	4.2
	Neither	12.1	13.1	9.1	16.8
	Other	46.3	48.1	46.6	45.5
Average Weekly Hours	20 or Less	1.6	24.7	44.6	26.2
	21-35	20.0	54.4	37.8	37.2
	36 or More	78.4	20.8	17.6	36.5
Gender	Female	3.6	53.9	56.6	52.6
	Male	70.2	29.6	21.5	15.1
	Nonresident	26.2	16.4	21.9	32.3
Age Group	19 and Younger	5.9	16.0	17.3	17.1
	20-24	17.3	16.9	19.1	14.6
	25-34	19.3	20.1	21.9	14.2
	35-44	14.2	12.6	9.2	9.9
	45-54	12.6	10.4	4.0	5.8
	55-64	4.4	6.9	4.7	1.7
	65 and Older	0.1	0.1	0.9	1.1
	Unknown	26.2	17.0	22.8	35.7
Turnover	% Still Working 1 Quarter After Hire	63.6	73.8	71.1	57.2

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
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<sup>a</sup>Source: U.S. Bureau of Labor Statistics

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Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Cooks, Restaurant (35- 2014)	Office Clerks, General (43- 9061)	Landscaping & Groundskeepin g Workers (37- 3011)	Janitors & Cleaners, Except Maids & Housekeepi (37- 2011)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		2,736	2,673	2,613	2,379
Average Hourly Wage (\$)		\$10.00	\$13.00	\$12.00	\$11.00
% Paid Piece Rate		0.3	0.4	0.4	1.5
% Offered Selected Benefits	Health Insurance	13.3	38.2	0.9	11.7
	Retirement	12.0	25.5	1.7	9.6
	Paid Leave	21.1	45.0	6.3	15.4
Skills Selected as "Important" (%)	Service Orientation	81.3	86.7	59.6	58.3
	Critical Thinking	70.5	81.0	63.3	59.4
	Reading Comprehension	69.2	92.2	27.4	48.7
	Technology Design	20.0	47.9	28.1	17.2
	Operation and Control	58.4	45.6	75.0	44.7
Employer's Satisfaction with New Hires' Skills	Satisfied	29.2	48.2	31.6	37.6
	Not Satisfied	4.5	5.8	5.9	4.3
	Neither	19.7	6.9	15.4	9.8
	Other	46.6	39.1	47.1	48.3
Average Weekly Hours	20 or Less	21.6	15.8	8.6	59.1
	21-35	51.7	19.5	44.1	17.8
	36 or More	26.7	64.7	47.3	23.2
Gender	Female	21.4	67.2	20.3	42.6
	Male	61.0	22.4	62.0	42.1
	Nonresident	17.5	10.5	17.7	15.3
Age Group	19 and Younger	14.3	6.4	20.3	10.3
	20-24	18.5	18.2	14.7	12.9
	25-34	22.7	21.7	19.0	19.8
	35-44	11.9	16.5	12.4	16.0
	45-54	9.6	13.5	9.8	11.6
	55-64	4.2	12.0	4.3	11.5
	65 and Older	0.0	0.6	1.1	2.5
	Unknown	18.8	11.1	18.3	15.5
Turnover	% Still Working 1 Quarter After Hire	73.7	84.0	69.2	69.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
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<sup>a</sup>Source: U.S. Bureau of Labor Statistics

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Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Roustabouts, Oil & Gas (47-5071)	Operating Engineers & Other Construction Equipme (47-2073)	Welders, Cutters, Solderers, & Brazers (51-4121)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		2,084	1,881	1,824	1,453
Average Hourly Wage (\$)		\$12.25	\$16.00	\$19.00	\$20.00
% Paid Piece Rate		0.3	1.2	3.6	1.5
% Offered Selected Benefits	Health Insurance	43.7	54.6	48.0	56.4
	Retirement	29.5	31.6	37.4	32.9
	Paid Leave	44.1	34.4	31.0	38.6
Skills Selected as "Important" (%)	Service Orientation	58.4	58.5	38.9	59.5
	Critical Thinking	64.6	81.4	83.2	84.0
	Reading Comprehension	52.9	54.8	47.3	67.5
	Technology Design	14.0	51.1	32.5	57.9
	Operation and Control	49.1	84.8	90.2	85.4
Employer's Satisfaction with New Hires' Skills	Satisfied	30.4	41.4	42.4	35.6
	Not Satisfied	5.6	5.3	2.2	4.7
	Neither	11.3	13.0	11.6	9.8
	Other	52.7	40.3	43.9	49.9
Average Weekly Hours	20 or Less	8.0	1.6	2.1	2.4
	21-35	21.6	9.5	8.6	7.3
	36 or More	70.4	89.0	89.3	90.3
Gender	Female	17.6	5.3	4.5	7.7
	Male	64.0	75.4	74.5	73.4
	Nonresident	18.4	19.2	21.1	18.9
Age Group	19 and Younger	15.8	7.9	4.1	4.4
	20-24	19.7	22.4	11.2	14.9
	25-34	18.2	24.8	25.5	27.0
	35-44	13.5	13.6	14.4	16.9
	45-54	9.4	7.6	10.4	14.1
	55-64	3.9	3.9	11.0	3.4
	65 and Older	0.7	0.5	2.4	0.3
	Unknown	18.9	19.2	21.1	18.9
Turnover	% Still Working 1 Quarter After Hire	69.1	77.9	74.7	70.8

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not dicloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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<sup>a</sup>Source: U.S. Bureau of Labor Statistics

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Job Characteristics		Occupation and SOC Code			
		Bartenders (35-3011)	Electricians (47-2111)	Dishwashers (35-9021)	Truck Drivers, Light or Delivery Services (53-3033)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		1,412	1,335	1,266	1,232
Average Hourly Wage (\$)		\$7.50	\$23.00	\$8.50	\$10.00
% Paid Piece Rate		13.4	0.0	0.0	5.8
% Offered Selected Benefits	Health Insurance	7.6	74.6	0.0	42.6
	Retirement	0.0	53.4	6.6	23.5
	Paid Leave	5.5	50.2	4.6	44.0
Skills Selected as "Important" (%)	Service Orientation	86.7	65.3	39.2	88.7
	Critical Thinking	79.3	91.3	36.8	76.9
	Reading Comprehension	49.4	87.7	15.8	73.5
	Technology Design	37.7	74.7	20.3	32.0
	Operation and Control	58.7	76.7	52.5	73.3
Employer's Satisfaction with New Hires' Skills	Satisfied	23.1	43.8	38.3	42.5
	Not Satisfied	12.4	1.6	2.8	6.3
	Neither	14.5	14.5	13.7	6.4
	Other	50.0	40.0	45.1	44.8
Average Weekly Hours	20 or Less	73.5	0.7	23.6	28.4
	21-35	16.2	4.2	73.2	24.4
	36 or More	10.3	95.1	3.2	47.2
Gender	Female	51.8	5.2	25.8	36.7
	Male	31.9	79.5	46.5	59.4
	Nonresident	16.3	15.3	27.8	3.9
Age Group	19 and Younger	5.0	0.0	29.1	17.6
	20-24	22.2	5.8	11.2	25.3
	25-34	36.6	30.8	14.3	21.2
	35-44	8.5	19.2	10.1	11.0
	45-54	11.3	19.1	4.7	8.5
	55-64	0.0	9.8	2.8	7.7
	65 and Older	0.0	0.0	0.0	4.7
	Unknown	16.3	15.3	27.8	3.9
Turnover	% Still Working 1 Quarter After Hire	47.4	71.4	65.6	74.6

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

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Job Characteristics		Occupation and SOC Code			
		Hotel, Motel, & Resort Desk Clerks (43- 4081)	Carpenters (47- 2031)	Maintenance & Repair Workers, Gen (49-9071)	General & Operations Managers (11- 1021)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Bachelors
N		1,223	1,192	1,183	1,168
Average Hourly Wage (\$)		\$9.00	\$18.00	\$12.00	\$31.21
% Paid Piece Rate		0.0	0.0	0.0	0.9
% Offered Selected Benefits	Health Insurance	23.3	29.7	36.8	78.3
	Retirement	23.3	29.8	34.8	63.7
	Paid Leave	26.2	30.3	41.6	78.9
Skills Selected as "Important" (%)	Service Orientation	97.1	39.6	64.1	90.9
	Critical Thinking	97.1	87.9	82.8	95.3
	Reading Comprehension	88.4	54.7	60.5	95.7
	Technology Design	37.0	45.7	45.9	68.6
	Operation and Control	76.4	74.5	71.4	80.2
Employer's Satisfaction with New Hires' Skills	Satisfied	45.5	52.5	32.5	42.4
	Not Satisfied	2.9	2.8	12.6	2.3
	Neither	14.8	20.8	11.2	1.7
	Other	36.7	23.9	43.7	53.5
Average Weekly Hours	20 or Less	31.2	0.0	16.1	0.0
	21-35	35.2	13.1	15.3	1.0
	36 or More	33.6	86.9	68.6	99.0
Gender	Female	46.8	1.3	17.2	24.1
	Male	38.7	72.4	69.2	61.2
	Nonresident	14.5	26.3	13.6	14.8
Age Group	19 and Younger	20.4	0.0	9.6	5.7
	20-24	18.4	7.3	19.8	7.8
	25-34	31.9	18.0	15.8	21.2
	35-44	9.7	18.9	14.4	19.7
	45-54	0.9	18.3	13.7	12.9
	55-64	3.9	11.2	6.7	15.2
	65 and Older	0.3	0.0	4.8	2.7
	Unknown	14.5	26.3	15.3	14.8
Turnover	% Still Working 1 Quarter After Hire	97.1	70.8	72.5	93.2

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

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Job Characteristics		Occupation and SOC Code			
		Counter Attendants, Cafeteria, Food Concession, and (35-3022)	Driver/Sales Workers (53-3031)	Registered Nurses (29-1141)	Personal & Home Care Aides (39-9021)
Typical Education		High School Diploma or Less	High School Diploma or Less	Associates	High School Diploma or Less
N		1,081	1,066	1,023	1,018
Average Hourly Wage (\$)		\$8.15	\$7.25	\$27.21	\$10.00
% Paid Piece Rate		6.6	36.0	2.3	0.0
% Offered Selected Benefits	Health Insurance	7.6	36.7	63.0	23.6
	Retirement	8.2	22.7	62.6	30.9
	Paid Leave	18.8	30.0	62.2	39.9
Skills Selected as "Important" (%)	Service Orientation	90.1	98.3	89.2	95.2
	Critical Thinking	48.5	83.4	91.5	84.3
	Reading Comprehension	54.5	91.6	90.2	78.8
	Technology Design	2.8	26.4	52.2	27.8
	Operation and Control	34.4	52.7	57.1	10.3
Employer's Satisfaction with New Hires' Skills	Satisfied	30.4	30.2	51.2	42.1
	Not Satisfied	6.6	2.1	1.2	4.2
	Neither	7.3	13.7	6.8	12.7
	Other	55.7	54.0	40.8	41.0
Average Weekly Hours	20 or Less	82.1	46.8	15.6	23.7
	21-35	13.9	27.9	23.5	26.8
	36 or More	4.1	25.3	60.9	48.0
Gender	Female	55.8	30.9	80.2	73.6
	Male	10.2	64.6	12.9	19.8
	Nonresident	34.0	4.5	6.9	6.6
Age Group	19 and Younger	27.1	17.3	2.4	6.6
	20-24	15.6	37.0	8.1	23.4
	25-34	13.6	17.6	25.2	21.1
	35-44	7.5	13.1	25.8	14.4
	45-54	1.1	8.7	19.1	16.3
	55-64	0.9	1.8	11.3	7.9
	65 and Older	0.0	0.0	0.0	3.0
	Unknown	34.3	4.5	8.1	7.2
Turnover	% Still Working 1 Quarter After Hire	74.3	83.9	96.4	89.4

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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Job Characteristics		Occupation and SOC Code			
		Stock Clerks & Order Fillers (43- 5081)	Extraction Workers, All Other (47-5099)	Child Care Workers (39- 9011)	Cement Masons & Concrete Finishers (47- 2051)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		993	953	952	867
Average Hourly Wage (\$)		\$10.50	\$20.00	\$9.00	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	26.3	76.4	24.3	31.9
	Retirement	21.6	69.0	28.2	19.3
	Paid Leave	20.2	60.1	35.2	24.3
Skills Selected as "Important" (%)	Service Orientation	79.7	51.1	96.7	28.8
	Critical Thinking	73.2	77.6	86.7	47.5
	Reading Comprehension	74.3	57.1	74.0	24.9
	Technology Design	25.1	64.1	7.6	15.6
	Operation and Control	43.8	86.5	20.8	43.6
Employer's Satisfaction with New Hires' Skills	Satisfied	21.8	41.5	47.9	26.3
	Not Satisfied	7.4	6.5	5.8	6.2
	Neither	26.8	5.3	13.9	21.8
	Other	44.0	46.7	32.4	45.8
Average Weekly Hours	20 or Less	12.4	9.0	31.0	0.0
	21-35	48.6	1.6	26.5	13.2
	36 or More	38.9	89.4	42.4	86.8
Gender	Female	33.2	6.7	70.9	0.0
	Male	55.7	75.4	14.8	84.4
	Nonresident	11.1	17.9	14.3	15.6
Age Group	19 and Younger	13.6	3.2	17.9	5.6
	20-24	15.4	19.8	24.0	22.6
	25-34	22.1	34.4	18.8	12.3
	35-44	12.4	18.1	18.9	31.3
	45-54	21.6	4.4	4.1	10.0
	55-64	3.7	2.1	1.9	2.5
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	11.1	17.9	14.3	15.6
Turnover	% Still Working 1 Quarter After Hire	86.6	85.4	85.8	68.7

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
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Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
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<sup>a</sup>Source: U.S. Bureau of Labor Statistics



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Job Characteristics		Occupation and SOC Code			
		Food Preparation Workers (35-2021)	Receptionists & Information Clerks (43-4171)	Cooks, Fast Food (35-2011)	Farmworkers, Farm & Ranch Animals (45-2093)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		838	787	779	750
Average Hourly Wage (\$)		\$8.50	\$11.50	\$8.00	\$10.98
% Paid Piece Rate		0.0	0.0	0.0	1.4
% Offered Selected Benefits	Health Insurance	8.5	34.6	25.6	20.1
	Retirement	1.6	42.7	2.8	18.3
	Paid Leave	11.5	50.9	7.4	22.7
Skills Selected as "Important" (%)	Service Orientation	87.3	92.3	92.6	41.1
	Critical Thinking	63.0	73.7	73.7	78.3
	Reading Comprehension	70.0	84.9	84.7	33.9
	Technology Design	39.0	43.2	36.5	27.4
	Operation and Control	61.4	61.4	50.1	65.9
Employer's Satisfaction with New Hires' Skills	Satisfied	21.4	51.9	26.1	42.8
	Not Satisfied	10.0	2.7	22.3	7.2
	Neither	15.4	10.9	14.2	11.0
	Other	53.2	34.5	37.4	39.0
Average Weekly Hours	20 or Less	34.1	23.7	32.2	8.5
	21-35	52.9	30.6	52.7	12.1
	36 or More	13.0	45.7	15.1	79.4
Gender	Female	61.0	85.3	20.4	13.1
	Male	27.1	9.0	52.3	57.4
	Nonresident	11.9	5.7	27.4	29.5
Age Group	19 and Younger	31.0	9.2	30.8	11.8
	20-24	11.0	22.2	9.8	13.2
	25-34	14.9	21.4	9.1	13.5
	35-44	5.7	19.6	12.0	12.3
	45-54	7.7	11.3	5.5	10.5
	55-64	17.0	7.1	5.5	6.9
	65 and Older	0.0	3.0	0.0	0.8
	Unknown	12.7	6.3	27.4	31.1
Turnover	% Still Working 1 Quarter After Hire	56.5	74.3	74.9	73.9

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Bookkeeping, Accounting, & Auditing Clerks (43-3031)	Dining Room & Cafeteria Attendants & Bartender (35- 9011)	Nursing Assistants (31- 1014)	Customer Service Representatives (43-4051)
Typical Education		High School Diploma or Less	High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less
N		727	709	703	674
Average Hourly Wage (\$)		\$16.83	\$8.40	\$11.75	\$10.00
% Paid Piece Rate		0.0	50.1	0.0	11.5
% Offered Selected Benefits	Health Insurance	45.9	0.0	59.6	61.9
	Retirement	38.5	5.0	45.7	58.5
	Paid Leave	61.8	6.7	57.3	61.2
Skills Selected as "Important" (%)	Service Orientation	70.3	95.0	95.8	93.3
	Critical Thinking	92.8	23.0	97.6	80.3
	Reading Comprehension	96.8	11.8	85.4	80.0
	Technology Design	44.0	1.7	63.0	49.5
	Operation and Control	51.2	11.8	56.9	59.0
Employer's Satisfaction with New Hires' Skills	Satisfied	62.2	33.0	52.8	49.2
	Not Satisfied	3.4	0.0	2.3	4.6
	Neither	4.0	26.3	8.7	9.9
	Other	30.3	40.7	36.1	36.3
Average Weekly Hours	20 or Less	11.8	50.5	15.6	5.3
	21-35	10.2	29.3	46.7	14.4
	36 or More	78.1	20.2	37.8	80.3
Gender	Female	73.8	47.4	90.2	61.8
	Male	20.5	26.9	2.3	24.2
	Nonresident	5.8	25.7	7.5	14.1
Age Group	19 and Younger	0.2	30.7	15.1	2.6
	20-24	14.1	20.1	22.7	17.6
	25-34	18.6	10.0	20.6	31.4
	35-44	18.2	1.7	15.7	11.9
	45-54	30.8	5.0	11.0	12.4
	55-64	10.2	5.0	4.0	10.0
	65 and Older	1.4	0.0	3.5	0.0
	Unknown	6.4	27.5	7.5	14.1
Turnover	% Still Working 1 Quarter After Hire	96.6	77.6	87.8	88.7

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Substitute Teachers (25-3098)	Host & Hostess, Restaurant, Lounge & Coffee Shop (35-9031)	Cleaners of Vehicles & Equipment (53-7061)	Plumbers, Pipefitters, & Steamfitters (47-2152)
Typical Education		Bachelors	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		639	617	601	596
Average Hourly Wage (\$)		\$12.38	\$8.00	\$10.50	\$24.00
% Paid Piece Rate		0.0	5.8	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	11.5	22.1	41.6
	Retirement	0.0	0.0	37.8	41.6
	Paid Leave	0.0	17.3	50.2	41.6
Skills Selected as "Important" (%)	Service Orientation	78.3	94.2	43.4	48.6
	Critical Thinking	88.7	53.9	27.1	74.4
	Reading Comprehension	89.7	42.4	16.4	66.8
	Technology Design	27.8	7.8	14.6	41.0
	Operation and Control	23.7	25.1	44.9	63.5
Employer's Satisfaction with New Hires' Skills	Satisfied	44.4	29.8	29.5	37.6
	Not Satisfied	1.0	0.0	3.1	4.0
	Neither	4.1	5.8	10.4	3.7
	Other	50.5	64.4	57.0	54.8
Average Weekly Hours	20 or Less	84.2	69.4	3.9	0.0
	21-35	14.0	30.6	35.7	3.8
	36 or More	1.8	0.0	60.4	96.2
Gender	Female	74.2	76.9	28.0	3.7
	Male	17.5	5.8	64.0	73.6
	Nonresident	8.3	17.3	8.0	22.7
Age Group	19 and Younger	4.1	18.3	13.6	0.0
	20-24	24.7	12.5	22.9	7.6
	25-34	22.7	23.1	21.3	25.6
	35-44	18.6	17.3	12.7	29.5
	45-54	13.4	0.0	12.7	11.0
	55-64	6.2	0.0	4.3	3.7
	65 and Older	2.1	5.8	4.7	0.0
	Unknown	8.3	23.1	8.0	22.7
Turnover	% Still Working 1 Quarter After Hire	83.5	94.2	89.5	78.1

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Service Station Attendants (53-6031)	Teacher Assistants (25-9041)	Cooks, Institution & Cafeteria (35-2012)	Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)
Typical Education		High School Diploma or Less	Some College, No Degree	High School Diploma or Less	High School Diploma or Less
N		575	559	546	517
Average Hourly Wage (\$)		\$9.00	\$11.84	\$10.25	\$14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	43.7	53.2	34.8	41.0
	Retirement	32.2	56.7	22.2	32.0
	Paid Leave	37.6	61.6	47.3	45.1
Skills Selected as "Important" (%)	Service Orientation	95.7	93.1	68.2	70.6
	Critical Thinking	86.3	88.2	86.6	72.1
	Reading Comprehension	80.9	92.0	79.4	52.3
	Technology Design	45.7	28.4	13.7	57.3
	Operation and Control	87.6	21.3	77.7	76.3
Employer's Satisfaction with New Hires' Skills	Satisfied	35.1	65.5	26.6	32.4
	Not Satisfied	13.2	1.2	19.9	11.6
	Neither	12.5	6.6	9.7	6.1
	Other	39.3	26.7	43.9	49.9
Average Weekly Hours	20 or Less	4.5	13.2	6.4	0.0
	21-35	15.2	57.8	54.4	6.0
	36 or More	80.4	27.6	39.2	94.0
Gender	Female	23.5	78.6	67.1	11.9
	Male	67.8	16.8	17.9	70.6
	Nonresident	8.7	4.6	15.0	17.6
Age Group	19 and Younger	14.4	12.5	7.3	7.1
	20-24	37.6	18.4	15.5	10.2
	25-34	17.3	33.3	25.7	26.0
	35-44	4.3	11.3	17.5	16.7
	45-54	11.6	9.4	7.7	12.2
	55-64	4.9	8.1	11.4	6.1
	65 and Older	1.1	1.2	0.0	4.1
	Unknown	8.7	5.8	15.0	17.6
Turnover	% Still Working 1 Quarter After Hire	69.0	89.4	74.6	76.6

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Food Preparation (35-1012)	Security Guards (33-9032)	Tire Repairers & Changers (49-3093)	Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		512	499	491	487
Average Hourly Wage (\$)		\$11.00	\$11.80	\$10.00	\$18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	51.0	16.7	64.2	70.5
	Retirement	0.0	35.9	64.2	58.7
	Paid Leave	51.8	15.5	77.0	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	83.2	89.8	70.3
	Critical Thinking	100.0	65.8	82.0	93.6
	Reading Comprehension	66.9	73.1	71.7	80.4
	Technology Design	31.0	7.2	64.7	69.5
	Operation and Control	71.0	33.1	93.0	85.2
Employer's Satisfaction with New Hires' Skills	Satisfied	29.4	40.0	26.3	44.3
	Not Satisfied	6.9	5.9	10.2	9.2
	Neither	1.2	7.0	19.2	8.0
	Other	62.5	47.1	44.2	38.5
Average Weekly Hours	20 or Less	0.0	28.1	1.5	4.4
	21-35	11.2	27.9	2.9	3.0
	36 or More	88.8	44.0	95.6	92.6
Gender	Female	49.3	28.6	14.7	7.0
	Male	29.0	44.7	76.3	82.6
	Nonresident	21.7	26.7	9.0	10.4
Age Group	19 and Younger	20.8	2.3	12.8	7.4
	20-24	1.0	12.5	25.0	6.4
	25-34	13.9	20.7	25.0	32.7
	35-44	13.9	5.0	9.0	18.8
	45-54	13.6	13.9	10.2	16.0
	55-64	0.0	13.6	4.5	7.0
	65 and Older	8.1	5.2	0.0	1.3
	Unknown	28.6	26.7	13.5	10.4
Turnover	% Still Working 1 Quarter After Hire	91.9	76.2	50.5	86.3

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Sales Representatives , Wholesale & Manufacturing (41-4012)	Counter & Rental Clerks (41-2021)	Parts Salespersons (41-2022)	Industrial Machinery Mechanics (49- 9041)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		465	456	452	447
Average Hourly Wage (\$)		\$25.00	\$10.50	\$10.00	\$18.00
% Paid Piece Rate		5.3	17.3	0.0	0.0
% Offered Selected Benefits	Health Insurance	73.1	38.0	56.0	88.9
	Retirement	67.8	35.1	69.6	67.3
	Paid Leave	84.0	41.2	35.1	91.1
Skills Selected as "Important" (%)	Service Orientation	98.9	97.3	80.5	71.6
	Critical Thinking	89.1	65.9	83.1	88.2
	Reading Comprehension	93.6	87.2	70.7	73.4
	Technology Design	73.9	34.3	20.6	57.3
	Operation and Control	43.1	53.7	30.4	81.9
Employer's Satisfaction with New Hires' Skills	Satisfied	46.8	43.9	22.8	39.6
	Not Satisfied	4.7	3.5	14.7	4.5
	Neither	2.9	14.9	1.4	6.7
	Other	45.6	37.6	61.1	49.3
Average Weekly Hours	20 or Less	2.8	4.9	6.9	0.0
	21-35	8.4	39.9	48.4	6.6
	36 or More	88.8	55.2	44.7	93.4
Gender	Female	20.4	42.9	24.4	3.3
	Male	69.7	31.9	64.4	82.8
	Nonresident	9.9	25.2	11.1	13.9
Age Group	19 and Younger	4.3	4.5	15.8	6.0
	20-24	4.3	17.5	22.8	18.7
	25-34	35.1	25.0	14.7	20.8
	35-44	22.0	19.2	16.0	19.7
	45-54	13.3	4.6	7.4	18.3
	55-64	9.0	4.0	9.8	2.6
	65 and Older	2.1	0.0	2.5	0.0
	Unknown	9.9	25.2	11.1	13.9
Turnover	% Still Working 1 Quarter After Hire	92.3	79.7	81.2	87.7

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Construction Tr (47-1011)	Tellers (43-3071)	Bakers (51-3011)	Helpers--Installation, Maint., & Repair Workers (49-9098)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		446	416	415	408
Average Hourly Wage (\$)		\$24.96	\$10.82	\$9.57	\$11.00
% Paid Piece Rate		4.9	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	79.5	85.3	35.1	19.8
	Retirement	62.9	85.3	29.8	13.7
	Paid Leave	38.6	88.4	26.6	32.5
Skills Selected as "Important" (%)	Service Orientation	72.7	97.7	68.2	76.4
	Critical Thinking	95.1	86.0	96.4	90.9
	Reading Comprehension	85.0	88.4	91.4	55.2
	Technology Design	61.4	45.0	11.8	20.6
	Operation and Control	94.3	49.6	83.7	81.0
Employer's Satisfaction with New Hires' Skills	Satisfied	39.0	44.2	44.1	32.8
	Not Satisfied	9.4	1.6	1.2	15.9
	Neither	0.0	3.1	6.5	15.7
	Other	51.6	51.2	48.2	35.6
Average Weekly Hours	20 or Less	0.0	0.9	10.0	27.1
	21-35	0.0	20.4	25.3	3.4
	36 or More	100.0	78.8	64.7	69.5
Gender	Female	2.3	80.6	50.2	15.6
	Male	84.6	11.6	20.8	71.8
	Nonresident	13.1	7.8	29.0	12.6
Age Group	19 and Younger	0.0	7.0	17.2	24.9
	20-24	0.0	31.0	15.9	24.3
	25-34	25.9	27.9	15.1	21.2
	35-44	27.2	10.1	13.9	9.6
	45-54	20.4	12.4	8.9	0.4
	55-64	13.4	3.1	0.0	1.5
	65 and Older	0.0	0.0	0.0	5.4
	Unknown	13.1	8.5	29.0	12.6
Turnover	% Still Working 1 Quarter After Hire	67.2	88.4	82.9	75.4

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Automotive Service Technicians & Mechanics (49-3023)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Laundry & Dry-Cleaning Workers (51-6011)	Helpers--Carpenters (47-3012)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		402	392	391	381
Average Hourly Wage (\$)		\$15.00	\$19.25	\$9.00	\$12.00
% Paid Piece Rate		3.1	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	60.9	79.1	37.2	51.4
	Retirement	52.3	66.6	17.4	45.7
	Paid Leave	57.5	74.0	62.9	47.0
Skills Selected as "Important" (%)	Service Orientation	82.8	61.4	47.4	40.0
	Critical Thinking	91.2	88.8	34.7	88.6
	Reading Comprehension	81.7	74.5	27.6	42.9
	Technology Design	80.2	59.4	22.9	40.0
	Operation and Control	96.6	68.4	82.6	58.4
Employer's Satisfaction with New Hires' Skills	Satisfied	38.7	35.8	19.7	31.5
	Not Satisfied	3.1	2.7	4.7	5.7
	Neither	16.5	1.3	23.0	0.0
	Other	41.8	60.3	52.6	62.8
Average Weekly Hours	20 or Less	5.8	0.0	13.8	0.0
	21-35	1.9	2.7	46.6	2.0
	36 or More	92.3	97.3	39.6	98.0
Gender	Female	21.9	8.2	58.1	5.7
	Male	76.5	81.5	35.6	69.8
	Nonresident	1.5	10.3	6.3	24.5
Age Group	19 and Younger	14.0	0.9	6.3	17.1
	20-24	12.5	20.1	20.2	22.8
	25-34	21.1	24.6	21.7	18.4
	35-44	17.1	26.2	12.3	5.7
	45-54	21.8	15.0	4.7	11.4
	55-64	11.0	1.3	24.5	0.0
	65 and Older	0.9	0.0	2.3	0.0
	Unknown	1.5	11.9	7.9	24.5
Turnover	% Still Working 1 Quarter After Hire	74.0	93.9	49.8	71.5

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Medical Secretaries (43-6013)	Coaches & Scouts (27-2022)	Service Unit Operators, Oil, Gas, & Mining (47-5013)	Secretaries, Except Legal, Medical, & Executive (43-6014)
Typical Education		High School Diploma or Less	Bachelors	High School Diploma or Less	High School Diploma or Less
N		376	372	372	370
Average Hourly Wage (\$)		\$15.00	\$12.50	\$23.08	\$12.00
% Paid Piece Rate		0.0	23.5	0.0	3.6
% Offered Selected Benefits	Health Insurance	61.9	1.8	89.2	47.1
	Retirement	55.4	3.5	89.2	45.5
	Paid Leave	71.7	1.2	86.5	51.6
Skills Selected as "Important" (%)	Service Orientation	100.0	91.2	37.8	89.4
	Critical Thinking	83.7	70.7	51.4	77.9
	Reading Comprehension	80.4	31.5	37.8	95.9
	Technology Design	46.9	7.1	29.7	49.6
	Operation and Control	53.4	21.7	56.8	52.1
Employer's Satisfaction with New Hires' Skills	Satisfied	48.0	52.1	18.9	54.5
	Not Satisfied	13.0	1.2	0.0	7.1
	Neither	9.8	8.8	2.7	3.6
	Other	29.1	38.0	78.4	34.8
Average Weekly Hours	20 or Less	10.1	79.7	0.0	10.3
	21-35	17.8	14.7	7.4	19.2
	36 or More	72.1	5.6	92.6	70.5
Gender	Female	90.6	45.2	2.7	70.7
	Male	3.1	38.4	83.8	19.2
	Nonresident	6.3	16.4	13.5	10.1
Age Group	19 and Younger	3.3	5.9	2.7	6.4
	20-24	14.2	17.4	16.2	18.5
	25-34	26.1	21.7	29.7	23.7
	35-44	13.0	12.3	18.9	21.2
	45-54	24.1	7.0	16.2	16.4
	55-64	6.5	12.2	2.7	3.7
	65 and Older	0.0	3.5	0.0	0.0
	Unknown	12.9	19.9	13.5	10.1
Turnover	% Still Working 1 Quarter After Hire	90.2	57.3	89.2	87.2

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Helpers-- Production Workers (51- 9198)	Tour Guides & Escorts (39- 7011)	Medical Assistants (31- 9092)	Wellhead Pumpers (53- 7073)
Typical Education		High School Diploma or Less	High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less
N		351	337	329	307
Average Hourly Wage (\$)		\$13.00	\$10.50	\$10.50	\$25.00
% Paid Piece Rate		0.0	65.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	30.7	0.0	26.1	77.0
	Retirement	15.4	0.0	18.7	72.2
	Paid Leave	18.3	0.0	44.8	68.9
Skills Selected as "Important" (%)	Service Orientation	50.1	86.9	100.0	50.8
	Critical Thinking	95.4	84.4	70.9	86.9
	Reading Comprehension	56.5	53.1	88.8	63.9
	Technology Design	56.9	2.6	59.0	57.4
	Operation and Control	82.3	21.6	56.0	80.3
Employer's Satisfaction with New Hires' Skills	Satisfied	40.6	44.9	63.1	50.8
	Not Satisfied	1.4	0.0	0.0	3.3
	Neither	16.0	1.1	7.5	0.0
	Other	42.0	54.1	29.5	45.9
Average Weekly Hours	20 or Less	1.9	4.4	16.8	8.9
	21-35	15.2	73.3	8.4	0.0
	36 or More	82.9	22.3	74.8	91.1
Gender	Female	13.1	26.0	70.9	0.0
	Male	69.5	67.0	3.7	88.6
	Nonresident	17.4	7.0	25.4	11.4
Age Group	19 and Younger	3.5	13.1	3.7	3.3
	20-24	9.6	19.6	14.9	23.0
	25-34	34.3	17.3	37.3	32.8
	35-44	9.7	18.0	0.0	9.8
	45-54	14.6	7.8	3.7	9.8
	55-64	9.1	15.9	14.9	9.8
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	19.2	8.2	25.4	11.4
Turnover	% Still Working 1 Quarter After Hire	59.1	82.1	63.4	93.4

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		First-Line Supervis./Managers of Retail Sales Work (41-1011)	Painters, Construction & Maintenance (47-2141)	Lodging Managers (11-9081)	Rotary Drill Operators, Oil & Gas (47-5012)
Typical Education		High School Diploma or Less	High School Diploma or Less	Bachelors	High School Diploma or Less
N		303	297	296	273
Average Hourly Wage (\$)		\$12.00	\$15.00	\$15.00	\$20.23
% Paid Piece Rate		14.6	0.0	0.0	33.1
% Offered Selected Benefits	Health Insurance	79.5	41.3	0.0	70.5
	Retirement	79.5	19.3	0.0	70.5
	Paid Leave	81.6	29.3	72.1	55.8
Skills Selected as "Important" (%)	Service Orientation	100.0	44.0	100.0	40.5
	Critical Thinking	96.2	100.0	39.9	84.7
	Reading Comprehension	78.1	51.3	39.9	33.1
	Technology Design	24.0	22.0	88.0	62.6
	Operation and Control	36.8	51.3	96.1	92.0
Employer's Satisfaction with New Hires' Skills	Satisfied	35.7	48.7	36.0	14.7
	Not Satisfied	8.9	0.0	0.0	0.0
	Neither	7.3	7.3	3.9	3.7
	Other	48.1	44.0	60.1	81.6
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	41.0	22.0	0.0	0.0
	36 or More	59.0	78.0	100.0	100.0
Gender	Female	41.9	7.3	48.0	3.7
	Male	58.1	92.7	36.0	73.6
	Nonresident	0.0	0.0	15.9	22.7
Age Group	19 and Younger	0.0	7.3	0.0	0.0
	20-24	7.3	22.0	12.0	18.4
	25-34	54.8	22.0	12.0	14.7
	35-44	16.2	19.3	24.0	18.4
	45-54	18.4	22.0	12.0	18.4
	55-64	1.6	7.3	12.0	7.4
	65 and Older	1.6	0.0	0.0	0.0
	Unknown	0.0	0.0	27.9	22.7
Turnover	% Still Working 1 Quarter After Hire	85.4	78.0	96.1	66.9

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Recreation Workers (39- 9032)	Cooks, Short Order (35-2015)	Pesticide Handlers Sprayers & Applicators, Vegi (37-3012)	Packers & Packagers, Hand (53-7064)
Typical Education		Bachelors	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		271	267	258	245
Average Hourly Wage (\$)		\$10.00	\$8.00	\$13.00	\$8.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	26.4	0.0	11.3	21.3
	Retirement	21.9	0.0	3.9	36.0
	Paid Leave	32.4	0.0	9.7	40.1
Skills Selected as "Important" (%)	Service Orientation	98.5	93.6	77.0	88.6
	Critical Thinking	64.5	65.4	79.6	41.3
	Reading Comprehension	55.2	86.9	71.0	36.6
	Technology Design	29.2	1.6	51.1	13.1
	Operation and Control	48.3	20.4	80.0	17.2
Employer's Satisfaction with New Hires' Skills	Satisfied	64.5	11.5	49.6	57.2
	Not Satisfied	1.4	39.9	0.0	12.3
	Neither	8.3	32.1	17.0	2.0
	Other	25.8	16.5	33.5	28.5
Average Weekly Hours	20 or Less	48.7	20.8	4.2	40.9
	21-35	21.5	56.5	34.8	24.5
	36 or More	29.8	22.7	61.0	34.6
Gender	Female	53.3	42.0	27.6	59.9
	Male	25.1	58.0	63.7	34.0
	Nonresident	21.6	0.0	8.7	6.1
Age Group	19 and Younger	11.4	13.3	14.4	37.2
	20-24	24.2	39.9	35.7	14.5
	25-34	17.3	26.4	15.8	13.8
	35-44	10.0	1.6	13.5	4.1
	45-54	10.9	18.8	9.5	1.4
	55-64	4.5	0.0	1.2	11.8
	65 and Older	0.0	0.0	1.2	0.0
	Unknown	21.6	0.0	8.7	17.2
Turnover	% Still Working 1 Quarter After Hire	82.1	39.7	87.2	71.8

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Merchandise Displays & Window Trimmers (27- 1026)	Amusement & Recreation Attendants (39- 3091)	Social & Human Service Assistants (21- 1093)	Crossing Guards (33-9091)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		243	238	237	229
Average Hourly Wage (\$)		\$9.50	\$9.00	\$11.56	\$15.02
% Paid Piece Rate		0.0	3.6	0.0	0.0
% Offered Selected Benefits	Health Insurance	4.1	0.0	46.6	0.0
	Retirement	4.1	0.0	25.9	0.0
	Paid Leave	10.2	0.0	46.6	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	98.2	94.8	50.0
	Critical Thinking	93.9	51.7	89.7	55.7
	Reading Comprehension	83.6	41.0	67.2	15.2
	Technology Design	81.6	19.5	15.5	30.4
	Operation and Control	87.7	50.1	20.7	30.4
Employer's Satisfaction with New Hires' Skills	Satisfied	17.2	52.0	69.0	29.8
	Not Satisfied	0.0	3.5	0.0	9.5
	Neither	2.0	7.2	10.3	5.1
	Other	80.7	37.3	20.7	55.7
Average Weekly Hours	20 or Less	85.1	45.8	22.2	25.3
	21-35	10.7	48.2	33.3	35.4
	36 or More	4.3	6.0	44.4	39.3
Gender	Female	60.5	42.8	48.3	30.4
	Male	37.4	44.5	31.0	55.1
	Nonresident	2.0	12.6	20.7	14.6
Age Group	19 and Younger	31.3	35.5	0.0	5.1
	20-24	13.2	12.6	15.5	24.7
	25-34	20.2	18.0	25.9	30.4
	35-44	11.1	7.1	5.2	5.1
	45-54	20.2	5.3	22.4	10.1
	55-64	2.0	7.0	5.2	5.1
	65 and Older	0.0	1.8	5.2	5.1
	Unknown	2.0	12.6	20.7	14.6
Turnover	% Still Working 1 Quarter After Hire	100.0	76.5	89.7	75.3

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Insulation Workers, Floor, Ceiling, & Wall (47-2131)	Pharmacy Technicians (29-2052)	Geological & Petroleum Technicians (19-4041)	Fence Erectors (47-4031)
Typical Education		High School Diploma or Less	High School Diploma or Less	Associates	High School Diploma or Less
N		201	199	197	197
Average Hourly Wage (\$)		\$14.50	\$12.00	\$22.55	\$15.00
% Paid Piece Rate		0.0	0.0	10.1	0.0
% Offered Selected Benefits	Health Insurance	16.9	77.8	71.4	0.0
	Retirement	16.9	77.8	56.1	0.0
	Paid Leave	16.9	77.8	71.4	10.2
Skills Selected as "Important" (%)	Service Orientation	27.8	100.0	61.1	27.1
	Critical Thinking	38.6	100.0	94.9	50.7
	Reading Comprehension	16.9	100.0	72.1	55.9
	Technology Design	16.9	22.2	55.9	18.4
	Operation and Control	6.1	33.3	82.2	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	6.1	55.6	38.9	50.7
	Not Satisfied	10.8	0.0	0.0	0.0
	Neither	21.7	0.0	0.0	16.1
	Other	61.4	44.4	61.1	33.1
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	12.2	50.0	0.0	10.8
	36 or More	87.8	50.0	100.0	89.2
Gender	Female	0.0	55.6	5.0	11.0
	Male	55.9	22.2	68.7	89.0
	Nonresident	44.1	22.2	26.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	11.0
	20-24	27.4	11.1	20.4	27.2
	25-34	10.8	44.4	7.6	33.1
	35-44	5.8	11.1	40.7	11.0
	45-54	0.0	11.1	2.5	5.1
	55-64	6.1	0.0	2.5	12.6
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	49.8	22.2	26.3	0.0
Turnover	% Still Working 1 Quarter After Hire	55.2	88.9	84.7	44.8

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Elementary School Teachers, Exc. Special Educ. (25-2021)	Taxi Drivers & Chauffeurs (53-3041)	Dispatchers, Except Police, Fire, & Ambulance (43-5032)	Dental Assistants (31-9091)
Typical Education		Bachelors	High School Diploma or Less	High School Diploma or Less	Postsecondary Non-Degree Award
N		191	187	184	184
Average Hourly Wage (\$)		\$21.48	\$10.41	\$14.50	\$13.00
% Paid Piece Rate		0.0	39.3	0.0	0.0
% Offered Selected Benefits	Health Insurance	79.3	57.7	71.5	40.0
	Retirement	82.8	40.9	57.9	26.7
	Paid Leave	86.2	40.9	83.8	46.7
Skills Selected as "Important" (%)	Service Orientation	100.0	91.3	98.0	100.0
	Critical Thinking	100.0	82.8	98.0	86.7
	Reading Comprehension	100.0	85.1	73.5	73.3
	Technology Design	69.0	17.8	66.7	60.0
	Operation and Control	13.8	91.3	70.2	80.0
Employer's Satisfaction with New Hires' Skills	Satisfied	55.2	14.0	34.0	66.7
	Not Satisfied	0.0	3.4	0.0	6.7
	Neither	0.0	13.6	5.5	6.7
	Other	44.8	69.0	60.5	20.0
Average Weekly Hours	20 or Less	22.2	8.4	0.0	6.7
	21-35	14.8	27.9	9.7	86.7
	36 or More	63.0	63.7	90.3	6.7
Gender	Female	79.3	17.6	29.9	100.0
	Male	17.2	48.0	59.9	0.0
	Nonresident	3.4	34.4	10.3	0.0
Age Group	19 and Younger	0.0	0.0	4.7	6.7
	20-24	24.1	3.4	23.8	33.3
	25-34	37.9	14.7	21.0	26.7
	35-44	24.1	17.9	25.2	20.0
	45-54	10.3	8.9	6.1	6.7
	55-64	0.0	15.4	0.0	6.7
	65 and Older	0.0	5.3	3.4	0.0
	Unknown	3.4	34.4	15.7	0.0
Turnover	% Still Working 1 Quarter After Hire	93.1	73.2	94.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Helpers-- Extraction Workers (47- 5081)	Travel Guides (39-7012)	Financial Managers (11- 3031)	Motorcycle Mechanics (49- 3052)
Typical Education		High School Diploma or Less	High School Diploma or Less	Bachelors	High School Diploma or Less
N		183	182	178	176
Average Hourly Wage (\$)		\$13.00	\$15.00	\$20.23	\$12.00
% Paid Piece Rate		0.0	14.2	0.0	0.0
% Offered Selected Benefits	Health Insurance	55.1	0.0	97.9	50.0
	Retirement	49.6	0.0	79.3	25.0
	Paid Leave	44.0	0.0	94.6	25.0
Skills Selected as "Important" (%)	Service Orientation	56.0	92.9	87.7	75.0
	Critical Thinking	89.0	95.3	99.0	100.0
	Reading Comprehension	33.0	38.5	92.1	100.0
	Technology Design	22.0	40.9	46.7	75.0
	Operation and Control	77.1	74.0	90.7	75.0
Employer's Satisfaction with New Hires' Skills	Satisfied	22.0	52.0	56.1	12.5
	Not Satisfied	11.0	0.0	0.0	0.0
	Neither	17.4	24.3	3.6	25.0
	Other	49.6	23.7	40.3	62.5
Average Weekly Hours	20 or Less	0.0	5.9	0.0	0.0
	21-35	0.0	52.9	0.0	0.0
	36 or More	100.0	41.2	100.0	100.0
Gender	Female	0.0	16.6	47.4	25.0
	Male	77.1	57.4	43.8	37.5
	Nonresident	22.9	26.0	8.7	37.5
Age Group	19 and Younger	5.5	4.7	0.0	0.0
	20-24	16.5	7.1	11.1	0.0
	25-34	16.5	23.7	31.7	25.0
	35-44	11.0	11.8	11.1	25.0
	45-54	16.5	21.9	33.8	12.5
	55-64	11.0	4.7	1.8	0.0
	65 and Older	0.0	0.0	1.8	0.0
	Unknown	22.9	26.0	8.7	37.5
Turnover	% Still Working 1 Quarter After Hire	89.0	54.4	98.2	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Accountants & Auditors (13-2011)	Dental Hygienists (29-2021)	Excavating & Loading Machine & Dragline Operators (53-7032)	Electrical Power-Line Installers & Repairers (49-9051)
Typical Education		Bachelors	Associates	High School Diploma or Less	High School Diploma or Less
N		175	172	169	165
Average Hourly Wage (\$)		\$23.08	\$30.00	\$22.57	\$28.08
% Paid Piece Rate		0.0	7.1	0.0	0.0
% Offered Selected Benefits	Health Insurance	55.5	14.3	74.3	100.0
	Retirement	58.3	28.6	24.8	44.0
	Paid Leave	58.7	21.4	48.5	72.5
Skills Selected as "Important" (%)	Service Orientation	63.2	100.0	12.9	68.2
	Critical Thinking	94.3	92.9	61.4	95.7
	Reading Comprehension	100.0	64.3	50.5	95.7
	Technology Design	37.2	92.9	12.9	40.8
	Operation and Control	53.5	85.7	100.0	95.7
Employer's Satisfaction with New Hires' Skills	Satisfied	64.9	78.6	50.5	47.4
	Not Satisfied	2.8	0.0	0.0	0.0
	Neither	7.4	0.0	12.9	13.2
	Other	24.9	21.4	36.7	39.4
Average Weekly Hours	20 or Less	20.7	46.2	0.0	0.0
	21-35	8.1	46.2	0.0	0.0
	36 or More	71.2	7.7	100.0	100.0
Gender	Female	62.6	100.0	0.0	1.1
	Male	33.0	0.0	87.1	70.4
	Nonresident	4.4	0.0	12.9	28.5
Age Group	19 and Younger	0.0	0.0	0.0	1.1
	20-24	9.3	7.1	5.9	16.4
	25-34	41.9	57.1	24.8	20.0
	35-44	7.9	7.1	5.9	19.7
	45-54	15.7	21.4	37.6	14.3
	55-64	20.9	7.1	12.9	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	4.4	0.0	12.9	28.5
Turnover	% Still Working 1 Quarter After Hire	91.6	85.7	61.4	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Shipping, Receiving, & Traffic Clerks (43-5071)	Agricultural Equipment Operators (45- 2091)	Farmworkers & Laborers, Crop, Nursery & Greenhouse (45- 2092)	Police & Sheriff's Patrol Officers (33- 3051)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		164	164	163	163
Average Hourly Wage (\$)		\$9.00	\$12.25	\$8.00	\$18.75
% Paid Piece Rate		0.0	5.5	1.8	0.0
% Offered Selected Benefits	Health Insurance	85.7	73.3	0.0	90.0
	Retirement	85.7	73.3	0.0	90.0
	Paid Leave	85.7	75.1	16.5	77.5
Skills Selected as "Important" (%)	Service Orientation	43.8	80.0	59.6	100.0
	Critical Thinking	59.8	96.4	58.3	100.0
	Reading Comprehension	94.0	75.7	36.2	90.0
	Technology Design	12.1	84.2	31.2	52.5
	Operation and Control	74.4	93.3	56.4	77.5
Employer's Satisfaction with New Hires' Skills	Satisfied	33.3	34.1	44.5	62.5
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	24.7	3.6	11.0	7.5
	Other	42.0	62.3	44.5	30.0
Average Weekly Hours	20 or Less	7.7	0.0	0.0	8.6
	21-35	3.1	5.5	28.6	2.9
	36 or More	89.2	90.9	71.4	88.6
Gender	Female	53.3	18.9	35.3	20.0
	Male	46.7	76.2	44.5	77.5
	Nonresident	0.0	4.9	20.2	2.5
Age Group	19 and Younger	3.0	42.2	10.8	2.5
	20-24	32.4	13.4	7.3	22.5
	25-34	45.0	3.6	31.7	30.0
	35-44	6.0	5.5	19.0	30.0
	45-54	10.5	1.8	3.7	10.0
	55-64	3.1	26.9	3.7	2.5
	65 and Older	0.0	1.8	1.8	0.0
	Unknown	0.0	4.9	22.0	2.5
Turnover	% Still Working 1 Quarter After Hire	97.0	89.7	43.6	97.5

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Occupational Health & Safety Specialists (29-9011)	Industrial Truck & Tractor Operators (53-7051)	Heating, Air Conditioning, & Refrigeration Mecha (49-9021)	Packaging & Filling Machine Operators & Tenders (51-9111)
Typical Education		Bachelors	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		161	160	157	156
Average Hourly Wage (\$)		\$26.00	\$16.07	\$18.00	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	96.9	54.1	58.5	77.4
	Retirement	20.8	54.1	44.7	77.4
	Paid Leave	100.0	41.4	58.5	87.1
Skills Selected as "Important" (%)	Service Orientation	100.0	48.5	58.5	12.8
	Critical Thinking	100.0	59.6	86.2	90.3
	Reading Comprehension	100.0	31.7	58.5	90.3
	Technology Design	78.1	29.6	44.7	25.7
	Operation and Control	91.7	73.1	100.0	93.6
Employer's Satisfaction with New Hires' Skills	Satisfied	47.9	39.0	72.3	41.9
	Not Satisfied	0.0	1.9	13.8	0.0
	Neither	0.0	16.6	0.0	9.7
	Other	52.1	42.5	13.8	48.5
Average Weekly Hours	20 or Less	0.0	17.3	0.0	3.7
	21-35	0.0	3.7	16.1	0.0
	36 or More	100.0	79.0	83.9	96.3
Gender	Female	1.1	6.2	0.0	9.7
	Male	76.2	88.8	86.2	58.0
	Nonresident	22.7	5.0	13.8	32.3
Age Group	19 and Younger	0.0	6.2	13.8	0.0
	20-24	27.1	22.8	13.8	19.3
	25-34	8.5	19.9	55.3	29.1
	35-44	17.8	22.4	3.2	12.9
	45-54	17.7	20.5	0.0	3.2
	55-64	6.3	3.1	0.0	3.2
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	22.7	5.0	13.8	32.3
Turnover	% Still Working 1 Quarter After Hire	96.9	90.7	100.0	93.6

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not dicloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Nonfarm Animal Caretakers (39- 2021)	Helpers-- Roofers (47- 3016)	Secondary School Teachers, Except Special & Voca (25- 2031)	Legal Secretaries (43- 6012)
Typical Education		High School Diploma or Less	High School Diploma or Less	Bachelors	High School Diploma or Less
N		154	152	152	150
Average Hourly Wage (\$)		\$9.00	\$12.00	\$20.95	\$15.00
% Paid Piece Rate		3.2	0.0	4.3	0.0
% Offered Selected Benefits	Health Insurance	14.7	28.6	69.6	44.6
	Retirement	9.9	0.0	65.2	21.7
	Paid Leave	17.1	57.1	39.1	54.3
Skills Selected as "Important" (%)	Service Orientation	74.0	0.0	87.0	93.5
	Critical Thinking	64.3	100.0	95.7	100.0
	Reading Comprehension	51.4	0.0	95.7	100.0
	Technology Design	39.5	14.3	47.8	38.6
	Operation and Control	41.1	57.1	30.4	64.7
Employer's Satisfaction with New Hires' Skills	Satisfied	46.8	28.6	56.5	35.9
	Not Satisfied	4.0	14.3	0.0	9.8
	Neither	17.6	0.0	4.3	0.0
	Other	31.7	57.1	39.1	54.3
Average Weekly Hours	20 or Less	19.3	0.0	19.0	0.0
	21-35	62.0	60.0	0.0	44.1
	36 or More	18.7	40.0	81.0	55.9
Gender	Female	57.6	0.0	43.5	64.1
	Male	28.3	57.1	56.5	29.4
	Nonresident	14.0	42.9	0.0	6.5
Age Group	19 and Younger	26.8	0.0	0.0	0.0
	20-24	12.1	0.0	13.0	13.0
	25-34	25.9	42.9	47.8	32.1
	35-44	6.4	0.0	17.4	13.0
	45-54	8.0	0.0	13.0	28.8
	55-64	4.0	14.3	8.7	3.3
	65 and Older	0.0	0.0	0.0	3.3
	Unknown	16.8	42.9	0.0	6.5
Turnover	% Still Working 1 Quarter After Hire	75.6	42.9	100.0	73.9

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Office & Admin (43-1011)	Preschool Teachers, Except Special Education (25-2011)	Petroleum Engineers (17-2171)	Lifeguards, Ski Patrol, & Other Recreational Pro (33-9092)
Typical Education		High School Diploma or Less	Associates	Bachelors	High School Diploma or Less
N		150	148	147	145
Average Hourly Wage (\$)		\$20.00	\$10.41	\$39.00	\$8.00
% Paid Piece Rate		0.0	0.0	34.3	0.0
% Offered Selected Benefits	Health Insurance	46.7	42.0	79.4	0.0
	Retirement	44.2	25.5	86.3	0.0
	Paid Leave	44.2	66.9	82.9	5.6
Skills Selected as "Important" (%)	Service Orientation	97.9	91.7	89.8	94.4
	Critical Thinking	74.1	100.0	100.0	94.4
	Reading Comprehension	74.7	91.7	86.6	48.0
	Technology Design	74.3	16.6	79.8	36.8
	Operation and Control	81.1	16.6	72.9	50.1
Employer's Satisfaction with New Hires' Skills	Satisfied	18.8	45.9	45.5	53.1
	Not Satisfied	15.9	8.3	0.0	3.0
	Neither	0.0	8.3	0.0	0.0
	Other	65.3	37.6	54.5	44.0
Average Weekly Hours	20 or Less	31.2	0.0	0.0	39.6
	21-35	0.0	40.5	35.5	36.2
	36 or More	68.8	59.5	64.5	24.2
Gender	Female	54.9	83.4	4.5	39.6
	Male	45.1	8.3	75.2	57.6
	Nonresident	0.0	8.3	20.3	2.8
Age Group	19 and Younger	0.0	8.3	0.0	41.2
	20-24	12.0	24.8	20.6	25.0
	25-34	18.0	24.8	38.7	11.9
	35-44	10.7	0.0	3.3	3.0
	45-54	27.8	21.0	13.7	0.0
	55-64	31.4	12.7	3.3	7.5
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	8.3	20.3	11.4
Turnover	% Still Working 1 Quarter After Hire	76.8	100.0	100.0	73.4

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Machinists (51-4041)	Home Health Aides (31-1011)	Helpers-- Pipelayers, Plumbers, Pipefitters, & St (47-3015)	Hairdressers, Hairstylists, & Cosmetologists (39-5012)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Postsecondary Non-Degree Award
N		145	142	142	142
Average Hourly Wage (\$)		\$15.00	\$12.00	\$14.00	\$9.00
% Paid Piece Rate		0.0	0.0	0.0	34.8
% Offered Selected Benefits	Health Insurance	74.9	0.0	52.9	30.4
	Retirement	63.7	0.0	7.1	8.7
	Paid Leave	74.1	0.0	52.9	30.4
Skills Selected as "Important" (%)	Service Orientation	50.0	38.9	61.1	100.0
	Critical Thinking	93.1	34.5	62.4	78.3
	Reading Comprehension	76.8	47.4	47.1	52.2
	Technology Design	65.6	8.7	68.2	34.8
	Operation and Control	83.6	13.0	100.0	43.5
Employer's Satisfaction with New Hires' Skills	Satisfied	68.1	30.2	52.9	43.5
	Not Satisfied	0.0	0.0	0.0	8.7
	Neither	3.5	17.3	31.8	8.7
	Other	28.4	52.5	15.3	39.1
Average Weekly Hours	20 or Less	0.0	65.3	15.3	35.0
	21-35	23.1	24.8	0.0	30.0
	36 or More	76.9	10.0	84.7	35.0
Gender	Female	3.5	87.1	0.0	78.3
	Male	82.8	4.3	84.7	13.0
	Nonresident	13.7	8.6	15.3	8.7
Age Group	19 and Younger	14.7	0.0	1.3	4.3
	20-24	10.4	8.6	30.6	34.8
	25-34	25.1	4.3	30.6	26.1
	35-44	15.5	28.4	0.0	4.3
	45-54	17.2	41.4	7.1	0.0
	55-64	3.5	0.0	15.3	17.4
	65 and Older	0.0	8.7	0.0	4.3
	Unknown	13.7	8.6	15.3	8.7
Turnover	% Still Working 1 Quarter After Hire	93.1	91.4	100.0	78.3

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Computer User Support Specialists (15- 1151)	Insurance Sales Agents (41- 3021)	First-Line Supervisors/Managers of Farming, Fishing (45-1011)	Installation, Maintenance & Repair Workers, Other (49-9099)
Typical Education		Some College, No Degree	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		142	139	138	138
Average Hourly Wage (\$)		\$18.00	\$16.83	\$18.00	\$18.00
% Paid Piece Rate		0.0	9.3	0.0	0.0
% Offered Selected Benefits	Health Insurance	85.4	39.5	82.4	26.8
	Retirement	78.5	32.6	5.1	3.6
	Paid Leave	87.4	48.8	5.1	20.7
Skills Selected as "Important" (%)	Service Orientation	86.6	90.7	95.7	80.2
	Critical Thinking	100.0	97.7	100.0	77.2
	Reading Comprehension	100.0	100.0	97.8	53.9
	Technology Design	100.0	37.2	83.8	66.5
	Operation and Control	96.5	32.6	97.8	92.8
Employer's Satisfaction with New Hires' Skills	Satisfied	52.0	30.2	34.4	56.9
	Not Satisfied	2.0	4.7	0.0	8.1
	Neither	0.0	4.7	4.5	0.0
	Other	46.0	60.5	61.1	35.0
Average Weekly Hours	20 or Less	15.1	5.3	0.0	13.1
	21-35	0.0	18.4	43.5	13.1
	36 or More	84.9	76.3	56.5	73.8
Gender	Female	38.8	51.2	56.0	13.4
	Male	50.9	39.5	39.7	83.0
	Nonresident	10.3	9.3	4.3	3.6
Age Group	19 and Younger	0.0	2.3	0.0	0.0
	20-24	28.4	7.0	27.9	29.9
	25-34	23.9	34.9	0.0	28.2
	35-44	11.4	14.0	39.8	8.1
	45-54	14.0	18.6	2.2	30.2
	55-64	7.6	14.0	25.8	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	14.7	9.3	4.3	3.6
Turnover	% Still Working 1 Quarter After Hire	94.3	93.0	100.0	92.8

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Construction Managers (11-9021)	Emergency Medical Technicians & Paramedics (29-2041)	Helpers, Construction Trades, All Other (47-3019)	Sheet Metal Workers (47-2211)
Typical Education		Bachelors	Postsecondary Non-Degree Award	High School Diploma or Less	High School Diploma or Less
N		137	137	135	135
Average Hourly Wage (\$)		\$48.25	\$18.07	\$12.00	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	79.5	56.7	48.2	85.1
	Retirement	63.6	14.9	32.1	85.1
	Paid Leave	64.6	47.8	0.0	85.1
Skills Selected as "Important" (%)	Service Orientation	51.3	100.0	48.2	85.1
	Critical Thinking	84.1	100.0	100.0	100.0
	Reading Comprehension	84.1	100.0	83.9	85.1
	Technology Design	68.2	82.1	48.2	35.6
	Operation and Control	84.1	73.1	64.3	51.7
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	73.1	35.7	52.9
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	16.1	7.4
	Other	0.0	26.9	48.2	39.7
Average Weekly Hours	20 or Less	0.0	26.6	0.0	0.0
	21-35	0.0	10.0	0.0	0.0
	36 or More	100.0	63.3	100.0	100.0
Gender	Female	0.0	56.7	16.1	0.0
	Male	35.4	43.3	51.8	60.3
	Nonresident	64.6	0.0	32.1	39.7
Age Group	19 and Younger	0.0	0.0	16.1	16.1
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	70.2	19.7	36.8
	35-44	31.8	14.9	32.1	7.4
	45-54	0.0	14.9	0.0	0.0
	55-64	3.6	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	64.6	0.0	32.1	39.7
Turnover	% Still Working 1 Quarter After Hire	84.1	94.1	100.0	85.1

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Team Assemblers (51-2092)	Telecommunications Equipment Installers & Repair (49-2022)	Bus Drivers, School (53-3022)	Outdoor Power Equipment & Other Small Engine Mech. (49-3053)
Typical Education		High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less	High School Diploma or Less
N		133	131	131	130
Average Hourly Wage (\$)		\$11.00	\$18.00	\$14.37	\$17.00
% Paid Piece Rate		8.7	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	61.4	94.1	20.2	3.8
	Retirement	49.0	94.1	25.2	3.8
	Paid Leave	49.0	97.9	29.6	57.6
Skills Selected as "Important" (%)	Service Orientation	41.4	100.0	69.9	63.2
	Critical Thinking	78.8	100.0	80.0	100.0
	Reading Comprehension	96.2	96.2	60.6	97.2
	Technology Design	16.2	100.0	5.0	50.9
	Operation and Control	62.6	100.0	100.0	96.2
Employer's Satisfaction with New Hires' Skills	Satisfied	48.7	38.8	84.9	60.4
	Not Satisfied	3.8	0.0	0.0	0.0
	Neither	8.7	3.8	0.0	0.0
	Other	38.8	57.5	15.1	39.6
Average Weekly Hours	20 or Less	8.7	0.0	37.0	34.0
	21-35	0.0	0.0	35.7	8.5
	36 or More	91.3	100.0	27.3	57.6
Gender	Female	36.2	2.1	40.4	36.8
	Male	55.1	64.7	45.4	63.2
	Nonresident	8.7	33.2	14.2	0.0
Age Group	19 and Younger	7.5	0.0	0.0	17.0
	20-24	7.5	4.2	5.0	6.7
	25-34	28.7	28.1	15.1	36.8
	35-44	31.3	33.2	30.3	5.6
	45-54	16.2	0.0	15.1	17.0
	55-64	0.0	1.3	5.0	17.0
	65 and Older	0.0	0.0	10.1	0.0
	Unknown	8.7	33.2	19.3	0.0
Turnover	% Still Working 1 Quarter After Hire	62.6	33.6	85.1	94.4

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Teachers & Instructors, All Other (25-3099)	Security & Fire Alarm Systems Installers (49-2098)	Assemblers & Fabricators, All Other (51-2099)	Riggers (49-9096)
Typical Education		Bachelors	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		130	126	124	124
Average Hourly Wage (\$)		\$18.80	\$16.00	\$10.10	\$16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	18.8	54.0	40.3	100.0
	Retirement	14.9	54.0	32.2	57.9
	Paid Leave	14.9	54.0	67.7	86.8
Skills Selected as "Important" (%)	Service Orientation	80.9	90.8	75.8	100.0
	Critical Thinking	86.0	100.0	79.8	100.0
	Reading Comprehension	69.0	100.0	75.8	77.3
	Technology Design	9.8	36.8	55.7	43.4
	Operation and Control	9.8	46.0	83.9	61.0
Employer's Satisfaction with New Hires' Skills	Satisfied	60.5	27.6	29.9	17.6
	Not Satisfied	0.0	17.3	16.1	61.0
	Neither	0.0	18.4	16.1	8.1
	Other	39.5	36.8	37.9	13.2
Average Weekly Hours	20 or Less	73.0	0.0	0.0	0.0
	21-35	7.3	0.0	6.3	0.0
	36 or More	19.7	100.0	93.7	100.0
Gender	Female	43.8	9.2	21.8	0.0
	Male	20.0	63.2	70.2	91.9
	Nonresident	36.1	27.6	8.0	8.1
Age Group	19 and Younger	5.1	0.0	0.0	0.0
	20-24	13.3	35.6	16.2	8.1
	25-34	25.1	18.4	37.9	48.5
	35-44	15.3	9.2	4.0	0.0
	45-54	5.1	0.0	33.9	17.6
	55-64	0.0	9.2	0.0	17.6
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	36.1	27.6	8.0	8.1
Turnover	% Still Working 1 Quarter After Hire	75.8	100.0	88.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Advertising Sales Agents (41-3011)	Lawyers (23- 1011)	Survey Researchers (19- 3022)	Computer, Automated Teller & Office Mach. Repairer (49-2011)
Typical Education		High School Diploma or Less	Doctorate	Masters	Some College, No Degree
N		122	121	116	114
Average Hourly Wage (\$)		\$11.56	\$31.25	\$10.00	\$13.00
% Paid Piece Rate		10.4	0.0	0.0	19.3
% Offered Selected Benefits	Health Insurance	57.0	81.7	0.0	58.1
	Retirement	31.9	77.6	0.0	53.8
	Paid Leave	50.2	91.9	0.0	44.2
Skills Selected as "Important" (%)	Service Orientation	100.0	95.9	0.0	100.0
	Critical Thinking	90.9	100.0	0.0	100.0
	Reading Comprehension	91.9	100.0	0.0	80.7
	Technology Design	69.1	8.1	0.0	82.8
	Operation and Control	37.2	20.3	0.0	91.0
Employer's Satisfaction with New Hires' Skills	Satisfied	34.9	38.8	0.0	58.8
	Not Satisfied	4.6	4.1	0.0	0.0
	Neither	4.6	8.1	0.0	19.3
	Other	55.9	49.0	100.0	21.9
Average Weekly Hours	20 or Less	4.9	8.6	0.0	19.3
	21-35	22.8	0.0	100.0	19.3
	36 or More	72.3	91.4	0.0	61.4
Gender	Female	59.5	29.7	20.0	18.7
	Male	33.7	54.1	50.0	75.6
	Nonresident	6.8	16.2	30.0	5.8
Age Group	19 and Younger	6.8	0.0	0.0	0.0
	20-24	2.3	0.0	0.0	27.9
	25-34	48.1	35.8	30.0	62.0
	35-44	24.6	21.7	30.0	0.0
	45-54	11.4	14.8	10.0	4.3
	55-64	0.0	8.1	0.0	0.0
	65 and Older	0.0	3.4	0.0	0.0
	Unknown	6.8	16.2	30.0	5.8
Turnover	% Still Working 1 Quarter After Hire	79.5	87.8	50.0	80.7

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Sales Managers (11-2022)	Pharmacists (29- 1051)	Motorboat Mechanics (49- 3051)	Drywall & Ceiling Tile Installers (47- 2081)
Typical Education		Bachelors	Doctorate	High School Diploma or Less	High School Diploma or Less
N		114	111	110	109
Average Hourly Wage (\$)		\$34.68	\$55.00	\$14.00	\$18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	80.6	60.4	100.0	40.0
	Retirement	80.6	60.4	40.0	20.0
	Paid Leave	80.6	60.4	40.0	20.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	0.0
	Critical Thinking	100.0	79.2	40.0	100.0
	Reading Comprehension	100.0	100.0	40.0	60.0
	Technology Design	86.9	60.4	40.0	60.0
	Operation and Control	50.0	100.0	40.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	69.5	69.8	20.0	40.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	40.0
	Other	30.5	30.2	80.0	20.0
Average Weekly Hours	20 or Less	0.0	19.8	0.0	0.0
	21-35	0.0	59.4	0.0	20.0
	36 or More	100.0	20.8	100.0	80.0
Gender	Female	4.4	50.0	20.0	0.0
	Male	91.3	50.0	60.0	40.0
	Nonresident	4.3	0.0	20.0	60.0
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	32.5	19.8	20.0	20.0
	35-44	17.5	30.2	0.0	0.0
	45-54	36.8	30.2	40.0	20.0
	55-64	8.8	19.8	20.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	4.3	0.0	20.0	60.0
Turnover	% Still Working 1 Quarter After Hire	100.0	80.2	60.0	80.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Environmental Science & Protection Technicians, (19- 4091)	Water & Liquid Waste Treatment Plant & System Oper (51-8031)	Derrick Operators, Oil & Gas (47-5011)	Fire Fighters (33- 2011)
Typical Education		Associates	High School Diploma or Less	High School Diploma or Less	Postsecondary Non-Degree Award
N		108	101	101	100
Average Hourly Wage (\$)		\$15.00	\$18.00	\$27.00	\$15.00
% Paid Piece Rate		0.0	3.6	0.0	3.0
% Offered Selected Benefits	Health Insurance	41.2	77.3	50.0	22.6
	Retirement	54.8	53.3	50.0	22.6
	Paid Leave	54.8	53.3	40.0	22.6
Skills Selected as "Important" (%)	Service Orientation	32.1	72.2	100.0	89.9
	Critical Thinking	91.0	84.9	100.0	100.0
	Reading Comprehension	100.0	61.9	70.0	75.6
	Technology Design	81.9	42.2	60.0	77.7
	Operation and Control	68.3	96.4	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	54.5	53.7	50.0	72.1
	Not Satisfied	9.0	11.5	10.0	0.0
	Neither	9.0	7.6	0.0	0.0
	Other	27.4	27.2	40.0	27.9
Average Weekly Hours	20 or Less	10.5	0.0	0.0	0.0
	21-35	31.4	0.0	0.0	6.6
	36 or More	58.1	100.0	100.0	93.4
Gender	Female	27.1	12.1	10.0	8.1
	Male	54.5	87.9	60.0	88.9
	Nonresident	18.3	0.0	30.0	3.0
Age Group	19 and Younger	0.0	1.8	0.0	4.1
	20-24	27.1	17.3	10.0	19.3
	25-34	45.5	36.9	50.0	49.9
	35-44	4.5	19.7	0.0	0.0
	45-54	0.0	20.2	0.0	12.2
	55-64	4.5	4.0	10.0	11.6
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	18.3	0.0	30.0	3.0
Turnover	% Still Working 1 Quarter After Hire	58.8	91.9	70.0	54.5

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Meeting & Convention Planners (13-1121)	Fitness Trainers & Aerobics Instructors (39-9031)	Physical Therapists (29-1123)	Surveying & Mapping Technicians (17-3031)
Typical Education		Bachelors	High School Diploma or Less	Doctorate	High School Diploma or Less
N		100	99	99	98
Average Hourly Wage (\$)		\$14.00	\$16.50	\$42.00	\$15.75
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	9.0	6.6	49.7	36.8
	Retirement	9.0	0.0	49.7	20.0
	Paid Leave	15.2	0.0	49.7	5.0
Skills Selected as "Important" (%)	Service Orientation	93.8	69.1	100.0	39.1
	Critical Thinking	100.0	67.1	100.0	85.0
	Reading Comprehension	93.8	24.0	100.0	83.2
	Technology Design	16.3	25.5	75.2	85.0
	Operation and Control	86.5	58.4	100.0	95.0
Employer's Satisfaction with New Hires' Skills	Satisfied	57.9	63.0	78.9	58.9
	Not Satisfied	2.8	0.0	0.0	5.0
	Neither	0.0	4.3	0.0	0.0
	Other	39.3	32.7	21.1	36.1
Average Weekly Hours	20 or Less	71.3	77.2	13.1	7.9
	21-35	6.2	22.8	12.4	22.4
	36 or More	22.5	0.0	74.5	69.7
Gender	Female	93.5	78.6	37.9	28.0
	Male	6.5	21.4	49.7	54.0
	Nonresident	0.0	0.0	12.4	18.0
Age Group	19 and Younger	35.7	12.8	8.7	11.8
	20-24	0.0	19.6	0.0	15.0
	25-34	12.6	39.3	37.3	14.1
	35-44	41.8	19.6	0.0	13.0
	45-54	9.9	0.0	12.4	10.0
	55-64	0.0	8.7	29.2	13.0
	65 and Older	0.0	0.0	0.0	5.0
	Unknown	0.0	0.0	12.4	18.0
Turnover	% Still Working 1 Quarter After Hire	100.0	71.4	75.2	85.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Mental Health Counselors (21- 1014)	Physician Assistants (29- 1071)	Ophthalmic Medical Technicians (29- 2057)	Library Technicians (25- 4031)
Typical Education		Masters	Masters	Postsecondary Non-Degree Award	Postsecondary Non-Degree Award
N		98	98	98	96
Average Hourly Wage (\$)		\$25.00	\$52.89	\$9.00	\$10.97
% Paid Piece Rate		0.0	50.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	62.5	100.0	0.0	31.6
	Retirement	50.0	100.0	37.5	52.9
	Paid Leave	62.5	37.5	12.5	37.4
Skills Selected as "Important" (%)	Service Orientation	100.0	87.5	100.0	94.2
	Critical Thinking	100.0	87.5	100.0	71.9
	Reading Comprehension	100.0	87.5	100.0	90.3
	Technology Design	37.5	12.5	100.0	55.8
	Operation and Control	12.5	25.0	100.0	55.8
Employer's Satisfaction with New Hires' Skills	Satisfied	37.5	50.0	37.5	62.6
	Not Satisfied	12.5	0.0	0.0	2.9
	Neither	0.0	0.0	0.0	2.9
	Other	50.0	50.0	62.5	31.6
Average Weekly Hours	20 or Less	37.5	0.0	0.0	51.9
	21-35	0.0	0.0	28.6	25.6
	36 or More	62.5	100.0	71.4	22.5
Gender	Female	62.5	50.0	75.0	68.4
	Male	25.0	50.0	25.0	23.0
	Nonresident	12.5	0.0	0.0	8.6
Age Group	19 and Younger	0.0	0.0	12.5	2.9
	20-24	0.0	0.0	25.0	8.6
	25-34	25.0	37.5	12.5	41.4
	35-44	0.0	0.0	25.0	17.3
	45-54	25.0	37.5	25.0	18.4
	55-64	37.5	12.5	0.0	2.9
	65 and Older	0.0	12.5	0.0	0.0
	Unknown	12.5	0.0	0.0	8.6
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	90.3

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Production & (51-1011)	Construction & Building Inspectors (47-4011)	Property, Real Estate & Community Association Mgr (11-9141)	Middle School Teachers, Except Special & Vocatio (25-2022)
Typical Education		Postsecondary Non-Degree Award	High School Diploma or Less	High School Diploma or Less	Bachelors
N		96	96	94	92
Average Hourly Wage (\$)		\$16.00	\$25.78	\$43.75	\$23.73
% Paid Piece Rate		0.0	0.0	0.0	21.4
% Offered Selected Benefits	Health Insurance	49.8	48.7	92.2	78.6
	Retirement	49.8	43.6	70.7	78.6
	Paid Leave	49.8	73.0	94.1	42.9
Skills Selected as "Important" (%)	Service Orientation	67.1	65.5	59.9	92.9
	Critical Thinking	100.0	89.7	100.0	100.0
	Reading Comprehension	63.5	90.6	100.0	100.0
	Technology Design	41.3	90.6	15.1	42.9
	Operation and Control	72.7	58.4	68.8	14.3
Employer's Satisfaction with New Hires' Skills	Satisfied	27.5	58.8	39.4	57.1
	Not Satisfied	0.0	0.0	10.7	0.0
	Neither	22.6	4.3	0.0	0.0
	Other	49.9	36.9	49.9	42.9
Average Weekly Hours	20 or Less	0.0	0.0	0.0	21.4
	21-35	0.0	6.4	0.0	14.3
	36 or More	100.0	93.6	100.0	64.3
Gender	Female	14.5	9.4	29.3	28.6
	Male	85.5	61.2	49.2	64.3
	Nonresident	0.0	29.4	21.5	7.1
Age Group	19 and Younger	32.0	5.1	0.0	0.0
	20-24	5.2	10.3	0.0	7.1
	25-34	32.7	9.4	23.8	35.7
	35-44	14.6	5.1	10.7	28.6
	45-54	5.2	27.0	36.1	21.4
	55-64	10.2	4.3	7.8	0.0
	65 and Older	0.0	9.4	0.0	0.0
	Unknown	0.0	29.4	21.5	7.1
Turnover	% Still Working 1 Quarter After Hire	100.0	77.2	96.1	78.6

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Production Workers, All Other (51-9199)	Gas Plant Operators (51-8092)	Self-Enrichment Education Teachers (25-3021)	Floral Designers (27-1023)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		90	90	88	88
Average Hourly Wage (\$)		\$17.00	\$23.00	\$15.75	\$10.00
% Paid Piece Rate		0.0	0.0	12.3	0.0
% Offered Selected Benefits	Health Insurance	31.5	100.0	7.5	0.0
	Retirement	2.0	100.0	7.5	0.0
	Paid Leave	27.9	100.0	7.5	100.0
Skills Selected as "Important" (%)	Service Orientation	40.8	53.5	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	88.8	70.4	100.0
	Technology Design	59.2	55.3	46.8	0.0
	Operation and Control	77.8	100.0	85.5	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	53.1	50.5	53.5	25.0
	Not Satisfied	24.1	0.0	4.9	0.0
	Neither	5.6	7.0	7.5	0.0
	Other	17.3	42.5	34.2	75.0
Average Weekly Hours	20 or Less	0.0	0.0	68.2	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	31.8	100.0
Gender	Female	0.0	7.0	22.1	0.0
	Male	91.4	91.0	38.8	50.0
	Nonresident	8.6	2.0	39.1	50.0
Age Group	19 and Younger	0.0	0.0	9.7	0.0
	20-24	29.7	29.3	4.9	0.0
	25-34	40.3	4.0	26.7	0.0
	35-44	18.4	64.7	12.1	0.0
	45-54	3.1	0.0	0.0	50.0
	55-64	0.0	0.0	7.5	0.0
	65 and Older	0.0	0.0	7.5	0.0
	Unknown	8.6	2.0	31.7	50.0
Turnover	% Still Working 1 Quarter After Hire	57.5	100.0	43.6	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Helpers-- Electricians (47- 3013)	Helpers-- Brickmasons, Blockmasons, Stonemasons, an (47-3011)	Telecommunica tions Line Installers & Repairers (49- 9052)	Medical & Health Services Managers (11- 9111)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Bachelors
N		87	87	86	86
Average Hourly Wage (\$)		\$12.00	\$12.50	\$34.00	\$38.46
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	75.0	25.0	94.3	85.7
	Retirement	0.0	25.0	53.9	85.7
	Paid Leave	50.0	25.0	3.2	85.7
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	3.2	85.7
	Critical Thinking	100.0	75.0	59.6	100.0
	Reading Comprehension	100.0	0.0	53.9	100.0
	Technology Design	50.0	25.0	53.9	0.0
	Operation and Control	100.0	75.0	59.6	42.9
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	75.0	59.6	71.4
	Not Satisfied	0.0	0.0	0.0	14.3
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	25.0	40.4	14.3
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	100.0
Gender	Female	0.0	0.0	0.0	42.9
	Male	100.0	75.0	32.7	57.1
	Nonresident	0.0	25.0	67.3	0.0
Age Group	19 and Younger	25.0	25.0	0.0	0.0
	20-24	25.0	50.0	0.0	0.0
	25-34	0.0	0.0	0.0	42.9
	35-44	25.0	0.0	13.5	28.6
	45-54	25.0	0.0	13.5	14.3
	55-64	0.0	0.0	5.7	14.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	25.0	67.3	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	75.0	49.4	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Nurse Practitioners (29-1171)	Septic Tank Servicers & Sewer Pipe Cleaners (47-4071)	Mechanical Engineers (17-2141)	Mail Clerks & Mail Machine Operators, Except Pos (43-9051)
Typical Education		Masters	High School Diploma or Less	Bachelors	High School Diploma or Less
N		86	85	84	83
Average Hourly Wage (\$)		\$39.53	\$15.00	\$27.73	\$7.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	57.1	18.4	82.2	0.0
	Retirement	57.1	18.4	94.1	0.0
	Paid Leave	28.6	18.4	94.1	0.0
Skills Selected as "Important" (%)	Service Orientation	85.7	100.0	64.8	9.3
	Critical Thinking	85.7	100.0	82.6	0.0
	Reading Comprehension	85.7	59.2	70.7	26.1
	Technology Design	57.1	32.0	82.6	0.0
	Operation and Control	57.1	72.8	52.9	13.4
Employer's Satisfaction with New Hires' Skills	Satisfied	42.9	45.6	42.9	12.7
	Not Satisfied	0.0	0.0	0.0	3.4
	Neither	14.3	13.6	0.0	16.8
	Other	42.9	40.8	57.1	67.2
Average Weekly Hours	20 or Less	0.0	0.0	6.4	26.3
	21-35	0.0	40.8	0.0	46.6
	36 or More	100.0	59.2	93.6	27.2
Gender	Female	85.7	13.6	11.7	22.7
	Male	0.0	72.8	88.3	70.5
	Nonresident	14.3	13.6	0.0	6.7
Age Group	19 and Younger	0.0	0.0	5.9	10.1
	20-24	0.0	13.6	12.2	10.1
	25-34	14.3	4.8	50.9	23.5
	35-44	28.6	27.2	7.5	13.4
	45-54	14.3	13.6	11.9	16.8
	55-64	28.6	27.2	11.6	12.7
	65 and Older	0.0	0.0	0.0	6.7
	Unknown	14.3	13.6	0.0	6.7
Turnover	% Still Working 1 Quarter After Hire	100.0	59.2	100.0	43.7

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Mining & Geological Engineers, Including Mining (17-2151)	Textile, Apparel, & Furnishings Workers, All Other (51-6099)	Licensed Practical & Licensed Vocational Nurses (29-2061)	Title Examiners, Abstractors, & Searchers (23-2093)
Typical Education		Bachelors	High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less
N		80	78	77	76
Average Hourly Wage (\$)		\$33.65	\$9.00	\$17.00	\$17.86
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	75.0	0.0	52.4	75.5
	Retirement	56.7	0.0	68.2	71.2
	Paid Leave	75.0	0.0	84.1	53.0
Skills Selected as "Important" (%)	Service Orientation	31.6	14.9	95.3	90.4
	Critical Thinking	75.0	100.0	95.3	100.0
	Reading Comprehension	75.0	100.0	95.3	100.0
	Technology Design	75.0	14.9	63.5	52.3
	Operation and Control	62.4	100.0	31.8	52.3
Employer's Satisfaction with New Hires' Skills	Satisfied	33.5	0.0	47.6	57.1
	Not Satisfied	6.1	43.3	0.0	4.8
	Neither	2.2	0.0	0.0	0.0
	Other	58.2	56.7	52.4	38.1
Average Weekly Hours	20 or Less	28.6	0.0	40.0	0.0
	21-35	2.5	100.0	40.0	10.5
	36 or More	68.9	0.0	20.0	89.5
Gender	Female	12.5	28.4	84.1	69.2
	Male	54.1	71.6	15.9	26.6
	Nonresident	33.3	0.0	0.0	4.2
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	12.5	0.0	31.8	0.0
	25-34	35.7	43.3	52.4	42.2
	35-44	6.2	28.4	0.0	30.2
	45-54	6.1	28.4	15.9	14.9
	55-64	0.0	0.0	0.0	8.5
	65 and Older	6.1	0.0	0.0	0.0
	Unknown	33.3	0.0	0.0	4.2
Turnover	% Still Working 1 Quarter After Hire	97.8	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Food Servers, Nonrestaurant (35-3041)	Education, Training, & Library Workers, All Other (25-9099)	Court, Municipal, & License Clerks (43-4031)	Sales Representatives , Services, All Other (41-3099)
Typical Education		High School Diploma or Less	Bachelors	High School Diploma or Less	High School Diploma or Less
N		74	74	73	72
Average Hourly Wage (\$)		\$10.17	\$12.00	\$14.42	\$31.25
% Paid Piece Rate		0.0	17.9	0.0	0.0
% Offered Selected Benefits	Health Insurance	16.5	0.0	83.3	73.7
	Retirement	0.0	44.8	77.8	58.4
	Paid Leave	32.9	35.8	77.8	58.4
Skills Selected as "Important" (%)	Service Orientation	100.0	91.0	100.0	91.2
	Critical Thinking	82.3	91.0	100.0	100.0
	Reading Comprehension	82.3	91.0	88.9	100.0
	Technology Design	49.4	21.7	50.0	15.3
	Operation and Control	16.5	53.7	50.0	58.6
Employer's Satisfaction with New Hires' Skills	Satisfied	32.9	28.3	83.3	68.6
	Not Satisfied	16.5	0.0	0.0	0.0
	Neither	0.0	0.0	5.6	0.0
	Other	50.6	71.7	11.1	31.4
Average Weekly Hours	20 or Less	67.1	57.5	6.3	0.0
	21-35	32.9	35.8	12.5	0.0
	36 or More	0.0	6.7	81.3	100.0
Gender	Female	74.7	60.4	88.9	23.0
	Male	25.3	30.6	11.1	66.8
	Nonresident	0.0	9.0	0.0	10.2
Age Group	19 and Younger	32.9	0.0	0.0	0.0
	20-24	8.9	0.0	0.0	0.0
	25-34	8.9	21.7	38.9	27.4
	35-44	16.5	17.9	22.2	48.4
	45-54	16.5	17.9	33.3	14.0
	55-64	0.0	15.6	5.6	0.0
	65 and Older	16.5	17.9	0.0	0.0
	Unknown	0.0	9.0	0.0	10.2
Turnover	% Still Working 1 Quarter After Hire	32.9	100.0	94.4	89.8

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Helpers-- Painters, Paperhangers, Plasterers, & S (47-3014)	Reporters & Correspondents (27-3022)	Human Resources Specialists (13- 1071)	Bus Drivers, Transit & Intercity (53- 3021)
Typical Education		High School Diploma or Less	Bachelors	Bachelors	High School Diploma or Less
N		71	71	71	71
Average Hourly Wage (\$)		\$14.00	\$11.50	\$23.12	\$14.00
% Paid Piece Rate		0.0	0.0	0.0	17.8
% Offered Selected Benefits	Health Insurance	0.0	72.8	86.4	8.9
	Retirement	0.0	27.2	100.0	8.9
	Paid Leave	0.0	76.7	100.0	35.7
Skills Selected as "Important" (%)	Service Orientation	8.6	53.4	85.8	100.0
	Critical Thinking	100.0	100.0	65.1	100.0
	Reading Comprehension	30.5	100.0	78.8	82.7
	Technology Design	0.0	54.3	55.6	44.6
	Operation and Control	100.0	54.3	34.9	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	69.5	45.7	41.0	35.7
	Not Satisfied	0.0	3.9	0.0	0.0
	Neither	0.0	7.8	4.5	0.0
	Other	30.5	42.7	54.4	64.3
Average Weekly Hours	20 or Less	0.0	12.1	0.0	8.9
	21-35	8.6	4.0	0.0	44.0
	36 or More	91.4	83.9	100.0	47.0
Gender	Female	0.0	42.7	48.4	32.3
	Male	100.0	41.8	51.6	58.7
	Nonresident	0.0	15.5	0.0	8.9
Age Group	19 and Younger	39.1	0.0	0.0	0.0
	20-24	0.0	23.3	0.0	5.8
	25-34	30.5	37.9	61.6	5.8
	35-44	0.0	15.5	18.1	20.4
	45-54	0.0	3.9	15.8	35.5
	55-64	30.5	3.9	4.5	17.8
	65 and Older	0.0	0.0	0.0	5.8
	Unknown	0.0	15.5	0.0	8.9
Turnover	% Still Working 1 Quarter After Hire	100.0	92.2	100.0	82.3

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Control & Valve Installers & Repairers, Except (49- 9012)	Computer & Information Systems Managers (11- 3021)	File Clerks (43- 4071)	Paving, Surfacing, & Tamping Equipment Operators (47- 2071)
Typical Education		High School Diploma or Less	Bachelors	High School Diploma or Less	High School Diploma or Less
N		70	70	69	69
Average Hourly Wage (\$)		\$15.00	\$26.54	\$11.20	\$17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	38.5	66.8	26.6	94.1
	Retirement	24.5	95.4	30.6	94.1
	Paid Leave	24.5	100.0	30.6	31.4
Skills Selected as "Important" (%)	Service Orientation	10.2	100.0	42.9	0.0
	Critical Thinking	100.0	100.0	37.1	100.0
	Reading Comprehension	100.0	100.0	76.5	37.2
	Technology Design	30.8	100.0	16.0	5.9
	Operation and Control	78.0	100.0	44.7	37.2
Employer's Satisfaction with New Hires' Skills	Satisfied	12.1	40.2	40.7	68.6
	Not Satisfied	0.0	0.0	7.1	0.0
	Neither	8.8	0.0	27.5	0.0
	Other	79.1	59.8	24.7	31.4
Average Weekly Hours	20 or Less	0.0	0.0	47.3	5.9
	21-35	61.5	0.0	28.0	0.0
	36 or More	38.5	100.0	24.7	94.1
Gender	Female	33.3	14.4	92.9	0.0
	Male	66.7	85.6	0.0	68.6
	Nonresident	0.0	0.0	7.1	31.4
Age Group	19 and Younger	0.0	0.0	5.9	0.0
	20-24	26.4	28.8	24.7	31.4
	25-34	13.9	21.2	18.1	0.0
	35-44	43.2	19.0	8.9	37.2
	45-54	9.5	0.0	0.0	0.0
	55-64	0.0	31.0	17.7	0.0
	65 and Older	7.0	0.0	17.7	0.0
	Unknown	0.0	0.0	7.1	31.4
Turnover	% Still Working 1 Quarter After Hire	93.0	100.0	94.1	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Correctional Officers & Jailers (33-3012)	Maintenance Workers, Machinery (49-9043)	First-Line Supervisors/Managers of Housekeeping (37-1011)	Loan Officers (13-2072)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		69	69	69	69
Average Hourly Wage (\$)		\$17.70	\$16.25	\$15.00	\$28.90
% Paid Piece Rate		0.0	0.0	0.0	32.0
% Offered Selected Benefits	Health Insurance	94.1	100.0	66.4	100.0
	Retirement	94.1	64.3	66.4	68.0
	Paid Leave	100.0	68.5	66.4	68.0
Skills Selected as "Important" (%)	Service Orientation	82.4	68.5	83.2	100.0
	Critical Thinking	94.1	100.0	100.0	100.0
	Reading Comprehension	88.2	68.5	100.0	100.0
	Technology Design	70.6	46.0	68.3	48.5
	Operation and Control	82.4	85.4	31.7	48.5
Employer's Satisfaction with New Hires' Skills	Satisfied	58.8	49.5	83.2	69.5
	Not Satisfied	5.9	0.0	16.8	0.0
	Neither	11.8	0.0	0.0	0.0
	Other	23.5	50.5	0.0	30.5
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	18.6	0.0
	36 or More	100.0	100.0	81.4	100.0
Gender	Female	41.2	9.1	85.1	46.1
	Male	58.8	90.9	14.9	53.9
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	11.8	0.0	0.0	0.0
	20-24	17.6	23.7	0.0	36.7
	25-34	41.2	58.5	5.3	9.4
	35-44	17.6	0.0	68.3	14.0
	45-54	11.8	8.9	16.8	25.8
	55-64	0.0	8.9	9.6	14.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	86.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Architectural & Civil Drafters (17-3011)	Community & Social Service Specialists, Other (21-1099)	Stonemasons (47-2022)	Solar Photovoltaic Installers (47-2231)
Typical Education		Associates	Masters	High School Diploma or Less	High School Diploma or Less
N		69	66	65	65
Average Hourly Wage (\$)		\$25.00	\$26.44	\$22.00	\$14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	57.1	63.0	0.0	0.0
	Retirement	64.3	25.9	0.0	0.0
	Paid Leave	64.3	81.5	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	78.6	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	81.5	0.0	0.0
	Technology Design	92.9	44.4	0.0	0.0
	Operation and Control	64.3	18.5	0.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	35.7	63.0	0.0	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	14.3	0.0	33.3	0.0
	Other	50.0	37.0	66.7	66.7
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	37.0	0.0	100.0
	36 or More	100.0	63.0	100.0	0.0
Gender	Female	21.4	81.5	0.0	0.0
	Male	64.3	0.0	66.7	66.7
	Nonresident	14.3	18.5	33.3	33.3
Age Group	19 and Younger	7.1	0.0	33.3	0.0
	20-24	0.0	25.9	0.0	33.3
	25-34	50.0	37.0	0.0	0.0
	35-44	14.3	18.5	0.0	33.3
	45-54	7.1	0.0	0.0	0.0
	55-64	0.0	0.0	33.3	0.0
	65 and Older	7.1	0.0	0.0	0.0
	Unknown	14.3	18.5	33.3	33.3
Turnover	% Still Working 1 Quarter After Hire	85.7	100.0	100.0	0.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Insulation Workers, Mechanical (47-2132)	Farm Equipment Mechanics (49-3041)	Civil Engineers (17-2051)	Choreographers (27-2032)
Typical Education		High School Diploma or Less	High School Diploma or Less	Bachelors	High School Diploma or Less
N		65	65	63	63
Average Hourly Wage (\$)		\$18.00	\$16.00	\$23.00	\$16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.4	38.4	68.8	0.0
	Retirement	33.4	46.1	61.0	0.0
	Paid Leave	64.4	46.1	68.8	0.0
Skills Selected as "Important" (%)	Service Orientation	30.9	46.2	70.2	89.5
	Critical Thinking	33.4	76.9	100.0	100.0
	Reading Comprehension	33.4	53.8	100.0	17.3
	Technology Design	33.4	92.3	100.0	21.0
	Operation and Control	64.4	69.3	84.4	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	33.4	38.5	45.4	69.2
	Not Satisfied	0.0	7.7	0.0	0.0
	Neither	0.0	4.6	7.8	10.5
	Other	66.6	49.2	46.8	20.3
Average Weekly Hours	20 or Less	0.0	30.7	0.0	100.0
	21-35	0.0	7.8	0.0	0.0
	36 or More	100.0	61.5	100.0	0.0
Gender	Female	0.0	4.6	7.8	79.7
	Male	82.2	72.3	53.2	9.8
	Nonresident	17.8	23.1	39.0	10.5
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	9.2	15.6	41.3
	25-34	66.7	43.0	0.0	30.8
	35-44	15.5	9.2	29.8	10.5
	45-54	0.0	15.4	15.6	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	17.8	23.1	39.0	17.3
Turnover	% Still Working 1 Quarter After Hire	64.4	61.5	100.0	82.7

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Highway Maintenance Workers (47- 4051)	Automotive Body & Related Repairers (49- 3021)	Child, Family, & School Social Workers (21- 1021)	Substance Abuse & Behavioral Disorder Counselors (21- 1011)
Typical Education		High School Diploma or Less	High School Diploma or Less	Bachelors	High School Diploma or Less
N		62	62	61	61
Average Hourly Wage (\$)		\$15.45	\$14.00	\$19.23	\$20.19
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	59.2	44.2	80.0	100.0
	Retirement	52.6	44.2	100.0	100.0
	Paid Leave	59.2	44.2	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	46.1	0.0	100.0	80.0
	Critical Thinking	39.5	75.8	100.0	100.0
	Reading Comprehension	32.9	60.0	100.0	100.0
	Technology Design	32.9	100.0	20.0	40.0
	Operation and Control	100.0	90.0	20.0	40.0
Employer's Satisfaction with New Hires' Skills	Satisfied	26.3	38.1	70.0	60.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	6.6	35.8	0.0	0.0
	Other	67.1	26.1	30.0	40.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	20.0	0.0
	36 or More	100.0	100.0	80.0	100.0
Gender	Female	16.8	0.0	89.9	60.0
	Male	73.0	100.0	10.1	20.0
	Nonresident	10.2	0.0	0.0	20.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	16.8	10.0	0.0	0.0
	25-34	16.8	71.9	39.9	80.0
	35-44	23.4	8.1	60.1	0.0
	45-54	19.7	0.0	0.0	0.0
	55-64	6.6	10.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	16.8	0.0	0.0	20.0
Turnover	% Still Working 1 Quarter After Hire	80.3	90.0	100.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Physical Therapist Aides (31-2022)	Marketing Managers (11- 2021)	Environmental Scientists & Specialists, Includin (19- 2041)	Sawing Machine Setters, Operators & Tenders, Wood (51-7041)
Typical Education		High School Diploma or Less	Bachelors	Bachelors	High School Diploma or Less
N		61	61	61	60
Average Hourly Wage (\$)		\$10.00	\$21.64	\$21.53	\$10.75
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	20.0	100.0	51.6	100.0
	Retirement	40.0	89.9	51.6	41.7
	Paid Leave	60.0	100.0	67.7	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	75.8	25.0
	Critical Thinking	40.0	100.0	100.0	58.3
	Reading Comprehension	40.0	100.0	100.0	41.7
	Technology Design	40.0	36.0	32.3	25.0
	Operation and Control	20.0	36.0	24.2	75.0
Employer's Satisfaction with New Hires' Skills	Satisfied	40.0	51.5	30.9	41.7
	Not Satisfied	40.0	0.0	8.1	0.0
	Neither	0.0	5.3	0.0	16.7
	Other	20.0	43.2	61.1	41.7
Average Weekly Hours	20 or Less	33.3	0.0	35.1	0.0
	21-35	66.7	0.0	0.0	20.0
	36 or More	0.0	100.0	64.9	80.0
Gender	Female	80.0	51.5	16.1	8.3
	Male	20.0	48.5	43.5	75.0
	Nonresident	0.0	0.0	40.3	16.7
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	20.0	29.1	8.1	16.7
	25-34	40.0	24.3	14.8	25.0
	35-44	0.0	17.1	18.4	16.7
	45-54	0.0	19.0	18.4	16.7
	55-64	40.0	10.6	0.0	8.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	40.3	16.7
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	51.6	83.3

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Occupational Health & Safety Technicians (29-9012)	First-Line Supervisors/Managers of Mechanics, Installers and Repairers (49-1011)	Managers, All Other (11-9199)	Wind Turbine Service Technicians (49-9081)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Some College, No Degree
N		60	60	58	58
Average Hourly Wage (\$)		\$15.00	\$33.89	\$43.27	\$16.00
% Paid Piece Rate		0.0	36.8	0.0	0.0
% Offered Selected Benefits	Health Insurance	40.7	63.2	94.9	100.0
	Retirement	34.6	57.1	72.2	25.5
	Paid Leave	40.7	100.0	94.9	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	70.7	25.5
	Critical Thinking	100.0	100.0	93.0	100.0
	Reading Comprehension	93.9	93.9	87.9	62.8
	Technology Design	83.2	86.4	38.0	100.0
	Operation and Control	76.4	86.4	44.8	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	79.0	61.6	63.4	54.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	6.1	5.5	0.0
	Other	21.0	32.3	31.1	45.7
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	45.3	0.0	0.0	0.0
	36 or More	54.7	100.0	100.0	100.0
Gender	Female	38.8	6.8	33.2	37.2
	Male	61.2	84.1	39.1	25.5
	Nonresident	0.0	9.1	27.8	37.2
Age Group	19 and Younger	0.0	0.0	0.0	8.5
	20-24	6.8	0.0	10.6	0.0
	25-34	54.9	25.8	20.5	17.0
	35-44	16.8	11.2	10.0	0.0
	45-54	10.5	47.1	28.1	37.2
	55-64	11.0	6.8	3.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	9.1	27.8	37.2
Turnover	% Still Working 1 Quarter After Hire	100.0	89.7	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Tree Trimmers & Pruners (37-3013)	Hazardous Materials Removal Workers (47-4041)	Computer Occupations, All Other (15-1199)	Welding, Soldering, & Brazing Machine Setters, O (51-4122)
Typical Education		High School Diploma or Less	High School Diploma or Less	Bachelors	High School Diploma or Less
N		58	58	57	56
Average Hourly Wage (\$)		\$30.00	\$18.00	\$55.29	\$20.32
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	60.0	60.0	85.4	100.0
	Retirement	60.0	60.0	75.6	89.0
	Paid Leave	0.0	60.0	85.4	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	60.0	95.1	11.0
	Critical Thinking	100.0	40.0	100.0	55.2
	Reading Comprehension	60.0	60.0	100.0	55.9
	Technology Design	60.0	40.0	100.0	44.1
	Operation and Control	100.0	60.0	95.1	55.9
Employer's Satisfaction with New Hires' Skills	Satisfied	60.0	20.0	27.4	33.1
	Not Satisfied	0.0	20.0	0.0	0.0
	Neither	0.0	20.0	9.7	11.0
	Other	40.0	40.0	62.8	55.9
Average Weekly Hours	20 or Less	0.0	40.0	0.0	0.0
	21-35	0.0	0.0	14.6	0.0
	36 or More	100.0	60.0	85.4	100.0
Gender	Female	20.0	20.0	0.0	0.0
	Male	20.0	80.0	59.7	80.0
	Nonresident	60.0	0.0	40.3	20.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	4.9	20.0
	25-34	20.0	0.0	14.6	49.0
	35-44	20.0	80.0	22.6	0.0
	45-54	0.0	0.0	17.7	0.0
	55-64	0.0	20.0	0.0	11.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	60.0	0.0	40.3	20.0
Turnover	% Still Working 1 Quarter After Hire	80.0	40.0	100.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		First-Line Super./Manag., Non-Retail Sales Workers (41-1012)	Clinical, Counseling, & School Psychologists (19-3031)	First-Line Supervisors/Managers of Helpers, Laborers (53-1021)	Network & Computer Systems Administrators (15-1142)
Typical Education		High School Diploma or Less	Doctorate	High School Diploma or Less	Bachelors
N		55	55	54	54
Average Hourly Wage (\$)		\$28.90	\$18.00	\$22.12	\$22.84
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	33.0	46.0	92.5
	Retirement	81.9	77.7	46.0	68.6
	Paid Leave	100.0	77.7	86.5	92.5
Skills Selected as "Important" (%)	Service Orientation	100.0	91.1	86.5	100.0
	Critical Thinking	100.0	100.0	68.0	100.0
	Reading Comprehension	81.9	100.0	86.5	100.0
	Technology Design	54.3	0.0	40.5	100.0
	Operation and Control	18.1	0.0	77.3	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	36.3	65.6	84.1	63.9
	Not Satisfied	0.0	0.0	0.0	6.0
	Neither	0.0	0.0	0.0	0.0
	Other	63.7	34.4	15.9	30.1
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	46.4	16.5	0.0
	36 or More	100.0	53.6	83.5	100.0
Gender	Female	0.0	76.0	6.7	17.9
	Male	100.0	12.0	86.5	82.1
	Nonresident	0.0	12.0	6.7	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	9.1	22.3	0.0	0.0
	25-34	18.2	53.6	0.0	40.9
	35-44	27.2	12.0	15.9	18.4
	45-54	18.1	0.0	68.2	16.6
	55-64	27.4	0.0	9.1	24.2
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	12.0	6.7	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Tax Preparers (13-2082)	Personal Care & Service Workers, All Other (39-9099)	Vocational Education Teachers, Postsecondary (25-1194)	Data Entry Keyers (43- 9021)
Typical Education		High School Diploma or Less	High School Diploma or Less	Bachelors	High School Diploma or Less
N		54	53	53	52
Average Hourly Wage (\$)		\$10.00	\$10.77	\$27.00	\$12.76
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	12.5	25.0	40.9
	Retirement	0.0	12.5	12.5	40.9
	Paid Leave	0.0	12.5	25.0	12.6
Skills Selected as "Important" (%)	Service Orientation	81.8	91.9	100.0	60.7
	Critical Thinking	100.0	61.8	100.0	62.2
	Reading Comprehension	100.0	8.1	100.0	77.8
	Technology Design	27.3	0.0	100.0	36.4
	Operation and Control	27.3	58.8	100.0	55.6
Employer's Satisfaction with New Hires' Skills	Satisfied	63.6	63.1	37.5	54.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	9.1	0.0	0.0	6.2
	Other	27.3	36.9	62.5	39.9
Average Weekly Hours	20 or Less	12.5	42.0	0.0	31.1
	21-35	62.5	58.0	0.0	20.5
	36 or More	25.0	0.0	100.0	48.4
Gender	Female	90.9	34.4	50.0	92.2
	Male	9.1	28.7	50.0	0.0
	Nonresident	0.0	36.9	0.0	7.8
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	9.1	34.4	50.0	9.5
	25-34	27.3	8.1	12.5	36.8
	35-44	9.1	0.0	12.5	6.2
	45-54	36.4	20.6	0.0	0.0
	55-64	9.1	0.0	25.0	39.7
	65 and Older	9.1	0.0	0.0	0.0
	Unknown	0.0	36.9	0.0	7.8
Turnover	% Still Working 1 Quarter After Hire	100.0	61.8	100.0	58.2

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Transportation Workers, All Other (53-6099)	Business Operations Specialists, All Other (13-1199)	Refuse & Recyclable Material Collectors (53- 7081)	Office & Administrative Support Workers, Other (43-9199)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		52	51	51	50
Average Hourly Wage (\$)		\$10.00	\$29.81	\$12.00	\$16.23
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	12.2	75.6	31.9	83.3
	Retirement	0.0	66.0	31.9	0.0
	Paid Leave	12.2	53.2	31.9	83.3
Skills Selected as "Important" (%)	Service Orientation	100.0	56.1	100.0	83.3
	Critical Thinking	100.0	89.7	30.7	83.3
	Reading Comprehension	61.6	100.0	45.4	88.9
	Technology Design	12.2	57.1	0.0	17.2
	Operation and Control	61.6	53.7	100.0	30.5
Employer's Satisfaction with New Hires' Skills	Satisfied	32.8	59.3	38.6	35.1
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	14.9	45.4	5.6
	Other	67.2	25.8	15.9	59.4
Average Weekly Hours	20 or Less	0.0	0.0	24.7	5.6
	21-35	80.2	0.0	0.0	28.3
	36 or More	19.8	100.0	75.3	66.1
Gender	Female	25.6	24.8	0.0	67.1
	Male	74.4	62.9	100.0	24.3
	Nonresident	0.0	12.3	0.0	8.6
Age Group	19 and Younger	8.3	0.0	0.0	5.6
	20-24	50.0	24.0	22.7	0.0
	25-34	20.5	37.8	46.6	53.8
	35-44	12.8	3.5	30.7	32.0
	45-54	0.0	19.1	0.0	0.0
	55-64	0.0	3.5	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	8.3	12.3	0.0	8.6
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	77.3	94.4

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Graphic Designers (27-1024)	Podiatrists (29-1081)	Paralegals & Legal Assistants (23-2011)	Police, Fire, & Ambulance Dispatchers (43-5031)
Typical Education		Bachelors	Doctorate	Associates	High School Diploma or Less
N		50	49	49	49
Average Hourly Wage (\$)		\$11.50	\$34.68	\$20.23	\$16.83
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	56.5	100.0	30.0	91.7
	Retirement	66.5	0.0	20.0	91.7
	Paid Leave	56.5	0.0	60.0	91.7
Skills Selected as "Important" (%)	Service Orientation	53.5	100.0	90.0	100.0
	Critical Thinking	90.0	100.0	100.0	100.0
	Reading Comprehension	90.0	100.0	100.0	100.0
	Technology Design	90.0	0.0	80.0	66.7
	Operation and Control	69.3	0.0	100.0	91.7
Employer's Satisfaction with New Hires' Skills	Satisfied	48.7	25.0	50.0	50.0
	Not Satisfied	5.6	0.0	10.0	16.7
	Neither	0.0	0.0	10.0	16.7
	Other	45.7	75.0	30.0	16.7
Average Weekly Hours	20 or Less	5.6	0.0	0.0	0.0
	21-35	43.5	0.0	0.0	8.3
	36 or More	50.9	100.0	100.0	91.7
Gender	Female	48.0	50.0	40.0	91.7
	Male	52.0	50.0	50.0	8.3
	Nonresident	0.0	0.0	10.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	8.3
	20-24	21.3	0.0	40.0	25.0
	25-34	44.6	25.0	20.0	16.7
	35-44	7.4	0.0	10.0	33.3
	45-54	5.6	25.0	10.0	8.3
	55-64	15.6	25.0	10.0	0.0
	65 and Older	5.6	25.0	0.0	0.0
	Unknown	0.0	0.0	10.0	8.3
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	80.0	66.7

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Occupational Therapists (29- 1122)	Loan Interviewers & Clerks (43- 4131)	Surgical Technologists (29-2055)	Brickmasons & Blockmasons (47-2021)
Typical Education		Masters	High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less
N		48	48	48	47
Average Hourly Wage (\$)		\$31.00	\$14.50	\$18.50	\$22.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	74.7	93.3	74.3	0.0
	Retirement	74.7	86.7	74.3	0.0
	Paid Leave	100.0	93.3	25.7	0.0
Skills Selected as "Important" (%)	Service Orientation	74.7	86.7	51.4	53.2
	Critical Thinking	74.7	93.3	51.4	100.0
	Reading Comprehension	50.7	93.3	51.4	46.8
	Technology Design	25.3	66.7	51.4	6.4
	Operation and Control	49.3	60.0	25.7	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	74.7	60.0	25.7	93.6
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	13.3	25.7	6.4
	Other	25.3	26.7	48.6	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	13.3	0.0	12.1
	36 or More	100.0	86.7	100.0	87.9
Gender	Female	74.7	93.3	75.7	0.0
	Male	25.3	6.7	0.0	100.0
	Nonresident	0.0	0.0	24.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	13.3	25.7	0.0
	25-34	25.3	6.7	0.0	46.8
	35-44	25.3	26.7	25.7	0.0
	45-54	24.0	40.0	24.3	46.8
	55-64	25.3	13.3	0.0	6.4
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	24.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	93.3	100.0	93.6

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Landscape Architects (17- 1012)	Educational, Vocational, & School Counselors (21- 1012)	Compliance Officers, Except Agriculture, Construct (13- 1041)	Separating, Filtering, Clarifying, Precipitating, (51-9012)
Typical Education		Bachelors	Masters	Bachelors	High School Diploma or Less
N		46	46	46	46
Average Hourly Wage (\$)		.	\$24.01	\$13.00	\$8.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	71.3	100.0
	Retirement	0.0	100.0	43.9	78.0
	Paid Leave	0.0	57.1	43.9	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	72.5	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	71.4	60.3	100.0
	Operation and Control	100.0	14.3	50.6	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	25.0	71.4	46.6	89.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	8.9	0.0
	Other	75.0	28.6	44.5	11.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	14.3	40.9	78.0
	36 or More	100.0	85.7	59.1	22.0
Gender	Female	25.0	71.4	55.5	11.0
	Male	75.0	28.6	44.5	0.0
	Nonresident	0.0	0.0	0.0	89.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	25.0	0.0	22.6	0.0
	25-34	0.0	85.7	21.9	11.0
	35-44	25.0	14.3	41.7	0.0
	45-54	25.0	0.0	0.0	0.0
	55-64	0.0	0.0	13.7	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	25.0	0.0	0.0	89.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		New Accounts Clerks (43-4141)	Mixing & Blending Machine Setters, Operators, and (51-9023)	Protective Service Workers, All Other (33-9099)	Interior Designers (27-1025)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Bachelors
N		45	45	45	44
Average Hourly Wage (\$)		\$14.00	\$13.63	\$12.02	\$23.70
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	92.9	100.0	18.1	0.0
	Retirement	57.1	100.0	72.7	0.0
	Paid Leave	92.9	100.0	72.7	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	77.7	100.0	100.0
	Critical Thinking	71.4	100.0	100.0	100.0
	Reading Comprehension	78.6	88.9	100.0	0.0
	Technology Design	21.4	77.7	81.9	0.0
	Operation and Control	35.7	88.9	90.9	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	55.6	72.7	50.0
	Not Satisfied	0.0	22.3	0.0	0.0
	Neither	7.1	0.0	0.0	0.0
	Other	42.9	22.2	27.3	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	7.1	28.6	54.6	0.0
	36 or More	92.9	71.4	45.4	100.0
Gender	Female	78.6	22.3	63.6	50.0
	Male	14.3	66.6	9.1	50.0
	Nonresident	7.1	11.1	27.3	0.0
Age Group	19 and Younger	7.1	11.1	0.0	0.0
	20-24	28.6	11.0	54.6	0.0
	25-34	21.4	44.5	0.0	50.0
	35-44	21.4	11.1	9.1	50.0
	45-54	7.1	0.0	9.1	0.0
	55-64	7.1	11.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	7.1	11.1	27.3	0.0
Turnover	% Still Working 1 Quarter After Hire	78.6	55.7	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Home Appliance Repairers (49-9031)	Photographic Process Workers & Pr (51-9151)	Tapers (47-2082)	Commercial Pilots (53-2012)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Post Secondary
N		44	44	44	43
Average Hourly Wage (\$)		\$9.50	\$10.00	.	\$20.00
% Paid Piece Rate		0.0	0.0	0.0	14.6
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	70.8
	Retirement	0.0	0.0	0.0	59.5
	Paid Leave	100.0	0.0	0.0	11.4
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	85.4
	Critical Thinking	100.0	0.0	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	0.0	0.0	0.0	100.0
	Operation and Control	0.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	100.0	49.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	50.0	0.0	51.0
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	50.0	0.0	23.1
	Male	100.0	50.0	0.0	62.3
	Nonresident	0.0	0.0	100.0	14.6
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	100.0	0.0	8.5
	25-34	100.0	0.0	0.0	17.0
	35-44	0.0	0.0	0.0	36.8
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	23.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	100.0	14.6
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not dicloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Petroleum Pump System Operators, Refinery Operator (51-8093)	Public Relations Specialists (27-3031)	Radio Mechanics (49-2021)	Printing Press Operators (51-5112)
Typical Education		High School Diploma or Less	Bachelors	Associates	High School Diploma or Less
N		43	43	42	41
Average Hourly Wage (\$)		\$24.67	\$12.00	\$16.00	\$9.50
% Paid Piece Rate		0.0	28.7	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	33.7	100.0	26.0
	Retirement	100.0	19.4	65.1	6.8
	Paid Leave	100.0	33.7	100.0	75.3
Skills Selected as "Important" (%)	Service Orientation	46.2	33.7	41.5	12.3
	Critical Thinking	95.9	76.8	100.0	80.8
	Reading Comprehension	95.9	76.8	100.0	68.5
	Technology Design	52.6	48.1	100.0	68.5
	Operation and Control	95.9	0.0	65.1	80.8
Employer's Satisfaction with New Hires' Skills	Satisfied	38.0	20.8	6.6	31.5
	Not Satisfied	0.0	0.0	11.6	12.3
	Neither	0.0	14.4	14.6	19.2
	Other	62.0	64.8	67.2	37.0
Average Weekly Hours	20 or Less	0.0	82.2	0.0	0.0
	21-35	0.0	0.0	0.0	74.0
	36 or More	100.0	17.8	100.0	26.0
Gender	Female	4.1	79.2	29.3	19.2
	Male	72.5	20.8	64.2	68.5
	Nonresident	23.4	0.0	6.6	12.3
Age Group	19 and Younger	0.0	0.0	0.0	12.3
	20-24	18.8	40.3	26.3	31.5
	25-34	53.7	20.8	26.3	37.0
	35-44	4.1	12.9	14.6	0.0
	45-54	0.0	0.0	26.3	6.8
	55-64	0.0	14.4	0.0	0.0
	65 and Older	0.0	11.6	0.0	0.0
	Unknown	23.4	0.0	6.6	12.3
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Medical & Public Health Social Workers (21-1022)	Chief Executives (11-1011)	Electrical & Electronics Repairers, Commercial a (49-2094)	Health Specialties Teachers, Postsecondary (25-1071)
Typical Education		Masters	Bachelors	Postsecondary Non-Degree Award	Doctorate
N		40	40	40	40
Average Hourly Wage (\$)		\$27.50	\$60.10	\$19.00	\$40.69
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	69.7	84.0	100.0	0.0
	Retirement	69.7	53.2	75.0	0.0
	Paid Leave	69.7	84.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	90.9	95.6	75.0	100.0
	Critical Thinking	90.9	100.0	100.0	100.0
	Reading Comprehension	90.9	100.0	100.0	100.0
	Technology Design	30.3	46.4	50.0	83.3
	Operation and Control	30.3	75.1	100.0	83.3
Employer's Satisfaction with New Hires' Skills	Satisfied	60.6	83.7	62.5	83.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	39.4	16.3	37.5	16.7
Average Weekly Hours	20 or Less	43.5	12.2	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	56.5	87.8	100.0	0.0
Gender	Female	100.0	38.8	12.5	50.0
	Male	0.0	53.2	62.5	33.3
	Nonresident	0.0	8.0	25.0	16.7
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	12.5	16.7
	25-34	9.1	0.0	37.5	33.3
	35-44	0.0	38.8	25.0	16.7
	45-54	60.6	23.0	0.0	0.0
	55-64	30.3	20.1	0.0	16.7
	65 and Older	0.0	10.1	0.0	0.0
	Unknown	0.0	8.0	25.0	16.7
Turnover	% Still Working 1 Quarter After Hire	100.0	92.0	100.0	66.7

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not dicloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Art, Drama, & Music Teachers, Postsecondary (25-1121)	Librarians (25-4021)	Human Resources Assistants, Except Payroll & Tim (43-4161)	Gaming Cage Workers (43-3041)
Typical Education		Masters	Masters	High School Diploma or Less	High School Diploma or Less
N		40	40	40	40
Average Hourly Wage (\$)		\$19.00	\$17.85	\$15.75	\$9.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	16.7	100.0	100.0	0.0
	Retirement	16.7	100.0	62.5	0.0
	Paid Leave	16.7	83.3	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	68.7	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	66.7	100.0	100.0	100.0
	Technology Design	16.7	71.9	37.5	11.1
	Operation and Control	0.0	48.1	37.5	66.7
Employer's Satisfaction with New Hires' Skills	Satisfied	33.3	61.6	31.3	22.2
	Not Satisfied	0.0	0.0	0.0	11.1
	Neither	0.0	0.0	43.8	11.1
	Other	66.7	38.4	25.0	55.6
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	17.8	0.0	100.0
	36 or More	100.0	82.2	100.0	0.0
Gender	Female	50.0	34.1	87.5	66.7
	Male	16.7	21.1	12.5	33.3
	Nonresident	33.3	44.8	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	16.7	7.0	0.0	11.1
	25-34	16.7	0.0	0.0	33.3
	35-44	16.7	30.8	56.2	33.3
	45-54	0.0	10.3	43.8	11.1
	55-64	0.0	7.0	0.0	11.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	50.0	44.8	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	100.0	55.6

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Butchers & Meat Cutters (51-3021)	Automotive Glass Installers & Repairers (49-3022)	Pressers, Textile, Garment, & Related Materials (51-6021)	Motor Vehicle Operators, All Other (53-3099)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$9.50	\$11.50	\$9.00	\$11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	59.4	16.7	0.0	58.8
	Retirement	0.0	16.7	0.0	58.8
	Paid Leave	59.4	16.7	0.0	58.8
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	83.3	41.2
	Critical Thinking	100.0	16.7	33.3	90.1
	Reading Comprehension	100.0	33.3	33.3	90.1
	Technology Design	100.0	16.7	83.3	31.3
	Operation and Control	100.0	33.3	33.3	90.1
Employer's Satisfaction with New Hires' Skills	Satisfied	27.0	50.0	50.0	90.1
	Not Satisfied	59.4	0.0	16.7	0.0
	Neither	0.0	16.7	0.0	0.0
	Other	13.5	33.3	33.3	9.9
Average Weekly Hours	20 or Less	0.0	0.0	16.7	31.3
	21-35	0.0	50.0	83.3	9.9
	36 or More	100.0	50.0	0.0	58.8
Gender	Female	0.0	0.0	50.0	0.0
	Male	100.0	100.0	33.3	100.0
	Nonresident	0.0	0.0	16.7	0.0
Age Group	19 and Younger	73.0	0.0	0.0	0.0
	20-24	0.0	33.3	0.0	58.8
	25-34	0.0	66.7	16.7	0.0
	35-44	13.5	0.0	33.3	0.0
	45-54	13.5	0.0	33.3	0.0
	55-64	0.0	0.0	0.0	31.3
	65 and Older	0.0	0.0	0.0	9.9
	Unknown	0.0	0.0	16.7	0.0
Turnover	% Still Working 1 Quarter After Hire	59.4	100.0	50.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Reservation & Transportation Ticket Agents & T (43-4181)	Occupational Therapist Assistants (31-2011)	Medical & Clinical Laboratory Technologists (29-2011)	Medical Records & Health Information Technicians (29-2071)
Typical Education		High School Diploma or Less	Associates	Bachelors	Postsecondary Non-Degree Award
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$9.25	\$20.00	\$31.24	\$16.20
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	51.4	0.0	100.0	100.0
	Retirement	51.4	0.0	0.0	100.0
	Paid Leave	51.4	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	33.3
	Critical Thinking	82.9	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	100.0	33.3
	Technology Design	51.4	100.0	100.0	0.0
	Operation and Control	51.4	100.0	100.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	31.5	33.3	0.0	33.3
	Not Satisfied	17.1	0.0	0.0	0.0
	Neither	0.0	0.0	33.3	0.0
	Other	51.4	66.7	66.7	66.7
Average Weekly Hours	20 or Less	38.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	62.0	0.0	100.0	100.0
Gender	Female	48.6	100.0	66.7	66.7
	Male	17.1	0.0	33.3	0.0
	Nonresident	34.3	0.0	0.0	33.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	33.3	0.0
	25-34	48.6	33.3	33.3	33.3
	35-44	17.1	0.0	33.3	33.3
	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	33.3	0.0	0.0
	Unknown	34.3	0.0	0.0	33.3
Turnover	% Still Working 1 Quarter After Hire	31.5	100.0	33.3	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Phlebotomists (31-9097)	Medical Equipment Preparers (31- 9093)	Electrical Engineers (17- 2071)	Cartographers & Photogrammetrists (17-1021)
Typical Education		Postsecondary Non-Degree Award	High School Diploma or Less	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$20.00	\$11.00	\$60.10	\$20.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	0.0
	Retirement	33.3	0.0	100.0	0.0
	Paid Leave	33.3	0.0	39.1	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	70.8	100.0
	Critical Thinking	100.0	33.3	84.9	100.0
	Reading Comprehension	100.0	0.0	84.9	100.0
	Technology Design	100.0	100.0	84.9	100.0
	Operation and Control	100.0	100.0	84.9	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	66.7	33.3	43.1	31.1
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	33.3	0.0	0.0
	Other	33.3	33.3	56.9	68.9
Average Weekly Hours	20 or Less	0.0	0.0	0.0	17.3
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	82.7
Gender	Female	66.7	100.0	0.0	13.8
	Male	33.3	0.0	67.1	58.7
	Nonresident	0.0	0.0	32.9	27.6
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	66.7	0.0	5.0	0.0
	25-34	33.3	66.7	29.2	13.8
	35-44	0.0	0.0	19.0	0.0
	45-54	0.0	0.0	14.0	27.6
	55-64	0.0	33.3	0.0	31.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	32.9	27.6
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Market Research Analysts & Market (13-1161)	Furniture Finishers (51-7021)	Instructional Coordinators (25-9031)	Painters, Transportation Equipment (51-9122)
Typical Education		Bachelors	High School Diploma or Less	Masters	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$19.23	\$11.50	\$17.83	\$12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	65.2	57.3	23.6	0.0
	Retirement	0.0	57.3	23.6	0.0
	Paid Leave	65.2	57.3	23.6	0.0
Skills Selected as "Important" (%)	Service Orientation	65.2	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	82.1
	Reading Comprehension	100.0	42.7	100.0	82.1
	Technology Design	100.0	71.6	50.0	82.1
	Operation and Control	65.2	100.0	50.0	82.1
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	14.3	80.9	35.9
	Not Satisfied	0.0	14.2	0.0	64.1
	Neither	0.0	14.3	0.0	0.0
	Other	50.0	57.2	19.1	0.0
Average Weekly Hours	20 or Less	34.8	0.0	61.9	0.0
	21-35	0.0	42.7	0.0	100.0
	36 or More	65.2	57.3	38.1	0.0
Gender	Female	82.6	0.0	61.8	17.9
	Male	0.0	100.0	0.0	64.1
	Nonresident	17.4	0.0	38.2	17.9
Age Group	19 and Younger	0.0	0.0	0.0	17.9
	20-24	0.0	71.5	0.0	0.0
	25-34	32.6	14.3	42.7	0.0
	35-44	32.6	14.2	0.0	64.1
	45-54	17.4	0.0	19.1	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	17.4	0.0	38.2	17.9
Turnover	% Still Working 1 Quarter After Hire	100.0	71.6	23.6	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Architects, Except Landscape & Naval (17-1011)	Veterinary Asst. & Laboratory Animal Caretakers (31-9096)	Pump Operators, Except Wellhead Pumpers (53-7072)	Life, Physical & Social Science Technicians, Other (19-4099)
Typical Education		Bachelors	High School Diploma or Less	High School Diploma or Less	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$32.21	\$10.50	\$27.47	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	85.7	0.0	100.0	0.0
	Retirement	85.7	0.0	100.0	0.0
	Paid Leave	85.7	0.0	100.0	14.5
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	43.6
	Critical Thinking	100.0	100.0	40.6	29.1
	Reading Comprehension	100.0	100.0	100.0	87.2
	Technology Design	100.0	57.1	40.6	14.5
	Operation and Control	100.0	71.4	100.0	41.8
Employer's Satisfaction with New Hires' Skills	Satisfied	57.1	42.9	59.4	27.3
	Not Satisfied	0.0	28.6	0.0	0.0
	Neither	0.0	0.0	0.0	43.6
	Other	42.9	28.6	40.6	29.1
Average Weekly Hours	20 or Less	0.0	14.3	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	85.7	100.0	100.0
Gender	Female	42.9	85.7	0.0	14.5
	Male	42.9	0.0	100.0	56.4
	Nonresident	14.3	14.3	0.0	29.1
Age Group	19 and Younger	0.0	0.0	0.0	14.5
	20-24	28.6	42.9	29.7	14.5
	25-34	28.6	14.3	70.3	14.5
	35-44	14.3	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	14.5
	55-64	14.3	28.6	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	14.3	14.3	0.0	41.8
Turnover	% Still Working 1 Quarter After Hire	100.0	85.7	100.0	70.9

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Real Estate Sales Agents (41-9022)	Mechanical Engineering Technicians (17- 3027)	Massage Therapists (31- 9011)	First-Line Super./Manag., Personal Service Workers (39- 1021)
Typical Education		High School Diploma or Less	Associates	Postsecondary Non-Degree Award	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$18.23	\$36.80	\$7.36	\$14.00
% Paid Piece Rate		11.0	0.0	60.0	0.0
% Offered Selected Benefits	Health Insurance	36.9	70.3	0.0	87.6
	Retirement	36.9	70.3	0.0	0.0
	Paid Leave	66.9	70.3	40.0	87.6
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	80.0	100.0
	Reading Comprehension	100.0	100.0	80.0	100.0
	Technology Design	41.0	29.7	0.0	87.6
	Operation and Control	29.9	29.7	60.0	25.4
Employer's Satisfaction with New Hires' Skills	Satisfied	26.0	14.9	40.0	62.7
	Not Satisfied	11.0	0.0	0.0	0.0
	Neither	11.0	0.0	0.0	0.0
	Other	51.9	85.1	60.0	37.3
Average Weekly Hours	20 or Less	0.0	0.0	50.0	0.0
	21-35	0.0	0.0	50.0	100.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	37.1	0.0	80.0	74.6
	Male	62.9	85.1	0.0	25.4
	Nonresident	0.0	14.9	20.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	40.0	0.0
	25-34	0.0	0.0	0.0	37.3
	35-44	52.0	14.9	20.0	62.7
	45-54	48.0	0.0	20.0	0.0
	55-64	0.0	70.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	14.9	20.0	0.0
Turnover	% Still Working 1 Quarter After Hire	63.1	100.0	100.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Library Assistants, Clerical (43-4121)	Appraisers & Assessors of Real Estate (13-2021)	Administrative Services Managers (11-3011)	Billing & Posting Clerks & Machine Operators (43-3021)
Typical Education		High School Diploma or Less	Bachelors	Bachelors	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$10.50	\$14.36	\$31.50	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	40.5	100.0	100.0	61.7
	Paid Leave	57.5	100.0	100.0	88.5
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	80.3
	Critical Thinking	100.0	87.5	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	49.0	87.5	37.9	68.9
	Operation and Control	91.5	62.5	100.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	54.3	50.0	68.9	73.2
	Not Satisfied	8.5	25.0	0.0	0.0
	Neither	0.0	0.0	0.0	11.5
	Other	37.2	25.0	31.1	15.3
Average Weekly Hours	20 or Less	55.8	0.0	0.0	0.0
	21-35	44.2	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	83.0	87.5	31.1	68.9
	Male	0.0	12.5	68.9	19.7
	Nonresident	17.0	0.0	0.0	11.5
Age Group	19 and Younger	8.5	0.0	0.0	0.0
	20-24	28.7	12.5	0.0	0.0
	25-34	8.5	50.0	0.0	57.9
	35-44	20.2	25.0	31.1	0.0
	45-54	17.0	0.0	31.1	15.3
	55-64	0.0	12.5	0.0	0.0
	65 and Older	0.0	0.0	37.9	15.3
	Unknown	17.0	0.0	0.0	11.5
Turnover	% Still Working 1 Quarter After Hire	91.5	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Artists & Related Workers, All Other (27-1019)	Biological Technicians (19-4021)	Information & Record Clerks, All Other (43-4199)	Rehabilitation Counselors (21-1015)
Typical Education		High School Diploma or Less	Bachelors	High School Diploma or Less	Masters
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$10.87	\$9.00	\$15.00	\$15.63
% Paid Piece Rate		13.4	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	19.3	15.5	74.0	60.6
	Retirement	0.0	15.5	0.0	21.2
	Paid Leave	13.4	15.5	0.0	60.6
Skills Selected as "Important" (%)	Service Orientation	86.6	69.0	87.0	100.0
	Critical Thinking	100.0	100.0	87.0	100.0
	Reading Comprehension	0.0	100.0	100.0	60.6
	Technology Design	32.8	31.0	87.0	39.4
	Operation and Control	100.0	57.3	100.0	39.4
Employer's Satisfaction with New Hires' Skills	Satisfied	46.2	44.6	50.0	78.8
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	20.9	0.0	21.2
	Other	53.8	34.5	50.0	0.0
Average Weekly Hours	20 or Less	0.0	41.8	0.0	0.0
	21-35	58.9	15.5	0.0	39.4
	36 or More	41.1	42.7	100.0	60.6
Gender	Female	32.8	86.4	50.0	100.0
	Male	40.3	0.0	13.0	0.0
	Nonresident	26.9	13.6	37.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	15.5	13.0	0.0
	25-34	19.3	15.5	13.0	78.8
	35-44	26.9	20.9	0.0	0.0
	45-54	26.9	34.5	37.0	21.2
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	26.9	13.6	37.0	0.0
Turnover	% Still Working 1 Quarter After Hire	32.8	100.0	87.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Physicians & Surgeons, All Other (29-1069)	Weighers, Measurers, Checkers, & Samplers, Recor (43-5111)	Industrial Engineers (17-2112)	First-Line Supervisors/Ma nagers of Transportation (53-1031)
Typical Education		Doctorate	High School Diploma or Less	Bachelors	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$114.59	\$12.00	\$39.00	\$17.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	79.9	33.0	0.0	78.9
	Retirement	79.9	33.0	100.0	100.0
	Paid Leave	0.0	33.0	100.0	57.9
Skills Selected as "Important" (%)	Service Orientation	60.1	100.0	0.0	100.0
	Critical Thinking	100.0	67.0	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	60.1	0.0	0.0	16.6
	Operation and Control	60.1	13.4	0.0	37.7
Employer's Satisfaction with New Hires' Skills	Satisfied	39.9	29.9	0.0	58.3
	Not Satisfied	0.0	13.4	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	60.1	56.7	100.0	41.7
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	79.9	67.0	0.0	25.3
	36 or More	20.1	33.0	100.0	74.7
Gender	Female	39.9	13.4	0.0	21.1
	Male	60.1	70.1	33.3	78.9
	Nonresident	0.0	16.5	66.7	0.0
Age Group	19 and Younger	0.0	13.4	0.0	0.0
	20-24	0.0	29.9	0.0	21.1
	25-34	0.0	26.8	0.0	37.2
	35-44	0.0	0.0	33.3	0.0
	45-54	60.1	0.0	0.0	41.7
	55-64	39.9	0.0	0.0	0.0
	65 and Older	0.0	13.4	0.0	0.0
	Unknown	0.0	16.5	66.7	0.0
Turnover	% Still Working 1 Quarter After Hire	79.9	46.4	100.0	78.9

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Chemical Technicians (19-4031)	Forest & Conservation Technicians (19-4093)	Cost Estimators (13-1051)	Conservation Scientists (19-1031)
Typical Education		Associates	Associates	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$16.07	\$14.67	\$19.23	\$26.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	20.8	100.0	14.1
	Retirement	100.0	20.8	75.0	100.0
	Paid Leave	100.0	20.8	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	66.2	0.0	100.0	14.1
	Critical Thinking	100.0	69.8	100.0	100.0
	Reading Comprehension	66.2	30.8	100.0	100.0
	Technology Design	66.2	89.9	100.0	100.0
	Operation and Control	100.0	89.9	25.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	16.8	89.9	0.0	35.6
	Not Satisfied	0.0	0.0	75.0	0.0
	Neither	50.2	0.0	12.5	0.0
	Other	32.9	10.1	12.5	64.4
Average Weekly Hours	20 or Less	0.0	0.0	0.0	85.9
	21-35	0.0	16.5	0.0	0.0
	36 or More	100.0	83.5	100.0	14.1
Gender	Female	16.5	20.8	75.0	42.9
	Male	67.1	40.2	25.0	57.1
	Nonresident	16.5	39.0	0.0	0.0
Age Group	19 and Younger	0.0	10.1	0.0	0.0
	20-24	66.7	10.1	0.0	0.0
	25-34	16.8	20.8	75.0	78.5
	35-44	0.0	20.1	0.0	21.5
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	12.5	0.0
	65 and Older	0.0	0.0	12.5	0.0
	Unknown	16.5	39.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	40.9	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Precision Instrument & Equipment Repairers, Other (49-9069)	Payroll & Timekeeping Clerks (43- 3051)	Broadcast Technicians (27- 4012)	Electrical & Electronic Engineering Technicians (17- 3023)
Typical Education		High School Diploma or Less	High School Diploma or Less	Associates	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$40.00	\$16.50	\$9.00	\$20.75
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	35.2	22.5	30.0	100.0
	Retirement	35.2	22.5	30.0	81.7
	Paid Leave	35.2	22.5	30.0	81.7
Skills Selected as "Important" (%)	Service Orientation	64.8	22.5	0.0	46.0
	Critical Thinking	100.0	100.0	70.0	100.0
	Reading Comprehension	100.0	100.0	70.0	100.0
	Technology Design	100.0	77.5	70.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	21.6	100.0	30.0	46.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	78.4	0.0	70.0	54.0
Average Weekly Hours	20 or Less	0.0	0.0	30.0	0.0
	21-35	0.0	0.0	40.0	0.0
	36 or More	100.0	100.0	30.0	100.0
Gender	Female	21.6	22.5	30.0	0.0
	Male	56.8	0.0	70.0	100.0
	Nonresident	21.6	77.5	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	21.6	0.0	20.0	0.0
	25-34	0.0	0.0	60.0	36.2
	35-44	0.0	0.0	10.0	40.9
	45-54	35.2	22.5	10.0	0.0
	55-64	21.6	0.0	0.0	23.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	21.6	77.5	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	35.2	100.0	80.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Sewing Machine Operators (51-6031)	Pest Control Workers (37-2021)	Boilermakers (47-2011)	Business Teachers, Postsecondary (25-1011)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Doctorate
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$9.00	\$12.50	\$31.25	\$30.30
% Paid Piece Rate		0.0	0.0	0.0	25.0
% Offered Selected Benefits	Health Insurance	0.0	42.5	100.0	75.0
	Retirement	0.0	42.5	18.7	75.0
	Paid Leave	0.0	42.5	18.7	75.0
Skills Selected as "Important" (%)	Service Orientation	45.1	100.0	100.0	100.0
	Critical Thinking	100.0	85.1	18.7	100.0
	Reading Comprehension	100.0	100.0	18.7	100.0
	Technology Design	100.0	0.0	18.7	0.0
	Operation and Control	100.0	57.5	100.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	36.6	42.5	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	40.8	0.0	0.0	0.0
	Other	22.5	57.5	0.0	100.0
Average Weekly Hours	20 or Less	55.2	0.0	0.0	0.0
	21-35	44.8	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	45.1	0.0	0.0	75.0
	Male	18.3	57.5	100.0	25.0
	Nonresident	36.6	42.5	0.0	0.0
Age Group	19 and Younger	0.0	14.9	0.0	25.0
	20-24	22.5	0.0	0.0	0.0
	25-34	0.0	0.0	81.3	25.0
	35-44	40.8	42.5	18.7	0.0
	45-54	0.0	0.0	0.0	25.0
	55-64	0.0	0.0	0.0	25.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	36.6	42.5	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	18.7	25.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Education Administrators, Postsecondary (11-9033)	Geoscientists, Except Hydrologists & Geographers (19-2042)	Cooks, All Other (35-2019)	Postsecondary Teachers, All Other (25-1199)
Typical Education		Masters	Bachelors	High School Diploma or Less	Doctorate
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$22.84	\$20.24	\$14.00	\$15.00
% Paid Piece Rate		0.0	0.0	16.4	0.0
% Offered Selected Benefits	Health Insurance	100.0	44.1	0.0	0.0
	Retirement	50.0	44.1	0.0	0.0
	Paid Leave	100.0	44.1	0.0	48.2
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	62.7	67.1	100.0
	Reading Comprehension	100.0	62.7	50.7	100.0
	Technology Design	50.0	44.1	50.7	51.8
	Operation and Control	75.0	44.1	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	25.0	62.7	60.7	48.2
	Not Satisfied	25.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	37.3	39.3	51.8
Average Weekly Hours	20 or Less	0.0	18.6	0.0	0.0
	21-35	0.0	0.0	66.7	51.8
	36 or More	100.0	81.4	33.3	48.2
Gender	Female	50.0	18.6	39.3	74.1
	Male	25.0	44.1	16.4	25.9
	Nonresident	25.0	37.3	44.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	16.4	0.0
	25-34	75.0	62.7	11.4	48.2
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	27.9	25.9
	55-64	0.0	0.0	0.0	25.9
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	25.0	37.3	44.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	37.3	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Plant & System Operators, All Other (51-8099)	Farmers, Ranchers, & Other Agricu (11-9013)	Aircraft Mechanc & Serv Tech, FAA (49-3012)	Forest & Conservation Workers (45-4011)
Typical Education		High School Diploma or Less	High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$12.50	\$26.01	\$23.00	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	88.1	25.0	0.0
	Retirement	0.0	71.1	25.0	0.0
	Paid Leave	7.1	88.1	25.0	0.0
Skills Selected as "Important" (%)	Service Orientation	7.1	40.7	25.0	16.1
	Critical Thinking	100.0	100.0	100.0	75.5
	Reading Comprehension	7.1	76.3	100.0	16.1
	Technology Design	85.9	47.4	75.0	75.5
	Operation and Control	100.0	100.0	75.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	76.3	50.0	28.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	25.0	0.0
	Other	0.0	23.7	25.0	72.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	7.1	0.0	0.0	24.5
	36 or More	92.9	100.0	100.0	75.5
Gender	Female	0.0	11.9	25.0	28.0
	Male	7.1	47.4	75.0	72.0
	Nonresident	92.9	40.7	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	36.4
	20-24	0.0	11.9	25.0	39.9
	25-34	0.0	23.7	50.0	11.9
	35-44	0.0	11.9	0.0	11.9
	45-54	7.1	0.0	0.0	0.0
	55-64	0.0	11.9	25.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	92.9	40.7	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	92.9	100.0	100.0	16.1

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not dicloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Electrical & Electronic Equipment Assemblers (51-2022)	Lathe & Turning Machine Tool Setters, Operators, (51-4034)	Religious Workers, All Other (21-2099)	Sales Representatives, Wholesale & Manufacturing (41-4011)
Typical Education		High School Diploma or Less	High School Diploma or Less	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$17.00	\$10.00	\$22.54	\$16.83
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	60.1
	Retirement	0.0	80.4	0.0	60.1
	Paid Leave	20.0	80.4	0.0	80.1
Skills Selected as "Important" (%)	Service Orientation	40.0	20.1	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	20.1	100.0	80.1
	Technology Design	100.0	60.3	0.0	80.1
	Operation and Control	100.0	100.0	0.0	40.2
Employer's Satisfaction with New Hires' Skills	Satisfied	80.0	40.2	25.0	80.1
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	20.0	59.8	75.0	19.9
Average Weekly Hours	20 or Less	40.0	0.0	0.0	19.9
	21-35	0.0	0.0	0.0	0.0
	36 or More	60.0	100.0	100.0	80.1
Gender	Female	20.0	0.0	0.0	0.0
	Male	80.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	20.0	0.0	0.0	0.0
	20-24	40.0	20.1	25.0	39.9
	25-34	40.0	59.8	25.0	20.2
	35-44	0.0	0.0	25.0	19.9
	45-54	0.0	0.0	0.0	19.9
	55-64	0.0	20.1	25.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	79.9	100.0	79.8

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Medical & Clinical Laboratory Technicians (29-2012)	Diagnostic Medical Sonographers (29-2032)	Physical Therapist Assistants (31-2021)	Social & Community Service Managers (11-9151)
Typical Education		Associates	Associates	Associates	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$10.50	.	\$21.65	\$20.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	0.0	100.0	0.0
	Retirement	50.0	0.0	100.0	0.0
	Paid Leave	50.0	0.0	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	50.0	100.0	100.0	100.0
	Operation and Control	0.0	100.0	50.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	50.0	50.0
	Not Satisfied	50.0	0.0	0.0	0.0
	Neither	0.0	0.0	50.0	0.0
	Other	0.0	50.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	0.0
	21-35	50.0	0.0	0.0	0.0
	36 or More	50.0	0.0	100.0	0.0
Gender	Female	100.0	100.0	0.0	100.0
	Male	0.0	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	50.0	0.0	0.0	0.0
	25-34	50.0	50.0	50.0	50.0
	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	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Healthcare Practitioners & Tech. Workers, Other (29-9099)	Dentists, General (29-1021)	Speech-Language Pathologists (29-1127)	Psychiatric Technicians (29-2053)
Typical Education		Bachelors	Doctorate	Masters	Postsecondary Non-Degree Award
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$12.00	.	\$40.00	\$11.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	100.0
	Retirement	100.0	0.0	50.0	100.0
	Paid Leave	100.0	0.0	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	0.0	100.0	100.0	0.0
	Operation and Control	0.0	100.0	100.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	100.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	0.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	50.0	100.0	0.0
	36 or More	100.0	50.0	0.0	0.0
Gender	Female	50.0	0.0	50.0	50.0
	Male	0.0	100.0	0.0	50.0
	Nonresident	50.0	0.0	50.0	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	0.0	100.0	0.0	0.0
	35-44	50.0	0.0	50.0	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	50.0	0.0	50.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Opticians, Dispensing (29- 2081)	Residential Advisors (39- 9041)	Executive Secretaries & Administrative Assistants (43- 6011)	Surveyors (17- 1022)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$12.71	\$12.00	\$26.44	\$26.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	60.0
	Retirement	50.0	100.0	100.0	80.0
	Paid Leave	100.0	100.0	100.0	80.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	80.0
	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	0.0	100.0
	Operation and Control	100.0	100.0	0.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	0.0	50.0	60.0
	Not Satisfied	0.0	50.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	0.0	50.0	50.0	40.0
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	0.0	100.0	100.0
Gender	Female	100.0	50.0	50.0	0.0
	Male	0.0	50.0	0.0	80.0
	Nonresident	0.0	0.0	50.0	20.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	50.0	0.0
	25-34	50.0	0.0	0.0	40.0
	35-44	50.0	50.0	0.0	0.0
	45-54	0.0	0.0	0.0	20.0
	55-64	0.0	50.0	0.0	20.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	50.0	20.0
Turnover	% Still Working 1 Quarter After Hire	50.0	0.0	100.0	80.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Glaziers (47-2121)	Engineers, All Other (17-2199)	Travel Agents (41-3041)	Office Machine Operators, Except Computer (43-9071)
Typical Education		High School Diploma or Less	Bachelors	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$10.00	.	\$14.41	\$12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	0.0
	Retirement	0.0	0.0	50.0	0.0
	Paid Leave	0.0	0.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	0.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	78.7	0.0	100.0	0.0
	Technology Design	0.0	0.0	100.0	0.0
	Operation and Control	0.0	0.0	0.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	26.2	50.0	100.0	50.0
	Not Satisfied	21.3	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	52.5	50.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	0.0
Gender	Female	26.2	100.0	100.0	100.0
	Male	73.8	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	26.2	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	47.5	0.0	50.0	50.0
	35-44	26.2	50.0	0.0	50.0
	45-54	0.0	50.0	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	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Unable to Assign Based on Title (99-9999)	Producers & Directors (27-2012)	Editors (27-3041)	Recreational Vehicle Service Technicians (49-3092)
Typical Education			Bachelors	Bachelors	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	\$16.83	\$19.23	.
% Paid Piece Rate		0.0	0.0	0.0	100.0
% Offered Selected Benefits	Health Insurance	0.0	87.5	62.5	100.0
	Retirement	0.0	25.0	62.5	100.0
	Paid Leave	0.0	75.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	25.0	100.0	100.0
	Critical Thinking	0.0	87.5	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	0.0
	Technology Design	0.0	87.5	50.0	0.0
	Operation and Control	0.0	100.0	75.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	62.5	62.5	100.0
	Not Satisfied	0.0	0.0	12.5	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	37.5	25.0	0.0
Average Weekly Hours	20 or Less	0.0	14.3	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	85.7	100.0	0.0
Gender	Female	0.0	37.5	25.0	100.0
	Male	50.0	50.0	62.5	0.0
	Nonresident	50.0	12.5	12.5	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	12.5	0.0	0.0
	25-34	50.0	37.5	37.5	0.0
	35-44	0.0	12.5	0.0	100.0
	45-54	0.0	12.5	37.5	0.0
	55-64	0.0	12.5	12.5	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	50.0	12.5	12.5	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Mechanical Door Repairers (49-9011)	Floor Sanders & Finishers (47- 2043)	Fiberglass Laminators & Fabricators (51- 2091)	Tile & Marble Setters (47- 2044)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$18.00	\$12.00	\$15.00	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	0.0
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	0.0
	Technology Design	100.0	0.0	100.0	0.0
	Operation and Control	100.0	100.0	100.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	0.0
	Not Satisfied	100.0	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	0.0	100.0	0.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	0.0	0.0	100.0
	Nonresident	0.0	100.0	100.0	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	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	0.0	100.0	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Plasterers & Stucco Masons (47-2161)	Roofers (47-2181)	Photographers (27-4021)	Print Binding & Finishing Workers (51-5113)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$18.00	\$11.56	\$10.00	\$10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	24.0	50.0
	Retirement	0.0	0.0	24.0	50.0
	Paid Leave	0.0	0.0	0.0	50.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	76.0	75.0
	Critical Thinking	100.0	100.0	52.1	25.0
	Reading Comprehension	0.0	0.0	52.1	50.0
	Technology Design	100.0	0.0	52.1	25.0
	Operation and Control	100.0	0.0	52.1	75.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	50.0
	Not Satisfied	0.0	0.0	0.0	50.0
	Neither	0.0	0.0	38.6	0.0
	Other	0.0	0.0	61.4	0.0
Average Weekly Hours	20 or Less	0.0	0.0	13.5	0.0
	21-35	0.0	0.0	0.0	25.0
	36 or More	0.0	100.0	86.5	75.0
Gender	Female	0.0	0.0	47.9	50.0
	Male	100.0	100.0	37.5	50.0
	Nonresident	0.0	0.0	14.6	0.0
Age Group	19 and Younger	0.0	0.0	24.0	25.0
	20-24	0.0	100.0	24.0	0.0
	25-34	100.0	0.0	13.5	50.0
	35-44	0.0	0.0	0.0	25.0
	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	24.0	0.0
	Unknown	0.0	0.0	14.6	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	52.1	50.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Cabinetmakers & Bench Carpenters (51- 7011)	Woodworking Machine Setters, Operators, & Tender (51- 7042)	Chemical Equipment Operators & Tenders (51- 9011)	Slaughterers & Meat Packers (51-3023)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$14.00	\$11.50	\$23.63	\$12.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	50.0	100.0	0.0
	Retirement	0.0	25.0	100.0	0.0
	Paid Leave	0.0	50.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	75.0	50.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	75.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	50.0	50.0
	Operation and Control	100.0	100.0	100.0	50.0
Employer's Satisfaction with New Hires' Skills	Satisfied	25.0	25.0	100.0	50.0
	Not Satisfied	0.0	25.0	0.0	0.0
	Neither	75.0	50.0	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	66.7	0.0	0.0	100.0
	36 or More	33.3	100.0	100.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	75.0	75.0	100.0	75.0
	Nonresident	25.0	25.0	0.0	25.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	25.0	25.0	0.0	50.0
	25-34	0.0	25.0	50.0	25.0
	35-44	25.0	25.0	25.0	0.0
	45-54	25.0	0.0	25.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	25.0	25.0	0.0	25.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	100.0	50.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Spec Ed Teachers, Kindergarten & EI (25-2052)	Mathematical Science Teachers, Postsecondary (25-1022)	Nursing Instructors & Teachers, Postsecondary (25-1072)	Transportation Attendants, Except F (53-6061)
Typical Education		Bachelors	Doctorate	Masters	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$26.13	\$34.27	\$27.61	\$11.34
% Paid Piece Rate		33.3	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	33.3	100.0
	Retirement	100.0	0.0	33.3	0.0
	Paid Leave	100.0	0.0	33.3	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	66.7	100.0
	Critical Thinking	100.0	66.7	33.3	100.0
	Reading Comprehension	100.0	66.7	66.7	0.0
	Technology Design	100.0	66.7	33.3	0.0
	Operation and Control	33.3	0.0	33.3	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	66.7	33.3	0.0	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	33.3	66.7	100.0	66.7
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	50.0	0.0	0.0	100.0
	36 or More	50.0	0.0	0.0	0.0
Gender	Female	33.3	0.0	100.0	100.0
	Male	33.3	100.0	0.0	0.0
	Nonresident	33.3	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	0.0
	25-34	33.3	33.3	33.3	33.3
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	33.3	33.3	33.3
	55-64	33.3	0.0	33.3	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	33.3	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	33.3	66.7	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Veterinary Technologists & Technicians (29-2056)	Zoologists & Wildlife Biologists (19-1023)	Biological Scientists, All Other (19-1029)	Electronic Home Entertainment Equipment Installers (49-2097)
Typical Education		Associates	Bachelors	Bachelors	Postsecondary Non-Degree Award
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$12.50	\$21.50	\$24.00	\$10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	0.0	100.0	100.0
	Retirement	50.0	0.0	100.0	100.0
	Paid Leave	50.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	0.0	75.0
	Critical Thinking	75.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	25.0
	Technology Design	50.0	100.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	0.0	25.0
	Not Satisfied	0.0	0.0	0.0	18.7
	Neither	0.0	0.0	25.0	0.0
	Other	0.0	50.0	75.0	56.2
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	33.3	0.0	0.0	0.0
	36 or More	66.7	100.0	100.0	100.0
Gender	Female	100.0	25.0	0.0	18.7
	Male	0.0	25.0	100.0	62.5
	Nonresident	0.0	50.0	0.0	18.7
Age Group	19 and Younger	0.0	0.0	0.0	43.8
	20-24	25.0	0.0	0.0	18.7
	25-34	75.0	25.0	25.0	18.7
	35-44	0.0	25.0	25.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	50.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	50.0	0.0	18.7
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Aircraft Mechanics & Service Technicians (49-3011)	Locomotive Engineers (53-4011)	Gas Compressor & Gas Pumping Station Operators (53-7071)	Cooks, Private Household (35-2013)
Typical Education		Postsecondary Non-Degree Award	High School Diploma or Less	High School Diploma or Less	Postsecondary Non-Degree Award
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$37.78	\$14.00	\$23.94	\$31.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	66.7	100.0	100.0	66.7
	Retirement	66.7	100.0	100.0	0.0
	Paid Leave	100.0	100.0	100.0	66.7
Skills Selected as "Important" (%)	Service Orientation	66.7	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	33.3
	Reading Comprehension	100.0	100.0	100.0	33.3
	Technology Design	100.0	100.0	33.3	0.0
	Operation and Control	100.0	100.0	100.0	33.3
Employer's Satisfaction with New Hires' Skills	Satisfied	33.3	66.7	66.7	33.3
	Not Satisfied	0.0	0.0	33.3	0.0
	Neither	0.0	0.0	0.0	33.3
	Other	66.7	33.3	0.0	33.3
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	33.3	0.0	33.3
	Male	0.0	66.7	100.0	33.3
	Nonresident	100.0	0.0	0.0	33.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	66.7	0.0	0.0
	25-34	0.0	33.3	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	66.7
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	100.0	0.0	0.0	33.3
Turnover	% Still Working 1 Quarter After Hire	33.3	100.0	66.7	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not disclosable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Tailors, Dressmakers, & Custom Sewers (51-6052)	Tank Car, Truck, & Ship Loaders (53-7121)	Computer Network Support Specialist (15- 1152)	Museum Technicians & Conservators (25-4013)
Typical Education		High School Diploma or Less	High School Diploma or Less	Associates	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$9.00	\$17.00	\$14.00	\$10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	72.0	0.0
	Retirement	0.0	28.5	43.9	25.0
	Paid Leave	0.0	100.0	72.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	28.5	100.0	50.0
	Critical Thinking	100.0	100.0	100.0	75.0
	Reading Comprehension	100.0	28.5	100.0	75.0
	Technology Design	66.7	0.0	100.0	50.0
	Operation and Control	66.7	71.5	100.0	75.0
Employer's Satisfaction with New Hires' Skills	Satisfied	33.3	28.5	15.9	75.0
	Not Satisfied	0.0	0.0	28.0	0.0
	Neither	33.3	71.5	56.1	0.0
	Other	33.3	0.0	0.0	25.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	66.7
	21-35	100.0	0.0	28.0	0.0
	36 or More	0.0	100.0	72.0	33.3
Gender	Female	33.3	0.0	15.9	75.0
	Male	33.3	100.0	84.1	25.0
	Nonresident	33.3	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	71.5	28.0	25.0
	25-34	33.3	0.0	56.1	0.0
	35-44	0.0	0.0	15.9	0.0
	45-54	0.0	0.0	0.0	25.0
	55-64	33.3	28.5	0.0	50.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	33.3	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	33.3	64.2	100.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Telemarketers (41-9041)	Community Health Workers (21-1094)	Claims Adjusters, Examiners, & Investigators (13-1031)	Computer Systems Analysts (15- 1121)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$10.00	\$17.25	.	\$31.25
% Paid Piece Rate		0.0	0.0	100.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	100.0
	Retirement	0.0	24.9	100.0	100.0
	Paid Leave	69.8	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	35.5
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	69.8	100.0	100.0	100.0
	Technology Design	69.8	100.0	80.0	100.0
	Operation and Control	69.8	100.0	0.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	40.0	0.0
	Not Satisfied	0.0	0.0	20.0	64.5
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	40.0	35.5
Average Weekly Hours	20 or Less	30.2	0.0	0.0	0.0
	21-35	69.8	75.1	100.0	0.0
	36 or More	0.0	24.9	0.0	100.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	24.9	100.0	100.0
	Nonresident	0.0	75.1	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	17.8
	25-34	0.0	0.0	40.0	17.8
	35-44	0.0	24.9	40.0	64.5
	45-54	0.0	0.0	0.0	0.0
	55-64	100.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	20.0	0.0
	Unknown	0.0	75.1	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Structural Iron & Steel Workers (47- 2221)	Drafters, All Other (17-3019)	Order Clerks (43-4151)	Mining Machine Operators, All Other (47-5049)
Typical Education		High School Diploma or Less	Associates	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$14.00	\$11.00	.	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	24.0	100.0	0.0	0.0
	Retirement	0.0	100.0	0.0	100.0
	Paid Leave	0.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	0.0
	Technology Design	76.0	100.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	33.3	66.7	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	66.7	33.3	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	0.0	100.0
Gender	Female	0.0	0.0	66.7	33.3
	Male	24.0	100.0	33.3	66.7
	Nonresident	76.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	24.0	33.3	0.0	33.3
	25-34	0.0	33.3	0.0	0.0
	35-44	0.0	0.0	33.3	0.0
	45-54	0.0	33.3	66.7	33.3
	55-64	0.0	0.0	0.0	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	76.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Structural Metal Fabricators & Fitters (51- 2041)	Coating, Painting, & Spraying Machine Setters, O (51- 9121)	Graders & Sorters, Agricultural Products (45- 2041)	Software Developers, Systems Softwa (15-1133)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$18.50	\$10.50	\$12.00	\$21.65
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	100.0
	Retirement	66.7	33.3	0.0	33.3
	Paid Leave	66.7	33.3	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	60.0	0.0
	Critical Thinking	100.0	66.7	60.0	100.0
	Reading Comprehension	33.3	66.7	60.0	66.7
	Technology Design	100.0	33.3	20.0	100.0
	Operation and Control	100.0	100.0	0.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	66.7	66.7	80.0	66.7
	Not Satisfied	0.0	33.3	20.0	0.0
	Neither	33.3	0.0	0.0	0.0
	Other	0.0	0.0	0.0	33.3
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	20.0	0.0
	Male	100.0	100.0	80.0	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	33.3	33.3	20.0	0.0
	25-34	0.0	66.7	40.0	66.7
	35-44	33.3	0.0	20.0	0.0
	45-54	33.3	0.0	20.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	33.3
Turnover	% Still Working 1 Quarter After Hire	100.0	66.7	40.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Software Developers, Applications (15-1132)	Crane & Tower Operators (53-7021)	Special Education Teachers, Seconda (25-2054)	All Other Special Education Teachers (25-2059)
Typical Education		Bachelors	High School Diploma or Less	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$45.67	\$27.43	\$22.45	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% 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	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	100.0
	Technology Design	0.0	46.2	100.0	100.0
	Operation and Control	0.0	100.0	0.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	40.0	0.0	0.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	60.0	100.0	100.0	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	100.0
Gender	Female	20.0	0.0	50.0	100.0
	Male	80.0	100.0	50.0	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	20.0	0.0	0.0	0.0
	25-34	20.0	26.9	50.0	100.0
	35-44	40.0	0.0	50.0	0.0
	45-54	20.0	0.0	0.0	0.0
	55-64	0.0	73.1	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	53.8	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not dicloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Education Administrators, Elementary & Secondary (11- 9032)	Securities, Commodities, & Financial Services Sa (41- 3031)	Musicians & Singers (27- 2042)	Gaming Change Persons & Booth Cashiers (41-2012)
Typical Education		Masters	Bachelors	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$37.03	\$17.00	.	\$10.00
% Paid Piece Rate		0.0	0.0	100.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	0.0
	Retirement	100.0	100.0	0.0	0.0
	Paid Leave	50.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	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	0.0	0.0
	Operation and Control	100.0	100.0	0.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	0.0	33.3	0.0
	Not Satisfied	0.0	0.0	0.0	33.3
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	100.0	66.7	66.7
Average Weekly Hours	20 or Less	0.0	0.0	100.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	50.0	100.0	66.7	33.3
	Male	50.0	0.0	33.3	33.3
	Nonresident	0.0	0.0	0.0	33.3
Age Group	19 and Younger	0.0	0.0	33.3	0.0
	20-24	0.0	25.0	0.0	0.0
	25-34	0.0	25.0	66.7	0.0
	35-44	50.0	25.0	0.0	33.3
	45-54	0.0	0.0	0.0	33.3
	55-64	50.0	25.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	33.3
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	66.7

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Rail Car Repairers (49- 3043)	Computer Programmers (15-1131)	Electrical & Electronics Repairers, Powerhouse, (49-2095)	Electric Motor, Power Tool, & Related Repairers (49- 2092)
Typical Education		High School Diploma or Less	Bachelors	Postsecondary Non-Degree Award	Postsecondary Non-Degree Award
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$16.92	\$22.00	\$38.32	\$18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	22.0	100.0	100.0
	Retirement	50.0	22.0	85.7	100.0
	Paid Leave	100.0	22.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	39.0	0.0	100.0
	Critical Thinking	50.0	61.0	57.1	0.0
	Reading Comprehension	100.0	100.0	57.1	100.0
	Technology Design	50.0	100.0	57.1	100.0
	Operation and Control	100.0	78.0	57.1	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	42.9	0.0
	Not Satisfied	50.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	50.0
	Other	0.0	0.0	57.1	50.0
Average Weekly Hours	20 or Less	0.0	39.0	0.0	0.0
	21-35	0.0	39.0	0.0	0.0
	36 or More	100.0	22.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	39.0	85.7	100.0
	Nonresident	0.0	61.0	14.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	39.0	0.0	0.0
	25-34	100.0	0.0	42.9	0.0
	35-44	0.0	0.0	28.6	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	0.0	0.0	14.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	61.0	14.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Funeral Attendants (39-4021)	Radiologic Technologists & Technicians (29-2034)	Magnetic Resonance Imaging Technolo (29-2035)	Healthcare Support Workers, All Other (31-9099)
Typical Education		High School Diploma or Less	Associates	Associates	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$12.75	\$11.58	.	\$9.54
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	0.0	100.0	0.0
	Retirement	0.0	0.0	100.0	100.0
	Paid Leave	50.0	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	50.0	100.0	100.0	100.0
	Operation and Control	50.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	50.0	0.0	0.0	100.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	50.0	0.0	100.0	0.0
Gender	Female	100.0	100.0	100.0	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	100.0
	20-24	50.0	100.0	0.0	0.0
	25-34	50.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	100.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not dicloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Dietetic Technicians (29-2051)	Medical Equipment Repairers (49-9062)	Education Administrators, Preschool & Child Care (11-9031)	Fundraisers (13-1131)
Typical Education		Associates	Associates	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$18.00	\$15.67	\$21.20	\$11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	0.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	0.0	100.0	100.0	0.0
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	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	0.0
	Operation and Control	100.0	100.0	0.0	0.0
Employer's 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	100.0
	36 or More	0.0	0.0	100.0	0.0
Gender	Female	100.0	100.0	0.0	100.0
	Male	0.0	0.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	100.0	0.0	0.0
	20-24	0.0	0.0	100.0	0.0
	25-34	100.0	0.0	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	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Social Scientists & Related Workers, All Other (19-3099)	Social Workers, All Other (21- 1029)	Clergy (21- 2011)	Special Ed Teachers, Preschool (25- 2051)
Typical Education		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$20.00	\$14.00	\$18.00	\$18.18
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	100.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	100.0	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	0.0	100.0	100.0	100.0
	Operation and Control	0.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	0.0	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	100.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	0.0	100.0	0.0	0.0
Gender	Female	100.0	100.0	0.0	100.0
	Male	0.0	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	100.0	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	100.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Physicists (19-2012)	Surgeons (29-1067)	Nurse Midwives (29-1161)	Forest Fire Inspectors & Prevention Specialists (33-2022)
Typical Education		Doctorate	Doctorate	Masters	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$98.56	.	\$19.23	\$18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	0.0
	Retirement	100.0	100.0	0.0	0.0
	Paid Leave	100.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	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	0.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	33.3
	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	66.7
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	100.0	100.0	0.0	0.0
Gender	Female	0.0	0.0	100.0	33.3
	Male	0.0	0.0	0.0	66.7
	Nonresident	100.0	100.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	33.3
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	33.3
	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	100.0	0.0
	65 and Older	0.0	0.0	0.0	33.3
	Unknown	100.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not dicloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Bailiffs (33-3011)	Demonstrators & Product Promoters (41-9011)	Carpet Installers (47-2041)	Mechanical Drafters (17-3013)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$26.00	\$10.00	\$9.00	\$27.64
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	100.0
	Retirement	100.0	0.0	0.0	100.0
	Paid Leave	100.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	0.0	100.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	0.0	100.0
	Technology Design	0.0	0.0	0.0	100.0
	Operation and Control	0.0	0.0	100.0	0.0
Employer's 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	0.0	0.0	0.0	100.0
Gender	Female	0.0	100.0	0.0	0.0
	Male	0.0	0.0	100.0	0.0
	Nonresident	100.0	0.0	0.0	100.0
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	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	100.0	0.0	0.0	100.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Anthropologists & Archeologists (19-3091)	Ushers, Lobby Attendants, & Ticket Takers (39-3031)	Radio & Television Announcers (27- 3011)	Financial Specialists, All Other (13-2099)
Typical Education		Masters	High School Diploma or Less	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$14.50	\$7.25	\$13.19	\$24.68
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	25.0	100.0
	Retirement	0.0	0.0	0.0	100.0
	Paid Leave	0.0	0.0	25.0	100.0
Skills Selected as "Important" (%)	Service Orientation	42.6	100.0	25.0	100.0
	Critical Thinking	100.0	100.0	50.0	100.0
	Reading Comprehension	100.0	25.0	100.0	100.0
	Technology Design	57.4	25.0	0.0	30.5
	Operation and Control	42.6	100.0	100.0	30.5
Employer's Satisfaction with New Hires' Skills	Satisfied	42.6	25.0	0.0	30.5
	Not Satisfied	0.0	0.0	50.0	0.0
	Neither	0.0	25.0	25.0	0.0
	Other	57.4	50.0	25.0	69.5
Average Weekly Hours	20 or Less	0.0	100.0	0.0	0.0
	21-35	0.0	0.0	66.7	0.0
	36 or More	100.0	0.0	33.3	100.0
Gender	Female	0.0	25.0	25.0	65.3
	Male	100.0	75.0	50.0	34.7
	Nonresident	0.0	0.0	25.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	100.0	50.0	25.0	0.0
	25-34	0.0	25.0	0.0	0.0
	35-44	0.0	0.0	25.0	30.5
	45-54	0.0	0.0	0.0	34.7
	55-64	0.0	0.0	25.0	34.7
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	25.0	25.0	0.0
Turnover	% Still Working 1 Quarter After Hire	42.6	25.0	100.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Bill & Account Collectors (43-3011)	Training & Development Specialist (13-1151)	Molding, Coremaking, & Casting Machine Setters, (51-4072)	Textile Bleaching & Dyeing Machine Op. & Tenders (51-6061)
Typical Education		High School Diploma or Less	Bachelors	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$14.66	\$44.37	\$10.05	\$9.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	69.3	100.0	0.0	0.0
	Retirement	38.7	100.0	0.0	0.0
	Paid Leave	100.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	69.3	100.0	0.0	50.0
	Critical Thinking	69.3	100.0	0.0	100.0
	Reading Comprehension	69.3	100.0	0.0	100.0
	Technology Design	30.7	0.0	0.0	100.0
	Operation and Control	69.3	0.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	69.3	100.0	50.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	30.7	0.0	50.0	0.0
Average Weekly Hours	20 or Less	30.7	0.0	0.0	50.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	69.3	100.0	100.0	50.0
Gender	Female	100.0	0.0	50.0	50.0
	Male	0.0	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	30.7	0.0	0.0	50.0
	25-34	38.7	0.0	50.0	50.0
	35-44	0.0	100.0	50.0	0.0
	45-54	30.7	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	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	50.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Meat, Poultry, & Fish Cutters & Trimmers (51-3022)	Chemical Engineers (17-2041)	Cutting, Punching, & Press Machine Setters, Oper (51-4031)	Grinding, Lapping, Polishing, & Buffing Machine (51-4033)
Typical Education		High School Diploma or Less	Bachelors	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$9.75	\$55.29	\$13.50	\$8.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	49.8
	Retirement	0.0	100.0	100.0	100.0
	Paid Leave	0.0	0.0	100.0	50.2
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	0.0	50.2
	Critical Thinking	50.0	100.0	49.8	100.0
	Reading Comprehension	50.0	100.0	49.8	100.0
	Technology Design	50.0	100.0	0.0	49.8
	Operation and Control	100.0	100.0	50.2	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	50.0	100.0	49.8
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	50.0	0.0	0.0	50.2
	Other	50.0	50.0	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	0.0	100.0	0.0
	Male	100.0	100.0	0.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	49.8	0.0
	20-24	0.0	0.0	0.0	50.2
	25-34	100.0	50.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	50.0	0.0	49.8
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	50.2	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Cleaning, Washing, & Metal Pickling Equipment Op (51-9192)	Veterinarians (29-1131)	Legal Support Workers, All Other (23-2099)	Technical Writers (27-3042)
Typical Education		High School Diploma or Less	Doctorate	High School Diploma or Less	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$13.00	\$48.08	\$12.50	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	0.0
	Retirement	0.0	0.0	100.0	0.0
	Paid Leave	0.0	50.3	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	49.7	100.0	100.0
	Critical Thinking	50.6	100.0	100.0	100.0
	Reading Comprehension	50.6	100.0	100.0	100.0
	Technology Design	50.6	49.7	0.0	100.0
	Operation and Control	100.0	100.0	50.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	50.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	50.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	100.0
	21-35	50.6	0.0	0.0	0.0
	36 or More	49.4	100.0	100.0	0.0
Gender	Female	0.0	49.7	100.0	0.0
	Male	100.0	50.3	0.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	49.4	0.0	0.0	0.0
	20-24	0.0	49.7	0.0	0.0
	25-34	50.6	0.0	50.0	50.0
	35-44	0.0	0.0	50.0	0.0
	45-54	0.0	50.3	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	50.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	0.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not dicloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Fallers (45-4021)	Agricultural Workers, All Other (45-2099)	Power Plant Operators (51-8013)	Craft Artists (27-1012)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$14.25	\$15.00	\$30.92	\$7.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	79.9	0.0
	Retirement	0.0	0.0	79.9	0.0
	Paid Leave	0.0	0.0	79.9	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	59.8	100.0
	Critical Thinking	100.0	0.0	59.8	100.0
	Reading Comprehension	33.3	0.0	100.0	100.0
	Technology Design	33.3	0.0	59.8	100.0
	Operation and Control	100.0	0.0	79.9	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	66.7	33.3	79.9	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	33.3	0.0	20.1	0.0
	Other	0.0	66.7	0.0	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	0.0	100.0	100.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	66.7	100.0	50.0
	Nonresident	0.0	33.3	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	66.7	0.0	0.0
	25-34	33.3	0.0	0.0	0.0
	35-44	33.3	0.0	60.0	0.0
	45-54	0.0	0.0	40.0	0.0
	55-64	33.3	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	33.3	0.0	100.0
Turnover	% Still Working 1 Quarter After Hire	33.3	0.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Gaming Dealers (39-3011)	Civil Engineering Technicians (17- 3022)	Information Security Analysts (15- 1122)	Transportation, Storage & Distribution Managers (11- 3071)
Typical Education		High School Diploma or Less	Associates	Bachelors	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$7.50	\$15.00	\$28.47	\$34.62
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	41.9	100.0	100.0
	Retirement	0.0	41.9	100.0	100.0
	Paid Leave	0.0	41.9	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	33.3	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	58.1	100.0	100.0
	Technology Design	100.0	41.9	100.0	100.0
	Operation and Control	100.0	41.9	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	58.1	33.3	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	50.0
	Other	0.0	41.9	66.7	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	100.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	100.0	100.0	50.0
	Nonresident	0.0	0.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	58.1	0.0	0.0
	25-34	100.0	41.9	0.0	0.0
	35-44	0.0	0.0	100.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	50.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Fire Inspectors & Investigators (33-2021)	Urban & Regional Planners (19- 3051)	Logging Equipment Operators (45- 4022)	Audio & Video Equipment Technicians (27- 4011)
Typical Education		High School Diploma or Less	Masters	High School Diploma or Less	Postsecondary Non-Degree Award
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$23.39	\$22.49	\$12.00	\$18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	62.7	0.0
	Retirement	100.0	100.0	62.7	0.0
	Paid Leave	100.0	100.0	62.7	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	62.7	46.0
	Critical Thinking	100.0	100.0	100.0	46.0
	Reading Comprehension	100.0	0.0	0.0	46.0
	Technology Design	100.0	100.0	0.0	46.0
	Operation and Control	100.0	100.0	100.0	46.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	62.7	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	37.3	0.0
	Other	0.0	100.0	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	0.0	62.7	0.0
	Male	100.0	50.0	37.3	100.0
	Nonresident	0.0	50.0	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	50.0	0.0	46.0
	35-44	0.0	0.0	100.0	0.0
	45-54	100.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	54.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	50.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Construction & Related Workers, All Other (47-4099)	Writers & Authors (27-3043)	Locksmiths & Safe Repairers (49-9094)	Human Resources Managers (11-3121)
Typical Education		High School Diploma or Less	Bachelors	High School Diploma or Less	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$15.00	\$28.85	\$18.98	\$33.72
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	35.6	0.0	100.0	100.0
	Retirement	35.6	60.8	100.0	100.0
	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	64.4	60.8	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	100.0	100.0
	Operation and Control	100.0	60.8	100.0	100.0
Employer's 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	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	100.0
	Male	35.6	100.0	100.0	0.0
	Nonresident	64.4	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	35.6	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	100.0	0.0	100.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	64.4	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	35.6	39.2	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Vocational Education Teachers, Secondary School (25- 2032)	Special Education Teachers, Middle (25- 2053)	All other teachers, primary, secondary, & adult (25-3999)	Interpreters & Translators (27- 3091)
Typical Education		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	\$21.72	\$41.67	\$12.29
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	0.0
	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	100.0	100.0	100.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	0.0	0.0	0.0	0.0
Employer's 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	100.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	100.0
	36 or More	0.0	100.0	0.0	0.0
Gender	Female	100.0	100.0	100.0	0.0
	Male	0.0	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	100.0	0.0	0.0
	25-34	100.0	0.0	0.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	100.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Biological Science Teachers, Postsecondary (25-1042)	Anthropology & Archeology Teachers, Postsecondary (25-1061)	History Teachers, Postsecondary (25-1125)	Aircraft Mech & Serv Tech, not FAA (49-3013)
Typical Education		Doctorate	Doctorate	Doctorate	Postsecondary Non-Degree Award
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$34.34	.	\$22.50	\$17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	100.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	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	0.0	100.0	100.0	100.0
	Operation and Control	0.0	0.0	0.0	100.0
Employer's 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	100.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	0.0	0.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	0.0	100.0	100.0	100.0
	Nonresident	100.0	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	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	0.0	0.0	100.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	100.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	0.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Insurance Claims & Policy Processing Clerks (43- 9041)	Transportation Security Screeners (33- 9093)	Baggage Porters & Bellhops (39- 6011)	Railroad Brake, Signal, & Switch Operators (53- 4021)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$13.01	\$14.50	\$12.00	\$17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% 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	0.0	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	0.0
	Technology Design	0.0	0.0	100.0	0.0
	Operation and Control	0.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	0.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	50.0	100.0	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	100.0	100.0	0.0	100.0
Gender	Female	50.0	0.0	0.0	100.0
	Male	50.0	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	100.0	0.0	0.0
	25-34	100.0	0.0	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	0.0	0.0	100.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Postal Service Mail Carriers (43-5052)	Advertising & Promotions Managers (11- 2011)	Training & Development Managers (11- 3131)	Manicurists & Pedicurists (39- 5092)
Typical Education		High School Diploma or Less	Bachelors	Bachelors	Postsecondary Non-Degree Award
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$32.21	\$40.94	\$18.48	.
% Paid Piece Rate		0.0	0.0	0.0	100.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	100.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	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	0.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	0.0
Employer's 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	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	100.0	0.0	100.0	100.0
	Male	0.0	100.0	0.0	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	100.0	0.0	0.0
	35-44	0.0	0.0	100.0	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	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Landscaping, La (37-1012)	Animal Breeders (45-2021)	Logging Workers, All Other (45-4029)	Web Developers (15-1134)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$23.08	\$15.00	\$13.00	\$17.79
% Paid Piece Rate		0.0	0.0	50.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	100.0
	Retirement	100.0	0.0	0.0	100.0
	Paid Leave	100.0	0.0	50.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	0.0	0.0	100.0
	Technology Design	100.0	0.0	50.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employer's 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	0.0	50.0	0.0
	Other	50.0	50.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	100.0	50.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	0.0	50.0	100.0
Gender	Female	50.0	50.0	50.0	0.0
	Male	50.0	50.0	0.0	100.0
	Nonresident	0.0	0.0	50.0	0.0
Age Group	19 and Younger	0.0	50.0	0.0	0.0
	20-24	0.0	0.0	50.0	0.0
	25-34	50.0	50.0	0.0	50.0
	35-44	50.0	0.0	0.0	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	0.0	0.0	50.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Wholesale & Retail Buyers, Except Farm Products (13-1022)	Log Graders & Scalers (45-4023)	Reinforcing Iron & Rebar Workers (47-2171)	Crushing, Grinding, & Polishing Machine Setters, (51-9021)
Typical Education		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		N/D	N/D	N/D	N/D
% Paid Piece Rate		N/D	N/D	N/D	N/D
% Offered Selected Benefits	Health Insurance	N/D	N/D	N/D	N/D
	Retirement	N/D	N/D	N/D	N/D
	Paid Leave	N/D	N/D	N/D	N/D
Skills Selected as "Important" (%)	Service Orientation	N/D	N/D	N/D	N/D
	Critical Thinking	N/D	N/D	N/D	N/D
	Reading Comprehension	N/D	N/D	N/D	N/D
	Technology Design	N/D	N/D	N/D	N/D
	Operation and Control	N/D	N/D	N/D	N/D
Employer's Satisfaction with New Hires' Skills	Satisfied	N/D	N/D	N/D	N/D
	Not Satisfied	N/D	N/D	N/D	N/D
	Neither	N/D	N/D	N/D	N/D
	Other	N/D	N/D	N/D	N/D
Average Weekly Hours	20 or Less	N/D	N/D	N/D	N/D
	21-35	N/D	N/D	N/D	N/D
	36 or More	N/D	N/D	N/D	N/D
Gender	Female	N/D	N/D	N/D	N/D
	Male	N/D	N/D	N/D	N/D
	Nonresident	N/D	N/D	N/D	N/D
Age Group	19 and Younger	N/D	N/D	N/D	N/D
	20-24	N/D	N/D	N/D	N/D
	25-34	N/D	N/D	N/D	N/D
	35-44	N/D	N/D	N/D	N/D
	45-54	N/D	N/D	N/D	N/D
	55-64	N/D	N/D	N/D	N/D
	65 and Older	N/D	N/D	N/D	N/D
	Unknown	N/D	N/D	N/D	N/D
Turnover	% Still Working 1 Quarter After Hire	N/D	N/D	N/D	N/D

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Cutting & Slicing Machine Setters, Operators, and Repairers (51-9032)	All other food processing workers (51-3099)	Materials Engineers (17-2131)	Sales Engineers (41-9031)
Typical Education		High School Diploma or Less	High School Diploma or Less	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		N/D	N/D	N/D	N/D
% Paid Piece Rate		N/D	N/D	N/D	N/D
% Offered Selected Benefits	Health Insurance	N/D	N/D	N/D	N/D
	Retirement	N/D	N/D	N/D	N/D
	Paid Leave	N/D	N/D	N/D	N/D
Skills Selected as "Important" (%)	Service Orientation	N/D	N/D	N/D	N/D
	Critical Thinking	N/D	N/D	N/D	N/D
	Reading Comprehension	N/D	N/D	N/D	N/D
	Technology Design	N/D	N/D	N/D	N/D
	Operation and Control	N/D	N/D	N/D	N/D
Employer's Satisfaction with New Hires' Skills	Satisfied	N/D	N/D	N/D	N/D
	Not Satisfied	N/D	N/D	N/D	N/D
	Neither	N/D	N/D	N/D	N/D
	Other	N/D	N/D	N/D	N/D
Average Weekly Hours	20 or Less	N/D	N/D	N/D	N/D
	21-35	N/D	N/D	N/D	N/D
	36 or More	N/D	N/D	N/D	N/D
Gender	Female	N/D	N/D	N/D	N/D
	Male	N/D	N/D	N/D	N/D
	Nonresident	N/D	N/D	N/D	N/D
Age Group	19 and Younger	N/D	N/D	N/D	N/D
	20-24	N/D	N/D	N/D	N/D
	25-34	N/D	N/D	N/D	N/D
	35-44	N/D	N/D	N/D	N/D
	45-54	N/D	N/D	N/D	N/D
	55-64	N/D	N/D	N/D	N/D
	65 and Older	N/D	N/D	N/D	N/D
	Unknown	N/D	N/D	N/D	N/D
Turnover	% Still Working 1 Quarter After Hire	N/D	N/D	N/D	N/D

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Airline Pilots, Copilots, & Flight Engineers (53-2011)	Production, Planning, & Expediting Clerks (43- 5061)	Earth Drillers, Except Oil & Gas (47-5021)	Coin, Vending, & Amusement Machine Servicers & (49- 9091)
Typical Education		Bachelors	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		N/D	N/D	N/D	N/D
% Paid Piece Rate		N/D	N/D	N/D	N/D
% Offered Selected Benefits	Health Insurance	N/D	N/D	N/D	N/D
	Retirement	N/D	N/D	N/D	N/D
	Paid Leave	N/D	N/D	N/D	N/D
Skills Selected as "Important" (%)	Service Orientation	N/D	N/D	N/D	N/D
	Critical Thinking	N/D	N/D	N/D	N/D
	Reading Comprehension	N/D	N/D	N/D	N/D
	Technology Design	N/D	N/D	N/D	N/D
	Operation and Control	N/D	N/D	N/D	N/D
Employer's Satisfaction with New Hires' Skills	Satisfied	N/D	N/D	N/D	N/D
	Not Satisfied	N/D	N/D	N/D	N/D
	Neither	N/D	N/D	N/D	N/D
	Other	N/D	N/D	N/D	N/D
Average Weekly Hours	20 or Less	N/D	N/D	N/D	N/D
	21-35	N/D	N/D	N/D	N/D
	36 or More	N/D	N/D	N/D	N/D
Gender	Female	N/D	N/D	N/D	N/D
	Male	N/D	N/D	N/D	N/D
	Nonresident	N/D	N/D	N/D	N/D
Age Group	19 and Younger	N/D	N/D	N/D	N/D
	20-24	N/D	N/D	N/D	N/D
	25-34	N/D	N/D	N/D	N/D
	35-44	N/D	N/D	N/D	N/D
	45-54	N/D	N/D	N/D	N/D
	55-64	N/D	N/D	N/D	N/D
	65 and Older	N/D	N/D	N/D	N/D
	Unknown	N/D	N/D	N/D	N/D
Turnover	% Still Working 1 Quarter After Hire	N/D	N/D	N/D	N/D

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Umpires, Referees, & Other Sports Officials (27- 2023)	Public Relations Managers (11- 2031)	Curators (25- 4012)	First-Line Super./Man. of Police & Detectives (33- 1012)
Typical Education		High School Diploma or Less	Bachelors	Masters	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		N/D	N/D	N/D	N/D
% Paid Piece Rate		N/D	N/D	N/D	N/D
% Offered Selected Benefits	Health Insurance	N/D	N/D	N/D	N/D
	Retirement	N/D	N/D	N/D	N/D
	Paid Leave	N/D	N/D	N/D	N/D
Skills Selected as "Important" (%)	Service Orientation	N/D	N/D	N/D	N/D
	Critical Thinking	N/D	N/D	N/D	N/D
	Reading Comprehension	N/D	N/D	N/D	N/D
	Technology Design	N/D	N/D	N/D	N/D
	Operation and Control	N/D	N/D	N/D	N/D
Employer's Satisfaction with New Hires' Skills	Satisfied	N/D	N/D	N/D	N/D
	Not Satisfied	N/D	N/D	N/D	N/D
	Neither	N/D	N/D	N/D	N/D
	Other	N/D	N/D	N/D	N/D
Average Weekly Hours	20 or Less	N/D	N/D	N/D	N/D
	21-35	N/D	N/D	N/D	N/D
	36 or More	N/D	N/D	N/D	N/D
Gender	Female	N/D	N/D	N/D	N/D
	Male	N/D	N/D	N/D	N/D
	Nonresident	N/D	N/D	N/D	N/D
Age Group	19 and Younger	N/D	N/D	N/D	N/D
	20-24	N/D	N/D	N/D	N/D
	25-34	N/D	N/D	N/D	N/D
	35-44	N/D	N/D	N/D	N/D
	45-54	N/D	N/D	N/D	N/D
	55-64	N/D	N/D	N/D	N/D
	65 and Older	N/D	N/D	N/D	N/D
	Unknown	N/D	N/D	N/D	N/D
Turnover	% Still Working 1 Quarter After Hire	N/D	N/D	N/D	N/D

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

N/D = Not dicloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics



## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Meter Readers, Utilities (43- 5041)	Emergency Management Directors (11- 9161)	Real Estate Brokers (41- 9021)	Eligibility Interviewers, Government Programs (43- 4061)
Typical Education		High School Diploma or Less	Bachelors	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		N/D	N/D	N/D	N/D
% Paid Piece Rate		N/D	N/D	N/D	N/D
% Offered Selected Benefits	Health Insurance	N/D	N/D	N/D	N/D
	Retirement	N/D	N/D	N/D	N/D
	Paid Leave	N/D	N/D	N/D	N/D
Skills Selected as "Important" (%)	Service Orientation	N/D	N/D	N/D	N/D
	Critical Thinking	N/D	N/D	N/D	N/D
	Reading Comprehension	N/D	N/D	N/D	N/D
	Technology Design	N/D	N/D	N/D	N/D
	Operation and Control	N/D	N/D	N/D	N/D
Employer's Satisfaction with New Hires' Skills	Satisfied	N/D	N/D	N/D	N/D
	Not Satisfied	N/D	N/D	N/D	N/D
	Neither	N/D	N/D	N/D	N/D
	Other	N/D	N/D	N/D	N/D
Average Weekly Hours	20 or Less	N/D	N/D	N/D	N/D
	21-35	N/D	N/D	N/D	N/D
	36 or More	N/D	N/D	N/D	N/D
Gender	Female	N/D	N/D	N/D	N/D
	Male	N/D	N/D	N/D	N/D
	Nonresident	N/D	N/D	N/D	N/D
Age Group	19 and Younger	N/D	N/D	N/D	N/D
	20-24	N/D	N/D	N/D	N/D
	25-34	N/D	N/D	N/D	N/D
	35-44	N/D	N/D	N/D	N/D
	45-54	N/D	N/D	N/D	N/D
	55-64	N/D	N/D	N/D	N/D
	65 and Older	N/D	N/D	N/D	N/D
	Unknown	N/D	N/D	N/D	N/D
Turnover	% Still Working 1 Quarter After Hire	N/D	N/D	N/D	N/D

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Respiratory Therapists (29- 1126)	Engineering Technicians, Exc. Drafters, All Other (17- 3029)	Credit Analysts (13-2041)	Personal Financial Advisors (13- 2052)
Typical Education		Associates	Associates	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		N/D	N/D	N/D	N/D
% Paid Piece Rate		N/D	N/D	N/D	N/D
% Offered Selected Benefits	Health Insurance	N/D	N/D	N/D	N/D
	Retirement	N/D	N/D	N/D	N/D
	Paid Leave	N/D	N/D	N/D	N/D
Skills Selected as "Important" (%)	Service Orientation	N/D	N/D	N/D	N/D
	Critical Thinking	N/D	N/D	N/D	N/D
	Reading Comprehension	N/D	N/D	N/D	N/D
	Technology Design	N/D	N/D	N/D	N/D
	Operation and Control	N/D	N/D	N/D	N/D
Employer's Satisfaction with New Hires' Skills	Satisfied	N/D	N/D	N/D	N/D
	Not Satisfied	N/D	N/D	N/D	N/D
	Neither	N/D	N/D	N/D	N/D
	Other	N/D	N/D	N/D	N/D
Average Weekly Hours	20 or Less	N/D	N/D	N/D	N/D
	21-35	N/D	N/D	N/D	N/D
	36 or More	N/D	N/D	N/D	N/D
Gender	Female	N/D	N/D	N/D	N/D
	Male	N/D	N/D	N/D	N/D
	Nonresident	N/D	N/D	N/D	N/D
Age Group	19 and Younger	N/D	N/D	N/D	N/D
	20-24	N/D	N/D	N/D	N/D
	25-34	N/D	N/D	N/D	N/D
	35-44	N/D	N/D	N/D	N/D
	45-54	N/D	N/D	N/D	N/D
	55-64	N/D	N/D	N/D	N/D
	65 and Older	N/D	N/D	N/D	N/D
	Unknown	N/D	N/D	N/D	N/D
Turnover	% Still Working 1 Quarter After Hire	N/D	N/D	N/D	N/D

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

# Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Actuaries (15-2011)	Door-To-Door Sales Workers, News & Street Vendor (41-9091)	Engineering Managers (11-9041)	Budget Analysts (13-2031)
Typical Education		Bachelors	High School Diploma or Less	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		N/D	N/D	N/D	N/D
% Paid Piece Rate		N/D	N/D	N/D	N/D
% Offered Selected Benefits	Health Insurance	N/D	N/D	N/D	N/D
	Retirement	N/D	N/D	N/D	N/D
	Paid Leave	N/D	N/D	N/D	N/D
Skills Selected as "Important" (%)	Service Orientation	N/D	N/D	N/D	N/D
	Critical Thinking	N/D	N/D	N/D	N/D
	Reading Comprehension	N/D	N/D	N/D	N/D
	Technology Design	N/D	N/D	N/D	N/D
	Operation and Control	N/D	N/D	N/D	N/D
Employer's Satisfaction with New Hires' Skills	Satisfied	N/D	N/D	N/D	N/D
	Not Satisfied	N/D	N/D	N/D	N/D
	Neither	N/D	N/D	N/D	N/D
	Other	N/D	N/D	N/D	N/D
Average Weekly Hours	20 or Less	N/D	N/D	N/D	N/D
	21-35	N/D	N/D	N/D	N/D
	36 or More	N/D	N/D	N/D	N/D
Gender	Female	N/D	N/D	N/D	N/D
	Male	N/D	N/D	N/D	N/D
	Nonresident	N/D	N/D	N/D	N/D
Age Group	19 and Younger	N/D	N/D	N/D	N/D
	20-24	N/D	N/D	N/D	N/D
	25-34	N/D	N/D	N/D	N/D
	35-44	N/D	N/D	N/D	N/D
	45-54	N/D	N/D	N/D	N/D
	55-64	N/D	N/D	N/D	N/D
	65 and Older	N/D	N/D	N/D	N/D
	Unknown	N/D	N/D	N/D	N/D
Turnover	% Still Working 1 Quarter After Hire	N/D	N/D	N/D	N/D

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not dicloseable due to confidentiality.

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics

## Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code	
		Computer Hardware Engineers (17-2061)	Environmental Engineers (17-2081)
Typical Education		Bachelors	Bachelors
N		N/D	N/D
Average Hourly Wage (\$)		N/D	N/D
% Paid Piece Rate		N/D	N/D
% Offered Selected Benefits	Health Insurance	N/D	N/D
	Retirement	N/D	N/D
	Paid Leave	N/D	N/D
Skills Selected as "Important" (%)	Service Orientation	N/D	N/D
	Critical Thinking	N/D	N/D
	Reading Comprehension	N/D	N/D
	Technology Design	N/D	N/D
	Operation and Control	N/D	N/D
Employer's Satisfaction with New Hires' Skills	Satisfied	N/D	N/D
	Not Satisfied	N/D	N/D
	Neither	N/D	N/D
	Other	N/D	N/D
Average Weekly Hours	20 or Less	N/D	N/D
	21-35	N/D	N/D
	36 or More	N/D	N/D
Gender	Female	N/D	N/D
	Male	N/D	N/D
	Nonresident	N/D	N/D
Age Group	19 and Younger	N/D	N/D
	20-24	N/D	N/D
	25-34	N/D	N/D
	35-44	N/D	N/D
	45-54	N/D	N/D
	55-64	N/D	N/D
	65 and Older	N/D	N/D
	Unknown	N/D	N/D
Turnover	% Still Working 1 Quarter After Hire	N/D	N/D

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics