

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	00-0000	41-2031	35-3021	41-2011
Occupation	Total, All Occupations	Retail Salespersons	Combined Food Preparation & Serving Workers, Including Fast Food	Cashiers
Typical Education	N/A	Less than high school	Less than high school	Less than high school
N	113,204	5,555	5,078	5,019
Average Hourly Wage (\$)	12.00	9.25	8.25	9.00
% Paid Piece Rate	6.6	12.5	1.0	0.8
% Offered Selected Benefits				
Health Insurance	33.8	21.1	5.2	21.5
Retirement	27.5	15.2	12.2	16.9
Paid Leave	34.7	20.1	16.3	23.0
Wait Time for Benefits				
Yes	33.7	23.6	13.9	24.2
No	10.6	11.3	9.3	6.4
Unknown	55.0	64.6	76.8	66.8
Skills Selected as "Important" (%)				
Service Orientation	75.0	98.3	84.8	92.8
Critical Thinking	75.9	77.1	60.1	70.3
Reading Comprehension	65.9	80.0	64.2	66.7
Technology Design	35.8	39.6	27.9	25.7
Operation & Control	56.8	50.0	42.2	47.6
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	39.3	37.4	24.0	31.3
Not Satisfied	5.2	6.7	6.4	7.8
Neither	10.7	9.2	14.7	14.9
Other	44.7	46.7	54.9	46.0
Average Weekly Hours Worked				
20 or Less	19.6	36.2	41.9	12.3
21-35	26.6	24.4	51.8	63.8
36 or More	53.7	39.4	6.4	23.9
Full- and Part-Time Status				
Full-Time	54.4	33.5	20.0	30.2
Part-Time	36.5	59.2	76.3	63.7
Temp/Substitute	7.9	7.3	2.0	6.0
Unknown	0.9	0.0	0.0	0.1
Gender				
Female	39.7	45.5	38.2	53.0
Male	46.2	42.6	41.4	33.6
Nonresident^b	14.1	11.9	20.4	13.4
Age Group				
19 and Younger	11.7	22.2	29.4	24.3
20-24	17.5	21.1	20.0	18.5
25-34	24.1	21.4	13.6	18.2
35-44	14.1	9.5	10.7	10.6
45-54	10.5	7.6	2.6	7.9
55-64	6.1	3.5	0.0	4.6
65 and Older	1.2	1.9	0.0	1.7
Nonresident	14.8	12.8	23.7	14.3
Turnover				
% Still Working 1 Quarter After Hire	76.6	79.0	58.9	73.9

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		53-3032	35-3031	47-2061	37-2012
Occupation		Truck Drivers, Heavy and Tractor- Trailer	Waiters and Waitresses	Construction Laborers	Maids and Housekeeping Cleaners
Typical Education		Postsecondary non-degree award	Less than high school	Less than high school	Less than high school
N		4,930	4,279	4,181	3,943
Average Hourly Wage (\$)		19.00	3.00	15.00	8.50
% Paid Piece Rate		12.1	65.4	0.0	4.4
% Offered Selected Benefits	Health Insurance	54.1	4.1	22.4	15.0
	Retirement	36.4	4.1	19.8	9.4
	Paid Leave	45.0	5.1	18.9	22.4
Wait Time for Benefits	Yes	56.0	11.0	27.3	31.8
	No	6.6	11.9	2.8	8.2
	Unknown	37.0	77.2	69.9	60.0
Skills Selected as "Important" (%)	Service Orientation	59.9	87.0	40.7	77.0
	Critical Thinking	86.5	69.1	69.6	34.3
	Reading Comprehension	68.0	61.2	43.0	40.0
	Technology Design	38.0	17.6	27.9	5.2
	Operation & Control	93.5	19.3	53.4	19.8
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	40.0	30.3	35.3	30.0
	Not Satisfied	7.2	4.9	4.7	4.8
	Neither	9.0	13.1	17.5	15.5
	Other	43.8	51.7	42.6	49.7
Average Weekly Hours Worked	20 or Less	2.2	45.8	4.4	20.7
	21-35	8.6	38.8	22.6	51.0
	36 or More	89.2	15.4	73.1	28.3
Full- and Part- Time Status	Full-Time	88.1	18.0	71.5	29.9
	Part-Time	5.7	80.0	12.1	66.8
	Temp/Substitute	3.8	2.0	13.2	2.2
	Unknown	2.4	0.0	3.2	1.1
Gender	Female	15.9	56.5	19.6	40.7
	Male	72.9	25.5	57.1	23.3
	Nonresident^b	11.2	18.0	23.3	36.0
Age Group	19 and Younger	0.7	17.3	7.0	18.7
	20-24	9.2	21.4	19.0	13.3
	25-34	22.6	24.1	20.5	13.2
	35-44	23.1	9.4	15.7	7.9
	45-54	18.7	4.7	10.4	6.8
	55-64	12.7	2.1	3.5	3.0
	65 and Older	1.8	1.0	0.2	0.0
	Nonresident	11.2	20.1	23.9	37.2
Turnover	% Still Working 1 Quarter After Hire	81.1	68.9	59.2	70.4

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	43-9061	37-3011	53-7062	37-2011
Occupation	Office Clerks, General	Landscaping and Groundskeeping Workers	Laborers and Freight, Stock, and Material Movers, Hand	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
Typical Education	High school diploma or equivalent	Less than high school	Less than high school	Less than high school
N	2,992	2,736	2,505	2,436
Average Hourly Wage (\$)	13.00	12.00	12.00	11.00
% Paid Piece Rate	1.9	1.0	0.0	0.6
% Offered Selected Benefits				
Health Insurance	41.0	6.3	41.1	15.2
Retirement	26.5	3.0	28.0	11.2
Paid Leave	46.9	6.9	37.4	15.9
Wait Time for Benefits				
Yes	36.5	11.0	42.5	17.0
No	12.6	10.6	5.6	11.5
Unknown	50.5	75.6	51.9	69.9
Skills Selected as "Important" (%)				
Service Orientation	84.6	53.3	71.2	65.1
Critical Thinking	78.6	63.4	71.5	64.8
Reading Comprehension	90.0	21.9	60.9	55.9
Technology Design	44.3	23.2	21.3	23.7
Operation & Control	49.5	72.2	65.4	57.3
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	47.6	39.5	32.6	32.6
Not Satisfied	6.0	6.4	6.8	3.5
Neither	6.9	11.3	12.9	9.4
Other	39.5	42.8	47.7	54.4
Average Weekly Hours Worked				
20 or Less	15.1	18.8	22.8	51.9
21-35	25.3	33.7	21.5	26.6
36 or More	59.6	47.5	55.6	21.5
Full- and Part-Time Status				
Full-Time	67.9	38.4	52.5	20.4
Part-Time	23.2	31.8	26.5	58.0
Temp/Substitute	7.1	26.6	17.9	19.5
Unknown	1.7	0.5	3.1	1.0
Gender				
Female	66.9	25.6	26.5	44.0
Male	25.0	59.7	60.7	43.0
Nonresident^b	8.1	14.8	12.7	13.1
Age Group				
19 and Younger	8.2	22.3	15.7	15.4
20-24	14.9	14.4	24.2	14.2
25-34	20.5	17.6	21.3	21.1
35-44	20.2	13.1	10.6	12.0
45-54	14.2	9.7	9.6	14.6
55-64	12.8	6.4	4.0	7.9
65 and Older	1.1	0.7	1.7	0.6
Nonresident	8.1	15.6	12.9	14.2
Turnover				
% Still Working 1 Quarter After Hire	86.0	68.5	78.7	62.2

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		35-2014	47-5071	35-9021	47-2111
Occupation		Cooks, Restaurant	Roustabouts, Oil and Gas	Dishwashers	Electricians
Typical Education		Less than high school	Less than high school	Less than high school	High school diploma or equivalent
	N	1,927	1,877	1,561	1,523
	Average Hourly Wage (\$)	10.00	16.00	8.75	18.75
	% Paid Piece Rate	2.2	2.6	0.0	0.0
% Offered Selected Benefits	Health Insurance	11.6	47.0	0.0	74.4
	Retirement	15.6	20.2	2.8	53.2
	Paid Leave	20.3	33.0	0.9	51.5
Wait Time for Benefits	Yes	22.8	49.1	2.8	49.9
	No	2.2	7.0	5.4	15.0
	Unknown	75.0	43.9	91.8	31.8
Skills Selected as "Important" (%)	Service Orientation	93.2	55.6	31.5	68.9
	Critical Thinking	82.8	87.9	39.9	93.0
	Reading Comprehension	76.8	48.9	3.5	87.7
	Technology Design	18.7	43.7	7.9	81.2
	Operation & Control	61.4	75.1	25.4	79.8
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	36.2	35.1	22.2	42.5
	Not Satisfied	5.2	6.1	8.4	3.3
	Neither	13.4	17.2	10.5	14.7
	Other	45.2	41.6	58.8	39.5
Average Weekly Hours Worked	20 or Less	15.3	0.9	31.5	0.7
	21-35	56.0	13.5	54.7	5.8
	36 or More	28.7	85.7	13.8	93.5
Full- and Part-Time Status	Full-Time	55.4	88.4	3.9	89.1
	Part-Time	38.3	5.2	96.1	0.0
	Temp/Substitute	1.8	6.5	0.0	10.9
	Unknown	4.4	0.0	0.0	0.0
Gender	Female	19.1	17.9	33.3	15.2
	Male	54.6	67.6	33.1	64.4
	Nonresident^b	26.3	14.5	33.6	20.4
Age Group	19 and Younger	13.4	7.1	20.2	1.6
	20-24	15.9	17.7	16.2	7.7
	25-34	32.1	31.6	19.3	27.3
	35-44	8.8	15.3	7.0	24.6
	45-54	0.8	8.6	3.6	15.1
	55-64	2.7	4.6	0.0	3.3
	65 and Older	0.0	0.6	0.0	0.0
	Nonresident	26.3	14.5	33.6	20.4
Turnover	% Still Working 1 Quarter After Hire	63.9	78.9	53.0	76.2

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

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Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		43-4081	51-4121	47-2073	35-3011
Occupation		Hotel, Motel, and Resort Desk Clerks	Welders, Cutters, Solderers, and Brazers	Operating Engineers & Other Construction Equipment Operators	Bartenders
Typical Education		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	Less than high school
N		1,491	1,456	1,448	1,394
Average Hourly Wage (\$)		9.56	21.00	19.67	7.50
% Paid Piece Rate		0.0	1.7	5.2	39.2
% Offered Selected Benefits	Health Insurance	22.7	58.5	55.0	9.1
	Retirement	22.7	36.7	51.4	0.0
	Paid Leave	25.5	39.5	44.1	16.1
Wait Time for Benefits	Yes	28.3	56.0	39.0	15.2
	No	0.0	4.4	17.7	6.1
	Unknown	71.7	39.6	42.0	78.8
Skills Selected as "Important" (%)	Service Orientation	88.7	55.1	39.4	87.1
	Critical Thinking	85.8	83.6	70.1	76.2
	Reading Comprehension	83.0	67.3	41.7	50.9
	Technology Design	22.7	52.4	36.6	18.8
	Operation & Control	42.5	80.4	83.7	44.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	45.3	36.8	44.2	46.8
	Not Satisfied	2.8	4.1	3.1	3.9
	Neither	11.3	11.1	8.8	19.3
	Other	40.5	47.9	44.0	30.0
Average Weekly Hours Worked	20 or Less	6.9	2.6	6.2	38.7
	21-35	62.1	3.3	15.0	54.6
	36 or More	31.0	94.1	78.8	6.7
Full- and Part- Time Status	Full-Time	45.3	89.0	74.1	32.2
	Part-Time	51.0	4.0	4.6	67.8
	Temp/Substitute	3.7	6.2	17.9	0.0
	Unknown	0.0	0.8	3.4	0.0
Gender	Female	62.9	19.6	20.5	43.3
	Male	22.9	66.0	69.9	28.1
	Nonresident^b	14.2	14.4	9.5	28.6
Age Group	19 and Younger	19.8	4.6	3.4	3.5
	20-24	20.1	16.7	12.1	11.4
	25-34	34.3	30.5	32.4	32.8
	35-44	8.5	15.1	11.4	17.6
	45-54	0.3	14.4	15.9	2.7
	55-64	2.8	3.9	11.9	3.5
	65 and Older	0.0	0.3	3.4	0.0
	Nonresident	14.2	14.4	9.5	28.6
Turnover	% Still Working 1 Quarter After Hire	100.0	76.8	74.1	55.2

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		35-3022	39-9021	53-3031	47-2031
Occupation		Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	Personal and Home Care Aides	Driver/Sales Workers	Carpenters
Typical Education		Less than high school	Less than high school	High school diploma or equivalent	High school diploma or equivalent
N		1,250	1,201	1,146	1,136
Average Hourly Wage (\$)		8.00	10.50	7.50	19.00
% Paid Piece Rate		20.7	0.0	22.9	0.0
% Offered Selected Benefits	Health Insurance	13.7	12.8	15.4	24.0
	Retirement	14.9	27.4	12.2	21.9
	Paid Leave	12.0	32.2	15.3	21.9
Wait Time for Benefits	Yes	13.7	31.0	15.4	34.9
	No	12.5	6.1	12.7	0.0
	Unknown	73.8	62.9	71.9	65.1
Skills Selected as "Important" (%)	Service Orientation	92.8	90.4	72.9	43.1
	Critical Thinking	47.2	88.7	63.1	84.7
	Reading Comprehension	62.4	79.4	66.9	72.3
	Technology Design	6.0	20.0	25.1	33.2
	Operation & Control	50.1	13.2	48.8	63.8
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	40.5	46.1	26.0	71.5
	Not Satisfied	7.2	6.1	2.7	0.0
	Neither	8.0	12.6	6.8	9.9
	Other	44.3	35.2	64.5	18.5
Average Weekly Hours Worked	20 or Less	68.5	30.1	70.6	2.5
	21-35	24.4	45.4	10.7	31.5
	36 or More	7.1	23.0	18.7	65.9
Full- and Part-Time Status	Full-Time	2.8	38.4	18.1	83.2
	Part-Time	86.0	58.0	81.4	7.7
	Temp/Substitute	7.8	3.7	0.5	9.1
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	75.2	75.3	40.2	13.4
	Male	10.9	20.5	56.1	56.9
	Nonresident ^b	13.9	4.2	3.7	29.7
Age Group	19 and Younger	23.5	6.1	23.9	2.2
	20-24	34.2	21.2	40.8	8.7
	25-34	16.9	25.6	17.0	25.2
	35-44	6.2	15.1	8.3	18.5
	45-54	0.8	14.5	5.7	8.7
	55-64	0.9	10.2	0.5	6.9
	65 and Older	0.0	3.0	0.0	0.0
	Nonresident	17.5	4.2	3.7	29.7
Turnover	% Still Working 1 Quarter After Hire	71.3	87.9	60.1	75.8

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		49-9071	39-9011	35-2021	43-5081
Occupation		Maintenance and Repair Workers, Gen	Child Care Workers	Food Preparation Workers	Stock Clerks and Order Fillers
Typical Education		High school diploma or equivalent	High school diploma or equivalent	Less than high school	Less than high school
	N	1,129	1,058	965	963
	Average Hourly Wage (\$)	12.00	9.00	9.50	10.50
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	24.6	18.0	9.3	32.0
	Retirement	22.3	23.8	0.8	27.8
	Paid Leave	30.5	32.6	14.4	39.4
Wait Time for Benefits	Yes	22.5	20.0	16.7	38.2
	No	12.9	16.8	5.2	3.9
	Unknown	64.2	63.2	78.1	57.9
Skills Selected as "Important" (%)	Service Orientation	68.2	94.8	81.7	83.9
	Critical Thinking	90.6	88.4	51.0	74.6
	Reading Comprehension	60.7	72.7	60.6	75.2
	Technology Design	39.6	7.4	14.1	21.4
	Operation & Control	69.4	24.4	65.0	50.4
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	34.8	46.5	29.9	24.4
	Not Satisfied	12.8	1.8	7.2	5.3
	Neither	12.4	14.5	11.5	25.6
	Other	40.0	37.2	51.5	44.7
Average Weekly Hours Worked	20 or Less	19.5	33.7	34.3	4.1
	21-35	16.9	27.2	58.3	40.8
	36 or More	63.6	39.0	7.4	55.1
Full- and Part-Time Status	Full-Time	49.6	46.3	20.8	62.7
	Part-Time	41.3	46.3	79.2	36.7
	Temp/Substitute	8.6	3.2	0.0	0.6
	Unknown	0.0	4.2	0.0	0.0
Gender	Female	28.4	68.7	49.6	39.4
	Male	59.7	23.6	36.1	56.0
	Nonresident^b	11.9	7.6	14.3	4.6
Age Group	19 and Younger	11.4	20.2	26.2	10.7
	20-24	19.8	26.0	13.0	18.3
	25-34	19.2	19.7	28.6	17.7
	35-44	11.0	11.6	0.0	13.5
	45-54	16.5	9.8	7.2	19.0
	55-64	4.7	5.1	9.3	10.7
	65 and Older	5.4	0.0	1.5	2.8
	Nonresident	11.9	7.6	14.3	7.3
Turnover	% Still Working 1 Quarter After Hire	74.7	89.7	80.8	92.7

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		43-4171	47-5099	11-1021	29-1141
Occupation		Receptionists and Information Clerks	Extraction Workers, All Other	General and Operations Managers	Registered Nurses
Typical Education		High school diploma or equivalent	High school diploma or equivalent	Bachelor's degree	Associate's degree
	N	956	955	948	926
	Average Hourly Wage (\$)	11.50	20.00	28.75	26.53
	% Paid Piece Rate	0.0	0.0	1.2	5.8
% Offered Selected Benefits	Health Insurance	35.9	81.6	68.6	64.9
	Retirement	39.7	70.3	56.3	70.5
	Paid Leave	50.1	72.3	72.9	62.7
Wait Time for Benefits	Yes	41.9	74.0	45.2	44.6
	No	11.6	14.5	28.7	16.5
	Unknown	45.6	11.5	25.6	38.9
Skills Selected as "Important" (%)	Service Orientation	92.3	41.4	87.9	85.8
	Critical Thinking	71.4	77.1	96.6	88.7
	Reading Comprehension	75.4	53.1	95.3	87.1
	Technology Design	45.3	52.9	59.6	53.0
	Operation & Control	52.5	83.4	82.7	55.9
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	48.1	32.6	49.0	47.7
	Not Satisfied	5.7	7.7	2.5	1.6
	Neither	8.8	10.0	4.1	5.3
	Other	37.4	49.7	44.4	45.4
Average Weekly Hours Worked	20 or Less	28.0	10.1	0.0	15.2
	21-35	21.1	0.0	1.7	20.6
	36 or More	50.9	89.9	98.3	64.2
Full- and Part-Time Status	Full-Time	47.6	98.8	92.7	59.6
	Part-Time	43.5	0.0	4.2	29.8
	Temp/Substitute	8.8	1.2	0.5	7.4
	Unknown	0.0	0.0	2.6	3.2
Gender	Female	79.5	15.4	27.8	75.9
	Male	14.7	72.9	58.5	16.7
	Nonresident^b	5.8	11.6	13.7	7.4
Age Group	19 and Younger	4.2	3.9	0.7	1.6
	20-24	21.4	25.4	5.1	7.6
	25-34	24.4	31.2	21.2	32.4
	35-44	15.5	20.3	26.0	23.2
	45-54	13.7	6.4	15.2	16.9
	55-64	13.4	1.2	15.9	10.8
	65 and Older	1.5	0.0	2.2	0.0
	Nonresident	5.8	11.6	13.7	7.4
Turnover	% Still Working 1 Quarter After Hire	85.7	85.9	84.5	97.1

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		53-3033	45-2093	43-3031	35-2011
Occupation		Truck Drivers, Light or Delivery Services	Farmworkers, Farm and Ranch Animals	Bookkeeping, Accounting, and Auditing Clerks	Cooks, Fast Food
Typical Education		High school diploma or equivalent	Less than high school	High school diploma or equivalent	Less than high school
	N	916	880	859	828
	Average Hourly Wage (\$)	12.00	10.41	16.00	8.25
	% Paid Piece Rate	5.5	3.9	0.7	0.0
% Offered Selected Benefits	Health Insurance	46.2	14.9	39.5	39.0
	Retirement	28.3	11.4	28.2	18.5
	Paid Leave	44.4	29.2	47.0	23.6
Wait Time for Benefits	Yes	48.9	16.8	43.8	49.2
	No	2.5	13.4	11.6	0.0
	Unknown	48.6	69.8	44.2	50.8
Skills Selected as "Important" (%)	Service Orientation	89.4	45.3	73.4	91.7
	Critical Thinking	76.1	87.6	94.9	80.8
	Reading Comprehension	76.1	34.4	97.7	88.0
	Technology Design	39.8	25.8	43.4	20.4
	Operation & Control	79.3	69.4	45.3	40.1
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	47.0	42.7	65.3	29.7
	Not Satisfied	7.6	9.1	2.1	14.1
	Neither	7.4	8.2	4.3	10.2
	Other	38.0	40.0	28.2	45.9
Average Weekly Hours Worked	20 or Less	33.1	9.3	23.3	41.8
	21-35	13.8	10.7	11.1	41.3
	36 or More	53.1	80.0	65.6	16.9
Full- and Part-Time Status	Full-Time	66.7	63.5	62.9	28.1
	Part-Time	28.9	20.5	34.3	66.8
	Temp/Substitute	4.4	16.0	1.7	0.0
	Unknown	0.0	0.0	0.6	5.1
Gender	Female	31.9	26.9	75.3	27.4
	Male	64.6	50.8	20.1	47.1
	Nonresident^b	3.5	22.3	4.6	25.5
Age Group	19 and Younger	11.4	8.6	0.8	19.0
	20-24	19.3	13.6	10.4	16.0
	25-34	24.2	26.5	23.4	15.3
	35-44	15.8	12.2	20.2	18.5
	45-54	11.6	7.3	30.7	0.5
	55-64	8.5	6.7	7.5	5.1
	65 and Older	5.7	1.6	2.5	0.0
	Nonresident	3.5	23.5	4.6	25.5
Turnover	% Still Working 1 Quarter After Hire	85.8	65.1	96.2	67.3

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		35-9011	47-2152	47-2051	53-6031
Occupation		Dining Room and Cafeteria Attendants and Bartender Helpers	Plumbers, Pipefitters, and Steamfitters	Cement Masons and Concrete Finishers	Service Station Attendants
Typical Education		Less than high school	High school diploma or equivalent	Less than high school	Less than high school
	N	761	731	687	682
	Average Hourly Wage (\$)	7.25	20.00	15.00	10.00
	% Paid Piece Rate	44.4	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	47.1	20.6	46.0
	Retirement	5.6	40.3	17.0	43.0
	Paid Leave	5.6	53.7	24.2	32.2
Wait Time for Benefits	Yes	5.6	45.7	23.4	46.9
	No	0.0	16.9	4.5	1.0
	Unknown	94.4	37.4	72.1	52.2
Skills Selected as "Important" (%)	Service Orientation	88.9	65.3	44.3	99.0
	Critical Thinking	11.1	79.2	57.7	84.4
	Reading Comprehension	22.2	72.5	32.3	83.4
	Technology Design	0.0	54.6	26.2	55.6
	Operation & Control	5.6	76.2	36.8	88.3
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	22.2	38.5	30.6	32.9
	Not Satisfied	0.0	7.1	12.5	15.3
	Neither	22.2	7.7	16.2	8.8
	Other	55.6	46.7	40.7	43.0
Average Weekly Hours Worked	20 or Less	63.6	0.0	0.0	0.0
	21-35	27.3	7.3	29.8	17.9
	36 or More	9.1	92.7	70.2	82.1
Full- and Part-Time Status	Full-Time	5.6	79.6	72.1	85.6
	Part-Time	94.4	0.0	18.1	13.4
	Temp/Substitute	0.0	20.4	8.1	0.0
	Unknown	0.0	0.0	1.7	1.0
Gender	Female	55.6	21.3	14.5	35.2
	Male	38.9	56.4	70.2	59.0
	Nonresident^b	5.6	22.3	15.3	5.8
Age Group	19 and Younger	27.8	1.8	7.2	12.4
	20-24	38.9	13.9	18.1	40.0
	25-34	11.1	25.7	32.3	21.5
	35-44	0.0	21.5	27.0	1.0
	45-54	5.6	10.6	0.0	9.5
	55-64	5.6	4.3	0.0	8.8
	65 and Older	0.0	0.0	0.0	1.0
	Nonresident	11.1	22.3	15.3	5.8
Turnover	% Still Working 1 Quarter After Hire	66.7	69.1	58.5	64.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	47-3012	31-1014	25-3098	35-1012
Occupation	Helpers-- Carpenters	Nursing Assistants	Substitute Teachers	First-Line Supervisors/ Managers of Food Preparation and Serving Workers
Typical Education	Less than high school	Postsecondary non-degree award	Bachelor's degree	High school diploma or equivalent
N	652	650	620	614
Average Hourly Wage (\$)	12.00	11.50	13.71	11.00
% Paid Piece Rate	0.0	0.0	0.0	0.8
% Offered Selected Benefits				
Health Insurance	30.5	65.9	0.0	49.0
Retirement	34.3	38.8	0.0	0.0
Paid Leave	42.8	65.1	0.0	28.3
Wait Time for Benefits				
Yes	39.0	54.6	0.0	49.0
No	3.8	12.8	6.0	1.1
Unknown	57.2	32.6	94.0	49.9
Skills Selected as "Important" (%)				
Service Orientation	53.4	94.5	77.1	100.0
Critical Thinking	80.9	92.2	88.0	100.0
Reading Comprehension	50.4	83.2	88.0	63.8
Technology Design	38.1	45.2	42.2	84.2
Operation & Control	65.7	61.0	31.3	98.1
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	35.2	50.1	37.3	23.2
Not Satisfied	0.0	3.0	0.0	13.8
Neither	15.2	9.0	4.8	8.0
Other	49.6	37.9	57.8	55.1
Average Weekly Hours Worked				
20 or Less	0.0	12.3	90.0	29.6
21-35	38.7	54.1	7.5	11.2
36 or More	61.3	33.6	2.5	59.2
Full- and Part-Time Status				
Full-Time	77.1	61.4	0.0	78.3
Part-Time	19.1	22.8	3.6	20.6
Temp/Substitute	3.8	15.8	96.4	1.1
Unknown	0.0	0.0	0.0	0.0
Gender				
Female	3.8	92.5	75.9	43.1
Male	80.9	3.0	21.7	49.2
Nonresident^b	15.2	4.5	2.4	7.7
Age Group				
19 and Younger	11.4	17.2	3.6	13.8
20-24	38.1	27.1	25.3	14.7
25-34	16.1	15.8	22.9	41.3
35-44	11.4	12.0	20.5	0.8
45-54	7.6	12.0	13.3	13.8
55-64	0.0	9.0	9.6	0.0
65 and Older	0.0	2.3	2.4	8.0
Nonresident	15.2	4.5	2.4	7.7
Turnover				
% Still Working 1 Quarter After Hire	69.5	81.9	75.9	71.4

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		53-7061	43-4051	33-9032	25-9041
Occupation		Cleaners of Vehicles and Equipment	Customer Service Representatives	Security Guards	Teacher Assistants
Typical Education		Less than high school	High school diploma or equivalent	High school diploma or equivalent	Some college, no degree
	N	588	578	562	525
	Average Hourly Wage (\$)	10.50	12.00	11.80	12.03
	% Paid Piece Rate	0.0	2.0	7.5	0.0
% Offered Selected Benefits	Health Insurance	33.9	70.7	15.2	51.1
	Retirement	54.8	63.2	18.5	52.5
	Paid Leave	65.0	74.0	27.1	55.3
Wait Time for Benefits	Yes	53.2	76.7	7.2	15.5
	No	18.2	4.7	9.1	52.4
	Unknown	26.5	18.6	83.7	32.1
Skills Selected as "Important" (%)	Service Orientation	50.1	96.5	86.9	88.8
	Critical Thinking	32.4	87.5	70.3	83.1
	Reading Comprehension	27.6	79.0	70.3	66.4
	Technology Design	19.8	41.7	11.9	21.3
	Operation & Control	57.5	54.7	25.6	21.3
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	24.6	45.5	46.4	59.3
	Not Satisfied	4.7	1.0	3.3	4.2
	Neither	15.4	12.1	5.0	4.0
	Other	55.3	41.5	45.3	32.5
Average Weekly Hours Worked	20 or Less	14.0	0.0	31.2	29.4
	21-35	45.7	12.6	23.0	41.1
	36 or More	40.3	87.4	45.8	29.5
Full- and Part-Time Status	Full-Time	67.2	76.8	44.8	48.2
	Part-Time	27.6	23.2	51.9	35.1
	Temp/Substitute	3.1	0.0	3.3	16.7
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	27.9	64.3	48.5	76.3
	Male	60.5	30.2	34.1	21.0
	Nonresident^b	11.6	5.6	17.4	2.7
Age Group	19 and Younger	13.9	1.3	0.0	8.4
	20-24	20.2	14.4	19.7	26.8
	25-34	20.3	25.5	21.5	22.4
	35-44	6.5	14.0	12.6	19.8
	45-54	20.0	30.7	14.5	10.0
	55-64	0.7	7.9	11.9	7.1
	65 and Older	5.7	0.6	2.4	2.8
	Nonresident	12.7	5.6	17.4	2.7
Turnover	% Still Working 1 Quarter After Hire	85.6	96.9	89.3	92.9

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	21-1093	49-9041	49-3023	35-9031
Occupation	Social and Human Service Assistants	Industrial Machinery Mechanics	Automotive Service Technicians and Mechanics	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
Typical Education	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	Less than high school
N	518	509	497	492
Average Hourly Wage (\$)	13.16	20.00	15.00	7.25
% Paid Piece Rate	0.0	0.0	2.6	17.2
% Offered Selected Benefits				
Health Insurance	49.1	85.6	53.0	0.0
Retirement	51.9	58.3	31.5	0.0
Paid Leave	74.5	75.1	57.2	0.0
Wait Time for Benefits				
Yes	56.6	68.2	85.1	8.6
No	9.4	10.3	0.0	8.6
Unknown	34.0	20.9	13.6	82.8
Skills Selected as "Important" (%)				
Service Orientation	100.0	67.7	62.2	91.4
Critical Thinking	94.3	88.0	90.3	77.4
Reading Comprehension	85.8	72.9	54.1	57.0
Technology Design	5.7	49.9	62.2	17.2
Operation & Control	5.7	76.1	85.0	22.6
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	48.1	45.6	30.0	34.4
Not Satisfied	0.0	1.1	5.3	0.0
Neither	2.8	8.9	16.1	5.4
Other	49.1	44.4	48.6	60.2
Average Weekly Hours Worked				
20 or Less	11.3	2.2	17.2	51.9
21-35	34.0	8.4	3.2	48.1
36 or More	54.7	89.4	79.6	0.0
Full- and Part-Time Status				
Full-Time	54.7	92.1	79.6	0.0
Part-Time	45.3	5.0	17.7	100.0
Temp/Substitute	0.0	2.4	2.7	0.0
Unknown	0.0	0.0	0.0	0.0
Gender				
Female	63.2	10.7	36.8	74.2
Male	28.3	78.0	63.2	8.6
Nonresident^b	8.5	11.4	0.0	17.2
Age Group				
19 and Younger	2.8	6.4	5.4	17.2
20-24	17.0	20.1	22.6	14.0
25-34	25.5	21.2	34.4	25.8
35-44	11.3	12.8	21.2	17.2
45-54	22.6	17.4	14.3	0.0
55-64	6.6	10.7	1.3	0.0
65 and Older	5.7	0.0	0.8	0.0
Nonresident	8.5	11.4	0.0	25.8
Turnover				
% Still Working 1 Quarter After Hire	88.7	80.2	58.7	82.8

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		53-7073	49-3031	49-9098	47-1011
Occupation		Wellhead Pumpers	Bus and Truck Mechanics and Diesel Engine Specialists	Helpers-- Installation, Maintenance, and Repair Workers	First-Line Supervisors/Mgrs. of Construction Trades & Extraction Workers
Typical Education		Less than high school	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	488	462	446	446
	Average Hourly Wage (\$)	25.00	18.00	12.00	28.90
	% Paid Piece Rate	0.0	0.0	0.0	5.6
% Offered Selected Benefits	Health Insurance	78.0	65.2	14.3	48.9
	Retirement	68.3	55.4	11.3	35.5
	Paid Leave	68.3	70.4	33.0	32.6
Wait Time for Benefits	Yes	68.3	68.5	35.4	35.5
	No	17.1	3.3	5.6	13.3
	Unknown	14.6	25.7	59.0	51.1
Skills Selected as "Important" (%)	Service Orientation	48.8	61.8	72.6	79.9
	Critical Thinking	90.2	91.7	84.5	100.0
	Reading Comprehension	75.6	80.0	52.3	73.6
	Technology Design Operation & Control	68.3	69.4	31.2	81.3
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	43.9	44.0	36.0	49.0
	Not Satisfied	4.9	10.0	15.6	5.3
	Neither	2.4	8.7	24.3	5.6
	Other	48.8	37.3	24.1	40.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	8.4	3.6
	21-35	0.0	2.2	9.2	18.4
	36 or More	100.0	97.8	82.4	78.0
Full- and Part-Time Status	Full-Time	100.0	87.0	80.3	96.7
	Part-Time	0.0	3.3	16.2	0.0
	Temp/Substitute	0.0	7.2	3.4	3.3
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	9.8	14.6	19.7	14.7
	Male	80.5	78.8	71.8	71.5
	Nonresident^b	9.8	6.6	8.5	13.8
Age Group	19 and Younger	2.4	4.0	27.1	0.0
	20-24	12.2	16.7	28.9	2.7
	25-34	43.9	38.8	23.6	39.0
	35-44	9.8	18.1	7.5	23.9
	45-54	12.2	10.4	1.5	12.4
	55-64	9.8	5.4	2.9	8.2
	65 and Older	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	95.1	86.8	67.9	81.1

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	41-4012	41-2021	49-3093	49-3042
Occupation	Sales Reps, Wholesale & Manufacturing, Except Technical & Scientific Products	Counter and Rental Clerks	Tire Repairers & Changers	Mobile Heavy Equipment Mechanics, Except Engines
Typical Education	High school diploma or equivalent	Less than high school	High school diploma or equivalent	High school diploma or equivalent
N	437	430	406	395
Average Hourly Wage (\$)	23.00	10.81	10.00	20.00
% Paid Piece Rate	8.8	9.3	0.0	0.0
% Offered Selected Benefits				
Health Insurance	78.1	26.8	60.6	98.5
Retirement	66.4	47.5	52.6	97.3
Paid Leave	80.9	56.1	80.3	100.0
Wait Time for Benefits				
Yes	61.6	46.5	73.7	80.1
No	10.2	5.0	0.0	17.8
Unknown	26.8	48.5	26.3	2.1
Skills Selected as "Important" (%)				
Service Orientation	92.1	98.1	93.4	77.1
Critical Thinking	95.9	65.7	92.0	94.5
Reading Comprehension	86.0	82.8	72.1	87.8
Technology Design	75.5	47.6	67.1	81.1
Operation & Control	55.5	63.5	93.4	59.8
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	48.2	28.5	22.8	32.8
Not Satisfied	0.0	5.0	6.6	6.3
Neither	3.6	11.2	14.8	10.2
Other	48.2	55.3	55.9	50.6
Average Weekly Hours Worked				
20 or Less	1.9	2.3	0.0	0.0
21-35	9.4	20.8	0.0	15.6
36 or More	88.7	76.9	100.0	84.4
Full- and Part-Time Status				
Full-Time	92.1	92.6	100.0	100.0
Part-Time	7.9	3.4	0.0	0.0
Temp/Substitute	0.0	4.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0
Gender				
Female	16.9	53.3	19.7	25.3
Male	73.7	32.3	78.6	64.7
Nonresident^b	9.4	14.4	1.6	10.0
Age Group				
19 and Younger	4.9	10.2	13.2	1.0
20-24	15.4	12.2	29.4	30.7
25-34	35.5	38.2	23.0	24.8
35-44	20.2	14.3	19.7	17.9
45-54	7.9	5.0	6.6	10.9
55-64	4.0	5.7	6.6	4.7
65 and Older	2.6	0.0	0.0	0.0
Nonresident	9.4	14.4	1.6	10.0
Turnover				
% Still Working 1 Quarter After Hire	97.2	85.2	60.5	97.1

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		41-1011	39-7011	35-2012	43-3071
Occupation		First-Line Supervisors/ Managers of Retail Sales Workers	Tour Guides and Escorts	Cooks, Institution and Cafeteria	Tellers
Typical Education		High school diploma or equivalent	High school diploma or equivalent	Less than high school	High school diploma or equivalent
	N	381	375	370	368
	Average Hourly Wage (\$)	11.25	19.50	11.25	11.00
	% Paid Piece Rate	7.0	30.2	0.0	0.0
% Offered Selected Benefits	Health Insurance	61.4	0.0	46.3	77.8
	Retirement	59.3	3.3	37.3	73.7
	Paid Leave	68.4	0.0	51.6	77.8
Wait Time for Benefits	Yes	72.2	0.0	45.5	74.7
	No	17.5	0.0	31.8	4.0
	Unknown	10.2	100.0	22.7	20.2
Skills Selected as "Important" (%)	Service Orientation	100.0	85.8	90.8	96.0
	Critical Thinking	96.5	84.4	84.8	77.8
	Reading Comprehension	93.0	55.2	84.3	87.9
	Technology Design	44.2	26.2	49.3	39.4
	Operation & Control	55.8	66.6	85.0	60.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	47.7	59.9	20.7	39.4
	Not Satisfied	0.0	1.3	11.9	3.0
	Neither	7.0	1.1	20.4	5.1
	Other	45.3	37.7	47.0	52.5
Average Weekly Hours Worked	20 or Less	0.0	21.3	12.7	6.3
	21-35	22.8	59.5	56.5	16.5
	36 or More	77.2	19.2	30.8	77.2
Full- and Part-Time Status	Full-Time	86.0	18.0	49.5	71.7
	Part-Time	14.0	24.9	39.7	19.2
	Temp/Substitute	0.0	54.9	10.8	8.1
	Unknown	0.0	2.2	0.0	0.0
Gender	Female	69.8	26.1	73.0	82.8
	Male	30.2	52.6	27.0	11.1
	Nonresident^b	0.0	21.3	0.0	6.1
Age Group	19 and Younger	0.0	0.0	4.0	5.1
	20-24	15.1	14.1	9.3	33.3
	25-34	36.1	28.8	36.3	26.3
	35-44	30.2	16.0	9.9	10.1
	45-54	18.6	9.8	17.2	12.1
	55-64	0.0	2.7	23.2	7.1
	65 and Older	0.0	7.4	0.0	0.0
	Nonresident	0.0	21.3	0.0	6.1
Turnover	% Still Working 1 Quarter After Hire	100.0	57.5	63.5	88.9

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		47-5081	31-1011	29-2021	53-7051
Occupation		Helpers-- Extraction Workers	Home Health Aides	Dental Hygienists	Industrial Truck and Tractor Operators
Typical Education		High school diploma or equivalent	Less than high school	Associate's degree	Less than high school
	N	362	336	323	316
	Average Hourly Wage (\$)	14.00	12.00	33.00	16.00
	% Paid Piece Rate	3.3	0.0	4.5	0.0
% Offered Selected Benefits	Health Insurance	32.8	0.0	13.6	62.2
	Retirement	16.4	0.0	18.2	52.5
	Paid Leave	16.4	0.0	22.7	41.6
Wait Time for Benefits	Yes	39.4	0.0	18.2	62.2
	No	3.3	0.0	27.3	6.1
	Unknown	57.3	100.0	54.5	31.7
Skills Selected as "Important" (%)	Service Orientation	67.2	64.7	100.0	40.6
	Critical Thinking	83.6	71.5	100.0	72.2
	Reading Comprehension	63.6	66.5	72.7	62.3
	Technology Design	29.6	19.4	100.0	27.7
	Operation & Control	76.7	28.1	86.4	70.3
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	29.9	23.3	50.0	42.9
	Not Satisfied	6.6	2.0	4.5	2.9
	Neither	20.0	10.2	0.0	10.3
	Other	43.6	64.5	45.5	43.8
Average Weekly Hours Worked	20 or Less	0.0	84.7	57.9	0.0
	21-35	5.2	11.2	31.6	0.0
	36 or More	94.8	4.1	10.5	100.0
Full- and Part-Time Status	Full-Time	56.1	0.0	27.3	84.5
	Part-Time	0.0	100.0	36.4	4.7
	Temp/Substitute	43.9	0.0	36.4	5.5
	Unknown	0.0	0.0	0.0	5.3
Gender	Female	10.1	64.5	86.4	28.5
	Male	69.6	31.1	9.1	66.8
	Nonresident^b	20.3	4.4	4.5	4.7
Age Group	19 and Younger	6.6	6.3	0.0	5.5
	20-24	23.3	2.0	9.1	9.2
	25-34	29.9	14.6	50.0	39.9
	35-44	13.4	18.2	13.6	13.4
	45-54	6.6	44.4	13.6	25.5
	55-64	0.0	8.3	9.1	1.8
	65 and Older	0.0	2.0	0.0	0.0
	Nonresident	20.3	4.4	4.5	4.7
Turnover	% Still Working 1 Quarter After Hire	86.9	87.8	59.1	92.7

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		27-2022	39-3091	51-9061	39-9032
Occupation		Coaches and Scouts	Amusement and Recreation Attendants	Inspectors, Testers, Sorters, Samplers, and Weighers	Recreation Workers
Typical Education		Bachelor's degree	Less than high school	High school diploma or equivalent	Bachelor's degree
	N	316	312	302	297
	Average Hourly Wage (\$)	12.50	9.00	17.00	12.00
	% Paid Piece Rate	14.2	0.0	0.0	14.2
% Offered Selected Benefits	Health Insurance	7.1	2.4	69.1	27.2
	Retirement	4.7	2.4	53.8	22.3
	Paid Leave	1.6	2.4	56.0	28.9
Wait Time for Benefits	Yes	2.4	0.0	70.6	18.1
	No	4.0	8.8	1.9	15.8
	Unknown	93.7	91.2	19.6	66.1
Skills Selected as "Important" (%)	Service Orientation	89.7	91.9	81.2	88.2
	Critical Thinking	80.2	58.4	88.0	80.1
	Reading Comprehension	32.4	37.4	74.1	76.3
	Technology Design	11.9	23.2	57.6	22.9
	Operation & Control	19.7	52.1	86.7	38.8
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	52.6	53.7	45.9	70.9
	Not Satisfied	2.4	4.8	3.9	0.0
	Neither	9.5	4.8	5.8	5.6
	Other	35.5	36.7	44.3	23.5
Average Weekly Hours Worked	20 or Less	79.2	55.3	0.0	28.9
	21-35	7.8	29.8	0.0	17.1
	36 or More	13.0	14.8	100.0	54.0
Full- and Part-Time Status	Full-Time	8.7	5.6	96.2	47.5
	Part-Time	55.7	73.8	0.0	40.2
	Temp/Substitute	33.2	14.3	3.8	12.3
	Unknown	2.4	6.3	0.0	0.0
Gender	Female	38.7	43.1	20.3	49.6
	Male	50.2	50.4	75.9	34.7
	Nonresident^b	11.1	6.4	3.8	15.7
Age Group	19 and Younger	11.0	36.7	3.9	14.7
	20-24	20.2	17.6	15.6	23.3
	25-34	26.1	15.2	29.2	23.0
	35-44	7.9	3.2	20.2	6.7
	45-54	8.7	7.9	17.9	10.0
	55-64	6.3	3.2	7.6	4.9
	65 and Older	6.3	1.6	1.9	1.7
	Nonresident	13.5	14.5	3.8	15.7
Turnover	% Still Working 1 Quarter After Hire	50.3	77.5	93.3	70.1

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		29-2052	27-1026	31-9091	39-2021
Occupation		Pharmacy Technicians	Merchandise Displayers and Window Trimmers	Dental Assistants	Nonfarm Animal Caretakers
Typical Education		High school diploma or equivalent	High school diploma or equivalent	Postsecondary non-degree award	Less than high school
	N	294	292	287	285
	Average Hourly Wage (\$)	12.00	9.50	13.00	10.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	72.7	3.9	18.2	6.9
	Retirement	72.7	3.9	28.4	4.3
	Paid Leave	72.7	9.9	23.3	6.6
Wait Time for Benefits	Yes	27.3	5.9	38.6	21.9
	No	0.0	0.0	30.7	0.0
	Unknown	72.7	94.1	30.7	78.1
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	89.8	78.0
	Critical Thinking	100.0	94.1	100.0	62.2
	Reading Comprehension	100.0	84.2	89.8	43.8
	Technology Design	36.4	82.2	66.5	36.2
	Operation & Control	45.5	88.2	87.0	23.2
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	45.5	17.0	57.2	26.3
	Not Satisfied	0.0	0.0	5.1	4.6
	Neither	0.0	2.0	25.6	13.4
	Other	54.5	81.0	12.1	55.7
Average Weekly Hours Worked	20 or Less	0.0	85.6	0.0	21.9
	21-35	50.0	10.3	72.5	48.1
	36 or More	50.0	4.1	27.5	30.0
Full- and Part-Time Status	Full-Time	72.7	3.9	69.3	33.7
	Part-Time	27.3	96.1	30.7	66.3
	Temp/Substitute	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	54.5	69.9	88.8	62.5
	Male	27.3	30.1	11.2	23.1
	Nonresident^b	18.2	0.0	0.0	14.4
Age Group	19 and Younger	0.0	31.4	0.0	26.5
	20-24	27.3	13.1	32.6	15.6
	25-34	36.4	22.2	30.7	15.3
	35-44	9.1	11.1	25.6	6.3
	45-54	9.1	20.2	11.2	11.2
	55-64	0.0	2.0	0.0	8.4
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	18.2	0.0	0.0	16.8
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	57.8

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		43-6013	37-3012	47-3015	39-5012
Occupation		Medical Secretaries	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Helpers-- Pipelayers, Plumbers, Pipefitters, and Steamfitters	Hairdressers, Hairstylists, and Cosmetologists
Typical Education		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	Postsecondary non-degree award
	N	279	275	273	272
	Average Hourly Wage (\$)	15.25	13.00	12.00	10.00
	% Paid Piece Rate	0.0	0.0	0.0	54.2
% Offered Selected Benefits	Health Insurance	68.4	12.2	45.5	50.7
	Retirement	73.7	4.3	0.0	26.5
	Paid Leave	89.5	12.0	36.4	48.3
Wait Time for Benefits	Yes	52.6	0.0	45.5	43.4
	No	31.6	31.4	0.0	2.4
	Unknown	10.5	64.4	54.5	51.7
Skills Selected as "Important" (%)	Service Orientation	100.0	61.1	36.4	100.0
	Critical Thinking	84.2	81.8	90.9	97.6
	Reading Comprehension	89.5	58.8	54.5	54.2
	Technology Design	47.4	49.4	18.2	24.1
	Operation & Control	63.2	84.7	54.5	44.5
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	57.9	36.6	27.3	36.2
	Not Satisfied	10.5	0.0	9.1	2.4
	Neither	5.3	22.0	0.0	4.8
	Other	26.3	41.4	63.6	56.6
Average Weekly Hours Worked	20 or Less	16.7	0.0	0.0	17.4
	21-35	0.0	26.3	0.0	34.8
	36 or More	83.3	73.7	100.0	47.8
Full- and Part-Time Status	Full-Time	84.2	51.6	100.0	55.5
	Part-Time	15.8	12.1	0.0	44.5
	Temp/Substitute	0.0	32.2	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	89.5	41.4	18.2	83.1
	Male	10.5	47.0	72.7	9.7
	Nonresident^b	0.0	11.6	9.1	7.2
Age Group	19 and Younger	0.0	10.5	9.1	7.2
	20-24	26.3	38.8	18.2	42.1
	25-34	21.1	14.3	36.4	16.9
	35-44	15.8	9.8	0.0	14.5
	45-54	31.6	9.1	18.2	2.4
	55-64	0.0	4.6	9.1	9.7
	65 and Older	5.3	1.2	0.0	0.0
	Nonresident	0.0	11.6	9.1	7.2
Turnover	% Still Working 1 Quarter After Hire	89.5	84.9	100.0	80.7

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		43-6014	11-9081	51-9198	47-2141
Occupation		Secretaries, Except Legal, Medical, and Executive	Lodging Managers	Helpers-- Production Workers	Painters, Construction and Maintenance
Typical Education		High school diploma or equivalent	High school diploma or equivalent	Less than high school	Less than high school
	N	271	267	257	249
	Average Hourly Wage (\$)	12.50	15.00	13.00	16.92
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	22.0	31.7	32.2	10.0
	Retirement	42.4	31.7	16.5	10.0
	Paid Leave	53.0	47.5	27.7	10.0
Wait Time for Benefits	Yes	36.3	52.5	38.6	20.0
	No	8.2	0.0	11.8	0.0
	Unknown	55.6	47.5	49.5	80.0
Skills Selected as "Important" (%)	Service Orientation	72.3	84.2	35.1	20.0
	Critical Thinking	72.3	84.2	79.2	60.0
	Reading Comprehension	93.4	84.2	51.4	60.0
	Technology Design	63.9	68.3	63.3	40.0
	Operation & Control	56.8	79.1	78.6	60.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	40.8	47.5	42.1	60.0
	Not Satisfied	1.4	0.0	0.0	10.0
	Neither	2.1	5.0	16.3	0.0
	Other	55.7	47.5	41.6	30.0
Average Weekly Hours Worked	20 or Less	22.9	0.0	7.2	0.0
	21-35	4.4	0.0	13.8	22.2
	36 or More	72.7	100.0	78.9	77.8
Full- and Part-Time Status	Full-Time	58.5	95.0	79.2	100.0
	Part-Time	34.4	0.0	16.3	0.0
	Temp/Substitute	7.1	5.0	4.5	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	55.1	31.7	19.8	10.0
	Male	20.2	31.7	70.9	80.0
	Nonresident^b	24.7	36.7	9.3	10.0
Age Group	19 and Younger	9.2	0.0	14.1	20.0
	20-24	15.4	0.0	14.4	10.0
	25-34	23.6	15.8	26.2	20.0
	35-44	10.9	31.7	7.4	10.0
	45-54	10.7	15.8	21.9	30.0
	55-64	1.4	0.0	6.7	0.0
	65 and Older	2.1	0.0	0.0	0.0
	Nonresident	26.8	36.7	9.3	10.0
Turnover	% Still Working 1 Quarter After Hire	88.1	95.0	69.0	80.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		43-6013	37-3012	47-3015	39-5012
Occupation		Medical Secretaries	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Helpers-- Pipelayers, Plumbers, Pipefitters, and Steamfitters	Hairdressers, Hairstylists, and Cosmetologists
Typical Education		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	Postsecondary non-degree award
	N	279	275	273	272
	Average Hourly Wage (\$)	15.25	13.00	12.00	10.00
	% Paid Piece Rate	0.0	0.0	0.0	54.2
% Offered Selected Benefits	Health Insurance	68.4	12.2	45.5	50.7
	Retirement	73.7	4.3	0.0	26.5
	Paid Leave	89.5	12.0	36.4	48.3
Wait Time for Benefits	Yes	52.6	0.0	45.5	43.4
	No	31.6	31.4	0.0	2.4
	Unknown	10.5	64.4	54.5	51.7
Skills Selected as "Important" (%)	Service Orientation	100.0	61.1	36.4	100.0
	Critical Thinking	84.2	81.8	90.9	97.6
	Reading Comprehension	89.5	58.8	54.5	54.2
	Technology Design	47.4	49.4	18.2	24.1
	Operation & Control	63.2	84.7	54.5	44.5
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	57.9	36.6	27.3	36.2
	Not Satisfied	10.5	0.0	9.1	2.4
	Neither	5.3	22.0	0.0	4.8
	Other	26.3	41.4	63.6	56.6
Average Weekly Hours Worked	20 or Less	16.7	0.0	0.0	17.4
	21-35	0.0	26.3	0.0	34.8
	36 or More	83.3	73.7	100.0	47.8
Full- and Part-Time Status	Full-Time	84.2	51.6	100.0	55.5
	Part-Time	15.8	12.1	0.0	44.5
	Temp/Substitute	0.0	32.2	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	89.5	41.4	18.2	83.1
	Male	10.5	47.0	72.7	9.7
	Nonresident^b	0.0	11.6	9.1	7.2
Age Group	19 and Younger	0.0	10.5	9.1	7.2
	20-24	26.3	38.8	18.2	42.1
	25-34	21.1	14.3	36.4	16.9
	35-44	15.8	9.8	0.0	14.5
	45-54	31.6	9.1	18.2	2.4
	55-64	0.0	4.6	9.1	9.7
	65 and Older	5.3	1.2	0.0	0.0
	Nonresident	0.0	11.6	9.1	7.2
Turnover	% Still Working 1 Quarter After Hire	89.5	84.9	100.0	80.7

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	43-6014	11-9081	51-9198	47-2141
Occupation	Secretaries, Except Legal, Medical, and Executive	Lodging Managers	Helpers-- Production Workers	Painters, Construction and Maintenance
Typical Education	High school diploma or equivalent	High school diploma or equivalent	Less than high school	Less than high school
N	271	267	257	249
Average Hourly Wage (\$)	12.50	15.00	13.00	16.92
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	22.0	31.7	32.2	10.0
Retirement	42.4	31.7	16.5	10.0
Paid Leave	53.0	47.5	27.7	10.0
Wait Time for Benefits				
Yes	36.3	52.5	38.6	20.0
No	8.2	0.0	11.8	0.0
Unknown	55.6	47.5	49.5	80.0
Skills Selected as "Important" (%)				
Service Orientation	72.3	84.2	35.1	20.0
Critical Thinking	72.3	84.2	79.2	60.0
Reading Comprehension	93.4	84.2	51.4	60.0
Technology Design	63.9	68.3	63.3	40.0
Operation & Control	56.8	79.1	78.6	60.0
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	40.8	47.5	42.1	60.0
Not Satisfied	1.4	0.0	0.0	10.0
Neither	2.1	5.0	16.3	0.0
Other	55.7	47.5	41.6	30.0
Average Weekly Hours Worked				
20 or Less	22.9	0.0	7.2	0.0
21-35	4.4	0.0	13.8	22.2
36 or More	72.7	100.0	78.9	77.8
Full- and Part-Time Status				
Full-Time	58.5	95.0	79.2	100.0
Part-Time	34.4	0.0	16.3	0.0
Temp/Substitute	7.1	5.0	4.5	0.0
Unknown	0.0	0.0	0.0	0.0
Gender				
Female	55.1	31.7	19.8	10.0
Male	20.2	31.7	70.9	80.0
Nonresident^b	24.7	36.7	9.3	10.0
Age Group				
19 and Younger	9.2	0.0	14.1	20.0
20-24	15.4	0.0	14.4	10.0
25-34	23.6	15.8	26.2	20.0
35-44	10.9	31.7	7.4	10.0
45-54	10.7	15.8	21.9	30.0
55-64	1.4	0.0	6.7	0.0
65 and Older	2.1	0.0	0.0	0.0
Nonresident	26.8	36.7	9.3	10.0
Turnover				
% Still Working 1 Quarter After Hire	88.1	95.0	69.0	80.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		53-7032	19-4041	25-2011	51-3011
Occupation		Excavating and Loading Machine and Dragline Operators	Geological and Petroleum Technicians	Preschool Teachers, Except Special Education	Bakers
Typical Education		High school diploma or equivalent	Associate's degree	Associate's degree	Less than high school
	N	246	245	245	239
	Average Hourly Wage (\$)	20.00	17.00	13.75	11.40
	% Paid Piece Rate	0.0	4.9	0.0	0.0
% Offered Selected Benefits	Health Insurance	69.7	65.8	54.0	62.3
	Retirement	50.4	61.1	36.0	53.5
	Paid Leave	59.7	58.7	66.0	44.6
Wait Time for Benefits	Yes	69.7	32.5	47.9	51.1
	No	0.0	40.2	18.1	0.0
	Unknown	30.3	27.2	34.0	48.9
Skills Selected as "Important" (%)	Service Orientation	20.2	60.7	94.0	44.6
	Critical Thinking	59.7	100.0	94.0	82.3
	Reading Comprehension	10.1	75.7	82.0	100.0
	Technology Design Operation & Control	40.3	55.9	12.0	22.3
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	55.3	48.2	53.0	77.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	18.0	0.0
	Other	44.7	51.8	29.0	22.3
Average Weekly Hours Worked	20 or Less	0.0	0.0	7.1	27.3
	21-35	0.0	5.2	28.7	0.0
	36 or More	100.0	94.8	64.2	72.7
Full- and Part-Time Status	Full-Time	100.0	73.0	83.9	71.2
	Part-Time	0.0	4.7	16.1	28.8
	Temp/Substitute	0.0	22.4	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	19.7	14.4	82.0	22.3
	Male	80.3	68.9	6.0	66.5
	Nonresident^b	0.0	16.7	12.0	11.2
Age Group	19 and Younger	10.1	0.0	8.0	0.0
	20-24	14.9	14.6	12.0	17.7
	25-34	19.7	24.1	41.9	42.4
	35-44	10.1	22.0	12.0	28.8
	45-54	25.0	5.7	3.0	0.0
	55-64	20.2	14.6	9.0	0.0
	65 and Older	0.0	2.3	2.1	0.0
Turnover	Nonresident	0.0	16.7	12.0	11.2
	% Still Working 1 Quarter After Hire	79.8	75.9	100.0	82.3

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	33-9091	49-2022	51-6011	53-3041
Occupation	Crossing Guards	Telecom. Equipment Installers and Repairers, Except Line Installers	Laundry and Dry-Cleaning Workers	Taxi Drivers and Chauffeurs
Typical Education	High school diploma or equivalent	Postsecondary non-degree award	Less than high school	Less than high school
N	238	229	228	224
Average Hourly Wage (\$)	15.29	18.00	9.00	9.00
% Paid Piece Rate	0.0	0.0	0.0	29.9
% Offered Selected Benefits				
Health Insurance	0.0	91.3	17.9	13.9
Retirement	0.0	69.6	17.9	13.9
Paid Leave	0.0	95.6	15.0	13.9
Wait Time for Benefits				
Yes	0.0	57.9	20.8	10.3
No	10.4	36.2	5.7	0.0
Unknown	89.6	5.8	73.5	89.7
Skills Selected as "Important" (%)				
Service Orientation	89.6	75.4	74.1	100.0
Critical Thinking	89.6	100.0	75.5	82.9
Reading Comprehension	45.3	78.3	65.5	80.6
Technology Design	0.0	100.0	45.3	48.7
Operation & Control	50.1	75.4	71.3	69.3
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	32.2	27.5	28.0	42.1
Not Satisfied	0.0	1.5	8.6	0.0
Neither	12.7	4.4	8.6	6.7
Other	55.1	66.7	54.7	51.2
Average Weekly Hours Worked				
20 or Less	0.0	0.0	23.7	18.9
21-35	47.0	0.0	37.7	67.6
36 or More	53.0	100.0	38.6	13.5
Full- and Part-Time Status				
Full-Time	5.6	100.0	35.2	21.6
Part-Time	72.5	0.0	51.9	60.3
Temp/Substitute	21.9	0.0	13.0	18.0
Unknown	0.0	0.0	0.0	0.0
Gender				
Female	57.0	16.7	59.6	41.6
Male	43.0	57.3	34.6	39.0
Nonresident^b	0.0	26.0	5.7	19.4
Age Group				
19 and Younger	11.3	0.0	11.5	23.8
20-24	24.6	8.7	14.4	4.5
25-34	27.4	11.7	29.5	20.4
35-44	16.9	29.0	8.6	11.3
45-54	12.7	12.3	14.4	5.6
55-64	5.6	12.3	11.5	8.7
65 and Older	1.4	0.0	4.4	6.3
Nonresident	0.0	26.0	5.7	19.4
Turnover				
% Still Working 1 Quarter After Hire	38.8	46.4	52.5	78.6

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		47-3016	45-2092	13-2011	17-3013
Occupation		Helpers--Roofers	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Accountants and Auditors	Mechanical Drafters
Typical Education		Less than high school	Less than high school	Bachelor's degree	Associate's degree
N		224	224	212	207
Average Hourly Wage (\$)		12.00	13.00	24.04	12.00
% Paid Piece Rate		0.0	1.5	0.0	0.0
% Offered Selected Benefits	Health Insurance	22.2	0.9	57.1	18.5
	Retirement	0.0	0.9	76.0	18.5
	Paid Leave	44.4	11.7	77.6	18.5
Wait Time for Benefits	Yes	44.4	10.7	50.6	12.0
	No	0.0	0.0	28.2	88.0
	Unknown	55.6	87.7	21.3	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	81.6	89.1	100.0
	Critical Thinking	88.9	44.6	94.4	100.0
	Reading Comprehension	11.1	15.8	100.0	100.0
	Technology Design	22.2	23.9	62.5	100.0
	Operation & Control	55.6	31.6	56.1	81.5
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	33.3	32.3	49.6	38.8
	Not Satisfied	11.1	11.9	2.7	0.0
	Neither	0.0	4.6	11.0	0.0
	Other	55.6	51.1	36.7	61.2
Average Weekly Hours Worked	20 or Less	0.0	53.5	4.0	0.0
	21-35	50.0	11.1	6.2	0.0
	36 or More	50.0	35.4	89.7	100.0
Full- and Part-Time Status	Full-Time	100.0	32.8	85.7	100.0
	Part-Time	0.0	52.4	6.2	0.0
	Temp/Substitute	0.0	13.3	8.1	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	22.2	37.2	50.4	52.8
	Male	55.6	25.1	42.3	40.8
	Nonresident^b	22.2	37.7	7.3	6.5
Age Group	19 and Younger	0.0	16.5	0.0	0.0
	20-24	22.2	3.1	16.2	12.0
	25-34	44.4	6.1	40.1	40.8
	35-44	0.0	28.0	11.3	40.8
	45-54	0.0	5.5	16.7	0.0
	55-64	11.1	1.5	8.3	0.0
	65 and Older	0.0	1.5	0.0	0.0
	Nonresident	22.2	37.7	7.3	6.5
Turnover	% Still Working 1 Quarter After Hire	55.6	26.5	86.3	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	43-1011	41-2022	45-2091	47-2131
Occupation	First-Line Supervisors/ Managers of Office and Administrative Support Workers	Parts Salespersons	Agricultural Equipment Operators	Insulation Workers, Floor, Ceiling, and Wall
Typical Education	High school diploma or equivalent	Less than high school	Less than high school	Less than high school
N	201	201	199	193
Average Hourly Wage (\$)	17.47	16.00	12.25	19.00
% Paid Piece Rate	0.0	0.0	3.4	0.0
% Offered Selected Benefits				
Health Insurance	55.2	60.1	72.9	7.6
Retirement	53.2	43.9	72.9	7.6
Paid Leave	53.2	60.1	72.9	7.6
Wait Time for Benefits				
Yes	56.9	46.8	72.9	0.0
No	2.0	13.3	3.4	38.7
Unknown	41.1	39.9	23.7	61.3
Skills Selected as "Important" (%)				
Service Orientation	100.0	86.7	74.6	46.3
Critical Thinking	79.0	100.0	85.0	46.3
Reading Comprehension	78.1	86.7	68.8	20.5
Technology Design	64.8	64.7	78.1	20.5
Operation & Control	87.1	61.9	85.0	20.5
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	27.1	45.7	26.7	20.5
Not Satisfied	14.0	2.9	0.0	0.0
Neither	0.0	0.0	0.0	25.8
Other	58.9	51.4	73.3	53.7
Average Weekly Hours Worked				
20 or Less	28.0	18.1	0.0	0.0
21-35	0.0	0.0	6.2	0.0
36 or More	72.0	81.9	89.7	100.0
Full- and Part-Time Status				
Full-Time	80.0	60.1	72.9	100.0
Part-Time	0.0	39.9	5.2	0.0
Temp/Substitute	20.0	0.0	21.9	0.0
Unknown	0.0	0.0	0.0	0.0
Gender				
Female	74.4	29.5	20.3	20.5
Male	23.8	70.5	75.1	33.8
Nonresident^b	1.9	0.0	4.6	45.7
Age Group				
19 and Younger	0.0	13.3	42.0	0.0
20-24	10.4	8.6	12.1	19.9
25-34	17.7	29.5	1.7	12.9
35-44	16.6	26.6	4.6	7.0
45-54	23.9	16.2	1.7	0.0
55-64	29.6	2.9	29.7	7.6
65 and Older	0.0	2.9	3.4	0.0
Nonresident	1.9	0.0	4.6	52.6
Turnover				
% Still Working 1 Quarter After Hire	80.0	73.4	79.2	59.2

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		39-7012	25-2031	31-9092	47-5013
Occupation		Travel Guides	Secondary School Teachers, Except Special and Vocational Education	Medical Assistants	Service Unit Operators, Oil, Gas, and Mining
Typical Education		High school diploma or equivalent	Bachelor's degree	Postsecondary non-degree award	Less than high school
	N	191	191	191	186
	Average Hourly Wage (\$)	15.00	22.81	13.00	19.04
	% Paid Piece Rate	23.7	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	76.5	61.5	80.8
	Retirement	0.0	64.8	53.8	76.7
	Paid Leave	0.0	84.4	69.2	57.5
Wait Time for Benefits	Yes	22.1	11.7	61.5	74.4
	No	8.0	50.8	0.0	6.4
	Unknown	69.9	37.4	38.5	19.2
Skills Selected as "Important" (%)	Service Orientation	97.4	72.6	100.0	80.8
	Critical Thinking	97.4	100.0	100.0	87.2
	Reading Comprehension	60.5	100.0	92.3	70.3
	Technology Design	43.3	57.0	46.2	23.3
	Operation & Control	84.2	53.1	76.9	93.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	50.2	68.7	61.5	23.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	24.7	0.0	0.0	6.4
	Other	25.1	31.3	38.5	70.3
Average Weekly Hours Worked	20 or Less	28.7	19.5	10.0	0.0
	21-35	28.4	0.0	20.0	25.8
	36 or More	42.8	80.5	70.0	74.2
Full- and Part-Time Status	Full-Time	22.5	76.5	76.9	87.2
	Part-Time	15.9	19.5	23.1	12.8
	Temp/Substitute	61.6	3.9	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	19.8	60.9	76.9	6.4
	Male	64.4	31.3	15.4	74.4
	Nonresident^b	15.8	7.8	7.7	19.2
Age Group	19 and Younger	5.3	0.0	7.7	0.0
	20-24	10.5	3.9	15.4	12.8
	25-34	30.5	45.3	46.2	44.7
	35-44	10.5	15.6	7.7	12.8
	45-54	24.7	19.5	7.7	4.1
	55-64	2.6	7.8	0.0	6.4
	65 and Older	0.0	0.0	7.7	0.0
	Nonresident	15.8	7.8	7.7	19.2
Turnover	% Still Working 1 Quarter After Hire	64.7	100.0	100.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		47-4031	53-7064	17-2171	49-9021
Occupation		Fence Erectors	Packers and Packagers, Hand	Petroleum Engineers	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Typical Education		High school diploma or equivalent	Less than high school	Bachelor's degree	Postsecondary non-degree award
	N	185	183	183	178
	Average Hourly Wage (\$)	15.00	7.25	38.46	15.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	26.9	48.8	96.9	71.0
	Retirement	0.0	43.8	96.9	57.0
	Paid Leave	39.8	43.8	96.9	71.0
Wait Time for Benefits	Yes	33.3	46.9	93.7	71.0
	No	26.9	1.9	0.0	0.0
	Unknown	39.8	51.2	6.3	29.0
Skills Selected as "Important" (%)	Service Orientation	53.2	88.7	80.5	72.0
	Critical Thinking	93.6	44.9	100.0	86.0
	Reading Comprehension	39.8	41.8	87.4	72.0
	Technology Design	53.8	20.9	87.4	58.0
	Operation & Control	100.0	9.5	87.4	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	12.9	41.8	35.3	57.0
	Not Satisfied	26.9	19.6	0.0	29.0
	Neither	46.8	35.5	0.0	0.0
	Other	13.4	3.2	64.7	14.0
Average Weekly Hours Worked	20 or Less	26.9	0.0	0.0	0.0
	21-35	0.0	72.7	32.6	33.7
	36 or More	73.1	27.3	67.4	66.3
Full- and Part-Time Status	Full-Time	86.6	14.5	96.9	85.0
	Part-Time	13.4	79.2	3.1	15.0
	Temp/Substitute	0.0	6.3	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	6.4	32.2	9.7	15.0
	Male	80.1	67.8	67.9	71.0
	Nonresident^b	13.4	0.0	22.5	14.0
Age Group	19 and Younger	0.0	45.6	0.0	0.0
	20-24	73.7	20.9	6.5	0.0
	25-34	6.4	9.5	58.2	71.0
	35-44	0.0	6.3	3.1	15.0
	45-54	6.4	0.0	6.5	0.0
	55-64	0.0	3.2	3.1	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	13.4	14.6	22.5	14.0
Turnover	% Still Working 1 Quarter After Hire	73.1	96.8	100.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		43-6012	47-5012	23-1011	15-1142
Occupation		Legal Secretaries	Rotary Drill Operators, Oil and Gas	Lawyers	Network and Computer Systems Admini
Typical Education		High school diploma or equivalent	Less than high school	Doctoral or professional degree	Bachelor's degree
	N	174	167	165	165
	Average Hourly Wage (\$)	15.00	20.23	31.25	32.00
	% Paid Piece Rate	0.0	64.3	0.0	0.0
% Offered Selected Benefits	Health Insurance	40.8	100.0	78.2	89.8
	Retirement	37.5	100.0	88.6	17.1
	Paid Leave	60.5	85.7	89.6	91.8
Wait Time for Benefits	Yes	18.2	71.4	81.7	46.2
	No	39.0	14.3	14.9	45.6
	Unknown	32.9	14.3	3.5	8.2
Skills Selected as "Important" (%)	Service Orientation	90.1	7.1	100.0	73.5
	Critical Thinking	100.0	71.4	100.0	75.5
	Reading Comprehension	100.0	21.4	100.0	83.7
	Technology Design	29.1	100.0	20.8	75.5
	Operation & Control	58.7	100.0	13.9	75.5
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	35.7	21.4	41.1	17.3
	Not Satisfied	3.3	0.0	0.0	2.3
	Neither	6.6	0.0	6.9	0.0
	Other	54.4	78.6	52.0	80.5
Average Weekly Hours Worked	20 or Less	3.8	0.0	0.0	0.0
	21-35	26.5	0.0	0.0	2.5
	36 or More	69.7	100.0	100.0	97.5
Full- and Part-Time Status	Full-Time	73.7	100.0	100.0	66.5
	Part-Time	23.0	0.0	0.0	0.0
	Temp/Substitute	3.3	0.0	0.0	33.5
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	60.5	28.6	36.6	35.3
	Male	26.3	64.3	60.0	64.7
	Nonresident^b	13.2	7.1	3.5	0.0
Age Group	19 and Younger	0.0	0.0	0.0	7.2
	20-24	6.1	21.4	0.0	17.6
	25-34	25.8	28.6	58.4	11.7
	35-44	16.5	28.6	17.8	19.9
	45-54	28.6	14.3	6.4	24.5
	55-64	3.3	0.0	13.9	19.0
	65 and Older	6.6	0.0	0.0	0.0
	Nonresident	13.2	7.1	3.5	0.0
Turnover	% Still Working 1 Quarter After Hire	83.5	92.9	100.0	75.1

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		35-2015	45-1011	29-9011	33-3051
Occupation		Cooks, Short Order	First-Line Supervisors/ Managers of Farming, Fishing, & Forestry Workers	Occupational Health and Safety Specialists	Police and Sheriff's Patrol Officers
Typical Education		Less than high school	High school diploma or equivalent	Bachelor's degree	High school diploma or equivalent
	N	163	160	160	160
	Average Hourly Wage (\$)	10.00	18.00	26.00	19.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	83.3	100.0	93.9
	Retirement	0.0	4.3	28.0	97.0
	Paid Leave	0.0	8.5	100.0	78.8
Wait Time for Benefits	Yes	0.0	85.4	76.3	42.4
	No	26.0	2.1	16.3	48.5
	Unknown	74.0	12.5	7.4	9.1
Skills Selected as "Important" (%)	Service Orientation	64.8	93.6	100.0	100.0
	Critical Thinking	87.6	100.0	100.0	100.0
	Reading Comprehension	61.7	100.0	100.0	97.0
	Technology Design	6.2	85.4	90.2	69.7
	Operation & Control	64.8	97.9	97.4	97.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	58.6	34.9	34.6	63.6
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	35.2	4.1	0.0	6.1
	Other	6.2	61.0	65.4	30.3
Average Weekly Hours Worked	20 or Less	9.6	0.0	0.0	3.2
	21-35	90.4	39.0	0.0	3.2
	36 or More	0.0	61.0	100.0	93.5
Full- and Part-Time Status	Full-Time	51.9	91.8	100.0	93.9
	Part-Time	48.1	8.2	0.0	6.1
	Temp/Substitute	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	38.3	56.8	21.5	24.2
	Male	61.7	39.0	55.6	69.7
	Nonresident^b	0.0	4.3	22.9	6.1
Age Group	19 and Younger	6.2	0.0	0.0	3.0
	20-24	51.9	30.6	31.0	15.2
	25-34	6.2	2.1	13.6	30.3
	35-44	29.1	36.7	31.2	30.3
	45-54	3.1	0.0	1.3	6.1
	55-64	0.0	26.3	0.0	9.1
	65 and Older	3.5	0.0	0.0	0.0
	Nonresident	0.0	4.3	22.9	6.1
Turnover	% Still Working 1 Quarter After Hire	90.7	100.0	89.0	97.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries					
Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*					
SOC^a Code		51-2099	29-2041	21-1014	29-1071
Occupation		Assemblers and Fabricators, All Other	Emergency Medical Technicians and Paramedics	Mental Health Counselors	Physician Assistants
Typical Education		High school diploma or equivalent	Postsecondary non-degree award	Master's degree	Master's degree
N		149	148	147	147
	Average Hourly Wage (\$)	8.75	18.75	25.00	52.89
	% Paid Piece Rate	0.0	6.5	0.0	0.0
% Offered Selected Benefits	Health Insurance	30.9	52.7	60.0	90.0
	Retirement	15.5	16.4	40.0	90.0
	Paid Leave	84.5	52.7	60.0	50.0
Wait Time for Benefits	Yes	34.8	42.9	10.0	70.0
	No	0.0	0.0	40.0	10.0
	Unknown	65.2	57.1	40.0	20.0
Skills Selected as "Important" (%)	Service Orientation	55.1	92.3	90.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	66.7	100.0	100.0	100.0
	Technology Design	47.3	90.1	30.0	60.0
	Operation & Control	80.7	80.2	10.0	50.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	55.1	66.4	50.0	80.0
	Not Satisfied	7.7	0.0	10.0	0.0
	Neither	3.9	0.0	0.0	0.0
	Other	33.3	33.6	40.0	20.0
Average Weekly Hours Worked	20 or Less	0.0	35.2	40.0	11.1
	21-35	33.8	10.2	0.0	11.1
	36 or More	66.2	54.5	60.0	77.8
Full- and Part-Time Status	Full-Time	74.4	52.7	60.0	90.0
	Part-Time	3.9	37.4	40.0	0.0
	Temp/Substitute	17.9	0.0	0.0	10.0
	Unknown	3.9	0.0	0.0	0.0
Gender	Female	33.3	52.7	50.0	60.0
	Male	33.3	43.4	40.0	40.0
	Nonresident^b	33.3	3.9	10.0	0.0
Age Group	19 and Younger	3.9	0.0	0.0	0.0
	20-24	3.9	0.0	0.0	0.0
	25-34	29.5	72.5	30.0	40.0
	35-44	7.7	13.2	0.0	40.0
	45-54	21.7	6.5	30.0	20.0
	55-64	0.0	3.9	30.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	33.3	3.9	10.0	0.0
Turnover	% Still Working 1 Quarter After Hire	92.3	93.5	100.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.

^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries				
Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*				
SOC^a Code	51-9111	47-2211	33-9092	29-1123
Occupation	Packaging and Filling Machine Operators and Tenders	Sheet Metal Workers	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	Physical Therapists
Typical Education	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	Doctoral or professional degree
N	145	137	134	132
Average Hourly Wage (\$)	12.00	12.50	8.25	41.00
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	56.3	100.0	0.0	55.4
Retirement	64.3	100.0	0.0	55.4
Paid Leave	76.2	100.0	0.0	66.4
Wait Time for Benefits				
Yes	51.6	100.0	11.2	44.3
No	0.0	0.0	7.5	22.1
Unknown	48.4	0.0	81.3	33.6
Skills Selected as "Important" (%)				
Service Orientation	31.7	100.0	92.8	100.0
Critical Thinking	88.1	100.0	92.8	100.0
Reading Comprehension	88.1	100.0	35.3	100.0
Technology Design	47.6	23.0	28.0	66.8
Operation & Control	92.1	45.4	55.6	88.9
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	51.6	63.6	53.9	81.3
Not Satisfied	0.0	0.0	0.0	0.0
Neither	12.2	0.0	0.0	0.0
Other	36.2	36.4	46.1	18.7
Average Weekly Hours Worked				
20 or Less	0.0	0.0	38.7	12.8
21-35	11.0	0.0	31.9	12.5
36 or More	89.0	100.0	29.5	74.7
Full- and Part-Time Status				
Full-Time	88.1	100.0	0.0	66.4
Part-Time	7.9	0.0	76.2	11.4
Temp/Substitute	4.0	0.0	20.0	0.0
Unknown	0.0	0.0	3.7	22.1
Gender				
Female	32.0	0.0	36.9	44.6
Male	64.0	63.6	55.6	44.3
Nonresident^b	4.0	36.4	7.5	11.1
Age Group				
19 and Younger	4.0	18.2	27.6	7.6
20-24	15.9	0.0	16.7	0.0
25-34	36.2	45.4	15.0	44.3
35-44	24.1	0.0	0.0	11.1
45-54	4.0	0.0	7.5	11.1
55-64	11.9	0.0	7.4	14.9
65 and Older	0.0	0.0	3.7	0.0
Nonresident	4.0	36.4	22.1	11.1
Turnover				
% Still Working 1 Quarter After Hire	92.1	100.0	73.8	77.9

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.

^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		43-4031	49-9051	51-2092	37-3013
Occupation		Court, Municipal, and License Clerks	Electrical Power-Line Installers and Repairers	Team Assemblers	Tree Trimmers and Pruners
Typical Education		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	131	129	121	121
	Average Hourly Wage (\$)	14.00	32.00	12.00	25.00
	% Paid Piece Rate	0.0	0.0	11.1	0.0
% Offered Selected Benefits	Health Insurance	55.6	61.6	42.9	33.3
	Retirement	63.0	23.2	23.8	33.3
	Paid Leave	55.6	23.2	42.9	0.0
Wait Time for Benefits	Yes	44.4	53.5	38.1	0.0
	No	22.2	8.1	4.8	33.3
	Unknown	33.3	0.0	57.1	66.7
Skills Selected as "Important" (%)	Service Orientation	81.5	8.6	57.2	88.9
	Critical Thinking	96.3	91.9	74.6	100.0
	Reading Comprehension	88.9	91.9	85.7	66.7
	Technology Design	40.7	90.3	44.5	77.8
	Operation & Control	55.6	91.9	63.5	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	74.1	50.3	34.9	66.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	3.7	0.0	26.9	0.0
	Other	22.2	49.7	38.1	33.3
Average Weekly Hours Worked	20 or Less	33.3	0.0	11.1	11.1
	21-35	16.7	0.0	0.0	0.0
	36 or More	50.0	100.0	88.9	88.9
Full- and Part-Time Status	Full-Time	59.3	100.0	77.8	44.4
	Part-Time	37.0	0.0	11.1	55.6
	Temp/Substitute	3.7	0.0	11.1	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	70.4	1.6	28.6	11.1
	Male	25.9	96.8	71.4	33.3
	Nonresident^b	3.7	1.6	0.0	55.6
Age Group	19 and Younger	3.7	1.6	0.0	0.0
	20-24	3.7	20.8	9.5	0.0
	25-34	29.6	24.1	34.9	22.2
	35-44	33.3	50.3	20.6	11.1
	45-54	14.8	1.6	34.9	11.1
	55-64	11.1	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	3.7	1.6	0.0	55.6
Turnover	% Still Working 1 Quarter After Hire	88.9	100.0	49.2	44.4

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		25-2021	51-4041	47-5011	49-3053
Occupation		Elementary School Teachers, Except Special Education	Machinists	Derrick Operators, Oil & Gas	Outdoor Power Equipment and Other Small Engine Mechanics
Typical Education		Bachelor's degree	High school diploma or equivalent	Less than high school	High school diploma or equivalent
N		119	119	119	117
	Average Hourly Wage (\$)	21.48	16.00	32.00	12.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	75.0	75.2	50.0	4.9
	Retirement	87.5	70.3	50.0	4.9
	Paid Leave	81.3	80.0	50.0	31.3
Wait Time for Benefits	Yes	31.3	80.0	50.0	31.3
	No	56.3	4.8	0.0	22.9
	Unknown	12.5	15.2	50.0	45.8
Skills Selected as "Important" (%)	Service Orientation	87.5	52.4	80.0	27.8
	Critical Thinking	100.0	90.3	100.0	100.0
	Reading Comprehension	100.0	69.0	50.0	73.6
	Technology Design	62.5	59.3	70.0	45.8
	Operation & Control	12.5	77.2	100.0	72.2
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	56.3	67.6	50.0	77.1
	Not Satisfied	6.3	3.4	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	37.5	28.9	50.0	22.9
Average Weekly Hours Worked	20 or Less	20.0	5.4	0.0	45.8
	21-35	20.0	15.2	0.0	0.0
	36 or More	60.0	79.4	100.0	54.2
Full- and Part-Time Status	Full-Time	81.3	80.0	100.0	54.2
	Part-Time	18.8	10.3	0.0	45.8
	Temp/Substitute	0.0	9.7	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	56.3	4.8	30.0	26.4
	Male	37.5	95.2	60.0	73.6
	Nonresident^b	6.3	0.0	10.0	0.0
Age Group	19 and Younger	0.0	9.7	10.0	22.9
	20-24	18.8	14.5	10.0	4.9
	25-34	37.5	20.7	50.0	49.3
	35-44	25.0	30.3	0.0	0.0
	45-54	12.5	13.1	10.0	0.0
	55-64	0.0	11.7	10.0	22.9
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	6.3	0.0	10.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	60.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	25-9099	53-3022	37-2021	25-3099
Occupation	Education, Training, and Library Workers, All Other	Bus Drivers, School	Pest Control Workers	Teachers and Instructors, All Other
Typical Education	Bachelor's degree	High school diploma or equivalent	High school diploma or equivalent	Bachelor's degree
N	115	112	109	107
Average Hourly Wage (\$)	12.00	13.82	17.50	19.42
% Paid Piece Rate	12.9	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	19.4	46.7	74.2	14.0
Retirement	51.8	40.0	74.2	7.0
Paid Leave	45.3	26.7	74.2	14.0
Wait Time for Benefits				
Yes	6.5	6.7	74.2	0.0
No	45.3	53.3	0.0	28.0
Unknown	48.2	40.0	25.8	72.0
Skills Selected as "Important" (%)				
Service Orientation	93.5	73.3	100.0	80.6
Critical Thinking	93.5	73.3	86.6	94.6
Reading Comprehension	93.5	66.7	50.5	94.6
Technology Design	48.2	6.7	74.2	14.0
Operation & Control	38.8	100.0	87.6	14.0
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	28.8	73.3	50.5	53.5
Not Satisfied	0.0	0.0	0.0	0.0
Neither	0.0	0.0	0.0	0.0
Other	71.2	26.7	49.5	46.5
Average Weekly Hours Worked				
20 or Less	41.7	12.5	0.0	85.4
21-35	38.8	62.5	0.0	7.3
36 or More	19.4	25.0	100.0	7.3
Full- and Part-Time Status				
Full-Time	19.4	40.0	86.6	7.0
Part-Time	48.2	20.0	0.0	60.5
Temp/Substitute	32.4	40.0	13.4	32.5
Unknown	0.0	0.0	0.0	0.0
Gender				
Female	45.3	33.3	38.2	53.5
Male	41.7	66.7	49.5	39.5
Nonresident^b	12.9	0.0	12.4	7.0
Age Group				
19 and Younger	0.0	0.0	4.5	13.1
20-24	0.0	0.0	4.5	25.5
25-34	35.3	20.0	24.7	28.0
35-44	12.9	26.7	12.4	7.0
45-54	19.4	20.0	16.8	14.0
55-64	6.5	26.7	12.4	0.0
65 and Older	12.9	6.7	12.4	5.4
Nonresident	12.9	0.0	12.4	7.0
Turnover				
% Still Working 1 Quarter After Hire	100.0	100.0	100.0	93.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		25-3021	51-8031	41-3099	47-3011
Occupation		Self-Enrichment Education Teachers	Water and Liquid Waste Treatment Plant and System Operators	Sales Representatives, Services, All Other	Helpers– Brickmasons, Blockmasons, Stonemasons, & Tile & Marble Setters
Typical Education		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	Less than high school
	N	107	106	106	105
	Average Hourly Wage (\$)	15.63	18.24	23.12	12.00
	% Paid Piece Rate	4.7	0.0	5.4	0.0
% Offered Selected Benefits	Health Insurance	6.1	76.3	100.0	29.1
	Retirement	6.1	51.0	81.9	29.1
	Paid Leave	6.1	70.2	100.0	29.1
Wait Time for Benefits	Yes	9.4	29.8	94.6	29.1
	No	0.0	45.4	0.0	0.0
	Unknown	84.4	24.8	5.4	70.9
Skills Selected as "Important" (%)	Service Orientation	93.9	83.0	94.6	47.3
	Critical Thinking	93.9	100.0	59.4	47.3
	Reading Comprehension	65.7	68.2	72.1	5.5
	Technology Design	65.7	59.1	5.4	47.3
	Operation & Control	79.7	100.0	41.8	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	51.6	61.2	83.3	47.3
	Not Satisfied	4.7	6.5	0.0	5.5
	Neither	0.0	4.6	0.0	23.6
	Other	43.7	27.7	16.7	23.6
Average Weekly Hours Worked	20 or Less	72.0	4.9	0.0	0.0
	21-35	0.0	0.0	6.1	50.0
	36 or More	28.0	95.1	93.9	50.0
Full- and Part-Time Status	Full-Time	6.1	95.4	100.0	52.7
	Part-Time	65.9	4.6	0.0	0.0
	Temp/Substitute	28.0	0.0	0.0	47.3
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	44.6	36.8	30.1	0.0
	Male	32.9	63.2	69.9	100.0
	Nonresident^b	22.6	0.0	0.0	0.0
Age Group	19 and Younger	9.4	0.0	0.0	0.0
	20-24	9.4	16.6	12.7	23.6
	25-34	44.6	32.9	27.9	29.1
	35-44	7.0	15.7	13.9	23.6
	45-54	0.0	11.1	11.2	23.6
	55-64	7.0	21.8	34.3	0.0
	65 and Older	0.0	2.0	0.0	0.0
	Nonresident	22.6	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	53.2	90.9	100.0	52.7

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		27-3031	43-9051	53-7081	43-5032
Occupation		Public Relations Specialists	Mail Clerks and Mail Machine Operators, Except Postal Service	Refuse and Recyclable Material Collectors	Dispatchers, Except Police, Fire, and Ambulance
Typical Education		Bachelor's degree	High school diploma or equivalent	Less than high school	High school diploma or equivalent
	N	105	104	104	102
	Average Hourly Wage (\$)	16.59	7.25	12.00	12.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	57.6	0.0	56.5	100.0
	Retirement	46.7	0.0	30.6	34.3
	Paid Leave	57.6	0.0	56.5	100.0
Wait Time for Benefits	Yes	22.7	0.0	56.5	88.3
	No	35.0	42.0	0.0	11.7
	Unknown	42.4	58.0	43.5	0.0
Skills Selected as "Important" (%)	Service Orientation	82.7	42.0	100.0	96.0
	Critical Thinking	89.0	38.8	61.2	96.0
	Reading Comprehension	89.0	58.1	38.8	49.3
	Technology Design	70.2	38.8	12.9	45.9
	Operation & Control	35.5	38.8	95.3	96.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	47.8	3.2	48.2	11.7
	Not Satisfied	0.0	3.2	0.0	0.0
	Neither	0.0	29.0	38.8	19.2
	Other	52.2	64.5	12.9	69.1
Average Weekly Hours Worked	20 or Less	32.5	0.0	15.7	0.0
	21-35	0.0	29.6	5.7	0.0
	36 or More	67.5	70.4	78.6	100.0
Full- and Part-Time Status	Full-Time	76.4	38.8	69.4	100.0
	Part-Time	23.6	61.2	30.6	0.0
	Temp/Substitute	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	63.0	42.0	4.7	26.7
	Male	28.4	54.8	82.4	65.7
	Nonresident ^b	8.7	3.2	12.9	7.5
Age Group	19 and Younger	0.0	9.7	0.0	0.0
	20-24	11.8	25.9	12.9	35.0
	25-34	20.4	19.3	9.4	30.7
	35-44	9.6	12.9	12.9	19.2
	45-54	40.9	12.9	25.9	0.0
	55-64	0.0	12.9	25.9	7.5
	65 and Older	8.7	3.2	0.0	0.0
	Nonresident	8.7	3.2	12.9	7.5
Turnover	% Still Working 1 Quarter After Hire	100.0	64.6	82.4	84.9

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	51-8092	49-9096	11-3031	19-4091
Occupation	Gas Plant Operators	Riggers	Financial Managers	Environmental Science and Protection Technicians, Including Health
Typical Education	High school diploma or equivalent	High school diploma or equivalent	Bachelor's degree	Associate's degree
N	101	98	94	93
Average Hourly Wage (\$)	26.50	16.00	50.48	16.50
% Paid Piece Rate	0.0	0.0	7.9	0.0
% Offered Selected Benefits				
Health Insurance	100.0	100.0	100.0	69.0
Retirement	100.0	62.6	62.6	81.4
Paid Leave	100.0	75.8	100.0	62.8
Wait Time for Benefits				
Yes	53.1	100.0	59.8	55.7
No	35.2	0.0	40.2	38.1
Unknown	11.7	0.0	0.0	6.2
Skills Selected as "Important" (%)				
Service Orientation	53.1	87.9	74.8	44.3
Critical Thinking	64.8	87.9	100.0	100.0
Reading Comprehension	41.4	87.9	100.0	93.8
Technology Design	17.9	37.4	66.0	87.6
Operation & Control	64.8	87.9	51.7	87.6
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	27.6	25.3	48.5	56.2
Not Satisfied	0.0	62.6	0.0	12.4
Neither	0.0	12.1	3.9	0.0
Other	72.4	0.0	47.5	31.4
Average Weekly Hours Worked				
20 or Less	0.0	0.0	0.0	6.2
21-35	0.0	0.0	0.0	31.0
36 or More	100.0	100.0	100.0	62.8
Full- and Part-Time Status				
Full-Time	100.0	100.0	100.0	69.0
Part-Time	0.0	0.0	0.0	6.2
Temp/Substitute	0.0	0.0	0.0	24.8
Unknown	0.0	0.0	0.0	0.0
Gender				
Female	35.2	62.6	38.5	31.0
Male	62.8	37.4	53.6	50.0
Nonresident^b	2.1	0.0	7.9	19.0
Age Group				
19 and Younger	0.0	0.0	0.0	0.0
20-24	35.2	0.0	12.6	18.6
25-34	15.9	49.5	21.9	50.0
35-44	35.2	0.0	23.3	6.2
45-54	0.0	25.3	25.2	0.0
55-64	11.7	25.3	9.1	6.2
65 and Older	0.0	0.0	0.0	0.0
Nonresident	2.1	0.0	7.9	19.0
Turnover				
% Still Working 1 Quarter After Hire	100.0	100.0	100.0	68.1

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		43-5071	15-1151	49-2098	39-9099
Occupation		Shipping, Receiving, and Traffic Clerks	Computer User Support Specialists	Security and Fire Alarm Systems Installers	Personal Care and Service Workers, All Other
Typical Education		High school diploma or equivalent	Some college, no degree	High school diploma or equivalent	High school diploma or equivalent
	N	92	92	92	91
	Average Hourly Wage (\$)	13.50	20.81	21.00	10.77
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	87.5	100.0	85.4	0.0
	Retirement	87.5	100.0	85.4	8.2
	Paid Leave	100.0	100.0	85.4	8.2
Wait Time for Benefits	Yes	87.5	49.3	56.2	0.0
	No	6.3	44.9	43.8	0.0
	Unknown	6.3	5.8	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	87.5	91.9	85.4	94.5
	Critical Thinking	31.2	100.0	100.0	65.9
	Reading Comprehension	93.7	91.9	100.0	22.2
	Technology Design	18.7	100.0	14.6	16.6
	Operation & Control	62.5	93.7	14.6	48.1
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	68.8	66.2	14.6	58.5
	Not Satisfied	6.2	0.0	27.0	0.0
	Neither	0.0	0.0	29.2	5.5
	Other	25.0	33.8	29.2	36.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	73.4
	21-35	0.0	0.0	0.0	26.6
	36 or More	100.0	100.0	100.0	0.0
Full- and Part-Time Status	Full-Time	100.0	100.0	100.0	0.0
	Part-Time	0.0	0.0	0.0	57.5
	Temp/Substitute	0.0	0.0	0.0	42.5
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	50.0	31.6	14.6	42.3
	Male	50.0	68.4	70.8	41.0
	Nonresident^b	0.0	0.0	14.6	16.6
Age Group	19 and Younger	12.5	0.0	0.0	5.5
	20-24	25.0	5.3	41.6	45.0
	25-34	25.0	52.2	14.6	27.3
	35-44	25.0	29.0	14.6	0.0
	45-54	6.3	13.5	0.0	5.5
	55-64	6.2	0.0	14.6	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	14.6	16.6
Turnover	% Still Working 1 Quarter After Hire	87.5	100.0	100.0	74.1

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		49-3041	41-3021	51-9199	31-2022
Occupation		Farm Equipment Mechanics	Insurance Sales Agents	Production Workers, All Other	Physical Therapist Aides
Typical Education		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	90	89	88	88
	Average Hourly Wage (\$)	17.00	15.00	17.00	10.00
	% Paid Piece Rate	0.0	0.0	0.0	16.7
% Offered Selected Benefits	Health Insurance	61.5	20.8	43.7	16.7
	Retirement	42.3	20.8	8.9	16.7
	Paid Leave	67.9	41.7	28.5	50.0
Wait Time for Benefits	Yes	55.1	16.7	41.3	16.7
	No	6.4	8.3	2.4	33.3
	Unknown	25.7	75.0	56.3	50.0
Skills Selected as "Important" (%)	Service Orientation	55.1	100.0	37.1	100.0
	Critical Thinking	74.3	95.8	93.5	50.0
	Reading Comprehension	74.3	100.0	93.5	66.7
	Technology Design	61.5	50.0	52.3	0.0
	Operation & Control	74.3	45.8	80.4	50.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	29.5	41.7	45.7	33.3
	Not Satisfied	12.8	4.2	28.1	33.3
	Neither	0.0	0.0	6.5	0.0
	Other	57.7	54.2	19.6	33.3
Average Weekly Hours Worked	20 or Less	10.4	9.5	0.0	25.0
	21-35	0.0	9.5	0.0	0.0
	36 or More	89.6	81.0	100.0	75.0
Full- and Part-Time Status	Full-Time	74.3	100.0	84.8	16.7
	Part-Time	12.8	0.0	0.0	83.3
	Temp/Substitute	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	15.2	0.0
Gender	Female	23.0	58.3	6.5	83.3
	Male	70.5	41.7	93.5	16.7
	Nonresident^b	6.4	0.0	0.0	0.0
Age Group	19 and Younger	6.4	4.2	0.0	0.0
	20-24	25.7	20.8	34.7	50.0
	25-34	25.7	33.3	37.1	16.7
	35-44	10.2	25.0	21.7	0.0
	45-54	19.2	4.2	6.5	0.0
	55-64	6.4	12.5	0.0	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	6.4	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	83.4	95.8	56.7	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		43-5071	15-1151	49-2098	39-9099
Occupation		Shipping, Receiving, and Traffic Clerks	Computer User Support Specialists	Security and Fire Alarm Systems Installers	Personal Care and Service Workers, All Other
Typical Education		High school diploma or equivalent	Some college, no degree	High school diploma or equivalent	High school diploma or equivalent
	N	92	92	92	91
	Average Hourly Wage (\$)	13.50	20.81	21.00	10.77
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	87.5	100.0	85.4	0.0
	Retirement	87.5	100.0	85.4	8.2
	Paid Leave	100.0	100.0	85.4	8.2
Wait Time for Benefits	Yes	87.5	49.3	56.2	0.0
	No	6.3	44.9	43.8	0.0
	Unknown	6.3	5.8	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	87.5	91.9	85.4	94.5
	Critical Thinking	31.2	100.0	100.0	65.9
	Reading Comprehension	93.7	91.9	100.0	22.2
	Technology Design	18.7	100.0	14.6	16.6
	Operation & Control	62.5	93.7	14.6	48.1
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	68.8	66.2	14.6	58.5
	Not Satisfied	6.2	0.0	27.0	0.0
	Neither	0.0	0.0	29.2	5.5
	Other	25.0	33.8	29.2	36.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	73.4
	21-35	0.0	0.0	0.0	26.6
	36 or More	100.0	100.0	100.0	0.0
Full- and Part-Time Status	Full-Time	100.0	100.0	100.0	0.0
	Part-Time	0.0	0.0	0.0	57.5
	Temp/Substitute	0.0	0.0	0.0	42.5
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	50.0	31.6	14.6	42.3
	Male	50.0	68.4	70.8	41.0
	Nonresident^b	0.0	0.0	14.6	16.6
Age Group	19 and Younger	12.5	0.0	0.0	5.5
	20-24	25.0	5.3	41.6	45.0
	25-34	25.0	52.2	14.6	27.3
	35-44	25.0	29.0	14.6	0.0
	45-54	6.3	13.5	0.0	5.5
	55-64	6.2	0.0	14.6	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	14.6	16.6
Turnover	% Still Working 1 Quarter After Hire	87.5	100.0	100.0	74.1

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		49-3041	41-3021	51-9199	31-2022
Occupation		Farm Equipment Mechanics	Insurance Sales Agents	Production Workers, All Other	Physical Therapist Aides
Typical Education		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	90	89	88	88
	Average Hourly Wage (\$)	17.00	15.00	17.00	10.00
	% Paid Piece Rate	0.0	0.0	0.0	16.7
% Offered Selected Benefits	Health Insurance	61.5	20.8	43.7	16.7
	Retirement	42.3	20.8	8.9	16.7
	Paid Leave	67.9	41.7	28.5	50.0
Wait Time for Benefits	Yes	55.1	16.7	41.3	16.7
	No	6.4	8.3	2.4	33.3
	Unknown	25.7	75.0	56.3	50.0
Skills Selected as "Important" (%)	Service Orientation	55.1	100.0	37.1	100.0
	Critical Thinking	74.3	95.8	93.5	50.0
	Reading Comprehension	74.3	100.0	93.5	66.7
	Technology Design	61.5	50.0	52.3	0.0
	Operation & Control	74.3	45.8	80.4	50.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	29.5	41.7	45.7	33.3
	Not Satisfied	12.8	4.2	28.1	33.3
	Neither	0.0	0.0	6.5	0.0
	Other	57.7	54.2	19.6	33.3
Average Weekly Hours Worked	20 or Less	10.4	9.5	0.0	25.0
	21-35	0.0	9.5	0.0	0.0
	36 or More	89.6	81.0	100.0	75.0
Full- and Part-Time Status	Full-Time	74.3	100.0	84.8	16.7
	Part-Time	12.8	0.0	0.0	83.3
	Temp/Substitute	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	15.2	0.0
Gender	Female	23.0	58.3	6.5	83.3
	Male	70.5	41.7	93.5	16.7
	Nonresident^b	6.4	0.0	0.0	0.0
Age Group	19 and Younger	6.4	4.2	0.0	0.0
	20-24	25.7	20.8	34.7	50.0
	25-34	25.7	33.3	37.1	16.7
	35-44	10.2	25.0	21.7	0.0
	45-54	19.2	4.2	6.5	0.0
	55-64	6.4	12.5	0.0	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	6.4	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	83.4	95.8	56.7	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		39-9031	47-2132	23-2011	47-4011
Occupation		Fitness Trainers and Aerobics Instructors	Insulation Workers, Mechanical	Paralegals and Legal Assistants	Construction and Building Inspectors
Typical Education		High school diploma or equivalent	High school diploma or equivalent	Associate's degree	High school diploma or equivalent
N		87	86	86	85
	Average Hourly Wage (\$)	20.00	14.00	20.23	33.58
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	42.5	13.3	62.9
	Retirement	0.0	42.5	13.3	62.9
	Paid Leave	0.0	42.5	80.0	65.2
Wait Time for Benefits	Yes	0.0	42.5	26.7	47.2
	No	17.3	0.0	40.0	9.0
	Unknown	71.2	57.5	33.3	43.8
Skills Selected as "Important" (%)	Service Orientation	57.0	42.5	80.0	68.6
	Critical Thinking	51.3	71.3	86.7	70.9
	Reading Comprehension	17.3	28.7	100.0	65.2
	Technology Design	16.9	28.7	73.3	58.5
	Operation & Control	45.5	57.5	80.0	87.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	51.5	42.5	46.7	78.6
	Not Satisfied	0.0	0.0	6.7	0.0
	Neither	5.8	57.5	6.7	5.7
	Other	42.7	0.0	40.0	15.7
Average Weekly Hours Worked	20 or Less	81.6	0.0	0.0	0.0
	21-35	18.4	0.0	0.0	5.7
	36 or More	0.0	100.0	100.0	94.3
Full- and Part-Time Status	Full-Time	0.0	100.0	86.7	94.3
	Part-Time	62.8	0.0	0.0	5.7
	Temp/Substitute	0.0	0.0	13.3	0.0
	Unknown	25.7	0.0	0.0	0.0
Gender	Female	88.7	0.0	53.3	41.5
	Male	11.3	86.2	40.0	20.4
	Nonresident^b	0.0	13.8	6.7	38.1
Age Group	19 and Younger	11.3	0.0	0.0	0.0
	20-24	20.1	0.0	20.0	0.0
	25-34	31.2	57.5	33.3	6.7
	35-44	25.8	28.7	13.3	0.0
	45-54	0.0	0.0	13.3	14.7
	55-64	11.5	0.0	13.3	34.8
	65 and Older	0.0	0.0	0.0	5.7
	Nonresident	0.0	13.8	6.7	38.1
Turnover	% Still Working 1 Quarter After Hire	74.3	100.0	93.3	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		49-1011	53-6021	25-2022	11-9141
Occupation		First-Line Supervisors/Mgrs. of Mechanics, Installers, & Repairers	Parking Lot Attendants	Middle School Teachers, Except Special and Vocational Education	Property, Real Estate, and Community Association Managers
Typical Education		High school diploma or equivalent	Less than high school	Bachelor's degree	High school diploma or equivalent
N		85	85	82	81
Average Hourly Wage (\$)		33.74	9.00	20.00	43.75
% Paid Piece Rate		46.9	0.0	27.3	0.0
% Offered Selected Benefits	Health Insurance	68.6	0.0	72.7	89.9
	Retirement	63.7	0.0	72.7	89.9
	Paid Leave	100.0	0.0	54.5	91.8
Wait Time for Benefits	Yes	64.2	0.0	9.1	86.6
	No	29.0	0.0	54.5	3.3
	Unknown	6.8	100.0	36.4	10.1
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	90.9	75.3
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	95.2	0.0	100.0	100.0
	Technology Design	75.3	0.0	54.5	13.3
	Operation & Control	86.0	0.0	36.4	86.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	72.9	50.0	54.5	32.2
	Not Satisfied	0.0	0.0	0.0	14.7
	Neither	4.8	0.0	0.0	0.0
	Other	22.2	50.0	45.5	53.2
Average Weekly Hours Worked	20 or Less	0.0	0.0	27.3	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	72.7	100.0
Full- and Part-Time Status	Full-Time	68.6	0.0	72.7	100.0
	Part-Time	0.0	0.0	0.0	0.0
	Temp/Substitute	0.0	100.0	27.3	0.0
	Unknown	31.4	0.0	0.0	0.0
Gender	Female	7.7	0.0	45.5	29.3
	Male	85.5	50.0	54.5	56.0
	Nonresident^b	6.8	50.0	0.0	14.7
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	18.2	0.0
	25-34	19.8	50.0	18.2	26.2
	35-44	14.5	0.0	27.3	14.7
	45-54	37.2	0.0	36.4	34.4
	55-64	21.7	0.0	0.0	10.1
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	6.8	50.0	0.0	14.7
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	72.7	95.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		47-2071	49-3051	49-3092	51-6099
Occupation		Paving, Surfacing, and Tamping Equipment Operators	Motorboat Mechanics	Recreational Vehicle Service Technicians	Textile, Apparel, and Furnishings Workers, All Other
Typical Education		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	80	80	80	80
	Average Hourly Wage (\$)	19.00	14.00	15.00	9.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	60.5	100.0	0.0	0.0
	Retirement	30.9	0.0	0.0	0.0
	Paid Leave	30.9	0.0	0.0	0.0
Wait Time for Benefits	Yes	60.5	0.0	0.0	0.0
	No	0.0	0.0	0.0	0.0
	Unknown	39.5	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	0.0	0.0
	Critical Thinking	69.1	0.0	100.0	100.0
	Reading Comprehension	30.9	0.0	100.0	100.0
	Technology Design	29.6	0.0	0.0	0.0
	Operation & Control	69.1	0.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	64.8	0.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	33.3
	Neither	0.0	0.0	33.3	0.0
	Other	35.2	100.0	66.7	66.7
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	8.5	0.0	0.0	100.0
	36 or More	91.5	100.0	100.0	0.0
Full- and Part-Time Status	Full-Time	60.5	100.0	100.0	0.0
	Part-Time	8.5	0.0	0.0	100.0
	Temp/Substitute	30.9	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	0.0	33.3	0.0	33.3
	Male	95.7	66.7	100.0	66.7
	Nonresident^b	4.3	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	14.8	0.0	0.0	0.0
	25-34	30.9	0.0	66.7	33.3
	35-44	30.9	33.3	0.0	33.3
	45-54	14.8	33.3	33.3	33.3
	55-64	4.3	33.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	4.3	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		27-3022	11-2022	43-3011	17-2051
Occupation		Reporters and Correspondents	Sales Managers	Bill and Account Collectors	Civil Engineers
Typical Education		Bachelor's degree	Bachelor's degree	High school diploma or equivalent	Bachelor's degree
N		79	79	79	78
Average Hourly Wage (\$)		11.71	50.48	13.50	25.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	83.1	100.0	62.6	92.7
	Retirement	37.9	100.0	74.9	85.4
	Paid Leave	78.9	100.0	79.6	92.7
Wait Time for Benefits	Yes	63.2	58.9	79.6	92.7
	No	11.5	33.8	0.0	0.0
	Unknown	25.3	7.3	20.4	7.3
Skills Selected as "Important" (%)	Service Orientation	66.3	100.0	82.9	79.2
	Critical Thinking	100.0	100.0	82.9	100.0
	Reading Comprehension	100.0	100.0	76.3	100.0
	Technology Design	33.7	78.1	10.9	68.3
	Operation & Control	16.9	36.6	34.6	85.4
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	57.8	78.1	28.0	78.0
	Not Satisfied	4.2	0.0	17.1	0.0
	Neither	8.4	0.0	0.0	7.3
	Other	29.5	21.9	54.9	14.6
Average Weekly Hours Worked	20 or Less	4.8	0.0	20.4	0.0
	21-35	4.8	0.0	0.0	0.0
	36 or More	90.3	100.0	79.6	100.0
Full- and Part-Time Status	Full-Time	91.6	100.0	79.6	92.7
	Part-Time	4.2	0.0	14.2	0.0
	Temp/Substitute	4.2	0.0	6.2	7.3
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	25.3	7.3	78.2	7.3
	Male	57.8	85.4	21.8	50.2
	Nonresident ^b	16.9	7.3	0.0	42.5
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	21.1	0.0	18.9	29.3
	25-34	41.0	48.5	31.3	0.0
	35-44	21.1	0.0	17.1	28.2
	45-54	0.0	29.2	6.2	0.0
	55-64	0.0	15.1	26.5	0.0
	65 and Older	0.0	0.0	0.0	0.0
Nonresident	16.9	7.3	0.0	42.5	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	90.5	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		17-3031	25-4031	41-3011	41-1012
Occupation		Surveying and Mapping Technicians	Library Technicians	Advertising Sales Agents	First-Line Supervisors/Managers of Non-Retail Sales Workers
Typical Education		High school diploma or equivalent	Postsecondary non-degree award	High school diploma or equivalent	High school diploma or equivalent
	N	78	77	77	75
	Average Hourly Wage (\$)	20.00	11.52	11.56	28.90
	% Paid Piece Rate	0.0	0.0	21.7	0.0
% Offered Selected Benefits	Health Insurance	59.9	21.6	65.2	92.3
	Retirement	30.5	62.5	56.5	92.3
	Paid Leave	37.9	21.6	87.0	100.0
Wait Time for Benefits	Yes	45.2	4.3	69.6	61.5
	No	7.4	58.2	0.0	38.5
	Unknown	47.4	37.5	30.4	0.0
Skills Selected as "Important" (%)	Service Orientation	66.2	87.0	100.0	100.0
	Critical Thinking	70.0	65.8	82.6	100.0
	Reading Comprehension	92.6	86.0	91.3	92.3
	Technology Design	77.4	48.5	52.2	61.5
	Operation & Control	77.4	39.9	26.1	38.5
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	65.6	63.5	47.8	30.8
	Not Satisfied	0.0	4.3	4.3	0.0
	Neither	4.4	4.3	8.7	7.7
	Other	30.0	27.9	39.1	61.5
Average Weekly Hours Worked	20 or Less	0.0	54.8	0.0	0.0
	21-35	17.4	14.0	0.0	0.0
	36 or More	82.6	31.2	100.0	100.0
Full- and Part-Time Status	Full-Time	63.2	21.6	100.0	100.0
	Part-Time	14.7	49.5	0.0	0.0
	Temp/Substitute	22.1	28.9	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	40.6	72.1	65.2	15.4
	Male	44.7	23.5	17.4	84.6
	Nonresident^b	14.7	4.3	17.4	0.0
Age Group	19 and Younger	6.2	0.0	4.3	0.0
	20-24	7.4	8.6	0.0	7.7
	25-34	34.4	55.8	30.4	15.4
	35-44	22.6	17.3	26.1	30.8
	45-54	0.0	14.0	13.0	23.1
	55-64	14.7	0.0	8.7	23.1
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	14.7	4.3	17.4	0.0
Turnover	% Still Working 1 Quarter After Hire	85.3	90.4	56.5	92.3

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		11-9021	47-2231	47-3019	33-2011
Occupation		Construction Managers	Solar Photovoltaic Installers	Helpers, Construction Trades, All Other	Fire Fighters
Typical Education		Bachelor's degree	High school diploma or equivalent	Less than high school	Postsecondary non-degree award
	N	75	75	75	75
	Average Hourly Wage (\$)	53.18	14.00	12.00	18.23
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	42.9
	Retirement	33.3	0.0	0.0	29.9
	Paid Leave	33.3	0.0	0.0	42.9
Wait Time for Benefits	Yes	33.3	0.0	0.0	13.0
	No	33.3	0.0	0.0	29.9
	Unknown	33.3	100.0	100.0	57.1
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	0.0	80.5
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	87.0
	Technology Design	100.0	0.0	100.0	73.9
	Operation & Control	66.7	0.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	100.0	33.3	0.0	47.9
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	33.3	0.0
	Other	0.0	66.7	66.7	52.1
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	11.7
	36 or More	100.0	0.0	0.0	88.3
Full- and Part-Time Status	Full-Time	100.0	0.0	0.0	49.4
	Part-Time	0.0	0.0	100.0	0.0
	Temp/Substitute	0.0	100.0	0.0	6.5
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	0.0	0.0	33.3	6.5
	Male	33.3	66.7	33.3	93.5
	Nonresident^b	66.7	33.3	33.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	33.3	13.0
	25-34	0.0	0.0	0.0	73.9
	35-44	33.3	33.3	33.3	0.0
	45-54	0.0	0.0	0.0	6.5
	55-64	0.0	0.0	0.0	6.5
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	66.7	33.3	33.3	0.0
Turnover	% Still Working 1 Quarter After Hire	66.7	0.0	100.0	67.4

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		49-9052	29-1171	29-2011	29-2061
Occupation		Telecom. Line Installers and Repairers	Nurse Practitioners	Medical and Clinical Laboratory Technologists	Licensed Practical and Licensed Vocational Nurses
Typical Education		High school diploma or equivalent	Master's degree	Bachelor's degree	Postsecondary non-degree award
N		74	73	73	73
Average Hourly Wage (\$)		20.00	36.06	25.00	16.17
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	92.3	80.0	60.0	80.0
	Retirement	4.5	80.0	20.0	100.0
	Paid Leave	4.5	40.0	60.0	80.0
Wait Time for Benefits	Yes	33.5	60.0	60.0	100.0
	No	4.5	0.0	0.0	0.0
	Unknown	7.7	20.0	40.0	0.0
Skills Selected as "Important" (%)	Service Orientation	38.0	80.0	60.0	100.0
	Critical Thinking	45.7	80.0	100.0	100.0
	Reading Comprehension	38.0	80.0	100.0	100.0
	Technology Design	38.0	60.0	60.0	100.0
	Operation & Control	45.7	60.0	60.0	60.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	45.7	20.0	0.0	60.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	20.0	40.0	0.0
	Other	54.3	60.0	60.0	40.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	50.0
	36 or More	100.0	100.0	100.0	50.0
Full- and Part-Time Status	Full-Time	100.0	100.0	60.0	80.0
	Part-Time	0.0	0.0	40.0	20.0
	Temp/Substitute	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	33.5	100.0	80.0	80.0
	Male	43.9	0.0	20.0	20.0
	Nonresident^b	22.6	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	20.0	20.0
	25-34	0.0	20.0	20.0	60.0
	35-44	18.1	40.0	40.0	20.0
	45-54	18.1	20.0	0.0	0.0
	55-64	41.2	20.0	20.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	22.6	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	60.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		17-3027	49-3021	49-9099	13-1199
Occupation		Mechanical Engineering Technicians	Automotive Body and Related Repairers	Installation, Maintenance, and Repair Workers, All Other	Business Operations Specialists, All Other
Typical Education		Associate's degree	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
N		73	73	72	71
Average Hourly Wage (\$)		17.00	11.55	16.00	29.94
% Paid Piece Rate		0.0	9.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	68.4	45.2	80.4	87.3
	Retirement	84.2	18.1	16.1	87.3
	Paid Leave	84.2	45.2	33.3	76.8
Wait Time for Benefits	Yes	68.4	81.9	33.3	53.9
	No	0.0	0.0	0.0	32.2
	Unknown	31.6	18.1	66.7	8.0
Skills Selected as "Important" (%)	Service Orientation	68.5	27.1	100.0	80.4
	Critical Thinking	100.0	100.0	33.3	88.7
	Reading Comprehension	100.0	63.9	100.0	100.0
	Technology Design	63.1	100.0	81.5	34.4
	Operation & Control	63.1	81.9	100.0	29.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	15.8	45.2	45.3	47.8
	Not Satisfied	0.0	9.0	9.2	0.0
	Neither	0.0	36.8	0.0	4.7
	Other	84.2	9.0	45.5	47.5
Average Weekly Hours Worked	20 or Less	0.0	0.0	10.4	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	89.6	100.0
Full- and Part-Time Status	Full-Time	100.0	100.0	89.6	92.0
	Part-Time	0.0	0.0	10.4	0.0
	Temp/Substitute	0.0	0.0	0.0	8.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	23.7	9.0	0.0	44.9
	Male	68.4	91.0	91.9	42.9
	Nonresident ^b	7.9	0.0	8.1	12.2
Age Group	19 and Younger	0.0	0.0	10.4	0.0
	20-24	15.8	9.0	27.9	26.4
	25-34	0.0	63.9	34.9	31.4
	35-44	31.6	9.0	0.0	2.9
	45-54	0.0	9.0	0.0	16.1
	55-64	44.8	9.0	18.7	11.0
	65 and Older	0.0	0.0	0.0	0.0
Turnover	Nonresident	7.9	0.0	8.1	12.2
	% Still Working 1 Quarter After Hire	100.0	100.0	33.3	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		53-1021	13-2072	43-9021	17-2141
Occupation		First-Line Supervisors/Mgrs. of Helpers, Laborers, & Material Movers, Hand	Loan Officers	Data Entry Keyers	Mechanical Engineers
Typical Education		High school diploma or equivalent	Bachelor's degree	High school diploma or equivalent	Bachelor's degree
N		71	70	69	68
	Average Hourly Wage (\$)	16.00	28.85	12.00	28.85
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	62.5	100.0	44.0	100.0
	Retirement	62.5	78.7	24.7	100.0
	Paid Leave	78.4	100.0	0.0	100.0
Wait Time for Benefits	Yes	29.7	74.6	5.4	53.9
	No	54.2	16.0	19.3	42.1
	Unknown	16.2	9.4	56.0	3.9
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	53.1	91.6
	Critical Thinking	83.3	100.0	47.7	100.0
	Reading Comprehension	100.0	100.0	80.7	100.0
	Technology Design	37.5	37.3	24.9	100.0
	Operation & Control	100.0	37.3	64.1	91.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	73.0	46.7	23.8	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	24.7	0.0
	Other	27.0	53.3	51.5	50.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	26.0	0.0
	21-35	0.0	0.0	34.7	0.0
	36 or More	100.0	100.0	39.3	100.0
Full- and Part-Time Status	Full-Time	100.0	100.0	57.9	100.0
	Part-Time	0.0	0.0	14.5	0.0
	Temp/Substitute	0.0	0.0	27.6	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	0.0	42.6	64.1	33.7
	Male	100.0	57.4	27.6	66.3
	Nonresident^b	0.0	0.0	8.3	0.0
Age Group	19 and Younger	0.0	0.0	8.3	8.4
	20-24	10.8	5.3	8.3	28.7
	25-34	8.1	16.0	15.6	37.6
	35-44	18.9	26.6	5.4	8.4
	45-54	54.2	36.0	19.3	16.9
	55-64	8.1	16.0	34.8	0.0
	65 and Older	0.0	0.0	0.0	0.0
Nonresident	0.0	0.0	8.3	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	89.3	77.2	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		33-3012	49-2011	39-2011	31-9011
Occupation		Correctional Officers and Jailers	Computer, Automated Teller, and Office Machine Repairers	Animal Trainers	Massage Therapists
Typical Education		High school diploma or equivalent	Some college, no degree	High school diploma or equivalent	Postsecondary non-degree award
	N	68	67	65	65
	Average Hourly Wage (\$)	16.06	16.50	11.56	8.00
	% Paid Piece Rate	0.0	39.9	0.0	55.9
% Offered Selected Benefits	Health Insurance	100.0	54.0	8.2	10.1
	Retirement	100.0	45.4	0.0	22.5
	Paid Leave	100.0	25.8	0.0	33.0
Wait Time for Benefits	Yes	85.7	42.9	8.2	10.1
	No	14.3	11.2	81.7	22.9
	Unknown	0.0	46.0	10.0	67.0
Skills Selected as "Important" (%)	Service Orientation	78.6	100.0	18.3	100.0
	Critical Thinking	85.7	100.0	100.0	88.5
	Reading Comprehension	78.6	100.0	90.0	68.4
	Technology Design	78.6	65.7	10.0	0.0
	Operation & Control	85.7	82.7	100.0	34.4
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	57.1	68.2	45.0	33.0
	Not Satisfied	7.1	0.0	10.0	0.0
	Neither	7.1	0.0	0.0	22.5
	Other	28.6	31.8	45.0	44.5
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	20.6
	21-35	0.0	39.9	0.0	61.2
	36 or More	100.0	60.1	0.0	18.1
Full- and Part-Time Status	Full-Time	100.0	60.1	91.8	20.2
	Part-Time	0.0	39.9	8.2	0.0
	Temp/Substitute	0.0	0.0	0.0	57.3
	Unknown	0.0	0.0	0.0	22.5
Gender	Female	35.7	28.3	50.9	67.0
	Male	64.3	71.7	4.1	11.5
	Nonresident^b	0.0	0.0	45.0	21.5
Age Group	19 and Younger	14.3	0.0	0.0	0.0
	20-24	28.6	17.1	10.0	33.0
	25-34	21.4	74.3	4.1	22.5
	35-44	21.4	0.0	0.0	11.5
	45-54	14.3	8.6	0.0	11.5
	55-64	0.0	0.0	40.9	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	45.0	21.5
Turnover	% Still Working 1 Quarter After Hire	92.9	100.0	100.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries					
Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*					
SOC^a Code		21-1099	53-3021	51-9023	47-4071
Occupation		Community and Social Service Specialists, All Other	Bus Drivers, Transit and Intercity	Mixing and Blending Machine Setters, Operators, and Tenders	Septic Tank Servicers and Sewer Pipe Cleaners
Typical Education		Master's degree	High school diploma or equivalent	High school diploma or equivalent	Less than high school
N		64	64	63	63
	Average Hourly Wage (\$)	26.44	13.85	14.00	14.59
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	77.2	0.0	100.0	15.3
	Retirement	8.9	0.0	54.5	15.3
	Paid Leave	100.0	23.9	90.9	15.3
Wait Time for Benefits	Yes	100.0	0.0	72.7	7.7
	No	0.0	7.5	18.2	7.7
	Unknown	0.0	92.5	9.1	84.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	45.5	78.8
	Critical Thinking	100.0	73.0	63.6	78.8
	Reading Comprehension	100.0	73.0	90.9	100.0
	Technology Design	31.7	47.7	54.5	36.5
	Operation & Control	22.8	84.9	100.0	57.7
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	54.5	23.9	72.7	50.0
	Not Satisfied	0.0	0.0	9.1	0.0
	Neither	0.0	19.5	0.0	21.2
	Other	45.5	56.7	18.2	28.8
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	21.2
	21-35	22.8	50.9	22.2	0.0
	36 or More	77.2	49.1	77.8	78.8
Full- and Part-Time Status	Full-Time	100.0	23.9	100.0	78.8
	Part-Time	0.0	50.9	0.0	21.2
	Temp/Substitute	0.0	25.3	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	77.2	29.7	18.2	21.2
	Male	0.0	58.4	72.7	57.7
	Nonresident^b	22.8	11.9	9.1	21.2
Age Group	19 and Younger	0.0	0.0	18.2	0.0
	20-24	31.7	0.0	9.1	21.2
	25-34	22.8	0.0	27.3	28.8
	35-44	22.8	34.5	18.2	21.2
	45-54	0.0	22.1	0.0	0.0
	55-64	0.0	11.9	18.2	7.7
	65 and Older	0.0	19.5	0.0	0.0
	Nonresident	22.8	11.9	9.1	21.2
Turnover	% Still Working 1 Quarter After Hire	100.0	89.8	72.7	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.

^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries					
Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*					
SOC^a Code		43-4131	37-1011	47-3013	17-1022
Occupation		Loan Interviewers and Clerks	First-Line Supervisors/ Mgrs. of Housekeeping & Janitorial Workers	Helpers--Electricians	Surveyors
Typical Education		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	Bachelor's degree
N		63	63	63	62
	Average Hourly Wage (\$)	15.00	15.00	17.00	26.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	94.1	78.7	39.4	63.1
	Retirement	94.1	78.7	0.0	63.1
	Paid Leave	100.0	78.7	39.4	72.3
Wait Time for Benefits	Yes	82.4	66.9	0.0	46.1
	No	0.0	11.8	78.7	17.0
	Unknown	17.6	21.3	21.3	36.9
Skills Selected as "Important" (%)	Service Orientation	94.1	100.0	100.0	64.5
	Critical Thinking	88.2	100.0	100.0	90.8
	Reading Comprehension	100.0	100.0	39.4	100.0
	Technology Design	52.9	66.9	78.7	90.8
	Operation & Control	47.1	11.8	39.4	81.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	47.1	100.0	60.6	72.3
	Not Satisfied	5.9	0.0	0.0	0.0
	Neither	5.9	0.0	0.0	0.0
	Other	41.2	0.0	39.4	27.7
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	24.1	35.1	0.0
	36 or More	100.0	75.9	64.9	100.0
Full- and Part-Time Status	Full-Time	100.0	100.0	100.0	64.5
	Part-Time	0.0	0.0	0.0	17.0
	Temp/Substitute	0.0	0.0	0.0	18.4
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	52.9	88.2	39.4	0.0
	Male	47.1	11.8	60.6	100.0
	Nonresident^b	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	11.8	0.0	21.3	18.4
	25-34	23.5	0.0	39.4	27.7
	35-44	29.4	66.9	39.4	9.2
	45-54	17.6	21.3	0.0	18.4
	55-64	11.8	11.8	0.0	26.2
	65 and Older	5.9	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	70.6	100.0	78.7	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.

^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		39-3031	25-9031	11-2021	27-1024
Occupation		Ushers, Lobby Attendants, and Ticket Takers	Instructional Coordinators	Marketing Managers	Graphic Designers
Typical Education		Less than high school	Master's degree	Bachelor's degree	Bachelor's degree
N		62	62	62	61
	Average Hourly Wage (\$)	7.25	25.00	21.64	16.83
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	51.8	100.0	75.6
	Retirement	0.0	51.8	100.0	66.2
	Paid Leave	0.0	63.9	100.0	66.1
Wait Time for Benefits	Yes	0.0	44.0	79.7	63.3
	No	8.1	19.9	0.0	21.7
	Unknown	91.9	36.1	20.3	15.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	87.8
	Critical Thinking	26.9	100.0	100.0	100.0
	Reading Comprehension	10.8	100.0	100.0	90.5
	Technology Design	10.8	56.0	26.3	90.5
	Operation & Control	26.9	56.0	26.3	52.7
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	62.2	63.9	44.2	59.5
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	5.4	0.0	6.1	0.0
	Other	32.4	36.1	49.7	40.5
Average Weekly Hours Worked	20 or Less	100.0	27.4	0.0	5.5
	21-35	0.0	13.7	0.0	9.5
	36 or More	0.0	58.9	100.0	85.0
Full- and Part-Time Status	Full-Time	0.0	51.8	100.0	85.0
	Part-Time	100.0	24.1	0.0	15.0
	Temp/Substitute	0.0	24.1	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	40.5	39.8	36.1	47.2
	Male	59.5	24.1	55.8	43.4
	Nonresident^b	0.0	36.1	8.2	9.4
Age Group	19 and Younger	21.6	0.0	0.0	9.5
	20-24	10.8	0.0	21.8	0.0
	25-34	27.0	15.7	27.9	46.0
	35-44	8.1	36.1	8.2	25.6
	45-54	5.4	12.0	21.8	0.0
	55-64	0.0	0.0	12.1	9.5
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	27.0	36.1	8.2	9.4
Turnover	% Still Working 1 Quarter After Hire	48.7	63.9	100.0	90.5

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		11-1011	21-1012	19-3031	29-1127
Occupation		Chief Executives	Educational, Vocational, and School Counselors	Clinical, Counseling, and School Psychologists	Speech-Language Pathologists
Typical Education		Bachelor's degree	Master's degree	Doctoral or professional degree	Master's degree
	N	60	60	59	59
	Average Hourly Wage (\$)	48.08	22.60	37.50	28.52
	% Paid Piece Rate	0.0	0.0	0.0	25.0
% Offered Selected Benefits	Health Insurance	91.9	62.5	50.2	50.0
	Retirement	83.5	62.5	75.1	75.0
	Paid Leave	83.8	50.0	100.0	100.0
Wait Time for Benefits	Yes	35.5	25.0	74.7	75.0
	No	51.7	37.5	25.3	25.0
	Unknown	12.8	37.5	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	62.5	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	46.7	50.0	0.0	100.0
	Operation & Control	71.3	87.5	0.0	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	100.0	50.0	62.4	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	12.5	0.0	0.0
	Other	0.0	37.5	37.6	0.0
Average Weekly Hours Worked	20 or Less	25.6	42.9	0.0	0.0
	21-35	0.0	0.0	33.7	66.7
	36 or More	74.4	57.1	66.3	33.3
Full- and Part-Time Status	Full-Time	91.9	62.5	100.0	100.0
	Part-Time	8.1	37.5	0.0	0.0
	Temp/Substitute	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	16.5	62.5	74.7	75.0
	Male	76.7	25.0	25.3	0.0
	Nonresident^b	6.8	12.5	0.0	25.0
Age Group	19 and Younger	0.0	12.5	0.0	0.0
	20-24	0.0	12.5	24.9	0.0
	25-34	0.0	37.5	49.8	50.0
	35-44	12.8	12.5	12.7	25.0
	45-54	45.2	0.0	0.0	0.0
	55-64	19.0	12.5	0.0	0.0
	65 and Older	16.2	0.0	12.7	0.0
Turnover	Nonresident	6.8	12.5	0.0	25.0
	% Still Working 1 Quarter After Hire	100.0	62.5	100.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries					
Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*					
SOC^a Code		35-3041	15-1199	29-9012	29-2056
Occupation		Food Servers, Nonrestaurant	Computer Occupations, All Other	Occupational Health and Safety Technicians	Veterinary Technologists and Technicians
Typical Education		Less than high school	Bachelor's degree	High school diploma or equivalent	Associate's degree
N		59	58	57	57
Average Hourly Wage (\$)		9.00	55.29	15.00	13.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	25.0	94.2	42.2	50.0
	Retirement	0.0	82.6	42.2	50.0
	Paid Leave	25.0	94.2	42.2	60.0
Wait Time for Benefits	Yes	25.0	11.6	20.7	70.0
	No	0.0	82.6	13.0	0.0
	Unknown	75.0	5.8	66.3	30.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	90.0
	Reading Comprehension	100.0	100.0	95.3	100.0
	Technology Design	75.0	100.0	95.3	80.0
	Operation & Control	0.0	100.0	86.9	90.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	25.0	26.5	73.2	70.0
	Not Satisfied	25.0	0.0	0.0	0.0
	Neither	0.0	5.8	0.0	0.0
	Other	50.0	67.7	26.8	30.0
Average Weekly Hours Worked	20 or Less	75.0	0.0	0.0	0.0
	21-35	25.0	5.8	53.1	66.7
	36 or More	0.0	94.2	46.9	33.3
Full- and Part-Time Status	Full-Time	0.0	94.2	55.2	70.0
	Part-Time	100.0	5.8	40.1	30.0
	Temp/Substitute	0.0	0.0	4.7	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	50.0	20.6	35.2	70.0
	Male	50.0	79.4	60.1	20.0
	Nonresident^b	0.0	0.0	4.7	10.0
Age Group	19 and Younger	25.0	0.0	0.0	0.0
	20-24	0.0	20.6	8.5	10.0
	25-34	0.0	32.3	39.8	50.0
	35-44	25.0	26.5	20.7	20.0
	45-54	25.0	20.6	13.4	0.0
	55-64	0.0	0.0	13.0	10.0
	65 and Older	25.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	4.7	10.0
Turnover	% Still Working 1 Quarter After Hire	25.0	100.0	100.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.

^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	51-9012	13-1071	47-4051	27-2032
Occupation	Separating, Filter, Clarifying, Precip., & Still Machine Setters, Operators, & Tenders	Human Resources Specialists	Highway Maintenance Workers	Choreographers
Typical Education	High school diploma or equivalent	Bachelor's degree	High school diploma or equivalent	High school diploma or equivalent
N	57	56	56	55
Average Hourly Wage (\$)	8.50	23.08	15.00	15.00
% Paid Piece Rate	0.0	0.0	0.0	13.5
% Offered Selected Benefits				
Health Insurance	73.8	80.2	77.7	0.0
Retirement	73.8	72.7	69.1	0.0
Paid Leave	83.9	100.0	77.7	0.0
Wait Time for Benefits				
Yes	73.8	61.3	34.5	0.0
No	0.0	38.7	43.2	0.0
Unknown	26.2	0.0	22.3	100.0
Skills Selected as "Important" (%)				
Service Orientation	16.1	100.0	51.8	100.0
Critical Thinking	100.0	80.2	51.8	100.0
Reading Comprehension	100.0	100.0	43.2	22.5
Technology Design	100.0	62.0	43.2	0.0
Operation & Control	100.0	25.3	91.4	0.0
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	94.0	39.4	48.2	88.2
Not Satisfied	0.0	0.0	0.0	0.0
Neither	6.0	13.2	8.6	0.0
Other	0.0	47.4	43.2	11.8
Average Weekly Hours Worked				
20 or Less	0.0	0.0	0.0	100.0
21-35	82.1	0.0	0.0	0.0
36 or More	17.9	100.0	100.0	0.0
Full- and Part-Time Status				
Full-Time	26.2	100.0	77.7	0.0
Part-Time	73.8	0.0	8.6	90.9
Temp/Substitute	0.0	0.0	13.7	9.1
Unknown	0.0	0.0	0.0	0.0
Gender				
Female	0.0	69.5	30.9	74.7
Male	94.0	30.5	69.1	25.3
Nonresident^b	6.0	0.0	0.0	0.0
Age Group				
19 and Younger	0.0	0.0	0.0	13.5
20-24	73.8	0.0	22.3	38.7
25-34	20.2	41.9	8.6	25.3
35-44	0.0	41.2	25.9	13.5
45-54	0.0	0.0	17.3	0.0
55-64	0.0	16.9	25.9	0.0
65 and Older	0.0	0.0	0.0	0.0
Nonresident	6.0	0.0	0.0	9.1
Turnover				
% Still Working 1 Quarter After Hire	100.0	100.0	74.1	90.9

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code		51-5112	43-9199	29-1051	49-9031
Occupation		Printing Press Operators	Office and Administrative Support Workers, All Other	Pharmacists	Home Appliance Repairers
Typical Education		High school diploma or equivalent	High school diploma or equivalent	Doctoral or professional degree	High school diploma or equivalent
	N	55	54	53	53
	Average Hourly Wage (\$)	9.50	16.23	52.50	9.50
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	6.0	55.4	0.0	100.0
	Retirement	0.0	13.8	0.0	0.0
	Paid Leave	47.8	81.4	0.0	100.0
Wait Time for Benefits	Yes	47.8	55.4	0.0	0.0
	No	0.0	26.0	0.0	0.0
	Unknown	52.2	18.6	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	41.8	67.6	100.0	100.0
	Critical Thinking	83.5	80.0	100.0	100.0
	Reading Comprehension	89.6	73.8	100.0	100.0
	Technology Design Operation & Control	41.8	12.4	100.0	0.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	16.5	32.2	100.0	50.0
	Not Satisfied	10.4	0.0	0.0	0.0
	Neither	10.4	0.0	0.0	0.0
	Other	62.6	67.8	0.0	50.0
Average Weekly Hours Worked	20 or Less	0.0	44.6	50.0	0.0
	21-35	94.0	0.0	50.0	0.0
	36 or More	6.0	55.4	0.0	100.0
Full- and Part-Time Status	Full-Time	47.8	55.4	0.0	100.0
	Part-Time	52.2	44.6	50.0	0.0
	Temp/Substitute	0.0	0.0	50.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Female	31.3	46.1	100.0	0.0
	Male	68.7	53.9	0.0	100.0
	Nonresident^b	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	41.8	0.0	0.0	0.0
	25-34	20.9	40.1	0.0	100.0
	35-44	0.0	59.9	50.0	0.0
	45-54	37.4	0.0	50.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	93.8	50.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	39-1021	19-2042	43-4121	13-2082
Occupation	First-Line Supervisors/ Managers of Personal Service Workers	Geoscientists, Except Hydrologists and Geographers	Library Assistants, Clerical	Tax Preparers
Typical Education	High school diploma or equivalent	Bachelor's degree	High school diploma or equivalent	High school diploma or equivalent
N	53	52	52	52
Average Hourly Wage (\$)	14.00	43.75	10.50	12.00
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	93.7	56.3	0.0
	Retirement	0.0	0.0	28.9
	Paid Leave	93.7	45.3	41.8
Wait Time for Benefits	Yes	84.1	56.3	28.9
	No	9.5	0.0	12.9
	Unknown	6.3	43.7	58.2
Skills Selected as "Important" (%)	Service Orientation	100.0	56.3	100.0
	Critical Thinking	100.0	67.2	74.1
	Reading Comprehension	100.0	67.2	100.0
	Technology Design	93.7	56.3	48.3
	Operation & Control	44.5	56.3	67.7
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	43.6	44.5	59.7
	Not Satisfied	0.0	0.0	6.5
	Neither	0.0	0.0	0.0
	Other	56.4	55.5	33.8
Average Weekly Hours Worked	20 or Less	0.0	12.3	62.2
	21-35	100.0	12.3	37.8
	36 or More	0.0	75.5	0.0
Full- and Part-Time Status	Full-Time	93.7	78.1	0.0
	Part-Time	6.3	21.9	74.1
	Temp/Substitute	0.0	0.0	25.9
	Unknown	0.0	0.0	0.0
Gender	Female	80.9	21.9	61.2
	Male	9.5	67.2	25.9
	Nonresident^b	9.5	10.9	12.9
Age Group	19 and Younger	0.0	0.0	6.5
	20-24	0.0	0.0	20.9
	25-34	27.8	55.5	19.4
	35-44	56.4	0.0	14.4
	45-54	6.3	10.9	12.9
	55-64	0.0	0.0	12.9
	65 and Older	0.0	22.7	0.0
	Nonresident	9.5	10.9	12.9
Turnover	% Still Working 1 Quarter After Hire	71.4	89.1	93.5

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.

^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 12/8/2016.

Total, All Industries

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2015*

SOC ^a Code	51-1011 First-Line Supervisors/ Managers of Production and Operating Workers	47-2081 Drywall and Ceiling Tile Installers	47-2082 Tapers	49-9081 Wind Turbine Service Technicians
Occupation				
Typical Education	Postsecondary non-degree award	Less than high school	Less than high school	Some college, no degree
N	51	50	50	50
Average Hourly Wage (\$)	15.00	18.50	.	14.52
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	54.6	50.0	100.0	100.0
Retirement	54.6	50.0	0.0	48.2
Paid Leave	54.6	50.0	0.0	100.0
Wait Time for Benefits				
Yes	41.8	50.0	100.0	0.0
No	0.0	0.0	0.0	100.0
Unknown	58.2	50.0	0.0	0.0
Skills Selected as "Important" (%)				
Service Orientation	77.3	0.0	0.0	24.1
Critical Thinking	100.0	100.0	0.0	100.0
Reading Comprehension	54.6	100.0	0.0	100.0
Technology Design	19.1	50.0	0.0	100.0
Operation & Control	100.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	35.6	50.0	100.0	75.9
Not Satisfied	11.3	0.0	0.0	0.0
Neither	11.3	0.0	0.0	0.0
Other	41.8	50.0	0.0	24.1
Average Weekly Hours Worked				
20 or Less	0.0	0.0	0.0	0.0
21-35	0.0	50.0	0.0	0.0
36 or More	100.0	50.0	100.0	100.0
Full- and Part-Time Status				
Full-Time	100.0	50.0	100.0	100.0
Part-Time	0.0	0.0	0.0	0.0
Temp/Substitute	0.0	50.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0
Gender				
Female	9.5	0.0	0.0	51.8
Male	90.5	0.0	0.0	48.2
Nonresident^b	0.0	100.0	100.0	0.0
Age Group				
19 and Younger	20.9	0.0	0.0	12.0
20-24	11.3	0.0	0.0	0.0
25-34	34.0	0.0	0.0	36.1
35-44	22.4	0.0	0.0	0.0
45-54	11.3	0.0	0.0	51.8
55-64	0.0	0.0	0.0	0.0
65 and Older	0.0	0.0	0.0	0.0
Nonresident	0.0	100.0	100.0	0.0
Turnover				
% Still Working 1 Quarter After Hire	100.0	50.0	100.0	100.0

*The 2015 estimates are based on an 8-quarter period from 2013Q3 to 2015Q2.

^aStandard Occupational Classification.^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

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