

Total, All Industries				
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*				
Occupation & SOC ^a Code				
Occupation	Total All Occupations	Retail Salespersons (41-2031)	Waiters and Waitresses (35-3031)	Combined Food Preparation and Serving Workers, Inc (35-3021)
Typical Education Requirement	N/A	Less than high school	Less than high school	Less than high school
N	88,561	5,177	4,833	3,652
Median Hourly Wage	\$12.00	\$10.00	\$3.25	\$8.50
% Offered Selected Benefits				
Health Insurance	28.3	21.7	3.9	6.1
Retirement	23.0	19.4	0.5	5.4
Paid Leave	30.6	25.5	5.6	9.2
Wait Time for Benefits				
Yes	27.7	27.8	8.2	14.9
No	10.1	5.2	2.6	0.0
Unknown	61.4	67.0	89.2	85.0
Skills Selected as "Important" (%)				
Service Orientation	78.3	95.7	94.9	89.6
Critical Thinking	76.1	78.1	77.4	54.3
Reading Comprehension	65.7	72.7	71.6	59.2
Technology Design	34.3	40.0	12.1	9.3
Operation & Control	54.4	43.0	19.4	44.6
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	40.4	32.0	29.1	30.3
Unsatisfied	5.0	4.6	3.4	7.0
Neutral	10.3	10.4	16.0	10.4
Other	44.2	53.0	51.5	52.3
Average Weekly Hours Worked				
20 or Less	26.1	39.0	57.8	29.9
21-35	25.5	27.1	34.7	60.7
36+	48.3	33.9	7.5	9.5
Work Status				
Full-Time	47.6	35.4	8.2	16.4
Part-Time	43.5	55.3	88.4	77.5
Temporary	8.1	9.2	3.4	3.7
Unknown	0.6	0.0	0.0	2.3
Gender				
Women	44.7	55.4	64.0	44.6
Men	51.4	42.2	29.8	48.6
Nonresidents ^b	3.9	2.5	6.2	6.8
Age				
16-19	12.9	20.5	19.1	33.2
20-24	18.2	23.6	25.8	20.2
25-34	25.9	24.6	20.7	18.7
35-44	16.6	12.7	14.7	7.6
45-54	12.1	7.4	8.8	5.4
55-64	7.4	7.6	2.7	4.7
65+	2.0	1.0	0.0	0.0
Unknown	4.9	2.6	8.3	10.2
Turnover				
% Working 1 Quarter After Hire	79.6	81.0	68.0	70.1

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Cashiers (41-2011)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)	Construction Laborers (47-2061)	Landscaping and Groundskeeping Workers (37-3011)
	Typical Education Requirement	Less than high school	Postsecondary non-degree	Less than high school	Less than high school
	N	3,174	2,956	2,798	2,611
	Median Hourly Wage	\$9.00	\$18.25	\$15.00	\$12.50
% Offered Selected Benefits	Health Insurance	12.5	46.1	18.4	2.8
	Retirement	8.4	35.3	13.6	1.4
	Paid Leave	13.1	41.4	14.8	4.0
Wait Time for Benefits	Yes	16.3	48.1	18.9	4.8
	No	4.7	9.9	6.4	7.6
	Unknown	79.0	41.6	74.7	87.6
Skills Selected as "Important" (%)	Service Orientation	96.2	74.0	46.4	53.0
	Critical Thinking	67.2	89.9	67.1	61.6
	Reading Comprehension	67.9	72.9	45.5	31.7
	Technology Design	36.0	39.8	30.1	21.6
	Operation & Control	60.8	93.8	64.7	61.1
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	43.7	37.0	36.4	40.0
	Unsatisfied	5.1	4.4	8.3	4.0
	Neutral	7.0	10.6	12.1	12.0
	Other	44.2	48.1	43.2	44.1
Average Weekly Hours Worked	20 or Less	39.7	10.8	6.6	21.5
	21-35	37.9	14.8	24.9	31.7
	36+	22.5	74.4	68.5	46.8
Work Status	Full-Time	15.5	76.2	74.2	30.9
	Part-Time	81.9	12.9	14.0	31.3
	Temporary	1.0	10.1	9.8	37.3
	Unknown	1.5	0.8	2.1	0.4
Gender	Women	58.4	10.9	1.9	27.6
	Men	41.4	87.9	90.2	67.9
	Nonresidents ^b	0.2	1.2	8.0	4.4
Age	16-19	15.1	2.7	12.9	19.9
	20-24	23.0	6.5	19.0	18.3
	25-34	19.5	24.1	30.5	23.0
	35-44	18.6	20.2	13.6	11.4
	45-54	14.9	23.8	8.9	9.8
	55-64	5.1	14.3	4.3	9.2
	65+	2.0	6.9	2.1	3.5
	Unknown	1.8	1.4	8.7	4.9
Turnover	% Working 1 Quarter After Hire	88.8	76.4	74.0	65.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Occupation		Occupation & SOC ^a Code			
		Hotel, Motel, and Resort Desk Clerks (43-4081)	Maids & House- keeping Cleaners (37-2012)	Cooks, Restaurant (35- 2014)	Office Clerks, General (43- 9061)
Typical Education Requirement		High school diploma or equivalent	Less than high school	Less than high school	High school diploma or equivalent
N		2,224	2,137	2,056	2,013
Median Hourly Wage		\$9.00	\$10.00	\$10.00	\$13.00
% Offered Selected Benefits	Health Insurance	16.1	14.6	10.9	32.4
	Retirement	1.9	4.6	10.9	23.0
	Paid Leave	12.3	10.9	10.9	33.2
Wait Time for Benefits	Yes	10.5	14.7	14.9	30.2
	No	11.2	1.6	2.0	12.6
	Unknown	76.5	83.6	83.1	55.4
Skills Selected as "Important" (%)	Service Orientation	90.7	74.7	80.8	86.5
	Critical Thinking	87.0	43.1	62.9	74.6
	Reading Comprehension	80.2	46.5	64.7	89.2
	Technology Design	43.0	12.5	18.4	33.1
	Operation & Control	46.7	25.2	51.8	36.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	39.9	30.7	31.3	43.0
	Unsatisfied	9.3	10.4	10.3	2.8
	Neutral	13.0	13.6	14.6	12.6
	Other	37.8	45.4	43.7	41.6
Average Weekly Hours Worked	20 or Less	37.5	61.1	27.4	25.4
	21-35	37.7	31.7	62.3	25.4
	36+	24.9	7.2	10.4	49.1
Work Status	Full-Time	16.1	21.9	23.0	51.0
	Part-Time	76.5	69.0	76.5	36.2
	Temporary	5.6	8.8	0.5	12.8
	Unknown	0.0	0.2	0.0	0.0
Gender	Women	69.6	71.9	46.0	72.7
	Men	17.3	22.7	51.7	23.3
	Nonresidents ^b	13.0	5.4	2.3	4.0
Age	16-19	20.5	9.7	12.1	6.2
	20-24	15.5	18.1	22.7	15.9
	25-34	22.9	23.9	31.3	27.1
	35-44	13.0	14.2	12.4	20.1
	45-54	2.0	13.5	8.6	14.6
	55-64	7.4	10.0	8.6	8.9
	65+	5.6	1.3	2.0	3.3
Unknown	13.0	9.3	2.3	4.0	
Turnover	% Working 1 Quarter After Hire	87.0	57.8	83.6	83.5

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Janitors and Cleaners, Except Maids & House. (37-2011)	Bartenders (35-3011)	General and Operations Managers (11-1021)
Occupation	Typical Education Requirement	Less than high school	Less than high school	Less than high school	Bachelor's degree
	N	1,682	1,642	1,527	1,341
	Median Hourly Wage	\$13.00	\$10.13	\$8.00	\$24.04
% Offered Selected Benefits	Health Insurance	34.6	10.8	0.0	54.1
	Retirement	23.7	11.6	0.0	40.5
	Paid Leave	31.4	13.8	2.7	65.5
Wait Time for Benefits	Yes	31.2	12.4	0.0	42.7
	No	10.3	11.5	19.0	22.0
	Unknown	57.6	76.1	81.0	34.2
Skills Selected as "Important" (%)	Service Orientation	71.2	66.6	77.1	92.6
	Critical Thinking	57.8	59.3	63.3	95.2
	Reading Comprehension	42.1	38.0	46.5	81.2
	Technology Design	16.3	16.7	16.3	48.3
	Operation & Control	57.9	45.5	40.7	76.7
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	35.7	35.9	38.5	64.3
	Unsatisfied	5.4	5.9	10.9	3.3
	Neutral	19.2	12.1	9.7	0.9
	Other	39.7	46.2	40.9	31.6
Average Weekly Hours Worked	20 or Less	13.8	56.2	54.5	5.5
	21-35	35.6	22.7	26.0	3.5
	36+	50.7	21.0	19.5	90.9
Work Status	Full-Time	48.2	23.8	19.4	88.9
	Part-Time	34.9	63.4	80.2	4.8
	Temporary	16.9	12.5	0.4	6.0
	Unknown	0.0	0.3	0.0	0.3
Gender	Women	23.3	45.1	75.4	34.6
	Men	73.1	53.8	21.6	61.4
	Nonresidents ^b	3.5	1.0	3.1	3.9
Age	16-19	13.9	11.1	11.3	1.9
	20-24	21.4	16.8	18.5	7.5
	25-34	23.6	24.4	34.6	23.0
	35-44	17.8	16.3	19.3	21.8
	45-54	8.5	14.2	7.1	25.4
	55-64	7.1	13.4	3.4	13.1
	65+	2.7	2.4	2.7	2.4
	Unknown	5.0	1.4	3.1	4.8
Turnover	% Working 1 Quarter After Hire	75.1	76.9	77.5	86.6

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation	Child Care Workers (39-9011)	Dishwashers (35-9021)	Counter Attendants, Cafeteria, Food Concession (35-3022)	Receptionists and Information Clerks (43-4171)	
Typical Education Requirement	High school diploma or equivalent	Less than high school	Less than high school	High school diploma or equivalent	
N	1,257	1,223	1,217	1,217	
Median Hourly Wage	\$10.00	\$8.50	\$8.25	\$12.00	
% Offered Selected Benefits					
Health Insurance	26.9	0.0	0.0	39.2	
Retirement	31.8	0.0	0.0	32.2	
Paid Leave	35.7	0.0	0.0	58.5	
Wait Time for Benefits					
Yes	36.0	0.0	10.2	44.3	
No	5.1	3.4	0.5	19.1	
Unknown	58.4	96.6	89.3	35.7	
Skills Selected as "Important" (%)					
Service Orientation	94.4	41.5	96.1	99.5	
Critical Thinking	85.1	31.8	39.5	90.9	
Reading Comprehension	66.3	6.8	40.3	92.6	
Technology Design	20.5	13.5	24.0	49.9	
Operation & Control	23.4	44.9	81.4	53.2	
Employer's Satisfaction with New Hires' Skills (%)					
Satisfied	37.7	35.2	35.2	49.3	
Unsatisfied	6.2	6.8	0.0	3.5	
Neutral	8.0	14.0	12.2	4.2	
Other	48.1	44.0	52.6	43.0	
Average Weekly Hours Worked					
20 or Less	28.9	54.2	60.9	20.5	
21-35	16.8	31.2	35.0	28.3	
36+	54.3	14.6	4.0	51.2	
Work Status					
Full-Time	56.0	6.8	0.6	56.7	
Part-Time	38.5	93.2	91.2	41.5	
Temporary	4.2	0.0	8.2	1.8	
Unknown	1.2	0.0	0.0	0.0	
Gender					
Women	81.5	30.9	71.8	89.7	
Men	17.1	68.6	27.4	9.8	
Nonresidents ^b	1.4	0.5	0.9	0.5	
Age					
16-19	12.1	37.7	35.9	8.5	
20-24	29.6	14.0	26.5	17.3	
25-34	19.4	6.8	20.4	32.6	
35-44	15.3	10.2	8.0	16.9	
45-54	10.3	13.5	7.3	18.7	
55-64	10.7	6.8	1.0	4.3	
65+	1.2	0.0	0.0	1.3	
Unknown	1.4	11.1	0.9	0.5	
Turnover					
% Working 1 Quarter After Hire	77.1	89.4	75.7	86.7	

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Maintenance and Repair Workers, Gen (49-9071)	Personal and Home Care Aides (39-9021)	Carpenters (47-2031)	Electricians (47-2111)
	Typical Education Requirement	High school diploma or equivalent	Less than high school	High school diploma or equivalent	High school diploma or equivalent
	N	1,178	1,173	1,063	1,062
	Median Hourly Wage	\$10.50	\$10.50	\$24.50	\$23.05
% Offered Selected Benefits	Health Insurance	24.9	16.0	19.6	54.6
	Retirement	22.5	13.6	17.8	43.2
	Paid Leave	27.7	19.2	25.0	51.0
Wait Time for Benefits	Yes	17.9	21.0	23.2	52.5
	No	3.8	4.6	7.7	18.3
	Unknown	77.2	74.3	58.1	23.7
Skills Selected as "Important" (%)	Service Orientation	84.7	94.1	38.2	59.6
	Critical Thinking	78.6	90.6	86.8	90.9
	Reading Comprehension	65.8	85.0	60.0	72.8
	Technology Design	49.0	12.0	41.4	73.4
	Operation & Control	69.5	12.0	74.5	83.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	37.0	36.5	40.9	37.5
	Unsatisfied	6.2	7.9	1.8	5.4
	Neutral	11.4	7.2	9.1	7.3
	Other	45.3	48.4	48.2	49.8
Average Weekly Hours Worked	20 or Less	8.9	45.5	0.0	1.8
	21-35	14.5	15.4	29.2	1.8
	36+	76.6	39.1	70.8	96.3
Work Status	Full-Time	54.6	30.7	76.3	90.9
	Part-Time	35.2	67.4	12.8	1.8
	Temporary	10.2	1.9	10.9	7.3
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	29.0	83.7	10.0	3.6
	Men	70.2	15.8	78.6	96.4
	Nonresidents ^b	0.8	0.5	11.4	0.0
Age	16-19	6.2	7.2	7.3	7.3
	20-24	18.0	23.1	11.4	5.3
	25-34	19.9	22.5	24.1	30.2
	35-44	21.4	17.5	30.0	27.5
	45-54	19.0	15.8	4.1	9.8
	55-64	7.2	9.6	7.7	16.3
	65+	0.4	3.7	4.1	3.6
	Unknown	7.8	0.5	11.4	0.0
Turnover	% Working 1 Quarter After Hire	90.1	66.2	65.4	80.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Operating Engineers & Other Construction (47-2073)	Customer Service Reps. (43-4051)	Food Preparation Workers (35-2021)	Registered Nurses (29-1141)
	Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	Less than high school	Bachelor's degree
	N	1,043	985	912	846
	Median Hourly Wage	\$20.00	\$12.00	\$8.75	\$26.00
% Offered Selected Benefits	Health Insurance	51.0	45.8	4.1	55.5
	Retirement	47.8	51.7	3.5	54.2
	Paid Leave	44.4	54.9	9.4	58.0
Wait Time for Benefits	Yes	43.8	41.4	7.2	41.2
	No	9.0	16.5	3.5	19.8
	Unknown	46.6	42.1	84.8	39.0
Skills Selected as "Important" (%)	Service Orientation	47.8	91.7	68.2	92.9
	Critical Thinking	88.0	85.5	57.9	92.9
	Reading Comprehension	57.6	84.0	66.5	95.4
	Technology Design	51.4	36.2	27.5	61.1
	Operation & Control	87.0	51.4	12.7	58.9
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	34.5	36.4	35.1	53.4
	Unsatisfied	6.2	2.6	4.5	0.0
	Neutral	7.2	9.1	11.7	8.0
	Other	52.1	51.8	48.7	38.6
Average Weekly Hours Worked	20 or Less	12.7	23.1	59.3	28.5
	21-35	6.1	14.7	25.5	19.4
	36+	81.1	60.5	15.2	52.0
Work Status	Full-Time	77.3	66.9	20.8	59.5
	Part-Time	9.7	28.7	78.6	30.5
	Temporary	13.0	1.3	0.6	10.0
	Unknown	0.0	3.1	0.0	0.0
Gender	Women	10.8	64.4	47.9	82.2
	Men	87.9	30.0	43.5	12.0
	Nonresidents ^b	1.2	5.5	8.6	5.8
Age	16-19	4.5	16.6	22.7	1.9
	20-24	11.8	16.8	19.6	8.0
	25-34	32.7	28.3	10.8	21.7
	35-44	19.8	17.6	14.4	15.4
	45-54	21.1	10.5	5.2	22.9
	55-64	6.3	2.7	9.7	20.6
	65+	2.5	2.0	4.5	3.7
	Unknown	1.2	5.5	13.2	5.8
Turnover	% Working 1 Quarter After Hire	75.5	98.1	48.1	92.6

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Truck Drivers, Light or Delivery Services (53-3033)	Roustabouts, Oil and Gas (47-5071)	Extraction Workers, All Other (47-5099)	
Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	Less than high school	High school diploma or equivalent	
N	844	739	673	603	
Median Hourly Wage	\$17.19	\$10.00	\$16.00	\$19.00	
% Offered Selected Benefits					
Health Insurance	40.2	44.3	36.3	68.8	
Retirement	33.8	21.7	28.3	56.5	
Paid Leave	47.0	33.1	36.9	54.0	
Wait Time for Benefits					
Yes	36.2	44.0	41.2	64.5	
No	27.6	4.5	5.9	5.7	
Unknown	35.6	51.5	52.9	29.8	
Skills Selected as "Important" (%)					
Service Orientation	74.4	85.7	55.2	56.8	
Critical Thinking	95.6	79.4	83.3	94.3	
Reading Comprehension	98.9	81.2	55.8	45.2	
Technology Design	54.4	19.5	40.0	47.2	
Operation & Control	58.4	89.0	86.9	74.7	
Employer's Satisfaction with New Hires' Skills (%)					
Satisfied	60.1	51.9	40.5	29.3	
Unsatisfied	0.0	1.5	1.0	2.3	
Neutral	5.2	7.2	18.8	11.2	
Other	34.7	39.4	39.7	57.3	
Average Weekly Hours Worked					
20 or Less	21.2	23.6	5.7	7.8	
21-35	37.7	27.1	12.8	22.5	
36+	41.1	49.3	81.4	69.7	
Work Status					
Full-Time	53.2	48.0	70.2	92.0	
Part-Time	40.6	40.1	14.2	4.5	
Temporary	5.8	6.3	14.7	3.4	
Unknown	0.4	5.6	1.0	0.0	
Gender					
Women	71.3	27.9	2.8	6.8	
Men	25.8	72.1	95.1	90.9	
Nonresidents ^b	2.9	0.0	2.0	2.3	
Age					
16-19	3.2	4.8	9.3	1.1	
20-24	5.2	27.4	15.8	14.8	
25-34	23.8	33.6	40.2	43.6	
35-44	24.9	15.8	22.3	18.2	
45-54	24.5	9.9	4.3	15.7	
55-64	13.2	1.3	6.0	4.3	
65+	2.5	7.3	0.0	0.0	
Unknown	2.9	0.0	2.0	2.3	
Turnover					
% Working 1 Quarter After Hire	92.1	74.5	74.9	73.9	

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Stock Clerks and Order Fillers (43-5081)	Host & Hostess, Restaurant, Lounge & Coffee Shop (35-9031)	Cleaners of Vehicles and Equipment (53-7061)	Dining Room and Cafeteria Attendants and Bartender (35-9011)
	Typical Education Requirement	Less than high school	Less than high school	Less than high school	Less than high school
	N	599	585	556	555
	Median Hourly Wage	\$11.00	\$8.16	\$9.00	\$8.50
% Offered Selected Benefits	Health Insurance	56.2	0.0	26.7	39.3
	Retirement	35.7	0.0	28.4	37.3
	Paid Leave	43.0	7.1	28.9	67.2
Wait Time for Benefits	Yes	51.5	7.1	37.7	69.2
	No	10.4	21.2	4.6	0.0
	Unknown	38.1	71.7	57.7	30.8
Skills Selected as "Important" (%)	Service Orientation	79.3	100.0	49.9	88.5
	Critical Thinking	75.4	77.8	32.3	72.2
	Reading Comprehension	65.1	42.4	14.2	37.3
	Technology Design	19.7	56.6	3.7	7.5
	Operation & Control	39.3	63.7	50.0	31.2
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	40.1	43.4	33.7	32.9
	Unsatisfied	8.1	0.0	7.7	0.0
	Neutral	12.2	14.1	26.6	1.0
	Other	39.6	42.4	31.9	66.1
Average Weekly Hours Worked	20 or Less	17.6	100.0	22.7	78.6
	21-35	49.0	0.0	26.3	21.4
	36+	33.4	0.0	51.0	0.0
Work Status	Full-Time	41.3	7.1	61.7	17.0
	Part-Time	54.0	92.9	35.2	79.7
	Temporary	4.3	0.0	3.1	3.4
	Unknown	0.4	0.0	0.0	0.0
Gender	Women	33.6	92.9	38.6	72.5
	Men	66.4	7.1	59.1	19.0
	Nonresidents ^b	0.0	0.0	2.3	8.5
Age	16-19	10.3	64.6	32.2	9.5
	20-24	20.4	7.1	18.7	32.9
	25-34	32.9	21.2	28.4	14.9
	35-44	24.8	0.0	8.9	9.8
	45-54	1.6	0.0	8.7	14.9
	55-64	5.3	7.1	0.7	1.0
	65+	4.8	0.0	0.0	1.0
	Unknown	0.0	0.0	2.3	15.9
Turnover	% Working 1 Quarter After Hire	79.5	99.0	78.2	100.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation		Cooks, Fast Food (35-2011)	Farmworkers, Farm and Ranch Animals (45-2093)	Nursing Assistants (31-1014)	Teacher Assistants (25-9041)
	Typical Education Requirement	Less than high school	Less than high school	Postsecondary non-degree award	Some college, no degree
	N	555	546	517	515
	Median Hourly Wage	\$8.50	\$12.02	\$12.50	\$12.76
% Offered Selected Benefits	Health Insurance	7.5	15.2	54.5	59.3
	Retirement	0.0	7.9	39.4	57.4
	Paid Leave	0.0	16.5	51.5	58.0
Wait Time for Benefits	Yes	37.3	17.8	39.4	20.1
	No	7.5	14.2	6.1	36.1
	Unknown	55.2	68.0	51.5	43.8
Skills Selected as "Important" (%)	Service Orientation	92.5	34.7	97.0	92.9
	Critical Thinking	40.3	84.4	100.0	84.2
	Reading Comprehension	31.1	32.5	87.9	94.7
	Technology Design	0.0	18.7	30.3	29.2
	Operation & Control	24.1	63.5	48.5	22.1
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	34.2	35.8	45.5	57.5
	Unsatisfied	7.5	11.6	9.1	0.0
	Neutral	12.7	14.4	3.0	4.3
	Other	45.6	38.2	42.4	38.2
Average Weekly Hours Worked	20 or Less	22.3	7.1	9.7	29.8
	21-35	34.5	5.1	51.6	39.5
	36+	43.2	87.7	38.7	30.7
Work Status	Full-Time	37.3	63.7	57.6	58.0
	Part-Time	62.7	15.1	30.3	23.5
	Temporary	0.0	20.6	12.1	17.0
	Unknown	0.0	0.7	0.0	1.4
Gender	Women	35.1	14.3	87.9	80.8
	Men	57.5	78.5	12.1	19.2
	Nonresidents ^b	7.5	7.3	0.0	0.0
Age	16-19	26.8	17.8	21.2	5.7
	20-24	11.8	20.7	27.3	18.3
	25-34	30.7	21.2	15.2	26.9
	35-44	14.9	12.0	9.1	22.0
	45-54	0.0	8.5	18.2	18.7
	55-64	0.8	7.3	3.0	8.5
	65+	0.0	2.7	6.1	0.0
	Unknown	14.9	9.9	0.0	0.0
Turnover	% Working 1 Quarter After Hire	55.2	74.6	93.9	94.3

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Tour Guides & Escorts (39-7011)	First-Line Supervisors/Mgrs. of Construction (47-1011)	Pesticide Handlers Sprayers & Applicators (37-3012)	Amusement and Recreation Attendants (39-3091)
Typical Education Requirement		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	Less than high school
N		499	492	477	415
Median Hourly Wage		\$20.00	\$23.08	\$12.00	\$8.50
% Offered Selected Benefits	Health Insurance	0.0	46.8	3.7	0.0
	Retirement	0.0	33.4	3.7	0.0
	Paid Leave	1.1	54.5	20.3	0.0
Wait Time for Benefits	Yes	0.0	38.7	10.1	5.4
	No	2.4	21.0	14.9	10.9
	Unknown	97.6	40.3	75.1	83.7
Skills Selected as "Important" (%)	Service Orientation	98.9	68.7	33.9	94.7
	Critical Thinking	95.5	90.6	54.6	63.9
	Reading Comprehension	82.9	64.8	49.2	46.4
	Technology Design	9.3	63.7	20.4	31.5
	Operation & Control	87.6	66.5	85.7	48.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	42.7	52.3	40.0	39.0
	Unsatisfied	1.1	0.0	4.3	15.1
	Neutral	0.0	5.3	7.6	8.0
	Other	56.1	42.4	48.1	37.8
Average Weekly Hours Worked	20 or Less	12.7	4.2	7.9	45.1
	21-35	3.5	4.2	20.5	31.9
	36+	83.8	91.6	71.6	23.0
Work Status	Full-Time	12.6	96.1	53.8	15.4
	Part-Time	50.4	3.9	13.8	75.3
	Temporary	37.0	0.0	31.7	9.3
	Unknown	0.0	0.0	0.8	0.0
Gender	Women	27.5	9.1	24.7	35.1
	Men	71.3	81.7	70.0	64.9
	Nonresidents ^b	1.1	9.2	5.3	0.0
Age	16-19	16.5	0.0	25.0	29.6
	20-24	21.7	12.9	24.7	28.7
	25-34	27.4	22.4	22.3	20.4
	35-44	8.6	28.9	7.8	4.1
	45-54	7.8	13.2	7.4	5.3
	55-64	6.3	12.0	6.1	4.0
	65+	10.6	1.4	1.5	5.2
	Unknown	1.1	9.2	5.3	2.7
Turnover	% Working 1 Quarter After Hire	41.1	83.2	88.7	78.7

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Automotive Service Tech. & Mechanics (49-3023)	Industrial Machinery Mechanics (49-9041)	Security Guards (33-9032)	Welders, Cutters, Solderers, & Brazers (51-4121)
	Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	409	404	390	381
	Median Hourly Wage	\$17.00	\$20.00	\$11.00	\$18.00
% Offered Selected Benefits	Health Insurance	37.1	74.4	31.7	70.4
	Retirement	19.3	69.7	41.7	61.0
	Paid Leave	40.7	76.7	16.9	70.7
Wait Time for Benefits	Yes	49.5	78.2	25.1	70.9
	No	0.0	11.8	9.9	4.4
	Unknown	47.4	8.8	65.0	24.7
Skills Selected as "Important" (%)	Service Orientation	69.3	68.9	100.0	47.7
	Critical Thinking	96.8	88.2	100.0	92.0
	Reading Comprehension	87.5	67.9	91.7	65.3
	Technology Design	81.4	69.2	20.6	74.8
	Operation & Control	92.0	82.9	41.7	82.7
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	38.6	35.7	48.4	46.0
	Unsatisfied	7.7	2.8	13.9	5.9
	Neutral	19.7	9.2	3.3	14.8
	Other	34.0	52.3	34.3	33.3
Average Weekly Hours Worked	20 or Less	1.7	0.0	40.3	1.7
	21-35	13.3	9.0	6.3	14.0
	36+	85.1	91.0	53.4	84.3
Work Status	Full-Time	87.7	93.9	34.3	93.5
	Part-Time	12.3	1.2	65.7	4.1
	Temporary	0.0	4.9	0.0	2.4
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	12.3	11.5	27.2	4.8
	Men	79.9	87.5	55.6	92.6
	Nonresidents ^b	7.8	1.0	17.2	2.6
Age	16-19	1.5	4.9	0.0	7.4
	20-24	22.6	14.2	30.1	20.4
	25-34	29.3	36.1	17.2	30.1
	35-44	20.4	15.4	6.6	20.3
	45-54	9.3	12.2	22.2	15.6
	55-64	7.5	16.2	6.6	3.6
	65+	1.5	0.0	0.0	0.0
	Unknown	7.8	1.0	17.2	2.6
Turnover	% Working 1 Quarter After Hire	84.7	82.5	89.4	82.4

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Sales Reps., Wholesale & Manufacturing (41-4012)	Driver/Sales Workers (53- 3031)	Tellers (43-3071)	Plumbers, Pipefitters, & Steamfitters (47- 2152)
	Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	378	363	341	340
	Median Hourly Wage	\$21.15	\$10.00	\$11.50	\$19.00
% Offered Selected Benefits	Health Insurance	70.0	16.1	70.8	46.0
	Retirement	55.3	14.4	61.8	17.0
	Paid Leave	75.1	30.7	74.2	46.0
Wait Time for Benefits	Yes	49.1	29.0	56.2	40.4
	No	28.0	22.8	10.1	17.0
	Unknown	19.5	48.2	31.5	36.9
Skills Selected as "Important" (%)	Service Orientation	76.7	96.8	96.6	75.9
	Critical Thinking	91.5	30.7	84.3	93.0
	Reading Comprehension	84.2	53.2	80.9	64.6
	Technology Design	67.0	11.0	55.1	53.2
	Operation & Control	35.6	39.7	62.9	81.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	43.9	17.8	42.7	64.6
	Unsatisfied	1.1	9.4	2.2	0.0
	Neutral	4.4	13.3	7.9	12.7
	Other	50.7	59.5	47.2	22.7
Average Weekly Hours Worked	20 or Less	1.6	2.6	8.9	0.0
	21-35	6.7	59.7	27.8	16.1
	36+	91.7	37.7	63.3	83.9
Work Status	Full-Time	91.4	42.1	65.2	80.1
	Part-Time	2.5	57.9	33.7	17.0
	Temporary	0.0	0.0	1.1	2.9
	Unknown	2.7	0.0	0.0	0.0
Gender	Women	12.1	32.1	82.0	0.0
	Men	80.7	67.9	16.9	92.8
	Nonresidents ^b	7.2	0.0	1.1	7.2
Age	16-19	0.0	25.0	7.9	0.0
	20-24	11.8	21.9	30.3	22.7
	25-34	24.9	28.9	24.7	39.7
	35-44	28.3	6.7	16.9	17.7
	45-54	14.7	14.0	10.1	11.3
	55-64	10.4	3.5	9.0	1.4
	65+	2.7	0.0	0.0	0.0
	Unknown	7.2	0.0	1.1	7.2
Turnover	% Working 1 Quarter After Hire	100.0	92.6	95.5	83.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Substitute Teachers (25-3098)	Packers & Packagers, Hand (53-7064)	Counter & Rental Clerks (41-2021)	Helpers--Carpenters (47-3012)
	Typical Education Requirement	Bachelor's degree	Less than high school	Less than high school	Less than high school
	N	337	325	323	315
	Median Hourly Wage	\$13.75	\$9.00	\$11.00	\$12.00
% Offered Selected Benefits	Health Insurance	0.0	14.9	33.1	0.0
	Retirement	0.0	14.9	24.3	0.0
	Paid Leave	0.0	14.9	27.5	6.1
Wait Time for Benefits	Yes	2.2	38.9	27.5	6.1
	No	6.5	0.0	7.5	6.1
	Unknown	91.3	61.1	63.7	87.8
Skills Selected as "Important" (%)	Service Orientation	95.7	82.8	98.3	38.8
	Critical Thinking	89.1	49.2	80.1	69.4
	Reading Comprehension	97.8	79.8	91.9	20.4
	Technology Design	50.0	14.8	38.9	8.2
	Operation & Control	39.1	55.8	33.5	51.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	45.7	31.0	50.6	30.6
	Unsatisfied	0.0	0.0	3.7	10.2
	Neutral	8.7	19.7	5.9	24.5
	Other	45.7	49.3	39.8	34.7
Average Weekly Hours Worked	20 or Less	91.7	24.8	7.4	10.0
	21-35	4.2	38.2	26.3	37.5
	36+	4.2	37.1	66.3	52.5
Work Status	Full-Time	0.0	37.2	60.9	67.3
	Part-Time	0.0	50.1	36.6	24.5
	Temporary	100.0	12.8	2.5	8.2
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	69.6	27.7	55.2	10.2
	Men	26.1	64.8	44.8	83.7
	Nonresidents ^b	4.3	7.5	0.0	6.1
Age	16-19	0.0	23.5	15.0	6.1
	20-24	28.3	25.6	27.9	18.4
	25-34	28.3	16.2	23.0	28.6
	35-44	17.4	8.7	13.9	22.5
	45-54	4.3	9.4	13.2	6.1
	55-64	10.9	7.5	7.1	12.2
	65+	6.5	0.0	0.0	0.0
	Unknown	4.3	9.1	0.0	6.1
Turnover	% Working 1 Quarter After Hire	87.0	53.7	81.0	42.8

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation		Pharmacy Technicians (29-2052)	Tire Repairers & Changers (49-3093)	Painters, Construction & Maintenance (47-2141)	Medical Assistants (31-9092)
	Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	Less than high school	Postsecondary non-degree award
	N	307	302	293	293
	Median Hourly Wage	\$14.50	\$11.00	\$15.50	\$15.00
% Offered Selected Benefits	Health Insurance	44.7	55.6	12.7	57.2
	Retirement	20.0	29.3	14.9	35.7
	Paid Leave	36.8	69.5	28.1	40.2
Wait Time for Benefits	Yes	40.5	65.7	19.3	46.5
	No	0.0	24.1	19.7	0.0
	Unknown	59.5	10.1	61.0	53.5
Skills Selected as "Important" (%)	Service Orientation	100.0	75.9	47.8	100.0
	Critical Thinking	100.0	94.7	76.7	100.0
	Reading Comprehension	100.0	14.3	52.2	100.0
	Technology Design	92.1	56.7	17.5	66.1
	Operation & Control	52.6	64.7	37.3	76.9
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	35.8	52.5	50.4	41.1
	Unsatisfied	0.0	2.1	13.2	5.4
	Neutral	0.0	11.7	10.1	10.7
	Other	64.2	33.7	26.3	42.8
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	37.5
	21-35	30.0	11.2	46.4	0.0
	36+	70.0	88.8	53.6	62.5
Work Status	Full-Time	44.7	83.9	80.7	67.9
	Part-Time	55.3	16.1	14.9	32.1
	Temporary	0.0	0.0	4.4	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	67.9	17.6	13.2	87.4
	Men	32.1	74.3	80.3	12.6
	Nonresidents ^b	0.0	8.0	6.6	0.0
Age	16-19	0.0	24.1	6.6	5.4
	20-24	40.0	16.1	17.5	16.1
	25-34	35.8	29.9	21.5	34.0
	35-44	20.0	11.7	19.7	16.9
	45-54	0.0	10.1	21.5	16.1
	55-64	4.2	0.0	6.6	11.6
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	8.0	6.6	0.0
Turnover	% Working 1 Quarter After Hire	87.4	65.7	93.4	67.9

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Cement Masons & Concrete Finishers (47-2051)	Social & Human Service Assistants (21-1093)	First-Line Supervisors/Mgrs. of Food Preparation (35-1012)	Fence Erectors (47-4031)
Occupation	Typical Education Requirement	Less than high school	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	289	273	271	268
	Median Hourly Wage	\$15.50	\$13.16	\$14.42	\$16.50
% Offered Selected Benefits	Health Insurance	13.3	28.7	61.4	46.8
	Retirement	13.3	57.5	5.8	17.1
	Paid Leave	20.0	57.5	20.0	30.6
Wait Time for Benefits	Yes	20.0	51.7	14.2	36.4
	No	0.0	11.5	5.8	10.4
	Unknown	80.0	36.8	80.0	53.2
Skills Selected as "Important" (%)	Service Orientation	46.7	100.0	100.0	38.2
	Critical Thinking	53.3	82.8	97.7	78.4
	Reading Comprehension	33.3	94.3	51.9	19.2
	Technology Design	13.3	13.8	16.7	9.9
	Operation & Control	66.7	17.2	94.2	62.1
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	66.7	54.0	40.0	47.7
	Unsatisfied	13.3	17.2	22.4	7.2
	Neutral	6.7	5.7	0.0	22.3
	Other	13.3	23.0	37.6	22.7
Average Weekly Hours Worked	20 or Less	30.0	4.3	3.3	0.0
	21-35	10.0	74.5	67.9	17.2
	36+	60.0	21.3	28.8	82.8
Work Status	Full-Time	66.7	40.2	97.7	78.8
	Part-Time	20.0	59.8	2.3	19.2
	Temporary	6.7	0.0	0.0	0.0
	Unknown	6.7	0.0	0.0	1.9
Gender	Women	0.0	88.5	55.3	1.3
	Men	80.0	11.5	44.7	96.9
	Nonresidents ^b	20.0	0.0	0.0	1.7
Age	16-19	6.7	0.0	0.0	12.6
	20-24	6.7	19.5	30.5	22.3
	25-34	33.3	17.2	32.8	27.9
	35-44	13.3	28.7	15.6	21.0
	45-54	6.7	28.7	15.3	7.2
	55-64	13.3	5.7	5.8	7.2
	65+	0.0	0.0	0.0	0.0
	Unknown	20.0	0.0	0.0	1.7
Turnover	% Working 1 Quarter After Hire	80.0	94.3	100.0	66.8

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Wellhead Pumpers (53-7073)	Heating, Air Conditioning, & Refrigeration Mecha (49-9021)	Computer User Support Specialists (15-1151)	Parts Salespersons (41-2022)
	Typical Education Requirement	Less than high school	Postsecondary non-degree award	Some college, no degree	Less than high school
	N	259	257	250	246
	Median Hourly Wage	\$25.00	\$15.00	\$18.00	\$11.00
% Offered Selected Benefits	Health Insurance	65.7	37.5	89.8	70.8
	Retirement	44.6	37.5	92.2	48.9
	Paid Leave	52.5	37.5	98.6	70.8
Wait Time for Benefits	Yes	49.9	37.5	60.6	67.0
	No	23.8	7.5	38.0	3.8
	Unknown	26.3	55.0	1.4	29.2
Skills Selected as "Important" (%)	Service Orientation	60.5	100.0	100.0	70.4
	Critical Thinking	97.4	100.0	100.0	70.4
	Reading Comprehension	86.8	92.5	51.4	70.4
	Technology Design	70.9	85.0	55.4	45.0
	Operation & Control	97.4	92.5	64.2	35.5
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	44.5	62.5	33.2	25.4
	Unsatisfied	0.0	0.0	1.4	13.7
	Neutral	7.9	15.0	2.2	6.3
	Other	47.6	22.5	63.2	54.6
Average Weekly Hours Worked	20 or Less	3.3	0.0	0.0	10.7
	21-35	10.4	40.0	0.0	10.7
	36+	86.3	60.0	100.0	78.6
Work Status	Full-Time	86.9	60.0	100.0	80.3
	Part-Time	10.5	17.4	0.0	19.7
	Temporary	0.0	7.5	0.0	0.0
	Unknown	2.6	15.0	0.0	0.0
Gender	Women	7.8	2.4	21.8	25.4
	Men	89.5	97.6	78.2	74.6
	Nonresidents ^b	2.6	0.0	0.0	0.0
Age	16-19	2.6	7.5	9.7	0.0
	20-24	7.9	15.0	9.9	25.4
	25-34	42.0	30.0	28.9	3.8
	35-44	29.0	25.0	11.3	49.6
	45-54	13.2	15.0	31.7	5.7
	55-64	2.6	7.5	8.5	15.5
	65+	0.0	0.0	0.0	0.0
	Unknown	2.6	0.0	0.0	0.0
Turnover	% Working 1 Quarter After Hire	100.0	92.5	91.1	96.2

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation		Nonfarm Animal Caretakers (39-2021)	Service Station Attendants (53-6031)	Food Service Managers (11-9051)	Farmworkers & Laborers, Crop, Nursery & Green. (45-2092)
	Typical Education Requirement	Less than high school	Less than high school	High school diploma or equivalent	Less than high school
	N	243	240	240	238
	Median Hourly Wage	\$9.00	\$10.40	\$24.08	\$11.00
% Offered Selected Benefits	Health Insurance	49.9	45.7	22.0	0.0
	Retirement	52.1	40.5	4.7	0.9
	Paid Leave	54.7	56.2	82.7	8.5
Wait Time for Benefits	Yes	57.3	43.4	82.7	0.9
	No	4.6	2.4	0.0	12.7
	Unknown	38.2	46.4	17.3	83.6
Skills Selected as "Important" (%)	Service Orientation	91.4	74.5	100.0	47.3
	Critical Thinking	97.4	74.5	100.0	79.9
	Reading Comprehension	78.4	49.0	82.7	67.3
	Technology Design	13.7	56.2	82.7	23.5
	Operation & Control	24.5	66.7	100.0	84.4
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	32.0	48.7	47.0	40.9
	Unsatisfied	0.0	2.6	0.0	1.5
	Neutral	26.3	17.7	0.0	20.9
	Other	41.7	31.0	53.0	36.7
Average Weekly Hours Worked	20 or Less	14.8	6.2	44.0	18.0
	21-35	25.6	3.1	0.0	43.7
	36+	59.6	90.7	56.0	38.3
Work Status	Full-Time	64.4	94.8	100.0	28.0
	Part-Time	26.3	5.2	0.0	43.4
	Temporary	9.3	0.0	0.0	25.7
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	66.8	20.6	57.8	17.1
	Men	33.2	66.7	42.2	75.3
	Nonresidents ^b	0.0	12.7	0.0	7.6
Age	16-19	37.3	5.2	17.3	15.7
	20-24	33.7	10.5	27.4	30.5
	25-34	16.9	25.8	10.1	14.3
	35-44	4.6	20.6	0.0	7.9
	45-54	4.9	0.0	22.6	14.8
	55-64	2.6	25.2	22.6	6.1
	65+	0.0	0.0	0.0	0.9
	Unknown	0.0	12.7	0.0	9.8
Turnover	% Working 1 Quarter After Hire	79.9	77.1	100.0	54.6

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Service Unit Operators, Oil, Gas, & Mining (47-5013)	Secretaries, Except Legal, Medical, & Exec. (43-6014)	Dental Assistants (31-9091)	Mobile Heavy Equip. Mechanics, Except Engines (49-3042)
Occupation	Typical Education Requirement	Less than high school	High school diploma or equivalent	Postsecondary non-degree award	High school diploma or equivalent
	N	236	233	219	218
	Median Hourly Wage	\$20.00	\$13.00	\$15.00	\$26.00
% Offered Selected Benefits	Health Insurance	58.1	22.9	28.6	76.3
	Retirement	54.6	14.6	64.3	76.3
	Paid Leave	51.7	26.0	64.3	71.4
Wait Time for Benefits	Yes	66.2	24.5	57.1	32.3
	No	8.7	18.1	14.3	47.0
	Unknown	25.1	57.4	28.6	20.7
Skills Selected as "Important" (%)	Service Orientation	34.8	93.7	78.6	59.7
	Critical Thinking	69.1	96.9	78.6	97.9
	Reading Comprehension	29.0	93.7	64.3	75.9
	Technology Design	51.7	61.8	50.0	49.4
	Operation & Control	77.8	39.9	64.3	65.1
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	45.9	68.2	50.0	39.3
	Unsatisfied	2.9	0.0	7.1	8.8
	Neutral	5.8	4.8	0.0	4.0
	Other	45.4	27.1	42.9	47.9
Average Weekly Hours Worked	20 or Less	0.0	25.7	30.0	0.0
	21-35	0.0	26.1	40.0	0.0
	36+	100.0	48.2	30.0	100.0
Work Status	Full-Time	97.1	53.3	64.3	100.0
	Part-Time	0.0	25.1	35.7	0.0
	Temporary	2.9	12.8	0.0	0.0
	Unknown	0.0	3.3	0.0	0.0
Gender	Women	2.9	79.8	100.0	5.0
	Men	97.1	16.1	0.0	85.6
	Nonresidents ^b	0.0	4.1	0.0	9.4
Age	16-19	2.9	6.3	14.3	3.1
	20-24	2.9	17.2	28.6	9.4
	25-34	31.9	21.6	35.7	23.2
	35-44	42.5	16.0	14.3	18.1
	45-54	19.8	12.3	7.1	34.9
	55-64	0.0	16.6	0.0	1.8
	65+	0.0	6.0	0.0	0.0
	Unknown	0.0	4.1	0.0	9.4
Turnover	% Working 1 Quarter After Hire	97.1	85.0	92.9	100.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation		Chief Executives (11-1011)	Helpers-- Installation, Maint., & Repair Workers (49-9098)	First-Line Supervis./Mgrs. of Retail Sales Work (41-1011)	Helpers - Pipelayers, Plumbers, Pipefitters (47- 3015)
	Typical Education Requirement	Bachelor's degree	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	218	217	217	212
	Median Hourly Wage	\$34.09	\$14.00	\$10.25	\$14.00
% Offered Selected Benefits	Health Insurance	53.2	20.8	35.5	27.3
	Retirement	41.8	6.2	35.5	45.5
	Paid Leave	79.7	6.2	49.1	36.4
Wait Time for Benefits	Yes	36.5	13.0	26.7	36.4
	No	38.4	5.8	24.3	27.3
	Unknown	22.2	79.2	49.1	36.4
Skills Selected as "Important" (%)	Service Orientation	93.8	65.6	100.0	45.5
	Critical Thinking	100.0	52.3	100.0	45.5
	Reading Comprehension	100.0	39.3	98.1	81.8
	Technology Design	57.1	27.6	59.5	54.5
	Operation & Control	73.2	52.3	73.3	81.8
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	50.9	50.2	64.5	45.5
	Unsatisfied	0.0	0.0	0.0	18.2
	Neutral	3.6	11.2	11.2	9.1
	Other	45.5	38.6	24.3	27.3
Average Weekly Hours Worked	20 or Less	27.2	4.0	16.9	18.2
	21-35	6.4	28.4	37.7	27.3
	36+	66.4	67.5	45.5	54.5
Work Status	Full-Time	90.9	54.9	61.9	81.8
	Part-Time	9.1	23.3	38.1	18.2
	Temporary	0.0	21.8	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	33.6	8.7	62.9	18.2
	Men	65.4	91.3	35.3	72.7
	Nonresidents ^b	1.0	0.0	1.9	9.1
Age	16-19	0.0	11.6	0.0	9.1
	20-24	0.0	23.9	11.2	27.3
	25-34	33.0	24.5	46.7	9.1
	35-44	20.7	19.1	36.0	9.1
	45-54	29.3	3.9	4.3	36.4
	55-64	13.6	5.8	0.0	0.0
	65+	2.4	11.2	0.0	0.0
	Unknown	1.0	0.0	1.9	9.1
Turnover	% Working 1 Quarter After Hire	92.9	84.0	86.4	54.5

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Cooks, Institution & Cafeteria (35-2012)	Fire Fighters (33-2011)	Cooks, Short Order (35-2015)	Coaches & Scouts (27-2022)
	Typical Education Requirement	Less than high school	Postsecondary non-degree award	Less than high school	Bachelor's degree
	N	212	205	194	188
	Median Hourly Wage	\$10.75	\$14.21	\$8.00	\$15.00
% Offered Selected Benefits	Health Insurance	10.4	20.3	0.0	6.0
	Retirement	17.3	30.4	0.0	6.0
	Paid Leave	17.3	15.2	0.0	6.0
Wait Time for Benefits	Yes	6.9	25.3	0.0	3.9
	No	6.9	17.7	0.0	15.9
	Unknown	86.2	56.9	78.7	80.2
Skills Selected as "Important" (%)	Service Orientation	39.5	70.9	54.2	76.7
	Critical Thinking	55.6	87.3	57.4	70.7
	Reading Comprehension	70.4	69.6	57.4	19.5
	Technology Design	13.8	58.2	21.3	7.8
	Operation & Control	39.5	84.8	51.6	15.6
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	62.5	65.8	51.6	62.9
	Unsatisfied	0.0	0.0	21.3	0.0
	Neutral	7.4	11.4	21.3	0.0
	Other	30.1	22.8	5.8	37.1
Average Weekly Hours Worked	20 or Less	26.6	22.7	15.7	100.0
	21-35	28.7	9.1	10.1	0.0
	36+	44.7	68.2	74.2	0.0
Work Status	Full-Time	33.4	20.3	42.6	6.0
	Part-Time	48.3	21.5	57.4	56.9
	Temporary	18.3	35.5	0.0	37.1
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	76.3	15.2	27.1	57.8
	Men	16.8	84.8	72.9	35.3
	Nonresidents ^b	6.9	0.0	0.0	6.9
Age	16-19	0.0	15.2	21.3	21.6
	20-24	0.0	29.1	0.0	21.6
	25-34	35.5	32.9	48.4	17.7
	35-44	12.8	7.6	3.2	25.4
	45-54	41.3	10.1	24.2	0.0
	55-64	0.0	5.1	0.0	3.0
	65+	3.5	0.0	0.0	0.0
	Unknown	6.9	0.0	2.9	10.8
Turnover	% Working 1 Quarter After Hire	70.9	58.2	94.2	44.3

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)	Preschool Teachers, Except Special Education (25-2011)	Food & Tobacco Roasting, Baking, & Drying Mach (51-3091)	Police & Sheriff's Patrol Officers (33- 3051)
Occupation	Typical Education Requirement	High school diploma or equivalent	Associate's degree	Less than high school	High school diploma or equivalent
	N	187	183	181	171
	Median Hourly Wage	\$20.00	\$10.00	\$10.00	\$20.45
% Offered Selected Benefits	Health Insurance	87.3	46.9	0.0	87.9
	Retirement	63.4	38.3	0.0	81.8
	Paid Leave	73.9	82.9	0.0	87.9
Wait Time for Benefits	Yes	64.3	78.9	0.0	21.2
	No	21.6	0.0	0.0	66.7
	Unknown	14.1	21.1	100.0	12.1
Skills Selected as "Important" (%)	Service Orientation	71.1	100.0	100.0	100.0
	Critical Thinking	97.5	100.0	100.0	100.0
	Reading Comprehension	87.1	100.0	8.6	100.0
	Technology Design	88.5	21.1	0.0	54.5
	Operation & Control	84.5	4.0	91.4	81.8
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	40.0	33.1	25.7	57.6
	Unsatisfied	0.0	0.0	0.0	0.0
	Neutral	14.6	0.0	0.0	6.1
	Other	45.4	66.9	74.3	36.4
Average Weekly Hours Worked	20 or Less	0.0	0.0	100.0	11.1
	21-35	0.0	0.0	0.0	3.7
	36+	100.0	100.0	0.0	85.2
Work Status	Full-Time	100.0	100.0	0.0	87.9
	Part-Time	0.0	0.0	100.0	9.1
	Temporary	0.0	0.0	0.0	3.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	6.0	79.4	48.6	18.2
	Men	94.0	12.0	48.6	81.8
	Nonresidents ^b	0.0	8.6	2.9	0.0
Age	16-19	7.2	0.0	22.9	0.0
	20-24	8.3	32.6	2.9	27.3
	25-34	37.8	34.3	45.7	51.5
	35-44	18.7	12.0	22.9	12.1
	45-54	21.9	4.0	2.9	9.1
	55-64	6.0	8.6	0.0	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	8.6	2.9	0.0
Turnover	% Working 1 Quarter After Hire	100.0	74.3	100.0	97.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Sales Representatives, Services, All Other (41-3099)	Teachers & Instructors, All Other (25-3099)	Elementary School Teachers, Exc. Special Educ. (25-2021)	Bus Drivers, School (53-3022)
	Typical Education Requirement	High school diploma or equivalent	Bachelor's degree	Bachelor's degree	High school diploma or equivalent
	N	171	170	168	168
	Median Hourly Wage	\$17.00	\$12.00	\$22.84	\$15.69
% Offered Selected Benefits	Health Insurance	48.3	17.2	78.3	30.4
	Retirement	29.4	12.9	73.9	47.8
	Paid Leave	66.0	17.2	78.3	47.8
Wait Time for Benefits	Yes	51.5	8.6	8.7	8.7
	No	25.9	12.9	56.5	26.1
	Unknown	22.6	78.5	34.8	65.2
Skills Selected as "Important" (%)	Service Orientation	90.4	91.4	100.0	65.2
	Critical Thinking	90.4	95.7	82.6	87.0
	Reading Comprehension	90.4	95.7	95.7	69.6
	Technology Design	80.5	33.2	30.4	13.0
	Operation & Control	40.5	30.1	21.7	60.9
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	31.6	54.9	56.5	52.2
	Unsatisfied	7.5	0.0	4.3	0.0
	Neutral	7.5	0.0	8.7	4.3
	Other	53.3	45.1	30.4	43.5
Average Weekly Hours Worked	20 or Less	8.4	63.0	23.8	56.3
	21-35	0.0	0.0	4.8	43.8
	36+	91.6	37.0	71.4	0.0
Work Status	Full-Time	92.5	17.2	78.3	26.1
	Part-Time	7.5	62.5	21.7	39.1
	Temporary	0.0	20.3	0.0	30.4
	Unknown	0.0	0.0	0.0	4.3
Gender	Women	28.7	62.3	65.2	69.6
	Men	48.7	29.1	34.8	30.4
	Nonresidents ^b	22.6	8.6	0.0	0.0
Age	16-19	0.0	8.6	0.0	8.7
	20-24	6.5	17.2	17.4	13.0
	25-34	16.6	21.5	30.4	13.0
	35-44	32.9	16.0	13.0	26.1
	45-54	11.4	11.9	30.4	8.7
	55-64	9.9	7.6	8.7	26.1
	65+	0.0	4.3	0.0	0.0
	Unknown	22.6	12.9	0.0	4.3
Turnover	% Working 1 Quarter After Hire	100.0	82.8	95.7	78.3

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Occupation		Occupation & SOC ^a Code			
		Public Address System & Other Announcers (27-3012)	Personal Care & Service Workers, All Other (39-9099)	Home Health Aides (31-1011)	Structural Iron & Steel Workers (47-2221)
Typical Education Requirement		High school diploma or equivalent	High school diploma or equivalent	Less than high school	High school diploma or equivalent
N		166	163	163	161
Median Hourly Wage		\$31.25	\$12.50	\$13.00	\$20.39
% Offered Selected Benefits	Health Insurance	0.0	0.0	19.2	83.8
	Retirement	0.0	0.0	19.2	47.9
	Paid Leave	0.0	0.0	48.1	35.9
Wait Time for Benefits	Yes	0.0	0.0	48.1	47.9
	No	0.0	50.8	3.8	12.0
	Unknown	100.0	49.2	48.1	40.2
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	96.2	35.9
	Critical Thinking	0.0	49.2	100.0	100.0
	Reading Comprehension	0.0	15.0	92.3	59.8
	Technology Design	0.0	50.8	67.3	23.9
	Operation & Control	0.0	10.4	48.1	71.8
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	0.0	44.1	36.5	64.1
	Unsatisfied	0.0	0.0	0.0	0.0
	Neutral	25.0	7.9	9.6	0.0
	Other	75.0	47.9	53.8	35.9
Average Weekly Hours Worked	20 or Less	100.0	0.0	16.7	0.0
	21-35	0.0	20.1	23.8	12.0
	36+	0.0	79.9	59.5	88.0
Work Status	Full-Time	0.0	15.0	38.5	100.0
	Part-Time	100.0	14.9	40.4	0.0
	Temporary	0.0	70.1	11.5	0.0
	Unknown	0.0	0.0	9.6	0.0
Gender	Women	50.0	45.9	90.4	0.0
	Men	50.0	54.1	9.6	100.0
	Nonresidents ^b	0.0	0.0	0.0	0.0
Age	16-19	0.0	25.4	0.0	0.0
	20-24	25.0	3.5	42.3	0.0
	25-34	25.0	12.2	32.7	35.9
	35-44	25.0	47.6	13.5	52.1
	45-54	25.0	0.0	0.0	12.0
	55-64	0.0	11.4	7.7	0.0
	65+	0.0	0.0	3.8	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Working 1 Quarter After Hire	100.0	70.3	88.5	52.1

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation & SOC ^a Code					
Occupation	Roofers (47-2181)	Business Operations Specialists, All Other (13-1199)	Medical Secretaries (43-6013)	Hairdressers, Hairstylists, & Cosmetologists (39-5012)	
Typical Education Requirement	Less than high school	High school diploma or equivalent	High school diploma or equivalent	Postsecondary non-degree award	
N	159	157	157	154	
Median Hourly Wage	\$14.00	\$19.00	\$13.75	\$9.00	
% Offered Selected Benefits					
Health Insurance	0.0	71.7	40.0	16.2	
Retirement	12.1	37.5	30.0	16.2	
Paid Leave	12.1	79.4	30.0	16.2	
Wait Time for Benefits					
Yes	0.0	40.3	50.0	8.1	
No	0.0	31.4	30.0	0.0	
Unknown	100.0	28.3	20.0	87.8	
Skills Selected as "Important" (%)					
Service Orientation	48.4	83.4	100.0	100.0	
Critical Thinking	75.8	91.8	90.0	100.0	
Reading Comprehension	0.0	87.8	100.0	71.6	
Technology Design	12.1	83.6	60.0	51.8	
Operation & Control	75.8	56.4	60.0	55.8	
Employer's Satisfaction with New Hires' Skills (%)					
Satisfied	12.1	67.2	60.0	36.0	
Unsatisfied	0.0	0.0	0.0	19.8	
Neutral	48.4	0.0	10.0	12.2	
Other	39.5	32.8	30.0	32.0	
Average Weekly Hours Worked					
20 or Less	0.0	5.2	20.0	67.8	
21-35	60.5	10.8	40.0	21.5	
36+	39.5	84.0	40.0	10.7	
Work Status					
Full-Time	100.0	87.7	50.0	24.4	
Part-Time	0.0	12.3	50.0	75.6	
Temporary	0.0	0.0	0.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
Gender					
Women	0.0	22.6	100.0	84.3	
Men	100.0	77.4	0.0	15.7	
Nonresidents ^b	0.0	0.0	0.0	0.0	
Age					
16-19	12.1	0.0	0.0	0.0	
20-24	12.1	27.8	10.0	32.0	
25-34	75.8	21.0	30.0	40.1	
35-44	0.0	20.4	30.0	8.1	
45-54	0.0	15.3	30.0	4.1	
55-64	0.0	8.0	0.0	15.7	
65+	0.0	4.0	0.0	0.0	
Unknown	0.0	3.5	0.0	0.0	
Turnover					
% Working 1 Quarter After Hire	51.6	87.4	70.0	91.9	

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Advertising Sales Agents (41-3011)	Nurse Practitioners (29-1171)	Telecom. Equipment Installers & Repair (49-2022)	Bakers (51-3011)
Occupation	Typical Education Requirement	High school diploma or equivalent	Master's degree	Postsecondary non-degree award	Less than high school
	N	150	146	145	145
	Median Hourly Wage	\$12.50	\$48.08	\$16.00	\$8.50
% Offered Selected Benefits	Health Insurance	79.3	25.0	77.1	28.6
	Retirement	47.0	25.0	32.4	28.6
	Paid Leave	83.9	46.4	77.1	0.0
Wait Time for Benefits	Yes	36.9	46.4	90.4	28.6
	No	35.5	0.0	7.2	0.0
	Unknown	27.7	53.6	2.4	71.4
Skills Selected as "Important" (%)	Service Orientation	95.4	100.0	92.8	14.3
	Critical Thinking	95.4	100.0	100.0	100.0
	Reading Comprehension	90.8	100.0	100.0	100.0
	Technology Design	47.0	78.6	92.8	0.0
	Operation & Control	18.4	78.6	92.8	92.8
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	29.0	46.4	38.6	35.7
	Unsatisfied	6.9	0.0	0.0	0.0
	Neutral	13.8	0.0	26.6	28.6
	Other	50.2	53.6	34.8	35.7
Average Weekly Hours Worked	20 or Less	5.2	0.0	0.0	57.1
	21-35	5.2	46.2	15.1	35.7
	36+	89.6	53.8	84.9	7.2
Work Status	Full-Time	88.5	25.0	86.7	35.7
	Part-Time	11.5	42.9	13.3	64.3
	Temporary	0.0	32.2	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	52.1	100.0	4.8	64.3
	Men	45.6	0.0	90.4	35.7
	Nonresidents ^b	2.3	0.0	4.8	0.0
Age	16-19	0.0	0.0	2.4	0.0
	20-24	20.7	0.0	18.1	0.0
	25-34	22.1	35.7	49.5	64.3
	35-44	28.1	32.2	0.0	28.6
	45-54	17.5	10.7	22.9	7.2
	55-64	9.2	21.4	2.4	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	2.3	0.0	4.8	0.0
Turnover	% Working 1 Quarter After Hire	93.1	100.0	92.8	100.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation		Machinists (51-4041)	Taxi Drivers & Chauffeurs (53-3041)	Insurance Sales Agents (41-3021)	Installation, Maintenance & Repair Workers, Other (49-9099)
	Typical Education Requirement	High school diploma or equivalent	Less than high school	High school diploma or equivalent	High school diploma or equivalent
	N	145	141	138	137
	Median Hourly Wage	\$14.00	\$10.75	\$16.41	\$20.00
% Offered Selected Benefits	Health Insurance	63.4	14.1	41.7	21.5
	Retirement	24.3	14.1	50.0	21.5
	Paid Leave	60.1	14.1	61.1	21.5
Wait Time for Benefits	Yes	78.5	14.1	30.6	8.1
	No	7.2	18.8	27.8	13.4
	Unknown	14.3	67.1	41.7	78.5
Skills Selected as "Important" (%)	Service Orientation	29.2	73.1	86.1	77.4
	Critical Thinking	80.1	44.9	86.1	90.6
	Reading Comprehension	51.4	30.0	83.3	39.8
	Technology Design	65.7	0.0	25.0	58.3
	Operation & Control	92.8	77.2	25.0	96.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	46.8	20.6	50.0	57.8
	Unsatisfied	0.0	4.7	0.0	0.0
	Neutral	10.8	4.0	5.6	9.4
	Other	42.5	70.7	44.4	32.8
Average Weekly Hours Worked	20 or Less	11.6	53.2	3.6	64.4
	21-35	7.7	29.4	7.1	0.0
	36+	80.7	17.4	89.3	35.6
Work Status	Full-Time	74.9	14.1	94.4	35.6
	Part-Time	25.1	67.1	5.6	64.4
	Temporary	0.0	18.8	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	17.9	29.2	63.9	23.4
	Men	71.1	66.1	36.1	76.6
	Nonresidents ^b	11.0	4.7	0.0	0.0
Age	16-19	3.6	0.0	2.8	0.0
	20-24	27.1	23.8	5.6	27.5
	25-34	43.0	17.4	25.0	32.3
	35-44	15.3	14.6	25.0	8.2
	45-54	0.0	0.0	19.4	18.0
	55-64	0.0	34.7	11.1	9.4
	65+	0.0	4.7	11.1	4.6
	Unknown	11.0	4.7	0.0	0.0
Turnover	% Working 1 Quarter After Hire	88.8	53.6	97.2	100.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Child, Family, & School Social Workers (21-1021)	Crossing Guards (33-9091)	Protective Service Workers, All Other (33-9099)	Helpers–Roofers (47-3016)
	Typical Education Requirement	Bachelor's degree	High school diploma or equivalent	High school diploma or equivalent	Less than high school
	N	136	136	136	135
	Median Hourly Wage	\$15.00	\$16.26	\$15.19	\$12.00
% Offered Selected Benefits	Health Insurance	38.4	0.0	65.4	0.0
	Retirement	33.8	0.0	42.3	0.0
	Paid Leave	45.3	18.9	65.4	0.0
Wait Time for Benefits	Yes	11.5	0.0	65.4	0.0
	No	21.5	18.9	34.6	0.0
	Unknown	67.0	81.1	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	80.5	100.0	57.1
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	62.1	100.0	71.4
	Technology Design	80.6	9.5	61.5	71.4
	Operation & Control	16.9	47.4	15.4	71.4
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	45.3	33.1	38.5	42.9
	Unsatisfied	0.0	0.0	11.5	0.0
	Neutral	8.7	5.0	0.0	28.6
	Other	46.0	61.9	50.0	28.6
Average Weekly Hours Worked	20 or Less	13.6	0.0	0.0	16.7
	21-35	60.0	28.4	11.5	16.7
	36+	26.4	71.6	88.5	66.7
Work Status	Full-Time	33.8	52.1	100.0	85.7
	Part-Time	57.6	0.0	0.0	14.3
	Temporary	4.6	47.9	0.0	0.0
	Unknown	4.1	0.0	0.0	0.0
Gender	Women	88.5	14.5	88.5	0.0
	Men	0.0	85.5	11.5	71.4
	Nonresidents ^b	11.5	0.0	0.0	28.6
Age	16-19	0.0	5.0	0.0	0.0
	20-24	11.5	0.0	26.9	28.6
	25-34	28.4	42.9	50.0	42.9
	35-44	16.1	33.1	0.0	0.0
	45-54	0.0	9.5	0.0	0.0
	55-64	32.5	0.0	11.5	0.0
	65+	0.0	9.5	11.5	0.0
	Unknown	11.5	0.0	0.0	28.6
Turnover	% Working 1 Quarter After Hire	83.9	76.4	100.0	42.9

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Helpers-- Production Workers (51- 9198)	Paralegals & Legal Assistants (23- 2011)	Dentists, General (29-1021)	Dental Hygienists (29-2021)
Occupation	Typical Education Requirement	Less than high school	Associate's degree	Doctoral or professional degree	Associate's degree
	N	129	127	125	125
	Median Hourly Wage	\$16.00	\$15.00	\$33.53	\$26.00
% Offered Selected Benefits	Health Insurance	4.0	30.2	0.0	0.0
	Retirement	0.0	39.0	50.0	25.0
	Paid Leave	0.0	60.8	37.5	50.0
Wait Time for Benefits	Yes	0.0	39.0	12.5	25.0
	No	0.0	13.1	50.0	12.5
	Unknown	100.0	43.6	0.0	62.5
Skills Selected as "Important" (%)	Service Orientation	79.9	78.2	100.0	100.0
	Critical Thinking	100.0	95.6	100.0	87.5
	Reading Comprehension	73.0	95.6	100.0	87.5
	Technology Design	46.0	48.0	100.0	87.5
	Operation & Control	73.0	30.5	100.0	75.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	46.0	56.4	50.0	50.0
	Unsatisfied	8.0	8.7	0.0	12.5
	Neutral	19.0	4.4	0.0	12.5
	Other	27.0	30.5	50.0	25.0
Average Weekly Hours Worked	20 or Less	0.0	19.1	12.5	0.0
	21-35	8.0	38.2	50.0	100.0
	36+	92.0	42.7	37.5	0.0
Work Status	Full-Time	87.9	52.0	87.5	37.5
	Part-Time	4.0	17.4	12.5	0.0
	Temporary	8.0	30.5	0.0	62.5
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	4.0	95.6	62.5	100.0
	Men	96.0	0.0	37.5	0.0
	Nonresidents ^b	0.0	4.4	0.0	0.0
Age	16-19	23.0	0.0	0.0	12.5
	20-24	23.0	13.1	0.0	0.0
	25-34	42.0	30.5	50.0	37.5
	35-44	8.0	25.9	12.5	25.0
	45-54	4.0	13.1	12.5	12.5
	55-64	0.0	13.1	12.5	12.5
	65+	0.0	0.0	12.5	0.0
	Unknown	0.0	4.4	0.0	0.0
Turnover	% Working 1 Quarter After Hire	87.9	95.6	100.0	87.5

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Recreation Workers (39-9032)	Laundry & Dry-Cleaning Workers (51-6011)	Drywall & Ceiling Tile Installers (47-2081)	First-Line Supervisors/Mgrs. of Mechanics, Inst (49-1011)
Occupation	Typical Education Requirement	Bachelor's degree	Less than high school	Less than high school	High school diploma or equivalent
	N	120	117	116	115
	Median Hourly Wage	\$13.20	\$8.50	\$24.05	\$27.50
% Offered Selected Benefits	Health Insurance	16.9	10.8	16.7	38.2
	Retirement	12.2	10.8	16.7	49.9
	Paid Leave	29.9	26.9	0.0	58.0
Wait Time for Benefits	Yes	12.2	21.5	0.0	20.4
	No	13.1	0.0	33.3	16.7
	Unknown	74.8	78.5	50.0	50.1
Skills Selected as "Important" (%)	Service Orientation	66.1	83.9	83.3	72.4
	Critical Thinking	78.3	78.5	83.3	89.1
	Reading Comprehension	72.2	10.8	66.7	44.1
	Technology Design	12.2	10.8	16.7	27.4
	Operation & Control	29.1	51.6	50.0	47.1
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	67.9	16.1	50.0	39.4
	Unsatisfied	0.0	10.8	0.0	0.0
	Neutral	0.0	10.8	33.3	16.7
	Other	32.1	62.4	16.7	43.8
Average Weekly Hours Worked	20 or Less	59.6	52.1	20.0	0.0
	21-35	10.7	13.7	20.0	0.0
	36+	29.7	34.2	60.0	100.0
Work Status	Full-Time	51.4	32.3	83.3	100.0
	Part-Time	48.6	67.7	0.0	0.0
	Temporary	0.0	0.0	16.7	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	67.0	53.8	0.0	0.0
	Men	26.9	46.2	83.3	79.0
	Nonresidents ^b	6.1	0.0	16.7	21.0
Age	16-19	34.5	46.2	0.0	0.0
	20-24	14.7	5.4	16.7	0.0
	25-34	18.3	16.1	33.3	28.7
	35-44	17.8	10.8	16.7	9.5
	45-54	0.0	5.4	16.7	37.8
	55-64	4.3	16.1	0.0	3.0
	65+	4.3	0.0	0.0	0.0
	Unknown	6.1	0.0	16.7	21.0
Turnover	% Working 1 Quarter After Hire	79.2	53.8	83.3	100.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Water & Liquid Waste Treatment Plant & System Oper (51-8031)	Self-Enrichment Education Teachers (25-3021)	Licensed Practical & Licensed Vocational Nurses (29-2061)	Accountants & Auditors (13-2011)
	Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	Postsecondary non-degree award	Bachelor's degree
	N	113	110	110	109
	Median Hourly Wage	\$17.00	\$22.00	\$20.00	\$25.48
% Offered Selected Benefits	Health Insurance	92.1	6.7	42.9	52.5
	Retirement	92.1	6.7	42.9	52.5
	Paid Leave	94.1	0.0	42.9	56.8
Wait Time for Benefits	Yes	25.7	0.0	42.9	42.6
	No	36.2	0.0	0.0	14.1
	Unknown	15.2	100.0	57.1	43.2
Skills Selected as "Important" (%)	Service Orientation	63.3	93.3	100.0	60.4
	Critical Thinking	100.0	93.3	100.0	100.0
	Reading Comprehension	98.0	73.3	100.0	100.0
	Technology Design	80.2	40.0	14.3	39.6
	Operation & Control	100.0	40.0	14.3	42.9
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	74.0	40.0	28.6	60.1
	Unsatisfied	0.0	0.0	0.0	5.1
	Neutral	4.0	6.7	0.0	0.0
	Other	22.0	53.3	71.4	34.8
Average Weekly Hours Worked	20 or Less	0.0	66.7	42.9	6.4
	21-35	4.4	22.2	14.3	12.8
	36+	95.6	11.1	42.9	80.8
Work Status	Full-Time	94.1	6.7	28.6	89.8
	Part-Time	4.0	80.0	57.1	5.1
	Temporary	2.0	13.3	14.3	5.1
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	16.1	53.3	85.7	76.9
	Men	82.0	46.7	14.3	23.1
	Nonresidents ^b	2.0	0.0	0.0	0.0
Age	16-19	9.2	6.7	0.0	0.0
	20-24	6.6	6.7	28.6	5.1
	25-34	31.0	20.0	28.6	52.3
	35-44	13.2	33.3	0.0	19.5
	45-54	24.6	20.0	14.3	8.3
	55-64	13.4	6.7	28.6	5.1
	65+	0.0	6.7	0.0	4.6
	Unknown	2.0	0.0	0.0	5.1
Turnover	% Working 1 Quarter After Hire	100.0	46.7	100.0	80.4

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Sewing Machine Operators (51-6031)	Data Entry Keyers (43-9021)	Dispatchers, Except Police, Fire, & Ambulance (43-5032)	Physical Therapists (29-1123)
	Typical Education Requirement	Less than high school	High school diploma or equivalent	High school diploma or equivalent	Doctoral or professional degree
	N	107	107	106	104
	Median Hourly Wage	\$10.00	\$13.00	\$14.45	\$38.00
% Offered Selected Benefits	Health Insurance	0.0	39.8	50.0	24.8
	Retirement	0.0	45.1	25.0	24.8
	Paid Leave	0.0	49.5	56.3	54.9
Wait Time for Benefits	Yes	0.0	16.5	43.8	0.0
	No	0.0	28.2	6.3	30.1
	Unknown	100.0	55.4	50.0	69.9
Skills Selected as "Important" (%)	Service Orientation	95.2	88.3	100.0	75.2
	Critical Thinking	4.8	80.2	100.0	75.2
	Reading Comprehension	4.8	94.8	100.0	75.2
	Technology Design	4.8	28.5	31.3	30.1
	Operation & Control	4.8	68.6	25.0	30.1
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	27.4	29.8	37.5	45.1
	Unsatisfied	0.0	0.0	0.0	15.0
	Neutral	4.8	5.2	12.5	0.0
	Other	67.8	65.0	50.0	39.8
Average Weekly Hours Worked	20 or Less	94.9	10.6	7.7	100.0
	21-35	0.0	9.8	0.0	0.0
	36+	5.1	79.6	92.3	0.0
Work Status	Full-Time	9.6	49.5	93.8	0.0
	Part-Time	90.4	45.3	6.3	60.2
	Temporary	0.0	5.3	0.0	39.8
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	77.4	78.7	37.5	87.6
	Men	22.6	16.5	56.3	12.4
	Nonresidents ^b	0.0	4.8	6.3	0.0
Age	16-19	0.0	4.8	6.3	12.4
	20-24	4.8	3.2	6.3	0.0
	25-34	90.4	14.9	37.5	15.0
	35-44	4.8	27.5	18.8	60.2
	45-54	0.0	0.0	6.3	0.0
	55-64	0.0	22.1	18.8	12.4
	65+	0.0	22.6	0.0	0.0
	Unknown	0.0	4.8	6.3	0.0
Turnover	% Working 1 Quarter After Hire	95.2	100.0	93.8	100.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Enviro. Science & Protection Tech., (19-4091)	Tree Trimmers & Pruners (37-3013)	Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)	Helpers, Construction Trades, All Other (47-3019)
Occupation	Typical Education Requirement	Associate's degree	High school diploma or equivalent	High school diploma or equivalent	Less than high school
	N	104	103	99	96
	Median Hourly Wage	\$20.40	\$14.00	\$14.75	\$11.00
% Offered Selected Benefits	Health Insurance	69.1	0.0	65.5	0.0
	Retirement	79.4	0.0	52.9	0.0
	Paid Leave	74.0	0.0	59.9	0.0
Wait Time for Benefits	Yes	53.1	0.0	58.8	0.0
	No	21.0	0.0	6.7	0.0
	Unknown	26.0	100.0	34.5	100.0
Skills Selected as "Important" (%)	Service Orientation	31.3	87.5	71.1	40.0
	Critical Thinking	84.7	100.0	47.0	40.0
	Reading Comprehension	89.7	100.0	76.8	0.0
	Technology Design	79.4	37.5	50.6	0.0
	Operation & Control	42.6	75.0	82.4	0.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	41.6	62.5	60.3	40.0
	Unsatisfied	0.0	0.0	5.6	0.0
	Neutral	10.7	12.5	10.3	0.0
	Other	47.7	25.0	23.8	60.0
Average Weekly Hours Worked	20 or Less	5.0	50.0	12.8	0.0
	21-35	37.1	25.0	23.4	100.0
	36+	57.9	25.0	63.8	0.0
Work Status	Full-Time	79.4	50.0	69.3	0.0
	Part-Time	10.3	37.5	10.9	100.0
	Temporary	10.3	12.5	19.9	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	44.8	37.5	17.8	20.0
	Men	55.2	50.0	82.2	60.0
	Nonresidents ^b	0.0	12.5	0.0	20.0
Age	16-19	10.3	0.0	7.3	0.0
	20-24	10.7	12.5	24.5	20.0
	25-34	26.3	37.5	33.4	40.0
	35-44	15.6	12.5	30.1	0.0
	45-54	18.5	25.0	4.7	20.0
	55-64	18.5	0.0	0.0	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	12.5	0.0	20.0
Turnover	% Working 1 Quarter After Hire	100.0	100.0	95.3	0.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation & SOC ^a Code					
Occupation	Commercial Pilots (53-2012)	Billing & Posting Clerks & Machine Operators (43-3021)	Network & Computer Systems Admini (15-1142)	Mental Health Counselors (21-1014)	
Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	Bachelor's degree	Master's degree	
N	96	95	95	94	
Median Hourly Wage	\$25.00	\$16.08	\$19.52	\$18.75	
% Offered Selected Benefits					
Health Insurance	93.1	95.8	84.6	50.0	
Retirement	76.7	95.8	81.0	50.0	
Paid Leave	93.1	95.8	84.6	50.0	
Wait Time for Benefits					
Yes	93.1	95.8	51.7	50.0	
No	0.0	0.0	32.9	0.0	
Unknown	6.9	4.2	15.4	50.0	
Skills Selected as "Important" (%)					
Service Orientation	100.0	100.0	100.0	100.0	
Critical Thinking	100.0	97.4	100.0	100.0	
Reading Comprehension	100.0	100.0	100.0	100.0	
Technology Design	93.1	27.4	100.0	16.7	
Operation & Control	100.0	27.4	100.0	16.7	
Employer's Satisfaction with New Hires' Skills (%)					
Satisfied	30.2	46.1	58.4	50.0	
Unsatisfied	0.0	16.4	16.5	0.0	
Neutral	6.9	16.4	0.0	0.0	
Other	62.9	21.1	25.1	50.0	
Average Weekly Hours Worked					
20 or Less	6.9	4.2	15.4	0.0	
21-35	0.0	0.0	0.0	0.0	
36+	93.1	95.8	84.6	100.0	
Work Status					
Full-Time	100.0	95.8	84.6	100.0	
Part-Time	0.0	4.2	15.4	0.0	
Temporary	0.0	0.0	0.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
Gender					
Women	32.7	91.3	35.4	100.0	
Men	50.9	8.7	64.6	0.0	
Nonresidents ^b	16.4	0.0	0.0	0.0	
Age					
16-19	0.0	16.4	0.0	16.7	
20-24	6.9	2.3	0.0	16.7	
25-34	0.0	18.8	65.4	33.3	
35-44	23.3	32.8	15.3	33.3	
45-54	53.5	6.4	19.3	0.0	
55-64	0.0	23.3	0.0	0.0	
65+	0.0	0.0	0.0	0.0	
Unknown	16.4	0.0	0.0	0.0	
Turnover					
% Working 1 Quarter After Hire	100.0	100.0	100.0	83.3	

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Legal Secretaries (43-6012)	Bill & Account Collectors (43-3011)	Automotive Body & Related Repairers (49-3021)	Septic Tank Servicers & Sewer Pipe Cleaners (47-4071)
	Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	Less than high school
	N	94	93	92	90
	Median Hourly Wage	\$12.50	\$10.00	\$26.00	\$15.00
% Offered Selected Benefits	Health Insurance	88.2	27.9	72.9	0.0
	Retirement	94.1	69.6	52.5	0.0
	Paid Leave	100.0	69.6	72.9	57.1
Wait Time for Benefits	Yes	94.1	55.7	72.9	57.1
	No	5.9	13.9	0.0	0.0
	Unknown	0.0	26.2	27.1	42.9
Skills Selected as "Important" (%)	Service Orientation	94.1	86.1	0.0	100.0
	Critical Thinking	94.1	100.0	100.0	100.0
	Reading Comprehension	94.1	100.0	100.0	71.4
	Technology Design	5.5	58.2	100.0	100.0
	Operation & Control	5.9	18.1	100.0	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	17.3	4.1	59.3	57.1
	Unsatisfied	5.9	40.1	6.8	0.0
	Neutral	0.0	27.9	6.8	0.0
	Other	76.8	27.9	27.1	42.9
Average Weekly Hours Worked	20 or Less	0.0	5.6	0.0	14.3
	21-35	70.9	0.0	0.0	28.6
	36+	29.1	94.4	100.0	57.1
Work Status	Full-Time	100.0	69.6	100.0	85.7
	Part-Time	0.0	4.1	0.0	0.0
	Temporary	0.0	0.0	0.0	14.3
	Unknown	0.0	26.2	0.0	0.0
Gender	Women	58.7	86.1	13.6	14.3
	Men	41.3	13.9	86.4	71.4
	Nonresidents ^b	0.0	0.0	0.0	14.3
Age	16-19	0.0	0.0	0.0	14.3
	20-24	29.5	13.9	13.6	0.0
	25-34	17.3	32.0	66.1	28.6
	35-44	35.4	13.9	0.0	14.3
	45-54	11.8	26.2	13.6	14.3
	55-64	5.9	13.9	0.0	14.3
	65+	0.0	0.0	6.8	0.0
	Unknown	0.0	0.0	0.0	14.3
Turnover	% Working 1 Quarter After Hire	58.7	73.8	100.0	57.1

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Security & Fire Alarm Systems Installers (49-2098)	Loan Interviewers & Clerks (43-4131)	Lifeguards, Ski Patrol, & Other Recreational Pro (33-9092)	File Clerks (43-4071)
Occupation	Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	90	88	84	84
	Median Hourly Wage	\$22.00	\$16.75	\$9.00	\$12.00
% Offered Selected Benefits	Health Insurance	100.0	78.3	0.0	47.9
	Retirement	71.4	78.3	0.0	47.9
	Paid Leave	100.0	73.9	0.0	54.1
Wait Time for Benefits	Yes	57.2	65.2	0.0	4.6
	No	0.0	13.0	0.0	12.3
	Unknown	42.8	0.0	100.0	83.1
Skills Selected as "Important" (%)	Service Orientation	100.0	91.3	100.0	63.2
	Critical Thinking	100.0	78.3	100.0	93.8
	Reading Comprehension	100.0	87.0	67.2	100.0
	Technology Design	100.0	43.5	61.7	15.3
	Operation & Control	100.0	60.9	76.5	45.9
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	64.3	43.5	78.5	26.0
	Unsatisfied	0.0	0.0	0.0	6.2
	Neutral	0.0	4.3	0.0	0.0
	Other	35.7	52.2	21.5	67.8
Average Weekly Hours Worked	20 or Less	0.0	0.0	100.0	36.8
	21-35	0.0	0.0	0.0	15.3
	36+	100.0	100.0	0.0	47.9
Work Status	Full-Time	100.0	100.0	0.0	47.9
	Part-Time	0.0	0.0	76.5	52.1
	Temporary	0.0	0.0	23.5	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	0.0	91.3	48.7	66.1
	Men	100.0	4.3	51.3	33.9
	Nonresidents ^b	0.0	4.3	0.0	0.0
Age	16-19	14.3	0.0	41.0	15.3
	20-24	0.0	4.3	22.2	4.6
	25-34	64.3	17.4	6.7	15.3
	35-44	21.4	34.8	0.0	30.9
	45-54	0.0	30.4	0.0	15.3
	55-64	0.0	4.3	0.0	18.6
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	8.7	30.1	0.0
Turnover	% Working 1 Quarter After Hire	100.0	100.0	81.0	47.5

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation & SOC ^a Code					
Occupation	Civil Engineers (17-2051)	Court, Municipal, & License Clerks (43-4031)	Fitness Trainers & Aerobics Instructors (39- 9031)	Occupational Health & Safety Technicians (29- 9012)	
Typical Education Requirement	Bachelor's degree	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	
N	83	83	82	81	
Median Hourly Wage	\$34.04	\$13.59	\$12.00	\$20.01	
% Offered Selected Benefits					
Health Insurance	93.3	62.5	0.0	100.0	
Retirement	86.7	75.0	0.0	19.1	
Paid Leave	93.3	81.3	0.0	19.1	
Wait Time for Benefits					
Yes	60.0	50.0	0.0	36.3	
No	33.3	25.0	22.6	0.0	
Unknown	6.7	25.0	77.4	63.7	
Skills Selected as "Important" (%)					
Service Orientation	86.7	87.5	93.1	52.6	
Critical Thinking	86.7	93.8	72.6	83.7	
Reading Comprehension	86.7	93.8	65.7	52.6	
Technology Design	80.0	56.3	43.1	17.2	
Operation & Control	93.3	68.8	43.1	80.9	
Employer's Satisfaction with New Hires' Skills (%)					
Satisfied	60.0	56.3	63.7	26.6	
Unsatisfied	0.0	6.3	0.0	0.0	
Neutral	0.0	6.3	8.9	23.7	
Other	40.0	31.3	27.4	49.7	
Average Weekly Hours Worked					
20 or Less	6.7	12.5	73.4	0.0	
21-35	0.0	25.0	26.6	0.0	
36+	93.3	62.5	0.0	100.0	
Work Status					
Full-Time	93.3	68.8	0.0	100.0	
Part-Time	6.7	31.3	100.0	0.0	
Temporary	0.0	0.0	0.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
Gender					
Women	13.3	87.5	72.6	12.8	
Men	73.3	12.5	27.4	87.2	
Nonresidents ^b	13.3	0.0	0.0	0.0	
Age					
16-19	0.0	6.3	6.9	0.0	
20-24	13.3	6.3	20.6	35.8	
25-34	40.0	37.5	72.6	12.1	
35-44	13.3	12.5	0.0	8.1	
45-54	20.0	31.3	0.0	29.4	
55-64	0.0	6.3	0.0	6.4	
65+	0.0	0.0	0.0	8.1	
Unknown	13.3	0.0	0.0	0.0	
Turnover					
% Working 1 Quarter After Hire	100.0	100.0	100.0	76.3	

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries				
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*				
		Occupation & SOC ^a Code		
Occupation		Physicians & Surgeons, All Other (29-1069)	Helpers--Brick, Block, & Stonemasons (47-3011)	Industrial Truck & Tractor Operators (53-7051)
	Typical Education Requirement	Doctoral or professional degree	Less than high school	Less than high school
	N	78	77	77
	Median Hourly Wage	\$48.08	\$12.00	\$12.00
% Offered Selected Benefits	Health Insurance	100.0	0.0	81.9
	Retirement	100.0	0.0	81.9
	Paid Leave	80.0	0.0	81.9
Wait Time for Benefits	Yes	20.0	0.0	47.2
	No	80.0	0.0	25.8
	Unknown	0.0	100.0	27.1
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	25.8
	Critical Thinking	100.0	100.0	91.1
	Reading Comprehension	100.0	75.0	100.0
	Technology Design	100.0	75.0	25.8
	Operation & Control	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	60.0	50.0	38.9
	Unsatisfied	0.0	0.0	0.0
	Neutral	0.0	0.0	6.7
	Other	40.0	50.0	54.4
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0
	21-35	0.0	0.0	27.4
	36+	100.0	100.0	72.6
Work Status	Full-Time	100.0	100.0	81.9
	Part-Time	0.0	0.0	18.1
	Temporary	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0
Gender	Women	40.0	0.0	6.7
	Men	60.0	75.0	93.3
	Nonresidents ^b	0.0	25.0	0.0
Age	16-19	0.0	25.0	6.0
	20-24	0.0	50.0	6.7
	25-34	20.0	0.0	56.2
	35-44	40.0	0.0	24.2
	45-54	20.0	0.0	0.0
	55-64	20.0	0.0	6.7
	65+	0.0	0.0	0.0
	Unknown	0.0	25.0	0.0
Turnover	% Working 1 Quarter After Hire	100.0	100.0	74.4

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.
^aStandard Occupational Classification.
^bNonresidents are individuals for whom demographic data are not available.
Note: Percentages may not sum to 100.0 due to rounding.
Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation & SOC ^a Code					
Occupation	Loan Officers (13-2072)	Lawyers (23-1011)	Geological & Petroleum Technicians (19-4041)	Physical Therapist Aides (31-2022)	
Typical Education Requirement	Bachelor's degree	Doctoral or professional degree	Associate's degree	High school diploma or equivalent	
N	77	76	76	76	
Median Hourly Wage	\$21.63	\$31.25	\$24.00	\$10.00	
% Offered Selected Benefits					
Health Insurance	100.0	78.2	100.0	17.1	
Retirement	75.0	64.5	57.5	17.1	
Paid Leave	80.0	78.2	100.0	20.7	
Wait Time for Benefits					
Yes	85.0	57.3	36.0	20.7	
No	5.0	14.1	55.0	58.5	
Unknown	10.0	28.6	9.0	20.7	
Skills Selected as "Important" (%)					
Service Orientation	100.0	78.2	55.3	100.0	
Critical Thinking	65.0	100.0	100.0	100.0	
Reading Comprehension	90.0	100.0	64.0	100.0	
Technology Design	20.0	14.1	91.0	79.3	
Operation & Control	20.0	29.1	66.5	62.2	
Employer's Satisfaction with New Hires' Skills (%)					
Satisfied	30.0	64.1	58.1	41.5	
Unsatisfied	0.0	0.0	0.0	0.0	
Neutral	5.0	0.0	9.0	20.7	
Other	65.0	35.9	32.9	37.8	
Average Weekly Hours Worked					
20 or Less	0.0	25.2	0.0	0.0	
21-35	0.0	0.0	0.0	52.3	
36+	100.0	74.8	100.0	47.7	
Work Status					
Full-Time	100.0	70.9	100.0	58.5	
Part-Time	0.0	14.5	0.0	41.5	
Temporary	0.0	0.0	0.0	0.0	
Unknown	0.0	14.5	0.0	0.0	
Gender					
Women	45.0	35.9	14.6	79.3	
Men	55.0	64.1	76.4	20.7	
Nonresidents ^b	0.0	0.0	9.0	0.0	
Age					
16-19	5.0	7.3	0.0	0.0	
20-24	5.0	7.3	24.1	62.2	
25-34	25.0	50.0	22.4	20.7	
35-44	35.0	14.1	6.1	0.0	
45-54	15.0	21.4	22.4	0.0	
55-64	15.0	0.0	16.0	17.1	
65+	0.0	0.0	0.0	0.0	
Unknown	0.0	0.0	9.0	0.0	
Turnover					
% Working 1 Quarter After Hire	95.0	100.0	91.0	100.0	

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation	Pest Control Workers (37-2021)	Packaging & Filling Machine Operators & Tenders (51-9111)	Outdoor Power Equip. & Other Small Engine Mech. (49-3053)	Excavating & Loading Machine & Dragline Operators (53-7032)	
Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
N	74	74	72	71	
Median Hourly Wage	\$15.00	\$19.33	\$14.00	\$27.00	
% Offered Selected Benefits					
Health Insurance	0.0	55.7	5.6	73.0	
Retirement	0.0	55.7	0.0	73.0	
Paid Leave	0.0	76.7	5.6	54.1	
Wait Time for Benefits					
Yes	0.0	51.1	39.5	73.0	
No	0.0	7.0	0.0	0.0	
Unknown	100.0	41.9	60.5	27.0	
Skills Selected as "Important" (%)					
Service Orientation	100.0	7.0	66.2	9.3	
Critical Thinking	100.0	34.8	82.0	100.0	
Reading Comprehension	82.7	62.7	100.0	73.0	
Technology Design	27.1	7.0	76.4	27.0	
Operation & Control	65.3	69.7	100.0	100.0	
Employer's Satisfaction with New Hires' Skills (%)					
Satisfied	63.9	65.2	51.8	63.4	
Unsatisfied	4.9	0.0	0.0	0.0	
Neutral	0.0	9.3	48.2	0.0	
Other	31.3	25.6	0.0	36.6	
Average Weekly Hours Worked					
20 or Less	0.0	7.0	0.0	0.0	
21-35	0.0	7.0	0.0	0.0	
36+	100.0	86.0	100.0	100.0	
Work Status					
Full-Time	52.0	76.7	57.4	90.7	
Part-Time	17.3	14.0	8.7	0.0	
Temporary	30.6	9.3	33.8	9.3	
Unknown	0.0	0.0	0.0	0.0	
Gender					
Women	34.7	16.3	0.0	0.0	
Men	65.3	83.7	100.0	100.0	
Nonresidents ^b	0.0	0.0	0.0	0.0	
Age					
16-19	25.8	7.0	0.0	0.0	
20-24	0.0	34.8	8.7	27.0	
25-34	17.3	23.3	85.6	9.6	
35-44	39.5	27.8	0.0	0.0	
45-54	17.3	7.0	5.6	36.3	
55-64	0.0	0.0	0.0	27.0	
65+	0.0	0.0	0.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
Turnover					
% Working 1 Quarter After Hire	74.2	83.7	73.3	100.0	

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation & SOC ^a Code					
Occupation		Electrical Power- Line Installers & Repairers (49- 9051)	First-Line Super./ Manag., Personal Service Workers (39-1021)	Tax Preparers (13- 2082)	Rail Car Repairers (49-3043)
Typical Education Requirement		High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
N		71	70	66	66
Median Hourly Wage		\$28.00	\$12.00	\$11.50	\$15.40
% Offered Selected Benefits	Health Insurance	96.8	40.2	0.0	90.0
	Retirement	87.4	22.3	0.0	60.0
	Paid Leave	96.8	40.2	0.0	90.0
Wait Time for Benefits	Yes	73.7	40.2	0.0	80.0
	No	16.8	0.0	0.0	10.0
	Unknown	3.2	59.8	100.0	10.0
Skills Selected as "Important" (%)	Service Orientation	74.7	100.0	100.0	80.0
	Critical Thinking	81.0	100.0	100.0	100.0
	Reading Comprehension	50.5	73.2	100.0	60.0
	Technology Design	81.0	26.8	33.3	40.0
	Operation & Control	81.0	17.9	75.0	90.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	44.2	34.8	50.0	40.0
	Unsatisfied	27.4	0.0	0.0	0.0
	Neutral	3.2	0.0	8.3	20.0
	Other	25.3	65.2	41.7	40.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	25.0	0.0
	21-35	0.0	8.9	50.0	0.0
	36+	100.0	91.1	25.0	100.0
Work Status	Full-Time	96.8	91.1	25.0	90.0
	Part-Time	0.0	8.9	58.3	10.0
	Temporary	3.2	0.0	16.7	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	0.0	74.1	66.7	0.0
	Men	72.6	17.0	33.3	100.0
	Nonresidents ^b	27.4	8.9	0.0	0.0
Age	16-19	7.4	0.0	0.0	0.0
	20-24	36.8	0.0	8.3	40.0
	25-34	19.0	25.9	50.0	30.0
	35-44	6.3	48.2	33.3	20.0
	45-54	3.2	17.0	0.0	0.0
	55-64	0.0	0.0	0.0	10.0
	65+	0.0	0.0	8.3	0.0
	Unknown	27.4	8.9	0.0	0.0
Turnover	% Working 1 Quarter After Hire	100.0	100.0	83.3	100.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Team Assemblers (51-2092)	Transportation Workers, All Other (53-6099)	Athletic Trainers (29-9091)	Shipping, Receiving, & Traffic Clerks (43- 5071)
	Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	Bachelor's degree	High school diploma or equivalent
	N	65	64	63	63
	Median Hourly Wage	\$12.00	\$16.54	\$19.23	\$12.00
% Offered Selected Benefits	Health Insurance	31.7	79.4	100.0	46.6
	Retirement	31.7	69.1	100.0	54.0
	Paid Leave	31.7	89.7	100.0	54.0
Wait Time for Benefits	Yes	23.8	17.6	75.0	54.0
	No	0.0	72.1	0.0	0.0
	Unknown	76.2	10.3	25.0	46.0
Skills Selected as "Important" (%)	Service Orientation	32.8	92.8	100.0	70.6
	Critical Thinking	48.6	82.4	100.0	67.7
	Reading Comprehension	68.3	82.4	0.0	84.3
	Technology Design	24.9	61.8	75.0	26.6
	Operation & Control	72.4	92.8	75.0	67.7
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	40.1	20.6	25.0	52.3
	Unsatisfied	7.9	0.0	0.0	8.3
	Neutral	27.6	30.9	0.0	10.6
	Other	24.3	48.5	75.0	28.9
Average Weekly Hours Worked	20 or Less	19.7	11.5	0.0	9.2
	21-35	0.0	0.0	25.0	32.7
	36+	80.3	88.5	75.0	58.1
Work Status	Full-Time	56.5	79.4	100.0	62.3
	Part-Time	23.8	20.6	0.0	37.7
	Temporary	19.7	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	36.1	30.9	75.0	24.8
	Men	63.9	69.1	25.0	75.2
	Nonresidents ^b	0.0	0.0	0.0	0.0
Age	16-19	15.8	10.3	0.0	0.0
	20-24	7.9	20.6	25.0	18.3
	25-34	24.3	27.9	75.0	18.3
	35-44	16.4	30.9	0.0	36.8
	45-54	27.6	0.0	0.0	18.3
	55-64	7.9	10.3	0.0	8.3
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Working 1 Quarter After Hire	76.2	100.0	100.0	91.7

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Surveying & Mapping Technicians (17-3031)	Helpers--Extraction Workers (47-5081)	Veterinary Technologists & Technicians (29-2056)	Agricultural Equipment Operators (45-2091)
	Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	Associate's degree	Less than high school
	N	62	62	61	60
	Median Hourly Wage	\$20.00	\$14.00	\$10.00	\$16.00
% Offered Selected Benefits	Health Insurance	28.4	77.8	45.5	76.1
	Retirement	19.5	33.3	9.1	76.1
	Paid Leave	73.2	55.6	45.5	76.1
Wait Time for Benefits	Yes	44.2	77.8	45.5	76.1
	No	46.9	0.0	0.0	12.0
	Unknown	8.9	22.2	54.5	12.0
Skills Selected as "Important" (%)	Service Orientation	17.9	22.2	100.0	76.1
	Critical Thinking	100.0	44.4	100.0	82.0
	Reading Comprehension	91.1	44.4	72.7	76.1
	Technology Design	91.1	22.2	72.7	76.1
	Operation & Control	91.1	44.4	72.7	88.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	64.2	11.1	54.5	27.3
	Unsatisfied	0.0	0.0	0.0	6.0
	Neutral	0.0	33.3	0.0	12.0
	Other	35.8	55.6	45.5	54.7
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	8.9	0.0	18.2	6.0
	36+	91.1	100.0	81.8	94.0
Work Status	Full-Time	82.1	100.0	100.0	76.1
	Part-Time	8.9	0.0	0.0	12.0
	Temporary	8.9	0.0	0.0	12.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	35.2	11.1	54.5	21.4
	Men	55.8	77.8	45.5	78.6
	Nonresidents ^b	8.9	11.1	0.0	0.0
Age	16-19	8.9	0.0	9.1	0.0
	20-24	29.0	55.6	27.3	27.3
	25-34	26.3	22.2	36.4	6.0
	35-44	17.9	11.1	27.3	33.3
	45-54	8.9	0.0	0.0	21.4
	55-64	0.0	0.0	0.0	6.0
	65+	0.0	0.0	0.0	6.0
	Unknown	8.9	11.1	0.0	0.0
Turnover	% Working 1 Quarter After Hire	100.0	88.9	90.9	94.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Life, Physical & Social Science Technicians, Other (19-4099)	First-Line Supervisors/Mgrs. of Production & (51-1011)	Library Assistants, Clerical (43-4121)	Postsecondary Teachers, All Other (25-1199)
Occupation	Typical Education Requirement	Associate's degree	Postsecondary non-degree award	High school diploma or equivalent	Doctoral or professional degree
	N	60	59	59	59
	Median Hourly Wage	\$12.50	\$28.85	\$10.00	\$43.75
% Offered Selected Benefits	Health Insurance	17.2	82.5	23.5	0.0
	Retirement	17.2	82.5	29.4	0.0
	Paid Leave	17.2	91.2	35.3	0.0
Wait Time for Benefits	Yes	0.0	60.1	5.9	0.0
	No	17.2	31.1	29.4	0.0
	Unknown	82.8	8.8	64.7	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	92.5	94.1	87.5
	Critical Thinking	81.6	82.5	94.1	100.0
	Reading Comprehension	90.8	82.5	100.0	100.0
	Technology Design	72.4	57.4	70.6	37.5
	Operation & Control	18.4	91.2	23.5	37.5
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	63.8	50.0	58.8	25.0
	Unsatisfied	0.0	8.8	0.0	0.0
	Neutral	0.0	8.8	5.9	0.0
	Other	36.2	32.5	35.3	75.0
Average Weekly Hours Worked	20 or Less	20.3	0.0	58.1	100.0
	21-35	0.0	0.0	16.1	0.0
	36+	79.7	100.0	25.8	0.0
Work Status	Full-Time	72.4	91.2	23.5	0.0
	Part-Time	18.4	8.8	70.6	75.0
	Temporary	9.2	0.0	5.9	25.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	46.0	17.5	67.7	87.5
	Men	35.6	82.5	32.3	12.5
	Nonresidents ^b	18.4	0.0	0.0	0.0
Age	16-19	0.0	0.0	0.0	25.0
	20-24	0.0	8.8	17.7	0.0
	25-34	54.6	41.2	23.5	12.5
	35-44	9.2	30.1	11.8	12.5
	45-54	8.6	19.9	14.7	37.5
	55-64	9.2	0.0	32.3	12.5
	65+	0.0	0.0	0.0	0.0
	Unknown	18.4	0.0	0.0	0.0
Turnover	% Working 1 Quarter After Hire	54.0	91.2	100.0	37.5

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Secondary School Teachers, Except Special & Voca (25-2031)	Opticians, Dispensing (29-2081)	Sheet Metal Workers (47-2211)	Motorcycle Mechanics (49-3052)
	Typical Education Requirement	Bachelor's degree	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	59	56	55	55
	Median Hourly Wage	\$22.86	\$13.00	\$13.00	\$12.00
% Offered Selected Benefits	Health Insurance	87.5	0.0	81.2	88.6
	Retirement	75.0	0.0	81.2	0.0
	Paid Leave	87.5	71.8	90.6	88.6
Wait Time for Benefits	Yes	25.0	43.6	69.9	88.6
	No	12.5	28.2	9.4	11.4
	Unknown	62.5	28.2	20.7	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	18.8	100.0
	Critical Thinking	87.5	100.0	100.0	100.0
	Reading Comprehension	87.5	71.8	81.2	100.0
	Technology Design	62.5	100.0	69.9	11.4
	Operation & Control	50.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	87.5	0.0	55.7	55.7
	Unsatisfied	12.5	100.0	0.0	0.0
	Neutral	0.0	0.0	9.4	0.0
	Other	0.0	0.0	34.9	44.3
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	50.0	28.2	0.0	0.0
	36+	50.0	71.8	100.0	100.0
Work Status	Full-Time	87.5	100.0	90.6	100.0
	Part-Time	12.5	0.0	0.0	0.0
	Temporary	0.0	0.0	9.4	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	50.0	100.0	0.0	0.0
	Men	37.5	0.0	88.6	100.0
	Nonresidents ^b	12.5	0.0	11.4	0.0
Age	16-19	0.0	0.0	0.0	0.0
	20-24	25.0	0.0	44.3	44.3
	25-34	50.0	56.4	34.9	0.0
	35-44	12.5	0.0	0.0	44.3
	45-54	0.0	43.6	0.0	11.4
	55-64	0.0	0.0	9.4	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	12.5	0.0	11.4	0.0
Turnover	% Working 1 Quarter After Hire	100.0	100.0	90.6	100.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries		Occupation & SOC ^a Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*		Marketing Managers (11-2021)	Grinding, Lapping, Polishing, & Buffing Machine (51-4033)	Sawing Machine Setters, Operators & Tenders, Wood (51-7041)	Chefs & Head Cooks (35-1011)
Occupation	Typical Education Requirement	Bachelor's degree	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	54	52	52	52
	Median Hourly Wage	\$25.00	\$11.75	\$13.80	\$28.85
% Offered Selected Benefits	Health Insurance	100.0	60.0	60.0	100.0
	Retirement	49.9	100.0	40.0	0.0
	Paid Leave	100.0	100.0	70.0	100.0
Wait Time for Benefits	Yes	69.2	100.0	60.0	100.0
	No	0.0	0.0	10.0	0.0
	Unknown	30.8	0.0	30.0	0.0
Skills Selected as "Important" (%)	Service Orientation	48.3	0.0	70.0	100.0
	Critical Thinking	69.2	60.0	80.0	0.0
	Reading Comprehension	100.0	60.0	50.0	0.0
	Technology Design	69.2	40.0	90.0	0.0
	Operation & Control	40.2	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	39.3	30.0	50.0	25.0
	Unsatisfied	0.0	20.0	10.0	0.0
	Neutral	0.0	0.0	10.0	0.0
	Other	60.7	50.0	30.0	75.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36+	100.0	100.0	100.0	0.0
Work Status	Full-Time	100.0	100.0	100.0	100.0
	Part-Time	0.0	0.0	0.0	0.0
	Temporary	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	60.2	0.0	0.0	0.0
	Men	39.8	100.0	90.0	75.0
	Nonresidents ^b	0.0	0.0	10.0	25.0
Age	16-19	0.0	10.0	20.0	0.0
	20-24	10.4	50.0	20.0	0.0
	25-34	20.7	30.0	20.0	50.0
	35-44	16.7	10.0	20.0	0.0
	45-54	39.3	0.0	0.0	25.0
	55-64	12.8	0.0	10.0	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	10.0	25.0
Turnover	% Working 1 Quarter After Hire	100.0	100.0	80.0	100.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Total, All Industries					
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
		Occupation & SOC ^a Code			
Occupation		Travel Agents (41-3041)	Financial Managers (11-3031)	Maintenance Workers, Machinery (49-9043)	Executive Secretaries & Admin. Assistants (43-6011)
	Typical Education Requirement	High school diploma or equivalent	Bachelor's degree	High school diploma or equivalent	High school diploma or equivalent
	N	52	51	51	51
	Median Hourly Wage	\$19.23	\$57.80	\$13.00	\$26.92
% Offered Selected Benefits	Health Insurance	100.0	86.6	23.9	62.5
	Retirement	100.0	86.6	0.0	0.0
	Paid Leave	100.0	86.6	23.9	74.8
Wait Time for Benefits	Yes	100.0	33.8	23.9	72.7
	No	0.0	52.8	0.0	0.0
	Unknown	0.0	13.4	76.1	27.3
Skills Selected as "Important" (%)	Service Orientation	100.0	85.2	76.1	78.1
	Critical Thinking	100.0	100.0	100.0	59.4
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	0.0	27.1	76.1	59.4
	Operation & Control	0.0	74.1	76.1	0.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	50.0	48.7	38.1	29.4
	Unsatisfied	0.0	10.2	0.0	10.2
	Neutral	0.0	0.0	0.0	12.4
	Other	50.0	41.1	61.9	47.9
Average Weekly Hours Worked	20 or Less	0.0	13.4	0.0	12.0
	21-35	0.0	0.0	0.0	14.5
	36+	100.0	86.6	100.0	73.4
Work Status	Full-Time	100.0	71.7	100.0	74.8
	Part-Time	0.0	13.4	0.0	25.2
	Temporary	0.0	14.8	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	50.0	20.1	0.0	33.7
	Men	50.0	70.0	100.0	52.8
	Nonresidents ^b	0.0	9.9	0.0	13.5
Age	16-19	0.0	0.0	38.1	0.0
	20-24	25.0	0.0	8.0	0.0
	25-34	25.0	0.0	38.1	22.3
	35-44	25.0	62.5	15.9	27.1
	45-54	25.0	4.9	0.0	0.0
	55-64	0.0	22.6	0.0	26.1
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	9.9	0.0	24.5
Turnover	% Working 1 Quarter After Hire	100.0	100.0	92.0	89.8

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Occupation		Occupation & SOC ^a Code			
		Human Resources Specialists (13-1071)	First-Line Supervisors/Mgrs. of Landscaping (37-1012)	Mechanical Door Repairers (49-9011)	Occupational Therapists (29-1122)
Typical Education Requirement		Bachelor's degree	High school diploma or equivalent	High school diploma or equivalent	Master's degree
N		50	50	49	49
Median Hourly Wage		\$23.08	\$20.00	\$17.25	\$15.00
% Offered Selected Benefits	Health Insurance	40.2	22.6	0.0	100.0
	Retirement	45.7	22.6	0.0	47.1
	Paid Leave	71.3	22.6	49.4	47.1
Wait Time for Benefits	Yes	56.8	22.6	49.4	0.0
	No	14.5	0.0	0.0	67.9
	Unknown	28.7	77.4	50.6	32.1
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	47.1
	Critical Thinking	100.0	100.0	100.0	47.1
	Reading Comprehension	100.0	22.6	60.7	47.1
	Technology Design	59.8	100.0	49.4	15.0
	Operation & Control	59.8	100.0	100.0	47.1
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	52.9	37.1	11.3	32.1
	Unsatisfied	0.0	0.0	49.4	0.0
	Neutral	25.6	0.0	0.0	0.0
	Other	21.5	62.9	39.3	67.9
Average Weekly Hours Worked	20 or Less	0.0	77.4	0.0	0.0
	21-35	0.0	0.0	49.4	32.1
	36+	100.0	22.6	50.6	67.9
Work Status	Full-Time	100.0	22.6	88.7	100.0
	Part-Time	0.0	0.0	0.0	0.0
	Temporary	0.0	77.4	11.3	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	52.9	25.8	0.0	100.0
	Men	47.1	74.2	100.0	0.0
	Nonresidents ^b	0.0	0.0	0.0	0.0
Age	16-19	0.0	0.0	0.0	0.0
	20-24	7.2	25.8	39.3	26.4
	25-34	21.7	0.0	0.0	41.4
	35-44	71.1	11.3	11.3	32.1
	45-54	0.0	62.9	49.4	0.0
	55-64	0.0	0.0	0.0	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Turnover	% Working 1 Quarter After Hire	74.4	100.0	11.3	100.0

*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.