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

		Occupation and SOC Code			
				Customer	
		Total All		Service	Insurance
		Occupations	Tellers (43-	Representatives	Sales Agents
	Job Characteristics	(00-0000)	3071)	(43-4051)	(41-3021)
	Typical Education <sup>a</sup>	N/A	High School	High School	High School
			Diploma or	Diploma or Less	Diploma or
			Less		Less
	N	1,322	416	164	139
	Average Hourly Wage (\$)	\$12.70	\$10.82	\$12.00	\$16.83
	% Paid Piece Rate	2.2	0.0	0.0	9.3
% Offered	Health Insurance	72.0	85.3	72.5	39.5
Selected	Retirement	70.0	85.3	62.7	32.6
Benefits	Paid Leave	78.5	88.4	72.5	48.8
Skills Selected	Service Orientation	94.1	97.7	100.0	90.7
as	Critical Thinking	88.8	86.0	98.0	97.7
"Important" (%)	Reading Comprehension	93.7	88.4	100.0	100.0
	Technology Design	44.9	45.0	54.9	37.2
	Operation and Control	49.3	49.6	56.9	32.6
Employer's	Satisfied	43.2	44.2	43.1	30.2
Satisfaction	Not Satisfied	3.2	1.6	7.8	4.7
with New	Neither	5.9	3.1	7.8	4.7
Hires' Skills	Other	47.8	51.2	41.2	60.5
Average	20 or Less	1.7	0.9	2.4	5.3
<b>Weekly Hours</b>	21-35	13.4	20.4	17.1	18.4
Worked	36 or More	84.9	78.8	80.5	76.3
	Female	71.0	80.6	82.4	51.2
Gender	Male	23.7	11.6	13.7	39.5
	Nonresident	5.4	7.8	3.9	9.3
	19 and Younger	2.7	7.0	0.0	2.3
	20-24	21.2	31.0	25.5	7.0
	25-34	28.0	27.9	33.3	34.9
Age Group	35-44	16.8	10.1	15.7	14.0
	45-54	16.1	12.4	13.7	18.6
	55-64	9.0	3.1	7.8	14.0
	65 and Older	0.5	0.0	0.0	0.0
	Unknown (Nonresidents)	5.6	8.5	3.9	9.3
Turnover	% Still Working 1 Quarter	91.5	88.4	90.2	93.0
Idillovei	After Hire				

<sup>\*</sup>Based on 8-quarter estimaes, 2012Q3-2014Q2. N/D = Not dicloseable due to confidentiality.

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

### **Occupation and SOC Code**

	Occupation and 30c code				
			Loan		
		Office Clerks,	Interviewers &	Financial	New Accounts
		General (43-	Clerks (43-	Managers (11-	Clerks (43-
	Job Characteristics	9061)	4131)	3031)	4141)
	Typical Education <sup>a</sup>	High School	High School	Bachelors	High School
		Diploma or	Diploma or		Diploma or
		Less	Less		Less
	N	113	48	45	45
	Average Hourly Wage (\$)	\$13.40	\$14.50	\$24.04	\$14.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	34.3	93.3	100.0	92.9
Selected	Retirement	45.7	86.7	92.9	57.1
Benefits	Paid Leave	65.7	93.3	92.9	92.9
Skills Selected	Service Orientation	85.7	86.7	100.0	100.0
as	Critical Thinking	80.0	93.3	100.0	71.4
"Important"	Reading Comprehension	91.4	93.3	100.0	78.6
(%)	Technology Design	28.6	66.7	78.6	21.4
(70)	<b>Operation and Control</b>	40.0	60.0	100.0	35.7
Employer's	Satisfied	42.9	60.0	42.9	50.0
Satisfaction	Not Satisfied	5.7	0.0	0.0	0.0
with New	Neither	5.7	13.3	14.3	7.1
Hires' Skills	Other	45.7	26.7	42.9	42.9
Average	20 or Less	0.0	0.0	0.0	0.0
<b>Weekly Hours</b>	21-35	6.1	13.3	0.0	7.1
Worked	36 or More	93.9	86.7	100.0	92.9
	Female	88.6	93.3	57.1	78.6
Gender	Male	8.6	6.7	35.7	14.3
	Nonresident	2.9	0.0	7.1	7.1
	19 and Younger	0.0	0.0	0.0	7.1
	20-24	25.7	13.3	21.4	28.6
	25-34	22.9	6.7	21.4	21.4
Age Group	35-44	14.3	26.7	7.1	21.4
Age Gloup	45-54	20.0	40.0	28.6	7.1
	55-64	14.3	13.3	7.1	7.1
	65 and Older	0.0	0.0	7.1	0.0
	Unknown (Nonresidents)	2.9	0.0	7.1	7.1
Turnover	% Still Working 1 Quarter	94.3	93.3	92.9	78.6
Turriover	After Hire				

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

<sup>\*</sup>Based on 8-quarter estimaes, 2012Q3-2014Q2. N/D = Not dicloseable due to confidentiality.

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

### **Occupation and SOC Code**

Title   Examiners, Abstractors, & Sarchers (23-   (43-1011)   (4		Occupation and 30c code				
N						
No				Title	First-Line	
No				Examiners,	Supervisors/M	Receptionists
Job Characteristics   (13-2072)   2093)   (43-1011)   4171   4171     Typical Education   High School Diploma or Less   Less Less   L				Abstractors, &	anagers of	& Information
Typical Education			Loan Officers	Searchers (23-	Office & Admi	Clerks (43-
Diploma or Less   N/D   N/		Job Characteristics	(13-2072)	2093)	(43-1011)	4171)
Less		Typical Education <sup>a</sup>	High School	High School	High School	High School
N		•	Diploma or	Diploma or	Diploma or	Diploma or
Average Hourly Wage (\$)   \$28.90   \$18.27   \$16.60   \$13.50     % Paid Piece Rate   0.0   0.0   0.0   0.0     % Offered Health Insurance   100.0   84.6   66.7   33.3     Selected Retirement   100.0   76.9   66.7   33.3     Benefits Paid Leave   100.0   84.6   66.7   33.3     Skills Selected as   Critical Thinking   100.0   100.0   88.9   77.8     Critical Thinking   100.0   100.0   88.9   88.9     Technology Design   15.4   30.8   22.2   33.3     Operation and Control   15.4   30.8   24.4   55.6     Employer's   Satisfied   61.5   30.8   44.4   33.3     Satisfaction   Not Satisfied   0.0   0.0   0.0   0.0     with New   Neither   0.0   0.0   0.0   0.0     with New   Neither   38.5   69.2   55.6   55.6     Average   20 or Less   0.0   0.0   0.0   0.0     Weekly Hours   21-35   0.0   0.0   0.0   0.0     Worked   36 or More   100.0   100.0   100.0   100.0     Female   23.1   61.5   66.7   88.9     Male   76.9   30.8   33.3   11.1     Nonresident   0.0   0.0   0.0   0.0     20-24   7.7   0.0   22.2   33.3     25-34   15.4   15.4   11.1   22.2     Age Group   45-54   30.8   15.4   11.1   0.0			Less	Less	Less	Less
% Paid Piece Rate         0.0         0.0         0.0           % Offered Selected Retirement         Health Insurance         100.0         84.6         66.7         33.3           Selected Benefits         Retirement         100.0         76.9         66.7         33.3           Skills Selected as "Important"         Service Orientation         100.0         100.0         88.9         77.8           Critical Thinking         100.0         100.0         88.9         66.7         88.9           "Important"         Reading Comprehension         100.0         100.0         88.9         88.9           Technology Design         15.4         30.8         22.2         33.3           Satisfied         61.5         30.8         44.4         55.6           Employer's         Satisfied         61.5         30.8         44.4         33.3           Satisfaction With New Neither         Not Satisfied         0.0         0.0         0.0         0.0           With New Neither         0.0         0.0         0.0         0.0         11.1           Hires' Skills         Other         38.5         69.2         55.6         55.6           Average         20 or Less         0.0		N	42	42	N/D	N/D
% Offered Selected Selected Retirement         Health Insurance         100.0         84.6         66.7         33.3           Benefits         Paid Leave         100.0         84.6         66.7         33.3           Skills Selected as "Important" (%)         Service Orientation Critical Thinking         100.0         100.0         88.9         77.8           Important" (%)         Reading Comprehension Technology Design Operation and Control         15.4         30.8         22.2         33.3           Operation and Control         15.4         30.8         44.4         55.6           Employer's Satisfied         61.5         30.8         44.4         33.3           Satisfaction With New Neither         0.0         0.0         0.0         0.0         0.0           Weekly Hours Worked         20 or Less         0.0         0.0         0.0         0.0         0.0           Worked         36 or More         100.0         100.0         100.0         100.0         100.0           Male         76.9         30.8         33.3         11.1         Nonresident         0.0         0.0         0.0           Male         76.9         30.8         33.3         11.1         1.1         1.1         1.1 <t< th=""><th></th><th>Average Hourly Wage (\$)</th><th>\$28.90</th><th>\$18.27</th><th>\$16.60</th><th>\$13.50</th></t<>		Average Hourly Wage (\$)	\$28.90	\$18.27	\$16.60	\$13.50
Selected Benefits         Retirement         100.0         76.9         66.7         33.3           Benefits         Paid Leave         100.0         84.6         66.7         33.3           Skills Selected as "Important" (%)         Service Orientation Critical Thinking         100.0         100.0         88.9         77.8           Important" (%)         Reading Comprehension         100.0         100.0         88.9         88.9           Technology Design Operation and Control         15.4         30.8         22.2         33.3           Operation and Control         15.4         30.8         44.4         55.6           Employer's Satisfied         61.5         30.8         44.4         33.3           Satisfaction With New Neither         0.0         0.0         0.0         0.0           Weekly Hours Weekly Hours Worked         20 or Less         0.0         0.0         0.0         0.0           Worked         36 or More         100.0         100.0         100.0         100.0         100.0           Worked         36 or More         100.0         7.7         0.0         0.0         0.0           Male Name         76.9         30.8         33.3         11.1         11.1         11.1 <th></th> <th>% Paid Piece Rate</th> <th>0.0</th> <th>0.0</th> <th>0.0</th> <th>0.0</th>		% Paid Piece Rate	0.0	0.0	0.0	0.0
Benefits   Paid Leave   100.0   84.6   66.7   33.3	% Offered	Health Insurance	100.0	84.6	66.7	33.3
Skills Selected as "Important" (%)         Service Orientation Critical Thinking         100.0         100.0         88.9         77.8           "Important" (%)         Reading Comprehension Technology Design Operation and Control         15.4         30.8         22.2         33.3           Operation and Control         15.4         30.8         44.4         55.6           Employer's Satisfied         61.5         30.8         44.4         33.3           Satisfaction Not Satisfied         0.0         0.0         0.0         0.0         0.0           with New Neither         0.0         0.0         0.0         0.0         11.1           Hires' Skills         Other         38.5         69.2         55.6         55.6           Average         20 or Less         0.0         0.0         0.0         0.0           Weekly Hours         21-35         0.0         0.0         0.0         0.0           Worked         36 or More         100.0         100.0         100.0         100.0           Benale         23.1         61.5         66.7         88.9           Gender         Male         76.9         30.8         33.3         11.1           Nonresident         0.0	Selected	Retirement	100.0	76.9	66.7	33.3
Skills Selected as "Important" (%)         Critical Thinking         100.0         100.0         88.9         66.7           "Important" (%)         Reading Comprehension         100.0         100.0         88.9         88.9           Technology Design Operation and Control         15.4         30.8         22.2         33.3           Operation and Control         15.4         30.8         44.4         55.6           Employer's Satisfied         61.5         30.8         44.4         33.3           Satisfaction With New Neither         0.0         0.0         0.0         0.0         0.0           With New Neither         0.0         0.0         0.0         0.0         11.1         11.1           Hires' Skills Other         38.5         69.2         55.6         55.6         55.6           Average 20 or Less         0.0         0.0         0.0         0.0         0.0           Weekly Hours Worked         36 or More         100.0         100.0         100.0         100.0         100.0           Gender Male Male Male Male Male Male Male Male	Benefits	Paid Leave	100.0	84.6	66.7	33.3
Critical Thinking   100.0   100.0   88.9   66.7     Reading Comprehension   100.0   100.0   88.9   88.9     Technology Design   15.4   30.8   22.2   33.3     Operation and Control   15.4   30.8   44.4   55.6     Employer's   Satisfied   61.5   30.8   44.4   33.3     Satisfaction   Not Satisfied   0.0   0.0   0.0   0.0     with New   Neither   0.0   0.0   0.0   0.0     Hires' Skills   Other   38.5   69.2   55.6   55.6      Average   20 or Less   0.0   0.0   0.0   0.0     Weekly Hours   21-35   0.0   0.0   0.0   0.0     Worked   36 or More   100.0   100.0   100.0   100.0      Female   23.1   61.5   66.7   88.9     Gender   Male   76.9   30.8   33.3   11.1     Nonresident   0.0   7.7   0.0   0.0     20-24   7.7   0.0   22.2   33.3     25-34   15.4   15.4   11.1   22.2     35-44   23.1   46.2   55.6   33.3     45-54   30.8   15.4   11.1   0.0	Chille Colombod	Service Orientation	100.0	100.0	88.9	77.8
Technology Design	as "Important"	Critical Thinking	100.0	100.0	88.9	66.7
Technology Design   15.4   30.8   22.2   33.3     Operation and Control   15.4   30.8   44.4   55.6     Employer's   Satisfied   61.5   30.8   44.4   33.3     Satisfaction   Not Satisfied   0.0   0.0   0.0   0.0     with New   Neither   0.0   0.0   0.0   0.0     Hires' Skills   Other   38.5   69.2   55.6   55.6     Average   20 or Less   0.0   0.0   0.0   0.0     Weekly Hours   21-35   0.0   0.0   0.0   0.0     Worked   36 or More   100.0   100.0   100.0   100.0     Female   23.1   61.5   66.7   88.9     Gender   Male   76.9   30.8   33.3   11.1     Nonresident   0.0   7.7   0.0   0.0     19 and Younger   0.0   0.0   0.0   0.0     20-24   7.7   0.0   22.2   33.3     25-34   15.4   15.4   11.1   22.2     Age Group   45-54   30.8   15.4   11.1   0.0		<b>Reading Comprehension</b>	100.0	100.0	88.9	88.9
Satisfied   Satisfied   Satisfied   Satisfied   Satisfaction   Not Satisfied   Satisfaction   Not Satisfied   Satisfaction   Not Satisfied   Satisfaction   Not Satisfied   Satisfaction   Satisfaction   Satisfied   Satisfaction   Satisf		Technology Design	15.4	30.8	22.2	33.3
Satisfaction with New Neither         Not Satisfied         0.0         0.0         0.0         0.0         0.0         0.0         11.1		Operation and Control	15.4	30.8	44.4	55.6
with New Hires' Skills         Neither         0.0         0.0         0.0         11.1           Average Average         20 or Less         0.0         0.0         0.0         0.0         0.0           Weekly Hours Worked         21-35         0.0         0.0         0.0         0.0         0.0           Worked         36 or More         100.0         100.0         100.0         100.0         100.0           Female         23.1         61.5         66.7         88.9           Gender         Male         76.9         30.8         33.3         11.1           Nonresident         0.0         7.7         0.0         0.0           20-24         7.7         0.0         22.2         33.3           25-34         15.4         15.4         11.1         22.2           Age Group         45-54         30.8         15.4         11.1         0.0	Employer's	Satisfied	61.5	30.8	44.4	33.3
Hires' Skills         Other         38.5         69.2         55.6         55.6           Average         20 or Less         0.0         0.0         0.0         0.0           Weekly Hours         21-35         0.0         0.0         0.0         0.0           Worked         36 or More         100.0         100.0         100.0         100.0           Female         23.1         61.5         66.7         88.9           Gender         Male         76.9         30.8         33.3         11.1           Nonresident         0.0         7.7         0.0         0.0           20-24         7.7         0.0         22.2         33.3           25-34         15.4         15.4         11.1         22.2           35-44         23.1         46.2         55.6         33.3           45-54         30.8         15.4         11.1         0.0	Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
Average Weekly Hours         20 or Less         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         100.0         100.0         100.0         100.0         100.0         100.0         100.0         100.0         11.1         Nonresident         0.0         7.7         0.0	with New	Neither	0.0	0.0	0.0	11.1
Weekly Hours         21-35         0.0         0.0         0.0         0.0         0.0           Worked         36 or More         100.0         100.0         100.0         100.0         100.0           Female         23.1         61.5         66.7         88.9           Gender         Male         76.9         30.8         33.3         11.1           Nonresident         0.0         7.7         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0           20-24         7.7         0.0         22.2         33.3           25-34         15.4         15.4         11.1         22.2           Age Group         45-54         30.8         15.4         11.1         0.0	Hires' Skills	Other	38.5	69.2	55.6	55.6
Worked         36 or More         100.0         100.0         100.0         100.0           Female         23.1         61.5         66.7         88.9           Gender         Male         76.9         30.8         33.3         11.1           Nonresident         0.0         7.7         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0           20-24         7.7         0.0         22.2         33.3           25-34         15.4         15.4         11.1         22.2           35-44         23.1         46.2         55.6         33.3           45-54         30.8         15.4         11.1         0.0	Average	20 or Less	0.0	0.0	0.0	0.0
Gender         Female         23.1         61.5         66.7         88.9           Male         76.9         30.8         33.3         11.1           Nonresident         0.0         7.7         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0           20-24         7.7         0.0         22.2         33.3           25-34         15.4         15.4         11.1         22.2           35-44         23.1         46.2         55.6         33.3           45-54         30.8         15.4         11.1         0.0	<b>Weekly Hours</b>	21-35	0.0	0.0	0.0	0.0
Gender         Male         76.9         30.8         33.3         11.1           Nonresident         0.0         7.7         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0           20-24         7.7         0.0         22.2         33.3           25-34         15.4         15.4         11.1         22.2           35-44         23.1         46.2         55.6         33.3           45-54         30.8         15.4         11.1         0.0	Worked	36 or More	100.0	100.0	100.0	100.0
Nonresident         0.0         7.7         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0           20-24         7.7         0.0         22.2         33.3           25-34         15.4         15.4         11.1         22.2           35-44         23.1         46.2         55.6         33.3           45-54         30.8         15.4         11.1         0.0		Female	23.1	61.5	66.7	88.9
19 and Younger     0.0     0.0     0.0     0.0       20-24     7.7     0.0     22.2     33.3       25-34     15.4     15.4     11.1     22.2       35-44     23.1     46.2     55.6     33.3       45-54     30.8     15.4     11.1     0.0	Gender	Male	76.9	30.8	33.3	11.1
20-24     7.7     0.0     22.2     33.3       25-34     15.4     15.4     11.1     22.2       35-44     23.1     46.2     55.6     33.3       45-54     30.8     15.4     11.1     0.0		Nonresident	0.0	7.7	0.0	0.0
Age Group     25-34 35-44 45-54     15.4 23.1 30.8     15.4 46.2 15.4 15.4     11.1 15.6 33.3 15.4       15.4 15.4 15.4     11.1 15.4 15.4 15.4     11.1 15.4 15.6 15.6 15.6 15.6		19 and Younger	0.0	0.0	0.0	0.0
Age Group     35-44 45-54     23.1 30.8     46.2 15.4     55.6 11.1     33.3 0.0		20-24	7.7	0.0	22.2	33.3
Age Group     45-54     30.8     15.4     11.1     0.0		25-34	15.4	15.4	11.1	22.2
<b>45-54</b> 30.8 15.4 11.1 0.0	Ago Croup	35-44	23.1	46.2	55.6	33.3
EE 64 22.1 15.4 0.0 11.1	Age Group	45-54	30.8	15.4	11.1	0.0
<b>23.1 15.4 0.0 11.1</b>		55-64	23.1	15.4	0.0	11.1
<b>65 and Older</b> 0.0 0.0 0.0 0.0		65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)         0.0         7.7         0.0         0.0		Unknown (Nonresidents)	0.0	7.7	0.0	0.0
% Still Working 1 Quarter 76.9 100.0 100.0 100.0	_	% Still Working 1 Quarter	76.9	100.0	100.0	100.0
Turnover After Hire	Turnover	After Hire				

<sup>\*</sup>Based on 8-quarter estimaes, 2012Q3-2014Q2. N/D = Not dicloseable due to confidentiality.

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

### **Occupation and SOC Code**

	Occupation and 30c code				
		Secretaries,		Claims	Network &
		Except Legal,		Adjusters,	Computer
		Medical, &	Accountants &	Examiners, &	Systems
		Executive (43-	Auditors (13-	Investigators	Admini (15-
	Job Characteristics	6014)	2011)	(13-1031)	1142)
	Typical Education <sup>a</sup>	High School	Bachelors	High School	Bachelors
		Diploma or		Diploma or	
		Less		Less	
	N	N/D	N/D	N/D	N/D
	Average Hourly Wage (\$)	\$13.00	\$26.92		\$22.84
	% Paid Piece Rate	0.0	0.0	100.0	0.0
% Offered	Health Insurance	75.0	100.0	0.0	100.0
Selected	Retirement	75.0	100.0	100.0	0.0
Benefits	Paid Leave	87.5	100.0	0.0	100.0
Skills Selected	Service Orientation	75.0	66.7	100.0	100.0
as "Important" (%)	Critical Thinking	50.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
	Technology Design	37.5	33.3	80.0	100.0
	<b>Operation and Control</b>	37.5	33.3	0.0	100.0
Employer's	Satisfied	25.0	50.0	40.0	0.0
Satisfaction	Not Satisfied	12.5	0.0	20.0	25.0
with New	Neither	12.5	16.7	0.0	0.0
Hires' Skills	Other	50.0	33.3	40.0	75.0
Average	20 or Less	0.0	0.0	0.0	0.0
<b>Weekly Hours</b>	21-35	28.6	16.7	100.0	0.0
Worked	36 or More	71.4	83.3	0.0	100.0
	Female	75.0	50.0	0.0	75.0
Gender	Male	25.0	50.0	100.0	25.0
	Nonresident	0.0	0.0	0.0	0.0
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	12.5	33.3	0.0	0.0
	25-34	37.5	50.0	40.0	25.0
Age Group	35-44	37.5	0.0	40.0	25.0
Age Gloup	45-54	12.5	16.7	0.0	0.0
	55-64	0.0	0.0	0.0	50.0
	65 and Older	0.0	0.0	20.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnovor	% Still Working 1 Quarter	87.5	100.0	100.0	100.0
Turnover	After Hire				

<sup>\*</sup>Based on 8-quarter estimaes, 2012Q3-2014Q2. N/D = Not dicloseable due to confidentiality.

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

**Occupation and SOC Code** 

Name		Occupation and SOC Code				
No.   No.						
Retail   Salespersons   Salesperso				Securities,		
N				Commodities,	General &	
Typical Education			Retail	& Financial	Operations	Marketing
Typical Education			Salespersons	Services Sa (41-	Managers (11-	Managers (11-
N		<b>Job Characteristics</b>	(41-2031)	3031)	1021)	2021)
N		Typical Education <sup>a</sup>	High School	Bachelors	Bachelors	Bachelors
N		••	Diploma or			
Average Hourly Wage (\$)   \$11.00   \$17.00   \$41.65   \$60.10     % Paid Piece Rate   0.0   0.0   0.0   0.0     % Offered Selected Retirement   75.0   100.0   100.0   100.0     Benefits Paid Leave   75.0   100.0   100.0   100.0     Skills Selected as			Less			
% Offered Selected Selected Benefits         Health Insurance         0.0         100.0		N	N/D	N/D	N/D	N/D
Woffered   Health Insurance   0.0   100.0		Average Hourly Wage (\$)	\$11.00	\$17.00	\$41.65	\$60.10
Selected   Retirement   75.0   100.0		% Paid Piece Rate	0.0	0.0	0.0	0.0
Skills Selected as	% Offered	Health Insurance	0.0	100.0	100.0	100.0
Skills Selected as   Gritical Thinking   100.0   100	Selected	Retirement	75.0	100.0	100.0	100.0
Skills Selected as "Important" (%)         Critical Thinking Reading Comprehension         100.0         33.3         100.0         100.0         100.0         33.3         100.0         100.0         33.3         100.0         100.0         33.3         33.	Benefits	Paid Leave	75.0	100.0	100.0	100.0
Turnover   Still Working 1 Quarter   100.0	Chille Colocted	Service Orientation	100.0	100.0	100.0	100.0
"Important" (%)         Reading Comprehension Technology Design         100.0         33.3         100.0         33.3		Critical Thinking	100.0	100.0	100.0	100.0
Technology Design   75.0   0.0   33.3   100.0		<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
Departion and Control   100.0   100.0   66.7   100.0	•	Technology Design	75.0	0.0	33.3	100.0
Satisfaction with New Neither         Not Satisfied         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         0.0         33.3         33.3         Average         20 or Less         0.0	(%)	<b>Operation and Control</b>	100.0	100.0	66.7	100.0
with New Hires' Skills         Neither         0.0         0.0         0.0         33.3           Average         20 or Less         0.0         0.0         0.0         0.0         0.0           Weekly Hours         21-35         25.0         0.0         0.0         0.0         0.0           Worked         36 or More         75.0         100.0         100.0         100.0         100.0           Female         25.0         100.0         33.3         33.3         33.3           Gender         Male         50.0         0.0         66.7         66.7           Nonresident         25.0         0.0         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0           20-24         0.0         25.0         0.0         0.0           25-34         25.0         25.0         66.7         33.3           35-44         0.0         25.0         33.3         0.0           45-54         25.0         25.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         0.0         0.0           55-64         0.0         0.0	Employer's	Satisfied	25.0	0.0	100.0	33.3
Hires' Skills         Other         75.0         100.0         0.0         33.3           Average         20 or Less         0.0         0.0         0.0         0.0           Weekly Hours         21-35         25.0         0.0         0.0         0.0         0.0           Worked         36 or More         75.0         100.0         100.0         100.0         100.0           Female         25.0         100.0         33.3         33.3         33.3           Gender         Male         50.0         0.0         66.7         66.7           Nonresident         25.0         0.0         0.0         0.0         0.0           20-24         0.0         25.0         0.0         0.0         0.0           25-34         25.0         25.0         66.7         33.3           35-44         0.0         25.0         33.3         0.0           45-54         25.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         0.0         0.0           55-64         0.0         0.0         0.0         0.0         0.0           65 and Older         0.0         0.0	Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
Average Weekly Hours         20 or Less         0.0         0.0         0.0         0.0           Worked         36 or More         75.0         100.0         100.0         100.0           Female         25.0         100.0         33.3         33.3           Gender         Male         50.0         0.0         66.7         66.7           Nonresident         25.0         0.0         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0           20-24         0.0         25.0         0.0         0.0           25-34         25.0         25.0         66.7         33.3           35-44         0.0         25.0         33.3         0.0           45-54         25.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         0.0         0.0           Turnover         % Still Working 1 Quarter         100.0         100.0         100.0         100.0	with New	Neither	0.0	0.0	0.0	33.3
Weekly Hours         21-35         25.0         0.0         0.0         0.0           Worked         36 or More         75.0         100.0         100.0         100.0           Gender         Female         25.0         100.0         33.3         33.3           Gender         Male         50.0         0.0         0.0         66.7         66.7           Nonresident         25.0         0.0         0.0         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0         0.0           20-24         0.0         25.0         0.0         0.0         0.0           25-34         25.0         25.0         66.7         33.3         0.0           45-54         25.0         0.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         0.0         0.0           Unknown (Nonresidents)         25.0         0.0         0.0         0.0         0.0           **Still Working 1 Quarter**         100.0         100.0         100.0         100.0	Hires' Skills	Other	75.0	100.0	0.0	33.3
Worked         36 or More         75.0         100.0         100.0         100.0           Gender         Female         25.0         100.0         33.3         33.3           Gender         Male         50.0         0.0         66.7         66.7           Nonresident         25.0         0.0         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0           20-24         0.0         25.0         0.0         0.0           25-34         25.0         25.0         66.7         33.3           35-44         0.0         25.0         33.3         0.0           45-54         25.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         0.0         66.7           65 and Older         0.0         0.0         0.0         0.0         0.0           Unknown (Nonresidents)         25.0         0.0         0.0         0.0         0.0           Turnover         % Still Working 1 Quarter         100.0         100.0         100.0         100.0	Average	20 or Less	0.0	0.0	0.0	0.0
Gender         Female         25.0         100.0         33.3         33.3           Male         50.0         0.0         66.7         66.7           Nonresident         25.0         0.0         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0           20-24         0.0         25.0         0.0         0.0           25-34         25.0         25.0         66.7         33.3           35-44         0.0         25.0         33.3         0.0           45-54         25.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         0.0         66.7           65 and Older         0.0         0.0         0.0         0.0         0.0         0.0           Unknown (Nonresidents)         25.0         0.0         0.0         0.0         0.0         0.0	<b>Weekly Hours</b>	21-35	25.0	0.0	0.0	0.0
Gender         Male         50.0         0.0         66.7         66.7           Nonresident         25.0         0.0         0.0         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0         0.0           20-24         0.0         25.0         0.0         0.0         0.0           25-34         25.0         25.0         66.7         33.3         0.0           35-44         0.0         25.0         33.3         0.0         0.0           45-54         25.0         0.0         0.0         0.0         66.7           55-64         25.0         25.0         0.0         0.0         0.0           Unknown (Nonresidents)         25.0         0.0         0.0         0.0         0.0           Turnover         % Still Working 1 Quarter         100.0         100.0         100.0         100.0         100.0	Worked	36 or More	75.0	100.0	100.0	100.0
Nonresident         25.0         0.0         0.0         0.0           19 and Younger         0.0         0.0         0.0         0.0           20-24         0.0         25.0         0.0         0.0           25-34         25.0         25.0         66.7         33.3           35-44         0.0         25.0         33.3         0.0           45-54         25.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         66.7           65 and Older         0.0         0.0         0.0         0.0           Unknown (Nonresidents)         25.0         0.0         0.0         0.0           Turnover         % Still Working 1 Quarter         100.0         100.0         100.0         100.0		Female	25.0	100.0	33.3	33.3
Age Group         19 and Younger         0.0         0.0         0.0         0.0           Age Group         25-34         25.0         25.0         66.7         33.3           35-44         0.0         25.0         33.3         0.0           45-54         25.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         0.0         66.7           65 and Older         0.0         0.0         0.0         0.0         0.0           Unknown (Nonresidents)         25.0         0.0         0.0         0.0         0.0           Turnover         % Still Working 1 Quarter         100.0         100.0         100.0         100.0	Gender	Male	50.0	0.0	66.7	66.7
Age Group         20-24         0.0         25.0         0.0         0.0           45-54         25.0         25.0         33.3         0.0           45-54         25.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         0.0         66.7           65 and Older         0.0         0.0         0.0         0.0         0.0           Unknown (Nonresidents)         25.0         0.0         0.0         0.0         0.0           * Still Working 1 Quarter         100.0         100.0         100.0         100.0		Nonresident	25.0	0.0	0.0	0.0
Age Group         25-34         25.0         25.0         66.7         33.3           45-54         0.0         25.0         33.3         0.0           45-54         25.0         0.0         0.0         0.0           55-64         25.0         25.0         0.0         0.0         66.7           65 and Older         0.0         0.0         0.0         0.0         0.0           Unknown (Nonresidents)         25.0         0.0         0.0         0.0         0.0           *Still Working 1 Quarter         100.0         100.0         100.0         100.0         100.0		19 and Younger	0.0	0.0	0.0	0.0
Age Group       35-44 45-54 55-64       0.0 25.0 25.0 25.0       25.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0		20-24	0.0	25.0	0.0	0.0
Age Group       45-54       25.0       0.0       0.0       0.0         55-64       25.0       25.0       0.0       66.7         65 and Older       0.0       0.0       0.0       0.0         Unknown (Nonresidents)       25.0       0.0       0.0       0.0         * Still Working 1 Quarter       100.0       100.0       100.0       100.0		25-34	25.0	25.0	66.7	33.3
45-54       25.0       0.0       0.0       0.0         55-64       25.0       25.0       0.0       66.7         65 and Older       0.0       0.0       0.0       0.0         Unknown (Nonresidents)       25.0       0.0       0.0       0.0         * Still Working 1 Quarter       100.0       100.0       100.0       100.0	Ago Group	35-44	0.0	25.0	33.3	0.0
65 and Older     0.0     0.0     0.0     0.0       Unknown (Nonresidents)     25.0     0.0     0.0     0.0       ** Still Working 1 Quarter     100.0     100.0     100.0     100.0	Age Group	45-54	25.0	0.0	0.0	0.0
Unknown (Nonresidents)         25.0         0.0         0.0         0.0           Turnover         % Still Working 1 Quarter         100.0         100.0         100.0         100.0		55-64	25.0	25.0	0.0	66.7
** Still Working 1 Quarter 100.0 100.0 100.0 100.0		65 and Older	0.0	0.0	0.0	0.0
lurnover		<b>Unknown (Nonresidents)</b>	25.0	0.0	0.0	0.0
After Hire	T. 144 0	% Still Working 1 Quarter	100.0	100.0	100.0	100.0
	Turnover	After Hire				

<sup>\*</sup>Based on 8-quarter estimaes, 2012Q3-2014Q2. N/D = Not dicloseable due to confidentiality.

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

### **Occupation and SOC Code**

					Computer &
		Human	Computer User		Information
		Resources	Support	Chief	Systems
		Specialists (13-	Specialists (15-	Executives (11-	Managers (11-
	Job Characteristics	1071)	1151)	1011)	3021)
	Typical Education <sup>a</sup>	Bachelors	Some College,	Bachelors	Bachelors
			No Degree		
	N	N/D	N/D	N/D	N/D
	Average Hourly Wage (\$)	\$26.01	\$17.42	\$20.46	\$34.93
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	100.0	0.0	100.0
Selected	Retirement	100.0	100.0	0.0	50.0
Benefits	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	100.0
as "Important"	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
"Important"	Technology Design	100.0	100.0	0.0	100.0
(%)	<b>Operation and Control</b>	0.0	100.0	50.0	100.0
Employer's	Satisfied	0.0	66.7	100.0	100.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
with New	Neither	33.3	0.0	0.0	0.0
Hires' Skills	Other	66.7	33.3	0.0	0.0
Average	20 or Less	0.0	0.0	100.0	0.0
<b>Weekly Hours</b>	21-35	0.0	0.0	0.0	0.0
Worked	36 or More	100.0	100.0	0.0	100.0
	Female	66.7	33.3	50.0	0.0
Gender	Male	33.3	66.7	0.0	100.0
	Nonresident	0.0	0.0	50.0	0.0
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	0.0	0.0
	25-34	66.7	66.7	0.0	50.0
Age Group	35-44	0.0	0.0	0.0	50.0
Age Group	45-54	0.0	0.0	50.0	0.0
	55-64	33.3	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	50.0	0.0
T	% Still Working 1 Quarter	100.0	100.0	50.0	100.0
Turnover	After Hire				
		•			

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

<sup>\*</sup>Based on 8-quarter estimaes, 2012Q3-2014Q2. N/D = Not dicloseable due to confidentiality.

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

### **Occupation and SOC Code**

	Occupation and SOC code				
					Insurance
		First-Line			Claims &
		Supervis./Man		Bookkeeping,	Policy
		agers of Retail		O,	Processing
		Sales Work (41-	Collectors (43-	<b>Auditing Clerks</b>	Clerks (43-
,	Job Characteristics	1011)	3011)	(43-3031)	9041)
	Typical Education <sup>a</sup>	High School	High School	High School	High School
		Diploma or	Diploma or	Diploma or	Diploma or
		Less	Less	Less	Less
	N	N/D	N/D	N/D	N/D
	Average Hourly Wage (\$)		\$15.24	\$16.75	\$13.01
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	50.0	50.0	100.0
Selected	Retirement	0.0	0.0	50.0	100.0
Benefits	Paid Leave	100.0	100.0	50.0	100.0
Skills Selected	Service Orientation	100.0	50.0	50.0	100.0
	Critical Thinking	100.0	50.0	50.0	100.0
as "Important"	<b>Reading Comprehension</b>	100.0	50.0	50.0	100.0
•	Technology Design	100.0	50.0	0.0	0.0
(%)	<b>Operation and Control</b>	100.0	50.0	0.0	0.0
Employer's	Satisfied	50.0	50.0	50.0	50.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
with New	Neither	0.0	0.0	0.0	0.0
Hires' Skills	Other	50.0	50.0	50.0	50.0
Average	20 or Less	0.0	50.0	0.0	0.0
<b>Weekly Hours</b>	21-35	0.0	0.0	0.0	0.0
Worked	36 or More	100.0	50.0	100.0	100.0
	Female	0.0	100.0	100.0	50.0
Gender	Male	100.0	0.0	0.0	50.0
	Nonresident	0.0	0.0	0.0	0.0
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	50.0	0.0	0.0
	25-34	100.0	0.0	0.0	100.0
Age Group	35-44	0.0	0.0	0.0	0.0
Age Group	45-54	0.0	50.0	50.0	0.0
	55-64	0.0	0.0	50.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
<b>T</b>	% Still Working 1 Quarter	100.0	100.0	100.0	100.0
Turnover	After Hire				
		•			

<sup>\*</sup>Based on 8-quarter estimaes, 2012Q3-2014Q2. N/D = Not dicloseable due to confidentiality.

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

#### **Occupation and SOC Code**

	Occupation and SOC Code				
				Personal	Financial
		Managers, All		Financial	Specialists, All
		Other (11-	<b>Credit Analysts</b>	Advisors (13-	Other (13-
	Job Characteristics	9199)	(13-2041)	2052)	2099)
	Typical Education <sup>a</sup>	High School	Bachelors	Bachelors	Bachelors
		Diploma or			
		Less			
	N	N/D	N/D	N/D	N/D
	Average Hourly Wage (\$)	\$43.27	\$21.64		\$18.27
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	100.0	100.0	100.0
Selected	Retirement	0.0	100.0	100.0	100.0
Benefits	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected	Service Orientation	100.0	100.0	100.0	100.0
as "Important"	Critical Thinking	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
•	Technology Design	0.0	100.0	0.0	100.0
(%)	<b>Operation and Control</b>	100.0	0.0	0.0	100.0
Employer's	Satisfied	0.0	100.0	100.0	100.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
with New	Neither	100.0	0.0	0.0	0.0
Hires' Skills	Other	0.0	0.0	0.0	0.0
Average	20 or Less	0.0	0.0	0.0	0.0
<b>Weekly Hours</b>	21-35	0.0	0.0	0.0	0.0
Worked	36 or More	0.0	100.0	0.0	100.0
	Female	0.0	100.0	0.0	100.0
Gender	Male	100.0	0.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
Age Group	35-44	0.0	0.0	0.0	100.0
Age dioup	45-54	100.0	100.0	100.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter	100.0	100.0	100.0	100.0
Turriover	After Hire				

<sup>\*</sup>Based on 8-quarter estimaes, 2012Q3-2014Q2. N/D = Not dicloseable due to confidentiality.

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

**Occupation and SOC Code** 

	Occupation and SOC Code				
			Registered		Data Entry
		Actuaries (15-	Nurses (29-	Cashiers (41-	Keyers (43-
	Job Characteristics	2011)	1141)	2011)	9021)
	Typical Education <sup>a</sup>	Bachelors	Associates	High School	High School
				Diploma or	Diploma or
				Less	Less
	N	N/D	N/D	N/D	N/D
	Average Hourly Wage (\$)	\$19.31	\$22.53		\$10.91
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	100.0	100.0	100.0
Selected	Retirement	100.0	100.0	100.0	100.0
Benefits	Paid Leave	100.0	100.0	100.0	0.0
	Service Orientation	0.0	100.0	100.0	100.0
Skills Selected	Critical Thinking	100.0	100.0	100.0	0.0
as	Reading Comprehension	100.0	100.0	100.0	100.0
"Important"	Technology Design	100.0	0.0	100.0	0.0
(%)	Operation and Control	100.0	0.0	100.0	100.0
Employer's	Satisfied	100.0	100.0	100.0	0.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
with New	Neither	0.0	0.0	0.0	100.0
Hires' Skills	Other	0.0	0.0	0.0	0.0
Average	20 or Less	0.0	0.0	0.0	0.0
<b>Weekly Hours</b>	21-35	0.0	0.0	100.0	0.0
Worked	36 or More	100.0	100.0	0.0	100.0
	Female	100.0	100.0	100.0	100.0
Gender	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	100.0	0.0	0.0	0.0
	25-34	0.0	0.0	100.0	0.0
Ago Croup	35-44	0.0	100.0	0.0	100.0
Age Group	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	0.0	0.0
-	% Still Working 1 Quarter	100.0	100.0	100.0	100.0
Turnover	After Hire				
		•			

<sup>\*</sup>Based on 8-quarter estimaes, 2012Q3-2014Q2. N/D = Not dicloseable due to confidentiality.

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

#### **Occupation and SOC Code**

		Uccupation a	ina SOC Coae
		First-Line	
		Supervisors/M	Industrial
		anagers of	Machinery
		Construction	Mechanics (49-
	Job Characteristics	Tr (47-1011)	9041)
	Typical Education <sup>a</sup>	High School	High School
		Diploma or	Diploma or
		Less	Less
	N	N/D	N/D
	Average Hourly Wage (\$)	\$23.00	\$24.04
	% Paid Piece Rate	0.0	0.0
% Offered	Health Insurance	100.0	100.0
Selected	Retirement	100.0	100.0
Benefits	Paid Leave	100.0	100.0
Skills Selected	Service Orientation	100.0	100.0
	Critical Thinking	100.0	100.0
as "Important"	<b>Reading Comprehension</b>	100.0	100.0
(%)	Technology Design	100.0	100.0
	<b>Operation and Control</b>	100.0	100.0
Employer's	Satisfied	100.0	0.0
Satisfaction	Not Satisfied	0.0	0.0
with New	Neither	0.0	0.0
Hires' Skills	Other	0.0	100.0
Average	20 or Less	0.0	0.0
<b>Weekly Hours</b>	21-35	0.0	0.0
Worked	36 or More	100.0	100.0
	Female	0.0	0.0
Gender	Male	100.0	100.0
	Nonresident	0.0	0.0
	19 and Younger	0.0	0.0
	20-24	0.0	0.0
	25-34	0.0	100.0
Age Group	35-44	0.0	0.0
Age Group	45-54	100.0	0.0
	55-64	0.0	0.0
	65 and Older	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0
Turnovar	% Still Working 1 Quarter	100.0	100.0
Turnover	After Hire		

<sup>\*</sup>Based on 8-quarter estimaes, 2012Q3-2014Q2. N/D = Not dicloseable due to confidentiality.