

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Total, All Occupations	Office Clerks, General (43-9061)	Bookkeeping, Accounting, & Auditing Clerks (43-3031)	Legal Secretaries (43-6012)
Typical Education <sup>a</sup>		N/A	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		2,633	240	191	142
Average Hourly Wage (\$)		\$17.00	\$15.00	\$18.25	\$15.00
% Paid Piece Rate		0.4	2.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	46.9	46.9	61.5	41.4
	Retirement	41.3	49.0	69.2	17.2
	Paid Leave	52.5	65.3	79.5	51.7
Skills Selected as "Important" (%)	Service Orientation	75.2	81.6	87.2	93.1
	Critical Thinking	90.9	85.7	92.3	100.0
	Reading Comprehension	90.1	95.9	100.0	100.0
	Technology Design	59.4	71.4	53.8	37.9
	Operation and Control	59.0	49.0	38.5	65.5
Employer's Satisfaction with New Hires' Skills	Satisfied	46.7	53.1	56.4	37.9
	Not Satisfied	4.5	2.0	5.1	10.3
	Neither	7.1	4.1	5.1	0.0
	Other	41.7	40.8	33.3	51.7
Average Weekly Hours Worked	20 or Less	10.6	19.0	5.1	0.0
	21-35	13.5	14.3	15.4	47.6
	36 or More	75.9	66.7	79.5	52.4
Gender	Female	43.8	73.5	74.4	62.1
	Male	43.0	24.5	15.4	31.0
	Nonresident	13.2	2.0	10.3	6.9
Age Group	19 and Younger	2.0	0.0	0.0	0.0
	20-24	15.8	18.4	12.8	13.8
	25-34	28.1	24.5	17.9	31.0
	35-44	13.8	24.5	10.3	13.8
	45-54	14.5	14.3	28.2	27.6
	55-64	9.1	14.3	15.4	3.4
	65 and Older	3.0	2.0	2.6	3.4
	Unknown (Nonresidents)	13.6	2.0	12.8	6.9
Turnover	% Still Working 1 Quarter After Hire	86.6	98.0	100.0	72.4

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

N/D = Not discloseable due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)	Accountants & Auditors (13-2011)	Receptionists & Information Clerks (43-4171)	Environmental Science & Protection Technicians, (19-4091)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	Bachelors	High School Diploma or Less	Associates
<b>N</b>		132	103	93	88
<b>Average Hourly Wage (\$)</b>		\$27.13	\$22.16	\$10.75	\$13.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	66.7	57.1	5.3	27.8
	<b>Retirement</b>	48.1	61.9	31.6	44.4
	<b>Paid Leave</b>	59.3	57.1	31.6	44.4
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	70.4	81.0	100.0	16.7
	<b>Critical Thinking</b>	92.6	100.0	100.0	88.9
	<b>Reading Comprehension</b>	77.8	100.0	84.2	100.0
	<b>Technology Design</b>	74.1	42.9	63.2	77.8
	<b>Operation and Control</b>	74.1	33.3	78.9	61.1
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	40.7	57.1	68.4	55.6
	<b>Not Satisfied</b>	0.0	4.8	0.0	11.1
	<b>Neither</b>	3.7	9.5	10.5	11.1
	<b>Other</b>	55.6	28.6	21.1	22.2
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	5.6	33.3	13.3
	<b>21-35</b>	0.0	11.1	27.8	40.0
	<b>36 or More</b>	100.0	83.3	38.9	46.7
<b>Gender</b>	<b>Female</b>	14.8	52.4	84.2	33.3
	<b>Male</b>	66.7	42.9	10.5	55.6
	<b>Nonresident</b>	18.5	4.8	5.3	11.1
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	11.1	9.5	21.1	33.3
	<b>25-34</b>	25.9	61.9	36.8	44.4
	<b>35-44</b>	14.8	9.5	21.1	5.6
	<b>45-54</b>	11.1	4.8	10.5	0.0
	<b>55-64</b>	11.1	9.5	0.0	5.6
	<b>65 and Older</b>	7.4	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	18.5	4.8	10.5	11.1
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	88.9	85.7	94.7	72.2

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

N/D = Not discloseable due to confidentiality.

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New Hires Job Skills Survey

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Job Characteristics		Occupation and SOC Code			
		Lawyers (23-1011)	Secretaries, Except Legal, Medical, & Executive (43-6014)	Surveying & Mapping Technicians (17-3031)	Architectural & Civil Drafters (17-3011)
<b>Typical Education<sup>a</sup></b>		Doctorate	High School Diploma or Less	High School Diploma or Less	Associates
<b>N</b>		88	88	74	69
<b>Average Hourly Wage (\$)</b>		\$31.25	\$10.00	\$17.17	\$25.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	88.9	16.7	33.3	57.1
	<b>Retirement</b>	83.3	22.2	26.7	64.3
	<b>Paid Leave</b>	88.9	33.3	6.7	64.3
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	94.4	100.0	40.0	78.6
	<b>Critical Thinking</b>	100.0	100.0	80.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	93.3	100.0
	<b>Technology Design</b>	11.1	66.7	80.0	92.9
	<b>Operation and Control</b>	27.8	72.2	93.3	64.3
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	27.8	27.8	53.3	35.7
	<b>Not Satisfied</b>	5.6	5.6	6.7	0.0
	<b>Neither</b>	11.1	0.0	0.0	14.3
	<b>Other</b>	55.6	66.7	40.0	50.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	10.0	18.8	10.0	0.0
	<b>21-35</b>	0.0	6.3	20.0	0.0
	<b>36 or More</b>	90.0	75.0	70.0	100.0
<b>Gender</b>	<b>Female</b>	22.2	61.1	33.3	21.4
	<b>Male</b>	55.6	33.3	46.7	64.3
	<b>Nonresident</b>	22.2	5.6	20.0	14.3
<b>Age Group</b>	<b>19 and Younger</b>	0.0	5.6	0.0	7.1
	<b>20-24</b>	0.0	16.7	20.0	0.0
	<b>25-34</b>	44.4	27.8	13.3	50.0
	<b>35-44</b>	11.1	11.1	13.3	14.3
	<b>45-54</b>	11.1	22.2	13.3	7.1
	<b>55-64</b>	11.1	11.1	13.3	0.0
	<b>65 and Older</b>	0.0	0.0	6.7	7.1
	<b>Unknown (Nonresidents)</b>	22.2	5.6	20.0	14.3
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	83.3	66.7	80.0	85.7

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

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Job Characteristics		Occupation and SOC Code			
		Civil Engineers (17-2051)	Tax Preparers (13-2082)	Paralegals & Legal Assistants (23-2011)	Environmental Scientists & Specialists, Includin (19- 2041)
<b>Typical Education<sup>a</sup></b>		Bachelors	High School Diploma or Less	Associates	Bachelors
<b>N</b>		59	54	49	44
<b>Average Hourly Wage (\$)</b>		\$23.00	\$10.00	\$20.23	\$18.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	66.7	0.0	30.0	33.3
	<b>Retirement</b>	58.3	0.0	20.0	33.3
	<b>Paid Leave</b>	66.7	0.0	60.0	55.6
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	75.0	81.8	90.0	66.7
	<b>Critical Thinking</b>	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
	<b>Technology Design</b>	100.0	27.3	80.0	44.4
	<b>Operation and Control</b>	83.3	27.3	100.0	33.3
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	41.7	63.6	50.0	33.3
	<b>Not Satisfied</b>	0.0	0.0	10.0	11.1
	<b>Neither</b>	8.3	9.1	10.0	0.0
	<b>Other</b>	50.0	27.3	30.0	55.6
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	12.5	0.0	50.0
	<b>21-35</b>	0.0	62.5	0.0	0.0
	<b>36 or More</b>	100.0	25.0	100.0	50.0
<b>Gender</b>	<b>Female</b>	8.3	90.9	40.0	22.2
	<b>Male</b>	50.0	9.1	50.0	22.2
	<b>Nonresident</b>	41.7	0.0	10.0	55.6
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	16.7	9.1	40.0	11.1
	<b>25-34</b>	0.0	27.3	20.0	11.1
	<b>35-44</b>	25.0	9.1	10.0	11.1
	<b>45-54</b>	16.7	36.4	10.0	11.1
	<b>55-64</b>	0.0	9.1	10.0	0.0
	<b>65 and Older</b>	0.0	9.1	0.0	0.0
	<b>Unknown (Nonresidents)</b>	41.7	0.0	10.0	55.6
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	80.0	33.3

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

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Job Characteristics		Occupation and SOC Code			
		Construction Laborers (47-2061)	Architects, Except Landscape & Naval (17-1011)	Petroleum Engineers (17-2171)	Veterinary Asst. & Laboratory Animal Caretakers (31-9096)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	Bachelors	Bachelors	High School Diploma or Less
<b>N</b>		44	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$12.00	\$32.21	\$48.08	\$10.50
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	85.7	100.0	0.0
	<b>Retirement</b>	0.0	85.7	100.0	0.0
	<b>Paid Leave</b>	0.0	85.7	85.7	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	33.3	100.0	85.7	100.0
	<b>Critical Thinking</b>	55.6	100.0	100.0	100.0
	<b>Reading Comprehension</b>	33.3	100.0	42.9	100.0
	<b>Technology Design</b>	11.1	100.0	42.9	57.1
	<b>Operation and Control</b>	33.3	100.0	42.9	71.4
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	0.0	57.1	42.9	42.9
	<b>Not Satisfied</b>	11.1	0.0	0.0	28.6
	<b>Neither</b>	44.4	0.0	0.0	0.0
	<b>Other</b>	44.4	42.9	57.1	28.6
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	14.3
	<b>21-35</b>	22.2	0.0	0.0	0.0
	<b>36 or More</b>	77.8	100.0	100.0	85.7
<b>Gender</b>	<b>Female</b>	11.1	42.9	14.3	85.7
	<b>Male</b>	88.9	42.9	42.9	0.0
	<b>Nonresident</b>	0.0	14.3	42.9	14.3
<b>Age Group</b>	<b>19 and Younger</b>	11.1	0.0	0.0	0.0
	<b>20-24</b>	22.2	28.6	0.0	42.9
	<b>25-34</b>	44.4	28.6	28.6	14.3
	<b>35-44</b>	22.2	14.3	14.3	0.0
	<b>45-54</b>	0.0	0.0	0.0	0.0
	<b>55-64</b>	0.0	14.3	14.3	28.6
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	14.3	42.9	14.3
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	44.4	100.0	100.0	85.7

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

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New Hires Job Skills Survey

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Job Characteristics		Occupation and SOC Code			
		Construction & Building Inspectors (47-4011)	Computer User Specialists (15-1151)	Cartographers & Photogrammetrists (17-1021)	Life, Physical & Social Science Technicians, Other (19-4099)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	Some College, No Degree	Bachelors	Associates
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$19.00	\$30.53	\$20.00	\$15.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	100.0	100.0	0.0	0.0
	<b>Retirement</b>	85.7	66.7	0.0	0.0
	<b>Paid Leave</b>	100.0	100.0	0.0	16.7
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	71.4	100.0	100.0	50.0
	<b>Critical Thinking</b>	71.4	100.0	100.0	33.3
	<b>Reading Comprehension</b>	85.7	100.0	100.0	100.0
	<b>Technology Design</b>	85.7	100.0	100.0	16.7
	<b>Operation and Control</b>	71.4	100.0	100.0	33.3
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	42.9	50.0	16.7	16.7
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	50.0
	<b>Other</b>	57.1	50.0	83.3	33.3
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	0.0
	<b>36 or More</b>	100.0	100.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	14.3	50.0	16.7	16.7
	<b>Male</b>	71.4	50.0	50.0	50.0
	<b>Nonresident</b>	14.3	0.0	33.3	33.3
<b>Age Group</b>	<b>19 and Younger</b>	14.3	0.0	0.0	16.7
	<b>20-24</b>	28.6	50.0	0.0	16.7
	<b>25-34</b>	14.3	16.7	16.7	16.7
	<b>35-44</b>	14.3	0.0	0.0	0.0
	<b>45-54</b>	0.0	16.7	33.3	16.7
	<b>55-64</b>	0.0	16.7	16.7	0.0
	<b>65 and Older</b>	14.3	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	14.3	0.0	33.3	33.3
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	66.7

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

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Job Characteristics		Occupation and SOC Code			
		Farmworkers, Farm & Ranch Animals (45- 2093)	General & Operations Managers (11- 1021)	Surveyors (17- 1022)	Computer, Automated Teller & Office Mach. Repairer (49-2011)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	Bachelors	Bachelors	Some College, No Degree
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$11.00	\$26.44	\$26.00	\$27.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	60.0	60.0	100.0
	<b>Retirement</b>	0.0	0.0	80.0	80.0
	<b>Paid Leave</b>	0.0	80.0	80.0	20.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	0.0	80.0	80.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	80.0	100.0	100.0
	<b>Technology Design</b>	0.0	40.0	100.0	20.0
	<b>Operation and Control</b>	100.0	80.0	100.0	100.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	16.7	80.0	60.0	40.0
	<b>Not Satisfied</b>	16.7	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	66.7	20.0	40.0	60.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	50.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	20.0	0.0	0.0
	<b>36 or More</b>	50.0	80.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	33.3	40.0	0.0	60.0
	<b>Male</b>	66.7	60.0	80.0	40.0
	<b>Nonresident</b>	0.0	0.0	20.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	16.7	0.0	0.0	0.0
	<b>20-24</b>	16.7	0.0	0.0	40.0
	<b>25-34</b>	0.0	20.0	40.0	40.0
	<b>35-44</b>	50.0	20.0	0.0	0.0
	<b>45-54</b>	0.0	60.0	20.0	20.0
	<b>55-64</b>	16.7	0.0	20.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	20.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	50.0	80.0	80.0	100.0

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

N/D = Not discloseable  
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Job Characteristics		Occupation and SOC Code			
		Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Mechanical Engineers (17-2141)	Zoologists & Wildlife Biologists (19-1023)	Biological Scientists, All Other (19-1029)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	Bachelors	Bachelors	Bachelors
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$15.00	\$43.00	\$21.50	\$24.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	20.0	100.0	0.0	100.0
	<b>Retirement</b>	20.0	100.0	0.0	100.0
	<b>Paid Leave</b>	20.0	100.0	0.0	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	25.0	0.0	0.0
	<b>Critical Thinking</b>	20.0	25.0	100.0	100.0
	<b>Reading Comprehension</b>	20.0	25.0	100.0	100.0
	<b>Technology Design</b>	20.0	25.0	100.0	100.0
	<b>Operation and Control</b>	100.0	25.0	0.0	100.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	40.0	0.0	50.0	0.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	25.0
	<b>Other</b>	60.0	100.0	50.0	75.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	100.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	0.0
	<b>36 or More</b>	0.0	100.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	80.0	25.0	25.0	0.0
	<b>Male</b>	20.0	75.0	25.0	100.0
	<b>Nonresident</b>	0.0	0.0	50.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	20.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	0.0	0.0	0.0
	<b>25-34</b>	40.0	50.0	25.0	25.0
	<b>35-44</b>	20.0	0.0	25.0	25.0
	<b>45-54</b>	0.0	0.0	0.0	0.0
	<b>55-64</b>	0.0	50.0	0.0	50.0
	<b>65 and Older</b>	20.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	50.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	50.0	100.0

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

N/D = Not discloseable due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.



# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Veterinary Technologists & Technicians (29-2056)	Occupational Health & Safety Specialists (29-9011)	Nonfarm Animal Caretakers (39-2021)	Sales Representative s, Wholesale & Manufacturing (41-4011)
<b>Typical Education<sup>a</sup></b>		Associates	Bachelors	High School Diploma or Less	Bachelors
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$12.50	\$28.42	\$9.75	\$16.83
<b>% Paid Piece Rate</b>		0.0	0.0	25.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	50.0	75.0	0.0	50.0
	<b>Retirement</b>	50.0	75.0	25.0	50.0
	<b>Paid Leave</b>	50.0	100.0	50.0	75.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	100.0	100.0
	<b>Critical Thinking</b>	75.0	100.0	75.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	75.0
	<b>Technology Design</b>	50.0	75.0	50.0	75.0
	<b>Operation and Control</b>	100.0	50.0	0.0	25.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	50.0	50.0	75.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	25.0	0.0
	<b>Other</b>	0.0	50.0	25.0	25.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	25.0
	<b>21-35</b>	33.3	0.0	100.0	0.0
	<b>36 or More</b>	66.7	100.0	0.0	75.0
<b>Gender</b>	<b>Female</b>	100.0	0.0	75.0	0.0
	<b>Male</b>	0.0	25.0	0.0	100.0
	<b>Nonresident</b>	0.0	75.0	25.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	25.0	0.0	0.0	50.0
	<b>25-34</b>	75.0	0.0	25.0	0.0
	<b>35-44</b>	0.0	0.0	50.0	25.0
	<b>45-54</b>	0.0	25.0	0.0	25.0
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	75.0	25.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	75.0	100.0

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

N/D = Not discloseable due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		File Clerks (43-4071)	Roustabouts, Oil & Gas (47-5071)	Welders, Cutters, Solderers, & Brazers (51-4121)	Financial Managers (11-3031)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Bachelors
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$11.25	\$14.00	\$20.00	.
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	25.0	100.0	100.0
	<b>Retirement</b>	0.0	25.0	0.0	33.3
	<b>Paid Leave</b>	0.0	100.0	100.0	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	75.0	25.0	75.0	100.0
	<b>Critical Thinking</b>	100.0	25.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	25.0	75.0	100.0
	<b>Technology Design</b>	25.0	0.0	75.0	100.0
	<b>Operation and Control</b>	50.0	25.0	100.0	0.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	50.0	50.0	25.0	66.7
	<b>Not Satisfied</b>	25.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	25.0	50.0	75.0	33.3
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	25.0	0.0	0.0	0.0
	<b>21-35</b>	50.0	0.0	0.0	0.0
	<b>36 or More</b>	25.0	100.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	75.0	25.0	0.0	33.3
	<b>Male</b>	0.0	50.0	50.0	66.7
	<b>Nonresident</b>	25.0	25.0	50.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	25.0	0.0	0.0
	<b>20-24</b>	25.0	0.0	0.0	0.0
	<b>25-34</b>	50.0	50.0	0.0	33.3
	<b>35-44</b>	0.0	0.0	0.0	0.0
	<b>45-54</b>	0.0	0.0	50.0	66.7
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	25.0	25.0	50.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	100.0

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

N/D = Not discloseable due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Human Resources Specialists (13-1071)	Business Operations Specialists, All Other (13-1199)	Software Developers, Systems Softwa (15-1133)	Computer Network Support Specialist (15-1152)
Typical Education <sup>a</sup>		Bachelors	High School Diploma or Less	Bachelors	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$19.00	\$34.68	\$21.65	\$14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	33.3	100.0	66.7
	Retirement	100.0	0.0	33.3	33.3
	Paid Leave	100.0	0.0	100.0	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	33.3	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	66.7	100.0
	Technology Design	0.0	100.0	100.0	100.0
	Operation and Control	0.0	100.0	0.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	33.3	66.7	66.7	0.0
	Not Satisfied	0.0	0.0	0.0	33.3
	Neither	0.0	33.3	0.0	66.7
	Other	66.7	0.0	33.3	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	33.3
	36 or More	100.0	100.0	100.0	66.7
Gender	Female	33.3	0.0	0.0	0.0
	Male	66.7	100.0	66.7	100.0
	Nonresident	0.0	0.0	33.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	33.3
	25-34	66.7	33.3	66.7	66.7
	35-44	33.3	0.0	0.0	0.0
	45-54	0.0	66.7	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	33.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

N/D = Not discloseable due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Mining & Geological Engineers, Including Mining (17-2151)	Geoscientists, Except Hydrologists & Geographers (19-2042)	Chemical Technicians (19-4031)	Geological & Petroleum Technicians (19-4041)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Associates	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$60.21	\$43.75	\$13.00	\$37.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	0.0
	Retirement	0.0	0.0	100.0	0.0
	Paid Leave	100.0	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	100.0	66.7
	Critical Thinking	100.0	33.3	100.0	100.0
	Reading Comprehension	100.0	33.3	100.0	66.7
	Technology Design	100.0	0.0	100.0	66.7
	Operation and Control	100.0	0.0	100.0	66.7
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	33.3	0.0	66.7
	Not Satisfied	33.3	0.0	0.0	0.0
	Neither	0.0	0.0	33.3	0.0
	Other	66.7	66.7	66.7	33.3
Average Weekly Hours Worked	20 or Less	0.0	33.3	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	66.7	0.0	100.0
Gender	Female	0.0	33.3	33.3	66.7
	Male	66.7	0.0	33.3	33.3
	Nonresident	33.3	66.7	33.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	66.7	0.0
	25-34	0.0	33.3	0.0	33.3
	35-44	0.0	0.0	0.0	33.3
	45-54	33.3	0.0	0.0	33.3
	55-64	0.0	0.0	0.0	0.0
	65 and Older	33.3	0.0	0.0	0.0
	Unknown (Nonresidents)	33.3	66.7	33.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	66.7	100.0	100.0

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

N/D = Not discloseable due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Photographers (27-4021)	Retail Salespersons (41-2031)	Advertising Sales Agents (41-3011)	Human Resources Assistants, Except Payroll & Tim (43- 4161)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$10.00	\$12.00	\$12.82	\$15.75
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	33.3	33.3	0.0	100.0
	<b>Retirement</b>	33.3	33.3	0.0	0.0
	<b>Paid Leave</b>	0.0	0.0	0.0	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	66.7	100.0	100.0	100.0
	<b>Critical Thinking</b>	33.3	66.7	100.0	100.0
	<b>Reading Comprehension</b>	33.3	66.7	100.0	100.0
	<b>Technology Design</b>	33.3	33.3	100.0	100.0
	<b>Operation and Control</b>	33.3	33.3	100.0	100.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	0.0	33.3	33.3	0.0
	<b>Not Satisfied</b>	0.0	33.3	0.0	0.0
	<b>Neither</b>	33.3	33.3	0.0	33.3
	<b>Other</b>	66.7	0.0	66.7	66.7
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	100.0	0.0
	<b>36 or More</b>	100.0	100.0	0.0	100.0
<b>Gender</b>	<b>Female</b>	66.7	33.3	66.7	66.7
	<b>Male</b>	33.3	66.7	33.3	33.3
	<b>Nonresident</b>	0.0	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	33.3	0.0	0.0	0.0
	<b>20-24</b>	33.3	66.7	0.0	0.0
	<b>25-34</b>	0.0	33.3	66.7	0.0
	<b>35-44</b>	0.0	0.0	33.3	66.7
	<b>45-54</b>	0.0	0.0	0.0	33.3
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	33.3	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	33.3	100.0	100.0	100.0

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

N/D = Not discloseable  
due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Cement Masons & Concrete Finishers (47- 2051)	Radio Mechanics (49- 2021)	Maintenance & Repair Workers, Gen (49-9071)	First-Line Supervisors/Ma nagers of Production & (51-1011)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	Associates	High School Diploma or Less	Postsecondary Non-Degree
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$14.00	\$21.00	\$5.78	\$23.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	100.0	0.0	100.0
	<b>Retirement</b>	0.0	0.0	33.3	100.0
	<b>Paid Leave</b>	0.0	100.0	0.0	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	33.3	100.0	100.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	66.7	100.0
	<b>Reading Comprehension</b>	33.3	100.0	66.7	100.0
	<b>Technology Design</b>	0.0	100.0	33.3	0.0
	<b>Operation and Control</b>	33.3	0.0	33.3	0.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	33.3	0.0	66.7	33.3
	<b>Not Satisfied</b>	0.0	33.3	0.0	0.0
	<b>Neither</b>	66.7	0.0	0.0	0.0
	<b>Other</b>	0.0	66.7	33.3	66.7
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	100.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	0.0
	<b>36 or More</b>	100.0	100.0	0.0	100.0
<b>Gender</b>	<b>Female</b>	0.0	0.0	0.0	33.3
	<b>Male</b>	100.0	100.0	66.7	66.7
	<b>Nonresident</b>	0.0	0.0	33.3	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	33.3	0.0	0.0
	<b>25-34</b>	66.7	33.3	0.0	33.3
	<b>35-44</b>	33.3	0.0	33.3	0.0
	<b>45-54</b>	0.0	33.3	33.3	0.0
	<b>55-64</b>	0.0	0.0	0.0	66.7
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	33.3	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	66.7	100.0	100.0	100.0

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

N/D = Not discloseable  
due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Sales Managers (11-2022)	Computer Programmers (15-1131)	Network & Computer Systems Admini (15-1142)	Electrical & Electronic Engineering Technicians (17- 3023)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$60.10	\$21.00	\$24.64	\$17.01
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	100.0
	Retirement	100.0	0.0	100.0	100.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	100.0	0.0
	Critical Thinking	100.0	50.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	100.0
	Operation and Control	0.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	0.0	0.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	50.0	0.0	0.0
	21-35	0.0	50.0	0.0	0.0
	36 or More	0.0	0.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	50.0	50.0	100.0	100.0
	Nonresident	50.0	50.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	50.0	0.0	0.0
	25-34	0.0	0.0	0.0	50.0
	35-44	0.0	0.0	50.0	50.0
	45-54	50.0	0.0	50.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	50.0	50.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

N/D = Not discloseable  
due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Mechanical Engineering Technicians (17- 3027)	Biological Technicians (19- 4021)	Legal Support Workers, All Other (23-2099)	Technical Writers (27- 3042)
<b>Typical Education<sup>a</sup></b>		Associates	Bachelors	High School Diploma or Less	Bachelors
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		.	\$11.83	\$12.50	.
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	50.0	100.0	0.0
	<b>Retirement</b>	0.0	50.0	100.0	0.0
	<b>Paid Leave</b>	0.0	50.0	100.0	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	0.0	100.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
	<b>Technology Design</b>	100.0	100.0	0.0	100.0
	<b>Operation and Control</b>	100.0	50.0	50.0	100.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	50.0	100.0	50.0	50.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	50.0	0.0	50.0	50.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	100.0
	<b>21-35</b>	0.0	50.0	0.0	0.0
	<b>36 or More</b>	0.0	50.0	100.0	0.0
<b>Gender</b>	<b>Female</b>	0.0	100.0	100.0	0.0
	<b>Male</b>	50.0	0.0	0.0	100.0
	<b>Nonresident</b>	50.0	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	50.0	0.0	0.0
	<b>25-34</b>	0.0	50.0	50.0	50.0
	<b>35-44</b>	50.0	0.0	50.0	0.0
	<b>45-54</b>	0.0	0.0	0.0	0.0
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	50.0
	<b>Unknown (Nonresidents)</b>	50.0	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	0.0

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

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

aSource: U.S. Bureau of Labor Statistics.



# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Janitors & Cleaners, Except Maids & Housekeepi (37-2011)	Landscaping & Groundskeepin g Workers (37-3011)	Personal & Home Care Aides (39-9021)	Billing & Posting Clerks & Machine Operators (43-3021)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$9.00	\$14.00	\$16.00	\$15.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	0.0	0.0	100.0
	<b>Retirement</b>	0.0	0.0	0.0	100.0
	<b>Paid Leave</b>	0.0	0.0	0.0	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	50.0	100.0	100.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	0.0	100.0	100.0	100.0
	<b>Technology Design</b>	0.0	0.0	0.0	100.0
	<b>Operation and Control</b>	0.0	100.0	0.0	0.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	0.0	50.0	50.0	50.0
	<b>Not Satisfied</b>	50.0	0.0	0.0	0.0
	<b>Neither</b>	50.0	0.0	0.0	0.0
	<b>Other</b>	0.0	50.0	50.0	50.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	100.0	0.0
	<b>21-35</b>	50.0	0.0	0.0	0.0
	<b>36 or More</b>	50.0	100.0	0.0	0.0
<b>Gender</b>	<b>Female</b>	0.0	50.0	50.0	100.0
	<b>Male</b>	50.0	0.0	50.0	0.0
	<b>Nonresident</b>	50.0	50.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	50.0	0.0	50.0	0.0
	<b>25-34</b>	0.0	0.0	0.0	0.0
	<b>35-44</b>	0.0	0.0	50.0	0.0
	<b>45-54</b>	0.0	0.0	0.0	50.0
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	0.0	50.0	0.0	50.0
	<b>Unknown (Nonresidents)</b>	50.0	50.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	0.0	0.0	100.0

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

N/D = Not dicloseable due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Medical Secretaries (43-6013)	First-Line Supervisors/Managers of Construction Trades (47-1011)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Control & Valve Installers & Repairers, Except (49-9012)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$12.50	\$34.68	\$20.00	\$28.13
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	0.0	0.0	100.0
	<b>Retirement</b>	0.0	0.0	0.0	0.0
	<b>Paid Leave</b>	0.0	0.0	0.0	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	100.0	0.0
	<b>Critical Thinking</b>	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	0.0	100.0	100.0
	<b>Technology Design</b>	50.0	100.0	0.0	100.0
	<b>Operation and Control</b>	50.0	100.0	100.0	100.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	50.0	50.0	50.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	0.0	50.0	50.0	50.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	50.0	0.0	0.0	0.0
	<b>36 or More</b>	50.0	100.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	100.0	0.0	50.0	50.0
	<b>Male</b>	0.0	50.0	50.0	50.0
	<b>Nonresident</b>	0.0	50.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	50.0	0.0	0.0	0.0
	<b>25-34</b>	0.0	0.0	50.0	0.0
	<b>35-44</b>	0.0	50.0	0.0	0.0
	<b>45-54</b>	50.0	0.0	0.0	50.0
	<b>55-64</b>	0.0	0.0	50.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	50.0
	<b>Unknown (Nonresidents)</b>	0.0	50.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	50.0

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

N/D = Not discloseable due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Construction Managers (11-9021)	Property, Real Estate & Community Association Mgr (11-9141)	Loan Officers (13-2072)	Civil Engineering Technicians (17-3022)
Typical Education <sup>a</sup>		Bachelors	High School Diploma or Less	High School Diploma or Less	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$55.00	\$19.23	\$38.46	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	0.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	0.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	0.0
	Operation and Control	100.0	100.0	100.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	100.0	0.0
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 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	100.0
	25-34	0.0	100.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	100.0	0.0
	55-64	100.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

N/D = Not discloseable due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Clinical, Counseling, & School Psychologists (19-3031)	Anthropologists & Archeologists (19-3091)	Community & Social Service Specialists, Other (21-1099)	Title Examiners, Abstractors, & Searchers (23- 2093)
<b>Typical Education<sup>a</sup></b>		Doctorate	Masters	Masters	High School Diploma or Less
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$18.00	\$14.50	\$12.50	\$13.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	100.0	0.0	100.0	0.0
	<b>Retirement</b>	100.0	0.0	100.0	0.0
	<b>Paid Leave</b>	100.0	0.0	100.0	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	0.0	100.0	100.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
	<b>Technology Design</b>	0.0	0.0	100.0	100.0
	<b>Operation and Control</b>	0.0	100.0	0.0	100.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	100.0	100.0	100.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	0.0	0.0	0.0	0.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	0.0
	<b>36 or More</b>	100.0	100.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	100.0	0.0	100.0	100.0
	<b>Male</b>	0.0	100.0	0.0	0.0
	<b>Nonresident</b>	0.0	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	100.0	100.0	0.0
	<b>25-34</b>	100.0	0.0	0.0	0.0
	<b>35-44</b>	0.0	0.0	0.0	0.0
	<b>45-54</b>	0.0	0.0	0.0	100.0
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	100.0

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

N/D = Not discloseable  
due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Education, Training, & Library Workers, All Other (25-9099)	Reporters & Correspondents (27-3022)	Veterinarians (29-1131)	Stock Clerks & Order Fillers (43-5081)
<b>Typical Education<sup>a</sup></b>		Bachelors	Bachelors	Doctorate	High School Diploma or Less
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$14.25	\$14.42	\$34.38	\$8.50
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	100.0	0.0	0.0
	<b>Retirement</b>	0.0	0.0	0.0	0.0
	<b>Paid Leave</b>	0.0	100.0	0.0	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	100.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	100.0	0.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
	<b>Technology Design</b>	0.0	0.0	100.0	0.0
	<b>Operation and Control</b>	0.0	0.0	100.0	0.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	100.0	100.0	0.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	100.0
	<b>Other</b>	0.0	0.0	0.0	0.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	100.0
	<b>36 or More</b>	100.0	100.0	0.0	0.0
<b>Gender</b>	<b>Female</b>	100.0	0.0	100.0	100.0
	<b>Male</b>	0.0	100.0	0.0	0.0
	<b>Nonresident</b>	0.0	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	0.0	100.0	0.0
	<b>25-34</b>	0.0	100.0	0.0	0.0
	<b>35-44</b>	0.0	0.0	0.0	0.0
	<b>45-54</b>	0.0	0.0	0.0	0.0
	<b>55-64</b>	100.0	0.0	0.0	100.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	100.0

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

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Data Entry Keyers (43-9021)	Mail Clerks & Mail Machine Operators, Except Pos (43-9051)	Helpers, Construction Trades, All Other (47-3019)	Extraction Workers, All Other (47-5099)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$12.00	\$10.00	\$10.75	\$25.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	0.0	0.0	100.0
	<b>Retirement</b>	0.0	0.0	0.0	100.0
	<b>Paid Leave</b>	0.0	0.0	0.0	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	0.0	100.0	0.0	100.0
	<b>Critical Thinking</b>	100.0	0.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
	<b>Technology Design</b>	0.0	0.0	0.0	100.0
	<b>Operation and Control</b>	0.0	0.0	0.0	100.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	100.0	100.0	100.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	0.0	0.0	0.0	0.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	100.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	0.0
	<b>36 or More</b>	100.0	0.0	100.0	0.0
<b>Gender</b>	<b>Female</b>	100.0	100.0	0.0	0.0
	<b>Male</b>	0.0	0.0	100.0	100.0
	<b>Nonresident</b>	0.0	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	0.0	0.0	0.0
	<b>25-34</b>	0.0	0.0	100.0	100.0
	<b>35-44</b>	0.0	0.0	0.0	0.0
	<b>45-54</b>	0.0	0.0	0.0	0.0
	<b>55-64</b>	100.0	100.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	0.0	0.0	100.0	100.0

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

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Electronic Home Entertainment Equipment Installers (49-2097)	Telecommunications Line Installers & Repairers (49-9052)	Lathe & Turning Machine Tool Setters, Operators, (51-4034)	Packaging & Filling Machine Operators & Tenders (51-9111)
<b>Typical Education<sup>a</sup></b>		Postsecondary Non-Degree	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$12.00	\$15.00	.	\$14.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	100.0	0.0	100.0	100.0
	<b>Retirement</b>	100.0	0.0	0.0	100.0
	<b>Paid Leave</b>	100.0	0.0	0.0	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	0.0	0.0	0.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	0.0	0.0	100.0
	<b>Technology Design</b>	100.0	0.0	0.0	100.0
	<b>Operation and Control</b>	0.0	100.0	100.0	100.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	100.0	0.0	100.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	0.0	0.0	100.0	0.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	0.0
	<b>36 or More</b>	0.0	100.0	100.0	0.0
<b>Gender</b>	<b>Female</b>	0.0	0.0	0.0	0.0
	<b>Male</b>	100.0	100.0	100.0	100.0
	<b>Nonresident</b>	0.0	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	100.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	0.0	0.0	100.0
	<b>25-34</b>	0.0	0.0	100.0	0.0
	<b>35-44</b>	0.0	0.0	0.0	0.0
	<b>45-54</b>	0.0	0.0	0.0	0.0
	<b>55-64</b>	0.0	100.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	100.0

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

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

aSource: U.S. Bureau of Labor Statistics.

# Professional, Scientific, and Technical Services

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

Job Characteristics		Occupation and SOC Code			
		Cleaning, Washing, & Metal Pickling Equipment Op (51-9192)	Commercial Pilots (53-2012)	Industrial Truck & Tractor Operators (53-7051)	Wellhead Pumpers (53-7073)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	Post Secondary	High School Diploma or Less	High School Diploma or Less
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		\$14.00	\$20.00	\$14.00	.
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	100.0	0.0	100.0
	<b>Retirement</b>	0.0	0.0	0.0	0.0
	<b>Paid Leave</b>	0.0	100.0	100.0	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	0.0	100.0	0.0	100.0
	<b>Critical Thinking</b>	0.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	0.0	100.0	100.0	100.0
	<b>Technology Design</b>	0.0	100.0	100.0	100.0
	<b>Operation and Control</b>	100.0	100.0	0.0	100.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	100.0	100.0	100.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	0.0	0.0	0.0	0.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	0.0
	<b>36 or More</b>	100.0	100.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	0.0	0.0	0.0	0.0
	<b>Male</b>	100.0	100.0	100.0	0.0
	<b>Nonresident</b>	0.0	0.0	0.0	100.0
<b>Age Group</b>	<b>19 and Younger</b>	100.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	0.0	100.0	0.0
	<b>25-34</b>	0.0	0.0	0.0	0.0
	<b>35-44</b>	0.0	100.0	0.0	0.0
	<b>45-54</b>	0.0	0.0	0.0	0.0
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	0.0	100.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	100.0

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

N/D = Not discloseable due to confidentiality.

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

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

aSource: U.S. Bureau of Labor Statistics.