

Estimates of New Hires and New Hires Job Characteristics in Construction (NAICS 23) in Wyoming, 2010Q4-2012Q3

Occupation		Education	New Hires and Wages		Benefits			Job Skills					Hours Worked			Demographics										Turnover			
SOC Code	Occupation	Educational Requirement	New Hires	Average Hourly Wage (\$)	Health Insurance	Retirement	Paid Time Off	% of Employers Identifying Each Skill as Important for that Particular Occupation					On Average During Each Week of the Reference Period			Gender			Age Group										% Still Employed 1 Quarter Later
								Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation and Control	20 or Less	21-35	36 or More	Female	Male	Nonresident	16-20	20-24	25-34	35-44	45-54	55-64	65 and Older	Unknown			
00-0000	Total All Occupations (00-0000)	N/A	28,316	\$17.00	37.6	20.2	23.2	54.1	83.5	54.1	45.3	71.1	5.9	15.2	79.0	6.7	73.0	20.2	5.4	15.7	21.4	15.9	15.4	4.6	1.0	20.4	67.9		
47-2061	Construction Laborers(47-2061)	High School Diploma	5,434	13.00	21.1	11.7	18.0	45.3	60.9	28.1	21.9	43.8	11.3	27.0	61.7	2.3	79.7	18.0	8.6	24.2	21.1	8.6	16.4	3.1		18.0	57.8		
47-2073	Operating Engineers and Other Construction Equipme(47-2073)	Post Secondary	2,844	18.50	50.7	25.4	17.9	58.2	92.5	46.3	53.7	98.5		9.4	90.6	6.0	71.6	22.4	3.0	10.4	25.4	16.4	13.4	6.0	3.0	22.4	65.7		
47-2031	Carpenters(47-2031)	High School Diploma	2,165	20.00	25.5	7.8	13.7	56.9	98.0	54.9	47.1	84.3	2.1	12.5	85.4	2.0	80.4	17.6	2.0	7.8	19.6	19.6	23.5	7.8		19.6	78.4		
47-2111	Electricians(47-2111)	Post Secondary	2,080	24.00	53.1	38.8	36.7	85.7	89.8	77.6	73.5	83.7	2.5	10.0	87.5	8.2	81.6	10.2	2.0	14.3	28.6	22.4	18.4	2.0	2.0	10.2	67.3		
53-3032	Truck Drivers, Heavy and Tractor Trailer(53-3032)	High School Diploma	1,528	16.00	69.4	44.4	33.3	47.2	75.0	63.9	36.1	88.9		11.5	88.5	13.9	75.0	11.1	5.6	8.3	19.4	33.3	11.1	8.3	2.8	11.1	80.6		
47-1011	First-Line Supervisors/Managers of Construction Tr(47-1011)	High School Diploma	1,019	27.50	45.8	29.2	37.5	87.5	100.0	83.3	83.3	100.0			100.0		79.2	20.8		8.3	29.2	8.3	33.3		20.8	83.3			
47-2152	Plumbers, Pipefitters, and Steamfitters(47-2152)	High School Diploma	934	20.50	40.9	22.7	27.3	50.0	95.5	68.2	50.0	59.1		42.1	57.9	4.5	50.0	45.5		4.5	9.1	13.6	27.3		45.5	54.5			
47-5071	Roustabouts, Oil and Gas(47-5071)	High School Diploma	934	15.50	45.5	18.2	31.8	45.5	95.5	40.9	13.6	50.0		5.0	95.0	13.6	77.3	9.1	4.5	40.9	18.2	9.1	9.1	9.1		9.1	81.8		
51-4121	Welders, Cutters, Solderers, and Brazers(51-4121)	Post Secondary	807	20.50	42.1	10.5	21.1	36.8	89.5	63.2	63.2	84.2	5.9		94.1		68.4	31.6		5.3	10.5	26.3	15.8	5.3	5.3	31.6	73.7		
43-9061	Office Clerks, General(43-9061)	High School Diploma	764	12.00	16.7	5.6	16.7	66.7	77.8	88.9	50.0	44.4	38.9	27.8	33.3	50.0	50.0		5.6	22.2	27.8	27.8	5.6	11.1			83.3		
47-2051	Cement Masons and Concrete Finishers(47-2051)	Less than High School Diploma	764	19.27	16.7	5.6	16.7	22.2	61.1	50.0	44.4	66.7	11.1		88.9		72.2	27.8		11.1	16.7	22.2	16.7	5.6		27.8	100.0		
47-4031	Fence Erectors(47-4031)	High School Diploma	722	10.00	35.3		29.4	47.1	94.1	76.5	70.6	94.1		7.7	92.3	11.8	70.6	17.6	5.9	41.2	17.6	17.6				17.6	11.8		
47-3012	Helpers--Carpenters(47-3012)	High School Diploma	467	11.00	18.2			18.2	90.9	36.4	9.1	45.5		27.3	72.7		81.8	18.2	9.1	18.2		45.5		9.1		18.2	81.8		
51-9198	Helpers--Production Workers(51-9198)	High School Diploma	467	16.00	27.3			63.6	81.8	54.5	81.8	100.0			100.0		81.8	18.2		27.3	36.4	9.1	9.1			18.2	81.8		
49-9021	Heating, Air Conditioning, and Refrigeration Mecha(49-9021)	High School Diploma	425	16.00	40.0		10.0	50.0	100.0	100.0	40.0	30.0			100.0	10.0	70.0	20.0			30.0	10.0	10.0	20.0	10.0	20.0	70.0		
49-9051	Electrical Power-Line Installers and Repairers(49-9051)	High School Diploma	425	17.55	20.0	10.0	30.0	100.0	100.0	90.0	90.0	100.0		30.0	70.0	10.0	30.0	60.0		20.0	10.0	10.0				60.0	50.0		
47-2151	Pipelayers(47-2151)	Less than High School Diploma	340	15.25	100.0		100.0	100.0	100.0	100.0	100.0	100.0			100.0		50.0	50.0	12.5				37.5			50.0			
47-3019	Helpers, Construction Trades, All Other(47-3019)	High School Diploma	340	11.00	62.5	37.5		87.5	87.5	37.5	25.0	62.5		14.3	85.7		87.5	12.5	25.0	12.5	37.5	12.5				12.5	75.0		
53-7021	Crane and Tower Operators(53-7021)	Post Secondary	297	17.00	14.3	14.3	14.3	100.0	100.0	100.0	28.6	100.0			100.0		71.4	28.6		28.6	14.3	14.3		14.3		28.6	85.7		
47-2221	Structural Iron and Steel Workers(47-2221)	High School Diploma	255	26.18	50.0	50.0	16.7	16.7	83.3	50.0	66.7	83.3			100.0		33.3	66.7			16.7	16.7				66.7	83.3		
11-9021	Construction Managers(11-9021)	Bachelors	212	28.85	40.0	40.0	40.0	100.0	100.0	100.0	40.0	100.0			100.0		60.0	40.0				20.0	40.0		40.0	80.0			
43-3031	Bookkeeping, Accounting, and Auditing Clerks(43-3031)	High School Diploma	212	10.50	60.0	100.0		60.0	100.0	100.0	100.0	100.0	66.7	33.3		60.0	40.0		20.0		20.0	40.0		20.0			100.0		
53-7062	Laborers & Freight, Stock & Material Movers, Hand(53-7062)	High School Diploma	212	14.50	40.0		40.0	60.0	40.0			20.0		20.0	80.0		80.0	20.0		20.0		20.0	40.0		20.0	60.0			
99-9999	Unable to Assign Based on Title(99-9999)	High School Diploma	212	8.67	80.0	80.0		20.0	100.0	20.0	80.0	80.0			100.0		60.0	40.0		20.0	20.0			20.0	40.0		100.0		

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Occupation		Education	New Hires and Wages		Benefits			Job Skills					Hours Worked			Demographics							Turnover					
SOC Code	Occupation	Educational Requirement	New Hires	Average Hourly Wage (\$)	% Offered			% of Employers Identifying Each Skill as Important for that Particular Occupation					On Average During Each Week of the Reference Period			Gender			Age Group							% Still Employed 1 Quarter Later		
					Health Insurance	Retirement	Paid Time Off	Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation and Control	20 or Less	21-35	36 or More	Female	Male	Nonresident	16-20	20-24	25-34	35-44	45-54	55-64	65 and Older		Unknown	
00-0000	Total All Occupations (00-0000)	N/A	28,316	\$17.00	37.6	20.2	23.2	54.1	83.5	54.1	45.3	71.1	5.9	15.2	79.0	6.7	73.0	20.2	5.4	15.7	21.4	15.9	15.4	4.6	1.0	20.4	67.9	
37-3011	Landscaping and Groundskeeping Workers(37-3011)	Less than High School Diploma	170	9.25				50.0	100.0		75.0	75.0			100.0		100.0		25.0	50.0	25.0							50.0
47-2131	Insulation Workers, Floor, Ceiling, and Wall(47-2131)	Less than High School Diploma	170	9.00	25.0	25.0	25.0	50.0	50.0	75.0	25.0	50.0			100.0	25.0	75.0		25.0		25.0		50.0					25.0
47-2181	Roofers(47-2181)	High School Diploma	170	11.78	25.0	25.0	25.0	100.0	75.0		25.0	0.0			100.0		100.0		25.0	25.0	50.0							75.0
47-5081	Helpers--Extraction Workers(47-5081)	High School Diploma	170	10.50			50.0		100.0	25.0		25.0			100.0		100.0		50.0	25.0	25.0							100.0
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists(49-3031)	High School Diploma	170	18.00	100.0	100.0	100.0		100.0	100.0	100.0	100.0			100.0		75.0	25.0			25.0	25.0	25.0				25.0	
53-7032	Excavating & Loading Machine & Dragline Operators(53-7032)	High School Diploma	170	19.50			25.0		75.0			100.0			100.0		75.0	25.0			25.0		50.0			25.0		50.0
33-9091	Crossing Guards(33-9091)	High School Diploma	127	14.42	100.0			100.0	100.0			0.0			100.0	33.3	66.7				100.0							
47-2021	Brickmasons and Blockmasons(47-2021)	Less than High School Diploma	127	18.00				100.0	100.0	33.3		33.3			100.0		100.0			33.3	33.3		33.3					33.3
47-2141	Painters, Construction and Maintenance(47-2141)	Less than High School Diploma	127	16.00	33.3	33.3	33.3	33.3	66.7	33.3		100.0		66.7	33.3		66.7	33.3		33.3	33.3					33.3		100.0
47-2211	Sheet Metal Workers(47-2211)	High School Diploma	127	20.00	66.7	100.0	66.7		100.0	100.0	100.0	66.7		66.7	33.3		100.0			33.3	33.3	33.3						66.7
47-3016	Helpers--Roofers(47-3016)	High School Diploma	127	10.00								66.7			100.0		100.0		33.3	33.3			33.3					100.0
51-9195	Molders, Shapers, & Casters, Exc. Metal & Plastic(51-9195)	High School Diploma	127	13.00					100.0			100.0			100.0		100.0			33.3		33.3		33.3				100.0
11-2021	Marketing Managers(11-2021)	Bachelors	85					100.0	100.0	100.0	100.0	100.0		100.0			100.0			50.0		50.0						100.0
17-2071	Electrical Engineers(17-2071)	Bachelors	85	27.50	50.0	50.0		100.0	100.0	100.0	100.0	100.0			100.0		50.0	50.0			50.0						50.0	100.0
17-3019	Drafters, All Other(17-3019)	Post Secondary	85	25.00					100.0	100.0	100.0	100.0	100.0	100.0			100.0		50.0		50.0		50.0					50.0
29-9011	Occupational Health and Safety Specialists(29-9011)	Bachelors	85	40.50	50.0	50.0	50.0	50.0	100.0	100.0	100.0	100.0			100.0		50.0	50.0					50.0					100.0
37-2011	Janitors and Cleaners, Except Maids and Housekeepi(37-2011)	High School Diploma	85	12.00					50.0	50.0		50.0	50.0	50.0		50.0	50.0				50.0		50.0					50.0
43-3051	Payroll and Timekeeping Clerks(43-3051)	High School Diploma	85						100.0	100.0	100.0	100.0		100.0		50.0	50.0			50.0				50.0				100.0
43-4171	Receptionists and Information Clerks(43-4171)	High School Diploma	85	12.00					100.0			0.0			100.0		50.0	50.0			50.0						50.0	100.0
47-2011	Boilermakers(47-2011)	High School Diploma	85	26.72	50.0	50.0	50.0	50.0	100.0	100.0	100.0	50.0			100.0		50.0	50.0					50.0				50.0	50.0
47-2043	Floor Sanders and Finishers(47-2043)	High School Diploma	85	15.00					50.0		50.0	100.0		50.0	50.0		50.0	50.0			50.0						50.0	50.0
47-2071	Paving, Surfacing, & Tamping Equipment Operators(47-2071)	High School Diploma	85	17.00	100.0	100.0			100.0			0.0			100.0		100.0									100.0		100.0
47-2081	Drywall and Ceiling Tile Installers(47-2081)	High School Diploma	85	20.50	100.0			50.0	100.0			50.0			100.0		50.0	50.0				50.0				50.0		100.0
47-2132	Insulation Workers, Mechanical(47-2132)	Less than High School Diploma	85	15.50				50.0	100.0	50.0		0.0			100.0		100.0				50.0		50.0					50.0
47-2161	Plasterers and Stucco Masons(47-2161)	Less than High School Diploma	85	16.50				50.0	50.0		50.0	50.0		100.0			50.0	50.0			50.0						50.0	100.0

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SOC Code	Occupation	Educational Requirement	New Hires	Average Hourly Wage (\$)	Health Insurance	Retirement	Paid Time Off	% of Employers Identifying Each Skill as Important for that Particular Occupation					On Average During Each Week of the Reference Period			Gender			Age Group										% Still Employed 1 Quarter Later
								Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation and Control	20 or Less	21-35	36 or More	Female	Male	Nonresident	16-20	20-24	25-34	35-44	45-54	55-64	65 and Older	Unknown			
00-0000	Total All Occupations (00-0000)	N/A	28,316	\$17.00	37.6	20.2	23.2	54.1	83.5	54.1	45.3	71.1	5.9	15.2	79.0	6.7	73.0	20.2	5.4	15.7	21.4	15.9	15.4	4.6	1.0	20.4	67.9		
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and (47-3011)	High School Diploma	85	12.00				100.0	100.0			100.0					50.0	50.0		50.0						50.0	100.0		
47-3013	Helpers--Electricians(47-3013)	High School Diploma	85	17.75	50.0		50.0	50.0	50.0	50.0		50.0	50.0	50.0	50.0		50.0	50.0		50.0						50.0	50.0		
47-3014	Helpers--Painters, Paperhangers, Plasterers, and S(47-3014)	Less than High School Diploma	85	22.25					100.0		50.0	50.0		100.0		50.0	50.0			50.0						50.0			
47-3015	Helpers--Pipefitters, Plumbers, Pipefitters, and S(47-3015)	Post Secondary	85	14.50	50.0		50.0		100.0	100.0	100.0	100.0			100.0		100.0			50.0	50.0						100.0		
49-9052	Telecommunications Line Installers and Repairers(49-9052)	High School Diploma	85	35.00	100.0	100.0			100.0	100.0	100.0	100.0						100.0								100.0			
49-9071	Maintenance and Repair Workers, Gen(49-9071)	Post Secondary	85	13.25	50.0	50.0	50.0	50.0	100.0	100.0	50.0	0.0			100.0		100.0			50.0	50.0								
49-9081	Wind Turbine Service Technicians(49-9081)	Post Secondary	85	17.00	100.0	100.0	100.0		100.0	100.0	100.0	100.0			100.0		100.0			50.0	50.0						100.0		
49-9098	Helpers--Installation, Maint., & Repair Workers(49-9098)	Post Secondary	85	12.00								0.0			100.0		100.0			50.0	50.0								
53-7072	Pump Operators, Except Wellhead Pumpers(53-7072)	High School Diploma	85	21.00	100.0	100.0			100.0	100.0		100.0			100.0		50.0	50.0							50.0	100.0			
13-2011	Accountants and Auditors(13-2011)	Bachelors	n.d.		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0				100.0				100.0							100.0		
17-2051	Civil Engineers(17-2051)	Bachelors	n.d.		100.0	100.0	100.0		100.0	100.0	100.0	100.0	100.0				100.0			100.0							100.0		
23-1011	Lawyers(23-1011)	07-Doctorate	n.d.	20.00	100.0				100.0	100.0	100.0	0.0			100.0		100.0			100.0							100.0		
29-9012	Occupational Health and Safety Technicians(29-9012)	Associates	n.d.		100.0		100.0	100.0	100.0	100.0	100.0	100.0				100.0							100.0				100.0		
33-9032	Security Guards(33-9032)	High School Diploma	n.d.	10.00					100.0			0.0			100.0		100.0		100.0							100.0			
41-4012	Sales Representatives, Wholesale and Manufacturing(41-4012)	Post Secondary	n.d.	27.00	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0									100.0	100.0		
43-3021	Billing and Posting Clerks and Machine Operators(43-3021)	High School Diploma	n.d.	12.00	100.0		100.0	100.0	100.0	100.0		0.0			100.0		100.0										100.0		
45-1011	First-Line Supervisors/Managers of Farming, Fishin(45-1011)	High School Diploma	n.d.					100.0	100.0		100.0	100.0				100.0										100.0	100.0		
47-2022	Stonemasons(47-2022)	Less than High School Diploma	n.d.	21.00				100.0	100.0			100.0			100.0			100.0							100.0		100.0		
47-2121	Glaziers(47-2121)	High School Diploma	n.d.	9.00				100.0	100.0	100.0		0.0			100.0		100.0		100.0								100.0		
47-5099	Extraction Workers, All Other(47-5099)	High School Diploma	n.d.	17.00	100.0				100.0			100.0			100.0		100.0										100.0		
49-2094	Electrical and Electronics Repairers, Commercial a(49-2094)	Associates	n.d.	18.50	100.0	100.0	100.0		100.0	100.0		0.0			100.0		100.0									100.0	100.0		
49-3023	Automotive Service Technicians and Mechanics(49-3023)	Post Secondary	n.d.		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0				100.0										100.0	100.0		
49-3042	Mobile Heavy Equipment Mechanics, Except Engines(49-3042)	Post Secondary	n.d.	16.00	100.0	100.0		100.0	100.0	100.0	100.0	100.0				100.0										100.0	100.0		

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					Health Insurance	Retirement	Paid Time Off	Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation and Control	20 or Less	21-35	36 or More	Female	Male	Nonresident	16-20	20-24	25-34	35-44	45-54	55-64	65 and Older		Unknown
00-0000	Total All Occupations (00-0000)	N/A	28,316	\$17.00	37.6	20.2	23.2	54.1	83.5	54.1	45.3	71.1	5.9	15.2	79.0	6.7	73.0	20.2	5.4	15.7	21.4	15.9	15.4	4.6	1.0	20.4	67.9
51-1011	First-Line Supervisors/Managers of Production and(51-1011)	High School Diploma	n.d.	16.00				100.0	100.0	100.0		100.0					100.0		100.0								100.0
51-3099	All other food processing workers(51-3099)	High School Diploma	n.d.	12.50					100.0		100.0	100.0		100.0			100.0								100.0	100.0	
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers(51-9061)	High School Diploma	n.d.					100.0	100.0	100.0	100.0	100.0					100.0					100.0				100.0	
53-7011	Conveyor Operators and Tenders(53-7011)	Post Secondary	n.d.	28.95	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0					100.0				100.0					100.0	
53-7051	Industrial Truck and Tractor Operators(53-7051)	High School Diploma	n.d.	15.00	100.0	100.0	100.0		100.0			100.0		100.0			100.0				100.0					100.0	

Research & Planning, Wyoming Department of Workforce Services
<http://doe.state.wy.us/LMI/newhires.htm>

n.d. = Not discloseable due to confidentiality.

Definitions

New Hire : A person who was hired by a firm for which he or she had not worked since 1992, the time frame for which R&P has Unemployment Insurance (UI) wage records (Knapp, 2011).

Nonresident: "individuals without a Wyoming-issued driver's license or at least four quarters of work history in Wyoming" (Jones, 2002).