

Estimates of New Hires and New Hires Job Characteristics in Retail Trade (NAICS 44-45) 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 (\$)	% 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	27,586	8.63	25.9	17.0	21.2	86.2	68.6	63.4	30.6	50.4	31.8	32.3	35.9	49.8	40.5	9.7	18.4	23.2	20.5	11.2	10.0	5.2	0.9	10.6	78.8		
41-2011	Cashiers(41-2011)	Less than High School Diploma	7,752	8.25	15.4	12.8	13.3	95.7	63.8	59.0	25.0	51.1	34.2	44.7	21.1	63.3	27.7	9.0	19.7	22.3	19.1	10.1	13.3	5.3	0.9	10.1	75.0		
41-2031	Retail Salespersons(41-2031)	High School Diploma	6,969	8.50	24.9	19.5	19.5	90.5	75.7	70.4	34.9	37.3	38.1	33.1	28.8	59.2	33.1	7.7	20.7	24.9	17.2	14.8	9.5	3.6	1.2	8.3	78.1		
53-3033	Truck Drivers, Light or Delivery Services(53-3033)	High School Diploma	907	10.00	45.5	22.7	45.5	95.5	72.7	68.2	18.2	86.4	33.3	11.1	55.6	31.8	54.5	13.6	22.7	22.7	9.1	18.2	4.5	9.1		13.6	81.8		
35-3031	Waiters and Waitresses(35-3031)	High School Diploma	825	3.50	15.0	5.0	5.0	100.0	40.0	40.0		60.0		66.7	33.3	50.0	35.0	15.0	20.0	10.0	30.0	10.0	10.0	5.0		15.0	85.0		
43-5081	Stock Clerks and Order Fillers(43-5081)	High School Diploma	783	10.15	21.1	10.5	5.3	73.7	78.9	78.9	36.8	28.6	38.5	53.8	7.7	21.1	73.7	5.3	10.5	31.6	15.8	15.8	10.5	5.3		10.5	89.5		
53-7061	Cleaners of Vehicles and Equipment(53-7061)	Less than High School Diploma	742	10.00	22.2	27.8	27.8	27.8	22.2	22.2	27.8	50.0	27.8	11.1	61.1	44.4	50.0	5.6	16.7	33.3	11.1	5.6	5.6	16.7		11.1	100.0		
49-3093	Tire Repairers and Changers(49-3093)	Post Secondary	701	9.25	29.4	17.6	17.6	94.1	82.4	58.8	35.3	64.7	33.3	11.1	55.6	23.5	76.5		17.6	35.3	35.3	5.9	5.9			94.1			
53-6031	Service Station Attendants(53-6031)	High School Diploma	660	9.00	56.3	31.3	56.3	93.8	81.3	75.0	50.0	50.0	8.3		91.7	6.3	81.3	12.5	12.5	25.0	37.5	6.3		6.3	12.5	56.3			
53-7064	Packers and Packagers, Hand(53-7064)	High School Diploma	577	7.25				92.9	64.3	28.6	14.3	21.4	83.3	8.3	8.3	42.9	42.9	14.3	42.9	28.6	7.1			7.1		14.3	85.7		
53-7062	Laborers & Freight, Stock & Material Movers, Hand(53-7062)	High School Diploma	536	10.00	23.1		15.4	92.3	46.2	38.5	7.7	38.5	41.7	41.7	16.7	23.1	69.2	7.7	30.8	30.8	15.4		15.4		7.7	76.9			
41-1011	First-Line Supervis./Managers of Retail Sales Work(41-1011)	High School Diploma	454	11.25	81.8	72.7	81.8	100.0	81.8	81.8	27.3	63.6		10.0	90.0	27.3	63.6	9.1	9.1	18.2	27.3	27.3		9.1		9.1	72.7		
43-4051	Customer Service Representatives(43-4051)	High School Diploma	412	8.50	50.0	30.0	10.0	100.0	100.0	100.0	60.0	100.0		62.5	37.5	40.0	60.0			50.0	30.0	10.0		10.0		90.0			
41-2022	Parts Salespersons(41-2022)	High School Diploma	371	7.23	88.9	55.6	44.4	66.7	100.0	100.0	44.4	55.6			100.0	11.1	88.9			33.3	33.3	11.1	11.1		11.1	100.0			
35-3021	Combined Food Preparation and Serving Workers, Inc(35-3021)	Less than High School Diploma	330	9.87				100.0	75.0	75.0		75.0		100.0		75.0	12.5	12.5	37.5	12.5	25.0		12.5		12.5	87.5			
47-2031	Carpenters(47-2031)	High School Diploma	289	17.50			57.1	14.3	100.0	71.4	57.1	0.0		57.1	42.9	28.6	42.9	28.6	14.3		14.3		28.6	14.3		28.6	42.9		
49-3052	Motorcycle Mechanics(49-3052)	High School Diploma	289	12.00	42.9			100.0	100.0	100.0	100.0	100.0			100.0	42.9	42.9	14.3	28.6	14.3	28.6	14.3				14.3	85.7		
35-2021	Food Preparation Workers(35-2021)	Less than High School Diploma	247	8.75			16.7	100.0	83.3	16.7		100.0	60.0	40.0		50.0	33.3	16.7	16.7	16.7	33.3	16.7				16.7	33.3		
35-9021	Dishwashers(35-9021)	Less than High School Diploma	247	7.25								0.0	100.0			33.3	33.3	33.3	50.0				16.7			33.3			
47-3019	Helpers, Construction Trades, All Other(47-3019)	High School Diploma	247	11.00				50.0	66.7	16.7	16.7	66.7		50.0	50.0	16.7	83.3			16.7	50.0	16.7	16.7				100.0		
47-2121	Glaziers(47-2121)	High School Diploma	206	21.00	20.0	20.0	20.0	20.0				0.0			100.0	20.0	40.0	40.0			40.0		20.0		40.0	100.0			
49-9098	Helpers--Installation, Maint., & Repair Workers(49-9098)	Post Secondary	206	9.00				100.0	100.0	100.0	40.0	60.0	60.0	40.0		20.0	80.0		40.0	20.0		20.0			20.0	100.0			
27-1023	Floral Designers(27-1023)	Less than High School Diploma	165	10.00				25.0		25.0	25.0	0.0		100.0			50.0	50.0		25.0			25.0		25.0	50.0	75.0		
29-2052	Pharmacy Technicians(29-2052)	Post Secondary	165	9.50	25.0		75.0	100.0	100.0	100.0	100.0	100.0	33.3		66.7	75.0		25.0		50.0		25.0			25.0	100.0			
35-2014	Cooks, Restaurant(35-2014)	High School Diploma	165	9.25				100.0	100.0	100.0		50.0		50.0	75.0	25.0		25.0					50.0	25.0		25.0	100.0		
41-2021	Counter and Rental Clerks(41-2021)	Less than High School Diploma	165	20.73	100.0	50.0	100.0	100.0	100.0	100.0	25.0	100.0			100.0	25.0	50.0	25.0		50.0		25.0				25.0	100.0		
41-4012	Sales Representatives, Wholesale and Manufacturing(41-4012)	Post Secondary	165	19.55	100.0	100.0	75.0	100.0	100.0	100.0	100.0	75.0			100.0	50.0	50.0		25.0		75.0					25.0	100.0		
43-5071	Shipping, Receiving, and Traffic Clerks(43-5071)	High School Diploma	165	9.40	25.0	25.0	25.0	25.0	25.0	25.0	25.0	0.0		100.0	25.0	50.0	25.0		25.0	25.0	25.0				25.0	25.0			
43-9061	Office Clerks, General(43-9061)	High School Diploma	165	12.00	25.0		25.0	50.0	75.0	100.0	25.0	25.0	50.0		50.0	75.0	25.0		25.0	25.0	50.0					25.0	100.0		
53-3099	Motor Vehicle Operators, All Other(53-3099)	Less than High School Diploma	165	8.00								0.0	100.0			50.0	50.0		50.0	25.0			25.0				100.0		
35-2011	Cooks, Fast Food(35-2011)	Less than High School Diploma	124	8.00				100.0	33.3	66.7		0.0		100.0		100.0			33.3	33.3					33.3	33.3			

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			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										
								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	27,586	8.63	25.9	17.0	21.2	86.2	68.6	63.4	30.6	50.4	31.8	32.3	35.9	49.8	40.5	9.7	18.4	23.2	20.5	11.2	10.0	5.2	0.9	10.6	78.8		
43-3031	Bookkeeping, Accounting, and Auditing Clerks(43-3031)	High School Diploma	124	15.00	33.3			100.0	100.0	100.0	33.3	66.7			100.0	66.7	40.5	33.3			33.3						33.3	100.0	
43-4171	Receptionists and Information Clerks(43-4171)	High School Diploma	124	12.00	33.3	33.3	33.3	33.3	33.3	33.3	33.3	33.3	66.7		33.3	100.0			33.3	33.3								100.0	
49-2098	Security and Fire Alarm Systems Installers(49-2098)	High School Diploma	124	14.00	100.0		100.0	100.0	100.0	100.0	100.0	100.0			100.0		66.7	33.3		33.3		33.3				33.3	100.0		
49-3023	Automotive Service Technicians and Mechanics(49-3023)	Post Secondary	124	16.00	100.0	33.3	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0				100.0							100.0	
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists(49-3031)	High School Diploma	124	14.00	66.7	66.7	66.7	100.0	100.0	100.0		100.0			100.0	33.3	66.7					33.3	66.7					100.0	
51-3011	Bakers(51-3011)	High School Diploma	124	9.57	66.7	66.7	66.7	100.0	100.0	100.0		66.7	100.0		100.0	66.7	33.3		33.3	33.3								100.0	
11-2022	Sales Managers(11-2022)	Bachelors	82	28.90	100.0	50.0	100.0	100.0	100.0	50.0	100.0	100.0			100.0	50.0	50.0						50.0	50.0				100.0	
19-4011	Agricultural and Food Science Technicians(19-4011)	Associates	82	10.00	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0	50.0	50.0				50.0							100.0	
27-1026	Merchandise Displayers and Window Trimmers(27-1026)	High School Diploma	82							100.0		0.0				50.0	50.0		50.0									100.0	
37-2011	Janitors and Cleaners, Except Maids and Housekeepi(37-2011)	High School Diploma	82	10.20				50.0				100.0					50.0	50.0							50.0	50.0		50.0	
39-3091	Amusement and Recreation Attendants(39-3091)	High School Diploma	82	7.25					100.0			100.0	100.0		100.0	50.0	50.0		50.0									50.0	
41-3031	Securities, Commodities, and Financial Services Sa(41-3031)	Bachelors	82	9.00	100.0		50.0	100.0	50.0	100.0		100.0			100.0						100.0							100.0	
43-5031	Police, Fire, and Ambulance Dispatchers(43-5031)	High School Diploma	82		100.0	100.0									100.0	50.0	50.0				50.0		50.0					100.0	
43-9071	Office Machine Operators, Except Computer(43-9071)	High School Diploma	82	7.50				100.0	100.0	100.0	100.0	100.0		100.0		100.0				50.0	50.0							100.0	
51-4121	Welders, Cutters, Solderers, and Brazers(51-4121)	Post Secondary	82	14.00				100.0	100.0			0.0	100.0			50.0	50.0				100.0							100.0	
51-9151	Photographic Process Workers and Pr(51-9151)	High School Diploma	82	10.00	100.0			100.0		100.0		100.0			100.0	50.0	50.0		100.0										
51-9198	Helpers--Production Workers(51-9198)	High School Diploma	82	8.50				100.0	100.0	100.0	100.0	100.0		100.0		50.0	50.0				50.0						50.0		
11-1021	General and Operations Managers(11-1021)	Associates	n.d.				100.0	100.0	100.0	100.0	100.0	100.0			100.0	100.0												100.0	
21-2011	Clergy(21-2011)	Bachelors	n.d.						100.0		100.0	100.0	100.0		100.0				100.0										
25-3099	Teachers and Instructors, All Other(25-3099)	Bachelors	n.d.	14.38				100.0	100.0			0.0						100.0								100.0		100.0	
35-2015	Cooks, Short Order(35-2015)	High School Diploma	n.d.	8.50			100.0	100.0	100.0			0.0				100.0				100.0								100.0	
35-3022	Counter Attendants, Cafeteria, Food Concession, an(35-3022)	Less than High School Diploma	n.d.	10.00				100.0		100.0	100.0	100.0	100.0		100.0						100.0							100.0	
35-3041	Food Servers, Nonrestaurant(35-3041)	Less than High School Diploma	n.d.		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0				100.0					100.0							100.0	
39-2021	Nonfarm Animal Caretakers(39-2021)	High School Diploma	n.d.	8.00								0.0		100.0		100.0					100.0							100.0	
39-5012	Hairdressers, Hairstylists, and Cosmetologists(39-5012)	Post Secondary	n.d.	8.58				100.0	100.0	100.0	100.0	100.0		100.0		100.0				100.0								100.0	
41-3099	Sales Representatives, Services, All Other(41-3099)	High School Diploma	n.d.	8.00				100.0	100.0	100.0	100.0	100.0		100.0		100.0					100.0							100.0	
43-6014	Secretaries, Except Legal, Medical, and Executive(43-6014)	High School Diploma	n.d.	10.10				100.0	100.0	100.0	100.0	100.0		100.0		100.0					100.0								
49-1011	First-Line Supervisors/Managers of Mechanics, Inst(49-1011)	High School Diploma	n.d.		100.0			100.0	100.0	100.0		0.0				100.0					100.0							100.0	

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49-2011	Computer, Automated Teller & Office Mach. Repairer(49-2011)	Post Secondary	n.d.	10.00	100.0		100.0	100.0	100.0	100.0	100.0	100.0			100.0													100.0	
49-3053	Outdoor Power Equipment & Other Small Engine Mech.(49-3053)	High School Diploma	n.d.	12.00	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	n.d.	16.19	100.0			100.0	100.0	100.0	100.0	100.0			100.0													100.0	
49-9099	Installation, Maintenance & Repair Workers, Other(49-9099)	Post Secondary	n.d.	15.00					100.0	100.0		0.0		100.0			100.0									100.0		100.0	
51-9122	Painters, Transportation Equipment(51-9122)	High School Diploma	n.d.	12.00				100.0	100.0	100.0	100.0	100.0			100.0													100.0	
53-3031	Driver/Sales Workers(53-3031)	High School Diploma	n.d.	7.25					100.0	100.0	100.0	100.0			100.0			100.0										100.0	
53-3032	Truck Drivers, Heavy and Tractor-Trailer(53-3032)	High School Diploma	n.d.					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).