

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Total, All Occupations	Welders, Cutters, Solderers, and Brazers (51-4121)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Helpers-- Production Workers (51-9198)
Typical Education <sup>a</sup>		N/A	Post Secondary	High School Diploma	High School Diploma
N		5,633	666	372	314
Average Hourly Wage (\$)		14.00	16.10	12.50	12.00
% Paid Piece Rate		0.7	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	61.2	61.8	65.8	62.5
	Retirement	47.3	36.8	52.6	50.0
	Paid Leave	55.8	54.4	63.2	53.1
Skills Selected as "Important" (%)	Service Orientation	49.7	32.4	26.3	40.6
	Critical Thinking	77.4	77.9	78.9	59.4
	Reading Comprehension	69.2	67.6	47.4	50.0
	Technology Design	41.4	55.9	10.5	25.0
	Operation and Control	71.7	82.4	39.5	68.8
Employers' Satisfaction with New Hires' Skills	Satisfied	63.0	52.9	57.9	68.8
	Not Satisfied	10.6	11.8	23.7	6.3
	Neither	15.1	14.7	2.6	15.6
	Other	11.3	20.6	15.8	9.4
Average Weekly Hours	20 or Less	4.4	3.4	2.7	3.1
	21-35	12.5	8.5	5.4	9.4
	36 or More	83.2	88.1	91.9	87.5
Gender	Female	16.9	10.3	13.2	12.5
	Male	72.0	79.4	71.1	78.1
	Nonresident	11.1	10.3	15.8	9.4
Age Group	19 and Younger	7.5	8.8	15.8	9.4
	20-24	15.3	16.2	26.3	18.8
	25-34	27.8	25.0	23.7	18.8
	35-44	16.9	14.7	7.9	12.5
	45-54	15.3	16.2	7.9	21.9
	55-64	5.0	7.4	2.6	9.4
	65 and Older	0.9	1.5	0.0	0.0
	Unknown (Nonresidents)	11.3	10.3	15.8	9.4
Turnover	% Still Working 1 Quarter After Hire	83.5	82.4	84.2	75.0

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
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Job Characteristics		Occupation and SOC Code			
		Truck Drivers, Heavy and Tractor-Trailer (53-3032)	Machinists (51- 4041)	Team Assemblers (51- 2092)	Office Clerks, General (43- 9061)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		274	235	206	176
Average Hourly Wage (\$)		15.50	15.00	11.00	14.46
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	67.9	66.7	76.2	55.6
	Retirement	53.6	54.2	52.4	27.8
	Paid Leave	53.6	62.5	47.6	38.9
Skills Selected as "Important" (%)	Service Orientation	60.7	54.2	42.9	94.4
	Critical Thinking	92.9	91.7	52.4	72.2
	Reading Comprehension	53.6	91.7	76.2	94.4
	Technology Design	17.9	83.3	0.0	22.2
	Operation and Control	92.9	83.3	76.2	44.4
Employers' Satisfaction with New Hires' Skills	Satisfied	57.1	87.5	42.9	61.1
	Not Satisfied	28.6	0.0	4.8	11.1
	Neither	7.1	4.2	19.0	27.8
	Other	7.1	8.3	33.3	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	6.3
	21-35	0.0	20.0	19.0	6.3
	36 or More	100.0	80.0	81.0	87.5
Gender	Female	14.3	12.5	42.9	55.6
	Male	78.6	83.3	47.6	38.9
	Nonresident	7.1	4.2	9.5	5.6
Age Group	19 and Younger	0.0	12.5	14.3	0.0
	20-24	7.1	16.7	9.5	11.1
	25-34	17.9	37.5	19.0	33.3
	35-44	25.0	16.7	38.1	27.8
	45-54	32.1	12.5	9.5	11.1
	55-64	7.1	0.0	0.0	11.1
	65 and Older	3.6	0.0	0.0	0.0
	Unknown (Nonresidents)	7.1	4.2	9.5	5.6
Turnover	% Still Working 1 Quarter After Hire	85.7	87.5	76.2	72.2

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
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Job Characteristics	Occupation and SOC Code			
	Construction Laborers (47-2061)	Assemblers and Fabricators, All Other (51-2099)	Packaging & Filling Machine Operators & Tenders (51-9111)	Maintenance and Repair Workers, Gen (49-9071)
<b>Typical Education<sup>a</sup></b>	High School Diploma	High School Diploma	High School Diploma	Post Secondary
<b>N</b>	127	127	118	98
<b>Average Hourly Wage (\$)</b>	15.20	11.50	13.10	17.00
<b>% Paid Piece Rate</b>	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
<b>Health Insurance</b>	61.5	61.5	75.0	50.0
<b>Retirement</b>	61.5	38.5	75.0	50.0
<b>Paid Leave</b>	38.5	46.2	75.0	50.0
<b>Skills Selected as "Important" (%)</b>				
<b>Service Orientation</b>	30.8	61.5	58.3	60.0
<b>Critical Thinking</b>	46.2	61.5	75.0	100.0
<b>Reading Comprehension</b>	46.2	69.2	75.0	100.0
<b>Technology Design</b>	23.1	38.5	66.7	50.0
<b>Operation and Control</b>	76.9	92.3	91.7	30.0
<b>Employers' Satisfaction with New Hires' Skills</b>				
<b>Satisfied</b>	46.2	38.5	75.0	80.0
<b>Not Satisfied</b>	0.0	38.5	0.0	0.0
<b>Neither</b>	7.7	15.4	25.0	0.0
<b>Other</b>	46.2	7.7	0.0	20.0
<b>Average Weekly Hours</b>				
<b>20 or Less</b>	0.0	0.0	9.1	30.0
<b>21-35</b>	0.0	0.0	18.2	0.0
<b>36 or More</b>	100.0	100.0	72.7	70.0
<b>Gender</b>				
<b>Female</b>	15.4	0.0	16.7	0.0
<b>Male</b>	84.6	100.0	58.3	90.0
<b>Nonresident</b>	0.0	0.0	25.0	10.0
<b>Age Group</b>				
<b>19 and Younger</b>	23.1	0.0	33.3	10.0
<b>20-24</b>	23.1	30.8	0.0	10.0
<b>25-34</b>	23.1	30.8	8.3	20.0
<b>35-44</b>	23.1	7.7	25.0	20.0
<b>45-54</b>	7.7	30.8	8.3	10.0
<b>55-64</b>	0.0	0.0	0.0	20.0
<b>65 and Older</b>	0.0	0.0	0.0	0.0
<b>Unknown (Nonresidents)</b>	0.0	0.0	25.0	10.0
<b>Turnover</b>				
<b>% Still Working 1 Quarter After Hire</b>	84.6	92.3	91.7	80.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
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Job Characteristics		Occupation and SOC Code			
		Production Workers, All Other (51-9199)	Sawing Machine Setters, Operators & Tenders, Wood (51-7041)	Mixing and Blending Machine Setters, Operators, an (51-9023)	General and Operations Managers (11-1021)
Typical Education <sup>a</sup>		High School Diploma	Less than High School Diploma	High School Diploma	Associates
N		98	88	88	78
Average Hourly Wage (\$)		10.00	10.50	16.00	42.07
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	10.0	100.0	100.0	75.0
	Retirement	10.0	44.4	100.0	50.0
	Paid Leave	10.0	55.6	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	50.0	33.3	22.2	100.0
	Critical Thinking	100.0	55.6	100.0	100.0
	Reading Comprehension	40.0	55.6	100.0	100.0
	Technology Design	40.0	11.1	22.2	100.0
	Operation and Control	70.0	66.7	22.2	87.5
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	55.6	66.7	50.0
	Not Satisfied	30.0	0.0	33.3	25.0
	Neither	20.0	33.3	0.0	25.0
	Other	0.0	11.1	0.0	0.0
Average Weekly Hours	20 or Less	22.2	0.0	0.0	0.0
	21-35	44.4	0.0	0.0	0.0
	36 or More	33.3	100.0	100.0	100.0
Gender	Female	30.0	11.1	11.1	25.0
	Male	50.0	77.8	88.9	75.0
	Nonresident	20.0	11.1	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	20.0	22.2	11.1	0.0
	25-34	40.0	22.2	66.7	25.0
	35-44	10.0	22.2	11.1	12.5
	45-54	0.0	11.1	11.1	50.0
	55-64	10.0	11.1	0.0	0.0
	65 and Older	0.0	0.0	0.0	12.5
	Unknown (Nonresidents)	20.0	11.1	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	77.8	100.0	87.5

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
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Job Characteristics	Occupation and SOC Code			
	Cutting, Punching, and Press Machine Setters, Oper (51-4031)	Woodworking Machine Setters, Operators, and Tender (51- 7042)	Janitors and Cleaners, Except Maids and Housekeepi (37-2011)	First-Line Supervisors/Ma nagers of Production and (51-1011)
Typical Education <sup>a</sup>	High School Diploma	High School Diploma	High School Diploma	High School Diploma
N	78	78	69	69
Average Hourly Wage (\$)	11.34	11.00	13.19	31.25
% Paid Piece Rate	12.5	0.0	0.0	0.0
% Offered				
Selected				
Benefits				
Health Insurance	50.0	62.5	14.3	100.0
Retirement	12.5	50.0	14.3	85.7
Paid Leave	37.5	62.5	0.0	100.0
Skills Selected as "Important" (%)				
Service Orientation	12.5	37.5	28.6	42.9
Critical Thinking	37.5	62.5	71.4	100.0
Reading Comprehension	50.0	62.5	71.4	42.9
Technology Design	25.0	50.0	28.6	85.7
Operation and Control	87.5	100.0	28.6	100.0
Employers' Satisfaction with New Hires' Skills				
Satisfied	100.0	25.0	71.4	42.9
Not Satisfied	0.0	12.5	14.3	0.0
Neither	0.0	62.5	14.3	0.0
Other	0.0	0.0	0.0	57.1
Average Weekly Hours				
20 or Less	16.7	0.0	14.3	0.0
21-35	0.0	0.0	42.9	0.0
36 or More	83.3	100.0	42.9	100.0
Gender				
Female	25.0	0.0	14.3	14.3
Male	62.5	75.0	71.4	85.7
Nonresident	12.5	25.0	14.3	0.0
Age Group				
19 and Younger	12.5	0.0	14.3	14.3
20-24	25.0	12.5	28.6	14.3
25-34	25.0	50.0	0.0	14.3
35-44	0.0	12.5	14.3	28.6
45-54	12.5	0.0	28.6	28.6
55-64	0.0	0.0	0.0	0.0
65 and Older	12.5	0.0	0.0	0.0
Unknown (Nonresidents)	12.5	25.0	14.3	0.0
Turnover				
% Still Working 1 Quarter After Hire	100.0	100.0	85.7	100.0

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

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Job Characteristics		Occupation and SOC Code			
		Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)	Truck Drivers, Light or Delivery Services (53-3033)	Packers and Packagers, Hand (53-7064)	Cement Masons and Concrete Finishers (47-2051)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
N		69	69	69	59
Average Hourly Wage (\$)		13.75	12.00	10.00	16.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	71.4	42.9	0.0	33.3
	Retirement	71.4	14.3	0.0	33.3
	Paid Leave	71.4	42.9	28.6	33.3
Skills Selected as "Important" (%)	Service Orientation	100.0	71.4	71.4	16.7
	Critical Thinking	100.0	85.7	85.7	0.0
	Reading Comprehension	100.0	100.0	85.7	83.3
	Technology Design	42.9	0.0	14.3	0.0
	Operation and Control	71.4	85.7	28.6	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	71.4	71.4	57.1	0.0
	Not Satisfied	14.3	0.0	0.0	33.3
	Neither	0.0	28.6	28.6	66.7
	Other	14.3	0.0	14.3	0.0
Average Weekly Hours	20 or Less	0.0	0.0	14.3	0.0
	21-35	0.0	50.0	28.6	40.0
	36 or More	100.0	50.0	57.1	60.0
Gender	Female	42.9	14.3	28.6	0.0
	Male	57.1	71.4	28.6	66.7
	Nonresident	0.0	14.3	42.9	33.3
Age Group	19 and Younger	14.3	14.3	0.0	16.7
	20-24	0.0	14.3	0.0	0.0
	25-34	42.9	28.6	14.3	33.3
	35-44	14.3	0.0	14.3	16.7
	45-54	28.6	14.3	0.0	0.0
	55-64	0.0	0.0	14.3	0.0
	65 and Older	0.0	14.3	0.0	0.0
	Unknown (Nonresidents)	0.0	14.3	57.1	33.3
Turnover	% Still Working 1 Quarter After Hire	100.0	71.4	42.9	83.3

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

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Job Characteristics		Occupation and SOC Code			
		Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Slaughterers and Meat Packers (51-3023)	Lathe and Turning Machine Tool Setters, Operators, (51-4034)	Welding, Soldering, and Brazing Machine Setters, O (51-4122)
Typical Education <sup>a</sup>		Post Secondary	Less than High School Diploma	High School Diploma	High School Diploma
N		59	59	59	59
Average Hourly Wage (\$)		12.00	11.00	11.50	20.32
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	66.7	100.0
	Retirement	0.0	0.0	100.0	100.0
	Paid Leave	0.0	0.0	100.0	83.3
Skills Selected as "Important" (%)	Service Orientation	0.0	83.3	16.7	0.0
	Critical Thinking	100.0	83.3	100.0	0.0
	Reading Comprehension	0.0	100.0	16.7	83.3
	Technology Design Operation and Control	33.3	33.3	83.3	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	0.0
	Not Satisfied	66.7	0.0	0.0	0.0
	Neither	33.3	0.0	0.0	0.0
	Other	0.0	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	33.3	100.0	0.0	0.0
	36 or More	66.7	0.0	100.0	100.0
Gender	Female	16.7	0.0	0.0	0.0
	Male	50.0	83.3	100.0	83.3
	Nonresident	33.3	16.7	0.0	16.7
Age Group	19 and Younger	0.0	16.7	0.0	0.0
	20-24	16.7	33.3	16.7	16.7
	25-34	33.3	16.7	33.3	66.7
	35-44	16.7	0.0	0.0	0.0
	45-54	0.0	16.7	16.7	0.0
	55-64	0.0	0.0	33.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	33.3	16.7	0.0	16.7	
Turnover	% Still Working 1 Quarter After Hire	33.3	66.7	83.3	100.0

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Job Characteristics		Occupation and SOC Code			
		Coating, Painting, and Spraying Machine Setters, O (51-9121)	Mechanical Engineers (17-2141)	First-Line Super./Manag., Non-Retail Sales Workers (41-1012)	Carpenters (47-2031)
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Masters	High School Diploma
N		59	N/D	N/D	N/D
Average Hourly Wage (\$)		14.00	24.04	39.62	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	40.0	100.0	0.0
	Retirement	16.7	80.0	100.0	0.0
	Paid Leave	66.7	80.0	100.0	20.0
Skills Selected as "Important" (%)	Service Orientation	83.3	40.0	100.0	20.0
	Critical Thinking	83.3	100.0	100.0	100.0
	Reading Comprehension	83.3	60.0	100.0	100.0
	Technology Design	16.7	100.0	0.0	80.0
	Operation and Control	100.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	83.3	100.0	100.0	80.0
	Not Satisfied	16.7	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	20.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	20.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	80.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	20.0
	Male	100.0	100.0	80.0	60.0
	Nonresident	0.0	0.0	20.0	20.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	16.7	0.0	0.0	0.0
	25-34	50.0	60.0	20.0	0.0
	35-44	33.3	0.0	0.0	60.0
	45-54	0.0	40.0	0.0	20.0
	55-64	0.0	0.0	60.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	20.0	20.0
Turnover	% Still Working 1 Quarter After Hire	83.3	100.0	100.0	60.0

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New Hires Job Skills Survey  
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Job Characteristics		Occupation and SOC Code			
		Helpers-- Extraction Workers (47- 5081)	Bus & Truck Mechanics & Diesel Engine Specialists (49- 3031)	Structural Metal Fabricators and Fitters (51- 2041)	Chemical Equipment Operators and Tenders (51- 9011)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	18.00	18.50	22.47
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	0.0	100.0	80.0	100.0
	Paid Leave	0.0	100.0	80.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	80.0	80.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	60.0	100.0
	Technology Design	0.0	80.0	100.0	40.0
	Operation and Control	100.0	80.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	80.0	60.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	20.0	40.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	0.0	20.0	0.0	0.0
	Male	60.0	60.0	100.0	100.0
	Nonresident	40.0	20.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	20.0	40.0	20.0	0.0
	25-34	0.0	0.0	0.0	40.0
	35-44	20.0	40.0	60.0	20.0
	45-54	0.0	0.0	20.0	40.0
	55-64	20.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	40.0	20.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Mechanical Drafters (17-3013)	Industrial Machinery Mechanics (49-9041)	Bakers (51-3011)	Petroleum Pump System Operators, Refinery Operator (51-8093)
Typical Education <sup>a</sup>		Associates	Post Secondary	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.50	24.00	11.00	27.87
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	100.0
	Retirement	0.0	100.0	0.0	50.0
	Paid Leave	0.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	50.0	25.0	25.0	75.0
	Critical Thinking	100.0	100.0	75.0	100.0
	Reading Comprehension	100.0	75.0	100.0	100.0
	Technology Design	100.0	50.0	25.0	100.0
	Operation and Control	50.0	75.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	75.0	75.0	75.0
	Not Satisfied	0.0	0.0	25.0	0.0
	Neither	50.0	25.0	0.0	0.0
	Other	0.0	0.0	0.0	25.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	66.7	0.0
	36 or More	100.0	100.0	33.3	100.0
Gender	Female	50.0	0.0	0.0	0.0
	Male	25.0	75.0	100.0	100.0
	Nonresident	25.0	25.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	25.0	0.0	0.0	0.0
	25-34	25.0	25.0	25.0	75.0
	35-44	25.0	25.0	0.0	0.0
	45-54	0.0	25.0	75.0	25.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	25.0	25.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	75.0	100.0	100.0

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the  
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Accountants and Auditors (13-2011)	Drafters, All Other (17-3019)	Combined Food Preparation and Serving Workers, Inc (35-3021)	Sales Representatives, Wholesale and Manufacturing (41-4012)
Typical Education <sup>a</sup>		Bachelors	Post Secondary	Less than High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		20.19	11.00	8.00	50.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	66.7
	Retirement	100.0	100.0	0.0	33.3
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	33.3	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	66.7	66.7
	Technology Design Operation and Control	33.3	100.0	0.0	33.3
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	100.0	33.3	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	66.7	0.0
	Other	33.3	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	33.3
	21-35	0.0	0.0	100.0	0.0
	36 or More	100.0	100.0	0.0	66.7
Gender	Female	66.7	0.0	66.7	0.0
	Male	33.3	100.0	0.0	66.7
	Nonresident	0.0	0.0	33.3	33.3
Age Group	19 and Younger	0.0	0.0	33.3	0.0
	20-24	0.0	33.3	0.0	0.0
	25-34	33.3	33.3	0.0	33.3
	35-44	0.0	0.0	0.0	0.0
	45-54	33.3	33.3	33.3	33.3
	55-64	33.3	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	33.3	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	66.7

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Stock Clerks and Order Fillers (43-5081)	Highway Maintenance Workers (47-4051)	Electrical and Electronics Repairers, Commercial a (49-2094)	Control and Valve Installers and Repairers, Except (49-9012)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Associates	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.18	9.00	25.38	15.00
% 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	66.7	0.0	33.3	100.0
	Paid Leave	66.7	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	66.7	0.0	33.3	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	0.0
	Technology Design Operation and Control	66.7	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	0.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	33.3
	Neither	0.0	100.0	0.0	66.7
	Other	33.3	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	33.3	0.0	0.0	0.0
	36 or More	66.7	100.0	100.0	0.0
Gender	Female	33.3	0.0	33.3	0.0
	Male	66.7	66.7	66.7	100.0
	Nonresident	0.0	33.3	0.0	0.0
Age Group	19 and Younger	66.7	33.3	0.0	0.0
	20-24	33.3	0.0	33.3	33.3
	25-34	0.0	0.0	66.7	33.3
	35-44	0.0	33.3	0.0	33.3
	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
Unknown (Nonresidents)	0.0	33.3	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	33.3

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

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics	Occupation and SOC Code			
	Installation, Maintenance & Repair Workers, Other (49-9099)	Electrical and Electronic Equipment Assemblers (51-2022)	Grinding, Lapping, Polishing, and Buffing Machine (51-4033)	Printing Press Operators (51-5112)
Typical Education <sup>a</sup>	Post Secondary	High School Diploma	High School Diploma	High School Diploma
N	N/D	N/D	N/D	N/D
Average Hourly Wage (\$)	32.26	12.00	13.00	10.50
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	66.7	0.0	66.7	33.3
Retirement	0.0	0.0	33.3	0.0
Paid Leave	66.7	33.3	33.3	33.3
Skills Selected as "Important" (%)				
Service Orientation	66.7	0.0	33.3	33.3
Critical Thinking	100.0	100.0	100.0	66.7
Reading Comprehension	66.7	100.0	100.0	33.3
Technology Design	100.0	100.0	0.0	33.3
Operation and Control	100.0	100.0	100.0	66.7
Employers' Satisfaction with New Hires' Skills				
Satisfied	100.0	100.0	0.0	66.7
Not Satisfied	0.0	0.0	0.0	0.0
Neither	0.0	0.0	100.0	33.3
Other	0.0	0.0	0.0	0.0
Average Weekly Hours				
20 or Less	0.0	66.7	0.0	0.0
21-35	0.0	0.0	0.0	66.7
36 or More	100.0	33.3	100.0	33.3
Gender				
Female	0.0	33.3	0.0	0.0
Male	100.0	66.7	100.0	100.0
Nonresident	0.0	0.0	0.0	0.0
Age Group				
19 and Younger	0.0	33.3	0.0	33.3
20-24	0.0	33.3	33.3	0.0
25-34	0.0	33.3	66.7	66.7
35-44	66.7	0.0	0.0	0.0
45-54	33.3	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
Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover				
% Still Working 1 Quarter After Hire	100.0	100.0	33.3	100.0

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

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics	Occupation and SOC Code			
	Driver/Sales Workers (53-3031)	Chemical Engineers (17-2041)	Electrical Engineers (17-2071)	Mining and Geological Engineers, Including Mining (17-2151)
Typical Education <sup>a</sup>	High School Diploma	Bachelors	Bachelors	Bachelors
N	N/D	N/D	N/D	N/D
Average Hourly Wage (\$)	13.00	55.29	32.45	48.08
% Paid Piece Rate	66.7	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	100.0	100.0	100.0	100.0
Retirement	100.0	100.0	100.0	100.0
Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)				
Service Orientation	100.0	0.0	0.0	0.0
Critical Thinking	100.0	100.0	100.0	100.0
Reading Comprehension	66.7	100.0	100.0	100.0
Technology Design	0.0	100.0	100.0	100.0
Operation and Control	0.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills				
Satisfied	0.0	100.0	100.0	100.0
Not Satisfied	0.0	0.0	0.0	0.0
Neither	66.7	0.0	0.0	0.0
Other	33.3	0.0	0.0	0.0
Average Weekly Hours				
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	0.0
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	66.7	0.0	50.0	0.0
25-34	33.3	50.0	50.0	50.0
35-44	0.0	0.0	0.0	50.0
45-54	0.0	50.0	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
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

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

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

N/D = Not dicloseable  
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<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Architectural and Civil Drafters (17-3011)	Electrical and Electronic Technicians (17-3023)	Graphic Designers (27-1024)	First-Line Supervisors/Managers of Food Preparation (35-1012)
Typical Education <sup>a</sup>		Post Secondary	Associates	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.00	20.38	10.00	19.45
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	100.0	50.0	100.0	0.0
	Paid Leave	100.0	50.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	50.0
	Technology Design	100.0	100.0	100.0	50.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	50.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	100.0	100.0	0.0
Gender	Female	100.0	0.0	50.0	50.0
	Male	0.0	100.0	50.0	50.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	50.0	50.0	50.0
	25-34	50.0	50.0	50.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	50.0
	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 After Hire	100.0	100.0	100.0	100.0

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

N/D = Not discloseable due to confidentiality.

<sup>a</sup>Source: O\*Net Online  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the  
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Dishwashers (35-9021)	Cashiers (41- 2011)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Dispatchers, Except Police, Fire, and Ambulance (43- 5032)
<b>Typical Education<sup>a</sup></b>		Less than High School Diploma	Less than High School Diploma	High School Diploma	High School Diploma
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		10.00	7.75	16.50	18.00
<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	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>	0.0	100.0	0.0	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	0.0	100.0	100.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	0.0	100.0	100.0	100.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	100.0	0.0	0.0	0.0
	<b>Other</b>	0.0	0.0	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	100.0	0.0	100.0
	<b>36 or More</b>	0.0	0.0	100.0	0.0
<b>Gender</b>	<b>Female</b>	50.0	50.0	100.0	0.0
	<b>Male</b>	0.0	0.0	0.0	100.0
	<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	50.0
	<b>20-24</b>	0.0	0.0	0.0	0.0
	<b>25-34</b>	50.0	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	50.0	50.0
	<b>55-64</b>	0.0	50.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<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	100.0	100.0	100.0

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

N/D = Not dicloseable  
due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>



# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Weighers, Measurers, Checkers, and Samplers, Recor (43-5111)	Electricians (47- 2111)	Helpers-- Painters, Paperhangers, Plasterers, and S (47-3014)	Molding, Coremaking, and Casting Machine Setters, (51- 4072)
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		23.85	15.00	12.00	10.05
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	0.0
	Retirement	100.0	100.0	0.0	0.0
	Paid Leave	100.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	0.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	0.0	100.0	100.0	100.0
Employers' 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	100.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	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	50.0
	Male	50.0	100.0	100.0	50.0
	Nonresident	50.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	0.0	0.0	0.0
	25-34	0.0	100.0	0.0	50.0
	35-44	0.0	0.0	50.0	50.0
	45-54	0.0	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	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Print Binding & Finishing Workers (51-5113)	Sewing Machine Operators (51-6031)	Cabinetmakers and Bench Carpenters (51-7011)	Separating, Filtering, Clarifying, Precipitating, (51-9012)
Typical Education <sup>a</sup>		High School Diploma	Less than High School Diploma	Post Secondary	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.25	10.00	11.00	10.75
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	50.0	0.0	100.0
	Retirement	50.0	50.0	0.0	0.0
	Paid Leave	50.0	50.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	100.0	0.0
	Critical Thinking	0.0	50.0	100.0	100.0
	Reading Comprehension	50.0	50.0	50.0	100.0
	Technology Design	0.0	50.0	50.0	100.0
	Operation and Control	50.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	100.0	100.0
	Not Satisfied	50.0	50.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	50.0	50.0	0.0	50.0
	Male	50.0	50.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	100.0	0.0	0.0	50.0
	35-44	0.0	50.0	100.0	0.0
	45-54	0.0	50.0	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
	Unknown (Nonresidents)	0.0	0.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Cutting and Slicing Machine Setters, Operators, and Tenders (51-9032)	Furnace, Kiln, Oven, Drier, & Kettle Oper. & Tende (51-9051)	Painters, Transportation Equipment (51-9122)	Industrial Production Managers (11-3051)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.00	12.44	16.41	31.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	50.0	100.0
	Retirement	100.0	0.0	50.0	0.0
	Paid Leave	100.0	0.0	50.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	0.0	100.0
	Critical Thinking	100.0	0.0	50.0	100.0
	Reading Comprehension	100.0	0.0	50.0	100.0
	Technology Design	50.0	0.0	50.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	50.0	0.0
	Not Satisfied	50.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	0.0	0.0	50.0	0.0
Average Weekly Hours	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	50.0	0.0	0.0
	Male	100.0	50.0	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	0.0
	25-34	0.0	100.0	100.0	0.0
	35-44	100.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	100.0
	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	50.0	100.0	100.0	100.0

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics	Occupation and SOC Code			
	Wholesale and Retail Buyers, Except Farm Products (13-1022)	Compliance Officers, Except Agriculture, Construct (13-1041)	Employment, Recruitment & Placement Specialists (13-1071)	Management Analysts (13-1111)
Typical Education <sup>a</sup>	Post Secondary	Bachelors	Bachelors	Bachelors
N	N/D	N/D	N/D	N/D
Average Hourly Wage (\$)	16.32	14.00	21.64	26.68
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0
	Retirement	100.0	0.0	100.0
	Paid Leave	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	0.0
	Technology Design	100.0	100.0	0.0
	Operation and Control	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0
	Neither	0.0	0.0	0.0
	Other	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0
	21-35	0.0	0.0	0.0
	36 or More	0.0	0.0	100.0
Gender	Female	0.0	100.0	100.0
	Male	100.0	0.0	0.0
	Nonresident	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0
	20-24	0.0	0.0	0.0
	25-34	100.0	0.0	0.0
	35-44	0.0	100.0	0.0
	45-54	0.0	0.0	100.0
	55-64	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the  
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Computer User Support Specialists (15- 1151)	Materials Engineers (17- 2131)	Chemists (19- 2031)	Chemical Technicians (19- 4031)
Typical Education <sup>a</sup>		Associates	Bachelors	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		28.85	19.50	21.88	24.64
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	100.0	0.0	100.0	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	100.0
	Operation and Control	0.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	100.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	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	0.0
	25-34	0.0	0.0	0.0	100.0
	35-44	0.0	100.0	100.0	0.0
	45-54	100.0	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
	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

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

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

N/D = Not dicloseable  
due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics	Occupation and SOC Code			
	Occupational Health and Safety Specialists (29-9011)	Security Guards (33-9032)	Cooks, Fast Food (35-2011)	Bartenders (35-3011)
<b>Typical Education<sup>a</sup></b>	Bachelors	High School Diploma	Less than High School Diploma	High School Diploma
<b>N</b>	N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>	34.38	10.75	8.00	7.00
<b>% Paid Piece Rate</b>	0.0	0.0	0.0	100.0
<b>% Offered Selected Benefits</b>				
<b>Health Insurance</b>	100.0	100.0	0.0	0.0
<b>Retirement</b>	100.0	100.0	0.0	0.0
<b>Paid Leave</b>	100.0	0.0	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	0.0	0.0	100.0
<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
<b>Technology Design</b>	0.0	0.0	0.0	0.0
<b>Operation and Control</b>	100.0	100.0	100.0	0.0
<b>Employers' Satisfaction with New Hires' Skills</b>				
<b>Satisfied</b>	0.0	100.0	0.0	100.0
<b>Not Satisfied</b>	0.0	0.0	100.0	0.0
<b>Neither</b>	0.0	0.0	0.0	0.0
<b>Other</b>	100.0	0.0	0.0	0.0
<b>Average Weekly Hours</b>				
<b>20 or Less</b>	0.0	0.0	0.0	100.0
<b>21-35</b>	0.0	0.0	0.0	0.0
<b>36 or More</b>	100.0	100.0	100.0	0.0
<b>Gender</b>				
<b>Female</b>	0.0	0.0	0.0	100.0
<b>Male</b>	100.0	100.0	100.0	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	0.0	0.0	100.0
<b>35-44</b>	100.0	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	0.0
<b>Turnover</b>				
<b>% Still Working 1 Quarter After Hire</b>	0.0	100.0	0.0	100.0

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

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Tour Guides and Escorts (39-7011)	Sales Engineers (41-9031)	Telemarketers (41-9041)	Receptionists and Information Clerks (43-4171)
Typical Education <sup>a</sup>		Post Secondary	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	35.10	12.41	12.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	0.0
	Retirement	0.0	100.0	0.0	0.0
	Paid Leave	0.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	0.0	0.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	0.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	100.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	100.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	0.0	0.0	0.0	0.0
Gender	Female	0.0	0.0	100.0	100.0
	Male	100.0	0.0	0.0	0.0
	Nonresident	0.0	100.0	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	0.0
	25-34	0.0	0.0	0.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	100.0	0.0	100.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	100.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	0.0

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

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Shipping, Receiving, and Traffic Clerks (43-5071)	Secretaries, Except Legal, Medical, and Executive (43-6014)	Logging Equipment Operators (45-4022)	Log Graders and Scalers (45-4023)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	16.00	12.00	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	100.0	100.0	100.0	0.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	0.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	0.0	0.0
	Technology Design Operation and Control	0.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	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	100.0	0.0	0.0
	Male	100.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	100.0	100.0
Age Group	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	0.0	0.0
	35-44	0.0	100.0	0.0	0.0
	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
Unknown (Nonresidents)	0.0	0.0	100.0	100.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>



# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics	Occupation and SOC Code			
	First-Line Supervisors/Managers of Construction Tr (47-1011)	Boilermakers (47-2011)	Operating Engineers and Other Construction Equipme (47-2073)	Glaziers (47-2121)
<b>Typical Education<sup>a</sup></b>	High School Diploma	High School Diploma	Post Secondary	High School Diploma
<b>N</b>	N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>	17.00	34.45	14.20	8.50
<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>	100.0	100.0	0.0	0.0
<b>Paid Leave</b>	100.0	100.0	0.0	0.0
<b>Skills Selected as "Important" (%)</b>				
<b>Service Orientation</b>	100.0	100.0	0.0	100.0
<b>Critical Thinking</b>	100.0	100.0	0.0	100.0
<b>Reading Comprehension</b>	100.0	100.0	0.0	0.0
<b>Technology Design</b>	0.0	100.0	0.0	0.0
<b>Operation and Control</b>	0.0	100.0	0.0	0.0
<b>Employers' Satisfaction with New Hires' Skills</b>				
<b>Satisfied</b>	0.0	100.0	0.0	0.0
<b>Not Satisfied</b>	0.0	0.0	0.0	100.0
<b>Neither</b>	100.0	0.0	0.0	0.0
<b>Other</b>	0.0	0.0	100.0	0.0
<b>Average Weekly Hours</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	0.0	100.0
<b>Gender</b>				
<b>Female</b>	0.0	0.0	0.0	0.0
<b>Male</b>	0.0	100.0	100.0	100.0
<b>Nonresident</b>	100.0	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	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>	100.0	0.0	0.0	0.0
<b>Turnover</b>				
<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	0.0	100.0

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

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Reinforcing Iron and Rebar Workers (47-2171)	Sheet Metal Workers (47-2211)	Construction and Related Workers, All Other (47-4099)	Extraction Workers, All Other (47-5099)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		14.00	10.00	15.00	20.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	100.0
	Retirement	100.0	0.0	0.0	100.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	0.0	0.0	0.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	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	0.0	0.0
Average Weekly Hours	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	0.0	100.0
	Nonresident	0.0	0.0	100.0	0.0
Age Group	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	0.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	100.0	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
	Unknown (Nonresidents)	0.0	0.0	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	100.0

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

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the  
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Farm Equipment Mechanics (49- 3041)	Helpers-- Installation, Maint., & Repair Workers (49-9098)	Meat, Poultry, and Fish Cutters and Trimmers (51-3022)	Foundry Mold and Coremakers (51-4071)
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.00	17.00	9.50	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	100.0
	Retirement	0.0	100.0	0.0	100.0
	Paid Leave	0.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	0.0	0.0
	Reading Comprehension	100.0	0.0	100.0	0.0
	Technology Design	100.0	0.0	100.0	0.0
	Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	100.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	0.0	0.0	100.0	100.0
	Nonresident	100.0	100.0	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	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	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
	Unknown (Nonresidents)	100.0	100.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Prepress Technicians and Workers (51-5111)	Textile Bleaching & Dyeing Machine Op. & Tenders (51-6061)	Furniture Finishers (51-7021)	Gas Plant Operators (51-8092)
Typical Education <sup>a</sup>		Post Secondary	High School Diploma	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	8.50	10.00	17.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	100.0
	Retirement	0.0	0.0	0.0	100.0
	Paid Leave	100.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	0.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design Operation and Control	100.0	100.0	100.0	100.0
Employers' 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	100.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	0.0
	21-35	100.0	0.0	100.0	0.0
	36 or More	0.0	0.0	0.0	100.0
Gender	Female	100.0	100.0	0.0	0.0
	Male	0.0	0.0	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	100.0	100.0	0.0
	25-34	100.0	0.0	0.0	100.0
	35-44	0.0	0.0	0.0	0.0
	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
Unknown (Nonresidents)	0.0	0.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

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

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Manufacturing

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Cleaning, Washing, and Metal Pickling Equipment Op (51-9192)	First-Line Supervisors/Managers of Helpers, Laborers (53-1021)	Airline Pilots, Copilots, and Flight Engineers (53-2011)	Industrial Truck and Tractor Operators (53-7051)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		13.00	23.00	51.93	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	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	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	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	0.0
	25-34	100.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	100.0	100.0	100.0
	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 After Hire	100.0	100.0	100.0	100.0

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

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

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