

# Admin. and Support and Waste Management and Remediation Services

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

| Job Characteristics                            |                                      | Total, All Occupations | Occupation and SOC Code                  |  |   |
|--|--------------------------------------|------------------------|--|--|---|
|  |                                      |                        | Landscaping & Grounds. Workers (37-3011) | Janitors and Cleaners, Except Maids and Housekeepi (37-2011) | Maids and Housekeeping Cleaners (37-2012) |
| Typical Education <sup>a</sup>                 |                                      | N/A                    | Less than High School Diploma            | High School Diploma  | High School Diploma                       |
| N  |                                      | 15,380                 | 2,944                                    | 1,999  | 813                                       |
| Average Hourly Wage (\$)                       |                                      | 12.00                  | 12.00                                    | 10.00  | 8.25                                      |
| % Paid Piece Rate                              |                                      | 1.0                    | 0.0                                      | 2.2  | 0.0                                       |
| % Offered Selected Benefits                    | Health Insurance                     | 17.3                   | 2.2                                      | 2.2  | 5.4                                       |
|  | Retirement                           | 16.6                   | 0.0                                      | 2.2  | 2.7                                       |
|  | Paid Leave                           | 18.1                   | 2.2                                      | 6.6  | 18.9                                      |
| Skills Selected as "Important" (%)             | Service Orientation                  | 65.6                   | 64.2                                     | 63.7   | 89.2                                      |
|  | Critical Thinking                    | 68.0                   | 61.2                                     | 59.3   | 86.5                                      |
|  | Reading Comprehension                | 55.9                   | 33.6                                     | 47.3   | 75.7                                      |
|  | Technology Design                    | 31.4                   | 35.1                                     | 20.9   | 5.4                                       |
| Employers' Satisfaction with New Hires' Skills | Operation and Control                | 56.3                   | 67.2                                     | 46.2   | 83.8                                      |
|  | Satisfied                            | 60.6                   | 53.0                                     | 60.4   | 64.9                                      |
|  | Not Satisfied                        | 8.4                    | 11.9                                     | 8.8  | 24.3                                      |
|  | Neither                              | 15.3                   | 26.1                                     | 11.0   | 8.1                                       |
| Average Weekly Hours Worked                    | Other                                | 15.7                   | 9.0                                      | 19.8   | 2.7                                       |
|  | 20 or Less                           | 21.0                   | 19.3                                     | 63.3   | 14.3                                      |
|  | 21-35                                | 26.2                   | 40.4                                     | 17.7   | 78.6                                      |
| Gender   | 36 or More                           | 52.8                   | 40.4                                     | 19.0   | 7.1                                       |
|  | Female                               | 31.3                   | 23.1                                     | 44.0   | 43.2                                      |
|  | Male                                 | 50.0                   | 59.0                                     | 44.0   | 40.5                                      |
| Age Group                                      | Nonresident                          | 18.7                   | 17.9                                     | 12.1   | 16.2                                      |
|  | 19 and Younger                       | 7.9                    | 17.9                                     | 12.1   | 0.0                                       |
|  | 20-24                                | 13.4                   | 11.9                                     | 14.3   | 10.8                                      |
|  | 25-34                                | 21.6                   | 18.7                                     | 15.4   | 40.5                                      |
|  | 35-44                                | 13.4                   | 14.9                                     | 14.3   | 13.5                                      |
|  | 45-54                                | 13.4                   | 11.9                                     | 13.2   | 5.4                                       |
|  | 55-64                                | 8.9                    | 3.7                                      | 14.3   | 10.8                                      |
|  | 65 and Older                         | 1.7                    | 1.5                                      | 4.4  | 0.0                                       |
| Turnover                                       | Unknown (Nonresidents)               | 19.7                   | 19.4                                     | 12.1   | 18.9                                      |
|  | % Still Working 1 Quarter After Hire | 69.9                   | 71.6                                     | 61.5   | 86.5                                      |

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/>

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| Job Characteristics                                     |  | Occupation and SOC Code      |                                  |   |   |
|---|--|------------------------------|----------------------------------|---|---|
|   |  | Security Guards<br>(33-9032) | Crossing<br>Guards (33-<br>9091) | Laborers &<br>Freight, Stock &<br>Material<br>Movers, Hand<br>(53-7062) | Truck Drivers,<br>Heavy and<br>Tractor-Trailer<br>(53-3032) |
| Typical Education <sup>a</sup>                          |  | High School<br>Diploma       | High School<br>Diploma           | High School<br>Diploma  | High School<br>Diploma                                      |
| N   |  | 747                          | 747                              | 747   | 615   |
| Average Hourly Wage (\$)                                |  | 13.00                        | 14.52                            | 13.00   | 16.00   |
| % Paid Piece Rate                                       |  | 0.0                          | 0.0                              | 0.0   | 0.0   |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                           | 11.8                         | 0.0                              | 29.4  | 28.6  |
|   | Retirement                                 | 38.2                         | 0.0                              | 29.4  | 28.6  |
|   | Paid Leave                                 | 23.5                         | 0.0                              | 29.4  | 25.0  |
| Skills Selected<br>as<br>"Important"<br>(%)             | Service Orientation                        | 91.2                         | 58.8                             | 50.0  | 67.9  |
|   | Critical Thinking                          | 88.2                         | 85.3                             | 44.1  | 75.0  |
|   | Reading Comprehension                      | 88.2                         | 20.6                             | 44.1  | 57.1  |
|   | Technology Design<br>Operation and Control | 29.4<br>73.5                 | 23.5<br>17.6                     | 23.5<br>44.1  | 21.4<br>100.0   |
| Employers'<br>Satisfaction<br>with New<br>Hires' Skills | Satisfied                                  | 58.8                         | 29.4                             | 58.8  | 78.6  |
|   | Not Satisfied                              | 5.9                          | 0.0                              | 11.8  | 0.0   |
|   | Neither                                    | 20.6                         | 14.7                             | 26.5  | 21.4  |
|   | Other                                      | 14.7                         | 55.9                             | 2.9   | 0.0   |
| Average<br>Weekly Hours<br>Worked                       | 20 or Less                                 | 3.7                          | 35.3                             | 9.7   | 24.0  |
|   | 21-35                                      | 11.1                         | 35.3                             | 12.9  | 16.0  |
|   | 36 or More                                 | 85.2                         | 29.4                             | 77.4  | 60.0  |
| Gender  | Female                                     | 50.0                         | 17.6                             | 17.6  | 14.3  |
|   | Male                                       | 32.4                         | 61.8                             | 52.9  | 71.4  |
|   | Nonresident                                | 17.6                         | 20.6                             | 29.4  | 14.3  |
| Age Group   | 19 and Younger                             | 2.9                          | 2.9                              | 11.8  | 3.6   |
|   | 20-24                                      | 14.7                         | 14.7                             | 11.8  | 7.1   |
|   | 25-34                                      | 23.5                         | 29.4                             | 11.8  | 21.4  |
|   | 35-44                                      | 11.8                         | 17.6                             | 14.7  | 21.4  |
|   | 45-54                                      | 14.7                         | 8.8                              | 14.7  | 10.7  |
|   | 55-64                                      | 14.7                         | 2.9                              | 5.9   | 17.9  |
|   | 65 and Older<br>Unknown (Nonresidents)     | 0.0<br>17.6                  | 2.9<br>20.6                      | 0.0<br>29.4   | 3.6<br>14.3   |
| Turnover  | % Still Working 1 Quarter<br>After Hire    | 82.4                         | 58.8                             | 47.1  | 42.9  |

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

| Job Characteristics                                     |  | Occupation and SOC Code                 |  |   |   |
|---|--|---|--|---|---|
|   |  | Office Clerks,<br>General (43-<br>9061) | Construction<br>Laborers (47-<br>2061) | Inspectors,<br>Testers,<br>Sorters,<br>Samplers &<br>Weighers (51-<br>9061) | Pesticide<br>Handlers<br>Sprayers &<br>Applicators,<br>Vegi (37-3012) |
| Typical Education <sup>a</sup>                          |  | High School<br>Diploma                  | High School<br>Diploma                 | High School<br>Diploma  | High School<br>Diploma  |
| N   |  | 439                                     | 374                                    | 286   | 264   |
| Average Hourly Wage (\$)                                |  | 12.50                                   | 12.00                                  | 11.00   | 11.00   |
| % Paid Piece Rate                                       |  | 0.0                                     | 0.0                                    | 0.0   | 0.0   |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                           | 25.0                                    | 35.3                                   | 7.7   | 0.0   |
|   | Retirement                                 | 25.0                                    | 29.4                                   | 7.7   | 0.0   |
|   | Paid Leave                                 | 45.0                                    | 23.5                                   | 46.2  | 0.0   |
| Skills Selected<br>as<br>"Important"<br>(%)             | Service Orientation                        | 65.0                                    | 23.5                                   | 46.2  | 91.7  |
|   | Critical Thinking                          | 80.0                                    | 82.4                                   | 38.5  | 41.7  |
|   | Reading Comprehension                      | 90.0                                    | 41.2                                   | 0.0   | 66.7  |
|   | Technology Design<br>Operation and Control | 15.0<br>5.0                             | 17.6<br>41.2                           | 53.8<br>61.5  | 33.3<br>41.7  |
| Employers'<br>Satisfaction<br>with New<br>Hires' Skills | Satisfied                                  | 70.0                                    | 52.9                                   | 7.7   | 91.7  |
|   | Not Satisfied                              | 0.0                                     | 23.5                                   | 53.8  | 0.0   |
|   | Neither                                    | 10.0                                    | 17.6                                   | 38.5  | 8.3   |
|   | Other                                      | 20.0                                    | 5.9                                    | 0.0   | 0.0   |
| Average<br>Weekly Hours<br>Worked                       | 20 or Less                                 | 12.5                                    | 18.8                                   | 0.0   | 50.0  |
|   | 21-35                                      | 18.8                                    | 25.0                                   | 15.4  | 50.0  |
|   | 36 or More                                 | 68.8                                    | 56.3                                   | 84.6  | 0.0   |
| Gender  | Female                                     | 80.0                                    | 5.9                                    | 7.7   | 8.3   |
|   | Male                                       | 15.0                                    | 76.5                                   | 61.5  | 66.7  |
|   | Nonresident                                | 5.0                                     | 17.6                                   | 30.8  | 25.0  |
| Age Group   | 19 and Younger                             | 5.0                                     | 11.8                                   | 7.7   | 0.0   |
|   | 20-24                                      | 30.0                                    | 23.5                                   | 15.4  | 8.3   |
|   | 25-34                                      | 20.0                                    | 17.6                                   | 23.1  | 41.7  |
|   | 35-44                                      | 5.0                                     | 5.9                                    | 7.7   | 8.3   |
|   | 45-54                                      | 15.0                                    | 11.8                                   | 0.0   | 16.7  |
|   | 55-64                                      | 15.0                                    | 11.8                                   | 7.7   | 0.0   |
|   | 65 and Older<br>Unknown (Nonresidents)     | 0.0<br>10.0                             | 0.0<br>17.6                            | 7.7<br>30.8   | 0.0<br>25.0   |
| Turnover  | % Still Working 1 Quarter<br>After Hire    | 95.0                                    | 47.1                                   | 46.2  | 50.0  |

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| Job Characteristics                            |                                      | Occupation and SOC Code                        |  |  |  |
|--|--------------------------------------|--|--|--|--|
|  |                                      | Customer Service Representative<br>s (43-4051) | Automotive Glass Installers and Repairers<br>(49-3022) | Welders, Cutters, Solderers, and Brazers (51-4121) | Operating Engineers and Other Construction Equipme (47-2073) |
| Typical Education <sup>a</sup>                 |                                      | High School Diploma                            | High School Diploma                                    | Post Secondary                                     | Post Secondary   |
| N  |                                      | 220  | 220  | 220  | 198  |
| Average Hourly Wage (\$)                       |                                      | 10.00  | 10.00  | 14.50  | 19.00  |
| % Paid Piece Rate                              |                                      | 10.0   | 0.0  | 10.0   | 0.0  |
| % Offered Selected Benefits                    | Health Insurance                     | 40.0   | 0.0  | 20.0   | 55.6   |
|  | Retirement                           | 40.0   | 0.0  | 10.0   | 66.7   |
|  | Paid Leave                           | 40.0   | 0.0  | 10.0   | 44.4   |
| Skills Selected as "Important" (%)             | Service Orientation                  | 80.0   | 0.0  | 60.0   | 44.4   |
|  | Critical Thinking                    | 20.0   | 0.0  | 90.0   | 77.8   |
|  | Reading Comprehension                | 70.0   | 0.0  | 80.0   | 55.6   |
|  | Technology Design                    | 30.0   | 0.0  | 40.0   | 55.6   |
|  | Operation and Control                | 30.0   | 0.0  | 90.0   | 77.8   |
| Employers' Satisfaction with New Hires' Skills | Satisfied                            | 70.0   | 0.0  | 100.0  | 22.2   |
|  | Not Satisfied                        | 10.0   | 0.0  | 0.0  | 0.0  |
|  | Neither                              | 0.0  | 0.0  | 0.0  | 33.3   |
|  | Other                                | 20.0   | 100.0  | 0.0  | 44.4   |
| Average Weekly Hours Worked                    | 20 or Less                           | 0.0  | 0.0  | 0.0  | 0.0  |
|  | 21-35                                | 0.0  | 100.0  | 50.0   | 0.0  |
|  | 36 or More                           | 100.0  | 0.0  | 50.0   | 100.0  |
| Gender   | Female                               | 60.0   | 20.0   | 10.0   | 0.0  |
|  | Male                                 | 0.0  | 50.0   | 50.0   | 66.7   |
|  | Nonresident                          | 40.0   | 30.0   | 40.0   | 33.3   |
| Age Group                                      | 19 and Younger                       | 0.0  | 0.0  | 0.0  | 0.0  |
|  | 20-24                                | 10.0   | 0.0  | 10.0   | 11.1   |
|  | 25-34                                | 30.0   | 30.0   | 20.0   | 33.3   |
|  | 35-44                                | 20.0   | 30.0   | 10.0   | 0.0  |
|  | 45-54                                | 0.0  | 10.0   | 10.0   | 11.1   |
|  | 55-64                                | 0.0  | 0.0  | 10.0   | 11.1   |
|  | 65 and Older                         | 0.0  | 0.0  | 0.0  | 0.0  |
|  | Unknown (Nonresidents)               | 40.0   | 30.0   | 40.0   | 33.3   |
| Turnover                                       | % Still Working 1 Quarter After Hire | 90.0   | 50.0   | 90.0   | 88.9   |

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| Job Characteristics                            |                                      | Occupation and SOC Code     |  |   |  |
|--|--------------------------------------|-----------------------------|--|---|--|
|  |                                      | Registered Nurses (29-1141) | Hotel, Motel, and Resort Desk Clerks (43-4081) | General and Operations Managers (11-1021) | Receptionists and Information Clerks (43-4171) |
| Typical Education <sup>a</sup>                 |                                      | Associates                  | High School Diploma                            | Associates                                | High School Diploma                            |
| N  |                                      | 176                         | 176  | 154                                       | 154  |
| Average Hourly Wage (\$)                       |                                      | 22.88                       | 20.00  | 31.25                                     | 10.00  |
| % Paid Piece Rate                              |                                      | 0.0                         | 0.0  | 0.0                                       | 0.0  |
| % Offered Selected Benefits                    | Health Insurance                     | 62.5                        | 0.0  | 57.1                                      | 28.6   |
|  | Retirement                           | 62.5                        | 0.0  | 57.1                                      | 14.3   |
|  | Paid Leave                           | 37.5                        | 0.0  | 57.1                                      | 14.3   |
| Skills Selected as "Important" (%)             | Service Orientation                  | 62.5                        | 100.0  | 85.7                                      | 57.1   |
|  | Critical Thinking                    | 62.5                        | 100.0  | 85.7                                      | 42.9   |
|  | Reading Comprehension                | 62.5                        | 100.0  | 85.7                                      | 100.0  |
|  | Technology Design                    | 50.0                        | 75.0   | 28.6                                      | 42.9   |
|  | Operation and Control                | 25.0                        | 100.0  | 85.7                                      | 0.0  |
| Employers' Satisfaction with New Hires' Skills | Satisfied                            | 37.5                        | 100.0  | 85.7                                      | 71.4   |
|  | Not Satisfied                        | 0.0                         | 0.0  | 0.0                                       | 0.0  |
|  | Neither                              | 0.0                         | 0.0  | 0.0                                       | 28.6   |
|  | Other                                | 62.5                        | 0.0  | 14.3                                      | 0.0  |
| Average Weekly Hours Worked                    | 20 or Less                           | 0.0                         | 16.7   | 0.0                                       | 71.4   |
|  | 21-35                                | 0.0                         | 0.0  | 0.0                                       | 0.0  |
|  | 36 or More                           | 100.0                       | 83.3   | 100.0                                     | 28.6   |
| Gender   | Female                               | 50.0                        | 50.0   | 28.6                                      | 85.7   |
|  | Male                                 | 12.5                        | 50.0   | 57.1                                      | 14.3   |
|  | Nonresident                          | 37.5                        | 0.0  | 14.3                                      | 0.0  |
| Age Group                                      | 19 and Younger                       | 0.0                         | 0.0  | 0.0                                       | 28.6   |
|  | 20-24                                | 12.5                        | 12.5   | 0.0                                       | 0.0  |
|  | 25-34                                | 0.0                         | 37.5   | 0.0                                       | 14.3   |
|  | 35-44                                | 12.5                        | 12.5   | 28.6                                      | 0.0  |
|  | 45-54                                | 25.0                        | 25.0   | 14.3                                      | 14.3   |
|  | 55-64                                | 12.5                        | 12.5   | 28.6                                      | 28.6   |
|  | 65 and Older                         | 0.0                         | 0.0  | 14.3                                      | 14.3   |
|  | Unknown (Nonresidents)               | 37.5                        | 0.0  | 14.3                                      | 0.0  |
| Turnover                                       | % Still Working 1 Quarter After Hire | 100.0                       | 100.0  | 100.0                                     | 71.4   |

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| Job Characteristics                                     |   | Occupation and SOC Code  |   |                                     |  |
|---|---|--|---|-------------------------------------|--|
|   |   | Truck Drivers,<br>Light or<br>Delivery<br>Services (53-<br>3033) | Counter and<br>Rental Clerks<br>(41-2021) | Retail<br>Salespersons<br>(41-2031) | Sales<br>Representative<br>s, Services, All<br>Other (41-<br>3099) |
| Typical Education <sup>a</sup>                          |   | High School<br>Diploma   | Less than High<br>School Diploma          | High School<br>Diploma              | High School<br>Diploma   |
| N   |   | 154  | 132                                       | 132                                 | 132  |
| Average Hourly Wage (\$)                                |   | 12.00  | 10.00                                     | 8.00                                | 10.00  |
| % Paid Piece Rate                                       |   | 0.0  | 50.0                                      | 0.0                                 | 0.0  |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                        | 0.0  | 0.0                                       | 0.0                                 | 33.3   |
|   | Retirement                              | 0.0  | 0.0                                       | 0.0                                 | 33.3   |
|   | Paid Leave                              | 0.0  | 0.0                                       | 0.0                                 | 33.3   |
| Skills Selected<br>as<br>"Important"<br>(%)             | Service Orientation                     | 100.0  | 100.0                                     | 100.0                               | 100.0  |
|   | Critical Thinking                       | 71.4   | 66.7                                      | 33.3                                | 66.7   |
|   | Reading Comprehension                   | 100.0  | 100.0                                     | 100.0                               | 66.7   |
|   | Technology Design                       | 57.1   | 50.0                                      | 50.0                                | 50.0   |
|   | Operation and Control                   | 57.1   | 0.0                                       | 16.7                                | 50.0   |
| Employers'<br>Satisfaction<br>with New<br>Hires' Skills | Satisfied                               | 85.7   | 100.0                                     | 33.3                                | 83.3   |
|   | Not Satisfied                           | 0.0  | 0.0                                       | 0.0                                 | 0.0  |
|   | Neither                                 | 0.0  | 0.0                                       | 50.0                                | 0.0  |
|   | Other                                   | 14.3   | 0.0                                       | 16.7                                | 16.7   |
| Average<br>Weekly Hours<br>Worked                       | 20 or Less                              | 14.3   | 0.0                                       | 66.7                                | 66.7   |
|   | 21-35                                   | 0.0  | 100.0                                     | 33.3                                | 0.0  |
|   | 36 or More                              | 85.7   | 0.0                                       | 0.0                                 | 33.3   |
| Gender  | Female                                  | 28.6   | 33.3                                      | 50.0                                | 33.3   |
|   | Male                                    | 57.1   | 33.3                                      | 33.3                                | 50.0   |
|   | Nonresident                             | 14.3   | 33.3                                      | 16.7                                | 16.7   |
| Age Group   | 19 and Younger                          | 0.0  | 0.0                                       | 0.0                                 | 0.0  |
|   | 20-24                                   | 14.3   | 16.7                                      | 16.7                                | 16.7   |
|   | 25-34                                   | 42.9   | 16.7                                      | 33.3                                | 50.0   |
|   | 35-44                                   | 0.0  | 33.3                                      | 16.7                                | 0.0  |
|   | 45-54                                   | 14.3   | 0.0                                       | 16.7                                | 16.7   |
|   | 55-64                                   | 0.0  | 0.0                                       | 0.0                                 | 0.0  |
|   | 65 and Older                            | 0.0  | 0.0                                       | 0.0                                 | 0.0  |
|   | Unknown (Nonresidents)                  | 28.6   | 33.3                                      | 16.7                                | 16.7   |
| Turnover  | % Still Working 1 Quarter<br>After Hire | 85.7   | 100.0                                     | 83.3                                | 66.7   |

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| Job Characteristics                                     |   | Occupation and SOC Code                                    |   |   |  |
|---|---|--|---|---|--|
|   |   | Hazardous<br>Materials<br>Removal<br>Workers (47-<br>4041) | Security and<br>Fire Alarm<br>Systems<br>Installers (49-<br>2098) | Insulation<br>Workers, Floor,<br>Ceiling, and<br>Wall (47-2131) | Septic Tank<br>Servicers and<br>Sewer Pipe<br>Cleaners (47-<br>4071) |
| Typical Education <sup>a</sup>                          |   | High School<br>Diploma                                     | High School<br>Diploma  | Less than High<br>School Diploma                                | Less than High<br>School Diploma                                     |
| N   |   | 132  | 132   | 110   | 110  |
| Average Hourly Wage (\$)                                |   | 19.00  | 12.00   | 19.00   | 18.00  |
| % Paid Piece Rate                                       |   | 0.0  | 0.0   | 0.0   | 0.0  |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                        | 50.0   | 16.7  | 0.0   | 20.0   |
|   | Retirement                              | 50.0   | 16.7  | 0.0   | 20.0   |
|   | Paid Leave                              | 50.0   | 16.7  | 0.0   | 20.0   |
| Skills Selected<br>as<br>"Important"<br>(%)             | Service Orientation                     | 50.0   | 100.0   | 0.0   | 100.0  |
|   | Critical Thinking                       | 83.3   | 100.0   | 0.0   | 100.0  |
|   | Reading Comprehension                   | 83.3   | 100.0   | 0.0   | 40.0   |
|   | Technology Design                       | 33.3   | 66.7  | 0.0   | 40.0   |
|   | Operation and Control                   | 83.3   | 83.3  | 0.0   | 100.0  |
| Employers'<br>Satisfaction<br>with New<br>Hires' Skills | Satisfied                               | 66.7   | 83.3  | 0.0   | 100.0  |
|   | Not Satisfied                           | 16.7   | 0.0   | 0.0   | 0.0  |
|   | Neither                                 | 16.7   | 16.7  | 0.0   | 0.0  |
|   | Other                                   | 0.0  | 0.0   | 100.0   | 0.0  |
| Average<br>Weekly Hours<br>Worked                       | 20 or Less                              | 33.3   | 0.0   | 0.0   | 0.0  |
|   | 21-35                                   | 0.0  | 0.0   | 0.0   | 60.0   |
|   | 36 or More                              | 66.7   | 100.0   | 100.0   | 40.0   |
| Gender  | Female                                  | 0.0  | 0.0   | 0.0   | 20.0   |
|   | Male                                    | 83.3   | 66.7  | 60.0  | 80.0   |
|   | Nonresident                             | 16.7   | 33.3  | 40.0  | 0.0  |
| Age Group   | 19 and Younger                          | 0.0  | 0.0   | 0.0   | 0.0  |
|   | 20-24                                   | 0.0  | 33.3  | 20.0  | 20.0   |
|   | 25-34                                   | 16.7   | 33.3  | 0.0   | 0.0  |
|   | 35-44                                   | 66.7   | 0.0   | 20.0  | 20.0   |
|   | 45-54                                   | 0.0  | 0.0   | 0.0   | 20.0   |
|   | 55-64                                   | 0.0  | 0.0   | 0.0   | 40.0   |
|   | 65 and Older                            | 0.0  | 0.0   | 0.0   | 0.0  |
|   | Unknown (Nonresidents)                  | 16.7   | 33.3  | 60.0  | 0.0  |
| Turnover  | % Still Working 1 Quarter<br>After Hire | 66.7   | 100.0   | 20.0  | 40.0   |

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/>

# Admin. and Support and Waste Management and Remediation Services

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  |                                       |  |   |
|---|---|--|---------------------------------------|--|---|
|   |   | Refuse and<br>Recyclable<br>Material<br>Collectors (53-<br>7081) | Landscape<br>Architects (17-<br>1012) | Community and<br>Social Service<br>Specialists,<br>Other (21-<br>1099) | Bill and<br>Account<br>Collectors (43-<br>3011) |
| Typical Education <sup>a</sup>                          |   | High School<br>Diploma   | Bachelors                             | High School<br>Diploma   | High School<br>Diploma                          |
| N   |   | 110  | 88                                    | 88   | 88  |
| Average Hourly Wage (\$)                                |   | 10.50  | .                                     | 14.00  | 10.00   |
| % Paid Piece Rate                                       |   | 0.0  | 0.0                                   | 0.0  | 0.0   |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                        | 0.0  | 0.0                                   | 100.0  | 100.0   |
|   | Retirement                              | 0.0  | 0.0                                   | 100.0  | 100.0   |
|   | Paid Leave                              | 0.0  | 0.0                                   | 100.0  | 100.0   |
| Skills Selected<br>as<br>"Important"<br>(%)             | Service Orientation                     | 80.0   | 100.0                                 | 100.0  | 100.0   |
|   | Critical Thinking                       | 40.0   | 100.0                                 | 100.0  | 100.0   |
|   | Reading Comprehension                   | 60.0   | 100.0                                 | 0.0  | 100.0   |
|   | Technology Design                       | 40.0   | 0.0                                   | 0.0  | 25.0  |
|   | Operation and Control                   | 100.0  | 100.0                                 | 0.0  | 75.0  |
| Employers'<br>Satisfaction<br>with New<br>Hires' Skills | Satisfied                               | 80.0   | 100.0                                 | 0.0  | 25.0  |
|   | Not Satisfied                           | 0.0  | 0.0                                   | 0.0  | 0.0   |
|   | Neither                                 | 20.0   | 0.0                                   | 100.0  | 75.0  |
|   | Other                                   | 0.0  | 0.0                                   | 0.0  | 0.0   |
| Average<br>Weekly Hours<br>Worked                       | 20 or Less                              | 0.0  | 0.0                                   | 0.0  | 0.0   |
|   | 21-35                                   | 20.0   | 0.0                                   | 0.0  | 0.0   |
|   | 36 or More                              | 80.0   | 100.0                                 | 0.0  | 100.0   |
| Gender  | Female                                  | 20.0   | 25.0                                  | 50.0   | 75.0  |
|   | Male                                    | 80.0   | 75.0                                  | 50.0   | 0.0   |
|   | Nonresident                             | 0.0  | 0.0                                   | 0.0  | 25.0  |
| Age Group   | 19 and Younger                          | 0.0  | 0.0                                   | 0.0  | 0.0   |
|   | 20-24                                   | 20.0   | 25.0                                  | 25.0   | 0.0   |
|   | 25-34                                   | 20.0   | 0.0                                   | 0.0  | 25.0  |
|   | 35-44                                   | 20.0   | 25.0                                  | 0.0  | 0.0   |
|   | 45-54                                   | 0.0  | 25.0                                  | 50.0   | 50.0  |
|   | 55-64                                   | 40.0   | 0.0                                   | 0.0  | 0.0   |
|   | 65 and Older                            | 0.0  | 0.0                                   | 25.0   | 0.0   |
|   | Unknown (Nonresidents)                  | 0.0  | 25.0                                  | 0.0  | 25.0  |
| Turnover  | % Still Working 1 Quarter<br>After Hire | 80.0   | 50.0                                  | 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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<sup>a</sup>Source: O\*Net ONline  
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# Admin. and Support and Waste Management and Remediation Services

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   |  |                                  |  |
|---|---|---|--|----------------------------------|--|
|   |   | Bookkeeping,<br>Accounting,<br>and Auditing<br>Clerks (43-<br>3031) | Stock Clerks<br>and Order<br>Fillers (43-<br>5081) | Team<br>Assemblers (51-<br>2092) | Water & Liquid<br>Waste<br>Treatment<br>Plant & System<br>Oper (51-8031) |
| Typical Education <sup>a</sup>                          |   | High School<br>Diploma  | High School<br>Diploma                             | High School<br>Diploma           | High School<br>Diploma   |
| N   |   | 88  | 88   | 88                               | 88   |
| Average Hourly Wage (\$)                                |   | 12.00   | 11.00  | 10.00                            | 19.00  |
| % Paid Piece Rate                                       |   | 0.0   | 0.0  | 0.0                              | 0.0  |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                        | 25.0  | 25.0   | 25.0                             | 75.0   |
|   | Retirement                              | 25.0  | 25.0   | 0.0                              | 75.0   |
|   | Paid Leave                              | 25.0  | 0.0  | 0.0                              | 75.0   |
| Skills Selected<br>as<br>"Important"<br>(%)             | Service Orientation                     | 0.0   | 50.0   | 0.0                              | 25.0   |
|   | Critical Thinking                       | 100.0   | 100.0  | 25.0                             | 75.0   |
|   | Reading Comprehension                   | 100.0   | 100.0  | 75.0                             | 75.0   |
|   | Technology Design                       | 0.0   | 0.0  | 0.0                              | 75.0   |
|   | Operation and Control                   | 0.0   | 25.0   | 25.0                             | 100.0  |
| Employers'<br>Satisfaction<br>with New<br>Hires' Skills | Satisfied                               | 100.0   | 75.0   | 75.0                             | 75.0   |
|   | Not Satisfied                           | 0.0   | 0.0  | 0.0                              | 25.0   |
|   | Neither                                 | 0.0   | 0.0  | 0.0                              | 0.0  |
|   | Other                                   | 0.0   | 25.0   | 25.0                             | 0.0  |
| Average<br>Weekly Hours<br>Worked                       | 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  | 75.0   | 75.0                             | 25.0   |
|   | Male                                    | 50.0  | 25.0   | 25.0                             | 50.0   |
|   | Nonresident                             | 0.0   | 0.0  | 0.0                              | 25.0   |
| Age Group   | 19 and Younger                          | 0.0   | 0.0  | 0.0                              | 25.0   |
|   | 20-24                                   | 50.0  | 25.0   | 0.0                              | 0.0  |
|   | 25-34                                   | 0.0   | 50.0   | 50.0                             | 25.0   |
|   | 35-44                                   | 0.0   | 0.0  | 0.0                              | 25.0   |
|   | 45-54                                   | 50.0  | 25.0   | 25.0                             | 0.0  |
|   | 55-64                                   | 0.0   | 0.0  | 25.0                             | 0.0  |
|   | 65 and Older                            | 0.0   | 0.0  | 0.0                              | 0.0  |
|   | Unknown (Nonresidents)                  | 0.0   | 0.0  | 0.0                              | 25.0   |
| Turnover  | % Still Working 1 Quarter<br>After Hire | 75.0  | 100.0  | 25.0                             | 100.0  |

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
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# Admin. and Support and Waste Management and Remediation Services

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                          |                                     |                                       |   |
|---|---|--|-------------------------------------|---------------------------------------|---|
|   |   | Helpers--<br>Production<br>Workers (51-<br>9198) | Marketing<br>Managers (11-<br>2021) | Engineers, All<br>Other (17-<br>2199) | Social and<br>Human Service<br>Assistants (21-<br>1093) |
| Typical Education <sup>a</sup>                          |   | High School<br>Diploma                           | Bachelors                           | Bachelors                             | Bachelors   |
| N   |   | 88   | 66                                  | 66                                    | 66  |
| Average Hourly Wage (\$)                                |   | 12.00  | 21.64                               | .                                     | 12.00   |
| % Paid Piece Rate                                       |   | 0.0  | 0.0                                 | 0.0                                   | 0.0   |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                        | 25.0   | 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<br>as<br>"Important"<br>(%)             | Service Orientation                     | 50.0   | 100.0                               | 0.0                                   | 100.0   |
|   | Critical Thinking                       | 75.0   | 100.0                               | 0.0                                   | 100.0   |
|   | Reading Comprehension                   | 75.0   | 100.0                               | 0.0                                   | 0.0   |
|   | Technology Design                       | 25.0   | 0.0                                 | 0.0                                   | 0.0   |
|   | Operation and Control                   | 50.0   | 0.0                                 | 0.0                                   | 0.0   |
| Employers'<br>Satisfaction<br>with New<br>Hires' Skills | Satisfied                               | 25.0   | 100.0                               | 66.7                                  | 100.0   |
|   | Not Satisfied                           | 25.0   | 0.0                                 | 0.0                                   | 0.0   |
|   | Neither                                 | 25.0   | 0.0                                 | 0.0                                   | 0.0   |
|   | Other                                   | 25.0   | 0.0                                 | 33.3                                  | 0.0   |
| Average<br>Weekly Hours<br>Worked                       | 20 or Less                              | 50.0   | 0.0                                 | 66.7                                  | 0.0   |
|   | 21-35                                   | 0.0  | 0.0                                 | 0.0                                   | 0.0   |
|   | 36 or More                              | 50.0   | 100.0                               | 33.3                                  | 100.0   |
| Gender  | Female                                  | 0.0  | 33.3                                | 66.7                                  | 33.3  |
|   | Male                                    | 75.0   | 66.7                                | 0.0                                   | 66.7  |
|   | Nonresident                             | 25.0   | 0.0                                 | 33.3                                  | 0.0   |
| Age Group   | 19 and Younger                          | 0.0  | 0.0                                 | 0.0                                   | 0.0   |
|   | 20-24                                   | 50.0   | 33.3                                | 0.0                                   | 33.3  |
|   | 25-34                                   | 0.0  | 33.3                                | 0.0                                   | 0.0   |
|   | 35-44                                   | 0.0  | 0.0                                 | 33.3                                  | 33.3  |
|   | 45-54                                   | 25.0   | 33.3                                | 33.3                                  | 33.3  |
|   | 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   | 0.0                                 | 33.3                                  | 0.0   |
| Turnover  | % Still Working 1 Quarter<br>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>

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# Admin. and Support and Waste Management and Remediation Services

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    |  |   |                            |
|---|---|----------------------------|--|---|----------------------------|
|   |   | Fire Fighters<br>(33-2011) | Agricultural<br>Equipment<br>Operators (45-<br>2091) | Farmworkers &<br>Laborers, Crop,<br>Nursery &<br>Greenhouse (45-<br>2092) | Electricians (47-<br>2111) |
| Typical Education <sup>a</sup>                          |   | High School<br>Diploma     | High School<br>Diploma                               | High School<br>Diploma  | Post Secondary             |
| N   |   | 66                         | 66   | 66  | 66                         |
| Average Hourly Wage (\$)                                |   | 11.50                      | 10.00  | 8.00  | .                          |
| % Paid Piece Rate                                       |   | 0.0                        | 0.0  | 0.0   | 0.0                        |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                        | 0.0                        | 0.0  | 0.0   | 0.0                        |
|   | Retirement                              | 0.0                        | 0.0  | 0.0   | 0.0                        |
|   | Paid Leave                              | 0.0                        | 0.0  | 0.0   | 0.0                        |
| Skills Selected<br>as<br>"Important"<br>(%)             | Service Orientation                     | 100.0                      | 0.0  | 100.0   | 100.0                      |
|   | Critical Thinking                       | 100.0                      | 100.0  | 66.7  | 100.0                      |
|   | Reading Comprehension                   | 100.0                      | 0.0  | 100.0   | 100.0                      |
|   | Technology Design                       | 100.0                      | 0.0  | 0.0   | 100.0                      |
|   | Operation and Control                   | 100.0                      | 100.0  | 66.7  | 100.0                      |
| Employers'<br>Satisfaction<br>with New<br>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<br>Weekly Hours<br>Worked                       | 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  | 0.0                        |
| Gender  | Female                                  | 0.0                        | 33.3   | 66.7  | 0.0                        |
|   | Male                                    | 100.0                      | 66.7   | 33.3  | 66.7                       |
|   | Nonresident                             | 0.0                        | 0.0  | 0.0   | 33.3                       |
| Age Group   | 19 and Younger                          | 0.0                        | 0.0  | 33.3  | 0.0                        |
|   | 20-24                                   | 0.0                        | 66.7   | 33.3  | 0.0                        |
|   | 25-34                                   | 66.7                       | 0.0  | 33.3  | 33.3                       |
|   | 35-44                                   | 0.0                        | 0.0  | 0.0   | 33.3                       |
|   | 45-54                                   | 0.0                        | 33.3   | 0.0   | 0.0                        |
|   | 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  | 0.0   | 33.3                       |
| Turnover  | % Still Working 1 Quarter<br>After Hire | 33.3                       | 0.0  | 100.0   | 0.0                        |

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

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

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# Admin. and Support and Waste Management and Remediation Services

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  |  |   |  |
|---|---|--|--|---|--|
|   |   | Bus & Truck<br>Mechanics &<br>Diesel Engine<br>Specialists (49-<br>3031) | Industrial<br>Machinery<br>Mechanics (49-<br>9041) | Unable to<br>Assign Based<br>on Title (99-<br>9999) | Construction<br>Managers (11-<br>9021) |
| Typical Education <sup>a</sup>                          |   | High School<br>Diploma   | Post Secondary                                     | High School<br>Diploma                              | Bachelors                              |
| N   |   | 66   | 66   | 66  | N/D                                    |
| Average Hourly Wage (\$)                                |   | 40.00  | 27.30  | 21.00   | 75.00                                  |
| % Paid Piece Rate                                       |   | 0.0  | 0.0  | 0.0   | 0.0                                    |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                        | 33.3   | 100.0  | 0.0   | 0.0                                    |
|   | Retirement                              | 0.0  | 66.7   | 0.0   | 0.0                                    |
|   | Paid Leave                              | 33.3   | 66.7   | 0.0   | 100.0                                  |
| Skills Selected<br>as<br>"Important"<br>(%)             | Service Orientation                     | 33.3   | 33.3   | 0.0   | 0.0                                    |
|   | Critical Thinking                       | 33.3   | 100.0  | 0.0   | 100.0                                  |
|   | Reading Comprehension                   | 33.3   | 100.0  | 0.0   | 100.0                                  |
|   | Technology Design                       | 33.3   | 100.0  | 0.0   | 100.0                                  |
|   | Operation and Control                   | 33.3   | 100.0  | 0.0   | 100.0                                  |
| Employers'<br>Satisfaction<br>with New<br>Hires' Skills | Satisfied                               | 100.0  | 100.0  | 33.3  | 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  | 66.7  | 0.0                                    |
| Average<br>Weekly Hours<br>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                                  | 33.3   | 33.3   | 0.0   | 0.0                                    |
|   | Male                                    | 66.7   | 66.7   | 33.3  | 0.0                                    |
|   | Nonresident                             | 0.0  | 0.0  | 66.7  | 100.0                                  |
| Age Group   | 19 and Younger                          | 0.0  | 33.3   | 0.0   | 0.0                                    |
|   | 20-24                                   | 33.3   | 0.0  | 0.0   | 0.0                                    |
|   | 25-34                                   | 0.0  | 33.3   | 33.3  | 0.0                                    |
|   | 35-44                                   | 0.0  | 0.0  | 0.0   | 0.0                                    |
|   | 45-54                                   | 33.3   | 33.3   | 0.0   | 0.0                                    |
|   | 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  | 66.7  | 100.0                                  |
| Turnover  | % Still Working 1 Quarter<br>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>

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# Admin. and Support and Waste Management and Remediation Services

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           |  |  |                           |
|---|---|-----------------------------------|--|--|---------------------------|
|   |   | Lodging<br>Managers (11-<br>9081) | Employment,<br>Recruitment &<br>Placement<br>Specialists (13-<br>1071) | Software<br>Developers,<br>Applications<br>(15-1132) | Pharmacists (29-<br>1051) |
| Typical Education <sup>a</sup>                          |   | Bachelors                         | Bachelors  | Bachelors  | Doctorate                 |
| N   |   | N/D                               | N/D  | N/D  | N/D                       |
| Average Hourly Wage (\$)                                |   | 11.56                             | 15.50  | 20.00  | 54.23                     |
| % Paid Piece Rate                                       |   | 0.0                               | 0.0  | 0.0  | 0.0                       |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                        | 50.0                              | 100.0  | 0.0  | 100.0                     |
|   | Retirement                              | 50.0                              | 100.0  | 0.0  | 100.0                     |
|   | Paid Leave                              | 50.0                              | 100.0  | 0.0  | 100.0                     |
| Skills Selected<br>as<br>"Important"<br>(%)             | 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  | 100.0  | 100.0                     |
|   | Technology Design                       | 100.0                             | 100.0  | 100.0  | 100.0                     |
|   | Operation and Control                   | 50.0                              | 100.0  | 100.0  | 100.0                     |
| Employers'<br>Satisfaction<br>with New<br>Hires' Skills | Satisfied                               | 50.0                              | 100.0  | 0.0  | 100.0                     |
|   | Not Satisfied                           | 0.0                               | 0.0  | 0.0  | 0.0                       |
|   | Neither                                 | 50.0                              | 0.0  | 0.0  | 0.0                       |
|   | Other                                   | 0.0                               | 0.0  | 100.0  | 0.0                       |
| Average<br>Weekly Hours<br>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  | 0.0  | 100.0                     |
| Gender  | Female                                  | 0.0                               | 100.0  | 0.0  | 50.0                      |
|   | Male                                    | 50.0                              | 0.0  | 50.0   | 50.0                      |
|   | Nonresident                             | 50.0                              | 0.0  | 50.0   | 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                               | 50.0   | 0.0  | 0.0                       |
|   | 35-44                                   | 0.0                               | 0.0  | 0.0  | 50.0                      |
|   | 45-54                                   | 50.0                              | 0.0  | 0.0  | 50.0                      |
|   | 55-64                                   | 0.0                               | 0.0  | 50.0   | 0.0                       |
|   | 65 and Older                            | 0.0                               | 0.0  | 0.0  | 0.0                       |
|   | Unknown (Nonresidents)                  | 50.0                              | 0.0  | 50.0   | 0.0                       |
| Turnover  | % Still Working 1 Quarter<br>After Hire | 50.0                              | 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/>

# Admin. and Support and Waste Management and Remediation Services

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          |  |   |                         |
|--|--------------------------------------|----------------------------------|--|---|-------------------------|
|  |                                      | Surgical Technologists (29-2055) | Occupational Health and Safety Specialists (29-9011) | First-Line Supervisors/Managers of Housekeeping (37-1011) | Travel Agents (41-3041) |
| 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 (\$)                       |                                      | 18.50                            | 30.77  | 11.88   | 14.41                   |
| % 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                            | 100.0  | 0.0   | 50.0                    |
|  | Paid Leave                           | 0.0                              | 100.0  | 0.0   | 50.0                    |
| Skills Selected as "Important" (%)             | Service Orientation                  | 0.0                              | 100.0  | 50.0  | 100.0                   |
|  | Critical Thinking                    | 0.0                              | 100.0  | 100.0   | 100.0                   |
|  | Reading Comprehension                | 0.0                              | 100.0  | 100.0   | 100.0                   |
|  | Technology Design                    | 0.0                              | 0.0  | 50.0  | 100.0                   |
|  | Operation and Control                | 0.0                              | 0.0  | 50.0  | 0.0                     |
| Employers' Satisfaction with New Hires' Skills | Satisfied                            | 0.0                              | 100.0  | 50.0  | 100.0                   |
|  | Not Satisfied                        | 0.0                              | 0.0  | 50.0  | 0.0                     |
|  | Neither                              | 0.0                              | 0.0  | 0.0   | 0.0                     |
|  | Other                                | 100.0                            | 0.0  | 0.0   | 0.0                     |
| Average Weekly Hours Worked                    | 20 or Less                           | 0.0                              | 0.0  | 0.0   | 0.0                     |
|  | 21-35                                | 0.0                              | 0.0  | 50.0  | 0.0                     |
|  | 36 or More                           | 100.0                            | 100.0  | 50.0  | 100.0                   |
| Gender   | Female                               | 50.0                             | 0.0  | 100.0   | 100.0                   |
|  | Male                                 | 0.0                              | 100.0  | 0.0   | 0.0                     |
|  | Nonresident                          | 50.0                             | 0.0  | 0.0   | 0.0                     |
| Age Group                                      | 19 and Younger                       | 0.0                              | 0.0  | 0.0   | 0.0                     |
|  | 20-24                                | 0.0                              | 0.0  | 0.0   | 0.0                     |
|  | 25-34                                | 0.0                              | 50.0   | 0.0   | 50.0                    |
|  | 35-44                                | 0.0                              | 0.0  | 50.0  | 0.0                     |
|  | 45-54                                | 50.0                             | 0.0  | 50.0  | 50.0                    |
|  | 55-64                                | 0.0                              | 50.0   | 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>

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# Admin. and Support and Waste Management and Remediation Services

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                            |                               |   |                             |
|--|--------------------------------------|--|-------------------------------|---|-----------------------------|
|  |                                      | Information and Record Clerks, All Other (43-4199) | Medical Secretaries (43-6013) | Secretaries, Except Legal, Medical, and Executive (43-6014) | Data Entry Keyers (43-9021) |
| 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 (\$)                       |                                      | 15.00  | 10.30                         | 10.25   | 13.45                       |
| % 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                           | 0.0  | 0.0                           | 100.0   | 100.0                       |
|  | Paid Leave                           | 0.0  | 0.0                           | 100.0   | 0.0                         |
| Skills Selected as "Important" (%)             | Service Orientation                  | 100.0  | 100.0                         | 50.0  | 100.0                       |
|  | Critical Thinking                    | 100.0  | 100.0                         | 100.0   | 100.0                       |
|  | Reading Comprehension                | 100.0  | 100.0                         | 100.0   | 100.0                       |
|  | Technology Design                    | 100.0  | 0.0                           | 0.0   | 0.0                         |
|  | Operation and Control                | 100.0  | 0.0                           | 50.0  | 100.0                       |
| Employers' Satisfaction with New Hires' Skills | Satisfied                            | 100.0  | 100.0                         | 50.0  | 100.0                       |
|  | Not Satisfied                        | 0.0  | 0.0                           | 50.0  | 0.0                         |
|  | Neither                              | 0.0  | 0.0                           | 0.0   | 0.0                         |
|  | Other                                | 0.0  | 0.0                           | 0.0   | 0.0                         |
| Average Weekly Hours Worked                    | 20 or Less                           | 0.0  | 0.0                           | 0.0   | 0.0                         |
|  | 21-35                                | 0.0  | 100.0                         | 50.0  | 0.0                         |
|  | 36 or More                           | 100.0  | 0.0                           | 50.0  | 100.0                       |
| Gender   | Female                               | 50.0   | 0.0                           | 50.0  | 50.0                        |
|  | Male                                 | 0.0  | 50.0                          | 0.0   | 50.0                        |
|  | Nonresident                          | 50.0   | 50.0                          | 50.0  | 0.0                         |
| Age Group                                      | 19 and Younger                       | 0.0  | 0.0                           | 50.0  | 0.0                         |
|  | 20-24                                | 0.0  | 50.0                          | 0.0   | 0.0                         |
|  | 25-34                                | 0.0  | 0.0                           | 0.0   | 0.0                         |
|  | 35-44                                | 0.0  | 0.0                           | 0.0   | 50.0                        |
|  | 45-54                                | 50.0   | 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)                         | 50.0                                 | 50.0   | 50.0                          | 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  
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# Admin. and Support and Waste Management and Remediation Services

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 |  |                                    |  |
|--|--------------------------------------|-------------------------|--|------------------------------------|--|
|  |                                      | Carpenters (47-2031)    | Insulation Workers, Mechanical (47-2132) | Roustabouts, Oil and Gas (47-5071) | Automotive Service Technicians and Mechanics (49-3023) |
| Typical Education <sup>a</sup>                 |                                      | High School Diploma     | Less than High School Diploma            | High School Diploma                | Post Secondary   |
| N  |                                      | N/D                     | N/D                                      | N/D                                | N/D  |
| Average Hourly Wage (\$)                       |                                      | .                       | 16.00                                    | 14.00                              | 17.50  |
| % Paid Piece Rate                              |                                      | 0.0                     | 0.0                                      | 0.0                                | 0.0  |
| % Offered Selected Benefits                    | Health Insurance                     | 0.0                     | 0.0                                      | 50.0                               | 50.0   |
|  | Retirement                           | 0.0                     | 0.0                                      | 0.0                                | 100.0  |
|  | Paid Leave                           | 0.0                     | 0.0                                      | 50.0                               | 100.0  |
| Skills Selected as "Important" (%)             | Service Orientation                  | 50.0                    | 0.0                                      | 50.0                               | 50.0   |
|  | Critical Thinking                    | 100.0                   | 0.0                                      | 50.0                               | 100.0  |
|  | Reading Comprehension                | 50.0                    | 0.0                                      | 50.0                               | 100.0  |
|  | Technology Design                    | 50.0                    | 0.0                                      | 50.0                               | 100.0  |
|  | Operation and Control                | 100.0                   | 0.0                                      | 50.0                               | 100.0  |
| Employers' Satisfaction with New Hires' Skills | Satisfied                            | 0.0                     | 0.0                                      | 0.0                                | 100.0  |
|  | Not Satisfied                        | 50.0                    | 0.0                                      | 0.0                                | 0.0  |
|  | Neither                              | 0.0                     | 0.0                                      | 50.0                               | 0.0  |
|  | Other                                | 50.0                    | 100.0                                    | 50.0                               | 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                                 | 50.0                    | 50.0                                     | 0.0                                | 100.0  |
|  | Nonresident                          | 50.0                    | 50.0                                     | 100.0                              | 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                     | 50.0                                     | 0.0                                | 0.0  |
|  | 35-44                                | 0.0                     | 0.0                                      | 0.0                                | 0.0  |
|  | 45-54                                | 50.0                    | 0.0                                      | 0.0                                | 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)               | 50.0                    | 50.0                                     | 100.0                              | 0.0  |
| Turnover                                       | % Still Working 1 Quarter After Hire | 50.0                    | 0.0                                      | 50.0                               | 100.0  |

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

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<sup>a</sup>Source: O\*Net ONline  
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# Admin. and Support and Waste Management and Remediation Services

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  |   |  |  |
|---|---|--|---|--|--|
|   |   | Mobile Heavy<br>Equipment<br>Mechanics,<br>Except Engines<br>(49-3042) | Installation,<br>Maintenance &<br>Repair<br>Workers, Other<br>(49-9099) | Industrial Truck<br>and Tractor<br>Operators (53-<br>7051) | Administrative<br>Services<br>Managers (11-<br>3011) |
| Typical Education <sup>a</sup>                          |   | Post Secondary   | Post Secondary  | High School<br>Diploma                                     | Bachelors  |
| N   |   | N/D  | N/D   | N/D  | N/D  |
| Average Hourly Wage (\$)                                |   | 22.15  | 15.50   | 17.00  | 28.90  |
| % Paid Piece Rate                                       |   | 0.0  | 0.0   | 0.0  | 0.0  |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                        | 0.0  | 0.0   | 0.0  | 0.0  |
|   | Retirement                              | 0.0  | 0.0   | 0.0  | 0.0  |
|   | Paid Leave                              | 0.0  | 0.0   | 0.0  | 0.0  |
| Skills Selected<br>as<br>"Important"<br>(%)             | Service Orientation                     | 100.0  | 100.0   | 100.0  | 0.0  |
|   | Critical Thinking                       | 100.0  | 50.0  | 100.0  | 100.0  |
|   | Reading Comprehension                   | 100.0  | 50.0  | 0.0  | 100.0  |
|   | Technology Design                       | 100.0  | 50.0  | 100.0  | 0.0  |
|   | Operation and Control                   | 100.0  | 100.0   | 100.0  | 100.0  |
| Employers'<br>Satisfaction<br>with New<br>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<br>Weekly Hours<br>Worked                       | 20 or Less                              | 0.0  | 50.0  | 100.0  | 0.0  |
|   | 21-35                                   | 0.0  | 50.0  | 0.0  | 0.0  |
|   | 36 or More                              | 100.0  | 0.0   | 0.0  | 100.0  |
| Gender  | Female                                  | 50.0   | 0.0   | 0.0  | 100.0  |
|   | Male                                    | 50.0   | 100.0   | 100.0  | 0.0  |
|   | 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  | 50.0  | 50.0   | 0.0  |
|   | 25-34                                   | 50.0   | 50.0  | 0.0  | 0.0  |
|   | 35-44                                   | 0.0  | 0.0   | 50.0   | 0.0  |
|   | 45-54                                   | 0.0  | 0.0   | 0.0  | 0.0  |
|   | 55-64                                   | 50.0   | 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<br>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>

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# Admin. and Support and Waste Management and Remediation Services

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                         |   |  |   |
|--|--------------------------------------|---|---|--|---|
|  |                                      | Software Developers, Systems Software (15-1133) | Surveying and Mapping Technicians (17-3031) | Geoscientists, Except Hydrologists & Geographers (19-2042) | Teachers and Instructors, All Other (25-3099) |
| Typical Education <sup>a</sup>                 |                                      | Bachelors                                       | Associates                                  | Bachelors  | Bachelors                                     |
| N  |                                      | N/D   | N/D   | N/D  | N/D   |
| Average Hourly Wage (\$)                       |                                      | 40.79   | 15.75                                       | 20.24  | 18.80   |
| % 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  | 0.0   |
|  | Paid Leave                           | 100.0   | 0.0   | 100.0  | 0.0   |
| Skills Selected as "Important" (%)             | Service Orientation                  | 100.0   | 0.0   | 0.0  | 0.0   |
|  | Critical Thinking                    | 100.0   | 100.0                                       | 100.0  | 0.0   |
|  | Reading Comprehension                | 100.0   | 0.0   | 100.0  | 0.0   |
|  | Technology Design                    | 100.0   | 100.0                                       | 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                                       | 100.0  | 0.0   |
|  | 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  | 100.0   |
| 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   | 0.0   | 100.0  | 100.0   |
| Gender   | Female                               | 100.0   | 0.0   | 0.0  | 0.0   |
|  | Male                                 | 0.0   | 100.0                                       | 100.0  | 0.0   |
|  | Nonresident                          | 0.0   | 0.0   | 0.0  | 100.0   |
| Age Group                                      | 19 and Younger                       | 0.0   | 100.0                                       | 0.0  | 0.0   |
|  | 20-24                                | 0.0   | 0.0   | 0.0  | 0.0   |
|  | 25-34                                | 0.0   | 0.0   | 100.0  | 0.0   |
|  | 35-44                                | 0.0   | 0.0   | 0.0  | 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  | 100.0   |
| Turnover                                       | % Still Working 1 Quarter After Hire | 100.0   | 100.0                                       | 0.0  | 0.0   |

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

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# Admin. and Support and Waste Management and Remediation Services

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                                       |                                |                               |  |
|--|--------------------------------------|---|--------------------------------|-------------------------------|--|
|  |                                      | Counter Attendants, Cafeteria, Food Concession, and (35-3022) | Pest Control Workers (37-2021) | Cashiers (41-2011)            | Sales Representatives, Wholesale and Manufacturing (41-4012) |
| Typical Education <sup>a</sup>                 |                                      | Less than High School Diploma                                 | High School Diploma            | Less than High School Diploma | Post Secondary   |
| N  |                                      | N/D   | N/D                            | N/D                           | N/D  |
| Average Hourly Wage (\$)                       |                                      | 8.25  | 12.50                          | 8.50                          | 33.53  |
| % 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                         | 100.0  |
|  | Critical Thinking                    | 0.0   | 100.0                          | 0.0                           | 100.0  |
|  | Reading Comprehension                | 0.0   | 100.0                          | 100.0                         | 100.0  |
|  | Technology Design                    | 100.0   | 0.0                            | 0.0                           | 100.0  |
|  | Operation and Control                | 100.0   | 100.0                          | 0.0                           | 100.0  |
| Employers' Satisfaction with New Hires' Skills | Satisfied                            | 100.0   | 0.0                            | 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   | 100.0                          | 100.0                         | 0.0  |
| Average Weekly Hours Worked                    | 20 or Less                           | 0.0   | 0.0                            | 0.0                           | 0.0  |
|  | 21-35                                | 100.0   | 0.0                            | 100.0                         | 0.0  |
|  | 36 or More                           | 0.0   | 100.0                          | 0.0                           | 0.0  |
| Gender   | Female                               | 100.0   | 0.0                            | 100.0                         | 0.0  |
|  | Male                                 | 0.0   | 0.0                            | 0.0                           | 0.0  |
|  | Nonresident                          | 0.0   | 100.0                          | 0.0                           | 100.0  |
| Age Group                                      | 19 and Younger                       | 100.0   | 0.0                            | 0.0                           | 0.0  |
|  | 20-24                                | 0.0   | 0.0                            | 100.0                         | 0.0  |
|  | 25-34                                | 0.0   | 0.0                            | 0.0                           | 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)               | 0.0   | 100.0                          | 0.0                           | 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/>

# Admin. and Support and Waste Management and Remediation Services

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                                 |                            |  |   |
|---|---|---|----------------------------|--|---|
|   |   | Demonstrators<br>and Product<br>Promoters (41-<br>9011) | Telemarketers<br>(41-9041) | Weighers,<br>Measurers,<br>Checkers, and<br>Samplers,<br>Recor (43-5111) | Mail Clerks and<br>Mail Machine<br>Operators,<br>Except Pos (43-<br>9051) |
| Typical Education <sup>a</sup>                          |   | High School<br>Diploma                                  | High School<br>Diploma     | High School<br>Diploma   | Less than High<br>School Diploma  |
| N   |   | N/D   | N/D                        | N/D  | N/D   |
| Average Hourly Wage (\$)                                |   | 10.00   | 10.00                      | 15.00  | 13.00   |
| % Paid Piece Rate                                       |   | 0.0   | 0.0                        | 0.0  | 0.0   |
| % Offered<br>Selected<br>Benefits                       | Health Insurance                        | 0.0   | 0.0                        | 100.0  | 0.0   |
|   | Retirement                              | 0.0   | 0.0                        | 100.0  | 0.0   |
|   | Paid Leave                              | 0.0   | 100.0                      | 100.0  | 0.0   |
| Skills Selected<br>as<br>"Important"<br>(%)             | Service Orientation                     | 0.0   | 100.0                      | 100.0  | 100.0   |
|   | Critical Thinking                       | 100.0   | 100.0                      | 100.0  | 100.0   |
|   | Reading Comprehension                   | 100.0   | 100.0                      | 100.0  | 100.0   |
|   | Technology Design                       | 0.0   | 100.0                      | 100.0  | 100.0   |
|   | Operation and Control                   | 0.0   | 100.0                      | 0.0  | 100.0   |
| Employers'<br>Satisfaction<br>with New<br>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<br>Weekly Hours<br>Worked                       | 20 or Less                              | 0.0   | 0.0                        | 0.0  | 0.0   |
|   | 21-35                                   | 0.0   | 100.0                      | 0.0  | 0.0   |
|   | 36 or More                              | 0.0   | 0.0                        | 100.0  | 100.0   |
| Gender  | Female                                  | 100.0   | 100.0                      | 100.0  | 100.0   |
|   | Male                                    | 0.0   | 0.0                        | 0.0  | 0.0   |
|   | 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                        | 100.0  | 0.0   |
|   | 35-44                                   | 0.0   | 0.0                        | 0.0  | 100.0   |
|   | 45-54                                   | 100.0   | 0.0                        | 0.0  | 0.0   |
|   | 55-64                                   | 0.0   | 100.0                      | 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<br>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>

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

# Admin. and Support and Waste Management and Remediation Services

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       |   |   |                          |
|--|--------------------------------------|-------------------------------|---|---|--------------------------|
|  |                                      | Carpet Installers (47-2041)   | Plumbers, Pipefitters, and Steamfitters (47-2152) | Structural Iron and Steel Workers (47-2221) | Fence Erectors (47-4031) |
| Typical Education <sup>a</sup>                 |                                      | Less than 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                          | 14.00   | 14.00                                       | 20.00                    |
| % Paid Piece Rate                              |                                      | 0.0                           | 0.0   | 0.0   | 0.0                      |
| % Offered Selected Benefits                    | Health Insurance                     | 0.0                           | 0.0   | 0.0   | 0.0                      |
|  | Retirement                           | 0.0                           | 0.0   | 0.0   | 0.0                      |
|  | Paid Leave                           | 0.0                           | 0.0   | 0.0   | 0.0                      |
| Skills Selected as "Important" (%)             | Service Orientation                  | 0.0                           | 100.0   | 100.0                                       | 100.0                    |
|  | Critical Thinking                    | 100.0                         | 100.0   | 100.0                                       | 100.0                    |
|  | Reading Comprehension                | 0.0                           | 100.0   | 0.0   | 0.0                      |
|  | Technology Design                    | 0.0                           | 0.0   | 100.0                                       | 100.0                    |
|  | Operation and Control                | 100.0                         | 100.0   | 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                           | 0.0   | 0.0   | 0.0                      |
|  | Other                                | 0.0                           | 100.0   | 0.0   | 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   | 100.0                    |
|  | 36 or More                           | 0.0                           | 100.0   | 0.0   | 0.0                      |
| Gender   | Female                               | 0.0                           | 0.0   | 0.0   | 0.0                      |
|  | Male                                 | 100.0                         | 0.0   | 0.0   | 100.0                    |
|  | Nonresident                          | 0.0                           | 100.0   | 100.0                                       | 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   | 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                           | 100.0   | 100.0                                       | 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>

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# Admin. and Support and Waste Management and Remediation Services

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                       |   |  |   |
|--|--------------------------------------|---|---|--|---|
|  |                                      | Maintenance and Repair Workers, Gen (49-9071) | First-Line Supervisors/Managers of Production and (51-1011) | Textile, Apparel, & Furnishings Workers, All Other (51-6099) | First-Line Supervisors/Managers of Transportation (53-1031) |
| 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 (\$)                       |                                      | 10.00   | 15.00   | 7.25   | 22.00   |
| % Paid Piece Rate                              |                                      | 0.0   | 0.0   | 0.0  | 0.0   |
| % Offered Selected Benefits                    | Health Insurance                     | 0.0   | 0.0   | 0.0  | 100.0   |
|  | Retirement                           | 0.0   | 0.0   | 0.0  | 100.0   |
|  | Paid Leave                           | 0.0   | 0.0   | 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  | 100.0   |
|  | Technology Design                    | 0.0   | 100.0   | 100.0  | 100.0   |
|  | Operation and Control                | 100.0   | 0.0   | 100.0  | 100.0   |
| Employers' Satisfaction with New Hires' Skills | Satisfied                            | 100.0   | 100.0   | 0.0  | 100.0   |
|  | Not Satisfied                        | 0.0   | 0.0   | 100.0  | 0.0   |
|  | Neither                              | 0.0   | 0.0   | 0.0  | 0.0   |
|  | Other                                | 0.0   | 0.0   | 0.0  | 0.0   |
| Average Weekly Hours Worked                    | 20 or Less                           | 0.0   | 0.0   | 0.0  | 0.0   |
|  | 21-35                                | 0.0   | 0.0   | 100.0  | 0.0   |
|  | 36 or More                           | 100.0   | 100.0   | 0.0  | 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                       | 100.0   | 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                                | 0.0   | 0.0   | 0.0  | 100.0   |
|  | 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   | 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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# Admin. and Support and Waste Management and Remediation Services

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                      |  |
|--|--------------------------------------|--|--|
|  |                                      | Motor Vehicle Operators, All Other (53-3099) | Cleaners of Vehicles and Equipment (53-7061) |
| Typical Education <sup>a</sup>                 |                                      | Less than High School Diploma                | Less than High School Diploma                |
| N  |                                      | N/D  | N/D  |
| Average Hourly Wage (\$)                       |                                      | 10.00  | 10.00  |
| % Paid Piece Rate                              |                                      | 0.0  | 0.0  |
| % Offered Selected Benefits                    | Health Insurance                     | 0.0  | 0.0  |
|  | Retirement                           | 0.0  | 0.0  |
|  | Paid Leave                           | 0.0  | 0.0  |
| Skills Selected as "Important" (%)             | Service Orientation                  | 100.0  | 100.0  |
|  | Critical Thinking                    | 100.0  | 100.0  |
|  | Reading Comprehension                | 100.0  | 100.0  |
|  | Technology Design                    | 100.0  | 0.0  |
|  | Operation and Control                | 100.0  | 0.0  |
| Employers' Satisfaction with New Hires' Skills | Satisfied                            | 100.0  | 0.0  |
|  | Not Satisfied                        | 0.0  | 100.0  |
|  | Neither                              | 0.0  | 0.0  |
|  | Other                                | 0.0  | 0.0  |
| Average Weekly Hours Worked                    | 20 or Less                           | 100.0  | 0.0  |
|  | 21-35                                | 0.0  | 0.0  |
|  | 36 or More                           | 0.0  | 100.0  |
| Gender   | Female                               | 0.0  | 0.0  |
|  | Male                                 | 100.0  | 100.0  |
|  | Nonresident                          | 0.0  | 0.0  |
| Age Group                                      | 19 and Younger                       | 0.0  | 0.0  |
|  | 20-24                                | 0.0  | 0.0  |
|  | 25-34                                | 0.0  | 100.0  |
|  | 35-44                                | 0.0  | 0.0  |
|  | 45-54                                | 0.0  | 0.0  |
|  | 55-64                                | 100.0  | 0.0  |
|  | 65 and Older                         | 0.0  | 0.0  |
|  | Unknown (Nonresidents)               | 0.0  | 0.0  |
| Turnover                                       | % Still Working 1 Quarter After Hire | 100.0  | 0.0  |

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

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