

Educational 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			
		Total, All Occupations	Teacher Assistants (25-9041)	Substitute Teachers (25-3098)	Janitors and Cleaners, Except Maids and Housekeepi (37-2011)
Typical Education ^a		N/A	High School Diploma	Bachelors	High School Diploma
N		7,612	961	936	736
Average Hourly Wage (\$)		13.13	12.03	12.38	12.30
% Paid Piece Rate		3.9	2.6	0.0	0.0
% Offered Selected Benefits	Health Insurance	38.0	57.1	0.0	35.6
	Retirement	40.2	59.7	0.0	35.6
	Paid Leave	32.1	39.0	0.0	30.5
Skills Selected as "Important" (%)	Service Orientation	82.8	90.9	78.7	61.0
	Critical Thinking	82.0	75.3	92.0	66.1
	Reading Comprehension	76.2	89.6	96.0	44.1
	Technology Design	37.2	31.2	33.3	18.6
	Operation and Control	41.6	20.8	28.0	59.3
Employers' Satisfaction with New Hires' Skills	Satisfied	62.8	68.8	53.3	55.9
	Not Satisfied	1.6	2.6	1.3	3.4
	Neither	7.0	6.5	6.7	13.6
	Other	28.5	22.1	38.7	27.1
Average Weekly Hours	20 or Less	33.9	20.3	74.3	14.6
	21-35	25.4	56.3	20.0	27.1
	36 or More	40.4	21.9	5.7	58.3
Gender	Female	57.0	76.6	73.3	42.4
	Male	32.1	16.9	17.3	47.5
	Nonresident	10.8	6.5	9.3	10.2
Age Group	19 and Younger	6.1	6.5	4.0	18.6
	20-24	16.2	16.9	24.0	13.6
	25-34	26.2	29.9	22.7	20.3
	35-44	17.4	14.3	17.3	16.9
	45-54	13.0	13.0	17.3	8.5
	55-64	7.7	10.4	1.3	10.2
	65 and Older	1.6	1.3	4.0	0.0
	Unknown (Nonresidents)	11.8	7.8	9.3	11.9
Turnover	% Still Working 1 Quarter After Hire	79.5	77.9	77.3	69.5

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

N/D = Not dicloseable
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^aSource: O*Net ONline
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Job Characteristics		Occupation and SOC Code			
		Coaches and Scouts (27-2022)	Elementary School Teachers, Exc. Special Educ. (25-2021)	Secondary School Teachers, Except Special and Voca (25-2031)	Office Clerks, General (43-9061)
Typical Education ^a		Bachelors	Bachelors	Bachelors	High School Diploma
N		399	349	312	250
Average Hourly Wage (\$)		15.00	21.85	20.95	12.72
% Paid Piece Rate		37.5	0.0	4.0	0.0
% Offered Selected Benefits	Health Insurance	3.1	78.6	72.0	45.0
	Retirement	6.3	82.1	68.0	45.0
	Paid Leave	0.0	82.1	44.0	35.0
Skills Selected as "Important" (%)	Service Orientation	84.4	100.0	92.0	95.0
	Critical Thinking	71.9	100.0	92.0	95.0
	Reading Comprehension	37.5	100.0	92.0	80.0
	Technology Design	9.4	60.7	64.0	40.0
	Operation and Control	25.0	17.9	48.0	55.0
Employers' Satisfaction with New Hires' Skills	Satisfied	68.8	67.9	68.0	65.0
	Not Satisfied	0.0	0.0	0.0	5.0
	Neither	9.4	0.0	4.0	15.0
	Other	21.9	32.1	28.0	15.0
Average Weekly Hours	20 or Less	68.2	25.9	18.2	40.0
	21-35	27.3	14.8	0.0	6.7
	36 or More	4.5	59.3	81.8	53.3
Gender	Female	53.1	75.0	44.0	70.0
	Male	34.4	21.4	44.0	15.0
	Nonresident	12.5	3.6	12.0	15.0
Age Group	19 and Younger	6.3	0.0	0.0	5.0
	20-24	15.6	25.0	8.0	5.0
	25-34	28.1	42.9	40.0	35.0
	35-44	21.9	21.4	24.0	35.0
	45-54	3.1	7.1	8.0	5.0
	55-64	6.3	0.0	4.0	0.0
	65 and Older	3.1	0.0	0.0	0.0
	Unknown (Nonresidents)	15.6	3.6	16.0	15.0
Turnover	% Still Working 1 Quarter After Hire	43.8	92.9	84.0	100.0

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

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Educational Services

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Job Characteristics		Occupation and SOC Code			
		Bus Drivers, School (53- 3022)	Vocational Education Teachers, Postsecondary (25-1194)	Teachers and Instructors, All Other (25-3099)	Landscaping and Groundskeeping Workers (37- 3011)
Typical Education^a		High School Diploma	Post Secondary	Bachelors	Less than High School Diploma
N		237	187	187	162
Average Hourly Wage (\$)		14.94	27.00	16.00	11.00
% Paid Piece Rate		0.0	6.7	0.0	0.0
% Offered Selected Benefits	Health Insurance	15.8	33.3	20.0	7.7
	Retirement	47.4	13.3	13.3	7.7
	Paid Leave	26.3	33.3	26.7	7.7
Skills Selected as "Important" (%)	Service Orientation	31.6	93.3	86.7	61.5
	Critical Thinking	73.7	93.3	73.3	38.5
	Reading Comprehension	73.7	93.3	93.3	23.1
	Technology Design	0.0	80.0	33.3	15.4
	Operation and Control	94.7	86.7	26.7	76.9
Employers' Satisfaction with New Hires' Skills	Satisfied	57.9	93.3	73.3	69.2
	Not Satisfied	0.0	0.0	13.3	0.0
	Neither	21.1	0.0	0.0	0.0
	Other	21.1	6.7	13.3	30.8
Average Weekly Hours	20 or Less	60.0	37.5	75.0	0.0
	21-35	40.0	0.0	8.3	0.0
	36 or More	0.0	62.5	16.7	100.0
Gender	Female	47.4	33.3	53.3	15.4
	Male	52.6	60.0	26.7	76.9
	Nonresident	0.0	6.7	20.0	7.7
Age Group	19 and Younger	0.0	0.0	6.7	69.2
	20-24	5.3	33.3	13.3	15.4
	25-34	15.8	13.3	20.0	0.0
	35-44	31.6	13.3	26.7	0.0
	45-54	26.3	13.3	6.7	0.0
	55-64	10.5	20.0	6.7	7.7
	65 and Older	10.5	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	6.7	20.0	7.7
Turnover	% Still Working 1 Quarter After Hire	89.5	86.7	73.3	84.6

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

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Educational Services

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Job Characteristics		Occupation and SOC Code			
		Middle School Teachers, Except Special and Vocatio (25-2022)	Cooks, Institution and Cafeteria (35-2012)	Educational, Vocational, and School Counselors (21-1012)	Personal Care and Service Workers, All Other (39-9099)
Typical Education ^a		Bachelors	High School Diploma	Masters	High School Diploma
N		150	137	125	125
Average Hourly Wage (\$)		21.13	12.03	23.17	13.12
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	27.3	90.0	40.0
	Retirement	100.0	45.5	90.0	100.0
	Paid Leave	58.3	36.4	60.0	20.0
Skills Selected as "Important" (%)	Service Orientation	91.7	90.9	100.0	50.0
	Critical Thinking	100.0	72.7	100.0	50.0
	Reading Comprehension	100.0	81.8	100.0	30.0
	Technology Design	50.0	27.3	80.0	0.0
	Operation and Control	16.7	54.5	30.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	83.3	63.6	60.0	30.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	9.1	10.0	0.0
	Other	16.7	27.3	30.0	70.0
Average Weekly Hours	20 or Less	0.0	40.0	10.0	75.0
	21-35	16.7	50.0	20.0	25.0
	36 or More	83.3	10.0	70.0	0.0
Gender	Female	33.3	72.7	50.0	90.0
	Male	58.3	9.1	40.0	0.0
	Nonresident	8.3	18.2	10.0	10.0
Age Group	19 and Younger	0.0	0.0	0.0	10.0
	20-24	8.3	9.1	0.0	20.0
	25-34	50.0	18.2	70.0	20.0
	35-44	25.0	27.3	20.0	10.0
	45-54	8.3	18.2	0.0	30.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	9.1	0.0	0.0
	Unknown (Nonresidents)	8.3	18.2	10.0	10.0
Turnover	% Still Working 1 Quarter After Hire	100.0	63.6	90.0	100.0

Source: Research Planning, WY DWS
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Educational Services

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Job Characteristics		Occupation and SOC Code			
		Health Specialties Teachers, Postsecondary (25-1071)	General and Operations Managers (11- 1021)	Business Teachers, Postsecondary (25-1011)	Art, Drama, and Music Teachers, Postsecondary (25-1121)
Typical Education ^a		Doctorate	Associates	Doctorate	Doctorate
N		100	75	75	75
Average Hourly Wage (\$)		40.69	18.24	30.30	24.33
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	33.3	50.0	16.7
	Retirement	0.0	33.3	50.0	16.7
	Paid Leave	0.0	33.3	50.0	16.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	75.0	100.0	100.0	66.7
	Technology Design	62.5	50.0	50.0	16.7
	Operation and Control	87.5	33.3	50.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	100.0	0.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	25.0	0.0	100.0	50.0
Average Weekly Hours	20 or Less	100.0	0.0	50.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	50.0	100.0
Gender	Female	50.0	33.3	66.7	50.0
	Male	37.5	66.7	33.3	16.7
	Nonresident	12.5	0.0	0.0	33.3
Age Group	19 and Younger	0.0	0.0	16.7	0.0
	20-24	25.0	33.3	16.7	16.7
	25-34	37.5	16.7	0.0	16.7
	35-44	12.5	16.7	16.7	16.7
	45-54	0.0	0.0	16.7	0.0
	55-64	12.5	33.3	33.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	12.5	0.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	50.0	50.0	50.0	50.0

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Job Characteristics		Occupation and SOC Code			
		Adult Literacy, Remedial Education, and GED Teache (25- 3011)	Self-Enrichment Education Teachers (25- 3021)	Child Care Workers (39- 9011)	Personal and Home Care Aides (39-9021)
Typical Education ^a		Masters	High School Diploma	High School Diploma	High School Diploma
N		75	75	75	75
Average Hourly Wage (\$)		23.81	14.38	13.00	11.19
% Paid Piece Rate		0.0	33.3	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	33.3	16.7	50.0
	Retirement	16.7	16.7	33.3	83.3
	Paid Leave	0.0	33.3	16.7	50.0
Skills Selected as "Important" (%)	Service Orientation	100.0	83.3	83.3	83.3
	Critical Thinking	100.0	100.0	100.0	83.3
	Reading Comprehension	100.0	100.0	83.3	50.0
	Technology Design	100.0	16.7	33.3	0.0
	Operation and Control	0.0	50.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	16.7	66.7	50.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	16.7	50.0	0.0
	Other	83.3	16.7	0.0	50.0
Average Weekly Hours	20 or Less	0.0	60.0	25.0	0.0
	21-35	100.0	20.0	50.0	16.7
	36 or More	0.0	20.0	25.0	83.3
Gender	Female	83.3	0.0	66.7	100.0
	Male	16.7	50.0	16.7	0.0
	Nonresident	0.0	50.0	16.7	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	33.3	0.0	33.3	33.3
	25-34	16.7	16.7	50.0	16.7
	35-44	16.7	16.7	0.0	16.7
	45-54	33.3	0.0	0.0	33.3
	55-64	0.0	16.7	0.0	0.0
	65 and Older	0.0	16.7	0.0	0.0
	Unknown (Nonresidents)	0.0	33.3	16.7	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	100.0	100.0

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Job Characteristics		Occupation and SOC Code			
		Choreographers (27-2032)	Secretaries, Except Legal, Medical, and Executive (43- 6014)	Transportation Workers, All Other (53-6099)	Education Administrators, Postsecondary (11-9033)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Masters
N		62	62	62	50
Average Hourly Wage (\$)		18.00	14.68	10.00	22.84
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	80.0	0.0	100.0
	Retirement	0.0	60.0	0.0	50.0
	Paid Leave	0.0	40.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	80.0	100.0	100.0	100.0
	Critical Thinking	100.0	80.0	100.0	100.0
	Reading Comprehension	20.0	100.0	40.0	100.0
	Technology Design	40.0	60.0	0.0	50.0
	Operation and Control	0.0	40.0	0.0	75.0
Employers' Satisfaction with New Hires' Skills	Satisfied	80.0	80.0	40.0	25.0
	Not Satisfied	0.0	0.0	0.0	50.0
	Neither	20.0	20.0	0.0	0.0
	Other	0.0	0.0	60.0	25.0
Average Weekly Hours	20 or Less	100.0	0.0	100.0	0.0
	21-35	0.0	50.0	0.0	0.0
	36 or More	0.0	50.0	0.0	100.0
Gender	Female	80.0	80.0	80.0	50.0
	Male	0.0	20.0	20.0	25.0
	Nonresident	20.0	0.0	0.0	25.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	40.0	20.0	60.0	0.0
	25-34	40.0	20.0	20.0	75.0
	35-44	0.0	40.0	20.0	0.0
	45-54	0.0	20.0	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)	20.0	0.0	0.0	25.0
Turnover	% Still Working 1 Quarter After Hire	80.0	100.0	100.0	100.0

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Job Characteristics		Occupation and SOC Code			
		Nursing Instructors and Teachers, Postsecondary (25-1072)	Registered Nurses (29- 1141)	Combined Food Preparation and Serving Workers, Inc (35- 3021)	Financial Managers (11- 3031)
Typical Education ^a		Masters	Associates	Less than High School Diploma	Bachelors
N		50	50	50	N/D
Average Hourly Wage (\$)		22.68	28.63	8.00	31.31
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	25.0	25.0	0.0	100.0
	Retirement	25.0	100.0	0.0	100.0
	Paid Leave	25.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	50.0	100.0	100.0	100.0
	Critical Thinking	75.0	100.0	0.0	100.0
	Reading Comprehension	75.0	50.0	100.0	100.0
	Technology Design	50.0	75.0	0.0	66.7
	Operation and Control	25.0	25.0	100.0	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	25.0	75.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	75.0	25.0	0.0	100.0
Average Weekly Hours	20 or Less	100.0	75.0	0.0	0.0
	21-35	0.0	25.0	0.0	0.0
	36 or More	0.0	0.0	0.0	100.0
Gender	Female	75.0	100.0	25.0	0.0
	Male	25.0	0.0	0.0	66.7
	Nonresident	0.0	0.0	75.0	33.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	50.0	25.0	0.0
	45-54	50.0	50.0	0.0	66.7
	55-64	50.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	75.0	33.3
Turnover	% Still Working 1 Quarter After Hire	75.0	100.0	100.0	100.0

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Job Characteristics		Occupation and SOC Code			
		Education Administrators, Elementary & Secondary (11-9032)	Business Operations Specialists, All Other (13-1199)	Mathematical Science Teachers, Postsecondary (25-1022)	Postsecondary Teachers, All Other (25-1199)
Typical Education ^a		Masters	Bachelors	Masters	Doctorate
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		33.20	29.94	34.27	22.50
% Paid Piece Rate		0.0	66.7	0.0	33.3
% Offered Selected Benefits	Health Insurance	66.7	33.3	0.0	0.0
	Retirement	66.7	33.3	0.0	33.3
	Paid Leave	33.3	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	66.7	100.0
	Critical Thinking	100.0	100.0	66.7	100.0
	Reading Comprehension	100.0	33.3	66.7	100.0
	Technology Design	100.0	33.3	66.7	100.0
	Operation and Control	100.0	33.3	0.0	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	33.3	66.7	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	66.7	66.7	33.3	100.0
Average Weekly Hours	20 or Less	0.0	66.7	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	33.3	0.0	0.0
Gender	Female	33.3	66.7	0.0	66.7
	Male	66.7	0.0	100.0	33.3
	Nonresident	0.0	33.3	0.0	0.0
Age Group	19 and Younger	0.0	33.3	0.0	0.0
	20-24	0.0	0.0	33.3	0.0
	25-34	0.0	33.3	33.3	0.0
	35-44	66.7	0.0	0.0	33.3
	45-54	0.0	0.0	33.3	33.3
	55-64	33.3	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	33.3
	Unknown (Nonresidents)	0.0	33.3	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	33.3	66.7

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New Hires Job Skills Survey

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N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Educational 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			
		Spec Ed Teachers, Kindergarten & EI (25-2052)	Interpreters and Translators (27- 3091)	Massage Therapists (31- 9011)	Food Preparation Workers (35- 2021)
Typical Education ^a		Bachelors	Associates	Post Secondary	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		26.13	25.00	7.36	11.59
% Paid Piece Rate		0.0	0.0	100.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	100.0	66.7	0.0	66.7
	Paid Leave	100.0	66.7	66.7	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	33.3	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	33.3
	Reading Comprehension	100.0	100.0	100.0	33.3
	Technology Design	100.0	0.0	0.0	33.3
	Operation and Control	33.3	0.0	100.0	33.3
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	100.0	66.7	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	33.3	0.0	33.3	66.7
Average Weekly Hours	20 or Less	0.0	0.0	0.0	100.0
	21-35	50.0	100.0	100.0	0.0
	36 or More	50.0	0.0	0.0	0.0
Gender	Female	33.3	66.7	100.0	33.3
	Male	33.3	33.3	0.0	33.3
	Nonresident	33.3	0.0	0.0	33.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	33.3	0.0
	25-34	33.3	66.7	0.0	0.0
	35-44	0.0	0.0	33.3	0.0
	45-54	0.0	0.0	33.3	33.3
	55-64	33.3	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	33.3	0.0	0.0	66.7
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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Educational 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)	Farmworkers, Farm and Ranch Animals (45-2093)	Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)	Transportation Attendants, Except F (53-6061)
Typical Education ^a		Less than High School Diploma	Less than High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.67	10.00	15.43	11.34
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	100.0
	Retirement	0.0	0.0	100.0	0.0
	Paid Leave	0.0	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	66.7	100.0
	Critical Thinking	0.0	66.7	100.0	100.0
	Reading Comprehension	66.7	66.7	100.0	0.0
	Technology Design	0.0	0.0	33.3	0.0
	Operation and Control	66.7	33.3	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	100.0	50.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	0.0	50.0	100.0	0.0
Gender	Female	100.0	0.0	0.0	100.0
	Male	0.0	0.0	100.0	0.0
	Nonresident	0.0	100.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	33.3	0.0	0.0	0.0
	25-34	0.0	0.0	33.3	33.3
	35-44	0.0	0.0	0.0	0.0
	45-54	33.3	0.0	0.0	33.3
	55-64	33.3	0.0	66.7	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	100.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	66.7	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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^aSource: O*Net Online
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Educational 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			
		Network and Computer Systems Admini (15-1142)	Computer User Support Specialists (15- 1151)	Clinical, Counseling, and School Psychologists (19-3031)	Biological Technicians (19- 4021)
Typical Education ^a		Bachelors	Associates	Doctorate	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		21.30	20.81	37.50	9.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	100.0	100.0	100.0	0.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	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	100.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	0.0	50.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	100.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	0.0	50.0	0.0	100.0
	Male	100.0	50.0	50.0	0.0
	Nonresident	0.0	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	50.0	50.0	0.0	0.0
	35-44	0.0	0.0	50.0	50.0
	45-54	0.0	0.0	0.0	50.0
	55-64	50.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	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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Educational 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			
		Mental Health Counselors (21- 1014)	Preschool Teachers, Except Special Education (25- 2011)	Special Education Teachers, Seconda (25- 2054)	All Other Special Education Teachers (25- 2059)
Typical Education ^a		Masters	Post Secondary	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		24.08	25.97	.	.
% 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	0.0	100.0	100.0	100.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	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	0.0	100.0	100.0
	Operation and Control	0.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	50.0	100.0	50.0	50.0
	Male	50.0	0.0	50.0	0.0
	Nonresident	0.0	0.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	50.0	50.0
	35-44	0.0	0.0	50.0	0.0
	45-54	100.0	50.0	0.0	0.0
	55-64	0.0	50.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
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Educational 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			
		All other teachers, primary, secondary, and adult (25-3999)	Librarians (25-4021)	Instructional Coordinators (25-9031)	Graphic Designers (27-1024)
Typical Education ^a		Bachelors	Masters	Masters	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		41.67	15.67	38.00	16.81
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	50.0	100.0
	Retirement	0.0	100.0	50.0	50.0
	Paid Leave	0.0	50.0	50.0	50.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	50.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	100.0	100.0
	Operation and Control	0.0	50.0	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	50.0
	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	50.0
Average Weekly Hours	20 or Less	50.0	0.0	100.0	0.0
	21-35	50.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	50.0	50.0	100.0	0.0
	Male	50.0	0.0	0.0	100.0
	Nonresident	0.0	50.0	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	50.0	50.0
	35-44	0.0	50.0	0.0	50.0
	45-54	100.0	0.0	0.0	0.0
	55-64	0.0	0.0	50.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	50.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	50.0	100.0

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

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Educational Services

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Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Lifeguards, Ski Patrol, and Other Recreational Pro (33-9092)	Food Servers, Nonrestaurant (35-3041)	Recreation Workers (39-9032)	Library Assistants, Clerical (43-4121)
Typical Education^a		Less than High School Diploma	Less than High School Diploma	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		8.00	10.17	.	9.25
% 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	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	0.0	0.0	50.0
	Reading Comprehension	0.0	0.0	0.0	100.0
	Technology Design	100.0	0.0	0.0	100.0
	Operation and Control	0.0	0.0	0.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	50.0
	Other	0.0	100.0	100.0	50.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	0.0	0.0	0.0
Gender	Female	50.0	50.0	0.0	50.0
	Male	50.0	50.0	100.0	50.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	50.0	0.0	0.0	50.0
	20-24	0.0	50.0	100.0	0.0
	25-34	0.0	50.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	50.0
	55-64	50.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	0.0	100.0

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

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Educational 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			
		Receptionists and Information Clerks (43-4171)	Data Entry Keyers (43- 9021)	Computer, Automated Teller & Office Mach. Repairer (49-2011)	Maintenance and Repair Workers, Gen (49-9071)
Typical Education^a		High School Diploma	High School Diploma	Post Secondary	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.17	12.88	18.19	17.13
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	50.0	100.0	100.0
	Retirement	0.0	50.0	100.0	100.0
	Paid Leave	50.0	50.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	50.0	100.0	100.0	0.0
	Operation and Control	50.0	100.0	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	50.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	50.0	0.0	0.0	0.0
	21-35	50.0	50.0	0.0	0.0
	36 or More	0.0	50.0	100.0	100.0
Gender	Female	50.0	100.0	0.0	0.0
	Male	0.0	0.0	50.0	100.0
	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	0.0	0.0	0.0
	25-34	50.0	100.0	50.0	50.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	50.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	50.0	0.0	50.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Educational 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			
		Chief Executives (11-1011)	Human Resources Managers (11-3121)	Computer Network Support Specialist (15-1152)	Anthropologists and Archeologists (19-3091)
Typical Education ^a		Bachelors	Bachelors	Associates	Masters
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	33.72	14.00	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	100.0	100.0	100.0	0.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Operation and Control	100.0	100.0	100.0	0.0
	Satisfied	0.0	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
Average Weekly Hours	Other	100.0	0.0	0.0	100.0
	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
Gender	36 or More	0.0	100.0	100.0	100.0
	Female	0.0	100.0	0.0	0.0
	Male	100.0	0.0	100.0	100.0
Age Group	Nonresident	0.0	0.0	0.0	0.0
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	100.0
	25-34	0.0	0.0	100.0	0.0
	35-44	100.0	0.0	0.0	0.0
	45-54	0.0	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 After Hire	100.0	100.0	100.0	0.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Educational 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			
		Child, Family, and School Social Workers (21-1021)	Biological Science Teachers, Postsecondary (25-1042)	Anthropology & Archeology Teachers, Postsecondary (25-1061)	History Teachers, Postsecondary (25-1125)
Typical Education ^a		Bachelors	Doctorate	Doctorate	Doctorate
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		13.22	34.34	.	22.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	0.0
	Retirement	100.0	100.0	0.0	0.0
	Paid Leave	0.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	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	100.0	0.0	100.0	100.0
	Operation and Control	0.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	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	100.0	0.0	100.0	0.0
Average Weekly Hours	20 or Less	100.0	0.0	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	0.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	0.0	100.0	100.0
	Nonresident	0.0	100.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	100.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	100.0	100.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	0.0

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Educational 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			
		Vocational Education Teachers, Secondary School (25- 2032)	Special Education Teachers, Middle (25- 2053)	Library Technicians (25- 4031)	Editors (27- 3041)
Typical Education ^a		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	21.72	11.52	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	0.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	0.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	0.0	0.0
	Reading Comprehension	100.0	100.0	0.0	0.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	0.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	0.0	100.0	0.0	0.0
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	100.0	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	100.0	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
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Educational 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			
		Occupational Health and Safety Technicians (29-9012)	Protective Service Workers, All Other (33-9099)	First-Line Supervisors/Managers of Housekeeping (37-1011)	Maids and Housekeeping Cleaners (37-2012)
Typical Education^a		Associates	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.00	.	26.19	11.77
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected 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 as "Important" (%)	Service Orientation	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	0.0	100.0	0.0
	Technology Design	100.0	0.0	0.0	0.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	100.0	0.0	0.0
	36 or More	0.0	0.0	100.0	0.0
Gender	Female	100.0	0.0	0.0	100.0
	Male	0.0	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	100.0	0.0	0.0
	25-34	100.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	100.0
	45-54	0.0	0.0	100.0	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
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Educational 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			
		Fitness Trainers and Aerobics Instructors (39- 9031)	Residential Advisors (39- 9041)	Office and Administrative Support Workers, Other (43-9199)	First-Line Supervisors/Managers of Farming, Fishin (45-1011)
Typical Education ^a		Bachelors	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.34	11.00	17.50	12.02
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	100.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	100.0	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	100.0	0.0	100.0	0.0
	Technology Design Operation and Control	0.0 100.0	0.0 100.0	0.0 100.0	100.0 100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	0.0	100.0	0.0
Gender	Female	100.0	0.0	100.0	0.0
	Male	0.0	0.0	0.0	100.0
	Nonresident	0.0	100.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	100.0	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older Unknown (Nonresidents)	0.0 0.0	0.0 100.0	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
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Educational 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			
		Electricians (47-2111)	Hazardous Materials Removal Workers (47-4041)	Highway Maintenance Workers (47-4051)	Aircraft Mech & Serv Tech, not FAA (49-3013)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		25.94	16.00	15.00	17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	100.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	0.0	0.0	100.0
	Technology Design	100.0	100.0	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	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	100.0	100.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	100.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	100.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	0.0	0.0	100.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

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

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Educational 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			
		Locksmiths and Safe Repairers (49-9094)	First-Line Supervisors/Managers of Transportation (53-1031)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)	Cleaners of Vehicles and Equipment (53- 7061)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		18.98	33.85	14.32	12.34
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	100.0	100.0	100.0	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	0.0
	Critical Thinking	100.0	100.0	0.0	0.0
	Reading Comprehension	100.0	100.0	0.0	0.0
	Technology Design Operation and Control	100.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	100.0
	36 or More	100.0	0.0	0.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	0.0
	25-34	100.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	100.0	0.0	0.0
	55-64	0.0	0.0	0.0	100.0
	65 and Older 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

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Educational 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
		Laborers & Freight, Stock & Material Movers, Hand (53-7062)
Typical Education ^a		High School Diploma
N		N/D
Average Hourly Wage (\$)		18.00
% Paid Piece Rate		0.0
% Offered Selected Benefits	Health Insurance	0.0
	Retirement	0.0
	Paid Leave	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0
	Critical Thinking	0.0
	Reading Comprehension	0.0
	Technology Design	0.0
	Operation and Control	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0
	Not Satisfied	0.0
	Neither	0.0
	Other	0.0
Average Weekly Hours	20 or Less	0.0
	21-35	100.0
	36 or More	0.0
Gender	Female	0.0
	Male	0.0
	Nonresident	100.0
Age Group	19 and Younger	0.0
	20-24	0.0
	25-34	0.0
	35-44	0.0
	45-54	0.0
	55-64	0.0
	65 and Older	0.0
	Unknown (Nonresidents)	100.0
Turnover	% Still Working 1 Quarter After Hire	0.0

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