

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-9012	49-9052	27-1023	47-2022
		Separating, Filtering, Clarifying, Precipitating, (51-9012)	Telecommunications Line Installers and Repairers (49-9052)	Floral Designers (27-1023)	Stonemasons (47-2022)
Typical Education ^a		High School Diploma	High School Diploma	Less than High School Diploma	Less than High School Diploma
N		89	95	175	159
Average Hourly Wage (\$)		8.50	34.00	10.00	22.00
% Paid Piece Rate		0.00	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	83.1	0.0	0.0
	Retirement	78.1	83.1	0.0	0.0
	Paid Leave	100.0	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	11.3	100.0	25.0
	Critical Thinking	100.0	94.4	100.0	100.0
	Reading Comprehension	100.0	94.4	100.0	0.0
	Technology Design	100.0	94.4	0.0	0.0
	Operation and Control	100.0	100.0	0.0	25.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	25.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	75.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	66.7	0.0	0.0
	21-35	78.1	0.0	0.0	0.0
	36 or More	21.9	33.3	100.0	100.0
Gender	Female	11.0	5.6	0.0	0.0
	Male	0.0	11.3	50.0	50.0
	Nonresident	89.0	83.1	50.0	50.0
Age Group	19 and Younger	0.0	16.9	0.0	25.0
	20-24	0.0	0.0	0.0	0.0
	25-34	11.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	50.0	0.0
	55-64	0.0	0.0	0.0	25.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	89.0	83.1	50.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	11.3	100.0	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		47-2043	53-3041	47-2151	47-2221
Job Characteristics		Floor Sanders and Finishers (47-2043)	Taxi Drivers and Chauffeurs (53-3041)	Pipelayers (47-2151)	Structural Iron and Steel Workers (47-2221)
	Typical Education^a	High School Diploma	Less than High School Diploma	Less than High School Diploma	High School Diploma
	N	79	247	168	227
	Average Hourly Wage (\$)	15.00	10.41	15.50	26.18
	% Paid Piece Rate	0.0	32.7	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	60.8	94.4	55.5
	Retirement	0.0	37.4	0.0	52.3
	Paid Leave	0.0	32.7	94.4	17.4
Skills Selected as "Important" (%)	Service Orientation	0.0	83.1	100.0	12.8
	Critical Thinking	50.0	83.1	100.0	82.6
	Reading Comprehension	0.0	84.4	100.0	52.3
	Technology Design	50.0	9.4	100.0	62.0
	Operation and Control	100.0	87.8	100.0	82.6
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	15.6	100.0	65.1
	Not Satisfied	0.0	14.0	0.0	0.0
	Neither	0.0	28.1	0.0	0.0
	Other	0.0	42.3	0.0	34.9
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	50.0	29.0	0.0	0.0
	36 or More	50.0	71.0	100.0	100.0
Gender	Female	0.0	14.0	0.0	0.0
	Male	50.0	37.4	52.8	55.5
	Nonresident	50.0	48.6	47.2	44.5
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	9.4	5.6	3.1
	25-34	50.0	0.0	0.0	0.0
	35-44	0.0	14.0	0.0	17.4
	45-54	0.0	9.4	47.2	17.4
	55-64	0.0	14.0	0.0	17.4
	65 and Older	0.0	4.7	0.0	0.0
	Nonresident	50.0	48.6	47.2	44.5
Turnover	% Still Working 1 Quarter After Hire	50.0	90.6	5.6	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		47-2011	11-9021	11-9081	47-2081
Job Characteristics		Boilermakers (47-2011)	Construction Managers (11-9021)	Lodging Managers (11-9081)	Drywall and Ceiling Tile Installers (47-2081)
	Typical Education^a	High School Diploma	Bachelors	Bachelors	High School Diploma
	N	89	346	393	198
	Average Hourly Wage (\$)	31.25	43.26	11.56	18.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	55.5	73.1	5.6	40.0
	Retirement	11.0	73.1	5.6	0.0
	Paid Leave	11.0	74.4	94.4	0.0
Skills Selected as "Important" (%)	Service Orientation	55.5	87.3	100.0	20.0
	Critical Thinking	55.5	88.5	11.2	100.0
	Reading Comprehension	55.5	88.5	11.2	40.0
	Technology Design	55.5	65.6	100.0	60.0
	Operation and Control	55.5	100.0	94.4	80.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	94.4	60.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	5.6	40.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	20.0
	36 or More	100.0	100.0	100.0	80.0
Gender	Female	0.0	6.8	17.8	0.0
	Male	55.5	50.7	41.1	60.0
	Nonresident	44.5	42.4	41.1	40.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	17.8	0.0
	25-34	44.5	6.8	0.0	20.0
	35-44	11.0	22.9	0.0	20.0
	45-54	0.0	25.1	5.6	20.0
	55-64	0.0	9.5	17.8	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	44.5	35.6	58.9	40.0
Turnover	% Still Working 1 Quarter After Hire	11.0	88.5	94.4	80.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		29-2055	25-4021	49-9051	43-6011
Job Characteristics		Surgical Technologists (29-2055)	Librarians (25-4021)	Electrical Power-Line Installers and Repairers (49-9051)	Executive Secretaries & Administrative Assistants (43-6011)
	Typical Education^a	Post Secondary	Masters	High School Diploma	Post Secondary
	N	115	87	419	63
	Average Hourly Wage (\$)	18.50	15.67	25.00	26.44
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	81.4	70.8	75.0
	Retirement	58.9	81.4	29.7	75.0
	Paid Leave	61.7	67.0	77.0	75.0
Skills Selected as "Important" (%)	Service Orientation	61.7	100.0	80.3	100.0
	Critical Thinking	61.7	100.0	100.0	100.0
	Reading Comprehension	20.6	100.0	100.0	100.0
	Technology Design	20.6	100.0	59.7	10.1
	Operation and Control	41.1	42.2	100.0	10.1
Employers' Satisfaction with New Hires' Skills	Satisfied	20.6	90.8	86.5	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	9.5	0.0
	Other	79.4	9.2	4.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.8	0.0
	21-35	0.0	30.5	28.9	14.9
	36 or More	100.0	69.5	70.3	85.1
Gender	Female	60.3	42.2	0.8	62.5
	Male	0.0	18.6	60.5	0.0
	Nonresident	39.7	39.2	38.7	37.5
Age Group	19 and Younger	0.0	0.0	0.0	14.9
	20-24	0.0	6.2	21.3	37.5
	25-34	41.1	6.2	16.2	10.1
	35-44	0.0	26.8	13.5	0.0
	45-54	19.2	21.6	10.3	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	39.7	39.2	38.7	37.5
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>

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		49-3052 Motorcycle Mechanics (49-3052)	25-3021 Self-Enrichment Education Teachers (25-3021)	43-4199 Information and Record Clerks, All Other (43-4199)	49-9021 Heating, Air Conditioning, and Refrigeration Mecha (49-9021)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		351	178	60	327
Average Hourly Wage (\$)		12.00	15.63	15.00	18.00
% Paid Piece Rate		0.0	18.8	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	14.1	73.4	15.0
	Retirement	25.0	7.0	0.0	15.0
	Paid Leave	25.0	14.1	0.0	15.0
Skills Selected as "Important" (%)	Service Orientation	75.0	93.0	86.7	27.2
	Critical Thinking	100.0	100.0	86.7	87.9
	Reading Comprehension	100.0	85.9	100.0	75.7
	Technology Design	75.0	30.5	86.7	39.3
	Operation and Control	75.0	72.4	100.0	51.4
Employers' Satisfaction with New Hires' Skills	Satisfied	25.0	76.5	86.7	51.4
	Not Satisfied	0.0	9.4	0.0	36.4
	Neither	75.0	7.0	0.0	0.0
	Other	0.0	7.0	13.3	12.1
Average Weekly Hours	20 or Less	0.0	76.7	0.0	0.0
	21-35	0.0	8.0	0.0	13.8
	36 or More	100.0	15.3	100.0	86.2
Gender	Female	25.0	18.8	50.0	0.0
	Male	37.5	44.2	13.3	63.6
	Nonresident	37.5	37.0	36.7	36.4
Age Group	19 and Younger	0.0	9.4	0.0	12.1
	20-24	0.0	4.7	13.3	12.1
	25-34	25.0	20.9	13.3	24.3
	35-44	25.0	16.2	0.0	2.9
	45-54	12.5	0.0	36.7	0.0
	55-64	0.0	11.7	0.0	12.1
	65 and Older	0.0	7.0	0.0	0.0
	Nonresident	37.5	30.0	36.7	36.4
Turnover	% Still Working 1 Quarter After Hire	100.0	39.5	86.7	63.6

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		49-3011	19-4091	25-3099	47-3011
Job Characteristics		Aircraft Mechanics and Service Technicians (49-3011)	Environmental Science and Protection Technicians, (19-4091)	Teachers and Instructors, All Other (25-3099)	Helpers-- Brickmasons, Blockmasons, Stonemasons, an (47-3011)
	Typical Education^a	Post Secondary	Bachelors	Bachelors	High School Diploma
	N	127	231	296	119
	Average Hourly Wage (\$)	25.00	15.00	16.00	12.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	63.6	55.5	24.0	0.0
	Retirement	54.5	55.5	12.4	0.0
	Paid Leave	45.5	67.7	20.8	0.0
Skills Selected as "Important" (%)	Service Orientation	36.4	35.6	84.1	66.7
	Critical Thinking	100.0	59.9	67.9	66.7
	Reading Comprehension	72.7	100.0	65.7	0.0
	Technology Design	100.0	55.9	35.5	0.0
	Operation and Control	100.0	43.7	31.3	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	18.2	87.9	75.7	100.0
	Not Satisfied	0.0	0.0	8.4	0.0
	Neither	54.5	12.1	0.0	0.0
	Other	27.3	0.0	15.9	0.0
Average Weekly Hours	20 or Less	0.0	4.6	61.5	0.0
	21-35	0.0	4.6	5.8	100.0
	36 or More	100.0	90.8	32.7	0.0
Gender	Female	18.2	20.1	44.3	0.0
	Male	45.5	43.7	20.8	66.7
	Nonresident	36.4	36.1	34.9	33.3
Age Group	19 and Younger	0.0	0.0	4.2	33.3
	20-24	9.1	20.2	8.4	33.3
	25-34	9.1	27.6	20.5	0.0
	35-44	18.2	16.0	16.9	0.0
	45-54	0.0	0.0	6.9	0.0
	55-64	27.3	0.0	4.2	0.0
	65 and Older	0.0	0.0	3.9	0.0
	Nonresident	36.4	36.1	34.9	33.3
Turnover	% Still Working 1 Quarter After Hire	54.5	35.8	71.8	66.7

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		25-1121 Art, Drama, and Music Teachers, Postsecondary (25-1121)	29-2071 Medical Records and Health Information Technicians (29-2071)	17-2199 Engineers, All Other (17-2199)	47-5041 Continuous Mining Machine Operators (47-5041)
Typical Education ^a		Doctorate	High School Diploma	Bachelors	Less than High School Diploma
N		75	71	66	56
Average Hourly Wage (\$)		24.33	16.20	.	26.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	16.7	100.0	0.0	0.0
	Retirement	16.7	100.0	0.0	0.0
	Paid Leave	16.7	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	33.3	0.0	0.0
	Critical Thinking	100.0	0.0	0.0	100.0
	Reading Comprehension	66.7	33.3	0.0	0.0
	Technology Design	16.7	0.0	0.0	0.0
	Operation and Control	0.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	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	50.0	66.7	33.3	100.0
Average Weekly Hours	20 or Less	0.0	0.0	66.7	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	33.3	100.0
Gender	Female	50.0	66.7	66.7	0.0
	Male	16.7	0.0	0.0	66.7
	Nonresident	33.3	33.3	33.3	33.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	16.7	0.0	0.0	0.0
	25-34	16.7	33.3	0.0	0.0
	35-44	16.7	33.3	33.3	0.0
	45-54	0.0	0.0	33.3	66.7
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	50.0	33.3	33.3	33.3
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	100.0	0.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		17-2071	17-2171	49-3053	99-9999
Job Characteristics		Electrical Engineers (17-2071)	Petroleum Engineers (17-2171)	Outdoor Power Equipment & Other Small Engine Mech. (49-3053)	Unable to Assign Based on Title (99-9999)
	Typical Education^a	Bachelors	Bachelors	High School Diploma	High School Diploma
	N	68	115	161	161
	Average Hourly Wage (\$)	60.10	39.00	17.00	20.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	51.6	27.2	24.3
	Retirement	100.0	67.7	0.0	24.3
	Paid Leave	39.0	59.6	81.6	24.3
Skills Selected as "Important" (%)	Service Orientation	66.0	67.5	94.8	48.9
	Critical Thinking	95.0	100.0	100.0	48.9
	Reading Comprehension	95.0	100.0	100.0	41.0
	Technology Design	95.0	83.9	59.6	7.9
	Operation and Control	95.0	67.7	100.0	24.3
Employers' Satisfaction with New Hires' Skills	Satisfied	95.0	83.9	100.0	18.6
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	32.5
	Other	5.0	16.1	0.0	48.9
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	19.5	0.0
	36 or More	100.0	100.0	80.5	100.0
Gender	Female	0.0	3.0	4.4	8.3
	Male	67.0	64.6	63.2	60.5
	Nonresident	33.0	32.5	32.4	31.2
Age Group	19 and Younger	0.0	0.0	0.0	5.8
	20-24	14.5	48.4	4.4	0.0
	25-34	19.5	3.0	27.2	13.6
	35-44	19.0	0.0	8.8	0.0
	45-54	14.0	16.1	27.2	15.9
	55-64	0.0	0.0	0.0	8.9
	65 and Older	0.0	0.0	0.0	24.6
	Nonresident	33.0	32.5	32.4	31.2
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	91.2	59.1

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		15-1132 Software Developers, Applications (15-1132)	51-9111 Packaging & Filling Machine Operators & Tenders (51-9111)	45-2093 Farmworkers, Farm and Ranch Animals (45-2093)	39-3091 Amusement and Recreation Attendants (39-3091)
Typical Education ^a		Bachelors	High School Diploma	Less than High School Diploma	High School Diploma
N		71	216	1,302	783
Average Hourly Wage (\$)		20.00	15.00	10.27	8.25
% Paid Piece Rate		0.0	0.0	6.3	41.0
% Offered Selected Benefits	Health Insurance	38.0	83.8	20.4	0.0
	Retirement	38.0	83.8	11.0	0.0
	Paid Leave	38.0	83.8	19.3	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	34.4	40.0	61.8
	Critical Thinking	100.0	86.4	67.5	68.4
	Reading Comprehension	100.0	86.4	31.4	74.1
	Technology Design	62.0	38.9	27.3	52.6
	Operation and Control	62.0	95.5	61.2	72.6
Employers' Satisfaction with New Hires' Skills	Satisfied	38.0	52.1	60.5	80.6
	Not Satisfied	0.0	0.0	9.6	0.0
	Neither	0.0	13.6	16.9	4.3
	Other	62.0	34.3	13.0	15.1
Average Weekly Hours	20 or Less	0.0	4.8	5.1	50.9
	21-35	0.0	12.3	13.3	44.3
	36 or More	100.0	83.0	81.6	4.8
Gender	Female	7.6	11.7	11.4	23.2
	Male	61.4	57.5	58.5	46.8
	Nonresident	31.0	30.8	30.1	30.0
Age Group	19 and Younger	0.0	18.2	13.1	13.8
	20-24	7.6	11.2	13.6	19.5
	25-34	7.6	21.7	15.1	27.4
	35-44	15.2	13.6	6.9	3.1
	45-54	7.6	4.5	12.4	3.1
	55-64	31.0	0.0	5.0	3.1
	65 and Older	0.0	0.0	2.2	0.0
	Nonresident	31.0	30.8	31.6	30.0
Turnover	% Still Working 1 Quarter After Hire	38.0	95.5	72.0	90.5

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		47-3012 Helpers-- Carpenters (47-3012)	39-1021 First-Line Super./Manag., Personal Service Workers (39-1021)	17-3031 Surveying and Mapping Technicians (17-3031)	51-4122 Welding, Soldering, and Brazing Machine Setters, O (51-4122)
Typical Education ^a		High School Diploma	Bachelors	Associates	High School Diploma
N		702	278	309	134
Average Hourly Wage (\$)		12.00	20.19	16.00	20.32
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.9	21.9	37.4	100.0
	Retirement	45.2	2.3	12.1	91.3
	Paid Leave	45.2	21.9	24.2	92.7
Skills Selected as "Important" (%)	Service Orientation	36.2	100.0	35.8	8.7
	Critical Thinking	88.7	100.0	90.9	56.0
	Reading Comprehension	43.5	100.0	86.8	58.0
	Technology Design	47.5	3.0	90.9	47.3
	Operation and Control	64.4	5.9	81.8	58.0
Employers' Satisfaction with New Hires' Skills	Satisfied	54.8	83.4	66.7	34.6
	Not Satisfied	11.3	0.0	21.2	0.0
	Neither	0.0	16.6	0.0	8.7
	Other	33.9	0.0	12.1	56.7
Average Weekly Hours	20 or Less	0.0	0.0	4.1	0.0
	21-35	7.3	5.9	3.5	0.0
	36 or More	92.7	94.1	92.5	100.0
Gender	Female	5.7	27.4	23.0	0.0
	Male	64.4	43.4	47.9	71.1
	Nonresident	29.9	29.2	29.1	28.9
Age Group	19 and Younger	17.0	29.2	7.1	0.0
	20-24	23.7	25.1	21.2	11.6
	25-34	12.4	8.3	14.7	46.7
	35-44	11.3	8.2	13.9	0.0
	45-54	5.7	0.0	9.1	0.0
	55-64	0.0	0.0	1.8	12.9
	65 and Older	0.0	0.0	3.0	0.0
	Nonresident	29.9	29.2	29.1	28.9
Turnover	% Still Working 1 Quarter After Hire	65.0	100.0	75.8	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		11-9199 Managers, All Other (11-9199)	51-3011 Bakers (51-3011)	39-7012 Travel Guides (39-7012)	37-2012 Maids and Housekeeping Cleaners (37-2012)
Typical Education ^a		Bachelors	High School Diploma	Post Secondary	High School Diploma
N		105	801	295	6,429
Average Hourly Wage (\$)		43.75	9.57	11.56	8.50
% Paid Piece Rate		0.0	0.0	11.3	1.1
% Offered Selected Benefits	Health Insurance	94.6	27.4	0.0	21.1
	Retirement	76.9	21.9	0.0	13.6
	Paid Leave	94.6	27.4	0.0	22.4
Skills Selected as "Important" (%)	Service Orientation	69.3	78.9	88.7	77.7
	Critical Thinking	92.4	98.8	94.3	41.7
	Reading Comprehension	87.0	91.3	17.0	37.4
	Technology Design	40.6	20.9	25.5	9.0
	Operation and Control	41.6	85.8	45.2	33.5
Employers' Satisfaction with New Hires' Skills	Satisfied	92.4	82.4	85.9	60.9
	Not Satisfied	0.0	1.2	5.7	8.0
	Neither	0.0	5.5	5.7	22.3
	Other	7.6	10.9	2.8	8.8
Average Weekly Hours	20 or Less	0.0	9.1	12.3	29.2
	21-35	0.0	18.5	32.8	33.4
	36 or More	100.0	72.5	54.8	37.5
Gender	Female	35.1	41.6	5.7	53.8
	Male	36.1	30.0	66.1	18.4
	Nonresident	28.8	28.4	28.3	27.8
Age Group	19 and Younger	0.0	16.4	5.7	14.1
	20-24	11.1	16.4	2.8	17.5
	25-34	21.9	6.7	19.8	17.9
	35-44	10.9	22.9	2.8	10.0
	45-54	24.1	9.1	32.1	4.8
	55-64	3.3	0.0	8.5	2.0
	65 and Older	0.0	0.0	0.0	1.1
	Nonresident	28.8	28.4	28.3	32.6
Turnover	% Still Working 1 Quarter After Hire	100.0	82.6	39.6	59.7

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		47-2071 Paving, Surfacing, & Tamping Equipment Operators (47-2071)	47-5012 Rotary Drill Operators, Oil and Gas (47-5012)	47-2132 Insulation Workers, Mechanical (47-2132)	47-2131 Insulation Workers, Floor, Ceiling, and Wall (47-2131)
Typical Education ^a		High School Diploma	Less than High School Diploma	Less than High School Diploma	Less than High School Diploma
N		143	484	81	308
Average Hourly Wage (\$)		17.00	30.00	16.00	14.00
% Paid Piece Rate		0.0	11.5	0.0	0.0
% Offered Selected Benefits	Health Insurance	94.4	57.9	0.0	12.9
	Retirement	94.4	46.5	0.0	12.9
	Paid Leave	38.9	23.5	45.7	12.9
Skills Selected as "Important" (%)	Service Orientation	11.2	68.8	45.7	0.0
	Critical Thinking	100.0	91.8	0.0	12.9
	Reading Comprehension	44.5	53.5	0.0	12.9
	Technology Design	16.7	38.2	0.0	12.9
	Operation and Control	44.5	91.8	45.7	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	94.4	22.9	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	12.9
	Neither	0.0	34.4	0.0	0.0
	Other	5.6	42.6	100.0	87.1
Average Weekly Hours	20 or Less	5.6	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	14.8
	36 or More	94.4	100.0	100.0	85.2
Gender	Female	0.0	0.0	0.0	0.0
	Male	72.2	72.7	72.9	72.9
	Nonresident	27.8	27.3	27.1	27.1
Age Group	19 and Younger	0.0	0.0	0.0	12.9
	20-24	27.8	11.5	0.0	32.9
	25-34	5.6	19.1	50.0	12.9
	35-44	38.9	15.3	22.9	7.1
	45-54	0.0	19.1	0.0	0.0
	55-64	0.0	7.6	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	27.8	27.3	27.1	34.3
Turnover	% Still Working 1 Quarter After Hire	100.0	57.9	45.7	58.6

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		49-9081	31-9092	35-9021	17-2151
Job Characteristics		Wind Turbine Service Technicians (49-9081)	Medical Assistants (31-9092)	Dishwashers (35-9021)	Mining and Geological Engineers, Including Mining (17-2151)
	Typical Education^a	Post Secondary	High School Diploma	Less than High School Diploma	Bachelors
	N	147	611	2,555	177
	Average Hourly Wage (\$)	17.00	12.00	8.50	41.15
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	23.1	16.4	79.1
	Retirement	73.1	23.1	20.0	63.3
	Paid Leave	100.0	50.2	20.0	79.1
Skills Selected as "Important" (%)	Service Orientation	19.3	100.0	29.2	41.8
	Critical Thinking	100.0	69.4	18.2	79.1
	Reading Comprehension	73.1	92.3	15.5	58.2
	Technology Design	100.0	61.4	11.8	79.1
	Operation and Control	100.0	54.0	48.3	68.7
Employers' Satisfaction with New Hires' Skills	Satisfied	73.1	88.4	44.6	63.3
	Not Satisfied	0.0	3.9	8.2	15.8
	Neither	0.0	7.7	28.1	0.0
	Other	26.9	0.0	19.1	20.9
Average Weekly Hours	20 or Less	0.0	15.4	33.0	23.5
	21-35	0.0	7.7	56.0	0.0
	36 or More	100.0	76.9	11.0	76.5
Gender	Female	0.0	69.4	28.6	10.4
	Male	73.1	3.9	44.7	63.4
	Nonresident	26.9	26.7	26.7	26.2
Age Group	19 and Younger	6.4	0.0	35.5	0.0
	20-24	26.9	11.6	16.4	20.9
	25-34	39.8	34.7	8.6	26.4
	35-44	0.0	3.9	0.9	5.5
	45-54	0.0	7.7	6.4	5.3
	55-64	0.0	15.4	5.5	10.4
	65 and Older	0.0	0.0	0.0	5.3
	Nonresident	26.9	26.7	26.7	26.2
Turnover	% Still Working 1 Quarter After Hire	100.0	65.6	67.2	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		47-2152	11-1011	29-1123	43-3051
Job Characteristics		Plumbers, Pipefitters, and Steamfitters (47- 2152)	Chief Executives (11-1011)	Physical Therapists (29- 1123)	Payroll and Timekeeping Clerks (43-3051)
	Typical Education^a	High School Diploma	Bachelors	Masters	High School Diploma
	N	995	131	181	154
	Average Hourly Wage (\$)	21.00	42.21	37.91	16.50
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	64.9	84.2	34.9	22.5
	Retirement	49.0	64.9	34.9	22.5
	Paid Leave	41.0	62.8	61.0	22.5
Skills Selected as "Important" (%)	Service Orientation	57.7	69.1	100.0	59.2
	Critical Thinking	91.0	100.0	100.0	100.0
	Reading Comprehension	81.6	100.0	100.0	100.0
	Technology Design	42.2	53.6	87.0	25.8
	Operation and Control	71.1	64.6	100.0	51.6
Employers' Satisfaction with New Hires' Skills	Satisfied	43.6	90.5	100.0	100.0
	Not Satisfied	19.9	0.0	0.0	0.0
	Neither	12.9	0.0	0.0	0.0
	Other	23.6	9.5	0.0	0.0
Average Weekly Hours	20 or Less	0.0	16.8	0.0	51.6
	21-35	4.1	43.3	26.0	0.0
	36 or More	95.9	39.9	74.0	48.4
Gender	Female	5.9	17.0	45.0	40.8
	Male	68.0	56.8	29.0	33.3
	Nonresident	26.1	26.1	26.0	25.8
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	10.4	0.0	0.0	25.8
	25-34	14.1	6.1	32.0	7.5
	35-44	24.3	13.6	3.0	0.0
	45-54	21.1	35.9	13.0	15.0
	55-64	4.0	12.2	26.0	25.8
	65 and Older	0.0	6.1	0.0	0.0
	Nonresident	26.1	26.1	26.0	25.8
Turnover	% Still Working 1 Quarter After Hire	73.9	80.9	74.0	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		49-2098	53-7032	29-1081	51-7042
Job Characteristics		Security and Fire Alarm Systems Installers (49-2098)	Excavating & Loading Machine & Dragline Operators (53-7032)	Podiatrists (29-1081)	Woodworking Machine Setters, Operators, and Tender (51-7042)
	Typical Education^a	High School Diploma	High School Diploma	Doctorate	High School Diploma
	N	172	389	94	78
	Average Hourly Wage (\$)	12.00	21.00	34.68	11.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	35.9	49.0	100.0	62.5
	Retirement	35.9	9.5	0.0	50.0
	Paid Leave	35.9	28.6	0.0	62.5
Skills Selected as "Important" (%)	Service Orientation	100.0	10.2	100.0	37.5
	Critical Thinking	100.0	59.2	100.0	62.5
	Reading Comprehension	100.0	40.1	100.0	62.5
	Technology Design	51.2	0.0	0.0	50.0
	Operation and Control	64.1	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	64.1	79.6	100.0	25.0
	Not Satisfied	23.1	0.0	0.0	12.5
	Neither	12.8	20.4	0.0	62.5
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	50.0	0.0
	Male	74.4	74.8	25.0	75.0
	Nonresident	25.6	25.2	25.0	25.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	48.8	4.8	0.0	12.5
	25-34	25.6	29.9	0.0	50.0
	35-44	0.0	0.0	0.0	12.5
	45-54	0.0	40.1	25.0	0.0
	55-64	0.0	0.0	25.0	0.0
	65 and Older	0.0	0.0	25.0	0.0
	Nonresident	25.6	25.2	25.0	25.0
Turnover	% Still Working 1 Quarter After Hire	100.0	59.2	100.0	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		11-9033	47-2031	49-3022	29-9011
Job Characteristics		Education Administrators, Postsecondary (11-9033)	Carpenters (47-2031)	Automotive Glass Installers and Repairers (49-3022)	Occupational Health and Safety Specialists (29-9011)
	Typical Education ^a	Masters	High School Diploma	High School Diploma	Bachelors
	N	50	2,404	266	276
	Average Hourly Wage (\$)	22.84	18.00	10.00	30.77
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	28.6	8.7	72.1
	Retirement	50.0	20.4	8.7	54.4
	Paid Leave	100.0	19.2	4.3	72.1
Skills Selected as "Important" (%)	Service Orientation	100.0	38.6	17.4	85.6
	Critical Thinking	100.0	90.7	4.3	100.0
	Reading Comprehension	100.0	53.2	8.7	98.8
	Technology Design	50.0	47.3	8.7	49.0
	Operation and Control	75.0	78.4	13.0	71.5
Employers' Satisfaction with New Hires' Skills	Satisfied	25.0	60.4	8.7	89.7
	Not Satisfied	50.0	5.9	0.0	0.0
	Neither	0.0	17.5	4.3	3.4
	Other	25.0	16.2	87.0	6.9
Average Weekly Hours	20 or Less	0.0	1.8	0.0	0.0
	21-35	0.0	11.3	91.3	0.0
	36 or More	100.0	86.9	8.7	100.0
Gender	Female	50.0	2.9	16.5	3.4
	Male	25.0	72.2	58.7	72.1
	Nonresident	25.0	24.9	24.8	24.5
Age Group	19 and Younger	0.0	1.7	0.0	0.0
	20-24	0.0	9.9	8.7	3.4
	25-34	75.0	15.4	33.5	12.6
	35-44	0.0	16.4	24.8	12.8
	45-54	0.0	21.6	8.3	32.1
	55-64	0.0	10.1	0.0	14.7
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	25.0	24.9	24.8	24.5
Turnover	% Still Working 1 Quarter After Hire	100.0	71.9	58.7	96.5

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		33-9032 Security Guards (33-9032)	17-1021 Cartographers and Photogrammetrists (17-1021)	43-4071 File Clerks (43- 4071)	33-9091 Crossing Guards (33-9091)
Typical Education ^a		High School Diploma	Bachelors	High School Diploma	High School Diploma
N		1,113	77	100	826
Average Hourly Wage (\$)		13.00	20.00	11.20	14.52
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	12.4	12.1	35.3	0.0
	Retirement	28.6	12.1	35.3	0.0
	Paid Leave	17.1	12.1	35.3	0.0
Skills Selected as "Important" (%)	Service Orientation	86.2	100.0	23.7	58.0
	Critical Thinking	70.9	100.0	21.0	77.1
	Reading Comprehension	82.6	100.0	68.3	18.6
	Technology Design	23.0	100.0	21.0	21.3
	Operation and Control	53.9	87.9	44.7	16.0
Employers' Satisfaction with New Hires' Skills	Satisfied	68.8	87.9	44.7	31.4
	Not Satisfied	4.6	0.0	0.0	4.8
	Neither	13.8	12.1	31.7	13.3
	Other	12.8	0.0	23.7	50.5
Average Weekly Hours	20 or Less	10.5	15.0	78.0	29.1
	21-35	22.5	0.0	0.0	29.1
	36 or More	67.0	85.0	22.0	41.8
Gender	Female	36.1	24.3	76.3	16.0
	Male	39.5	51.4	0.0	60.6
	Nonresident	24.4	24.3	23.7	23.4
Age Group	19 and Younger	2.0	0.0	8.0	2.7
	20-24	10.5	0.0	33.0	18.1
	25-34	25.0	12.1	0.0	26.6
	35-44	10.5	0.0	11.6	16.0
	45-54	9.9	36.4	0.0	8.0
	55-64	13.4	27.2	0.0	2.7
	65 and Older	4.3	0.0	23.7	2.7
	Nonresident	24.4	24.3	23.7	23.4
Turnover	% Still Working 1 Quarter After Hire	80.3	100.0	92.0	58.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-9198 Helpers-- Production Workers (51- 9198)	17-2051 Civil Engineers (17-2051)	35-3022 Counter Attendants, Cafeteria, Food Concession, an (35-3022)	41-2021 Counter and Rental Clerks (41-2021)
Typical Education ^a		High School Diploma	Bachelors	Less than High School Diploma	Less than High School Diploma
N		1,106	122	1,694	1,079
Average Hourly Wage (\$)		14.00	23.00	8.15	11.00
% Paid Piece Rate		0.0	0.0	0.0	8.3
% Offered Selected Benefits	Health Insurance	49.2	69.2	5.4	38.4
	Retirement	20.3	69.2	5.4	24.7
	Paid Leave	21.2	69.2	22.5	35.8
Skills Selected as "Important" (%)	Service Orientation	54.5	61.5	87.3	97.8
	Critical Thinking	78.7	100.0	58.4	71.2
	Reading Comprehension	51.4	100.0	49.7	83.9
	Technology Design	47.3	100.0	7.2	29.6
	Operation and Control	75.8	92.3	49.3	58.2
Employers' Satisfaction with New Hires' Skills	Satisfied	70.1	76.9	58.1	65.1
	Not Satisfied	3.8	0.0	8.2	9.8
	Neither	20.7	0.0	6.7	17.2
	Other	5.5	23.1	27.0	7.9
Average Weekly Hours	20 or Less	4.3	0.0	70.9	6.0
	21-35	16.5	0.0	13.8	36.9
	36 or More	79.1	100.0	15.3	57.1
Gender	Female	5.6	15.4	65.0	42.2
	Male	71.2	61.5	12.0	35.1
	Nonresident	23.1	23.1	23.0	22.7
Age Group	19 and Younger	2.7	0.0	38.1	8.9
	20-24	17.1	23.1	14.5	22.4
	25-34	25.3	15.4	9.2	14.0
	35-44	11.8	23.1	12.7	23.6
	45-54	13.9	15.4	1.4	5.7
	55-64	6.2	0.0	0.7	2.0
	65 and Older	0.0	0.0	0.0	0.7
	Nonresident	23.1	23.1	23.3	22.7
Turnover	% Still Working 1 Quarter After Hire	68.2	100.0	84.3	79.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		11-9141	35-2014	47-2061	35-9011
Job Characteristics		Property, Real Estate & Community Association Mgr (11-9141)	Cooks, Restaurant (35-2014)	Construction Laborers (47-2061)	Dining Room and Cafeteria Attendants and Bartender (35-9011)
	Typical Education^a	Post Secondary	High School Diploma	High School Diploma	Less than High School Diploma
	N	167	5,674	7,948	2,015
	Average Hourly Wage (\$)	43.75	10.00	13.00	7.25
	% Paid Piece Rate	0.0	0.3	1.9	27.7
% Offered Selected Benefits	Health Insurance	91.5	11.4	27.2	6.9
	Retirement	69.3	6.4	18.2	6.9
	Paid Leave	85.0	18.8	22.0	11.6
Skills Selected as "Important" (%)	Service Orientation	65.0	81.0	40.9	100.0
	Critical Thinking	100.0	73.4	60.9	12.8
	Reading Comprehension	100.0	68.3	34.0	18.5
	Technology Design	16.3	17.8	23.8	1.2
	Operation and Control	65.0	65.3	50.5	13.9
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	46.7	52.6	21.7
	Not Satisfied	0.0	18.0	10.3	0.0
	Neither	0.0	23.8	19.3	29.8
	Other	0.0	11.5	17.8	48.5
Average Weekly Hours	20 or Less	8.9	26.5	6.5	84.6
	21-35	0.0	44.3	22.3	6.2
	36 or More	91.1	29.1	71.2	9.2
Gender	Female	11.1	28.9	3.5	52.9
	Male	66.7	49.6	75.0	25.9
	Nonresident	22.2	21.5	21.5	21.2
Age Group	19 and Younger	0.0	13.5	6.6	38.2
	20-24	0.0	16.4	21.9	17.3
	25-34	27.4	16.7	20.1	17.3
	35-44	15.4	11.5	10.7	1.2
	45-54	26.5	14.0	13.9	0.0
	55-64	8.5	5.1	5.2	3.5
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	22.2	22.7	21.6	22.5
Turnover	% Still Working 1 Quarter After Hire	95.7	72.3	64.1	88.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		35-3031 Waiters and Waitresses (35-3031)	51-9061 Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)	37-3012 Pesticide Handlers, Sprayers & Applicators, Vegi (37-3012)	19-2041 Environmental Scientists and Specialists, Including (19-2041)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Bachelors
N		7,383	1,114	513	91
Average Hourly Wage (\$)		3.50	14.00	12.00	25.00
% Paid Piece Rate		42.6	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	7.6	46.8	2.2	100.0
	Retirement	3.9	29.5	3.8	100.0
	Paid Leave	8.6	44.4	10.4	100.0
Skills Selected as "Important" (%)	Service Orientation	93.3	67.2	76.9	89.7
	Critical Thinking	61.4	80.9	66.7	100.0
	Reading Comprehension	55.2	60.2	73.8	100.0
	Technology Design	10.4	55.1	41.8	55.6
	Operation and Control	28.6	82.5	65.6	30.8
Employers' Satisfaction with New Hires' Skills	Satisfied	58.7	54.3	93.5	74.6
	Not Satisfied	7.7	21.6	0.0	0.0
	Neither	17.1	17.4	6.5	0.0
	Other	16.5	6.8	0.0	25.4
Average Weekly Hours	20 or Less	49.3	0.0	27.3	0.0
	21-35	35.7	5.0	23.9	0.0
	36 or More	15.0	95.0	48.8	100.0
Gender	Female	57.0	14.2	8.7	26.3
	Male	21.8	64.7	70.7	53.2
	Nonresident	21.2	21.0	20.6	20.5
Age Group	19 and Younger	18.2	7.9	17.5	0.0
	20-24	18.1	10.0	14.2	0.0
	25-34	20.7	28.8	29.9	17.5
	35-44	11.9	14.5	4.3	30.2
	45-54	3.6	9.7	12.3	22.9
	55-64	4.4	3.6	1.1	8.8
	65 and Older	0.9	4.5	0.0	0.0
	Nonresident	22.1	21.0	20.6	20.5
Turnover	% Still Working 1 Quarter After Hire	83.2	74.1	63.2	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		53-7021 Crane and Tower Operators (53-7021)	49-3051 Motorboat Mechanics (49-3051)	21-1011 Substance Abuse & Behavioral Disorder Counselors (21-1011)	27-2032 Choreographers (27-2032)
Typical Education ^a		Post Secondary	Post Secondary	Bachelors	High School Diploma
N		91	219	118	62
Average Hourly Wage (\$)		30.00	14.00	18.55	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	64.0	100.0	100.0	0.0
	Retirement	64.0	40.0	100.0	0.0
	Paid Leave	64.0	40.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	79.6	0.0	100.0	80.0
	Critical Thinking	100.0	40.0	100.0	100.0
	Reading Comprehension	100.0	40.0	100.0	20.0
	Technology Design	64.0	40.0	40.0	40.0
	Operation and Control	100.0	40.0	40.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	20.4	40.0	100.0	80.0
	Not Satisfied	20.4	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	20.0
	Other	59.3	60.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	0.0
Gender	Female	0.0	20.0	60.0	80.0
	Male	79.6	60.0	20.0	0.0
	Nonresident	20.4	20.0	20.0	20.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	40.0
	25-34	71.8	20.0	80.0	40.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	40.0	0.0	0.0
	55-64	7.8	20.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	20.4	20.0	20.0	20.0
Turnover	% Still Working 1 Quarter After Hire	56.3	60.0	100.0	80.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-6021 Pressers, Textile, Garment, and Related Materials (51- 6021)	47-5081 Helpers-- Extraction Workers (47- 5081)	47-2051 Cement Masons and Concrete Finishers (47- 2051)	47-2073 Operating Engineers and Other Construction Equipme (47- 2073)
Typical Education ^a		Less than High School Diploma	High School Diploma	Less than High School Diploma	Post Secondary
N		58	482	1,725	3,316
Average Hourly Wage (\$)		9.00	14.00	16.00	19.81
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	47.0	31.0	44.3
	Retirement	0.0	50.9	19.5	30.1
	Paid Leave	0.0	24.0	24.1	28.3
Skills Selected as "Important" (%)	Service Orientation	100.0	45.3	16.7	42.6
	Critical Thinking	40.0	77.0	48.3	90.2
	Reading Comprehension	0.0	27.8	35.0	53.5
	Technology Design	100.0	19.2	18.4	45.2
	Operation and Control	40.0	72.6	50.0	94.4
Employers' Satisfaction with New Hires' Skills	Satisfied	60.0	37.0	43.7	61.9
	Not Satisfied	0.0	24.0	8.0	1.5
	Neither	40.0	19.8	20.7	16.5
	Other	0.0	19.2	27.6	20.1
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.9
	21-35	100.0	12.0	14.4	1.5
	36 or More	0.0	88.0	85.6	97.6
Gender	Female	40.0	0.0	0.0	5.0
	Male	40.0	80.0	80.5	75.6
	Nonresident	20.0	20.0	19.5	19.5
Age Group	19 and Younger	20.0	6.2	5.2	4.1
	20-24	0.0	21.2	18.4	13.1
	25-34	20.0	15.4	14.9	22.7
	35-44	20.0	13.6	30.5	19.9
	45-54	20.0	13.9	9.2	11.3
	55-64	0.0	9.7	2.3	8.1
	65 and Older	0.0	0.0	0.0	1.2
	Nonresident	20.0	20.0	19.5	19.5
Turnover	% Still Working 1 Quarter After Hire	40.0	70.6	78.7	81.2

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		35-3021	43-4181	15-1142	15-1133
Job Characteristics		Combined Food Preparation and Serving Workers, Inc (35-3021)	Reservation and Transportation Ticket Agents and T (43-4181)	Network and Computer Systems Admini (15-1142)	Software Developers, Systems Softwa (15-1133)
	Typical Education^a	Less than High School Diploma	High School Diploma	Bachelors	Bachelors
	N	10,784	60	126	50
	Average Hourly Wage (\$)	8.00	9.25	22.84	22.12
	% Paid Piece Rate	5.2	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	19.1	58.0	93.7	100.0
	Retirement	12.0	58.0	73.5	62.6
	Paid Leave	14.7	58.0	93.7	100.0
Skills Selected as "Important" (%)	Service Orientation	93.3	100.0	100.0	43.9
	Critical Thinking	54.3	72.0	100.0	100.0
	Reading Comprehension	59.7	100.0	100.0	81.3
	Technology Design	12.9	58.0	100.0	100.0
	Operation and Control	48.3	58.0	100.0	43.9
Employers' Satisfaction with New Hires' Skills	Satisfied	37.8	42.0	79.8	100.0
	Not Satisfied	10.4	58.0	20.2	0.0
	Neither	18.8	0.0	0.0	0.0
	Other	33.1	0.0	0.0	0.0
Average Weekly Hours	20 or Less	36.4	28.0	0.0	0.0
	21-35	39.8	0.0	0.0	0.0
	36 or More	23.8	72.0	100.0	100.0
Gender	Female	45.9	47.3	22.5	43.9
	Male	34.7	33.3	58.8	37.4
	Nonresident	19.4	19.3	18.7	18.7
Age Group	19 and Younger	27.8	0.0	0.0	0.0
	20-24	18.3	14.0	5.0	0.0
	25-34	14.6	47.3	27.4	37.4
	35-44	10.1	19.3	15.1	0.0
	45-54	6.1	0.0	13.7	43.9
	55-64	3.0	0.0	20.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	20.1	19.3	18.7	18.7
Turnover	% Still Working 1 Quarter After Hire	63.3	42.0	100.0	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		17-3011	19-4041	13-1199	49-2094
		Architectural and Civil Drafters (17-3011)	Geological and Petroleum Technicians (19-4041)	Business Operations Specialists, All Other (13-1199)	Electrical and Electronics Repairers, Commercial a (49-2094)
Typical Education ^a		Post Secondary	Associates	Bachelors	Associates
N		150	561	69	103
Average Hourly Wage (\$)		25.00	15.00	31.88	25.38
% Paid Piece Rate		0.0	3.4	36.0	0.0
% Offered Selected Benefits	Health Insurance	62.7	57.0	50.5	100.0
	Retirement	56.5	47.0	37.0	81.1
	Paid Leave	68.9	57.0	19.0	100.0
Skills Selected as "Important" (%)	Service Orientation	68.3	71.9	55.0	81.1
	Critical Thinking	100.0	96.7	90.8	100.0
	Reading Comprehension	100.0	68.6	64.0	100.0
	Technology Design	93.8	62.0	54.2	64.2
	Operation and Control	68.9	85.1	54.8	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	93.8	69.5	50.5	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	6.2	20.6	13.5	0.0
	Other	0.0	9.9	36.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	36.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	64.0	100.0
Gender	Female	31.7	3.3	45.2	9.5
	Male	49.7	78.5	36.8	72.6
	Nonresident	18.6	18.2	18.0	17.9
Age Group	19 and Younger	6.2	1.7	18.0	0.0
	20-24	6.5	24.8	0.0	9.5
	25-34	37.6	16.5	31.5	36.8
	35-44	12.4	30.2	14.1	35.8
	45-54	12.4	1.7	13.5	0.0
	55-64	0.0	7.0	4.9	0.0
	65 and Older	6.2	0.0	0.0	0.0
	Nonresident	18.6	18.2	18.0	17.9
Turnover	% Still Working 1 Quarter After Hire	93.8	81.8	100.0	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		35-2012	49-9041	51-4121	19-4099
Job Characteristics		Cooks, Institution and Cafeteria (35-2012)	Industrial Machinery Mechanics (49-9041)	Welders, Cutters, Solderers, and Brazers (51-4121)	Life, Physical & Social Science Technicians, Other (19-4099)
	Typical Education ^a	High School Diploma	Post Secondary	Post Secondary	Associates
	N	1,102	1,007	2,621	55
	Average Hourly Wage (\$)	10.50	19.00	18.00	15.00
	% Paid Piece Rate	0.0	0.0	2.4	0.0
% Offered Selected Benefits	Health Insurance	28.4	88.2	46.4	0.0
	Retirement	23.5	59.5	23.7	0.0
	Paid Leave	48.8	79.4	31.4	17.0
Skills Selected as "Important" (%)	Service Orientation	73.5	75.8	60.7	50.9
	Critical Thinking	84.9	91.0	92.1	33.9
	Reading Comprehension	80.2	75.5	53.7	84.8
	Technology Design	12.0	55.2	65.2	0.0
	Operation and Control	80.4	88.6	90.6	32.1
Employers' Satisfaction with New Hires' Skills	Satisfied	44.3	67.2	54.9	32.1
	Not Satisfied	38.3	10.4	4.3	0.0
	Neither	11.8	14.3	26.6	50.9
	Other	5.5	8.1	14.2	17.0
Average Weekly Hours	20 or Less	29.5	0.0	1.4	0.0
	21-35	34.8	4.8	7.5	0.0
	36 or More	35.7	95.2	91.2	100.0
Gender	Female	66.2	8.2	15.4	17.0
	Male	16.0	74.7	67.5	66.1
	Nonresident	17.8	17.1	17.1	17.0
Age Group	19 and Younger	7.8	5.0	10.2	17.0
	20-24	16.2	12.0	15.2	17.0
	25-34	18.7	28.7	20.9	17.0
	35-44	24.3	15.4	20.6	0.0
	45-54	8.0	16.9	10.9	17.0
	55-64	5.9	5.0	4.8	0.0
	65 and Older	1.1	0.0	0.4	0.0
	Nonresident	17.8	17.1	17.1	32.1
Turnover	% Still Working 1 Quarter After Hire	67.7	84.2	70.6	66.1

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		35-1012	51-3023	23-2099	21-1014
Job Characteristics		First-Line Supervisors/Managers of Food Preparation (35-1012)	Slaughterers and Meat Packers (51-3023)	Legal Support Workers, All Other (23-2099)	Mental Health Counselors (21-1014)
	Typical Education^a	High School Diploma	Less than High School Diploma	High School Diploma	Masters
	N	1,713	59	56	143
	Average Hourly Wage (\$)	11.19	11.00	12.00	24.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	58.4	0.0	100.0	50.5
	Retirement	16.3	0.0	100.0	16.5
	Paid Leave	58.9	0.0	100.0	67.0
Skills Selected as "Important" (%)	Service Orientation	100.0	83.3	100.0	100.0
	Critical Thinking	100.0	83.3	66.7	100.0
	Reading Comprehension	68.3	100.0	100.0	100.0
	Technology Design	22.8	33.3	33.3	16.5
	Operation and Control	70.8	66.7	16.7	16.5
Employers' Satisfaction with New Hires' Skills	Satisfied	54.5	100.0	50.0	83.5
	Not Satisfied	16.3	0.0	0.0	0.0
	Neither	0.7	0.0	0.0	0.0
	Other	28.5	0.0	50.0	16.5
Average Weekly Hours	20 or Less	15.6	0.0	0.0	33.0
	21-35	0.7	100.0	0.0	0.0
	36 or More	83.7	0.0	100.0	67.0
Gender	Female	53.4	0.0	66.7	58.3
	Male	29.8	83.3	16.7	25.2
	Nonresident	16.8	16.7	16.7	16.5
Age Group	19 and Younger	20.4	16.7	0.0	0.0
	20-24	12.8	33.3	16.7	0.0
	25-34	16.3	16.7	16.7	16.5
	35-44	16.3	0.0	33.3	0.0
	45-54	8.6	16.7	16.7	34.0
	55-64	0.0	0.0	0.0	33.0
	65 and Older	4.8	0.0	0.0	0.0
	Nonresident	20.9	16.7	16.7	16.5
Turnover	% Still Working 1 Quarter After Hire	99.3	66.7	66.7	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-3011 Bill and Account Collectors (43- 3011)	37-2011 Janitors and Cleaners, Except Maids and Housekeepi (37-2011)	35-2011 Cooks, Fast Food (35-2011)	35-3011 Bartenders (35- 3011)
Typical Education ^a		High School Diploma	High School Diploma	Less than High School Diploma	High School Diploma
N		137	3,967	1,803	3,401
Average Hourly Wage (\$)		10.00	11.00	7.50	7.50
% Paid Piece Rate		0.0	2.6	0.0	14.9
% Offered Selected Benefits	Health Insurance	95.3	11.4	21.8	0.0
	Retirement	95.3	11.2	6.3	0.0
	Paid Leave	100.0	12.9	6.3	4.4
Skills Selected as "Important" (%)	Service Orientation	95.3	56.6	93.7	86.8
	Critical Thinking	95.3	58.3	58.3	68.8
	Reading Comprehension	95.3	42.4	79.2	50.6
	Technology Design	41.2	17.3	34.9	28.5
	Operation and Control	62.0	48.3	46.0	51.9
Employers' Satisfaction with New Hires' Skills	Satisfied	51.7	62.0	41.2	40.5
	Not Satisfied	0.0	7.8	15.1	24.8
	Neither	48.3	11.9	28.3	21.8
	Other	0.0	18.3	15.5	12.9
Average Weekly Hours	20 or Less	4.7	52.7	37.1	56.8
	21-35	0.0	17.4	54.8	38.7
	36 or More	95.3	29.9	8.1	4.5
Gender	Female	83.9	40.2	17.3	56.7
	Male	0.0	43.9	67.2	28.0
	Nonresident	16.1	15.9	15.5	15.3
Age Group	19 and Younger	0.0	11.4	33.9	6.2
	20-24	0.0	13.0	8.3	20.7
	25-34	29.8	19.0	23.2	22.5
	35-44	0.0	12.9	10.2	22.3
	45-54	54.1	11.0	4.3	10.7
	55-64	0.0	11.5	0.8	0.3
	65 and Older	0.0	4.8	0.0	2.1
	Nonresident	16.1	16.2	19.4	15.3
Turnover	% Still Working 1 Quarter After Hire	100.0	69.6	67.0	64.8

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		47-4041	47-1011	00-0000	39-9032
Job Characteristics		Hazardous Materials Removal Workers (47-4041)	First-Line Supervisors/Managers of Construction Trades (47-1011)	Total All Occupations (00-0000)	Recreation Workers (39-9032)
Typical Education ^a		High School Diploma	High School Diploma	N/A	Bachelors
N		144	1,401	218,308	663
Average Hourly Wage (\$)		18.00	24.96	11.00	8.50
% Paid Piece Rate		0.0	0.0	5.7	31.6
% Offered Selected Benefits	Health Insurance	45.7	60.1	34.5	9.4
	Retirement	45.7	47.4	26.3	8.2
	Paid Leave	45.7	48.5	32.3	16.6
Skills Selected as "Important" (%)	Service Orientation	45.7	68.7	75.4	96.2
	Critical Thinking	84.8	91.9	73.9	72.1
	Reading Comprehension	76.1	73.4	64.1	32.1
	Technology Design	39.1	58.9	34.6	19.2
	Operation and Control	84.8	90.6	58.1	20.3
Employers' Satisfaction with New Hires' Skills	Satisfied	60.9	68.7	60.1	82.1
	Not Satisfied	15.2	2.8	8.9	1.1
	Neither	23.9	0.7	15.5	9.5
	Other	0.0	27.8	15.5	7.3
Average Weekly Hours	20 or Less	30.5	0.0	20.4	33.7
	21-35	0.0	0.0	23.8	23.8
	36 or More	69.5	100.0	55.8	42.5
Gender	Female	0.0	2.0	37.1	40.3
	Male	84.8	82.9	47.9	45.0
	Nonresident	15.2	15.2	15.0	14.7
Age Group	19 and Younger	0.0	0.0	11.8	34.7
	20-24	8.6	4.2	17.3	27.5
	25-34	15.2	31.6	22.4	3.6
	35-44	60.9	17.4	14.2	7.6
	45-54	0.0	23.3	11.3	4.8
	55-64	0.0	8.4	6.1	7.1
	65 and Older	0.0	0.0	1.2	0.0
	Nonresident	15.2	15.2	15.8	14.7
Turnover	% Still Working 1 Quarter After Hire	60.9	73.5	77.4	89.3

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		11-1021 General and Operations Managers (11-1021)	47-5099 Extraction Workers, All Other (47-5099)	25-2011 Preschool Teachers, Except Special Education (25-2011)	37-3011 Landscaping and Groundskeeping Workers (37-3011)
Typical Education ^a		Associates	High School Diploma	Post Secondary	Less than High School Diploma
N		1,869	1,651	325	5,100
Average Hourly Wage (\$)		28.85	18.00	9.00	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.3
% Offered Selected Benefits	Health Insurance	70.3	71.8	34.6	2.6
	Retirement	54.3	59.5	7.7	1.4
	Paid Leave	67.8	50.5	63.7	5.2
Skills Selected as "Important" (%)	Service Orientation	90.1	56.1	85.5	50.4
	Critical Thinking	96.3	80.9	92.7	56.6
	Reading Comprehension	96.8	50.3	92.7	29.4
	Technology Design	70.3	61.0	14.5	32.1
	Operation and Control	74.6	84.7	19.7	75.3
Employers' Satisfaction with New Hires' Skills	Satisfied	75.4	50.9	85.5	54.5
	Not Satisfied	2.0	9.1	14.5	13.4
	Neither	4.7	5.6	0.0	21.1
	Other	17.9	34.3	0.0	10.9
Average Weekly Hours	20 or Less	0.0	1.7	7.3	13.4
	21-35	1.3	9.2	36.7	35.1
	36 or More	98.7	89.1	56.0	51.5
Gender	Female	22.7	4.5	82.9	26.1
	Male	62.7	80.9	2.6	59.5
	Nonresident	14.6	14.6	14.5	14.5
Age Group	19 and Younger	0.5	5.6	0.0	21.0
	20-24	7.2	19.8	7.3	15.6
	25-34	24.6	41.0	36.3	18.7
	35-44	23.4	13.5	9.8	13.1
	45-54	17.3	3.4	18.4	9.4
	55-64	9.6	2.2	13.7	3.9
	65 and Older	2.8	0.0	0.0	2.3
	Nonresident	14.6	14.6	14.5	16.0
Turnover	% Still Working 1 Quarter After Hire	95.2	79.1	92.7	72.7

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		47-5071	31-9096	53-7062	53-2012
Job Characteristics		Roustabouts, Oil and Gas (47- 5071)	Veterinary Asst. and Laboratory Animal Caretakers (31- 9096)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Commercial Pilots (53-2012)
	Typical Education^a	High School Diploma	High School Diploma	High School Diploma	Post Secondary
	N	3,248	65	3,439	82
	Average Hourly Wage (\$)	15.00	10.50	12.00	20.00
	% Paid Piece Rate	2.3	0.0	0.0	14.1
% Offered Selected Benefits	Health Insurance	49.0	0.0	43.5	71.9
	Retirement	27.8	0.0	31.5	60.5
	Paid Leave	36.6	0.0	44.9	11.4
Skills Selected as "Important" (%)	Service Orientation	59.6	100.0	55.9	85.9
	Critical Thinking	82.4	100.0	57.6	100.0
	Reading Comprehension	56.0	100.0	44.4	100.0
	Technology Design	48.0	71.4	16.8	100.0
	Operation and Control	74.4	85.7	46.1	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	53.5	71.4	58.7	100.0
	Not Satisfied	10.6	28.6	8.3	0.0
	Neither	18.8	0.0	13.7	0.0
	Other	17.1	0.0	19.3	0.0
Average Weekly Hours	20 or Less	1.9	14.3	13.9	0.0
	21-35	8.3	14.3	21.0	0.0
	36 or More	89.8	71.4	65.0	100.0
Gender	Female	7.3	85.7	18.3	22.7
	Male	78.4	0.0	67.5	63.2
	Nonresident	14.3	14.3	14.2	14.1
Age Group	19 and Younger	5.4	0.0	15.8	0.0
	20-24	26.0	28.6	19.9	8.6
	25-34	26.0	14.3	20.1	17.3
	35-44	14.0	14.3	12.4	37.3
	45-54	9.6	0.0	12.8	0.0
	55-64	4.2	28.6	4.2	22.7
	65 and Older	0.6	0.0	0.0	0.0
	Nonresident	14.3	14.3	14.8	14.1
Turnover	% Still Working 1 Quarter After Hire	74.7	85.7	75.6	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		51-9199	39-9099	43-9199	43-5081
Job Characteristics		Production Workers, All Other (51-9199)	Personal Care and Service Workers, All Other (39-9099)	Office and Administrative Support Workers, Other (43-9199)	Stock Clerks and Order Fillers (43-5081)
	Typical Education^a	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	N	263	150	61	1,531
	Average Hourly Wage (\$)	15.00	11.01	10.00	10.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	34.5	33.3	47.6	30.4
	Retirement	34.5	83.3	0.0	25.7
	Paid Leave	40.7	16.7	47.6	14.4
Skills Selected as "Important" (%)	Service Orientation	50.6	58.4	60.6	77.3
	Critical Thinking	100.0	58.4	60.6	68.2
	Reading Comprehension	46.8	25.0	69.4	74.2
	Technology Design	46.8	0.0	40.3	28.4
	Operation and Control	58.0	58.4	47.6	37.8
Employers' Satisfaction with New Hires' Skills	Satisfied	39.9	41.7	60.6	32.4
	Not Satisfied	49.1	0.0	0.0	13.2
	Neither	11.0	0.0	17.6	44.8
	Other	0.0	58.3	21.8	9.6
Average Weekly Hours	20 or Less	8.4	75.0	21.8	19.0
	21-35	51.3	25.0	57.8	49.4
	36 or More	40.4	0.0	20.4	31.6
Gender	Female	24.4	75.0	68.8	32.5
	Male	61.7	11.1	17.6	53.9
	Nonresident	13.9	13.9	13.6	13.6
Age Group	19 and Younger	0.0	8.3	8.8	11.7
	20-24	11.0	16.7	0.0	16.9
	25-34	44.4	22.2	42.8	20.7
	35-44	8.1	8.3	34.8	15.7
	45-54	14.4	30.6	0.0	16.8
	55-64	8.1	0.0	0.0	4.6
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	13.9	13.9	13.6	13.6
Turnover	% Still Working 1 Quarter After Hire	50.6	100.0	91.2	84.6

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		43-6013	23-1011	45-2091	51-9122
Job Characteristics		Medical Secretaries (43-6013)	Lawyers (23-1011)	Agricultural Equipment Operators (45-2091)	Painters, Transportation Equipment (51-9122)
	Typical Education^a	High School Diploma	Doctorate	High School Diploma	High School Diploma
	N	511	208	281	87
	Average Hourly Wage (\$)	14.42	31.73	11.00	12.00
	% Paid Piece Rate	0.0	0.0	2.0	0.0
% Offered Selected Benefits	Health Insurance	50.8	65.4	6.7	11.3
	Retirement	41.6	61.6	6.7	11.3
	Paid Leave	50.8	81.6	10.8	11.3
Skills Selected as "Important" (%)	Service Orientation	100.0	86.1	26.2	77.4
	Critical Thinking	86.1	96.2	96.0	75.3
	Reading Comprehension	76.9	96.2	29.5	75.3
	Technology Design	43.4	18.0	38.9	75.3
	Operation and Control	38.8	31.4	92.6	86.6
Employers' Satisfaction with New Hires' Skills	Satisfied	67.7	78.2	85.9	38.0
	Not Satisfied	9.2	13.5	0.0	50.6
	Neither	13.9	4.5	6.0	0.0
	Other	9.2	3.8	8.0	11.3
Average Weekly Hours	20 or Less	9.2	11.2	0.0	0.0
	21-35	33.5	13.8	12.1	69.1
	36 or More	57.2	75.0	83.9	30.9
Gender	Female	82.2	30.8	19.9	13.4
	Male	4.3	55.8	66.7	73.3
	Nonresident	13.5	13.5	13.4	13.4
Age Group	19 and Younger	4.6	0.0	8.0	13.4
	20-24	6.1	0.0	34.5	0.0
	25-34	23.1	40.8	14.1	22.6
	35-44	23.1	29.1	10.1	50.6
	45-54	15.7	12.8	11.9	0.0
	55-64	9.2	0.0	6.0	0.0
	65 and Older	0.0	3.8	2.0	0.0
	Nonresident	18.2	13.5	13.4	13.4
Turnover	% Still Working 1 Quarter After Hire	90.8	86.5	55.0	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		41-2011 Cashiers (41-2011)	45-2092 Farmworkers & Laborers, Crop, Nursery & Greenhouse (45-2092)	47-3015 Helpers-- Pipelayers, Plumbers, Pipefitters, and St (47-3015)	53-7051 Industrial Truck and Tractor Operators (53-7051)
Typical Education ^a		Less than High School Diploma	High School Diploma	Post Secondary	High School Diploma
N		11,332	347	308	262
Average Hourly Wage (\$)		8.50	8.00	14.00	16.00
% Paid Piece Rate		1.2	1.6	0.0	0.0
% Offered Selected Benefits	Health Insurance	17.8	0.0	44.7	63.0
	Retirement	12.6	0.0	6.0	59.2
	Paid Leave	13.7	14.6	44.7	58.5
Skills Selected as "Important" (%)	Service Orientation	94.8	60.5	54.2	46.6
	Critical Thinking	63.5	48.4	68.2	72.7
	Reading Comprehension	61.9	43.4	52.7	44.2
	Technology Design	27.8	22.8	70.5	35.8
	Operation and Control	51.7	41.9	97.4	90.6
Employers' Satisfaction with New Hires' Skills	Satisfied	56.5	71.9	73.1	56.7
	Not Satisfied	14.9	0.0	0.0	2.2
	Neither	15.2	24.9	26.9	33.1
	Other	13.4	3.3	0.0	8.0
Average Weekly Hours	20 or Less	31.7	5.0	12.9	22.3
	21-35	49.4	23.7	0.0	4.8
	36 or More	18.9	71.3	87.1	73.0
Gender	Female	59.1	47.5	0.0	3.6
	Male	27.7	39.5	87.1	83.5
	Nonresident	13.3	13.0	12.9	12.9
Age Group	19 and Younger	17.2	15.5	1.1	7.2
	20-24	19.7	17.1	25.8	26.5
	25-34	20.8	30.3	38.7	23.2
	35-44	12.2	17.5	0.0	15.6
	45-54	11.2	1.6	6.0	14.6
	55-64	5.1	3.3	12.9	0.0
	65 and Older	0.1	0.0	2.6	0.0
	Nonresident	13.6	14.6	12.9	12.9
Turnover	% Still Working 1 Quarter After Hire	74.5	50.4	100.0	92.8

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		51-8031	47-2111	27-2022	27-3031
Job Characteristics		Water & Liquid Waste Treatment Plant & System Oper (51-8031)	Electricians (47-2111)	Coaches and Scouts (27-2022)	Public Relations Specialists (27-3031)
Typical Education^a		High School Diploma	Post Secondary	Bachelors	Bachelors
N		233	2,662	656	75
Average Hourly Wage (\$)		19.00	25.00	12.00	16.83
% Paid Piece Rate		2.9	0.0	32.9	31.0
% Offered Selected Benefits	Health Insurance	77.0	64.4	1.9	43.6
	Retirement	76.0	45.0	3.8	15.5
	Paid Leave	80.3	42.0	0.0	43.6
Skills Selected as "Important" (%)	Service Orientation	55.2	79.2	89.2	12.5
	Critical Thinking	87.7	89.6	72.7	74.6
	Reading Comprehension	87.7	82.1	35.2	74.6
	Technology Design	74.5	71.8	8.1	31.0
	Operation and Control	97.1	85.1	24.0	15.5
Employers' Satisfaction with New Hires' Skills	Satisfied	75.6	60.4	72.0	31.0
	Not Satisfied	12.8	6.3	2.5	0.0
	Neither	11.6	18.5	7.0	43.6
	Other	0.0	14.8	18.4	25.4
Average Weekly Hours	20 or Less	0.0	0.0	80.2	56.4
	21-35	0.0	3.5	15.5	0.0
	36 or More	100.0	96.5	4.3	43.6
Gender	Female	12.8	6.4	45.5	71.9
	Male	74.3	80.9	41.8	15.5
	Nonresident	12.8	12.8	12.7	12.5
Age Group	19 and Younger	10.9	0.0	5.1	0.0
	20-24	6.3	6.4	18.9	28.2
	25-34	26.0	40.1	27.3	15.5
	35-44	24.0	14.3	17.6	15.5
	45-54	15.1	16.0	4.5	0.0
	55-64	3.4	8.9	10.2	15.5
	65 and Older	1.5	1.5	1.9	12.7
	Nonresident	12.8	12.8	14.6	12.5
Turnover	% Still Working 1 Quarter After Hire	100.0	71.8	52.0	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		31-2021	25-1071	43-4141	53-7064
		Physical Therapist Assistants (31-2021)	Health Specialties Teachers, Postsecondary (25-1071)	New Accounts Clerks (43-4141)	Packers and Packers, Hand (53-7064)
	Typical Education ^a	Associates	Doctorate	High School Diploma	High School Diploma
	N	189	100	51	586
	Average Hourly Wage (\$)	21.65	40.69	14.00	7.25
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	25.0	0.0	87.5	15.9
	Retirement	25.0	0.0	50.0	29.9
	Paid Leave	25.0	0.0	87.5	34.9
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	95.7
	Critical Thinking	75.0	100.0	75.0	64.0
	Reading Comprehension	100.0	75.0	62.5	60.0
	Technology Design	75.0	62.5	37.5	10.8
	Operation and Control	62.5	87.5	62.5	12.4
Employers' Satisfaction with New Hires' Skills	Satisfied	62.5	75.0	87.5	81.4
	Not Satisfied	0.0	0.0	0.0	2.6
	Neither	12.5	0.0	12.5	3.3
	Other	25.0	25.0	0.0	12.6
Average Weekly Hours	20 or Less	28.6	100.0	0.0	63.5
	21-35	42.9	0.0	12.5	16.8
	36 or More	28.6	0.0	87.5	19.7
Gender	Female	50.0	50.0	75.0	59.4
	Male	37.5	37.5	12.5	28.1
	Nonresident	12.5	12.5	12.5	12.5
Age Group	19 and Younger	0.0	0.0	12.5	30.9
	20-24	12.5	25.0	37.5	23.6
	25-34	37.5	37.5	12.5	11.3
	35-44	12.5	12.5	12.5	1.7
	45-54	25.0	0.0	12.5	1.2
	55-64	0.0	12.5	0.0	9.7
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	12.5	12.5	12.5	21.6
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	62.5	76.7

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		33-9099 Protective Service Workers, All Other (33-9099)	43-4051 Customer Service Representatives (43-4051)	43-4081 Hotel, Motel, and Resort Desk Clerks (43-4081)	41-1011 First-Line Supervis./Managers of Retail Sales Work (41-1011)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		189	1,418	2,923	718
Average Hourly Wage (\$)		11.50	10.00	8.50	12.00
% Paid Piece Rate		0.0	11.3	0.0	12.2
% Offered Selected Benefits	Health Insurance	62.3	53.9	11.9	86.0
	Retirement	62.3	56.9	11.9	79.9
	Paid Leave	62.3	51.6	11.9	87.8
Skills Selected as "Important" (%)	Service Orientation	93.9	93.8	100.0	100.0
	Critical Thinking	93.9	77.2	94.9	100.0
	Reading Comprehension	87.3	88.6	92.5	87.8
	Technology Design	74.8	56.5	43.0	27.5
	Operation and Control	24.9	62.4	78.0	39.7
Employers' Satisfaction with New Hires' Skills	Satisfied	44.0	73.8	46.9	49.8
	Not Satisfied	0.0	5.9	19.1	7.4
	Neither	49.9	12.7	21.7	12.2
	Other	6.1	7.6	12.2	30.5
Average Weekly Hours	20 or Less	6.1	4.4	17.9	0.0
	21-35	19.1	27.3	33.1	15.7
	36 or More	74.8	68.3	49.0	84.3
Gender	Female	80.9	61.1	46.3	25.8
	Male	6.6	26.5	41.5	62.0
	Nonresident	12.5	12.4	12.2	12.2
Age Group	19 and Younger	12.5	2.3	28.7	0.0
	20-24	19.1	23.4	13.0	12.2
	25-34	12.5	33.8	19.0	45.9
	35-44	18.6	13.4	15.1	14.9
	45-54	12.5	7.8	6.3	6.1
	55-64	12.5	6.8	5.5	7.4
	65 and Older	0.0	0.0	0.2	1.3
	Nonresident	12.5	12.4	12.2	12.2
Turnover	% Still Working 1 Quarter After Hire	100.0	90.9	78.5	87.8

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		49-9098	43-5032	43-5111	53-3022
		Helpers-- Installation, Maint., & Repair Workers (49-9098)	Dispatchers, Except Police, Fire, and Ambulance (43- 5032)	Weighers, Measurers, Checkers, and Samplers, Recor (43-5111)	Bus Drivers, School (53- 3022)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		612	287	81	297
Average Hourly Wage (\$)		10.00	17.00	15.00	14.94
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	13.2	61.9	51.0	12.6
	Retirement	5.7	61.1	51.0	37.8
	Paid Leave	13.2	70.0	51.0	28.9
Skills Selected as "Important" (%)	Service Orientation	57.2	100.0	100.0	41.5
	Critical Thinking	74.8	100.0	75.9	75.1
	Reading Comprehension	60.7	83.8	100.0	67.2
	Technology Design	29.8	82.1	27.0	0.0
	Operation and Control	50.1	66.7	9.8	95.8
Employers' Satisfaction with New Hires' Skills	Satisfied	46.1	91.1	63.2	66.4
	Not Satisfied	29.0	0.0	9.8	0.0
	Neither	23.0	6.5	0.0	16.8
	Other	1.9	2.5	27.0	16.8
Average Weekly Hours	20 or Less	30.7	0.0	0.0	45.4
	21-35	4.6	13.8	49.0	49.9
	36 or More	64.8	86.2	51.0	4.7
Gender	Female	10.2	29.3	36.8	37.8
	Male	77.6	58.6	51.2	50.4
	Nonresident	12.2	12.1	12.0	11.8
Age Group	19 and Younger	34.0	5.9	9.8	2.8
	20-24	14.7	8.9	21.8	4.2
	25-34	13.8	25.2	46.6	15.4
	35-44	11.9	30.0	0.0	25.2
	45-54	4.3	7.4	0.0	21.0
	55-64	0.0	0.0	0.0	8.4
	65 and Older	9.1	4.0	9.8	8.4
	Nonresident	12.2	18.5	12.0	14.6
Turnover	% Still Working 1 Quarter After Hire	72.9	92.6	33.8	87.7

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		39-9041	49-3041	49-1011	41-3099
Job Characteristics		Residential Advisors (39- 9041)	Farm Equipment Mechanics (49- 3041)	First-Line Supervisors/Ma nagers of Mechanics, Inst (49-1011)	Sales Representatives , Services, All Other (41-3099)
	Typical Education^a	Bachelors	High School Diploma	High School Diploma	High School Diploma
	N	107	85	92	322
	Average Hourly Wage (\$)	12.00	12.50	24.00	20.19
	% Paid Piece Rate	0.0	0.0	0.0	5.0
% Offered Selected Benefits	Health Insurance	44.2	11.1	100.0	42.5
	Retirement	44.2	22.2	61.4	35.9
	Paid Leave	44.2	22.2	69.1	35.9
Skills Selected as "Important" (%)	Service Orientation	100.0	55.8	69.1	96.4
	Critical Thinking	100.0	66.9	100.0	86.3
	Reading Comprehension	88.3	33.7	92.3	84.7
	Technology Design	0.0	88.9	51.8	54.0
	Operation and Control	77.9	55.6	82.7	57.2
Employers' Satisfaction with New Hires' Skills	Satisfied	33.8	66.9	64.3	61.6
	Not Satisfied	66.2	0.0	0.0	0.0
	Neither	0.0	33.1	7.7	13.6
	Other	0.0	0.0	28.0	24.8
Average Weekly Hours	20 or Less	20.9	33.3	0.0	25.9
	21-35	79.1	11.5	0.0	18.1
	36 or More	0.0	55.2	100.0	55.9
Gender	Female	22.1	6.6	24.1	32.8
	Male	66.2	81.9	64.5	56.0
	Nonresident	11.7	11.5	11.4	11.2
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	22.1	13.2	7.7	20.5
	25-34	22.1	39.9	48.2	41.1
	35-44	22.1	13.2	11.4	20.4
	45-54	0.0	22.2	12.6	6.8
	55-64	22.1	0.0	8.7	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	11.7	11.5	11.4	11.2
Turnover	% Still Working 1 Quarter After Hire	55.8	66.9	87.4	81.9

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		47-2211 Sheet Metal Workers (47-2211)	25-2031 Secondary School Teachers, Except Special and Voca (25-2031)	47-5011 Derrick Operators, Oil and Gas (47-5011)	51-7041 Sawing Machine Setters, Operators & Tenders, Wood (51-7041)
Typical Education ^a		High School Diploma	Bachelors	Less than High School Diploma	Less than High School Diploma
N		166	336	167	88
Average Hourly Wage (\$)		19.00	20.95	19.50	10.50
% Paid Piece Rate		0.0	3.7	0.0	0.0
% Offered Selected Benefits	Health Insurance	53.8	74.0	100.0	100.0
	Retirement	71.8	63.2	66.7	44.4
	Paid Leave	53.8	47.9	88.9	55.6
Skills Selected as "Important" (%)	Service Orientation	0.0	92.6	33.3	33.3
	Critical Thinking	100.0	92.6	44.4	55.6
	Reading Comprehension	77.7	92.6	66.7	55.6
	Technology Design	94.1	59.5	44.4	11.1
	Operation and Control	70.2	44.6	77.8	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	5.9	70.2	66.7	55.6
	Not Satisfied	23.9	0.0	11.1	0.0
	Neither	46.2	3.7	0.0	33.3
	Other	23.9	26.0	22.2	11.1
Average Weekly Hours	20 or Less	0.0	16.7	0.0	0.0
	21-35	47.8	0.0	0.0	0.0
	36 or More	52.2	83.3	100.0	100.0
Gender	Female	0.0	40.9	0.0	11.1
	Male	88.8	47.9	88.9	77.8
	Nonresident	11.2	11.2	11.1	11.1
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	23.9	7.4	22.2	22.2
	25-34	23.9	37.2	55.6	22.2
	35-44	35.1	22.3	0.0	22.2
	45-54	5.9	14.5	0.0	11.1
	55-64	0.0	3.7	11.1	11.1
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	11.2	14.9	11.1	11.1
Turnover	% Still Working 1 Quarter After Hire	53.8	85.1	88.9	77.8

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		49-2011	19-3031	49-9071	19-4021
Job Characteristics		Computer, Automated Teller & Office Mach. Repairer (49-2011)	Clinical, Counseling, and School Psychologists (19-3031)	Maintenance and Repair Workers, Gen (49-9071)	Biological Technicians (19-4021)
	Typical Education ^a	Post Secondary	Doctorate	Post Secondary	Bachelors
	N	113	113	2,075	77
	Average Hourly Wage (\$)	13.00	18.00	12.69	9.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	61.1	37.4	50.1	24.3
	Retirement	61.1	79.1	45.2	12.1
	Paid Leave	61.1	79.1	48.4	12.1
Skills Selected as "Important" (%)	Service Orientation	100.0	91.7	63.7	66.2
	Critical Thinking	100.0	100.0	80.8	100.0
	Reading Comprehension	61.1	100.0	57.4	100.0
	Technology Design	100.0	0.0	52.9	45.9
	Operation and Control	100.0	0.0	74.4	56.7
Employers' Satisfaction with New Hires' Skills	Satisfied	61.1	100.0	63.5	67.6
	Not Satisfied	0.0	0.0	5.2	0.0
	Neither	38.9	0.0	23.3	32.4
	Other	0.0	0.0	8.1	0.0
Average Weekly Hours	20 or Less	38.9	0.0	13.7	32.4
	21-35	0.0	42.9	24.7	12.1
	36 or More	61.1	57.1	61.6	55.5
Gender	Female	0.0	70.9	20.1	66.2
	Male	88.9	18.1	69.0	23.0
	Nonresident	11.1	11.0	10.9	10.8
Age Group	19 and Younger	0.0	0.0	11.0	0.0
	20-24	38.9	20.9	18.0	10.8
	25-34	50.0	57.1	22.7	35.1
	35-44	0.0	11.0	12.9	16.2
	45-54	0.0	0.0	15.2	27.0
	55-64	0.0	0.0	6.1	0.0
	65 and Older	0.0	0.0	1.3	0.0
	Nonresident	11.1	11.0	12.8	10.8
Turnover	% Still Working 1 Quarter After Hire	61.1	100.0	85.7	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		53-1021	53-3032	41-1012	41-2022
Job Characteristics		First-Line Supervisors/Managers of Helpers, Laborers (53-1021)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)	First-Line Super./Manag., Non-Retail Sales Workers (41-1012)	Parts Salespersons (41-2022)
	Typical Education^a	High School Diploma	High School Diploma	Masters	High School Diploma
	N	66	8,605	92	936
	Average Hourly Wage (\$)	23.00	18.00	39.62	9.00
	% Paid Piece Rate	0.0	16.1	0.0	14.1
% Offered Selected Benefits	Health Insurance	43.1	52.0	100.0	68.9
	Retirement	43.1	37.3	73.6	68.9
	Paid Leave	78.4	39.7	94.2	35.9
Skills Selected as "Important" (%)	Service Orientation	78.4	67.3	100.0	85.9
	Critical Thinking	50.2	80.7	100.0	83.9
	Reading Comprehension	78.4	70.8	79.5	71.9
	Technology Design	35.2	36.6	46.9	31.1
	Operation and Control	63.4	92.5	26.4	41.5
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	59.8	100.0	49.9
	Not Satisfied	0.0	10.5	0.0	30.1
	Neither	0.0	18.5	0.0	1.2
	Other	0.0	11.2	0.0	18.8
Average Weekly Hours	20 or Less	0.0	4.9	0.0	0.0
	21-35	21.6	9.5	0.0	41.9
	36 or More	78.4	85.5	100.0	58.1
Gender	Female	10.8	7.8	5.8	18.7
	Male	78.4	81.4	83.5	70.7
	Nonresident	10.8	10.7	10.6	10.6
Age Group	19 and Younger	17.6	1.7	0.0	10.4
	20-24	17.6	10.5	10.3	25.4
	25-34	0.0	21.5	10.6	19.7
	35-44	10.8	24.1	10.3	11.6
	45-54	43.1	17.0	26.4	10.6
	55-64	0.0	11.3	31.9	10.4
	65 and Older	0.0	3.1	0.0	1.2
	Nonresident	10.8	10.7	10.6	10.6
Turnover	% Still Working 1 Quarter After Hire	100.0	76.9	100.0	91.6

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		47-5013	35-2015	53-6031	51-4031
Job Characteristics		Service Unit Operators, Oil, Gas, and Mining (47-5013)	Cooks, Short Order (35-2015)	Service Station Attendants (53-6031)	Cutting, Punching, and Press Machine Setters, Oper (51-4031)
	Typical Education^a	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	N	703	906	774	97
	Average Hourly Wage (\$)	25.00	8.00	10.00	11.25
	% Paid Piece Rate	0.0	0.0	0.0	10.1
% Offered Selected Benefits	Health Insurance	89.5	0.0	35.8	59.7
	Retirement	84.2	0.0	18.8	29.5
	Paid Leave	84.2	0.0	41.8	49.7
Skills Selected as "Important" (%)	Service Orientation	39.5	83.7	87.1	10.1
	Critical Thinking	55.3	61.8	95.5	39.9
	Reading Comprehension	34.2	67.4	73.7	59.7
	Technology Design	31.6	1.8	43.6	20.1
	Operation and Control	57.9	32.7	81.2	80.2
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	50.6	60.0	90.3
	Not Satisfied	2.6	30.8	20.9	0.0
	Neither	0.0	18.5	13.4	9.7
	Other	47.4	0.0	5.7	0.0
Average Weekly Hours	20 or Less	0.0	11.5	9.0	12.6
	21-35	0.0	58.0	12.8	0.0
	36 or More	100.0	30.5	78.2	87.4
Gender	Female	2.6	41.4	11.6	29.9
	Male	86.8	48.1	78.2	60.1
	Nonresident	10.5	10.5	10.1	10.1
Age Group	19 and Younger	5.3	17.3	8.7	19.8
	20-24	15.8	23.1	37.3	29.9
	25-34	31.6	29.8	19.1	20.1
	35-44	13.2	7.7	18.8	0.0
	45-54	21.1	9.9	3.0	10.1
	55-64	2.6	0.9	1.5	0.0
	65 and Older	0.0	0.8	1.5	10.1
	Nonresident	10.5	10.5	10.1	10.1
Turnover	% Still Working 1 Quarter After Hire	89.5	52.5	66.6	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		21-1012	39-9011	41-2031	29-2061
Job Characteristics		Educational, Vocational, and School Counselors (21- 1012)	Child Care Workers (39- 9011)	Retail Salespersons (41-2031)	Licensed Practical and Licensed Vocational Nurses (29- 2061)
	Typical Education^a	Masters	High School Diploma	High School Diploma	Post Secondary
	N	125	1,598	8,345	243
	Average Hourly Wage (\$)	23.17	8.59	9.00	17.50
	% Paid Piece Rate	0.0	0.0	17.4	0.0
% Offered Selected Benefits	Health Insurance	90.0	26.9	26.7	70.9
	Retirement	90.0	25.4	17.2	41.8
	Paid Leave	60.0	34.5	19.7	90.3
Skills Selected as "Important" (%)	Service Orientation	100.0	90.6	93.2	97.1
	Critical Thinking	100.0	83.0	74.3	97.1
	Reading Comprehension	100.0	66.4	67.0	97.1
	Technology Design	80.0	13.6	28.3	29.1
	Operation and Control	30.0	6.7	42.2	58.2
Employers' Satisfaction with New Hires' Skills	Satisfied	60.0	73.3	62.0	38.8
	Not Satisfied	0.0	9.8	8.6	0.0
	Neither	10.0	14.7	13.8	38.8
	Other	30.0	2.2	15.5	22.3
Average Weekly Hours	20 or Less	10.0	30.6	38.7	22.2
	21-35	20.0	29.9	29.4	22.2
	36 or More	70.0	39.5	31.8	55.6
Gender	Female	50.0	72.7	54.3	80.6
	Male	40.0	17.4	35.9	9.7
	Nonresident	10.0	9.9	9.8	9.7
Age Group	19 and Younger	0.0	19.6	18.3	0.0
	20-24	0.0	25.9	23.9	9.7
	25-34	70.0	23.0	23.8	41.8
	35-44	20.0	15.3	10.0	0.0
	45-54	0.0	2.7	10.1	9.7
	55-64	0.0	2.2	2.5	19.4
	65 and Older	0.0	0.0	1.6	9.7
	Nonresident	10.0	11.4	9.9	9.7
Turnover	% Still Working 1 Quarter After Hire	90.0	85.3	77.4	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		41-9022	25-3011	11-3031	27-4012
Job Characteristics		Real Estate Sales Agents (41-9022)	Adult Literacy, Remedial Education, and GED Teachers (25-3011)	Financial Managers (11-3031)	Broadcast Technicians (27-4012)
Typical Education ^a		High School Diploma	Masters	Bachelors	Post Secondary
N		73	83	452	59
Average Hourly Wage (\$)		18.75	23.81	20.23	9.00
% Paid Piece Rate		19.4	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	32.2	0.0	98.4	27.3
	Retirement	32.2	15.1	80.5	27.3
	Paid Leave	32.2	0.0	91.6	27.3
Skills Selected as "Important" (%)	Service Orientation	70.9	100.0	86.8	0.0
	Critical Thinking	70.9	90.4	99.2	63.6
	Reading Comprehension	70.9	100.0	88.4	72.7
	Technology Design	9.7	90.4	42.1	72.7
	Operation and Control	0.0	0.0	81.8	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	19.4	24.7	86.7	100.0
	Not Satisfied	9.7	0.0	0.0	0.0
	Neither	9.7	0.0	4.2	0.0
	Other	61.2	75.3	9.0	0.0
Average Weekly Hours	20 or Less	0.0	39.0	0.0	36.4
	21-35	0.0	61.0	0.0	36.4
	36 or More	100.0	0.0	100.0	27.3
Gender	Female	38.8	75.3	44.6	27.3
	Male	51.6	15.1	46.0	63.6
	Nonresident	9.7	9.6	9.4	9.1
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	9.7	30.1	9.7	27.3
	25-34	9.7	15.1	29.9	45.5
	35-44	29.1	15.1	11.1	9.1
	45-54	41.9	30.1	32.9	9.1
	55-64	0.0	0.0	4.2	0.0
	65 and Older	0.0	0.0	1.4	0.0
	Nonresident	9.7	9.6	10.8	9.1
Turnover	% Still Working 1 Quarter After Hire	58.1	100.0	98.6	81.8

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		33-9092	27-3041	47-4051	49-3021
Job Characteristics		Lifeguards, Ski Patrol, and Other Recreational Pro (33-9092)	Editors (27-3041)	Highway Maintenance Workers (47-4051)	Automotive Body and Related Repairers (49-3021)
Typical Education^a		Less than High School Diploma	Bachelors	High School Diploma	High School Diploma
N		364	61	112	132
Average Hourly Wage (\$)		9.34	16.83	15.25	17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	53.0	21.4	21.4
	Retirement	0.0	44.2	21.4	21.4
	Paid Leave	4.4	79.5	21.4	47.6
Skills Selected as "Important" (%)	Service Orientation	100.0	70.7	25.4	17.5
	Critical Thinking	86.8	79.5	62.0	78.6
	Reading Comprehension	47.4	79.5	7.1	65.1
	Technology Design	21.1	44.2	44.5	82.5
	Operation and Control	54.9	53.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	88.8	82.3	24.6	73.8
	Not Satisfied	4.5	17.7	0.0	8.7
	Neither	4.4	0.0	37.4	17.5
	Other	2.3	0.0	38.0	0.0
Average Weekly Hours	20 or Less	72.5	0.0	12.0	0.0
	21-35	18.1	0.0	0.0	10.6
	36 or More	9.4	100.0	88.0	89.4
Gender	Female	41.4	47.0	10.3	17.5
	Male	49.6	44.2	80.9	73.8
	Nonresident	9.0	8.8	8.7	8.7
Age Group	19 and Younger	43.7	0.0	8.7	17.5
	20-24	18.2	8.8	10.3	8.7
	25-34	9.2	47.0	20.6	23.0
	35-44	5.5	0.0	19.1	24.6
	45-54	0.0	26.5	21.4	8.7
	55-64	5.6	8.8	11.1	8.7
	65 and Older	2.2	0.0	0.0	0.0
	Nonresident	15.7	8.8	8.7	8.7
Turnover	% Still Working 1 Quarter After Hire	73.4	100.0	100.0	82.5

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-9151	21-1093	25-3098	41-3021
		Photographic Process Workers and Pr (51-9151)	Social and Human Service Assistants (21-1093)	Substitute Teachers (25-3098)	Insurance Sales Agents (41-3021)
Typical Education ^a		High School Diploma	Bachelors	Bachelors	Bachelors
N		96	543	1,011	223
Average Hourly Wage (\$)		10.00	10.75	12.50	21.64
% Paid Piece Rate		0.0	0.0	0.0	11.4
% Offered Selected Benefits	Health Insurance	91.3	42.5	0.0	60.0
	Retirement	0.0	33.4	0.0	48.6
	Paid Leave	0.0	42.5	0.0	68.6
Skills Selected as "Important" (%)	Service Orientation	100.0	95.7	80.2	88.6
	Critical Thinking	0.0	100.0	92.6	100.0
	Reading Comprehension	100.0	64.7	91.6	100.0
	Technology Design	8.7	8.3	32.0	34.3
	Operation and Control	100.0	16.9	27.1	34.3
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	87.0	55.6	62.9
	Not Satisfied	0.0	4.3	1.2	11.4
	Neither	0.0	8.7	6.2	5.7
	Other	0.0	0.0	37.0	20.0
Average Weekly Hours	20 or Less	0.0	18.4	76.8	6.7
	21-35	8.7	31.8	18.1	20.0
	36 or More	91.3	49.8	5.2	73.3
Gender	Female	45.7	67.6	75.3	48.6
	Male	45.7	23.7	16.1	42.9
	Nonresident	8.7	8.7	8.6	8.6
Age Group	19 and Younger	0.0	0.0	4.5	0.0
	20-24	91.3	25.7	23.4	2.9
	25-34	0.0	31.7	24.1	34.3
	35-44	0.0	8.4	16.1	11.4
	45-54	0.0	19.8	18.4	25.7
	55-64	0.0	5.6	1.2	17.1
	65 and Older	0.0	0.0	3.7	0.0
	Nonresident	8.7	8.7	8.6	8.6
Turnover	% Still Working 1 Quarter After Hire	8.7	91.3	79.0	91.4

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		47-2141	15-1151	27-3022	43-9021
Job Characteristics		Painters, Construction and Maintenance (47-2141)	Computer User Support Specialists (15- 1151)	Reporters and Correspondents (27-3022)	Data Entry Keyers (43- 9021)
	Typical Education^a	Less than High School Diploma	Associates	Bachelors	High School Diploma
	N	467	268	128	95
	Average Hourly Wage (\$)	15.00	19.46	10.00	13.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	40.5	67.6	62.1	66.1
	Retirement	15.0	60.6	25.3	66.1
	Paid Leave	25.5	85.4	70.5	13.1
Skills Selected as "Important" (%)	Service Orientation	59.5	82.6	63.2	91.6
	Critical Thinking	100.0	100.0	100.0	93.3
	Reading Comprehension	59.5	100.0	100.0	100.0
	Technology Design	25.5	100.0	57.9	38.3
	Operation and Control	59.5	96.3	57.9	96.4
Employers' Satisfaction with New Hires' Skills	Satisfied	74.5	90.4	70.5	93.3
	Not Satisfied	0.0	2.0	8.4	0.0
	Neither	25.5	0.0	8.4	6.7
	Other	0.0	7.6	12.6	0.0
Average Weekly Hours	20 or Less	0.0	26.4	22.6	17.2
	21-35	34.0	0.0	5.6	16.7
	36 or More	66.0	73.6	71.8	66.1
Gender	Female	8.5	31.0	57.9	68.5
	Male	83.0	60.5	33.7	23.1
	Nonresident	8.5	8.5	8.4	8.4
Age Group	19 and Younger	8.5	0.0	0.0	0.0
	20-24	25.5	29.1	21.1	0.0
	25-34	17.0	29.5	20.0	38.7
	35-44	23.5	3.3	25.3	29.8
	45-54	8.5	14.2	12.6	23.1
	55-64	8.5	11.2	8.4	0.0
	65 and Older	0.0	0.0	4.2	0.0
	Nonresident	8.5	12.8	8.4	8.4
Turnover	% Still Working 1 Quarter After Hire	74.5	94.0	91.6	74.5

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		29-2021	25-2022	49-3031	47-4031
		Dental Hygienists (29-2021)	Middle School Teachers, Except Special and Vocatio (25-2022)	Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)	Fence Erectors (47-4031)
	Typical Education ^a	Associates	Bachelors	High School Diploma	High School Diploma
	N	283	150	873	593
	Average Hourly Wage (\$)	30.00	21.13	18.00	10.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	81.5	0.0
	Retirement	25.0	100.0	70.7	0.0
	Paid Leave	25.0	58.3	73.9	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	91.7	54.1	23.8
	Critical Thinking	91.7	100.0	92.2	71.6
	Reading Comprehension	66.7	100.0	84.5	67.9
	Technology Design	83.3	50.0	72.9	51.5
	Operation and Control	83.3	16.7	84.3	91.7
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	83.3	61.0	51.5
	Not Satisfied	0.0	0.0	1.3	0.0
	Neither	0.0	0.0	12.0	20.1
	Other	0.0	16.7	25.7	28.4
Average Weekly Hours	20 or Less	41.7	0.0	4.0	0.0
	21-35	50.0	16.7	2.8	8.2
	36 or More	8.3	83.3	93.2	91.8
Gender	Female	91.7	33.3	6.0	13.4
	Male	0.0	58.3	85.6	78.3
	Nonresident	8.3	8.3	8.3	8.3
Age Group	19 and Younger	0.0	0.0	4.3	6.7
	20-24	16.7	8.3	6.9	40.2
	25-34	41.7	50.0	28.6	17.1
	35-44	16.7	25.0	19.9	20.1
	45-54	25.0	8.3	19.3	0.0
	55-64	0.0	0.0	11.3	7.6
	65 and Older	0.0	0.0	1.3	0.0
	Nonresident	0.0	8.3	8.3	8.3
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	71.7	26.3

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		51-6011	39-7011	43-6014	49-9096
Job Characteristics		Laundry and Dry-Cleaning Workers (51-6011)	Tour Guides and Escorts (39-7011)	Secretaries, Except Legal, Medical, and Executive (43-6014)	Riggers (49-9096)
Typical Education^a		High School Diploma	Post Secondary	High School Diploma	High School Diploma
N		563	550	874	144
Average Hourly Wage (\$)		9.00	10.50	11.50	17.00
% Paid Piece Rate		0.0	69.2	2.9	0.0
% Offered Selected Benefits	Health Insurance	43.3	0.0	44.3	95.1
	Retirement	16.4	0.0	43.0	35.6
	Paid Leave	82.6	0.0	44.7	87.0
Skills Selected as "Important" (%)	Service Orientation	34.0	100.0	91.9	66.3
	Critical Thinking	14.4	98.5	81.4	100.0
	Reading Comprehension	13.3	59.4	97.0	25.7
	Technology Design	5.1	3.0	48.8	61.3
	Operation and Control	81.5	21.5	58.1	38.7
Employers' Satisfaction with New Hires' Skills	Satisfied	21.5	97.4	75.0	38.7
	Not Satisfied	6.2	0.0	13.7	53.3
	Neither	66.1	2.6	4.4	0.0
	Other	6.2	0.0	6.8	8.0
Average Weekly Hours	20 or Less	3.6	5.9	14.8	0.0
	21-35	53.1	68.5	14.4	0.0
	36 or More	43.4	25.6	70.7	100.0
Gender	Female	58.8	33.4	69.2	0.0
	Male	33.0	58.5	22.7	92.0
	Nonresident	8.2	8.2	8.1	8.0
Age Group	19 and Younger	2.1	15.7	5.2	8.0
	20-24	18.6	15.7	22.8	12.9
	25-34	20.6	22.2	27.7	71.1
	35-44	12.4	18.6	16.5	0.0
	45-54	4.1	2.1	13.1	0.0
	55-64	28.9	16.0	6.5	0.0
	65 and Older	3.1	0.0	0.0	0.0
	Nonresident	10.3	9.7	8.1	8.0
Turnover	% Still Working 1 Quarter After Hire	47.4	84.8	87.6	74.3

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		53-7073	23-2093	33-3012	39-9021
Job Characteristics		Wellhead Pumpers (53-7073)	Title Examiners, Abstractors, and Searchers (23-2093)	Correctional Officers and Jailers (33-3012)	Personal and Home Care Aides (39-9021)
	Typical Education^a	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	N	354	163	104	2,034
	Average Hourly Wage (\$)	24.00	13.87	16.45	10.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	89.5	77.7	92.3	21.6
	Retirement	76.4	66.0	92.3	26.3
	Paid Leave	76.4	56.5	100.0	33.1
Skills Selected as "Important" (%)	Service Orientation	44.5	87.4	69.2	95.9
	Critical Thinking	100.0	100.0	92.3	86.7
	Reading Comprehension	86.3	100.0	92.3	79.2
	Technology Design	86.3	56.1	53.8	21.4
	Operation and Control	68.6	56.1	69.2	15.6
Employers' Satisfaction with New Hires' Skills	Satisfied	91.5	95.6	61.5	58.8
	Not Satisfied	5.2	4.4	0.0	6.4
	Neither	3.3	0.0	15.4	17.9
	Other	0.0	0.0	23.1	16.9
Average Weekly Hours	20 or Less	18.0	0.0	0.0	28.9
	21-35	0.0	9.1	0.0	25.3
	36 or More	82.0	90.9	100.0	44.4
Gender	Female	5.2	76.1	23.1	77.6
	Male	86.9	16.1	69.2	14.9
	Nonresident	7.9	7.8	7.7	7.5
Age Group	19 and Younger	0.0	3.9	0.0	6.9
	20-24	20.9	0.0	7.7	26.0
	25-34	34.6	46.9	69.2	20.9
	35-44	10.5	23.9	7.7	17.2
	45-54	5.2	9.6	0.0	13.4
	55-64	20.9	7.8	7.7	5.2
	65 and Older	0.0	0.0	0.0	2.3
	Nonresident	7.9	7.8	7.7	8.1
Turnover	% Still Working 1 Quarter After Hire	94.8	100.0	92.3	90.5

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

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

^aSource: O*Net Online

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-9061 Office Clerks, General (43- 9061)	53-3033 Truck Drivers, Light or Delivery Services (53- 3033)	13-2082 Tax Preparers (13-2082)	49-3023 Automotive Service Technicians and Mechanics (49- 3023)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		5,314	2,356	131	975
Average Hourly Wage (\$)		12.50	10.00	10.00	13.00
% Paid Piece Rate		0.3	6.3	0.0	4.7
% Offered Selected Benefits	Health Insurance	38.2	37.5	0.0	57.0
	Retirement	23.0	21.3	0.0	46.9
	Paid Leave	41.5	41.6	0.0	55.2
Skills Selected as "Important" (%)	Service Orientation	86.3	87.1	78.6	85.9
	Critical Thinking	82.2	72.6	92.9	100.0
	Reading Comprehension	90.0	74.8	92.9	91.9
	Technology Design	45.1	27.0	28.6	83.9
	Operation and Control	42.6	74.4	35.7	97.4
Employers' Satisfaction with New Hires' Skills	Satisfied	74.0	75.5	71.4	73.7
	Not Satisfied	5.0	5.3	0.0	2.4
	Neither	11.3	13.3	14.3	21.5
	Other	9.7	5.9	14.3	2.4
Average Weekly Hours	20 or Less	16.4	20.9	25.0	6.3
	21-35	19.5	21.1	25.0	0.0
	36 or More	64.0	58.0	50.0	93.7
Gender	Female	67.5	31.6	78.6	22.7
	Male	25.0	60.9	14.3	70.2
	Nonresident	7.5	7.4	7.1	7.1
Age Group	19 and Younger	4.2	13.4	0.0	12.5
	20-24	17.8	25.2	7.1	14.0
	25-34	25.1	23.9	14.3	15.0
	35-44	18.4	7.2	21.4	16.5
	45-54	15.2	7.9	28.6	24.6
	55-64	10.2	9.2	14.3	9.0
	65 and Older	0.6	4.8	7.1	0.0
	Nonresident	8.5	8.4	7.1	8.3
Turnover	% Still Working 1 Quarter After Hire	88.7	75.8	100.0	78.5

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-4171 Receptionists and Information Clerks (43-4171)	43-9051 Mail Clerks and Mail Machine Operators, Except Pos (43-9051)	35-2021 Food Preparation Workers (35-2021)	31-1014 Nursing Assistants (31-1014)
Typical Education ^a		High School Diploma	Less than High School Diploma	Less than High School Diploma	Post Secondary
N		1,193	155	1,197	1,843
Average Hourly Wage (\$)		11.00	7.50	8.50	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	21.8	3.5	3.9	51.4
	Retirement	30.0	10.4	6.0	47.6
	Paid Leave	34.0	3.5	11.7	62.9
Skills Selected as "Important" (%)	Service Orientation	92.0	20.2	87.6	98.2
	Critical Thinking	76.3	24.6	59.2	95.7
	Reading Comprehension	93.0	41.0	60.4	89.3
	Technology Design	38.8	24.6	41.9	46.2
	Operation and Control	50.6	41.9	58.9	57.1
Employers' Satisfaction with New Hires' Skills	Satisfied	77.0	48.0	46.6	63.7
	Not Satisfied	3.4	0.0	27.3	12.8
	Neither	16.6	27.8	23.3	11.5
	Other	3.0	24.3	2.8	12.0
Average Weekly Hours	20 or Less	26.6	32.6	56.5	5.5
	21-35	34.9	48.5	25.3	33.0
	36 or More	38.5	19.0	18.2	61.6
Gender	Female	84.6	41.0	59.2	88.1
	Male	8.3	52.0	34.0	5.1
	Nonresident	7.1	6.9	6.9	6.8
Age Group	19 and Younger	15.2	6.9	42.6	9.8
	20-24	17.9	13.9	0.0	19.8
	25-34	26.6	10.4	14.6	26.6
	35-44	11.2	24.6	7.8	18.7
	45-54	11.9	13.9	9.5	11.5
	55-64	8.3	16.4	11.7	4.2
	65 and Older	1.8	6.9	0.0	2.6
	Nonresident	7.1	6.9	13.8	6.8
Turnover	% Still Working 1 Quarter After Hire	69.6	59.3	39.9	85.3

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		49-2021	41-4012	47-4011	25-1194
Job Characteristics		Radio Mechanics (49- 2021)	Sales Representatives , Wholesale and Manufacturing (41-4012)	Construction and Building Inspectors (47- 4011)	Vocational Education Teachers, Postsecondary (25-1194)
Typical Education ^a		Associates	Post Secondary	Bachelors	Post Secondary
N		80	1,066	140	187
Average Hourly Wage (\$)		16.00	19.23	18.54	27.00
% Paid Piece Rate		0.0	16.4	0.0	6.7
% Offered Selected Benefits	Health Insurance	100.0	75.6	52.5	33.3
	Retirement	64.8	66.5	45.8	13.3
	Paid Leave	100.0	83.8	59.2	33.3
Skills Selected as "Important" (%)	Service Orientation	41.9	95.6	79.9	93.3
	Critical Thinking	100.0	90.9	86.6	93.3
	Reading Comprehension	100.0	95.6	80.9	93.3
	Technology Design	100.0	74.2	80.9	80.0
	Operation and Control	64.8	57.5	40.1	86.7
Employers' Satisfaction with New Hires' Skills	Satisfied	6.7	76.1	80.9	93.3
	Not Satisfied	35.2	3.7	0.0	0.0
	Neither	58.1	16.9	0.0	0.0
	Other	0.0	3.3	19.1	6.7
Average Weekly Hours	20 or Less	0.0	2.1	0.0	37.5
	21-35	0.0	4.1	11.1	0.0
	36 or More	100.0	93.9	88.9	62.5
Gender	Female	29.0	25.3	6.7	33.3
	Male	64.2	67.9	86.6	60.0
	Nonresident	6.7	6.7	6.7	6.7
Age Group	19 and Younger	0.0	6.8	13.4	0.0
	20-24	26.2	3.6	13.4	33.3
	25-34	26.2	32.4	12.4	13.3
	35-44	14.5	23.7	6.7	13.3
	45-54	26.2	15.7	28.4	13.3
	55-64	0.0	9.4	6.7	20.0
	65 and Older	0.0	1.8	12.4	0.0
	Nonresident	6.7	6.7	6.7	6.7
Turnover	% Still Working 1 Quarter After Hire	100.0	92.7	71.6	86.7

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		35-9031	29-1141	43-4031	43-3071
Job Characteristics		Host & Hostess, Restaurant, Lounge & Coffee Shop (35- 9031)	Registered Nurses (29- 1141)	Court, Municipal, and License Clerks (43-4031)	Tellers (43- 3071)
	Typical Education^a	Less than High School Diploma	Associates	High School Diploma	High School Diploma
	N	1,071	1,769	263	966
	Average Hourly Wage (\$)	10.00	26.25	14.19	10.50
	% Paid Piece Rate	19.6	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	26.1	62.8	75.8	84.3
	Retirement	6.5	57.8	75.8	83.0
	Paid Leave	32.6	67.8	75.8	85.6
Skills Selected as "Important" (%)	Service Orientation	100.0	90.4	100.0	100.0
	Critical Thinking	54.3	93.6	78.8	90.1
	Reading Comprehension	15.2	92.2	97.0	88.1
	Technology Design	8.7	65.5	39.4	38.2
	Operation and Control	34.8	56.6	36.4	46.7
Employers' Satisfaction with New Hires' Skills	Satisfied	73.9	65.6	78.8	77.2
	Not Satisfied	0.0	0.4	0.0	2.8
	Neither	6.5	9.8	6.1	5.5
	Other	19.6	24.3	15.2	14.5
Average Weekly Hours	20 or Less	82.3	23.5	6.5	2.2
	21-35	17.7	26.6	19.4	20.1
	36 or More	0.0	49.9	74.2	77.8
Gender	Female	87.0	84.0	75.8	79.8
	Male	6.5	9.6	18.2	14.2
	Nonresident	6.5	6.4	6.1	5.9
Age Group	19 and Younger	33.7	1.3	0.0	5.3
	20-24	14.1	14.3	9.1	29.0
	25-34	19.6	18.4	27.3	30.0
	35-44	6.5	26.6	21.2	15.8
	45-54	6.5	20.4	27.3	12.1
	55-64	0.0	9.9	9.1	1.3
	65 and Older	6.5	1.3	0.0	0.0
	Nonresident	13.0	7.7	6.1	6.6
Turnover	% Still Working 1 Quarter After Hire	93.5	93.3	90.9	89.1

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		33-2011	39-2021	27-1024	25-9041
Job Characteristics		Fire Fighters (33-2011)	Nonfarm Animal Caretakers (39-2021)	Graphic Designers (27-1024)	Teacher Assistants (25-9041)
Typical Education ^a		High School Diploma	High School Diploma	Bachelors	High School Diploma
N		231	560	96	1,260
Average Hourly Wage (\$)		15.00	8.04	11.50	11.84
% Paid Piece Rate		2.4	5.8	0.0	2.0
% Offered Selected Benefits	Health Insurance	22.2	7.2	71.9	49.8
	Retirement	32.6	4.8	58.8	51.8
	Paid Leave	22.2	4.8	58.8	45.3
Skills Selected as "Important" (%)	Service Orientation	95.1	87.8	66.3	89.3
	Critical Thinking	100.0	75.9	90.1	80.5
	Reading Comprehension	75.9	16.0	100.0	88.3
	Technology Design	71.4	8.9	100.0	31.9
	Operation and Control	100.0	11.1	87.0	27.7
Employers' Satisfaction with New Hires' Skills	Satisfied	86.2	41.1	58.8	69.3
	Not Satisfied	0.0	2.1	28.1	2.0
	Neither	3.4	2.1	0.0	11.2
	Other	10.3	54.7	13.0	17.5
Average Weekly Hours	20 or Less	0.0	7.4	0.0	17.8
	21-35	13.5	23.9	38.8	54.4
	36 or More	86.5	68.8	61.2	26.6
Gender	Female	6.9	54.6	52.4	77.2
	Male	87.2	39.6	42.0	17.3
	Nonresident	5.9	5.8	5.6	5.6
Age Group	19 and Younger	6.9	15.3	0.0	12.4
	20-24	12.8	6.2	31.3	18.5
	25-34	44.6	33.3	38.8	30.3
	35-44	0.0	19.9	13.0	11.5
	45-54	16.9	16.6	0.0	9.9
	55-64	12.9	1.4	5.6	9.8
	65 and Older	0.0	0.0	5.6	1.0
	Nonresident	5.9	7.3	5.6	6.6
Turnover	% Still Working 1 Quarter After Hire	55.5	98.5	100.0	83.2

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		51-2092	49-3042	25-4031	43-6012
Job Characteristics		Team Assemblers (51-2092)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Library Technicians (25-4031)	Legal Secretaries (43-6012)
	Typical Education^a	High School Diploma	Post Secondary	Bachelors	High School Diploma
	N	360	814	217	192
	Average Hourly Wage (\$)	11.00	18.00	11.52	12.50
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	68.1	75.6	37.2	51.4
	Retirement	48.4	62.6	55.4	29.2
	Paid Leave	29.9	63.6	49.6	56.3
Skills Selected as "Important" (%)	Service Orientation	24.5	65.8	100.0	85.4
	Critical Thinking	54.5	90.9	86.8	100.0
	Reading Comprehension	80.3	74.4	91.8	100.0
	Technology Design	15.8	60.5	49.6	68.0
	Operation and Control	68.1	72.8	64.5	61.1
Employers' Satisfaction with New Hires' Skills	Satisfied	45.4	68.6	92.6	51.4
	Not Satisfied	18.5	6.1	7.4	19.4
	Neither	10.9	9.3	0.0	14.6
	Other	25.2	15.9	0.0	14.6
Average Weekly Hours	20 or Less	0.0	0.0	33.9	0.0
	21-35	10.9	2.7	63.5	58.9
	36 or More	89.1	97.3	2.6	41.1
Gender	Female	45.4	7.4	70.2	70.8
	Male	49.1	87.3	24.8	24.3
	Nonresident	5.4	5.3	5.0	4.9
Age Group	19 and Younger	8.2	0.9	7.4	0.0
	20-24	8.1	22.9	5.0	24.3
	25-34	25.7	33.3	37.2	38.9
	35-44	27.0	16.7	24.8	19.4
	45-54	16.8	14.8	15.7	12.5
	55-64	8.7	6.1	5.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	5.4	5.3	5.0	4.9
Turnover	% Still Working 1 Quarter After Hire	68.1	89.3	87.6	85.4

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-3021	53-3031	49-3093	11-2022
		Billing and Posting Clerks and Machine Operators (43-3021)	Driver/Sales Workers (53-3031)	Tire Repairers and Changers (49-3093)	Sales Managers (11-2022)
Typical Education ^a		High School Diploma	High School Diploma	Post Secondary	Bachelors
N		156	2,173	1,089	235
Average Hourly Wage (\$)		14.00	7.25	10.00	31.25
% Paid Piece Rate		0.0	33.5	1.1	5.8
% Offered Selected Benefits	Health Insurance	84.9	30.2	55.5	81.4
	Retirement	32.1	18.4	47.5	81.4
	Paid Leave	68.2	23.4	59.5	75.6
Skills Selected as "Important" (%)	Service Orientation	92.6	98.0	92.8	100.0
	Critical Thinking	84.9	87.0	87.9	100.0
	Reading Comprehension	74.5	90.2	65.7	100.0
	Technology Design	42.3	21.4	47.5	59.5
	Operation and Control	0.0	57.9	93.9	50.2
Employers' Satisfaction with New Hires' Skills	Satisfied	95.4	67.4	62.7	92.0
	Not Satisfied	0.0	4.1	9.1	0.0
	Neither	4.6	13.3	24.1	0.0
	Other	0.0	15.3	4.0	8.0
Average Weekly Hours	20 or Less	0.0	50.4	1.4	0.0
	21-35	0.0	29.0	8.2	0.0
	36 or More	100.0	20.5	90.4	100.0
Gender	Female	52.4	31.7	13.1	0.0
	Male	43.0	64.2	82.8	96.0
	Nonresident	4.6	4.1	4.0	4.0
Age Group	19 and Younger	0.0	13.3	15.3	1.5
	20-24	6.1	46.4	38.3	1.5
	25-34	30.7	12.3	25.2	15.0
	35-44	25.5	14.3	0.0	21.0
	45-54	27.2	8.4	13.1	26.6
	55-64	0.0	1.2	4.0	30.5
	65 and Older	6.0	0.0	0.0	0.0
	Nonresident	4.6	4.1	4.0	4.0
Turnover	% Still Working 1 Quarter After Hire	100.0	80.7	71.8	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		53-7061 Cleaners of Vehicles and Equipment (53-7061)	39-5012 Hairdressers, Hairstylists, and Cosmetologists (39-5012)	49-2022 Telecommunications Equipment Installers and Repair (49-2022)	43-5071 Shipping, Receiving, and Traffic Clerks (43-5071)
Typical Education ^a		Less than High School Diploma	Post Secondary	Post Secondary	High School Diploma
N		974	321	150	265
Average Hourly Wage (\$)		10.00	9.00	15.75	9.00
% Paid Piece Rate		1.2	28.8	0.0	0.0
% Offered Selected Benefits	Health Insurance	23.0	46.8	79.3	83.2
	Retirement	26.4	18.0	68.6	79.6
	Paid Leave	27.9	32.4	96.4	83.2
Skills Selected as "Important" (%)	Service Orientation	43.7	96.4	96.4	31.7
	Critical Thinking	47.9	85.6	100.0	77.6
	Reading Comprehension	34.3	56.8	90.1	92.8
	Technology Design	33.5	56.8	96.4	14.3
	Operation and Control	57.1	64.0	100.0	80.4
Employers' Satisfaction with New Hires' Skills	Satisfied	78.6	61.2	65.0	29.9
	Not Satisfied	5.8	20.8	0.0	0.0
	Neither	13.5	7.2	20.7	62.9
	Other	2.0	10.8	14.3	7.2
Average Weekly Hours	20 or Less	10.9	16.8	0.0	8.9
	21-35	18.6	49.6	0.0	3.6
	36 or More	70.5	33.6	100.0	87.5
Gender	Female	29.4	85.6	17.9	54.8
	Male	66.7	10.8	78.5	41.7
	Nonresident	3.8	3.6	3.6	3.6
Age Group	19 and Younger	22.1	7.2	3.6	3.6
	20-24	24.4	46.0	7.2	31.8
	25-34	13.2	21.6	63.7	49.8
	35-44	16.4	10.8	12.5	0.0
	45-54	7.9	0.0	0.0	8.9
	55-64	10.3	7.2	9.4	0.0
	65 and Older	1.2	3.6	0.0	0.0
	Nonresident	4.6	3.6	3.6	6.0
Turnover	% Still Working 1 Quarter After Hire	85.4	100.0	89.2	96.4

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		25-2021	51-4041	13-2072	49-9099
Job Characteristics		Elementary School Teachers, Exc. Special Educ. (25-2021)	Machinists (51-4041)	Loan Officers (13-2072)	Installation, Maintenance & Repair Workers, Other (49-9099)
	Typical Education^a	Bachelors	High School Diploma	High School Diploma	Post Secondary
	N	349	310	206	328
	Average Hourly Wage (\$)	21.85	16.00	19.27	16.00
	% Paid Piece Rate	0.0	0.0	21.3	0.0
% Offered Selected Benefits	Health Insurance	78.6	74.7	100.0	21.7
	Retirement	82.1	61.4	54.0	0.0
	Paid Leave	82.1	60.3	78.7	16.5
Skills Selected as "Important" (%)	Service Orientation	100.0	52.4	100.0	80.7
	Critical Thinking	100.0	93.7	93.8	81.8
	Reading Comprehension	100.0	93.7	100.0	63.1
	Technology Design	60.7	83.6	62.9	61.9
	Operation and Control	17.9	85.0	59.8	94.2
Employers' Satisfaction with New Hires' Skills	Satisfied	67.9	80.7	76.9	90.7
	Not Satisfied	0.0	0.0	9.3	9.3
	Neither	0.0	10.6	3.1	0.0
	Other	32.1	8.6	10.7	0.0
Average Weekly Hours	20 or Less	25.9	0.0	0.0	9.9
	21-35	14.8	17.1	0.0	9.9
	36 or More	59.3	82.9	100.0	80.2
Gender	Female	75.0	13.2	58.4	16.4
	Male	21.4	83.6	38.5	80.8
	Nonresident	3.6	3.2	3.1	2.9
Age Group	19 and Younger	0.0	13.2	3.1	0.0
	20-24	25.0	12.7	30.6	29.5
	25-34	42.9	39.0	27.8	16.8
	35-44	21.4	12.7	9.3	9.5
	45-54	7.1	19.3	13.8	35.8
	55-64	0.0	0.0	12.4	5.6
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	3.6	3.2	3.1	2.9
Turnover	% Still Working 1 Quarter After Hire	92.9	90.5	90.7	94.2

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		43-3031	33-3051	13-2011	31-9091
Job Characteristics		Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Police and Sheriff's Patrol Officers (33- 3051)	Accountants and Auditors (13-2011)	Dental Assistants (31- 9091)
	Typical Education^a	High School Diploma	High School Diploma	Bachelors	Post Secondary
	N	1,474	279	398	590
	Average Hourly Wage (\$)	15.38	19.00	21.63	14.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	49.9	85.7	70.9	24.0
	Retirement	40.9	82.9	66.2	28.0
	Paid Leave	57.7	74.3	66.5	44.0
Skills Selected as "Important" (%)	Service Orientation	72.7	94.3	75.1	100.0
	Critical Thinking	95.4	94.3	100.0	84.0
	Reading Comprehension	94.2	82.9	100.0	56.0
	Technology Design	52.9	45.7	44.3	64.0
	Operation and Control	55.8	51.4	63.7	76.0
Employers' Satisfaction with New Hires' Skills	Satisfied	86.4	77.1	84.9	88.0
	Not Satisfied	4.3	0.0	2.4	4.0
	Neither	6.2	2.9	10.2	4.0
	Other	3.2	20.0	2.5	4.0
Average Weekly Hours	20 or Less	9.6	10.3	18.9	17.4
	21-35	9.5	0.0	4.4	69.6
	36 or More	80.9	89.7	76.7	13.0
Gender	Female	67.4	14.3	53.8	96.0
	Male	29.8	82.9	44.0	4.0
	Nonresident	2.9	2.9	2.2	0.0
Age Group	19 and Younger	3.5	0.0	0.0	8.0
	20-24	15.4	22.9	11.1	36.0
	25-34	23.8	40.0	42.5	28.0
	35-44	21.2	17.1	12.3	12.0
	45-54	22.9	14.3	12.5	8.0
	55-64	8.4	0.0	19.5	8.0
	65 and Older	0.6	2.9	0.0	0.0
	Nonresident	4.1	2.9	2.2	0.0
Turnover	% Still Working 1 Quarter After Hire	94.1	100.0	100.0	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		35-3041	31-1011	13-1121	29-2057
Job Characteristics		Food Servers, Nonrestaurant (35-3041)	Home Health Aides (31-1011)	Meeting and Convention Planners (13- 1121)	Ophthalmic Medical Technicians (29- 2057)
	Typical Education^a	Less than High School Diploma	High School Diploma	Bachelors	Associates
	N	395	368	249	236
	Average Hourly Wage (\$)	7.25	12.50	12.00	9.00
	% Paid Piece Rate	11.1	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	11.1	0.0	5.4	0.0
	Retirement	17.1	3.1	5.4	50.0
	Paid Leave	52.4	3.1	10.0	30.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.6	95.3	100.0
	Critical Thinking	58.4	66.6	100.0	100.0
	Reading Comprehension	93.7	66.6	100.0	100.0
	Technology Design	46.4	3.1	11.1	100.0
	Operation and Control	52.4	9.4	63.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	70.1	28.5	97.8	100.0
	Not Satisfied	0.0	12.8	2.2	0.0
	Neither	6.0	28.4	0.0	0.0
	Other	24.0	30.2	0.0	0.0
Average Weekly Hours	20 or Less	66.8	60.3	84.3	0.0
	21-35	33.2	3.6	0.0	44.4
	36 or More	0.0	36.1	15.7	55.6
Gender	Female	85.8	93.6	63.7	80.0
	Male	14.2	6.4	36.3	20.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	47.3	0.0	28.1	10.0
	20-24	20.8	12.7	0.0	20.0
	25-34	14.2	15.8	36.3	10.0
	35-44	0.0	27.9	28.1	30.0
	45-54	0.0	18.3	7.5	20.0
	55-64	0.0	15.8	0.0	10.0
	65 and Older	17.7	6.3	0.0	0.0
	Nonresident	0.0	3.1	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	93.7	93.6	100.0	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-2099 Assemblers and Fabricators, All Other (51-2099)	29-2041 Emergency Medical Technicians and Paramedics (29-2041)	47-3014 Helpers--Painters, Paperhangers, Plasterers, and S (47-3014)	41-3011 Advertising Sales Agents (41-3011)
Typical Education ^a		High School Diploma	Post Secondary	Less than High School Diploma	Bachelors
N		224	201	190	182
Average Hourly Wage (\$)		10.10	16.00	14.00	10.41
% Paid Piece Rate		0.0	0.0	0.0	13.5
% Offered Selected Benefits	Health Insurance	39.1	15.7	6.1	47.4
	Retirement	26.0	8.0	6.1	20.7
	Paid Leave	69.5	4.0	6.1	35.5
Skills Selected as "Important" (%)	Service Orientation	78.2	100.0	10.3	100.0
	Critical Thinking	78.2	100.0	100.0	100.0
	Reading Comprehension	82.5	100.0	37.3	95.4
	Technology Design	60.9	88.2	0.0	62.8
	Operation and Control	95.6	64.7	79.1	36.2
Employers' Satisfaction with New Hires' Skills	Satisfied	60.9	100.0	89.7	55.6
	Not Satisfied	21.8	0.0	0.0	11.8
	Neither	12.9	0.0	10.3	11.8
	Other	4.4	0.0	0.0	20.7
Average Weekly Hours	20 or Less	0.0	27.3	0.0	12.2
	21-35	0.0	13.6	27.0	31.2
	36 or More	100.0	59.1	73.0	56.6
Gender	Female	19.5	62.8	20.9	62.3
	Male	80.5	37.2	79.1	37.7
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	20.9	11.8
	20-24	17.5	0.0	6.1	3.0
	25-34	41.2	41.0	41.8	56.4
	35-44	4.4	27.5	5.2	17.0
	45-54	37.0	19.7	5.2	11.8
	55-64	0.0	11.8	20.9	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	95.6	100.0	79.1	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		13-1071	11-2021	47-3019	29-1071
Job Characteristics		Employment, Recruitment & Placement Specialists (13-1071)	Marketing Managers (11-2021)	Helpers, Construction Trades, All Other (47-3019)	Physician Assistants (29-1071)
	Typical Education ^a	Bachelors	Bachelors	High School Diploma	Bachelors
	N	180	175	168	165
	Average Hourly Wage (\$)	21.64	21.64	12.00	50.53
	% Paid Piece Rate	0.0	45.4	0.0	57.1
% Offered Selected Benefits	Health Insurance	100.0	54.6	70.8	100.0
	Retirement	100.0	48.0	47.2	100.0
	Paid Leave	100.0	54.6	0.0	42.9
Skills Selected as "Important" (%)	Service Orientation	65.2	100.0	94.4	85.7
	Critical Thinking	84.2	100.0	100.0	85.7
	Reading Comprehension	84.2	100.0	52.8	85.7
	Technology Design	68.6	62.3	0.0	14.3
	Operation and Control	63.3	62.3	47.2	14.3
Employers' Satisfaction with New Hires' Skills	Satisfied	89.7	54.6	76.4	85.7
	Not Satisfied	0.0	0.0	23.6	0.0
	Neither	0.0	45.4	0.0	0.0
	Other	10.3	0.0	0.0	14.3
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	45.4	0.0	0.0
	36 or More	100.0	54.6	100.0	100.0
Gender	Female	65.0	29.4	0.0	57.1
	Male	35.0	70.6	100.0	42.9
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	23.6	0.0
	20-24	12.2	41.9	0.0	0.0
	25-34	51.1	16.2	52.8	42.9
	35-44	11.6	6.6	23.6	0.0
	45-54	11.9	35.3	0.0	28.6
	55-64	13.1	0.0	0.0	14.3
	65 and Older	0.0	0.0	0.0	14.3
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	76.4	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-1011	49-9043	17-2141	29-9012
		First-Line Supervisors/Managers of Production and (51-1011)	Maintenance Workers, Machinery (49-9043)	Mechanical Engineers (17-2141)	Occupational Health and Safety Technicians (29-9012)
Typical Education ^a		High School Diploma	High School Diploma	Bachelors	Associates
N		164	160	156	154
Average Hourly Wage (\$)		23.00	14.00	39.23	24.04
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	62.3	100.0	57.2	72.5
	Retirement	56.3	71.1	69.8	42.1
	Paid Leave	62.3	75.2	69.8	72.5
Skills Selected as "Important" (%)	Service Orientation	62.6	75.2	39.2	92.5
	Critical Thinking	100.0	85.6	82.0	100.0
	Reading Comprehension	76.1	69.3	69.5	95.4
	Technology Design	52.6	56.7	82.0	62.4
	Operation and Control	69.4	88.4	26.7	62.4
Employers' Satisfaction with New Hires' Skills	Satisfied	51.8	82.5	70.2	74.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	24.2	5.9	0.0	25.7
	Other	23.9	11.6	29.8	0.0
Average Weekly Hours	20 or Less	0.0	0.0	32.7	0.0
	21-35	0.0	0.0	0.0	13.0
	36 or More	100.0	100.0	67.3	87.0
Gender	Female	11.7	7.2	0.0	53.4
	Male	88.3	92.8	100.0	46.6
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	30.2	0.0	0.0	0.0
	20-24	6.0	31.9	6.0	0.0
	25-34	25.1	46.4	44.1	54.7
	35-44	12.0	0.0	19.4	6.1
	45-54	15.3	7.2	12.6	7.5
	55-64	11.4	7.2	18.0	31.8
	65 and Older	0.0	7.2	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	94.1	76.0	74.3

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		53-7081	49-9012	11-9111	43-5031
		Refuse and Recyclable Material Collectors (53-7081)	Control and Valve Installers and Repairers, Except (49-9012)	Medical and Health Services Managers (11-9111)	Police, Fire, and Ambulance Dispatchers (43-5031)
Typical Education ^a		High School Diploma	High School Diploma	Bachelors	High School Diploma
N		150	149	145	136
Average Hourly Wage (\$)		10.50	15.00	42.18	14.45
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	21.3	45.7	83.7	82.4
	Retirement	21.3	45.7	67.5	82.4
	Paid Leave	26.6	45.7	83.7	82.4
Skills Selected as "Important" (%)	Service Orientation	80.0	13.6	83.7	100.0
	Critical Thinking	34.7	100.0	100.0	100.0
	Reading Comprehension	49.3	80.3	100.0	100.0
	Technology Design	34.7	38.9	18.6	58.8
	Operation and Control	100.0	74.2	32.5	94.1
Employers' Satisfaction with New Hires' Skills	Satisfied	85.3	13.6	100.0	64.7
	Not Satisfied	0.0	6.6	0.0	5.9
	Neither	14.7	67.4	0.0	11.8
	Other	0.0	12.4	0.0	17.6
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	21.1	67.6	0.0	5.9
	36 or More	78.9	32.4	100.0	94.1
Gender	Female	14.7	23.3	48.8	94.1
	Male	85.3	76.7	51.2	5.9
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	5.9
	20-24	20.0	32.1	0.0	23.5
	25-34	30.7	21.1	48.8	11.8
	35-44	20.0	44.5	18.6	41.2
	45-54	0.0	2.3	0.0	5.9
	55-64	29.3	0.0	32.5	11.8
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	85.3	86.9	100.0	88.2

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		29-1051	29-2052	21-1021	51-8092
Job Characteristics		Pharmacists (29-1051)	Pharmacy Technicians (29-2052)	Child, Family, and School Social Workers (21-1021)	Gas Plant Operators (51-8092)
	Typical Education^a	Doctorate	Post Secondary	Bachelors	High School Diploma
	N	132	131	130	128
	Average Hourly Wage (\$)	56.00	14.00	19.23	26.04
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	66.7	81.9	100.0
	Retirement	100.0	33.3	100.0	100.0
	Paid Leave	100.0	66.7	90.4	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	18.0
	Critical Thinking	66.6	100.0	100.0	92.4
	Reading Comprehension	100.0	100.0	100.0	92.4
	Technology Design	33.4	100.0	27.8	92.4
	Operation and Control	100.0	100.0	18.1	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	66.7	90.4	67.5
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	33.3	0.0	18.0
	Other	0.0	0.0	9.6	14.5
Average Weekly Hours	20 or Less	0.0	0.0	9.6	0.0
	21-35	66.6	50.0	18.1	0.0
	36 or More	33.4	50.0	72.2	100.0
Gender	Female	16.7	100.0	91.1	9.0
	Male	83.3	0.0	8.9	91.0
	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	9.0
	25-34	33.3	33.3	36.3	22.1
	35-44	16.7	66.7	54.1	68.9
	45-54	16.7	0.0	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
	Nonresident	0.0	0.0	9.6	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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		43-4131	31-9011	21-1099	47-2181
Job Characteristics		Loan Interviewers and Clerks (43-4131)	Massage Therapists (31-9011)	Community and Social Service Specialists, Other (21-1099)	Roofers (47-2181)
	Typical Education^a	Associates	Post Secondary	High School Diploma	High School Diploma
	N	127	127	121	119
	Average Hourly Wage (\$)	14.18	7.36	14.00	12.00
	% Paid Piece Rate	0.0	90.9	0.0	0.0
% Offered Selected Benefits	Health Insurance	95.0	0.0	80.5	33.3
	Retirement	75.0	0.0	100.0	33.3
	Paid Leave	95.0	19.6	80.5	33.3
Skills Selected as "Important" (%)	Service Orientation	90.0	93.4	100.0	100.0
	Critical Thinking	95.0	93.4	100.0	66.7
	Reading Comprehension	95.0	93.4	7.7	0.0
	Technology Design	55.0	64.0	27.3	33.3
	Operation and Control	50.0	93.4	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	90.2	27.3	66.7
	Not Satisfied	0.0	0.0	0.0	33.3
	Neither	10.0	0.0	72.7	0.0
	Other	15.0	9.8	0.0	0.0
Average Weekly Hours	20 or Less	0.0	74.4	0.0	0.0
	21-35	10.0	25.6	71.6	0.0
	36 or More	90.0	0.0	28.4	100.0
Gender	Female	95.0	100.0	63.6	0.0
	Male	5.0	0.0	36.4	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	15.0	16.4	25.9	33.3
	25-34	35.0	9.1	19.5	66.7
	35-44	20.0	64.7	0.0	0.0
	45-54	30.0	9.8	36.4	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	18.2	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	93.4	100.0	66.7

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		47-3013 Helpers-- Electricians (47- 3013)	21-1023 Mental Health and Substance Abuse Social Workers (21- 1023)	13-1041 Compliance Officers, Except Agriculture, Construct (13- 1041)	53-3021 Bus Drivers, Transit and Intercity (53- 3021)
Typical Education ^a		High School Diploma	Masters	Bachelors	High School Diploma
N		119	118	117	116
Average Hourly Wage (\$)		12.00	20.71	13.00	13.85
% Paid Piece Rate		0.0	0.0	0.0	19.8
% Offered Selected Benefits	Health Insurance	66.7	100.0	58.2	29.8
	Retirement	0.0	100.0	38.5	29.8
	Paid Leave	66.7	100.0	38.5	39.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	80.3	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	79.4
	Technology Design	33.3	0.0	43.9	29.8
	Operation and Control	100.0	0.0	37.8	80.2
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	63.7	39.7
	Not Satisfied	0.0	0.0	0.0	19.8
	Neither	0.0	0.0	13.6	0.0
	Other	0.0	0.0	22.6	40.5
Average Weekly Hours	20 or Less	0.0	0.0	0.0	12.4
	21-35	0.0	0.0	26.0	38.1
	36 or More	100.0	100.0	74.0	49.6
Gender	Female	0.0	80.0	40.9	46.6
	Male	100.0	20.0	59.1	53.4
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	33.3	0.0	9.9	0.0
	20-24	33.3	20.0	16.7	6.9
	25-34	0.0	0.0	15.8	6.9
	35-44	0.0	20.0	31.0	16.8
	45-54	33.3	40.0	0.0	59.6
	55-64	0.0	20.0	26.6	9.9
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	33.3	100.0	100.0	60.3

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		39-9031 Fitness Trainers and Aerobics Instructors (39-9031)	43-1011 First-Line Supervisors/Managers of Office and Admi (43-1011)	47-4071 Septic Tank Servicers and Sewer Pipe Cleaners (47-4071)	53-1031 First-Line Supervisors/Managers of Transportation (53-1031)
Typical Education ^a		Bachelors	High School Diploma	Less than High School Diploma	High School Diploma
N		113	111	110	109
Average Hourly Wage (\$)		10.00	15.56	18.00	36.75
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	11.1	31.4	20.0	89.4
	Retirement	0.0	31.4	20.0	78.8
	Paid Leave	0.0	31.4	20.0	57.6
Skills Selected as "Important" (%)	Service Orientation	81.5	94.3	100.0	78.8
	Critical Thinking	77.8	94.3	100.0	100.0
	Reading Comprehension	40.7	31.4	40.0	100.0
	Technology Design	37.1	82.8	40.0	67.3
	Operation and Control	70.4	82.8	100.0	89.4
Employers' Satisfaction with New Hires' Skills	Satisfied	77.8	82.8	100.0	51.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	22.2	0.0	0.0	21.2
	Other	0.0	17.2	0.0	27.8
Average Weekly Hours	20 or Less	85.8	0.0	0.0	0.0
	21-35	14.2	0.0	60.0	13.3
	36 or More	0.0	100.0	40.0	86.7
Gender	Female	77.8	85.7	20.0	19.2
	Male	22.2	14.3	80.0	80.8
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	14.8	0.0	0.0	0.0
	20-24	14.8	0.0	20.0	10.6
	25-34	33.3	14.3	0.0	8.7
	35-44	14.8	5.7	20.0	28.8
	45-54	0.0	17.2	20.0	43.3
	55-64	22.2	62.8	40.0	8.6
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	85.2	100.0	40.0	89.4

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		53-6099 Transportation Workers, All Other (53-6099)	51-9023 Mixing and Blending Machine Setters, Operators, and Tenders (51-9023)	15-1152 Computer Network Support Specialist (15-1152)	43-4161 Human Resources Assistants, Except Payroll and Timekeeping (43-4161)
Typical Education ^a		High School Diploma	High School Diploma	Associates	Associates
N		109	107	102	99
Average Hourly Wage (\$)		10.00	16.00	18.00	15.75
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	10.6	100.0	85.6	100.0
	Retirement	0.0	100.0	85.6	71.6
	Paid Leave	10.6	100.0	76.5	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	36.0	90.7	76.1
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	54.9	100.0	87.8	100.0
	Technology Design	21.3	36.0	80.4	52.3
	Operation and Control	42.5	36.0	89.5	52.3
Employers' Satisfaction with New Hires' Skills	Satisfied	65.5	72.6	71.2	47.7
	Not Satisfied	0.0	27.4	0.0	0.0
	Neither	0.0	0.0	18.3	52.3
	Other	34.5	0.0	10.5	0.0
Average Weekly Hours	20 or Less	35.1	0.0	0.0	0.0
	21-35	32.5	0.0	14.4	0.0
	36 or More	32.5	100.0	85.6	100.0
Gender	Female	46.0	18.0	24.9	90.5
	Male	54.0	82.0	75.1	9.5
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	66.4	9.1	14.4	0.0
	25-34	22.1	63.7	46.2	0.0
	35-44	11.5	9.1	19.6	42.8
	45-54	0.0	9.1	14.5	57.2
	55-64	0.0	8.8	5.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	82.3	89.5	100.0

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

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

^aSource: O*Net Online

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		27-1026	45-1011	31-9099	17-1012
		Merchandise Displayers and Window Trimmers (27-1026)	First-Line Supervisors/Managers of Farming, Fishin (45-1011)	Healthcare Support Workers, All Other (31-9099)	Landscape Architects (17-1012)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Bachelors
N		97	97	94	88
Average Hourly Wage (\$)		10.00	19.23	9.74	.
% Paid Piece Rate		90.3	5.8	0.0	0.0
% Offered Selected Benefits	Health Insurance	9.8	76.7	50.0	0.0
	Retirement	9.8	46.4	75.0	0.0
	Paid Leave	9.8	14.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	9.8	56.0	25.0	100.0
	Critical Thinking	9.8	56.0	75.0	100.0
	Reading Comprehension	100.0	43.2	100.0	100.0
	Technology Design	0.0	36.1	25.0	0.0
	Operation and Control	0.0	61.8	25.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	53.6	75.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	0.0	25.0	0.0
	Other	0.0	46.4	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	25.0	0.0
	21-35	0.0	0.0	25.0	0.0
	36 or More	100.0	100.0	50.0	100.0
Gender	Female	54.9	5.8	75.0	25.0
	Male	45.1	94.2	25.0	75.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	45.1	0.0	25.0	0.0
	20-24	9.8	36.5	0.0	25.0
	25-34	0.0	17.5	0.0	0.0
	35-44	0.0	27.3	0.0	25.0
	45-54	0.0	18.7	25.0	25.0
	55-64	45.1	0.0	50.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	25.0
Turnover	% Still Working 1 Quarter After Hire	90.2	100.0	100.0	50.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		19-4011	27-1025	43-9071	11-3021
Job Characteristics		Agricultural and Food Science Technicians (19-4011)	Interior Designers (27-1025)	Office Machine Operators, Except Computer (43-9071)	Computer and Information Systems Managers (11-3021)
Typical Education ^a		Associates	Bachelors	High School Diploma	Bachelors
N		88	88	88	85
Average Hourly Wage (\$)		10.00	23.70	7.50	26.54
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	100.0
	Retirement	100.0	0.0	0.0	100.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	50.0	50.0	100.0	21.8
	Male	50.0	50.0	0.0	78.2
	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	50.0	43.7
	25-34	50.0	50.0	50.0	0.0
	35-44	0.0	50.0	0.0	28.2
	45-54	0.0	0.0	0.0	6.3
	55-64	50.0	0.0	0.0	21.8
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	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>

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		23-2011	47-2021	47-3016	25-1011
		Paralegals and Legal Assistants (23-2011)	Brickmasons and Blockmasons (47-2021)	Helpers--Roofers (47-3016)	Business Teachers, Postsecondary (25-1011)
Typical Education ^a		Bachelors	Less than High School Diploma	High School Diploma	Doctorate
N		84	79	79	75
Average Hourly Wage (\$)		17.17	23.50	10.00	30.30
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	66.7	0.0	0.0	50.0
	Retirement	33.3	0.0	0.0	50.0
	Paid Leave	44.4	0.0	0.0	50.0
Skills Selected as "Important" (%)	Service Orientation	88.9	50.0	0.0	100.0
	Critical Thinking	88.9	100.0	0.0	100.0
	Reading Comprehension	88.9	50.0	0.0	100.0
	Technology Design	33.3	0.0	0.0	50.0
	Operation and Control	66.7	100.0	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	77.8	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	11.1	0.0	0.0	0.0
	Other	11.1	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	50.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	50.0
Gender	Female	44.4	0.0	0.0	66.7
	Male	55.6	100.0	100.0	33.3
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	50.0	16.7
	20-24	55.6	0.0	0.0	16.7
	25-34	11.1	50.0	0.0	0.0
	35-44	11.1	0.0	0.0	16.7
	45-54	11.1	50.0	0.0	16.7
	55-64	11.1	0.0	50.0	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	77.8	100.0	100.0	50.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		27-1019	29-2053	29-2081	31-2011
		Artists and Related Workers, All Other (27-1019)	Psychiatric Technicians (29-2053)	Opticians, Dispensing (29-2081)	Occupational Therapist Assistants (31-2011)
Typical Education ^a		High School Diploma	Bachelors	High School Diploma	Associates
N		75	71	71	71
Average Hourly Wage (\$)		7.75	11.50	11.00	20.00
% Paid Piece Rate		11.2	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	15.5	66.7	0.0	0.0
	Retirement	0.0	66.7	33.3	0.0
	Paid Leave	11.2	66.7	66.7	0.0
Skills Selected as "Important" (%)	Service Orientation	26.7	100.0	100.0	100.0
	Critical Thinking	37.9	100.0	66.7	100.0
	Reading Comprehension	11.2	66.7	100.0	100.0
	Technology Design	37.9	0.0	66.7	100.0
	Operation and Control	37.9	33.3	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	26.7	66.7	66.7	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	11.2	33.3	0.0	0.0
	Other	62.1	0.0	33.3	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	58.1	100.0	66.7	100.0
	36 or More	41.9	0.0	33.3	0.0
Gender	Female	15.5	33.3	100.0	100.0
	Male	84.5	66.7	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	11.2	0.0	0.0	0.0
	20-24	15.5	100.0	33.3	33.3
	25-34	46.6	0.0	33.3	33.3
	35-44	15.5	0.0	0.0	0.0
	45-54	11.2	0.0	33.3	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	33.3
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	66.7	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		31-2022	31-9093	31-9097	39-3093
Job Characteristics		Physical Therapist Aides (31-2022)	Medical Equipment Preparers (31- 9093)	Phlebotomists (31-9097)	Locker Room, Coatroom, & Dressing Room Attendants (39- 3093)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		71	71	71	70
Average Hourly Wage (\$)		10.50	16.00	20.00	9.99
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.3	66.7	100.0	0.0
	Retirement	66.7	66.7	33.3	0.0
	Paid Leave	100.0	66.7	33.3	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	100.0	100.0
	Critical Thinking	66.7	100.0	100.0	0.0
	Reading Comprehension	66.7	66.7	100.0	0.0
	Technology Design	66.7	33.3	100.0	0.0
	Operation and Control	33.3	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	33.3	100.0	0.0
	Not Satisfied	33.3	66.7	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	33.3	0.0	0.0	0.0
	21-35	66.7	100.0	0.0	0.0
	36 or More	0.0	0.0	100.0	100.0
Gender	Female	100.0	66.7	66.7	100.0
	Male	0.0	33.3	33.3	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	33.3	66.7	0.0
	25-34	66.7	66.7	33.3	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	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
	Nonresident	0.0	0.0	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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		41-3031 Securities, Commodities, and Financial Services Sa (41- 3031)	53-3099 Motor Vehicle Operators, All Other (53-3099)	13-2021 Appraisers and Assessors of Real Estate (13- 2021)	51-4034 Lathe and Turning Machine Tool Setters, Operators, (51- 4034)
Typical Education ^a		Bachelors	Less than High School Diploma	Bachelors	High School Diploma
N		69	69	68	68
Average Hourly Wage (\$)		10.00	11.00	21.70	11.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	57.7	100.0	71.2
	Retirement	36.7	57.7	100.0	86.3
	Paid Leave	36.7	57.7	100.0	86.3
Skills Selected as "Important" (%)	Service Orientation	100.0	42.3	100.0	14.4
	Critical Thinking	100.0	89.7	88.3	100.0
	Reading Comprehension	100.0	89.7	100.0	14.4
	Technology Design	0.0	32.0	88.3	71.9
	Operation and Control	100.0	89.7	65.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	63.3	89.7	88.3	86.3
	Not Satisfied	0.0	0.0	11.7	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	36.7	10.3	0.0	13.7
Average Weekly Hours	20 or Less	0.0	32.0	0.0	0.0
	21-35	0.0	10.3	0.0	0.0
	36 or More	100.0	57.7	100.0	100.0
Gender	Female	100.0	0.0	68.7	0.0
	Male	0.0	100.0	31.3	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	9.2	57.7	0.0	14.4
	25-34	72.4	0.0	66.3	42.5
	35-44	9.2	0.0	22.0	0.0
	45-54	0.0	0.0	0.0	14.4
	55-64	9.2	32.0	11.7	28.8
	65 and Older	0.0	10.3	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	85.6

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		25-4013	29-1131	37-1011	53-7072
Job Characteristics		Museum Technicians and Conservators (25-4013)	Veterinarians (29-1131)	First-Line Supervisors/Managers of Housekeeping (37-1011)	Pump Operators, Except Wellhead Pumpers (53-7072)
	Typical Education ^a	Masters	Doctorate	High School Diploma	High School Diploma
	N	67	66	64	63
	Average Hourly Wage (\$)	11.50	28.85	15.00	27.47
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	57.0	30.8	100.0
	Retirement	0.0	14.3	30.8	100.0
	Paid Leave	0.0	85.7	30.8	100.0
Skills Selected as "Important" (%)	Service Orientation	25.0	85.6	45.8	100.0
	Critical Thinking	100.0	100.0	100.0	40.9
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	62.5	85.6	34.6	40.9
	Operation and Control	62.5	100.0	65.4	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	65.4	88.7
	Not Satisfied	0.0	0.0	34.6	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	11.3
Average Weekly Hours	20 or Less	60.0	0.0	0.0	0.0
	21-35	20.0	0.0	34.6	0.0
	36 or More	20.0	100.0	65.4	100.0
Gender	Female	62.5	42.8	69.2	0.0
	Male	37.5	57.2	30.8	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	25.0	0.0	0.0	0.0
	20-24	37.5	14.3	0.0	29.6
	25-34	12.5	57.0	11.2	70.4
	35-44	0.0	0.0	34.6	0.0
	45-54	12.5	28.7	54.2	0.0
	55-64	12.5	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	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>

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		25-1199 Postsecondary Teachers, All Other (25-1199)	11-3011 Administrative Services Managers (11-3011)	51-9121 Coating, Painting, and Spraying Machine Setters, O (51-9121)	13-1131 Fundraisers (13-1131)
Typical Education ^a		Doctorate	Bachelors	High School Diploma	Bachelors
N		61	59	59	58
Average Hourly Wage (\$)		15.00	31.50	14.00	11.00
% Paid Piece Rate		20.5	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	62.8	100.0	39.7
	Retirement	20.5	62.8	16.7	19.8
	Paid Leave	38.6	62.8	66.7	19.8
Skills Selected as "Important" (%)	Service Orientation	100.0	62.8	83.3	100.0
	Critical Thinking	100.0	100.0	83.3	100.0
	Reading Comprehension	100.0	100.0	83.3	100.0
	Technology Design	61.4	0.0	16.7	39.7
	Operation and Control	79.5	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	38.6	100.0	83.3	100.0
	Not Satisfied	0.0	0.0	16.7	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	61.4	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	39.7
	21-35	34.6	0.0	0.0	60.3
	36 or More	65.4	100.0	100.0	0.0
Gender	Female	79.5	68.6	0.0	80.2
	Male	20.5	31.4	100.0	19.8
	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	16.7	0.0
	25-34	38.6	0.0	50.0	80.2
	35-44	20.5	31.4	33.3	0.0
	45-54	20.5	31.4	0.0	19.8
	55-64	0.0	37.2	0.0	0.0
	65 and Older	20.5	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	79.5	100.0	83.3	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.

Nonresident New Hires by Occupation

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Percentage of Nonresident New Hires for Occupations with 50 or More Estimated New Hires Across All Industries

		Standard Occupational Classification (SOC) Code and Occupation			
		51-8093	25-1072	17-3023	13-2052
Job Characteristics		Petroleum Pump System Operators, Refinery Operator (51-8093)	Nursing Instructors and Teachers, Postsecondary (25-1072)	Electrical and Electronic Engineering Technicians (17-3023)	Personal Financial Advisors (13-2052)
Typical Education ^a		High School Diploma	Masters	Associates	Bachelors
N		54	50	50	50
Average Hourly Wage (\$)		28.85	22.68	20.00	48.17
% Paid Piece Rate		0.0	0.0	0.0	12.8
% Offered Selected Benefits	Health Insurance	100.0	25.0	100.0	64.0
	Retirement	63.8	25.0	80.3	64.0
	Paid Leave	100.0	25.0	80.3	87.2
Skills Selected as "Important" (%)	Service Orientation	75.6	50.0	23.2	100.0
	Critical Thinking	93.7	75.0	100.0	100.0
	Reading Comprehension	93.7	75.0	100.0	100.0
	Technology Design	93.7	50.0	100.0	0.0
	Operation and Control	93.7	25.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.6	25.0	42.8	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	24.4	75.0	57.2	0.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	26.7
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	73.3
Gender	Female	0.0	75.0	0.0	38.4
	Male	100.0	25.0	100.0	61.6
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	21.3	0.0	19.7	0.0
	25-34	60.6	0.0	38.4	25.6
	35-44	0.0	0.0	41.9	12.8
	45-54	18.1	50.0	0.0	25.6
	55-64	0.0	50.0	0.0	36.0
	65 and Older	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	75.0	100.0	100.0

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

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

^aSource: O*Net ONline

<http://www.onetonline.org/>

Nonresidents are individuals for whom demographic data are not available.