

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		00-0000	11-1011	11-1021	11-2011
		Total All Occupations (00-0000)	Chief Executives (11-1011)	General and Operations Managers (11-1021)	Advertising and Promotions Managers (11-2011)
Job Characteristics					
Typical Education <sup>a</sup>		N/A	Bachelors	Associates	Bachelors
N		218,308	131	1,869	12
Average Hourly Wage (\$)		11.00	42.21	28.85	40.94
% Paid Piece Rate		5.70	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	34.5	84.2	70.3	0.0
	Retirement	26.3	64.9	54.3	0.0
	Paid Leave	32.3	62.8	67.8	0.0
Skills Selected as "Important" (%)	Service Orientation	75.4	69.1	90.1	100.0
	Critical Thinking	73.9	100.0	96.3	100.0
	Reading Comprehension	64.1	100.0	96.8	100.0
	Technology Design	34.6	53.6	70.3	100.0
	Operation and Control	58.1	64.6	74.6	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.1	90.5	75.4	100.0
	Not Satisfied	8.9	0.0	2.0	0.0
	Neither	15.5	0.0	4.7	0.0
	Other	15.5	9.5	17.9	0.0
Average Weekly Hours	20 or Less	20.4	16.8	0.0	0.0
	21-35	23.8	43.3	1.3	0.0
	36 or More	55.8	39.9	98.7	100.0
Gender	Female	37.1	17.0	22.7	0.0
	Male	47.9	56.8	62.7	100.0
	Nonresident	15.0	26.1	14.6	0.0
Age Group	19 and Younger	11.8	0.0	0.5	0.0
	20-24	17.3	0.0	7.2	0.0
	25-34	22.4	6.1	24.6	100.0
	35-44	14.2	13.6	23.4	0.0
	45-54	11.3	35.9	17.3	0.0
	55-64	6.1	12.2	9.6	0.0
	65 and Older	1.2	6.1	2.8	0.0
	Unknown (Nonresident)	15.8	26.1	14.6	0.0
Turnover	% Still Working 1 Quarter After Hire	77.4	80.9	95.2	100.0

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

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

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		11-2021	11-2022	11-2031	11-3011
Job Characteristics		Marketing Managers (11-2021)	Sales Managers (11-2022)	Public Relations Managers (11-2031)	Administrative Services Managers (11-3011)
	Typical Education <sup>a</sup>	Bachelors	Bachelors	Bachelors	Bachelors
	N	175	235	48	59
	Average Hourly Wage (\$)	21.64	31.25	26.49	31.50
	% Paid Piece Rate	45.4	5.8	0.0	0.0
% Offered Selected Benefits	Health Insurance	54.6	81.4	82.5	62.8
	Retirement	48.0	81.4	82.5	62.8
	Paid Leave	54.6	75.6	82.5	62.8
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	75.7	62.8
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	62.3	59.5	66.1	0.0
	Operation and Control	62.3	50.2	24.3	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	54.6	92.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	45.4	0.0	0.0	0.0
	Other	0.0	8.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	45.4	0.0	0.0	0.0
	36 or More	54.6	100.0	100.0	100.0
Gender	Female	29.4	0.0	53.1	68.6
	Male	70.6	96.0	22.6	31.4
	Nonresident	0.0	4.0	24.3	0.0
Age Group	19 and Younger	0.0	1.5	0.0	0.0
	20-24	41.9	1.5	0.0	0.0
	25-34	16.2	15.0	17.5	0.0
	35-44	6.6	21.0	35.6	31.4
	45-54	35.3	26.6	22.6	31.4
	55-64	0.0	30.5	0.0	37.2
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	4.0	24.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		11-3021	11-3031	11-3051	11-3061
Job Characteristics		Computer and Information Systems Managers (11-3021)	Financial Managers (11-3031)	Industrial Production Managers (11-3051)	Purchasing Managers (11-3061)
	Typical Education <sup>a</sup>	Bachelors	Bachelors	Bachelors	Bachelors
	N	85	452	13	19
	Average Hourly Wage (\$)	26.54	20.23	31.25	46.24
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	98.4	100.0	100.0
	Retirement	100.0	80.5	25.8	0.0
	Paid Leave	100.0	91.6	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	86.8	100.0	100.0
	Critical Thinking	100.0	99.2	100.0	100.0
	Reading Comprehension	100.0	88.4	100.0	100.0
	Technology Design	100.0	42.1	100.0	0.0
	Operation and Control	100.0	81.8	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	86.7	25.8	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	4.2	74.2	0.0
	Other	0.0	9.0	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	21.8	44.6	0.0	0.0
	Male	78.2	46.0	100.0	100.0
	Nonresident	0.0	9.4	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	43.7	9.7	0.0	0.0
	25-34	0.0	29.9	0.0	0.0
	35-44	28.2	11.1	25.8	0.0
	45-54	6.3	32.9	0.0	0.0
	55-64	21.8	4.2	74.2	100.0
	65 and Older	0.0	1.4	0.0	0.0
	Unknown (Nonresident)	0.0	10.8	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	98.6	100.0	100.0

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

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

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## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		11-3121	11-3131	11-9013	11-9021
		Human Resources Managers (11-3121)	Training and Development Managers (11-3131)	Farmers, Ranchers, and Other Agricu (11-9013)	Construction Managers (11-9021)
Job Characteristics					
	Typical Education <sup>a</sup>	Bachelors	Bachelors	Bachelors	Bachelors
	N	23	12	25	346
	Average Hourly Wage (\$)	33.72	18.48	31.25	43.26
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	77.7	73.1
	Retirement	100.0	0.0	22.3	73.1
	Paid Leave	100.0	0.0	55.3	74.4
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	77.7	87.3
	Critical Thinking	100.0	100.0	100.0	88.5
	Reading Comprehension	100.0	100.0	100.0	88.5
	Technology Design	100.0	0.0	44.7	65.6
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	70.0	100.0	22.3	6.8
	Male	30.0	0.0	44.7	50.7
	Nonresident	0.0	0.0	33.0	42.4
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	15.0	0.0	22.3	0.0
	25-34	15.0	0.0	0.0	6.8
	35-44	0.0	100.0	0.0	22.9
	45-54	0.0	0.0	22.3	25.1
	55-64	70.0	0.0	22.3	9.5
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	33.0	35.6
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	88.5

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

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Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		11-9031	11-9032	11-9033	11-9041
		Education Administrators, Preschool & Child Care (11-9031)	Education Administrators, Elementary & Secondary (11-9032)	Education Administrators, Postsecondary (11-9033)	Engineering Managers (11-9041)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Masters	Masters	Bachelors
N		24	37	50	15
Average Hourly Wage (\$)		.	33.20	22.84	38.46
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	66.7	100.0	100.0
	Retirement	100.0	66.7	50.0	100.0
	Paid Leave	100.0	33.3	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	36.5
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	50.0	100.0
	Operation and Control	0.0	100.0	75.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	33.3	25.0	100.0
	Not Satisfied	0.0	0.0	50.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	66.7	25.0	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	33.3	50.0	0.0
	Male	100.0	66.7	25.0	100.0
	Nonresident	0.0	0.0	25.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	100.0	0.0	0.0	0.0
	25-34	0.0	0.0	75.0	0.0
	35-44	0.0	66.7	0.0	0.0
	45-54	0.0	0.0	0.0	36.5
	55-64	0.0	33.3	0.0	63.5
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	25.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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		Standard Occupational Classification (SOC) Code and Occupation			
		11-9081	11-9111	11-9121	11-9141
		Lodging Managers (11- 9081)	Medical and Health Services Managers (11- 9111)	Natural Sciences Managers (11- 9121)	Property, Real Estate & Community Association Mgr (11-9141)
Job Characteristics					
	Typical Education <sup>a</sup>	Bachelors	Bachelors	Bachelors	Post Secondary
	N	393	145	12	167
	Average Hourly Wage (\$)	11.56	42.18	24.52	43.75
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	5.6	83.7	100.0	91.5
	Retirement	5.6	67.5	100.0	69.3
	Paid Leave	94.4	83.7	100.0	85.0
Skills Selected as "Important" (%)	Service Orientation	100.0	83.7	100.0	65.0
	Critical Thinking	11.2	100.0	100.0	100.0
	Reading Comprehension	11.2	100.0	100.0	100.0
	Technology Design	100.0	18.6	0.0	16.3
	Operation and Control	94.4	32.5	0.0	65.0
Employers' Satisfaction with New Hires' Skills	Satisfied	94.4	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	5.6	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	8.9
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	91.1
Gender	Female	17.8	48.8	0.0	11.1
	Male	41.1	51.2	100.0	66.7
	Nonresident	41.1	0.0	0.0	22.2
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	17.8	0.0	0.0	0.0
	25-34	0.0	48.8	0.0	27.4
	35-44	0.0	18.6	100.0	15.4
	45-54	5.6	0.0	0.0	26.5
	55-64	17.8	32.5	0.0	8.5
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	58.9	0.0	0.0	22.2
Turnover	% Still Working 1 Quarter After Hire	94.4	100.0	100.0	95.7

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		11-9161	11-9199	13-1022	13-1032
		Emergency Management Directors (11-9161)	Managers, All Other (11-9199)	Wholesale and Retail Buyers, Except Farm Products (13-1022)	Insurance Appraisers, Auto Damage (13-1032)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Bachelors	Post Secondary	Bachelors
N		16	105	10	32
Average Hourly Wage (\$)		12.00	43.75	16.32	21.64
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	94.6	100.0	100.0
	Retirement	0.0	76.9	100.0	100.0
	Paid Leave	0.0	94.6	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	69.3	100.0	100.0
	Critical Thinking	100.0	92.4	100.0	100.0
	Reading Comprehension	100.0	87.0	100.0	100.0
	Technology Design	50.0	40.6	100.0	0.0
	Operation and Control	50.0	41.6	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	92.4	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	7.6	0.0	0.0
Average Weekly Hours	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	50.0	35.1	0.0	40.0
	Male	50.0	36.1	100.0	60.0
	Nonresident	0.0	28.8	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	11.1	0.0	60.0
	25-34	0.0	21.9	100.0	20.0
	35-44	0.0	10.9	0.0	20.0
	45-54	50.0	24.1	0.0	0.0
	55-64	50.0	3.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	28.8	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	60.0

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		13-1041	13-1051	13-1071	13-1111
		Compliance Officers, Except Agriculture, Construct (13-1041)	Cost Estimators (13-1051)	Employment, Recruitment & Placement Specialists (13-1071)	Management Analysts (13-1111)
Job Characteristics					
	Typical Education <sup>a</sup>	Bachelors	Bachelors	Bachelors	Bachelors
	N	117	44	180	10
	Average Hourly Wage (\$)	13.00	19.23	21.64	26.68
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	58.2	100.0	100.0	100.0
	Retirement	38.5	100.0	100.0	100.0
	Paid Leave	38.5	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	80.3	100.0	65.2	100.0
	Critical Thinking	100.0	100.0	84.2	100.0
	Reading Comprehension	100.0	100.0	84.2	100.0
	Technology Design	43.9	100.0	68.6	100.0
	Operation and Control	37.8	0.0	63.3	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	63.7	0.0	89.7	100.0
	Not Satisfied	0.0	100.0	0.0	0.0
	Neither	13.6	0.0	0.0	0.0
	Other	22.6	0.0	10.3	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	26.0	0.0	0.0	0.0
	36 or More	74.0	100.0	100.0	100.0
Gender	Female	40.9	100.0	65.0	0.0
	Male	59.1	0.0	35.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	9.9	0.0	0.0	0.0
	20-24	16.7	0.0	12.2	0.0
	25-34	15.8	100.0	51.1	100.0
	35-44	31.0	0.0	11.6	0.0
	45-54	0.0	0.0	11.9	0.0
	55-64	26.6	0.0	13.1	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (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

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		Standard Occupational Classification (SOC) Code and Occupation			
		13-1121	13-1131	13-1151	13-1161
Job Characteristics		Meeting and Convention Planners (13-1121)	Fundraisers (13-1131)	Training and Development Specialist (13-1151)	Market Research Analysts and Market (13-1161)
	Typical Education <sup>a</sup>	Bachelors	Bachelors	Bachelors	Bachelors
	N	249	58	19	48
	Average Hourly Wage (\$)	12.00	11.00	44.37	20.23
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	5.4	39.7	100.0	13.2
	Retirement	5.4	19.8	100.0	13.2
	Paid Leave	10.0	19.8	100.0	13.2
Skills Selected as "Important" (%)	Service Orientation	95.3	100.0	100.0	52.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	11.1	39.7	0.0	48.0
	Operation and Control	63.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	97.8	100.0	100.0	86.8
	Not Satisfied	2.2	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	13.2
Average Weekly Hours	20 or Less	84.3	39.7	0.0	78.4
	21-35	0.0	60.3	0.0	0.0
	36 or More	15.7	0.0	100.0	21.6
Gender	Female	63.7	80.2	0.0	62.8
	Male	36.3	19.8	100.0	13.2
	Nonresident	0.0	0.0	0.0	24.0
Age Group	19 and Younger	28.1	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	36.3	80.2	0.0	0.0
	35-44	28.1	0.0	100.0	32.6
	45-54	7.5	19.8	0.0	43.4
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	0.0	0.0	0.0	24.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	61.2

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		13-1199	13-2011	13-2021	13-2041
		Business Operations Specialists, All Other (13-1199)	Accountants and Auditors (13-2011)	Appraisers and Assessors of Real Estate (13-2021)	Credit Analysts (13-2041)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Bachelors
N		69	398	68	6
Average Hourly Wage (\$)		31.88	21.63	21.70	21.64
% Paid Piece Rate		36.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.5	70.9	100.0	100.0
	Retirement	37.0	66.2	100.0	100.0
	Paid Leave	19.0	66.5	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	55.0	75.1	100.0	100.0
	Critical Thinking	90.8	100.0	88.3	100.0
	Reading Comprehension	64.0	100.0	100.0	100.0
	Technology Design	54.2	44.3	88.3	100.0
	Operation and Control	54.8	63.7	65.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.5	84.9	88.3	100.0
	Not Satisfied	0.0	2.4	11.7	0.0
	Neither	13.5	10.2	0.0	0.0
	Other	36.0	2.5	0.0	0.0
Average Weekly Hours	20 or Less	36.0	18.9	0.0	0.0
	21-35	0.0	4.4	0.0	0.0
	36 or More	64.0	76.7	100.0	100.0
Gender	Female	45.2	53.8	68.7	100.0
	Male	36.8	44.0	31.3	0.0
	Nonresident	18.0	2.2	0.0	0.0
Age Group	19 and Younger	18.0	0.0	0.0	0.0
	20-24	0.0	11.1	0.0	0.0
	25-34	31.5	42.5	66.3	0.0
	35-44	14.1	12.3	22.0	0.0
	45-54	13.5	12.5	0.0	100.0
	55-64	4.9	19.5	11.7	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	18.0	2.2	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		13-2052	13-2072	13-2082	13-2099
		Personal Financial Advisors (13- 2052)	Loan Officers (13-2072)	Tax Preparers (13-2082)	Financial Specialists, All Other (13-2099)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	High School Diploma	High School Diploma	Bachelors
N		50	206	131	6
Average Hourly Wage (\$)		48.17	19.27	10.00	18.27
% Paid Piece Rate		12.8	21.3	0.0	0.0
% Offered Selected Benefits	Health Insurance	64.0	100.0	0.0	100.0
	Retirement	64.0	54.0	0.0	100.0
	Paid Leave	87.2	78.7	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	78.6	100.0
	Critical Thinking	100.0	93.8	92.9	100.0
	Reading Comprehension	100.0	100.0	92.9	100.0
	Technology Design	0.0	62.9	28.6	100.0
	Operation and Control	0.0	59.8	35.7	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	76.9	71.4	100.0
	Not Satisfied	0.0	9.3	0.0	0.0
	Neither	0.0	3.1	14.3	0.0
	Other	0.0	10.7	14.3	0.0
Average Weekly Hours	20 or Less	26.7	0.0	25.0	0.0
	21-35	0.0	0.0	25.0	0.0
	36 or More	73.3	100.0	50.0	100.0
Gender	Female	38.4	58.4	78.6	100.0
	Male	61.6	38.5	14.3	0.0
	Nonresident	0.0	3.1	7.1	0.0
Age Group	19 and Younger	0.0	3.1	0.0	0.0
	20-24	0.0	30.6	7.1	0.0
	25-34	25.6	27.8	14.3	0.0
	35-44	12.8	9.3	21.4	100.0
	45-54	25.6	13.8	28.6	0.0
	55-64	36.0	12.4	14.3	0.0
	65 and Older	0.0	0.0	7.1	0.0
	Unknown (Nonresident)	0.0	3.1	7.1	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	90.7	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		15-1121	15-1122	15-1131	15-1132
		Computer Systems Analysts (15-1121)	Information Security Analysts (15-1122)	Computer Programmers (15-1131)	Software Developers, Applications (15-1132)
Job Characteristics		Associates	Bachelors	Bachelors	Bachelors
	Typical Education <sup>a</sup>	Associates	Bachelors	Bachelors	Bachelors
	N	29	11	9	71
	Average Hourly Wage (\$)	31.25	28.47	20.00	20.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	38.0
	Retirement	100.0	100.0	0.0	38.0
	Paid Leave	100.0	100.0	0.0	38.0
Skills Selected as "Important" (%)	Service Orientation	36.8	0.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	62.0
	Operation and Control	100.0	100.0	100.0	62.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	38.0
	Not Satisfied	63.2	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	36.8	0.0	0.0	62.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	0.0	0.0	0.0	7.6
	Male	100.0	100.0	0.0	61.4
	Nonresident	0.0	0.0	100.0	31.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	18.4	0.0	0.0	7.6
	25-34	18.4	0.0	0.0	7.6
	35-44	63.2	100.0	0.0	15.2
	45-54	0.0	0.0	0.0	7.6
	55-64	0.0	0.0	0.0	31.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	100.0	31.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	38.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		15-1133	15-1134	15-1142	15-1151
		Software Developers, Systems Software (15-1133)	Web Developers (15-1134)	Network and Computer Systems Administrators (15-1142)	Computer User Support Specialists (15-1151)
Job Characteristics					
	Typical Education <sup>a</sup>	Bachelors	Associates	Bachelors	Associates
	N	50	22	126	268
	Average Hourly Wage (\$)	22.12	21.44	22.84	19.46
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	93.7	67.6
	Retirement	62.6	100.0	73.5	60.6
	Paid Leave	100.0	100.0	93.7	85.4
Skills Selected as "Important" (%)	Service Orientation	43.9	50.0	100.0	82.6
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	81.3	100.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	100.0
	Operation and Control	43.9	100.0	100.0	96.3
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	79.8	90.4
	Not Satisfied	0.0	0.0	20.2	2.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	7.6
Average Weekly Hours	20 or Less	0.0	0.0	0.0	26.4
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	73.6
Gender	Female	43.9	0.0	22.5	31.0
	Male	37.4	75.0	58.8	60.5
	Nonresident	18.7	25.0	18.7	8.5
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	5.0	29.1
	25-34	37.4	50.0	27.4	29.5
	35-44	0.0	0.0	15.1	3.3
	45-54	43.9	25.0	13.7	14.2
	55-64	0.0	0.0	20.0	11.2
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	18.7	25.0	18.7	12.8
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	94.0

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

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

N/D = Not discloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		15-1152 Computer Network Support Specialist (15-1152)	15-1199 Computer Occupations, All Other (15-1199)	15-2011 Actuaries (15-2011)	17-1011 Architects, Except Landscape and Naval (17-1011)
Typical Education <sup>a</sup>		Associates	Bachelors	Bachelors	Masters
N		102	27	6	37
Average Hourly Wage (\$)		18.00	11.11	19.31	26.71
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	85.6	40.0	100.0	75.0
	Retirement	85.6	20.0	100.0	75.0
	Paid Leave	76.5	60.0	100.0	75.0
Skills Selected as "Important" (%)	Service Orientation	90.7	80.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	87.8	100.0	100.0	100.0
	Technology Design	80.4	80.0	100.0	100.0
	Operation and Control	89.5	60.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	71.2	60.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	18.3	40.0	0.0	0.0
	Other	10.5	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	25.0	0.0	0.0
	21-35	14.4	50.0	0.0	0.0
	36 or More	85.6	25.0	100.0	100.0
Gender	Female	24.9	20.0	100.0	25.0
	Male	75.1	60.0	0.0	50.0
	Nonresident	0.0	20.0	0.0	25.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	14.4	20.0	100.0	0.0
	25-34	46.2	60.0	0.0	50.0
	35-44	19.6	0.0	0.0	0.0
	45-54	14.5	0.0	0.0	0.0
	55-64	5.3	0.0	0.0	25.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	20.0	0.0	25.0
Turnover	% Still Working 1 Quarter After Hire	89.5	100.0	100.0	100.0

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		17-1012	17-1021	17-1022	17-2041
		Landscape Architects (17- 1012)	Cartographers and Photogrammetr ists (17-1021)	Surveyors (17- 1022)	Chemical Engineers (17- 2041)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Bachelors
N		88	77	28	20
Average Hourly Wage (\$)		.	20.00	28.90	55.29
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	12.1	33.3	100.0
	Retirement	0.0	12.1	66.7	100.0
	Paid Leave	0.0	12.1	66.7	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	66.7	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	100.0	100.0
	Operation and Control	100.0	87.9	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	87.9	66.7	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	12.1	33.3	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	15.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	85.0	100.0	100.0
Gender	Female	25.0	24.3	0.0	0.0
	Male	75.0	51.4	100.0	100.0
	Nonresident	0.0	24.3	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	25.0	0.0	0.0	0.0
	25-34	0.0	12.1	33.3	50.0
	35-44	25.0	0.0	0.0	0.0
	45-54	25.0	36.4	33.3	50.0
	55-64	0.0	27.2	33.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	25.0	24.3	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	66.7	100.0

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

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

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		17-2051	17-2071	17-2131	17-2141
Job Characteristics		Civil Engineers (17-2051)	Electrical Engineers (17-2071)	Materials Engineers (17-2131)	Mechanical Engineers (17-2141)
	Typical Education <sup>a</sup>	Bachelors	Bachelors	Bachelors	Bachelors
	N	122	68	10	156
	Average Hourly Wage (\$)	23.00	60.10	19.50	39.23
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	69.2	100.0	100.0	57.2
	Retirement	69.2	100.0	0.0	69.8
	Paid Leave	69.2	39.0	100.0	69.8
Skills Selected as "Important" (%)	Service Orientation	61.5	66.0	0.0	39.2
	Critical Thinking	100.0	95.0	0.0	82.0
	Reading Comprehension	100.0	95.0	0.0	69.5
	Technology Design	100.0	95.0	0.0	82.0
	Operation and Control	92.3	95.0	0.0	26.7
Employers' Satisfaction with New Hires' Skills	Satisfied	76.9	95.0	0.0	70.2
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	100.0	0.0
	Other	23.1	5.0	0.0	29.8
Average Weekly Hours	20 or Less	0.0	0.0	0.0	32.7
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	67.3
Gender	Female	15.4	0.0	0.0	0.0
	Male	61.5	67.0	100.0	100.0
	Nonresident	23.1	33.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	23.1	14.5	0.0	6.0
	25-34	15.4	19.5	0.0	44.1
	35-44	23.1	19.0	100.0	19.4
	45-54	15.4	14.0	0.0	12.6
	55-64	0.0	0.0	0.0	18.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	23.1	33.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	76.0

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

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

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		17-2151	17-2171	17-2199	17-3011
		Mining and Geological Engineers, Including Mining (17-2151)	Petroleum Engineers (17-2171)	Engineers, All Other (17-2199)	Architectural and Civil Drafters (17-3011)
Job Characteristics					
	Typical Education <sup>a</sup>	Bachelors	Bachelors	Bachelors	Post Secondary
	N	177	115	66	150
	Average Hourly Wage (\$)	41.15	39.00	.	25.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	79.1	51.6	0.0	62.7
	Retirement	63.3	67.7	0.0	56.5
	Paid Leave	79.1	59.6	0.0	68.9
Skills Selected as "Important" (%)	Service Orientation	41.8	67.5	0.0	68.3
	Critical Thinking	79.1	100.0	0.0	100.0
	Reading Comprehension	58.2	100.0	0.0	100.0
	Technology Design	79.1	83.9	0.0	93.8
	Operation and Control	68.7	67.7	0.0	68.9
Employers' Satisfaction with New Hires' Skills	Satisfied	63.3	83.9	66.7	93.8
	Not Satisfied	15.8	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	6.2
	Other	20.9	16.1	33.3	0.0
Average Weekly Hours	20 or Less	23.5	0.0	66.7	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	76.5	100.0	33.3	100.0
Gender	Female	10.4	3.0	66.7	31.7
	Male	63.4	64.6	0.0	49.7
	Nonresident	26.2	32.5	33.3	18.6
Age Group	19 and Younger	0.0	0.0	0.0	6.2
	20-24	20.9	48.4	0.0	6.5
	25-34	26.4	3.0	0.0	37.6
	35-44	5.5	0.0	33.3	12.4
	45-54	5.3	16.1	33.3	12.4
	55-64	10.4	0.0	0.0	0.0
	65 and Older	5.3	0.0	0.0	6.2
Unknown (Nonresident)	26.2	32.5	33.3	18.6	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	93.8

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		17-3013	17-3019	17-3022	17-3023
		Mechanical Drafters (17- 3013)	Drafters, All Other (17-3019)	Civil Engineering Technicians (17- 3022)	Electrical and Electronic Engineering Technicians (17- 3023)
Job Characteristics		Associates	Post Secondary	Post Secondary	Associates
	Typical Education <sup>a</sup>				
	N	39	29	26	50
	Average Hourly Wage (\$)	11.50	11.00	17.50	20.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	63.4	100.0
	Retirement	0.0	100.0	26.7	80.3
	Paid Leave	0.0	100.0	63.4	80.3
Skills Selected as "Important" (%)	Service Orientation	50.0	100.0	0.0	23.2
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	73.3	100.0
	Technology Design	100.0	100.0	63.4	100.0
	Operation and Control	50.0	100.0	63.4	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	73.3	42.8
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	0.0	0.0	26.7	57.2
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	36.6	0.0
	36 or More	100.0	100.0	63.4	100.0
Gender	Female	50.0	0.0	0.0	0.0
	Male	25.0	100.0	100.0	100.0
	Nonresident	25.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	25.0	33.3	36.6	19.7
	25-34	25.0	33.3	63.4	38.4
	35-44	25.0	0.0	0.0	41.9
	45-54	0.0	33.3	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	25.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		17-3027	17-3029	17-3031	19-1023
		Mechanical Engineering Technicians (17- 3027)	Engineering Technicians, Exc. Drafters, All Other (17- 3029)	Surveying and Mapping Technicians (17- 3031)	Zoologists and Wildlife Biologists (19- 1023)
Job Characteristics					
	Typical Education <sup>a</sup>	High School Diploma	Associates	Associates	Masters
	N	19	7	309	19
	Average Hourly Wage (\$)	.	20.00	16.00	19.06
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	37.4	0.0
	Retirement	0.0	100.0	12.1	50.0
	Paid Leave	0.0	0.0	24.2	50.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	35.8	50.0
	Critical Thinking	100.0	100.0	90.9	100.0
	Reading Comprehension	100.0	100.0	86.8	100.0
	Technology Design	100.0	100.0	90.9	100.0
	Operation and Control	100.0	0.0	81.8	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	66.7	100.0
	Not Satisfied	0.0	0.0	21.2	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	12.1	0.0
Average Weekly Hours	20 or Less	0.0	0.0	4.1	0.0
	21-35	0.0	0.0	3.5	0.0
	36 or More	0.0	100.0	92.5	100.0
Gender	Female	0.0	0.0	23.0	50.0
	Male	50.0	100.0	47.9	50.0
	Nonresident	50.0	0.0	29.1	0.0
Age Group	19 and Younger	0.0	0.0	7.1	0.0
	20-24	0.0	50.0	21.2	0.0
	25-34	0.0	50.0	14.7	50.0
	35-44	50.0	0.0	13.9	50.0
	45-54	0.0	0.0	9.1	0.0
	55-64	0.0	0.0	1.8	0.0
	65 and Older	0.0	0.0	3.0	0.0
Unknown (Nonresident)	50.0	0.0	29.1	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	75.8	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		19-1031	19-2012	19-2031	19-2041
		Conservation Scientists (19-1031)	Physicists (19-2012)	Chemists (19-2031)	Environmental Scientists and Specialists, Including (19-2041)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Doctorate	Bachelors	Bachelors
N		36	24	19	91
Average Hourly Wage (\$)		22.81	98.56	21.88	25.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	77.5	100.0	100.0	100.0
	Retirement	77.5	100.0	100.0	100.0
	Paid Leave	77.5	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	89.7
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	67.4	100.0	51.2	55.6
	Operation and Control	45.0	100.0	51.2	30.8
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	74.6
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	100.0	0.0	0.0
	Other	0.0	0.0	0.0	25.4
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	22.5	0.0	0.0	0.0
	36 or More	77.5	100.0	100.0	100.0
Gender	Female	32.6	0.0	48.8	26.3
	Male	67.4	0.0	51.2	53.2
	Nonresident	0.0	100.0	0.0	20.5
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	45.0	0.0	48.8	17.5
	35-44	32.6	0.0	51.2	30.2
	45-54	0.0	0.0	0.0	22.9
	55-64	22.5	0.0	0.0	8.8
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	100.0	0.0	20.5
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>

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		19-2042	19-3011	19-3031	19-3051
		Geoscientists, Except Hydrologists & Geographers (19-2042)	Economists (19- 3011)	Clinical, Counseling, and School Psychologists (19-3031)	Urban and Regional Planners (19- 3051)
Job Characteristics		(19-2042)	(19-3011)	(19-3031)	(19-3051)
	Typical Education <sup>a</sup>	Bachelors	Masters	Doctorate	Bachelors
	N	41	9	113	16
	Average Hourly Wage (\$)	20.24	45.00	18.00	22.49
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	77.0	0.0	37.4	100.0
	Retirement	77.0	0.0	79.1	100.0
	Paid Leave	77.0	0.0	79.1	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	91.7	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	77.0	100.0	100.0	0.0
	Technology Design	54.0	0.0	0.0	100.0
	Operation and Control	77.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	77.0	100.0	100.0	0.0
	Not Satisfied	23.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	100.0
Average Weekly Hours	20 or Less	23.0	0.0	0.0	0.0
	21-35	0.0	100.0	42.9	0.0
	36 or More	77.0	0.0	57.1	100.0
Gender	Female	0.0	100.0	70.9	0.0
	Male	77.0	0.0	18.1	50.0
	Nonresident	23.0	0.0	11.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	20.9	0.0
	25-34	77.0	0.0	57.1	50.0
	35-44	0.0	100.0	11.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	23.0	0.0	11.0	50.0
Turnover	% Still Working 1 Quarter After Hire	23.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		19-3091	19-3099	19-4011	19-4021
		Anthropologists and Archeologists (19-3091)	Social Scientists and Related Workers, All Other (19-3099)	Agricultural and Food Science Technicians (19-4011)	Biological Technicians (19-4021)
Job Characteristics					
Typical Education <sup>a</sup>		Masters	Masters	Associates	Bachelors
N		31	24	88	77
Average Hourly Wage (\$)		15.25	20.00	10.00	9.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	24.3
	Retirement	0.0	0.0	100.0	12.1
	Paid Leave	0.0	100.0	100.0	12.1
Skills Selected as "Important" (%)	Service Orientation	30.0	100.0	100.0	66.2
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	70.0	0.0	100.0	45.9
	Operation and Control	60.0	0.0	100.0	56.7
Employers' Satisfaction with New Hires' Skills	Satisfied	60.0	100.0	0.0	67.6
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	32.4
	Other	40.0	0.0	100.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	32.4
	21-35	0.0	0.0	0.0	12.1
	36 or More	100.0	0.0	100.0	55.5
Gender	Female	30.0	100.0	50.0	66.2
	Male	70.0	0.0	50.0	23.0
	Nonresident	0.0	0.0	0.0	10.8
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	70.0	0.0	0.0	10.8
	25-34	0.0	100.0	50.0	35.1
	35-44	30.0	0.0	0.0	16.2
	45-54	0.0	0.0	0.0	27.0
	55-64	0.0	0.0	50.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	10.8
Turnover	% Still Working 1 Quarter After Hire	60.0	100.0	100.0	100.0

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

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

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		19-4031	19-4041	19-4091	19-4093
Job Characteristics		Chemical Technicians (19-4031)	Geological and Petroleum Technicians (19-4041)	Environmental Science and Protection Technicians, (19-4091)	Forest and Conservation Technicians (19-4093)
	Typical Education <sup>a</sup>	High School Diploma	Associates	Bachelors	High School Diploma
	N	28	561	231	44
	Average Hourly Wage (\$)	9.00	15.00	15.00	14.67
	% Paid Piece Rate	0.0	3.4	0.0	0.0
% Offered Selected Benefits	Health Insurance	34.4	57.0	55.5	44.0
	Retirement	34.4	47.0	55.5	44.0
	Paid Leave	34.4	57.0	67.7	44.0
Skills Selected as "Important" (%)	Service Orientation	100.0	71.9	35.6	35.9
	Critical Thinking	100.0	96.7	59.9	61.9
	Reading Comprehension	100.0	68.6	100.0	61.9
	Technology Design	34.4	62.0	55.9	100.0
	Operation and Control	34.4	85.1	43.7	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	69.5	87.9	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	20.6	12.1	0.0
	Other	0.0	9.9	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	4.6	0.0
	21-35	0.0	0.0	4.6	0.0
	36 or More	100.0	100.0	90.8	100.0
Gender	Female	0.0	3.3	20.1	0.0
	Male	67.2	78.5	43.7	74.0
	Nonresident	32.8	18.2	36.1	26.0
Age Group	19 and Younger	0.0	1.7	0.0	0.0
	20-24	32.8	24.8	20.2	30.6
	25-34	34.4	16.5	27.6	17.9
	35-44	0.0	30.2	16.0	25.4
	45-54	0.0	1.7	0.0	0.0
	55-64	0.0	7.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	32.8	18.2	36.1	26.0
Turnover	% Still Working 1 Quarter After Hire	100.0	81.8	35.8	87.3

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

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

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		19-4099	21-1011	21-1012	21-1014
		Life, Physical & Social Science Technicians, Other (19-4099)	Substance Abuse & Behavioral Disorder Counselors (21-1011)	Educational, Vocational, and School Counselors (21-1012)	Mental Health Counselors (21-1014)
Job Characteristics		Associates	Bachelors	Masters	Masters
	Typical Education <sup>a</sup>	Associates	Bachelors	Masters	Masters
	N	55	118	125	143
	Average Hourly Wage (\$)	15.00	18.55	23.17	24.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	90.0	50.5
	Retirement	0.0	100.0	90.0	16.5
	Paid Leave	17.0	100.0	60.0	67.0
Skills Selected as "Important" (%)	Service Orientation	50.9	100.0	100.0	100.0
	Critical Thinking	33.9	100.0	100.0	100.0
	Reading Comprehension	84.8	100.0	100.0	100.0
	Technology Design	0.0	40.0	80.0	16.5
	Operation and Control	32.1	40.0	30.0	16.5
Employers' Satisfaction with New Hires' Skills	Satisfied	32.1	100.0	60.0	83.5
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	50.9	0.0	10.0	0.0
	Other	17.0	0.0	30.0	16.5
Average Weekly Hours	20 or Less	0.0	0.0	10.0	33.0
	21-35	0.0	0.0	20.0	0.0
	36 or More	100.0	100.0	70.0	67.0
Gender	Female	17.0	60.0	50.0	58.3
	Male	66.1	20.0	40.0	25.2
	Nonresident	17.0	20.0	10.0	16.5
Age Group	19 and Younger	17.0	0.0	0.0	0.0
	20-24	17.0	0.0	0.0	0.0
	25-34	17.0	80.0	70.0	16.5
	35-44	0.0	0.0	20.0	0.0
	45-54	17.0	0.0	0.0	34.0
	55-64	0.0	0.0	0.0	33.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	32.1	20.0	10.0	16.5
Turnover	% Still Working 1 Quarter After Hire	66.1	100.0	90.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		21-1015	21-1021	21-1022	21-1023
		Rehabilitation Counselors (21- 1015)	Child, Family, and School Social Workers (21-1021)	Medical and Public Health Social Workers (21-1022)	Mental Health and Substance Abuse Social Workers (21- 1023)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Masters	Masters
N		47	130	7	118
Average Hourly Wage (\$)		12.81	19.23	25.31	20.71
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	81.9	100.0	100.0
	Retirement	0.0	100.0	100.0	100.0
	Paid Leave	50.0	90.4	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	50.0	100.0	0.0	100.0
	Technology Design	50.0	27.8	0.0	0.0
	Operation and Control	50.0	18.1	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	90.4	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	9.6	100.0	0.0
Average Weekly Hours	20 or Less	0.0	9.6	0.0	0.0
	21-35	50.0	18.1	0.0	0.0
	36 or More	50.0	72.2	100.0	100.0
Gender	Female	100.0	91.1	100.0	80.0
	Male	0.0	8.9	0.0	20.0
	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	20.0
	25-34	100.0	36.3	100.0	0.0
	35-44	0.0	54.1	0.0	20.0
	45-54	0.0	0.0	0.0	40.0
	55-64	0.0	0.0	0.0	20.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	9.6	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		21-1029	21-1093	21-1094	21-1099
		Social Workers, All Other (21- 1029)	Social and Human Service Assistants (21- 1093)	Community Health Workers (21-1094)	Community and Social Service Specialists, Other (21-1099)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Bachelors	High School Diploma	High School Diploma
N		24	543	32	121
Average Hourly Wage (\$)		14.00	10.75	17.25	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	42.5	100.0	80.5
	Retirement	0.0	33.4	25.3	100.0
	Paid Leave	100.0	42.5	100.0	80.5
Skills Selected as "Important" (%)	Service Orientation	100.0	95.7	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	64.7	100.0	7.7
	Technology Design	100.0	8.3	100.0	27.3
	Operation and Control	100.0	16.9	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	87.0	100.0	27.3
	Not Satisfied	0.0	4.3	0.0	0.0
	Neither	100.0	8.7	0.0	72.7
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	18.4	0.0	0.0
	21-35	0.0	31.8	74.7	71.6
	36 or More	100.0	49.8	25.3	28.4
Gender	Female	100.0	67.6	0.0	63.6
	Male	0.0	23.7	25.3	36.4
	Nonresident	0.0	8.7	74.7	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	25.7	0.0	25.9
	25-34	100.0	31.7	0.0	19.5
	35-44	0.0	8.4	25.3	0.0
	45-54	0.0	19.8	0.0	36.4
	55-64	0.0	5.6	0.0	0.0
	65 and Older	0.0	0.0	0.0	18.2
	Unknown (Nonresident)	0.0	8.7	74.7	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	91.3	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		23-1011	23-1023	23-2011	23-2093
		Lawyers (23-1011)	Judges, Magistrate Judges, and Magistrates (23-1023)	Paralegals and Legal Assistants (23-2011)	Title Examiners, Abstractors, and Searchers (23-2093)
Job Characteristics					
Typical Education <sup>a</sup>		Doctorate	Doctorate	Bachelors	High School Diploma
N		208	8	84	163
Average Hourly Wage (\$)		31.73	17.34	17.17	13.87
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	65.4	0.0	66.7	77.7
	Retirement	61.6	0.0	33.3	66.0
	Paid Leave	81.6	0.0	44.4	56.5
Skills Selected as "Important" (%)	Service Orientation	86.1	0.0	88.9	87.4
	Critical Thinking	96.2	0.0	88.9	100.0
	Reading Comprehension	96.2	0.0	88.9	100.0
	Technology Design	18.0	0.0	33.3	56.1
	Operation and Control	31.4	0.0	66.7	56.1
Employers' Satisfaction with New Hires' Skills	Satisfied	78.2	0.0	77.8	95.6
	Not Satisfied	13.5	0.0	0.0	4.4
	Neither	4.5	0.0	11.1	0.0
	Other	3.8	100.0	11.1	0.0
Average Weekly Hours	20 or Less	11.2	0.0	0.0	0.0
	21-35	13.8	0.0	0.0	9.1
	36 or More	75.0	0.0	100.0	90.9
Gender	Female	30.8	0.0	44.4	76.1
	Male	55.8	100.0	55.6	16.1
	Nonresident	13.5	0.0	0.0	7.8
Age Group	19 and Younger	0.0	0.0	0.0	3.9
	20-24	0.0	0.0	55.6	0.0
	25-34	40.8	0.0	11.1	46.9
	35-44	29.1	0.0	11.1	23.9
	45-54	12.8	0.0	11.1	9.6
	55-64	0.0	0.0	11.1	7.8
	65 and Older	3.8	100.0	0.0	0.0
	Unknown (Nonresident)	13.5	0.0	0.0	7.8
Turnover	% Still Working 1 Quarter After Hire	86.5	100.0	77.8	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		23-2099	25-1011	25-1022	25-1042
		Legal Support Workers, All Other (23-2099)	Business Teachers, Postsecondary (25-1011)	Mathematical Science Teachers, Postsecondary (25-1022)	Biological Science Teachers, Postsecondary (25-1042)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Doctorate	Masters	Doctorate
N		56	75	37	12
Average Hourly Wage (\$)		12.00	30.30	34.27	34.34
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	50.0	0.0	100.0
	Retirement	100.0	50.0	0.0	100.0
	Paid Leave	100.0	50.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	66.7	100.0
	Critical Thinking	66.7	100.0	66.7	100.0
	Reading Comprehension	100.0	100.0	66.7	100.0
	Technology Design	33.3	50.0	66.7	0.0
	Operation and Control	16.7	50.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	0.0	66.7	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	100.0	33.3	0.0
Average Weekly Hours	20 or Less	0.0	50.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	50.0	0.0	100.0
Gender	Female	66.7	66.7	0.0	0.0
	Male	16.7	33.3	100.0	0.0
	Nonresident	16.7	0.0	0.0	100.0
Age Group	19 and Younger	0.0	16.7	0.0	0.0
	20-24	16.7	16.7	33.3	0.0
	25-34	16.7	0.0	33.3	0.0
	35-44	33.3	16.7	0.0	0.0
	45-54	16.7	16.7	33.3	0.0
	55-64	0.0	33.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	16.7	0.0	0.0	100.0
Turnover	% Still Working 1 Quarter After Hire	66.7	50.0	33.3	0.0

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		25-1061	25-1071	25-1072	25-1121
		Anthropology & Archeology Teachers, Postsecondary (25-1061)	Health Specialties Teachers, Postsecondary (25-1071)	Nursing Instructors and Teachers, Postsecondary (25-1072)	Art, Drama, and Music Teachers, Postsecondary (25-1121)
Job Characteristics					
Typical Education <sup>a</sup>		Doctorate	Doctorate	Masters	Doctorate
N		12	100	50	75
Average Hourly Wage (\$)		.	40.69	22.68	24.33
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	25.0	16.7
	Retirement	0.0	0.0	25.0	16.7
	Paid Leave	0.0	0.0	25.0	16.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	50.0	100.0
	Critical Thinking	100.0	100.0	75.0	100.0
	Reading Comprehension	100.0	75.0	75.0	66.7
	Technology Design	100.0	62.5	50.0	16.7
	Operation and Control	0.0	87.5	25.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	75.0	25.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	25.0	75.0	50.0
Average Weekly Hours	20 or Less	0.0	100.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	0.0	0.0	100.0
Gender	Female	0.0	50.0	75.0	50.0
	Male	100.0	37.5	25.0	16.7
	Nonresident	0.0	12.5	0.0	33.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	25.0	0.0	16.7
	25-34	100.0	37.5	0.0	16.7
	35-44	0.0	12.5	0.0	16.7
	45-54	0.0	0.0	50.0	0.0
	55-64	0.0	12.5	50.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	12.5	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	75.0	50.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		25-1125	25-1194	25-1199	25-2011
		History Teachers, Postsecondary (25-1125)	Vocational Education Teachers, Postsecondary (25-1194)	Postsecondary Teachers, All Other (25-1199)	Preschool Teachers, Except Special Education (25-2011)
Job Characteristics		Doctorate	Post Secondary	Doctorate	Post Secondary
	Typical Education <sup>a</sup>	Doctorate	Post Secondary	Doctorate	Post Secondary
	N	12	187	61	325
	Average Hourly Wage (\$)	22.50	27.00	15.00	9.00
	% Paid Piece Rate	0.0	6.7	20.5	0.0
% Offered Selected Benefits	Health Insurance	0.0	33.3	0.0	34.6
	Retirement	0.0	13.3	20.5	7.7
	Paid Leave	0.0	33.3	38.6	63.7
Skills Selected as "Important" (%)	Service Orientation	100.0	93.3	100.0	85.5
	Critical Thinking	100.0	93.3	100.0	92.7
	Reading Comprehension	100.0	93.3	100.0	92.7
	Technology Design	100.0	80.0	61.4	14.5
	Operation and Control	0.0	86.7	79.5	19.7
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	93.3	38.6	85.5
	Not Satisfied	0.0	0.0	0.0	14.5
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	6.7	61.4	0.0
Average Weekly Hours	20 or Less	100.0	37.5	0.0	7.3
	21-35	0.0	0.0	34.6	36.7
	36 or More	0.0	62.5	65.4	56.0
Gender	Female	0.0	33.3	79.5	82.9
	Male	100.0	60.0	20.5	2.6
	Nonresident	0.0	6.7	0.0	14.5
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	0.0	7.3
	25-34	0.0	13.3	38.6	36.3
	35-44	0.0	13.3	20.5	9.8
	45-54	0.0	13.3	20.5	18.4
	55-64	100.0	20.0	0.0	13.7
	65 and Older	0.0	0.0	20.5	0.0
	Unknown (Nonresident)	0.0	6.7	0.0	14.5
Turnover	% Still Working 1 Quarter After Hire	0.0	86.7	79.5	92.7

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		25-2021	25-2022	25-2031	25-2032
		Elementary School Teachers, Exc. Special Educ. (25-2021)	Middle School Teachers, Except Special and Vocatio (25-2022)	Secondary School Teachers, Except Special and Voca (25-2031)	Vocational Education Teachers, Secondary School (25-2032)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Bachelors
N		349	150	336	12
Average Hourly Wage (\$)		21.85	21.13	20.95	.
% Paid Piece Rate		0.0	0.0	3.7	0.0
% Offered Selected Benefits	Health Insurance	78.6	100.0	74.0	0.0
	Retirement	82.1	100.0	63.2	0.0
	Paid Leave	82.1	58.3	47.9	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	91.7	92.6	100.0
	Critical Thinking	100.0	100.0	92.6	100.0
	Reading Comprehension	100.0	100.0	92.6	100.0
	Technology Design	60.7	50.0	59.5	0.0
	Operation and Control	17.9	16.7	44.6	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	67.9	83.3	70.2	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	3.7	0.0
	Other	32.1	16.7	26.0	0.0
Average Weekly Hours	20 or Less	25.9	0.0	16.7	100.0
	21-35	14.8	16.7	0.0	0.0
	36 or More	59.3	83.3	83.3	0.0
Gender	Female	75.0	33.3	40.9	100.0
	Male	21.4	58.3	47.9	0.0
	Nonresident	3.6	8.3	11.2	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	25.0	8.3	7.4	0.0
	25-34	42.9	50.0	37.2	100.0
	35-44	21.4	25.0	22.3	0.0
	45-54	7.1	8.3	14.5	0.0
	55-64	0.0	0.0	3.7	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	3.6	8.3	14.9	0.0
Turnover	% Still Working 1 Quarter After Hire	92.9	100.0	85.1	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		25-2051	25-2052	25-2053	25-2054
		Special Ed Teachers, Preschool (25-2051)	Spec Ed Teachers, Kindergarten & EI (25-2052)	Special Education Teachers, Middle (25-2053)	Special Education Teachers, Seconda (25-2054)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Bachelors
N		24	37	12	25
Average Hourly Wage (\$)		18.18	26.13	21.72	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	0.0	100.0	100.0	100.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	100.0
	Operation and Control	100.0	33.3	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	66.7	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	33.3	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	50.0	0.0	0.0
	36 or More	0.0	50.0	100.0	100.0
Gender	Female	100.0	33.3	100.0	50.0
	Male	0.0	33.3	0.0	50.0
	Nonresident	0.0	33.3	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	0.0
	25-34	100.0	33.3	0.0	50.0
	35-44	0.0	0.0	0.0	50.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	33.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	0.0	33.3	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		25-2059	25-3011	25-3021	25-3098
Job Characteristics		All Other Special Education Teachers (25- 2059)	Adult Literacy, Remedial Education, and GED Teache (25- 3011)	Self-Enrichment Education Teachers (25- 3021)	Substitute Teachers (25- 3098)
<b>Typical Education<sup>a</sup></b>		Bachelors	Masters	High School Diploma	Bachelors
<b>N</b>		25	83	178	1,011
<b>Average Hourly Wage (\$)</b>		.	23.81	15.63	12.50
<b>% Paid Piece Rate</b>		0.0	0.0	18.8	0.0
<b>% Offered</b>	<b>Health Insurance</b>	100.0	0.0	14.1	0.0
<b>Selected</b>	<b>Retirement</b>	100.0	15.1	7.0	0.0
<b>Benefits</b>	<b>Paid Leave</b>	100.0	0.0	14.1	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	93.0	80.2
	<b>Critical Thinking</b>	100.0	90.4	100.0	92.6
	<b>Reading Comprehension</b>	100.0	100.0	85.9	91.6
	<b>Technology Design</b>	100.0	90.4	30.5	32.0
	<b>Operation and Control</b>	100.0	0.0	72.4	27.1
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	24.7	76.5	55.6
	<b>Not Satisfied</b>	0.0	0.0	9.4	1.2
	<b>Neither</b>	0.0	0.0	7.0	6.2
	<b>Other</b>	0.0	75.3	7.0	37.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	39.0	76.7	76.8
	<b>21-35</b>	0.0	61.0	8.0	18.1
	<b>36 or More</b>	100.0	0.0	15.3	5.2
<b>Gender</b>	<b>Female</b>	50.0	75.3	18.8	75.3
	<b>Male</b>	0.0	15.1	44.2	16.1
	<b>Nonresident</b>	50.0	9.6	37.0	8.6
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	9.4	4.5
	<b>20-24</b>	0.0	30.1	4.7	23.4
	<b>25-34</b>	50.0	15.1	20.9	24.1
	<b>35-44</b>	0.0	15.1	16.2	16.1
	<b>45-54</b>	0.0	30.1	0.0	18.4
	<b>55-64</b>	0.0	0.0	11.7	1.2
	<b>65 and Older</b>	0.0	0.0	7.0	3.7
	<b>Unknown (Nonresident)</b>	50.0	9.6	30.0	8.6
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	39.5	79.0

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

N/D = Not dicloseable  
due to confidentiality.

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

# Total, All Industries

## Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		25-3099	25-3999	25-4012	25-4013
Job Characteristics		Teachers and Instructors, All Other (25-3099)	All other teachers, primary, secondary, and adult (25-3999)	Curators (25- 4012)	Museum Technicians and Conservators (25-4013)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Doctorate	Masters
N		296	25	8	67
Average Hourly Wage (\$)		16.00	41.67	.	11.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	24.0	0.0	0.0	0.0
	Retirement	12.4	0.0	0.0	0.0
	Paid Leave	20.8	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	84.1	100.0	100.0	25.0
	Critical Thinking	67.9	100.0	100.0	100.0
	Reading Comprehension	65.7	50.0	100.0	100.0
	Technology Design	35.5	0.0	100.0	62.5
	Operation and Control	31.3	0.0	100.0	62.5
Employers' Satisfaction with New Hires' Skills	Satisfied	75.7	100.0	100.0	100.0
	Not Satisfied	8.4	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	15.9	0.0	0.0	0.0
Average Weekly Hours	20 or Less	61.5	50.0	0.0	60.0
	21-35	5.8	50.0	0.0	20.0
	36 or More	32.7	0.0	100.0	20.0
Gender	Female	44.3	50.0	100.0	62.5
	Male	20.8	50.0	0.0	37.5
	Nonresident	34.9	0.0	0.0	0.0
Age Group	19 and Younger	4.2	0.0	0.0	25.0
	20-24	8.4	0.0	0.0	37.5
	25-34	20.5	0.0	100.0	12.5
	35-44	16.9	0.0	0.0	0.0
	45-54	6.9	100.0	0.0	12.5
	55-64	4.2	0.0	0.0	12.5
	65 and Older	3.9	0.0	0.0	0.0
	Unknown (Nonresident)	34.9	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	71.8	50.0	0.0	100.0

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		25-4021	25-4031	25-9031	25-9041
Job Characteristics		Librarians (25-4021)	Library Technicians (25-4031)	Instructional Coordinators (25-9031)	Teacher Assistants (25-9041)
	Typical Education <sup>a</sup>	Masters	Bachelors	Masters	High School Diploma
	N	87	217	33	1,260
	Average Hourly Wage (\$)	15.67	11.52	38.00	11.84
	% Paid Piece Rate	0.0	0.0	0.0	2.0
% Offered Selected Benefits	Health Insurance	81.4	37.2	62.1	49.8
	Retirement	81.4	55.4	62.1	51.8
	Paid Leave	67.0	49.6	62.1	45.3
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	89.3
	Critical Thinking	100.0	86.8	100.0	80.5
	Reading Comprehension	100.0	91.8	100.0	88.3
	Technology Design	100.0	49.6	100.0	31.9
	Operation and Control	42.2	64.5	100.0	27.7
Employers' Satisfaction with New Hires' Skills	Satisfied	90.8	92.6	100.0	69.3
	Not Satisfied	0.0	7.4	0.0	2.0
	Neither	0.0	0.0	0.0	11.2
	Other	9.2	0.0	0.0	17.5
Average Weekly Hours	20 or Less	0.0	33.9	61.0	17.8
	21-35	30.5	63.5	0.0	54.4
	36 or More	69.5	2.6	39.0	26.6
Gender	Female	42.2	70.2	100.0	77.2
	Male	18.6	24.8	0.0	17.3
	Nonresident	39.2	5.0	0.0	5.6
Age Group	19 and Younger	0.0	7.4	0.0	12.4
	20-24	6.2	5.0	0.0	18.5
	25-34	6.2	37.2	62.1	30.3
	35-44	26.8	24.8	0.0	11.5
	45-54	21.6	15.7	0.0	9.9
	55-64	0.0	5.0	37.9	9.8
	65 and Older	0.0	0.0	0.0	1.0
Unknown (Nonresident)	39.2	5.0	0.0	6.6	
Turnover	% Still Working 1 Quarter After Hire	100.0	87.6	62.1	83.2

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

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

N/D = Not dicloseable  
due to confidentiality.

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

# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		25-9099	27-1012	27-1019	27-1023
		Education, Training, & Library Workers, All Other (25-9099)	Craft Artists (27- 1012)	Artists and Related Workers, All Other (27-1019)	Floral Designers (27-1023)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	High School Diploma	High School Diploma	Less than High School Diploma
N		15	17	75	175
Average Hourly Wage (\$)		14.25	7.25	7.75	10.00
% Paid Piece Rate		0.0	0.0	11.2	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	15.5	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	11.2	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	26.7	100.0
	Critical Thinking	100.0	100.0	37.9	100.0
	Reading Comprehension	100.0	100.0	11.2	100.0
	Technology Design	36.5	100.0	37.9	0.0
	Operation and Control	0.0	0.0	37.9	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	26.7	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	11.2	0.0
	Other	0.0	0.0	62.1	0.0
Average Weekly Hours	20 or Less	36.5	0.0	0.0	0.0
	21-35	0.0	0.0	58.1	0.0
	36 or More	63.5	0.0	41.9	100.0
Gender	Female	63.5	0.0	15.5	0.0
	Male	36.5	50.0	84.5	50.0
	Nonresident	0.0	50.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	11.2	0.0
	20-24	0.0	0.0	15.5	0.0
	25-34	36.5	0.0	46.6	0.0
	35-44	0.0	0.0	15.5	0.0
	45-54	0.0	0.0	11.2	50.0
	55-64	63.5	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	100.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		27-1024	27-1025	27-1026	27-2012
Job Characteristics		Graphic Designers (27-1024)	Interior Designers (27-1025)	Merchandise Displayers and Window Trimmers (27-1026)	Producers and Directors (27-2012)
	Typical Education <sup>a</sup>	Bachelors	Bachelors	High School Diploma	Bachelors
	N	96	88	97	22
	Average Hourly Wage (\$)	11.50	23.70	10.00	12.50
	% Paid Piece Rate	0.0	0.0	90.3	0.0
% Offered Selected Benefits	Health Insurance	71.9	0.0	9.8	100.0
	Retirement	58.8	0.0	9.8	75.0
	Paid Leave	58.8	100.0	9.8	100.0
Skills Selected as "Important" (%)	Service Orientation	66.3	100.0	9.8	50.0
	Critical Thinking	90.1	100.0	9.8	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	100.0	0.0	0.0	100.0
	Operation and Control	87.0	0.0	0.0	75.0
Employers' Satisfaction with New Hires' Skills	Satisfied	58.8	100.0	0.0	100.0
	Not Satisfied	28.1	0.0	0.0	0.0
	Neither	0.0	0.0	100.0	0.0
	Other	13.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	38.8	0.0	0.0	0.0
	36 or More	61.2	100.0	100.0	100.0
Gender	Female	52.4	50.0	54.9	0.0
	Male	42.0	50.0	45.1	100.0
	Nonresident	5.6	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	45.1	0.0
	20-24	31.3	0.0	9.8	0.0
	25-34	38.8	50.0	0.0	50.0
	35-44	13.0	50.0	0.0	50.0
	45-54	0.0	0.0	0.0	0.0
	55-64	5.6	0.0	45.1	0.0
	65 and Older	5.6	0.0	0.0	0.0
	Unknown (Nonresident)	5.6	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	90.2	100.0

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

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

N/D = Not discloseable due to confidentiality.

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





## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		27-3031	27-3041	27-3042	27-3043
Job Characteristics		Public Relations Specialists (27-3031)	Editors (27-3041)	Technical Writers (27-3042)	Writers and Authors (27-3043)
	Typical Education <sup>a</sup>	Bachelors	Bachelors	Bachelors	Bachelors
	N	75	61	47	8
	Average Hourly Wage (\$)	16.83	16.83	.	28.85
	% Paid Piece Rate	31.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	43.6	53.0	0.0	0.0
	Retirement	15.5	44.2	0.0	100.0
	Paid Leave	43.6	79.5	40.0	100.0
Skills Selected as "Important" (%)	Service Orientation	12.5	70.7	100.0	100.0
	Critical Thinking	74.6	79.5	100.0	100.0
	Reading Comprehension	74.6	79.5	100.0	100.0
	Technology Design	31.0	44.2	60.0	0.0
	Operation and Control	15.5	53.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	31.0	82.3	100.0	100.0
	Not Satisfied	0.0	17.7	0.0	0.0
	Neither	43.6	0.0	0.0	0.0
	Other	25.4	0.0	0.0	0.0
Average Weekly Hours	20 or Less	56.4	0.0	60.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	43.6	100.0	40.0	0.0
Gender	Female	71.9	47.0	0.0	0.0
	Male	15.5	44.2	80.0	100.0
	Nonresident	12.5	8.8	20.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	28.2	8.8	0.0	0.0
	25-34	15.5	47.0	20.0	0.0
	35-44	15.5	0.0	0.0	0.0
	45-54	0.0	26.5	0.0	0.0
	55-64	15.5	8.8	40.0	100.0
	65 and Older	12.7	0.0	20.0	0.0
	Unknown (Nonresident)	12.5	8.8	20.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	60.0	0.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		27-3091	27-4011	27-4012	27-4021
		Interpreters and Translators (27-3091)	Audio and Video Equipment Technicians (27- 4011)	Broadcast Technicians (27- 4012)	Photographers (27-4021)
Typical Education <sup>a</sup>		Associates	Associates	Post Secondary	High School Diploma
N		37	7	59	48
Average Hourly Wage (\$)		25.00	18.00	9.00	10.00
% Paid Piece Rate		0.0	0.0	0.0	19.4
% Offered Selected Benefits	Health Insurance	0.0	0.0	27.3	30.6
	Retirement	66.7	0.0	27.3	30.6
	Paid Leave	66.7	0.0	27.3	11.2
Skills Selected as "Important" (%)	Service Orientation	33.3	100.0	0.0	69.4
	Critical Thinking	100.0	100.0	63.6	61.2
	Reading Comprehension	100.0	100.0	72.7	61.2
	Technology Design	0.0	100.0	72.7	41.8
	Operation and Control	0.0	100.0	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	11.2
	Not Satisfied	0.0	0.0	0.0	19.4
	Neither	0.0	0.0	0.0	19.4
	Other	0.0	0.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	36.4	11.2
	21-35	100.0	0.0	36.4	0.0
	36 or More	0.0	100.0	27.3	88.8
Gender	Female	66.7	0.0	27.3	38.8
	Male	33.3	100.0	63.6	41.8
	Nonresident	0.0	0.0	9.1	19.4
Age Group	19 and Younger	0.0	0.0	0.0	19.4
	20-24	33.3	0.0	27.3	19.4
	25-34	66.7	100.0	45.5	11.2
	35-44	0.0	0.0	9.1	11.2
	45-54	0.0	0.0	9.1	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	19.4
Unknown (Nonresident)	0.0	0.0	9.1	19.4	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	81.8	61.2

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

N/D = Not disclosed due to confidentiality.

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

# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		27-4099	29-1021	29-1051	29-1067
		Media & Communication Equipment Workers, All Other (27-4099)	Dentists, General (29-1021)	Pharmacists (29-1051)	Surgeons (29-1067)
Job Characteristics		High School Diploma	Doctorate	Doctorate	Doctorate
	Typical Education <sup>a</sup>	High School Diploma	Doctorate	Doctorate	Doctorate
	N	5	47	132	24
	Average Hourly Wage (\$)	.	.	56.00	.
	% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	100.0	0.0	100.0	100.0
	<b>Retirement</b>	100.0	0.0	100.0	100.0
	<b>Paid Leave</b>	100.0	0.0	100.0	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	0.0	100.0	100.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	66.6	100.0
	<b>Reading Comprehension</b>	0.0	100.0	100.0	100.0
	<b>Technology Design</b>	0.0	100.0	33.4	100.0
	<b>Operation and Control</b>	0.0	100.0	100.0	100.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	100.0	100.0	100.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	0.0	0.0	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	50.0	66.6	0.0
	<b>36 or More</b>	0.0	50.0	33.4	100.0
<b>Gender</b>	<b>Female</b>	0.0	0.0	16.7	0.0
	<b>Male</b>	100.0	100.0	83.3	100.0
	<b>Nonresident</b>	0.0	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	0.0	0.0	0.0
	<b>25-34</b>	100.0	100.0	33.3	0.0
	<b>35-44</b>	0.0	0.0	16.7	0.0
	<b>45-54</b>	0.0	0.0	16.7	100.0
	<b>55-64</b>	0.0	0.0	33.3	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	0.0	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	100.0

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		29-1069	29-1071	29-1081	29-1122
Job Characteristics		Physicians and Surgeons, All Other (29-1069)	Physician Assistants (29-1071)	Podiatrists (29-1081)	Occupational Therapists (29-1122)
Typical Education <sup>a</sup>		Doctorate	Bachelors	Doctorate	Masters
N		47	165	94	47
Average Hourly Wage (\$)		114.59	50.53	34.68	34.88
% Paid Piece Rate		0.0	57.1	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	50.0
	Retirement	100.0	100.0	0.0	50.0
	Paid Leave	0.0	42.9	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	50.0	85.7	100.0	100.0
	Critical Thinking	100.0	85.7	100.0	100.0
	Reading Comprehension	100.0	85.7	100.0	100.0
	Technology Design	50.0	14.3	0.0	50.0
	Operation and Control	50.0	14.3	0.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	85.7	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	14.3	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	50.0	57.1	50.0	50.0
	Male	50.0	42.9	25.0	50.0
	Nonresident	0.0	0.0	25.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	42.9	0.0	0.0
	35-44	0.0	0.0	0.0	50.0
	45-54	50.0	28.6	25.0	0.0
	55-64	50.0	14.3	25.0	50.0
	65 and Older	0.0	14.3	25.0	0.0
Unknown (Nonresident)	0.0	0.0	25.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		29-1123	29-1131	29-1141	29-1161
		Physical Therapists (29-1123)	Veterinarians (29-1131)	Registered Nurses (29-1141)	Nurse Midwives (29-1161)
Job Characteristics					
	Typical Education <sup>a</sup>	Masters	Doctorate	Associates	Associates
	N	181	66	1,769	24
	Average Hourly Wage (\$)	37.91	28.85	26.25	.
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	34.9	57.0	62.8	0.0
	Retirement	34.9	14.3	57.8	0.0
	Paid Leave	61.0	85.7	67.8	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	85.6	90.4	100.0
	Critical Thinking	100.0	100.0	93.6	100.0
	Reading Comprehension	100.0	100.0	92.2	100.0
	Technology Design	87.0	85.6	65.5	0.0
	Operation and Control	100.0	100.0	56.6	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	65.6	100.0
	Not Satisfied	0.0	0.0	0.4	0.0
	Neither	0.0	0.0	9.8	0.0
	Other	0.0	0.0	24.3	0.0
Average Weekly Hours	20 or Less	0.0	0.0	23.5	0.0
	21-35	26.0	0.0	26.6	100.0
	36 or More	74.0	100.0	49.9	0.0
Gender	Female	45.0	42.8	84.0	100.0
	Male	29.0	57.2	9.6	0.0
	Nonresident	26.0	0.0	6.4	0.0
Age Group	19 and Younger	0.0	0.0	1.3	0.0
	20-24	0.0	14.3	14.3	0.0
	25-34	32.0	57.0	18.4	0.0
	35-44	3.0	0.0	26.6	0.0
	45-54	13.0	28.7	20.4	0.0
	55-64	26.0	0.0	9.9	100.0
	65 and Older	0.0	0.0	1.3	0.0
	Unknown (Nonresident)	26.0	0.0	7.7	0.0
Turnover	% Still Working 1 Quarter After Hire	74.0	100.0	93.3	100.0

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

N/D = Not dicloseable  
 due to confidentiality.

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

# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		29-1171	29-2012	29-2021	29-2032
Job Characteristics		Nurse Practitioners (29-1171)	Medical and Clinical Laboratory Technicians (29-2012)	Dental Hygienists (29-2021)	Diagnostic Medical Sonographers (29-2032)
	Typical Education <sup>a</sup>	Masters	Associates	Associates	Associates
	N	47	24	283	47
	Average Hourly Wage (\$)	45.00	10.00	30.00	.
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	25.0	0.0
	Paid Leave	0.0	0.0	25.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	91.7	100.0
	Reading Comprehension	100.0	100.0	66.7	100.0
	Technology Design	50.0	0.0	83.3	100.0
	Operation and Control	50.0	0.0	83.3	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	Not Satisfied	0.0	100.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	41.7	100.0
	21-35	0.0	100.0	50.0	0.0
	36 or More	0.0	0.0	8.3	0.0
Gender	Female	100.0	100.0	91.7	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	8.3	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	0.0	100.0	41.7	50.0
	35-44	50.0	0.0	16.7	50.0
	45-54	0.0	0.0	25.0	0.0
	55-64	50.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (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>

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		29-2034	29-2035	29-2041	29-2051
Job Characteristics		Radiologic Technologists and Technicians (29-2034)	Magnetic Resonance Imaging Technolo (29-2035)	Emergency Medical Technicians and Paramedics (29-2041)	Dietetic Technicians (29-2051)
<b>Typical Education<sup>a</sup></b>		Associates	Associates	Post Secondary	Less than High School Diploma
<b>N</b>		24	24	201	24
<b>Average Hourly Wage (\$)</b>		23.28	.	16.00	9.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	100.0	15.7	100.0
	<b>Retirement</b>	0.0	100.0	8.0	0.0
	<b>Paid Leave</b>	0.0	100.0	4.0	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	100.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
	<b>Technology Design</b>	100.0	100.0	88.2	0.0
	<b>Operation and Control</b>	100.0	100.0	64.7	0.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	0.0	100.0	100.0	0.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	100.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	100.0	0.0	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	100.0	0.0	27.3	0.0
	<b>21-35</b>	0.0	0.0	13.6	100.0
	<b>36 or More</b>	0.0	100.0	59.1	0.0
<b>Gender</b>	<b>Female</b>	100.0	100.0	62.8	100.0
	<b>Male</b>	0.0	0.0	37.2	0.0
	<b>Nonresident</b>	0.0	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	0.0	0.0	0.0
	<b>25-34</b>	0.0	0.0	41.0	0.0
	<b>35-44</b>	0.0	0.0	27.5	100.0
	<b>45-54</b>	0.0	100.0	19.7	0.0
	<b>55-64</b>	100.0	0.0	11.8	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	0.0	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	100.0

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

N/D = Not dicloseable due to confidentiality.

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

# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics	Standard Occupational Classification (SOC) Code and Occupation			
	29-2052	29-2053	29-2055	29-2056
	Pharmacy Technicians (29-2052)	Psychiatric Technicians (29-2053)	Surgical Technologists (29-2055)	Veterinary Technologists and Technicians (29-2056)
Typical Education <sup>a</sup>	Post Secondary	Bachelors	Post Secondary	Associates
N	131	71	115	28
Average Hourly Wage (\$)	14.00	11.50	18.50	13.00
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	66.7	66.7	100.0	33.3
Retirement	33.3	66.7	58.9	33.3
Paid Leave	66.7	66.7	61.7	33.3
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	100.0	100.0	61.7	100.0
Critical Thinking	100.0	100.0	61.7	100.0
Reading Comprehension	100.0	66.7	20.6	100.0
Technology Design	100.0	0.0	20.6	66.7
Operation and Control	100.0	33.3	41.1	66.7
<b>Employers' Satisfaction with New Hires' Skills</b>				
Satisfied	66.7	66.7	20.6	100.0
Not Satisfied	0.0	0.0	0.0	0.0
Neither	33.3	33.3	0.0	0.0
Other	0.0	0.0	79.4	0.0
<b>Average Weekly Hours</b>				
20 or Less	0.0	0.0	0.0	0.0
21-35	50.0	100.0	0.0	0.0
36 or More	50.0	0.0	100.0	100.0
<b>Gender</b>				
Female	100.0	33.3	60.3	100.0
Male	0.0	66.7	0.0	0.0
Nonresident	0.0	0.0	39.7	0.0
<b>Age Group</b>				
19 and Younger	0.0	0.0	0.0	0.0
20-24	0.0	100.0	0.0	33.3
25-34	33.3	0.0	41.1	33.3
35-44	66.7	0.0	0.0	33.3
45-54	0.0	0.0	19.2	0.0
55-64	0.0	0.0	0.0	0.0
65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	0.0	0.0	39.7	0.0
<b>Turnover</b>				
% Still Working 1 Quarter After Hire	66.7	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		29-2057 Ophthalmic Medical Technicians (29- 2057)	29-2061 Licensed Practical and Licensed Vocational Nurses (29- 2061)	29-2071 Medical Records and Health Information Technicians (29- 2071)	29-2081 Opticians, Dispensing (29- 2081)
<b>Typical Education<sup>a</sup></b>		Associates	Post Secondary	High School Diploma	High School Diploma
<b>N</b>		236	243	71	71
<b>Average Hourly Wage (\$)</b>		9.00	17.50	16.20	11.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	70.9	100.0	0.0
	<b>Retirement</b>	50.0	41.8	100.0	33.3
	<b>Paid Leave</b>	30.0	90.3	100.0	66.7
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	97.1	33.3	100.0
	<b>Critical Thinking</b>	100.0	97.1	0.0	66.7
	<b>Reading Comprehension</b>	100.0	97.1	33.3	100.0
	<b>Technology Design</b>	100.0	29.1	0.0	66.7
	<b>Operation and Control</b>	100.0	58.2	0.0	100.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	38.8	33.3	66.7
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	38.8	0.0	0.0
	<b>Other</b>	0.0	22.3	66.7	33.3
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	22.2	0.0	0.0
	<b>21-35</b>	44.4	22.2	0.0	66.7
	<b>36 or More</b>	55.6	55.6	100.0	33.3
<b>Gender</b>	<b>Female</b>	80.0	80.6	66.7	100.0
	<b>Male</b>	20.0	9.7	0.0	0.0
	<b>Nonresident</b>	0.0	9.7	33.3	0.0
<b>Age Group</b>	<b>19 and Younger</b>	10.0	0.0	0.0	0.0
	<b>20-24</b>	20.0	9.7	0.0	33.3
	<b>25-34</b>	10.0	41.8	33.3	33.3
	<b>35-44</b>	30.0	0.0	33.3	0.0
	<b>45-54</b>	20.0	9.7	0.0	33.3
	<b>55-64</b>	10.0	19.4	0.0	0.0
	<b>65 and Older</b>	0.0	9.7	0.0	0.0
<b>Unknown (Nonresident)</b>	0.0	9.7	33.3	0.0	
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	66.7

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

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

N/D = Not dicloseable  
due to confidentiality.

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



## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		31-1013	31-1014	31-1015	31-2011
		Psychiatric Aides (31-1013)	Nursing Assistants (31-1014)	Orderlies (31-1015)	Occupational Therapist Assistants (31-2011)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	High School Diploma	Associates
N		24	1,843	24	71
Average Hourly Wage (\$)		10.73	12.00	9.25	20.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	51.4	100.0	0.0
	Retirement	100.0	47.6	0.0	0.0
	Paid Leave	100.0	62.9	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	98.2	100.0	100.0
	Critical Thinking	100.0	95.7	100.0	100.0
	Reading Comprehension	100.0	89.3	100.0	100.0
	Technology Design	0.0	46.2	0.0	100.0
	Operation and Control	0.0	57.1	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	63.7	0.0	100.0
	Not Satisfied	0.0	12.8	0.0	0.0
	Neither	0.0	11.5	0.0	0.0
	Other	0.0	12.0	100.0	0.0
Average Weekly Hours	20 or Less	0.0	5.5	0.0	0.0
	21-35	0.0	33.0	100.0	100.0
	36 or More	100.0	61.6	0.0	0.0
Gender	Female	100.0	88.1	100.0	100.0
	Male	0.0	5.1	0.0	0.0
	Nonresident	0.0	6.8	0.0	0.0
Age Group	19 and Younger	0.0	9.8	100.0	0.0
	20-24	0.0	19.8	0.0	33.3
	25-34	100.0	26.6	0.0	33.3
	35-44	0.0	18.7	0.0	0.0
	45-54	0.0	11.5	0.0	0.0
	55-64	0.0	4.2	0.0	0.0
	65 and Older	0.0	2.6	0.0	33.3
	Unknown (Nonresident)	0.0	6.8	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	85.3	100.0	100.0

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

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

N/D = Not discloseable  
due to confidentiality.

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



# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		31-9092	31-9093	31-9094	31-9096
Job Characteristics		Medical Assistants (31-9092)	Medical Equipment Preparers (31-9093)	Medical Transcriptionists (31-9094)	Veterinary Asst. and Laboratory Animal Caretakers (31-9096)
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	Post Secondary	High School Diploma
	N	611	71	47	65
	Average Hourly Wage (\$)	12.00	16.00	11.57	10.50
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	23.1	66.7	100.0	0.0
	Retirement	23.1	66.7	100.0	0.0
	Paid Leave	50.2	66.7	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	50.0	100.0
	Critical Thinking	69.4	100.0	50.0	100.0
	Reading Comprehension	92.3	66.7	100.0	100.0
	Technology Design	61.4	33.3	100.0	71.4
	Operation and Control	54.0	100.0	100.0	85.7
Employers' Satisfaction with New Hires' Skills	Satisfied	88.4	33.3	50.0	71.4
	Not Satisfied	3.9	66.7	50.0	28.6
	Neither	7.7	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	15.4	0.0	0.0	14.3
	21-35	7.7	100.0	0.0	14.3
	36 or More	76.9	0.0	100.0	71.4
Gender	Female	69.4	66.7	100.0	85.7
	Male	3.9	33.3	0.0	0.0
	Nonresident	26.7	0.0	0.0	14.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	11.6	33.3	100.0	28.6
	25-34	34.7	66.7	0.0	14.3
	35-44	3.9	0.0	0.0	14.3
	45-54	7.7	0.0	0.0	0.0
	55-64	15.4	0.0	0.0	28.6
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	26.7	0.0	0.0	14.3	
Turnover	% Still Working 1 Quarter After Hire	65.6	66.7	50.0	85.7

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		31-9097	31-9099	33-1012	33-1099
		Phlebotomists (31-9097)	Healthcare Support Workers, All Other (31-9099)	First-Line Super./Man. of Police & Detectives (33- 1012)	First-Line Supervisors/Man- agers, Protective Servic (33-1099)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		71	94	8	8
Average Hourly Wage (\$)		20.00	9.74	27.05	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	50.0	100.0	0.0
Selected	Retirement	33.3	75.0	100.0	0.0
Benefits	Paid Leave	33.3	50.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	25.0	100.0	100.0
	Critical Thinking	100.0	75.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	25.0	0.0	0.0
	Operation and Control	100.0	25.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	75.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	25.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	25.0	0.0	0.0
	21-35	0.0	25.0	0.0	100.0
	36 or More	100.0	50.0	100.0	0.0
Gender	Female	66.7	75.0	0.0	0.0
	Male	33.3	25.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	100.0
Age Group	19 and Younger	0.0	25.0	0.0	0.0
	20-24	66.7	0.0	0.0	0.0
	25-34	33.3	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	25.0	100.0	0.0
	55-64	0.0	50.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	100.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

N/D = Not discloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		33-2011	33-2021	33-2022	33-3012
Job Characteristics		Fire Fighters (33-2011)	Fire Inspectors and Investigators (33-2021)	Forest Fire Inspectors and Prevention Specialists (33-2022)	Correctional Officers and Jailers (33-3012)
	Typical Education <sup>a</sup>	High School Diploma	Bachelors	Bachelors	High School Diploma
	N	231	16	8	104
	Average Hourly Wage (\$)	15.00	23.39	35.00	16.45
	% Paid Piece Rate	2.4	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	22.2	100.0	0.0	92.3
	Retirement	32.6	100.0	0.0	92.3
	Paid Leave	22.2	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	95.1	100.0	100.0	69.2
	Critical Thinking	100.0	100.0	100.0	92.3
	Reading Comprehension	75.9	100.0	100.0	92.3
	Technology Design	71.4	100.0	100.0	53.8
	Operation and Control	100.0	100.0	100.0	69.2
Employers' Satisfaction with New Hires' Skills	Satisfied	86.2	100.0	100.0	61.5
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	3.4	0.0	0.0	15.4
	Other	10.3	0.0	0.0	23.1
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	13.5	0.0	0.0	0.0
	36 or More	86.5	100.0	0.0	100.0
Gender	Female	6.9	0.0	0.0	23.1
	Male	87.2	100.0	100.0	69.2
	Nonresident	5.9	0.0	0.0	7.7
Age Group	19 and Younger	6.9	0.0	0.0	0.0
	20-24	12.8	0.0	0.0	7.7
	25-34	44.6	0.0	0.0	69.2
	35-44	0.0	0.0	0.0	7.7
	45-54	16.9	100.0	0.0	0.0
	55-64	12.9	0.0	0.0	7.7
	65 and Older	0.0	0.0	100.0	0.0
	Unknown (Nonresident)	5.9	0.0	0.0	7.7
Turnover	% Still Working 1 Quarter After Hire	55.5	100.0	100.0	92.3

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		33-3041	33-3051	33-9011	33-9032
		Parking Enforcement Workers (33-3041)	Police and Sheriff's Patrol Officers (33-3051)	Animal Control Workers (33-9011)	Security Guards (33-9032)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		8	279	8	1,113
Average Hourly Wage (\$)		.	19.00	13.71	13.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	85.7	100.0	12.4
	Retirement	100.0	82.9	100.0	28.6
	Paid Leave	100.0	74.3	100.0	17.1
Skills Selected as "Important" (%)	Service Orientation	100.0	94.3	0.0	86.2
	Critical Thinking	100.0	94.3	100.0	70.9
	Reading Comprehension	100.0	82.9	100.0	82.6
	Technology Design	0.0	45.7	0.0	23.0
	Operation and Control	100.0	51.4	0.0	53.9
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	77.1	100.0	68.8
	Not Satisfied	0.0	0.0	0.0	4.6
	Neither	0.0	2.9	0.0	13.8
	Other	0.0	20.0	0.0	12.8
Average Weekly Hours	20 or Less	0.0	10.3	0.0	10.5
	21-35	0.0	0.0	0.0	22.5
	36 or More	100.0	89.7	100.0	67.0
Gender	Female	0.0	14.3	0.0	36.1
	Male	100.0	82.9	100.0	39.5
	Nonresident	0.0	2.9	0.0	24.4
Age Group	19 and Younger	0.0	0.0	0.0	2.0
	20-24	0.0	22.9	0.0	10.5
	25-34	0.0	40.0	100.0	25.0
	35-44	100.0	17.1	0.0	10.5
	45-54	0.0	14.3	0.0	9.9
	55-64	0.0	0.0	0.0	13.4
	65 and Older	0.0	2.9	0.0	4.3
	Unknown (Nonresident)	0.0	2.9	0.0	24.4
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	80.3

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

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

N/D = Not discloseable  
due to confidentiality.

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









# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		35-3041	35-9011	35-9021	35-9031
Job Characteristics		Food Servers, Nonrestaurant (35-3041)	Dining Room and Cafeteria Attendants and Bartender (35-9011)	Dishwashers (35-9021)	Host & Hostess, Restaurant, Lounge & Coffee Shop (35-9031)
	Typical Education <sup>a</sup>	Less than High School Diploma	Less than High School Diploma	Less than High School Diploma	Less than High School Diploma
	N	395	2,015	2,555	1,071
	Average Hourly Wage (\$)	7.25	7.25	8.50	10.00
	% Paid Piece Rate	11.1	27.7	0.0	19.6
% Offered Selected Benefits	Health Insurance	11.1	6.9	16.4	26.1
	Retirement	17.1	6.9	20.0	6.5
	Paid Leave	52.4	11.6	20.0	32.6
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	29.2	100.0
	Critical Thinking	58.4	12.8	18.2	54.3
	Reading Comprehension	93.7	18.5	15.5	15.2
	Technology Design	46.4	1.2	11.8	8.7
	Operation and Control	52.4	13.9	48.3	34.8
Employers' Satisfaction with New Hires' Skills	Satisfied	70.1	21.7	44.6	73.9
	Not Satisfied	0.0	0.0	8.2	0.0
	Neither	6.0	29.8	28.1	6.5
	Other	24.0	48.5	19.1	19.6
Average Weekly Hours	20 or Less	66.8	84.6	33.0	82.3
	21-35	33.2	6.2	56.0	17.7
	36 or More	0.0	9.2	11.0	0.0
Gender	Female	85.8	52.9	28.6	87.0
	Male	14.2	25.9	44.7	6.5
	Nonresident	0.0	21.2	26.7	6.5
Age Group	19 and Younger	47.3	38.2	35.5	33.7
	20-24	20.8	17.3	16.4	14.1
	25-34	14.2	17.3	8.6	19.6
	35-44	0.0	1.2	0.9	6.5
	45-54	0.0	0.0	6.4	6.5
	55-64	0.0	3.5	5.5	0.0
	65 and Older	17.7	0.0	0.0	6.5
	Unknown (Nonresident)	0.0	22.5	26.7	13.0
Turnover	% Still Working 1 Quarter After Hire	93.7	88.0	67.2	93.5

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		37-1011	37-2011	37-2012	37-2019
Job Characteristics		First-Line Supervisors/Managers of Housekeeping (37-1011)	Janitors and Cleaners, Except Maids and Housekeepers (37-2011)	Maids and Housekeeping Cleaners (37-2012)	Building Cleaning Workers, All Other (37-2019)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		64	3,967	6,429	3
Average Hourly Wage (\$)		15.00	11.00	8.50	22.00
% Paid Piece Rate		0.0	2.6	1.1	0.0
% Offered Selected Benefits	Health Insurance	30.8	11.4	21.1	100.0
	Retirement	30.8	11.2	13.6	100.0
	Paid Leave	30.8	12.9	22.4	100.0
Skills Selected as "Important" (%)	Service Orientation	45.8	56.6	77.7	0.0
	Critical Thinking	100.0	58.3	41.7	0.0
	Reading Comprehension	100.0	42.4	37.4	0.0
	Technology Design	34.6	17.3	9.0	0.0
	Operation and Control	65.4	48.3	33.5	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	65.4	62.0	60.9	0.0
	Not Satisfied	34.6	7.8	8.0	0.0
	Neither	0.0	11.9	22.3	0.0
	Other	0.0	18.3	8.8	100.0
Average Weekly Hours	20 or Less	0.0	52.7	29.2	0.0
	21-35	34.6	17.4	33.4	0.0
	36 or More	65.4	29.9	37.5	0.0
Gender	Female	69.2	40.2	53.8	0.0
	Male	30.8	43.9	18.4	100.0
	Nonresident	0.0	15.9	27.8	0.0
Age Group	19 and Younger	0.0	11.4	14.1	0.0
	20-24	0.0	13.0	17.5	0.0
	25-34	11.2	19.0	17.9	100.0
	35-44	34.6	12.9	10.0	0.0
	45-54	54.2	11.0	4.8	0.0
	55-64	0.0	11.5	2.0	0.0
	65 and Older	0.0	4.8	1.1	0.0
	Unknown (Nonresident)	0.0	16.2	32.6	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	69.6	59.7	100.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not discloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline

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

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## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics	Standard Occupational Classification (SOC) Code and Occupation				
	37-2021	37-3011	37-3012	37-3019	
	Pest Control Workers (37-2021)	Landscaping and Groundskeeping Workers (37-3011)	Pesticide Handlers, Sprayers & Applicators, Vegi (37-3012)	Grounds Maintenance Workers, All Other (37-3019)	
<b>Typical Education<sup>a</sup></b>	High School Diploma	Less than High School Diploma	High School Diploma	High School Diploma	
<b>N</b>	30	5,100	513	48	
<b>Average Hourly Wage (\$)</b>	12.50	11.00	12.00	13.00	
<b>% Paid Piece Rate</b>	0.0	0.3	0.0	0.0	
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	73.4	2.6	2.2	0.0
	<b>Retirement</b>	73.4	1.4	3.8	0.0
	<b>Paid Leave</b>	73.4	5.2	10.4	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	50.4	76.9	33.3
	<b>Critical Thinking</b>	73.4	56.6	66.7	33.3
	<b>Reading Comprehension</b>	100.0	29.4	73.8	0.0
	<b>Technology Design</b>	0.0	32.1	41.8	0.0
	<b>Operation and Control</b>	100.0	75.3	65.6	66.7
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	0.0	54.5	93.5	50.0
	<b>Not Satisfied</b>	0.0	13.4	0.0	0.0
	<b>Neither</b>	0.0	21.1	6.5	33.3
	<b>Other</b>	100.0	10.9	0.0	16.7
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	13.4	27.3	0.0
	<b>21-35</b>	0.0	35.1	23.9	16.7
	<b>36 or More</b>	100.0	51.5	48.8	83.3
<b>Gender</b>	<b>Female</b>	0.0	26.1	8.7	33.3
	<b>Male</b>	26.6	59.5	70.7	66.7
	<b>Nonresident</b>	73.4	14.5	20.6	0.0
<b>Age Group</b>	<b>19 and Younger</b>	26.6	21.0	17.5	16.7
	<b>20-24</b>	0.0	15.6	14.2	33.3
	<b>25-34</b>	0.0	18.7	29.9	33.3
	<b>35-44</b>	0.0	13.1	4.3	0.0
	<b>45-54</b>	0.0	9.4	12.3	0.0
	<b>55-64</b>	0.0	3.9	1.1	16.7
	<b>65 and Older</b>	0.0	2.3	0.0	0.0
	<b>Unknown (Nonresident)</b>	73.4	16.0	20.6	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	72.7	63.2	66.7

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline

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

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## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		39-1011	39-1021	39-2021	39-3011
Job Characteristics		Gaming Supervisors (39-1011)	First-Line Super./Manag., Personal Service Workers (39-1021)	Nonfarm Animal Caretakers (39-2021)	Gaming Dealers (39-3011)
	Typical Education <sup>a</sup>	High School Diploma	Bachelors	High School Diploma	High School Diploma
	N	8	278	560	25
	Average Hourly Wage (\$)	13.00	20.19	8.04	7.50
	% Paid Piece Rate	0.0	0.0	5.8	0.0
% Offered Selected Benefits	Health Insurance	0.0	21.9	7.2	66.7
	Retirement	0.0	2.3	4.8	0.0
	Paid Leave	0.0	21.9	4.8	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	87.8	100.0
	Critical Thinking	100.0	100.0	75.9	100.0
	Reading Comprehension	100.0	100.0	16.0	100.0
	Technology Design	100.0	3.0	8.9	66.7
	Operation and Control	100.0	5.9	11.1	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	83.4	41.1	66.7
	Not Satisfied	0.0	0.0	2.1	0.0
	Neither	0.0	16.6	2.1	0.0
	Other	0.0	0.0	54.7	33.3
Average Weekly Hours	20 or Less	0.0	0.0	7.4	0.0
	21-35	100.0	5.9	23.9	0.0
	36 or More	0.0	94.1	68.8	100.0
Gender	Female	100.0	27.4	54.6	100.0
	Male	0.0	43.4	39.6	0.0
	Nonresident	0.0	29.2	5.8	0.0
Age Group	19 and Younger	0.0	29.2	15.3	0.0
	20-24	0.0	25.1	6.2	33.3
	25-34	0.0	8.3	33.3	66.7
	35-44	0.0	8.2	19.9	0.0
	45-54	100.0	0.0	16.6	0.0
	55-64	0.0	0.0	1.4	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	29.2	7.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	98.5	100.0

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		39-3031	39-3091	39-3093	39-4021
		Ushers, Lobby Attendants, and Ticket Takers (39-3031)	Amusement and Recreation Attendants (39-3091)	Locker Room, Coatroom, & Dressing Room Attendants (39-3093)	Funeral Attendants (39-4021)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		8	783	70	12
Average Hourly Wage (\$)		16.00	8.25	9.99	12.50
% Paid Piece Rate		0.0	41.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	100.0	0.0	0.0	0.0
	<b>Retirement</b>	100.0	0.0	0.0	0.0
	<b>Paid Leave</b>	100.0	0.0	0.0	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	61.8	100.0	100.0
	<b>Critical Thinking</b>	100.0	68.4	0.0	100.0
	<b>Reading Comprehension</b>	100.0	74.1	0.0	100.0
	<b>Technology Design</b>	100.0	52.6	0.0	0.0
	<b>Operation and Control</b>	100.0	72.6	0.0	0.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	80.6	0.0	100.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	4.3	0.0	0.0
	<b>Other</b>	0.0	15.1	100.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	50.9	0.0	100.0
	<b>21-35</b>	0.0	44.3	0.0	0.0
	<b>36 or More</b>	100.0	4.8	100.0	0.0
<b>Gender</b>	<b>Female</b>	100.0	23.2	100.0	100.0
	<b>Male</b>	0.0	46.8	0.0	0.0
	<b>Nonresident</b>	0.0	30.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	13.8	0.0	0.0
	<b>20-24</b>	0.0	19.5	0.0	0.0
	<b>25-34</b>	0.0	27.4	100.0	100.0
	<b>35-44</b>	0.0	3.1	0.0	0.0
	<b>45-54</b>	0.0	3.1	0.0	0.0
	<b>55-64</b>	100.0	3.1	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	0.0	30.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	90.5	100.0	100.0

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

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

N/D = Not discloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		39-5012	39-5092	39-5094	39-6011
Job Characteristics		Hairdressers, Hairstylists, and Cosmetologists (39-5012)	Manicurists and Pedicurists (39- 5092)	Skin Care Specialists (39- 5094)	Baggage Porters and Bellhops (39-6011)
	Typical Education <sup>a</sup>	Post Secondary	Post Secondary	Post Secondary	High School Diploma
	N	321	12	23	8
	Average Hourly Wage (\$)	9.00	.	.	11.00
	% Paid Piece Rate	28.8	100.0	100.0	0.0
% Offered Selected Benefits	Health Insurance	46.8	0.0	0.0	0.0
	Retirement	18.0	0.0	0.0	0.0
	Paid Leave	32.4	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	96.4	100.0	100.0	100.0
	Critical Thinking	85.6	100.0	100.0	100.0
	Reading Comprehension	56.8	100.0	0.0	100.0
	Technology Design	56.8	100.0	0.0	0.0
	Operation and Control	64.0	100.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	61.2	100.0	100.0	100.0
	Not Satisfied	20.8	0.0	0.0	0.0
	Neither	7.2	0.0	0.0	0.0
	Other	10.8	0.0	0.0	0.0
Average Weekly Hours	20 or Less	16.8	0.0	100.0	0.0
	21-35	49.6	0.0	0.0	0.0
	36 or More	33.6	0.0	0.0	100.0
Gender	Female	85.6	0.0	50.0	0.0
	Male	10.8	0.0	50.0	100.0
	Nonresident	3.6	100.0	0.0	0.0
Age Group	19 and Younger	7.2	0.0	0.0	0.0
	20-24	46.0	0.0	0.0	100.0
	25-34	21.6	0.0	50.0	0.0
	35-44	10.8	0.0	0.0	0.0
	45-54	0.0	0.0	50.0	0.0
	55-64	7.2	0.0	0.0	0.0
	65 and Older	3.6	0.0	0.0	0.0
Unknown (Nonresident)	3.6	100.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		39-7011	39-7012	39-9011	39-9021
		Tour Guides and Escorts (39- 7011)	Travel Guides (39-7012)	Child Care Workers (39- 9011)	Personal and Home Care Aides (39-9021)
Job Characteristics					
	Typical Education <sup>a</sup>	Post Secondary	Post Secondary	High School Diploma	High School Diploma
	N	550	295	1,598	2,034
	Average Hourly Wage (\$)	10.50	11.56	8.59	10.00
	% Paid Piece Rate	69.2	11.3	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	26.9	21.6
	Retirement	0.0	0.0	25.4	26.3
	Paid Leave	0.0	0.0	34.5	33.1
Skills Selected as "Important" (%)	Service Orientation	100.0	88.7	90.6	95.9
	Critical Thinking	98.5	94.3	83.0	86.7
	Reading Comprehension	59.4	17.0	66.4	79.2
	Technology Design	3.0	25.5	13.6	21.4
	Operation and Control	21.5	45.2	6.7	15.6
Employers' Satisfaction with New Hires' Skills	Satisfied	97.4	85.9	73.3	58.8
	Not Satisfied	0.0	5.7	9.8	6.4
	Neither	2.6	5.7	14.7	17.9
	Other	0.0	2.8	2.2	16.9
Average Weekly Hours	20 or Less	5.9	12.3	30.6	28.9
	21-35	68.5	32.8	29.9	25.3
	36 or More	25.6	54.8	39.5	44.4
Gender	Female	33.4	5.7	72.7	77.6
	Male	58.5	66.1	17.4	14.9
	Nonresident	8.2	28.3	9.9	7.5
Age Group	19 and Younger	15.7	5.7	19.6	6.9
	20-24	15.7	2.8	25.9	26.0
	25-34	22.2	19.8	23.0	20.9
	35-44	18.6	2.8	15.3	17.2
	45-54	2.1	32.1	2.7	13.4
	55-64	16.0	8.5	2.2	5.2
	65 and Older	0.0	0.0	0.0	2.3
	Unknown (Nonresident)	9.7	28.3	11.4	8.1
Turnover	% Still Working 1 Quarter After Hire	84.8	39.6	85.3	90.5

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

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

N/D = Not dicloseable  
due to confidentiality.

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

# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		39-9031	39-9032	39-9041	39-9099
Job Characteristics		Fitness Trainers and Aerobics Instructors (39-9031)	Recreation Workers (39-9032)	Residential Advisors (39-9041)	Personal Care and Service Workers, All Other (39-9099)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	High School Diploma
N		113	663	107	150
Average Hourly Wage (\$)		10.00	8.50	12.00	11.01
% Paid Piece Rate		0.0	31.6	0.0	0.0
% Offered Selected Benefits	Health Insurance	11.1	9.4	44.2	33.3
	Retirement	0.0	8.2	44.2	83.3
	Paid Leave	0.0	16.6	44.2	16.7
Skills Selected as "Important" (%)	Service Orientation	81.5	96.2	100.0	58.4
	Critical Thinking	77.8	72.1	100.0	58.4
	Reading Comprehension	40.7	32.1	88.3	25.0
	Technology Design	37.1	19.2	0.0	0.0
	Operation and Control	70.4	20.3	77.9	58.4
Employers' Satisfaction with New Hires' Skills	Satisfied	77.8	82.1	33.8	41.7
	Not Satisfied	0.0	1.1	66.2	0.0
	Neither	22.2	9.5	0.0	0.0
	Other	0.0	7.3	0.0	58.3
Average Weekly Hours	20 or Less	85.8	33.7	20.9	75.0
	21-35	14.2	23.8	79.1	25.0
	36 or More	0.0	42.5	0.0	0.0
Gender	Female	77.8	40.3	22.1	75.0
	Male	22.2	45.0	66.2	11.1
	Nonresident	0.0	14.7	11.7	13.9
Age Group	19 and Younger	14.8	34.7	0.0	8.3
	20-24	14.8	27.5	22.1	16.7
	25-34	33.3	3.6	22.1	22.2
	35-44	14.8	7.6	22.1	8.3
	45-54	0.0	4.8	0.0	30.6
	55-64	22.2	7.1	22.1	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	14.7	11.7	13.9
Turnover	% Still Working 1 Quarter After Hire	85.2	89.3	55.8	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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



## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		41-2021	41-2022	41-2031	41-3011
Job Characteristics		Counter and Rental Clerks (41-2021)	Parts Salespersons (41-2022)	Retail Salespersons (41-2031)	Advertising Sales Agents (41-3011)
Typical Education <sup>a</sup>		Less than High School Diploma	High School Diploma	High School Diploma	Bachelors
N		1,079	936	8,345	182
Average Hourly Wage (\$)		11.00	9.00	9.00	10.41
% Paid Piece Rate		8.3	14.1	17.4	13.5
% Offered Selected Benefits	Health Insurance	38.4	68.9	26.7	47.4
	Retirement	24.7	68.9	17.2	20.7
	Paid Leave	35.8	35.9	19.7	35.5
Skills Selected as "Important" (%)	Service Orientation	97.8	85.9	93.2	100.0
	Critical Thinking	71.2	83.9	74.3	100.0
	Reading Comprehension	83.9	71.9	67.0	95.4
	Technology Design	29.6	31.1	28.3	62.8
	Operation and Control	58.2	41.5	42.2	36.2
Employers' Satisfaction with New Hires' Skills	Satisfied	65.1	49.9	62.0	55.6
	Not Satisfied	9.8	30.1	8.6	11.8
	Neither	17.2	1.2	13.8	11.8
	Other	7.9	18.8	15.5	20.7
Average Weekly Hours	20 or Less	6.0	0.0	38.7	12.2
	21-35	36.9	41.9	29.4	31.2
	36 or More	57.1	58.1	31.8	56.6
Gender	Female	42.2	18.7	54.3	62.3
	Male	35.1	70.7	35.9	37.7
	Nonresident	22.7	10.6	9.8	0.0
Age Group	19 and Younger	8.9	10.4	18.3	11.8
	20-24	22.4	25.4	23.9	3.0
	25-34	14.0	19.7	23.8	56.4
	35-44	23.6	11.6	10.0	17.0
	45-54	5.7	10.6	10.1	11.8
	55-64	2.0	10.4	2.5	0.0
	65 and Older	0.7	1.2	1.6	0.0
	Unknown (Nonresident)	22.7	10.6	9.9	0.0
Turnover	% Still Working 1 Quarter After Hire	79.0	91.6	77.4	100.0

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		41-3021	41-3031	41-3041	41-3099
		Insurance Sales Agents (41-3021)	Securities, Commodities, and Financial Services Sa (41-3031)	Travel Agents (41-3041)	Sales Representatives, Services, All Other (41-3099)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Bachelors	High School Diploma	High School Diploma
N		223	69	44	322
Average Hourly Wage (\$)		21.64	10.00	14.41	20.19
% Paid Piece Rate		11.4	0.0	0.0	5.0
% Offered Selected Benefits	Health Insurance	60.0	100.0	100.0	42.5
	Retirement	48.6	36.7	50.0	35.9
	Paid Leave	68.6	36.7	50.0	35.9
Skills Selected as "Important" (%)	Service Orientation	88.6	100.0	100.0	96.4
	Critical Thinking	100.0	100.0	100.0	86.3
	Reading Comprehension	100.0	100.0	100.0	84.7
	Technology Design	34.3	0.0	100.0	54.0
	Operation and Control	34.3	100.0	0.0	57.2
Employers' Satisfaction with New Hires' Skills	Satisfied	62.9	63.3	100.0	61.6
	Not Satisfied	11.4	0.0	0.0	0.0
	Neither	5.7	0.0	0.0	13.6
	Other	20.0	36.7	0.0	24.8
Average Weekly Hours	20 or Less	6.7	0.0	0.0	25.9
	21-35	20.0	0.0	0.0	18.1
	36 or More	73.3	100.0	100.0	55.9
Gender	Female	48.6	100.0	100.0	32.8
	Male	42.9	0.0	0.0	56.0
	Nonresident	8.6	0.0	0.0	11.2
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	2.9	9.2	0.0	20.5
	25-34	34.3	72.4	50.0	41.1
	35-44	11.4	9.2	0.0	20.4
	45-54	25.7	0.0	50.0	6.8
	55-64	17.1	9.2	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	8.6	0.0	0.0	11.2	
Turnover	% Still Working 1 Quarter After Hire	91.4	100.0	100.0	81.9

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

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

N/D = Not discloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		41-4011	41-4012	41-9011	41-9021
		Sales Representatives , Wholesale & Manufacturing (41-4011)	Sales Representatives , Wholesale and Manufacturing (41-4012)	Demonstrators and Product Promoters (41- 9011)	Real Estate Brokers (41- 9021)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Post Secondary	High School Diploma	Post Secondary
N		28	1,066	22	7
Average Hourly Wage (\$)		24.04	19.23	10.00	.
% Paid Piece Rate		0.0	16.4	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.6	75.6	0.0	0.0
	Retirement	33.6	66.5	0.0	0.0
	Paid Leave	66.8	83.8	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	95.6	0.0	100.0
	Critical Thinking	100.0	90.9	100.0	100.0
	Reading Comprehension	66.8	95.6	100.0	100.0
	Technology Design	66.8	74.2	0.0	100.0
	Operation and Control	66.8	57.5	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	76.1	100.0	100.0
	Not Satisfied	0.0	3.7	0.0	0.0
	Neither	0.0	16.9	0.0	0.0
	Other	0.0	3.3	0.0	0.0
Average Weekly Hours	20 or Less	33.2	2.1	0.0	0.0
	21-35	0.0	4.1	0.0	0.0
	36 or More	66.8	93.9	0.0	0.0
Gender	Female	0.0	25.3	100.0	100.0
	Male	100.0	67.9	0.0	0.0
	Nonresident	0.0	6.7	0.0	0.0
Age Group	19 and Younger	0.0	6.8	0.0	0.0
	20-24	0.0	3.6	0.0	0.0
	25-34	33.6	32.4	0.0	0.0
	35-44	33.2	23.7	0.0	0.0
	45-54	33.2	15.7	100.0	0.0
	55-64	0.0	9.4	0.0	100.0
	65 and Older	0.0	1.8	0.0	0.0
	Unknown (Nonresident)	0.0	6.7	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	66.4	92.7	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		41-9022	41-9031	41-9041	41-9091
Job Characteristics		Real Estate Sales Agents (41-9022)	Sales Engineers (41-9031)	Telemarketers (41-9041)	Door-To-Door Sales Workers, News and Street Vendor (41-9091)
	Typical Education <sup>a</sup>	High School Diploma	Bachelors	High School Diploma	High School Diploma
	N	73	10	37	5
	Average Hourly Wage (\$)	18.75	35.10	10.00	9.50
	% Paid Piece Rate	19.4	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	32.2	100.0	0.0	0.0
	Retirement	32.2	100.0	0.0	0.0
	Paid Leave	32.2	100.0	59.1	0.0
Skills Selected as "Important" (%)	Service Orientation	70.9	0.0	100.0	100.0
	Critical Thinking	70.9	100.0	100.0	100.0
	Reading Comprehension	70.9	100.0	73.6	100.0
	Technology Design	9.7	100.0	59.1	0.0
	Operation and Control	0.0	0.0	59.1	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	19.4	0.0	100.0	0.0
	Not Satisfied	9.7	0.0	0.0	0.0
	Neither	9.7	100.0	0.0	0.0
	Other	61.2	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	26.4	100.0
	21-35	0.0	0.0	73.6	0.0
	36 or More	100.0	0.0	0.0	0.0
Gender	Female	38.8	0.0	100.0	100.0
	Male	51.6	0.0	0.0	0.0
	Nonresident	9.7	100.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	9.7	0.0	14.5	100.0
	25-34	9.7	0.0	0.0	0.0
	35-44	29.1	0.0	0.0	0.0
	45-54	41.9	0.0	0.0	0.0
	55-64	0.0	0.0	85.5	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	9.7	100.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	58.1	100.0	85.5	100.0

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		43-1011	43-3011	43-3021	43-3031
		First-Line Supervisors/Managers of Office and Admi (43-1011)	Bill and Account Collectors (43-3011)	Billing and Posting Clerks and Machine Operators (43-3021)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		111	137	156	1,474
Average Hourly Wage (\$)		15.56	10.00	14.00	15.38
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	31.4	95.3	84.9	49.9
	Retirement	31.4	95.3	32.1	40.9
	Paid Leave	31.4	100.0	68.2	57.7
Skills Selected as "Important" (%)	Service Orientation	94.3	95.3	92.6	72.7
	Critical Thinking	94.3	95.3	84.9	95.4
	Reading Comprehension	31.4	95.3	74.5	94.2
	Technology Design	82.8	41.2	42.3	52.9
	Operation and Control	82.8	62.0	0.0	55.8
Employers' Satisfaction with New Hires' Skills	Satisfied	82.8	51.7	95.4	86.4
	Not Satisfied	0.0	0.0	0.0	4.3
	Neither	0.0	48.3	4.6	6.2
	Other	17.2	0.0	0.0	3.2
Average Weekly Hours	20 or Less	0.0	4.7	0.0	9.6
	21-35	0.0	0.0	0.0	9.5
	36 or More	100.0	95.3	100.0	80.9
Gender	Female	85.7	83.9	52.4	67.4
	Male	14.3	0.0	43.0	29.8
	Nonresident	0.0	16.1	4.6	2.9
Age Group	19 and Younger	0.0	0.0	0.0	3.5
	20-24	0.0	0.0	6.1	15.4
	25-34	14.3	29.8	30.7	23.8
	35-44	5.7	0.0	25.5	21.2
	45-54	17.2	54.1	27.2	22.9
	55-64	62.8	0.0	0.0	8.4
	65 and Older	0.0	0.0	6.0	0.6
Unknown (Nonresident)	0.0	16.1	4.6	4.1	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	94.1

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

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

N/D = Not discloseable  
due to confidentiality.

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





## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		43-4071	43-4081	43-4111	43-4121
Job Characteristics		File Clerks (43-4071)	Hotel, Motel, and Resort Desk Clerks (43-4081)	Interviewers, Except Eligibility and Loan (43-4111)	Library Assistants, Clerical (43-4121)
	<b>Typical Education<sup>a</sup></b>	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	<b>N</b>	100	2,923	9	46
	<b>Average Hourly Wage (\$)</b>	11.20	8.50	9.90	9.00
	<b>% Paid Piece Rate</b>	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	35.3	11.9	0.0	0.0
	<b>Retirement</b>	35.3	11.9	0.0	0.0
	<b>Paid Leave</b>	35.3	11.9	0.0	23.1
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	23.7	100.0	100.0	100.0
	<b>Critical Thinking</b>	21.0	94.9	0.0	73.1
	<b>Reading Comprehension</b>	68.3	92.5	100.0	100.0
	<b>Technology Design</b>	21.0	43.0	0.0	65.3
	<b>Operation and Control</b>	44.7	78.0	0.0	61.6
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	44.7	46.9	0.0	34.7
	<b>Not Satisfied</b>	0.0	19.1	0.0	11.6
	<b>Neither</b>	31.7	21.7	0.0	26.9
	<b>Other</b>	23.7	12.2	100.0	26.9
<b>Average Weekly Hours</b>	<b>20 or Less</b>	78.0	17.9	100.0	100.0
	<b>21-35</b>	0.0	33.1	0.0	0.0
	<b>36 or More</b>	22.0	49.0	0.0	0.0
<b>Gender</b>	<b>Female</b>	76.3	46.3	100.0	61.6
	<b>Male</b>	0.0	41.5	0.0	26.9
	<b>Nonresident</b>	23.7	12.2	0.0	11.6
<b>Age Group</b>	<b>19 and Younger</b>	8.0	28.7	0.0	38.4
	<b>20-24</b>	33.0	13.0	0.0	11.6
	<b>25-34</b>	0.0	19.0	0.0	0.0
	<b>35-44</b>	11.6	15.1	0.0	0.0
	<b>45-54</b>	0.0	6.3	100.0	38.4
	<b>55-64</b>	0.0	5.5	0.0	0.0
	<b>65 and Older</b>	23.7	0.2	0.0	0.0
	<b>Unknown (Nonresident)</b>	23.7	12.2	0.0	11.6
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	92.0	78.5	100.0	88.4

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

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

N/D = Not discloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline

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



## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics	Standard Occupational Classification (SOC) Code and Occupation				
	43-4181	43-4199	43-5021	43-5031	
	Reservation and Transportation Ticket Agents and T (43-4181)	Information and Record Clerks, All Other (43-4199)	Couriers and Messengers (43-5021)	Police, Fire, and Ambulance Dispatchers (43-5031)	
Typical Education <sup>a</sup>	High School Diploma	High School Diploma	High School Diploma	High School Diploma	
N	60	60	46	136	
Average Hourly Wage (\$)	9.25	15.00	.	14.45	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
% Offered Selected Benefits	Health Insurance	58.0	73.4	100.0	82.4
	Retirement	58.0	0.0	100.0	82.4
	Paid Leave	58.0	0.0	100.0	82.4
Skills Selected as "Important" (%)	Service Orientation	100.0	86.7	100.0	100.0
	Critical Thinking	72.0	86.7	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	58.0	86.7	50.0	58.8
	Operation and Control	58.0	100.0	100.0	94.1
Employers' Satisfaction with New Hires' Skills	Satisfied	42.0	86.7	100.0	64.7
	Not Satisfied	58.0	0.0	0.0	5.9
	Neither	0.0	0.0	0.0	11.8
	Other	0.0	13.3	0.0	17.6
Average Weekly Hours	20 or Less	28.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	5.9
	36 or More	72.0	100.0	0.0	94.1
Gender	Female	47.3	50.0	25.0	94.1
	Male	33.3	13.3	75.0	5.9
	Nonresident	19.3	36.7	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	5.9
	20-24	14.0	13.3	50.0	23.5
	25-34	47.3	13.3	25.0	11.8
	35-44	19.3	0.0	0.0	41.2
	45-54	0.0	36.7	25.0	5.9
	55-64	0.0	0.0	0.0	11.8
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	19.3	36.7	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	42.0	86.7	100.0	88.2

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-5032	43-5041	43-5052	43-5061
		Dispatchers, Except Police, Fire, and Ambulance (43- 5032)	Meter Readers, Utilities (43- 5041)	Postal Service Mail Carriers (43-5052)	Production, Planning, and Expediting Clerks (43-5061)
	<b>Typical Education<sup>a</sup></b>	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	<b>N</b>	287	11	23	9
	<b>Average Hourly Wage (\$)</b>	17.00	14.28	32.21	21.00
	<b>% Paid Piece Rate</b>	0.0	29.8	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	61.9	70.2	50.1	100.0
	<b>Retirement</b>	61.1	70.2	50.1	100.0
	<b>Paid Leave</b>	70.0	70.2	50.1	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	70.2	50.1	0.0
	<b>Critical Thinking</b>	100.0	70.2	50.1	100.0
	<b>Reading Comprehension</b>	83.8	0.0	50.1	100.0
	<b>Technology Design</b>	82.1	100.0	0.0	0.0
	<b>Operation and Control</b>	66.7	70.2	50.1	100.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	91.1	100.0	100.0	0.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	6.5	0.0	0.0	100.0
	<b>Other</b>	2.5	0.0	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	13.8	0.0	49.9	0.0
	<b>36 or More</b>	86.2	100.0	50.1	100.0
<b>Gender</b>	<b>Female</b>	29.3	29.8	100.0	0.0
	<b>Male</b>	58.6	70.2	0.0	100.0
	<b>Nonresident</b>	12.1	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	5.9	0.0	0.0	0.0
	<b>20-24</b>	8.9	0.0	0.0	0.0
	<b>25-34</b>	25.2	70.2	100.0	0.0
	<b>35-44</b>	30.0	0.0	0.0	100.0
	<b>45-54</b>	7.4	29.8	0.0	0.0
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	4.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	18.5	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	92.6	100.0	49.9	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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





# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		43-9041	43-9051	43-9061	43-9071
	Job Characteristics	Insurance Claims and Policy Processing Clerks (43-9041)	Mail Clerks and Mail Machine Operators, Except Pos (43- 9051)	Office Clerks, General (43- 9061)	Office Machine Operators, Except Computer (43- 9071)
	Typical Education <sup>a</sup>	High School Diploma	Less than High School Diploma	High School Diploma	High School Diploma
	N	25	155	5,314	88
	Average Hourly Wage (\$)	12.50	7.50	12.50	7.50
	% Paid Piece Rate	0.0	0.0	0.3	0.0
% Offered Selected Benefits	Health Insurance	100.0	3.5	38.2	0.0
	Retirement	100.0	10.4	23.0	0.0
	Paid Leave	75.0	3.5	41.5	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	20.2	86.3	100.0
	Critical Thinking	100.0	24.6	82.2	100.0
	Reading Comprehension	100.0	41.0	90.0	100.0
	Technology Design	25.0	24.6	45.1	100.0
	Operation and Control	25.0	41.9	42.6	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	48.0	74.0	100.0
	Not Satisfied	0.0	0.0	5.0	0.0
	Neither	0.0	27.8	11.3	0.0
	Other	0.0	24.3	9.7	0.0
Average Weekly Hours	20 or Less	0.0	32.6	16.4	0.0
	21-35	0.0	48.5	19.5	100.0
	36 or More	100.0	19.0	64.0	0.0
Gender	Female	75.0	41.0	67.5	100.0
	Male	25.0	52.0	25.0	0.0
	Nonresident	0.0	6.9	7.5	0.0
Age Group	19 and Younger	0.0	6.9	4.2	0.0
	20-24	25.0	13.9	17.8	50.0
	25-34	50.0	10.4	25.1	50.0
	35-44	0.0	24.6	18.4	0.0
	45-54	25.0	13.9	15.2	0.0
	55-64	0.0	16.4	10.2	0.0
	65 and Older	0.0	6.9	0.6	0.0
	Unknown (Nonresident)	0.0	6.9	8.5	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	59.3	88.7	100.0

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

N/D = Not dicloseable  
 due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		43-9081	43-9199	45-1011	45-2021
Job Characteristics		Proofreaders and Copy Markers (43-9081)	Office and Administrative Support Workers, Other (43-9199)	First-Line Supervisors/Managers of Farming, Fishin (45-1011)	Animal Breeders (45-2021)
	Typical Education <sup>a</sup>	Bachelors	High School Diploma	High School Diploma	High School Diploma
	N	27	61	97	11
	Average Hourly Wage (\$)	14.90	10.00	19.23	15.00
	% Paid Piece Rate	0.0	0.0	5.8	0.0
% Offered Selected Benefits	Health Insurance	100.0	47.6	76.7	0.0
	Retirement	0.0	0.0	46.4	0.0
	Paid Leave	100.0	47.6	14.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	60.6	56.0	0.0
	Critical Thinking	100.0	60.6	56.0	100.0
	Reading Comprehension	100.0	69.4	43.2	0.0
	Technology Design	100.0	40.3	36.1	0.0
	Operation and Control	0.0	47.6	61.8	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	60.6	53.6	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	17.6	0.0	0.0
	Other	0.0	21.8	46.4	0.0
Average Weekly Hours	20 or Less	0.0	21.8	0.0	100.0
	21-35	0.0	57.8	0.0	0.0
	36 or More	0.0	20.4	100.0	0.0
Gender	Female	40.0	68.8	5.8	50.0
	Male	60.0	17.6	94.2	50.0
	Nonresident	0.0	13.6	0.0	0.0
Age Group	19 and Younger	0.0	8.8	0.0	50.0
	20-24	20.0	0.0	36.5	0.0
	25-34	40.0	42.8	17.5	50.0
	35-44	40.0	34.8	27.3	0.0
	45-54	0.0	0.0	18.7	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	13.6	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	91.2	100.0	100.0

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

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

N/D = Not discloseable  
due to confidentiality.

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

# Total, All Industries

## Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		45-2041	45-2091	45-2092	45-2093
		Graders and Sorters, Agricultural Products (45-2041)	Agricultural Equipment Operators (45-2091)	Farmworkers & Laborers, Crop, Nursery & Greenhouse (45-2092)	Farmworkers, Farm and Ranch Animals (45-2093)
<b>Typical Education<sup>a</sup></b>		Less than High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
<b>N</b>		23	281	347	1,302
<b>Average Hourly Wage (\$)</b>		10.00	11.00	8.00	10.27
<b>% Paid Piece Rate</b>		0.0	2.0	1.6	6.3
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	6.7	0.0	20.4
	<b>Retirement</b>	0.0	6.7	0.0	11.0
	<b>Paid Leave</b>	0.0	10.8	14.6	19.3
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	75.0	26.2	60.5	40.0
	<b>Critical Thinking</b>	75.0	96.0	48.4	67.5
	<b>Reading Comprehension</b>	25.0	29.5	43.4	31.4
	<b>Technology Design</b>	25.0	38.9	22.8	27.3
	<b>Operation and Control</b>	0.0	92.6	41.9	61.2
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	75.0	85.9	71.9	60.5
	<b>Not Satisfied</b>	0.0	0.0	0.0	9.6
	<b>Neither</b>	0.0	6.0	24.9	16.9
	<b>Other</b>	25.0	8.0	3.3	13.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	0.0	5.0	5.1
	<b>21-35</b>	0.0	12.1	23.7	13.3
	<b>36 or More</b>	100.0	83.9	71.3	81.6
<b>Gender</b>	<b>Female</b>	0.0	19.9	47.5	11.4
	<b>Male</b>	100.0	66.7	39.5	58.5
	<b>Nonresident</b>	0.0	13.4	13.0	30.1
<b>Age Group</b>	<b>19 and Younger</b>	0.0	8.0	15.5	13.1
	<b>20-24</b>	25.0	34.5	17.1	13.6
	<b>25-34</b>	50.0	14.1	30.3	15.1
	<b>35-44</b>	0.0	10.1	17.5	6.9
	<b>45-54</b>	0.0	11.9	1.6	12.4
	<b>55-64</b>	25.0	6.0	3.3	5.0
	<b>65 and Older</b>	0.0	2.0	0.0	2.2
	<b>Unknown (Nonresident)</b>	0.0	13.4	14.6	31.6
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	50.0	55.0	50.4	72.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not discloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline

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

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# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		45-4023	45-4029	47-1011	47-2011
		Log Graders and Scalers (45- 4023)	Logging Workers, All Other (45-4029)	First-Line Supervisors/Ma nagers of Construction Tr (47-1011)	Boilermakers (47-2011)
Job Characteristics					
<b>Typical Education<sup>a</sup></b>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
<b>N</b>		10	6	1,401	89
<b>Average Hourly Wage (\$)</b>		10.00	.	24.96	31.25
<b>% Paid Piece Rate</b>		0.0	100.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	0.0	60.1	55.5
	<b>Retirement</b>	0.0	0.0	47.4	11.0
	<b>Paid Leave</b>	0.0	100.0	48.5	11.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	0.0	0.0	68.7	55.5
	<b>Critical Thinking</b>	0.0	100.0	91.9	55.5
	<b>Reading Comprehension</b>	0.0	0.0	73.4	55.5
	<b>Technology Design</b>	0.0	100.0	58.9	55.5
	<b>Operation and Control</b>	100.0	100.0	90.6	55.5
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	0.0	0.0	68.7	100.0
	<b>Not Satisfied</b>	0.0	0.0	2.8	0.0
	<b>Neither</b>	100.0	100.0	0.7	0.0
	<b>Other</b>	0.0	0.0	27.8	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	100.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	0.0
	<b>36 or More</b>	100.0	0.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	0.0	100.0	2.0	0.0
	<b>Male</b>	0.0	0.0	82.9	55.5
	<b>Nonresident</b>	100.0	0.0	15.2	44.5
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	100.0	4.2	0.0
	<b>25-34</b>	0.0	0.0	31.6	44.5
	<b>35-44</b>	0.0	0.0	17.4	11.0
	<b>45-54</b>	0.0	0.0	23.3	0.0
	<b>55-64</b>	0.0	0.0	8.4	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	100.0	0.0	15.2	44.5
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	73.5	11.0

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

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

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<sup>a</sup>Source: O\*Net ONline  
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## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		47-2021	47-2022	47-2031	47-2041
	<b>Job Characteristics</b>	<b>Brickmasons and Blockmasons (47-2021)</b>	<b>Stonemasons (47-2022)</b>	<b>Carpenters (47-2031)</b>	<b>Carpet Installers (47-2041)</b>
	<b>Typical Education<sup>a</sup></b>	Less than High School Diploma	Less than High School Diploma	High School Diploma	Less than High School Diploma
	<b>N</b>	79	159	2,404	22
	<b>Average Hourly Wage (\$)</b>	23.50	22.00	18.00	9.00
	<b>% Paid Piece Rate</b>	0.0	0.0	0.0	0.0
% Offered Selected Benefits	<b>Health Insurance</b>	0.0	0.0	28.6	0.0
	<b>Retirement</b>	0.0	0.0	20.4	0.0
	<b>Paid Leave</b>	0.0	0.0	19.2	0.0
Skills Selected as "Important" (%)	<b>Service Orientation</b>	50.0	25.0	38.6	0.0
	<b>Critical Thinking</b>	100.0	100.0	90.7	100.0
	<b>Reading Comprehension</b>	50.0	0.0	53.2	0.0
	<b>Technology Design</b>	0.0	0.0	47.3	0.0
	<b>Operation and Control</b>	100.0	25.0	78.4	100.0
Employers' Satisfaction with New Hires' Skills	<b>Satisfied</b>	100.0	25.0	60.4	100.0
	<b>Not Satisfied</b>	0.0	0.0	5.9	0.0
	<b>Neither</b>	0.0	75.0	17.5	0.0
	<b>Other</b>	0.0	0.0	16.2	0.0
Average Weekly Hours	<b>20 or Less</b>	0.0	0.0	1.8	0.0
	<b>21-35</b>	0.0	0.0	11.3	0.0
	<b>36 or More</b>	100.0	100.0	86.9	0.0
Gender	<b>Female</b>	0.0	0.0	2.9	0.0
	<b>Male</b>	100.0	50.0	72.2	100.0
	<b>Nonresident</b>	0.0	50.0	24.9	0.0
Age Group	<b>19 and Younger</b>	0.0	25.0	1.7	0.0
	<b>20-24</b>	0.0	0.0	9.9	0.0
	<b>25-34</b>	50.0	0.0	15.4	100.0
	<b>35-44</b>	0.0	0.0	16.4	0.0
	<b>45-54</b>	50.0	0.0	21.6	0.0
	<b>55-64</b>	0.0	25.0	10.1	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	0.0	50.0	24.9	0.0
Turnover	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	71.9	100.0

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		47-2043	47-2044	47-2051	47-2061
		Floor Sanders and Finishers (47-2043)	Tile and Marble Setters (47- 2044)	Cement Masons and Concrete Finishers (47- 2051)	Construction Laborers (47- 2061)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Less than High School Diploma	Less than High School Diploma	High School Diploma
N		79	40	1,725	7,948
Average Hourly Wage (\$)		15.00	.	16.00	13.00
% Paid Piece Rate		0.0	0.0	0.0	1.9
% Offered Selected Benefits	Health Insurance	0.0	0.0	31.0	27.2
	Retirement	0.0	0.0	19.5	18.2
	Paid Leave	0.0	0.0	24.1	22.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	16.7	40.9
	Critical Thinking	50.0	100.0	48.3	60.9
	Reading Comprehension	0.0	0.0	35.0	34.0
	Technology Design	50.0	0.0	18.4	23.8
	Operation and Control	100.0	0.0	50.0	50.5
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	43.7	52.6
	Not Satisfied	0.0	0.0	8.0	10.3
	Neither	0.0	0.0	20.7	19.3
	Other	0.0	100.0	27.6	17.8
Average Weekly Hours	20 or Less	0.0	0.0	0.0	6.5
	21-35	50.0	0.0	14.4	22.3
	36 or More	50.0	100.0	85.6	71.2
Gender	Female	0.0	0.0	0.0	3.5
	Male	50.0	100.0	80.5	75.0
	Nonresident	50.0	0.0	19.5	21.5
Age Group	19 and Younger	0.0	0.0	5.2	6.6
	20-24	0.0	0.0	18.4	21.9
	25-34	50.0	0.0	14.9	20.1
	35-44	0.0	100.0	30.5	10.7
	45-54	0.0	0.0	9.2	13.9
	55-64	0.0	0.0	2.3	5.2
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	50.0	0.0	19.5	21.6
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	78.7	64.1

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

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

N/D = Not dicloseable  
due to confidentiality.

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



## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		47-2121	47-2131	47-2132	47-2141
		Glaziers (47-2121)	Insulation Workers, Floor, Ceiling, and Wall (47-2131)	Insulation Workers, Mechanical (47-2132)	Painters, Construction and Maintenance (47-2141)
Job Characteristics					
<b>Typical Education<sup>a</sup></b>		High School Diploma	Less than High School Diploma	Less than High School Diploma	Less than High School Diploma
<b>N</b>		44	308	81	467
<b>Average Hourly Wage (\$)</b>		10.00	14.00	16.00	15.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	12.9	0.0	40.5
	<b>Retirement</b>	0.0	12.9	0.0	15.0
	<b>Paid Leave</b>	0.0	12.9	45.7	25.5
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	0.0	45.7	59.5
	<b>Critical Thinking</b>	100.0	12.9	0.0	100.0
	<b>Reading Comprehension</b>	78.0	12.9	0.0	59.5
	<b>Technology Design</b>	0.0	12.9	0.0	25.5
	<b>Operation and Control</b>	0.0	0.0	45.7	59.5
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	78.0	0.0	0.0	74.5
	<b>Not Satisfied</b>	22.0	12.9	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	25.5
	<b>Other</b>	0.0	87.1	100.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	14.8	0.0	34.0
	<b>36 or More</b>	100.0	85.2	100.0	66.0
<b>Gender</b>	<b>Female</b>	26.0	0.0	0.0	8.5
	<b>Male</b>	74.0	72.9	72.9	83.0
	<b>Nonresident</b>	0.0	27.1	27.1	8.5
<b>Age Group</b>	<b>19 and Younger</b>	26.0	12.9	0.0	8.5
	<b>20-24</b>	0.0	32.9	0.0	25.5
	<b>25-34</b>	48.0	12.9	50.0	17.0
	<b>35-44</b>	26.0	7.1	22.9	23.5
	<b>45-54</b>	0.0	0.0	0.0	8.5
	<b>55-64</b>	0.0	0.0	0.0	8.5
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	0.0	34.3	27.1	8.5
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	58.6	45.7	74.5

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

N/D = Not discloseable due to confidentiality.

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



## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		47-2181	47-2211	47-2221	47-3011
Job Characteristics		Roofers (47-2181)	Sheet Metal Workers (47-2211)	Structural Iron and Steel Workers (47-2221)	Helpers--Brickmasons, Blockmasons, Stonemasons, an (47-3011)
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	N	119	166	227	119
	Average Hourly Wage (\$)	12.00	19.00	26.18	12.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.3	53.8	55.5	0.0
	Retirement	33.3	71.8	52.3	0.0
	Paid Leave	33.3	53.8	17.4	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	12.8	66.7
	Critical Thinking	66.7	100.0	82.6	66.7
	Reading Comprehension	0.0	77.7	52.3	0.0
	Technology Design	33.3	94.1	62.0	0.0
	Operation and Control	0.0	70.2	82.6	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	5.9	65.1	100.0
	Not Satisfied	33.3	23.9	0.0	0.0
	Neither	0.0	46.2	0.0	0.0
	Other	0.0	23.9	34.9	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	47.8	0.0	100.0
	36 or More	100.0	52.2	100.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	88.8	55.5	66.7
	Nonresident	0.0	11.2	44.5	33.3
Age Group	19 and Younger	0.0	0.0	0.0	33.3
	20-24	33.3	23.9	3.1	33.3
	25-34	66.7	23.9	0.0	0.0
	35-44	0.0	35.1	17.4	0.0
	45-54	0.0	5.9	17.4	0.0
	55-64	0.0	0.0	17.4	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	0.0	11.2	44.5	33.3	
Turnover	% Still Working 1 Quarter After Hire	66.7	53.8	100.0	66.7

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

N/D = Not discloseable  
due to confidentiality.

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

# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		47-3012	47-3013	47-3014	47-3015
Job Characteristics		Helpers-- Carpenters (47- 3012)	Helpers-- Electricians (47- 3013)	Helpers-- Painters, Paperhangers, Plasterers, and S (47-3014)	Helpers-- Pipefitters, and Plumbers, St (47-3015)
<b>Typical Education<sup>a</sup></b>		High School Diploma	High School Diploma	Less than High School Diploma	Post Secondary
<b>N</b>		702	119	190	308
<b>Average Hourly Wage (\$)</b>		12.00	12.00	14.00	14.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	50.9	66.7	6.1	44.7
	<b>Retirement</b>	45.2	0.0	6.1	6.0
	<b>Paid Leave</b>	45.2	66.7	6.1	44.7
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	36.2	100.0	10.3	54.2
	<b>Critical Thinking</b>	88.7	100.0	100.0	68.2
	<b>Reading Comprehension</b>	43.5	100.0	37.3	52.7
	<b>Technology Design</b>	47.5	33.3	0.0	70.5
	<b>Operation and Control</b>	64.4	100.0	79.1	97.4
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	54.8	100.0	89.7	73.1
	<b>Not Satisfied</b>	11.3	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	10.3	26.9
	<b>Other</b>	33.9	0.0	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	0.0	0.0	12.9
	<b>21-35</b>	7.3	0.0	27.0	0.0
	<b>36 or More</b>	92.7	100.0	73.0	87.1
<b>Gender</b>	<b>Female</b>	5.7	0.0	20.9	0.0
	<b>Male</b>	64.4	100.0	79.1	87.1
	<b>Nonresident</b>	29.9	0.0	0.0	12.9
<b>Age Group</b>	<b>19 and Younger</b>	17.0	33.3	20.9	1.1
	<b>20-24</b>	23.7	33.3	6.1	25.8
	<b>25-34</b>	12.4	0.0	41.8	38.7
	<b>35-44</b>	11.3	0.0	5.2	0.0
	<b>45-54</b>	5.7	33.3	5.2	6.0
	<b>55-64</b>	0.0	0.0	20.9	12.9
	<b>65 and Older</b>	0.0	0.0	0.0	2.6
	<b>Unknown (Nonresident)</b>	29.9	0.0	0.0	12.9
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	65.0	33.3	79.1	100.0

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

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

N/D = Not discloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		47-3016	47-3019	47-4011	47-4031
Job Characteristics		Helpers-- Roofers (47- 3016)	Helpers, Construction Trades, All Other (47-3019)	Construction and Building Inspectors (47- 4011)	Fence Erectors (47-4031)
	<b>Typical Education<sup>a</sup></b>	High School Diploma	High School Diploma	Bachelors	High School Diploma
	<b>N</b>	79	168	140	593
	<b>Average Hourly Wage (\$)</b>	10.00	12.00	18.54	10.00
	<b>% Paid Piece Rate</b>	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	70.8	52.5	0.0
	<b>Retirement</b>	0.0	47.2	45.8	0.0
	<b>Paid Leave</b>	0.0	0.0	59.2	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	0.0	94.4	79.9	23.8
	<b>Critical Thinking</b>	0.0	100.0	86.6	71.6
	<b>Reading Comprehension</b>	0.0	52.8	80.9	67.9
	<b>Technology Design</b>	0.0	0.0	80.9	51.5
	<b>Operation and Control</b>	100.0	47.2	40.1	91.7
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	76.4	80.9	51.5
	<b>Not Satisfied</b>	0.0	23.6	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	20.1
	<b>Other</b>	0.0	0.0	19.1	28.4
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	11.1	8.2
	<b>36 or More</b>	100.0	100.0	88.9	91.8
<b>Gender</b>	<b>Female</b>	0.0	0.0	6.7	13.4
	<b>Male</b>	100.0	100.0	86.6	78.3
	<b>Nonresident</b>	0.0	0.0	6.7	8.3
<b>Age Group</b>	<b>19 and Younger</b>	50.0	23.6	13.4	6.7
	<b>20-24</b>	0.0	0.0	13.4	40.2
	<b>25-34</b>	0.0	52.8	12.4	17.1
	<b>35-44</b>	0.0	23.6	6.7	20.1
	<b>45-54</b>	0.0	0.0	28.4	0.0
	<b>55-64</b>	50.0	0.0	6.7	7.6
	<b>65 and Older</b>	0.0	0.0	12.4	0.0
	<b>Unknown (Nonresident)</b>	0.0	0.0	6.7	8.3
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	76.4	71.6	26.3

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		47-4041	47-4051	47-4071	47-4099
Job Characteristics		Hazardous Materials Removal Workers (47- 4041)	Highway Maintenance Workers (47- 4051)	Septic Tank Servicers and Sewer Pipe Cleaners (47- 4071)	Construction and Related Workers, All Other (47-4099)
	<b>Typical Education<sup>a</sup></b>	High School Diploma	High School Diploma	Less than High School Diploma	High School Diploma
	<b>N</b>	144	112	110	15
	<b>Average Hourly Wage (\$)</b>	18.00	15.25	18.00	15.00
	<b>% Paid Piece Rate</b>	0.0	0.0	0.0	0.0
<b>% Offered</b>	<b>Health Insurance</b>	45.7	21.4	20.0	35.4
<b>Selected</b>	<b>Retirement</b>	45.7	21.4	20.0	35.4
<b>Benefits</b>	<b>Paid Leave</b>	45.7	21.4	20.0	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	45.7	25.4	100.0	64.6
	<b>Critical Thinking</b>	84.8	62.0	100.0	100.0
	<b>Reading Comprehension</b>	76.1	7.1	40.0	100.0
	<b>Technology Design</b>	39.1	44.5	40.0	0.0
	<b>Operation and Control</b>	84.8	100.0	100.0	100.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	60.9	24.6	100.0	100.0
	<b>Not Satisfied</b>	15.2	0.0	0.0	0.0
	<b>Neither</b>	23.9	37.4	0.0	0.0
	<b>Other</b>	0.0	38.0	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	30.5	12.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	60.0	0.0
	<b>36 or More</b>	69.5	88.0	40.0	100.0
<b>Gender</b>	<b>Female</b>	0.0	10.3	20.0	0.0
	<b>Male</b>	84.8	80.9	80.0	35.4
	<b>Nonresident</b>	15.2	8.7	0.0	64.6
<b>Age Group</b>	<b>19 and Younger</b>	0.0	8.7	0.0	0.0
	<b>20-24</b>	8.6	10.3	20.0	0.0
	<b>25-34</b>	15.2	20.6	0.0	35.4
	<b>35-44</b>	60.9	19.1	20.0	0.0
	<b>45-54</b>	0.0	21.4	20.0	0.0
	<b>55-64</b>	0.0	11.1	40.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	15.2	8.7	0.0	64.6
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	60.9	100.0	40.0	35.4

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

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

N/D = Not discloseable  
due to confidentiality.

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

# Total, All Industries

## Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		47-5011	47-5012	47-5013	47-5021
		Derrick Operators, Oil and Gas (47-5011)	Rotary Drill Operators, Oil and Gas (47-5012)	Service Unit Operators, Oil, Gas, and Mining (47-5013)	Earth Drillers, Except Oil and Gas (47-5021)
Job Characteristics					
<b>Typical Education<sup>a</sup></b>		Less than High School Diploma	Less than High School Diploma	High School Diploma	High School Diploma
<b>N</b>		167	484	703	19
<b>Average Hourly Wage (\$)</b>		19.50	30.00	25.00	32.69
<b>% Paid Piece Rate</b>		0.0	11.5	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	100.0	57.9	89.5	49.7
	<b>Retirement</b>	66.7	46.5	84.2	49.7
	<b>Paid Leave</b>	88.9	23.5	84.2	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	33.3	68.8	39.5	100.0
	<b>Critical Thinking</b>	44.4	91.8	55.3	100.0
	<b>Reading Comprehension</b>	66.7	53.5	34.2	100.0
	<b>Technology Design</b>	44.4	38.2	31.6	100.0
	<b>Operation and Control</b>	77.8	91.8	57.9	100.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	66.7	22.9	50.0	100.0
	<b>Not Satisfied</b>	11.1	0.0	2.6	0.0
	<b>Neither</b>	0.0	34.4	0.0	0.0
	<b>Other</b>	22.2	42.6	47.4	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	0.0
	<b>36 or More</b>	100.0	100.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	0.0	0.0	2.6	0.0
	<b>Male</b>	88.9	72.7	86.8	100.0
	<b>Nonresident</b>	11.1	27.3	10.5	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	5.3	0.0
	<b>20-24</b>	22.2	11.5	15.8	0.0
	<b>25-34</b>	55.6	19.1	31.6	0.0
	<b>35-44</b>	0.0	15.3	13.2	50.3
	<b>45-54</b>	0.0	19.1	21.1	49.7
	<b>55-64</b>	11.1	7.6	2.6	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
<b>Unknown (Nonresident)</b>	11.1	27.3	10.5	0.0	
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	88.9	57.9	89.5	100.0

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

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

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
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## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		47-5041	47-5071	47-5081	47-5099
		Continuous Mining Machine Operators (47-5041)	Roustabouts, Oil and Gas (47-5071)	Helpers-- Extraction Workers (47-5081)	Extraction Workers, All Other (47-5099)
Job Characteristics					
Typical Education <sup>a</sup>		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		56	3,248	482	1,651
Average Hourly Wage (\$)		26.00	15.00	14.00	18.00
% Paid Piece Rate		0.0	2.3	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	49.0	47.0	71.8
	Retirement	0.0	27.8	50.9	59.5
	Paid Leave	0.0	36.6	24.0	50.5
Skills Selected as "Important" (%)	Service Orientation	0.0	59.6	45.3	56.1
	Critical Thinking	100.0	82.4	77.0	80.9
	Reading Comprehension	0.0	56.0	27.8	50.3
	Technology Design	0.0	48.0	19.2	61.0
	Operation and Control	100.0	74.4	72.6	84.7
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	53.5	37.0	50.9
	Not Satisfied	0.0	10.6	24.0	9.1
	Neither	0.0	18.8	19.8	5.6
	Other	100.0	17.1	19.2	34.3
Average Weekly Hours	20 or Less	0.0	1.9	0.0	1.7
	21-35	0.0	8.3	12.0	9.2
	36 or More	100.0	89.8	88.0	89.1
Gender	Female	0.0	7.3	0.0	4.5
	Male	66.7	78.4	80.0	80.9
	Nonresident	33.3	14.3	20.0	14.6
Age Group	19 and Younger	0.0	5.4	6.2	5.6
	20-24	0.0	26.0	21.2	19.8
	25-34	0.0	26.0	15.4	41.0
	35-44	0.0	14.0	13.6	13.5
	45-54	66.7	9.6	13.9	3.4
	55-64	0.0	4.2	9.7	2.2
	65 and Older	0.0	0.6	0.0	0.0
	Unknown (Nonresident)	33.3	14.3	20.0	14.6
Turnover	% Still Working 1 Quarter After Hire	0.0	74.7	70.6	79.1

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		49-1011	49-2011	49-2021	49-2022
		First-Line Supervisors/Managers of Mechanics, Installers and Repairers (49-1011)	Computer, Automated Teller & Office Mach. Repairer (49-2011)	Radio Mechanics (49-2021)	Telecommunications Equipment Installers and Repair (49-2022)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	Associates	Post Secondary
N		92	113	80	150
Average Hourly Wage (\$)		24.00	13.00	16.00	15.75
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	61.1	100.0	79.3
	Retirement	61.4	61.1	64.8	68.6
	Paid Leave	69.1	61.1	100.0	96.4
Skills Selected as "Important" (%)	Service Orientation	69.1	100.0	41.9	96.4
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	92.3	61.1	100.0	90.1
	Technology Design	51.8	100.0	100.0	96.4
	Operation and Control	82.7	100.0	64.8	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	64.3	61.1	6.7	65.0
	Not Satisfied	0.0	0.0	35.2	0.0
	Neither	7.7	38.9	58.1	20.7
	Other	28.0	0.0	0.0	14.3
Average Weekly Hours	20 or Less	0.0	38.9	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	61.1	100.0	100.0
Gender	Female	24.1	0.0	29.0	17.9
	Male	64.5	88.9	64.2	78.5
	Nonresident	11.4	11.1	6.7	3.6
Age Group	19 and Younger	0.0	0.0	0.0	3.6
	20-24	7.7	38.9	26.2	7.2
	25-34	48.2	50.0	26.2	63.7
	35-44	11.4	0.0	14.5	12.5
	45-54	12.6	0.0	26.2	0.0
	55-64	8.7	0.0	0.0	9.4
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	11.4	11.1	6.7	3.6
Turnover	% Still Working 1 Quarter After Hire	87.4	61.1	100.0	89.2

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		49-2092	49-2094	49-2095	49-2097
		Electric Motor, Power Tool, and Related Repairers (49-2092)	Electrical and Electronics Repairers, Commercial and Industrial (49-2094)	Electrical and Electronics Repairers, Powerhouse, and Substation (49-2095)	Electronic Home Entertainment Equipment Installers (49-2097)
Typical Education <sup>a</sup>		High School Diploma	Associates	Post Secondary	Post Secondary
N		29	103	14	43
Average Hourly Wage (\$)		18.00	25.38	37.30	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	80.4	100.0	100.0	100.0
	Retirement	80.4	81.1	75.0	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	80.4	81.1	0.0	78.3
	Critical Thinking	0.0	100.0	100.0	87.5
	Reading Comprehension	80.4	100.0	100.0	21.7
	Technology Design	80.4	64.2	100.0	100.0
	Operation and Control	100.0	100.0	100.0	12.5
Employers' Satisfaction with New Hires' Skills	Satisfied	19.6	100.0	100.0	34.2
	Not Satisfied	0.0	0.0	0.0	65.8
	Neither	80.4	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	9.5	0.0	16.5
	Male	100.0	72.6	100.0	67.1
	Nonresident	0.0	17.9	0.0	16.5
Age Group	19 and Younger	0.0	0.0	0.0	38.1
	20-24	19.6	9.5	0.0	28.9
	25-34	0.0	36.8	50.0	16.5
	35-44	0.0	35.8	25.0	0.0
	45-54	80.4	0.0	0.0	0.0
	55-64	0.0	0.0	25.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	0.0	17.9	0.0	16.5	
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>

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		49-2098	49-3011	49-3013	49-3021
		Security and Fire Alarm Systems Installers (49-2098)	Aircraft Mechanics and Service Technicians (49-3011)	Aircraft Mech & Serv Tech, not FAA (49-3013)	Automotive Body and Related Repairers (49-3021)
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	Post Secondary	High School Diploma
N		172	127	12	132
Average Hourly Wage (\$)		12.00	25.00	17.00	17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	35.9	63.6	0.0	21.4
	Retirement	35.9	54.5	0.0	21.4
	Paid Leave	35.9	45.5	0.0	47.6
Skills Selected as "Important" (%)	Service Orientation	100.0	36.4	100.0	17.5
	Critical Thinking	100.0	100.0	100.0	78.6
	Reading Comprehension	100.0	72.7	100.0	65.1
	Technology Design	51.2	100.0	100.0	82.5
	Operation and Control	64.1	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	64.1	18.2	100.0	73.8
	Not Satisfied	23.1	0.0	0.0	8.7
	Neither	12.8	54.5	0.0	17.5
	Other	0.0	27.3	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	10.6
	36 or More	100.0	100.0	0.0	89.4
Gender	Female	0.0	18.2	0.0	17.5
	Male	74.4	45.5	100.0	73.8
	Nonresident	25.6	36.4	0.0	8.7
Age Group	19 and Younger	0.0	0.0	0.0	17.5
	20-24	48.8	9.1	0.0	8.7
	25-34	25.6	9.1	0.0	23.0
	35-44	0.0	18.2	0.0	24.6
	45-54	0.0	0.0	100.0	8.7
	55-64	0.0	27.3	0.0	8.7
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	25.6	36.4	0.0	8.7
Turnover	% Still Working 1 Quarter After Hire	100.0	54.5	100.0	82.5

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		49-3022	49-3023	49-3031	49-3041
		Automotive Glass Installers and Repairers (49-3022)	Automotive Service Technicians and Mechanics (49- 3023)	Bus & Truck Mechanics & Diesel Engine Specialists (49- 3031)	Farm Equipment Mechanics (49- 3041)
Job Characteristics					
	Typical Education <sup>a</sup>	High School Diploma	Post Secondary	High School Diploma	High School Diploma
	N	266	975	873	85
	Average Hourly Wage (\$)	10.00	13.00	18.00	12.50
	% Paid Piece Rate	0.0	4.7	0.0	0.0
% Offered Selected Benefits	Health Insurance	8.7	57.0	81.5	11.1
	Retirement	8.7	46.9	70.7	22.2
	Paid Leave	4.3	55.2	73.9	22.2
Skills Selected as "Important" (%)	Service Orientation	17.4	85.9	54.1	55.8
	Critical Thinking	4.3	100.0	92.2	66.9
	Reading Comprehension	8.7	91.9	84.5	33.7
	Technology Design	8.7	83.9	72.9	88.9
	Operation and Control	13.0	97.4	84.3	55.6
Employers' Satisfaction with New Hires' Skills	Satisfied	8.7	73.7	61.0	66.9
	Not Satisfied	0.0	2.4	1.3	0.0
	Neither	4.3	21.5	12.0	33.1
	Other	87.0	2.4	25.7	0.0
Average Weekly Hours	20 or Less	0.0	6.3	4.0	33.3
	21-35	91.3	0.0	2.8	11.5
	36 or More	8.7	93.7	93.2	55.2
Gender	Female	16.5	22.7	6.0	6.6
	Male	58.7	70.2	85.6	81.9
	Nonresident	24.8	7.1	8.3	11.5
Age Group	19 and Younger	0.0	12.5	4.3	0.0
	20-24	8.7	14.0	6.9	13.2
	25-34	33.5	15.0	28.6	39.9
	35-44	24.8	16.5	19.9	13.2
	45-54	8.3	24.6	19.3	22.2
	55-64	0.0	9.0	11.3	0.0
	65 and Older	0.0	0.0	1.3	0.0
Unknown (Nonresident)	24.8	8.3	8.3	11.5	
Turnover	% Still Working 1 Quarter After Hire	58.7	78.5	71.7	66.9

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		49-3042	49-3043	49-3051	49-3052
		Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Rail Car Repairers (49-3043)	Motorboat Mechanics (49-3051)	Motorcycle Mechanics (49-3052)
<b>Typical Education<sup>a</sup></b>		Post Secondary	High School Diploma	Post Secondary	High School Diploma
<b>N</b>		814	12	219	351
<b>Average Hourly Wage (\$)</b>		18.00	15.50	14.00	12.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	75.6	100.0	100.0	50.0
	<b>Retirement</b>	62.6	0.0	40.0	25.0
	<b>Paid Leave</b>	63.6	100.0	40.0	25.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	65.8	100.0	0.0	75.0
	<b>Critical Thinking</b>	90.9	100.0	40.0	100.0
	<b>Reading Comprehension</b>	74.4	100.0	40.0	100.0
	<b>Technology Design</b>	60.5	0.0	40.0	75.0
	<b>Operation and Control</b>	72.8	100.0	40.0	75.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	68.6	0.0	40.0	25.0
	<b>Not Satisfied</b>	6.1	100.0	0.0	0.0
	<b>Neither</b>	9.3	0.0	0.0	75.0
	<b>Other</b>	15.9	0.0	60.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	2.7	0.0	0.0	0.0
	<b>36 or More</b>	97.3	100.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	7.4	0.0	20.0	25.0
	<b>Male</b>	87.3	100.0	60.0	37.5
	<b>Nonresident</b>	5.3	0.0	20.0	37.5
<b>Age Group</b>	<b>19 and Younger</b>	0.9	0.0	0.0	0.0
	<b>20-24</b>	22.9	0.0	0.0	0.0
	<b>25-34</b>	33.3	100.0	20.0	25.0
	<b>35-44</b>	16.7	0.0	0.0	25.0
	<b>45-54</b>	14.8	0.0	40.0	12.5
	<b>55-64</b>	6.1	0.0	20.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	5.3	0.0	20.0	37.5
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	89.3	100.0	60.0	100.0

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

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

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		49-3053	49-3092	49-3093	49-9011
		Outdoor Power Equipment & Other Small Engine Mech. (49-3053)	Recreational Vehicle Service Technicians (49- 3092)	Tire Repairers and Changers (49-3093)	Mechanical Door Repairers (49-9011)
Job Characteristics					
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	Post Secondary	High School Diploma
	N	161	44	1,089	44
	Average Hourly Wage (\$)	17.00	.	10.00	18.00
	% Paid Piece Rate	0.0	100.0	1.1	0.0
% Offered Selected Benefits	Health Insurance	27.2	100.0	55.5	100.0
	Retirement	0.0	100.0	47.5	0.0
	Paid Leave	81.6	100.0	59.5	100.0
Skills Selected as "Important" (%)	Service Orientation	94.8	100.0	92.8	100.0
	Critical Thinking	100.0	100.0	87.9	100.0
	Reading Comprehension	100.0	0.0	65.7	100.0
	Technology Design	59.6	0.0	47.5	100.0
	Operation and Control	100.0	0.0	93.9	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	62.7	0.0
	Not Satisfied	0.0	0.0	9.1	100.0
	Neither	0.0	0.0	24.1	0.0
	Other	0.0	0.0	4.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	1.4	0.0
	21-35	19.5	0.0	8.2	0.0
	36 or More	80.5	0.0	90.4	0.0
Gender	Female	4.4	100.0	13.1	0.0
	Male	63.2	0.0	82.8	100.0
	Nonresident	32.4	0.0	4.0	0.0
Age Group	19 and Younger	0.0	0.0	15.3	0.0
	20-24	4.4	0.0	38.3	0.0
	25-34	27.2	0.0	25.2	0.0
	35-44	8.8	100.0	0.0	0.0
	45-54	27.2	0.0	13.1	100.0
	55-64	0.0	0.0	4.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	32.4	0.0	4.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	91.2	100.0	71.8	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		49-9012	49-9021	49-9041	49-9043
		Control and Valve Installers and Repairers, Except (49-9012)	Heating, Air Conditioning, and Refrigeration Mecha (49-9021)	Industrial Machinery Mechanics (49-9041)	Maintenance Workers, Machinery (49-9043)
Job Characteristics					
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	Post Secondary	High School Diploma
	N	149	327	1,007	160
	Average Hourly Wage (\$)	15.00	18.00	19.00	14.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	45.7	15.0	88.2	100.0
	Retirement	45.7	15.0	59.5	71.1
	Paid Leave	45.7	15.0	79.4	75.2
Skills Selected as "Important" (%)	Service Orientation	13.6	27.2	75.8	75.2
	Critical Thinking	100.0	87.9	91.0	85.6
	Reading Comprehension	80.3	75.7	75.5	69.3
	Technology Design	38.9	39.3	55.2	56.7
	Operation and Control	74.2	51.4	88.6	88.4
Employers' Satisfaction with New Hires' Skills	Satisfied	13.6	51.4	67.2	82.5
	Not Satisfied	6.6	36.4	10.4	0.0
	Neither	67.4	0.0	14.3	5.9
	Other	12.4	12.1	8.1	11.6
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	67.6	13.8	4.8	0.0
	36 or More	32.4	86.2	95.2	100.0
Gender	Female	23.3	0.0	8.2	7.2
	Male	76.7	63.6	74.7	92.8
	Nonresident	0.0	36.4	17.1	0.0
Age Group	19 and Younger	0.0	12.1	5.0	0.0
	20-24	32.1	12.1	12.0	31.9
	25-34	21.1	24.3	28.7	46.4
	35-44	44.5	2.9	15.4	0.0
	45-54	2.3	0.0	16.9	7.2
	55-64	0.0	12.1	5.0	7.2
	65 and Older	0.0	0.0	0.0	7.2
	Unknown (Nonresident)	0.0	36.4	17.1	0.0
Turnover	% Still Working 1 Quarter After Hire	86.9	63.6	84.2	94.1

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		49-9044	49-9051	49-9052	49-9062
		Millwrights (49-9044)	Electrical Power Line Installers and Repairers (49-9051)	Telecommunications Line Installers and Repairers (49-9052)	Medical Equipment Repairers (49-9062)
Job Characteristics					
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	High School Diploma	Associates
	N	23	419	95	35
	Average Hourly Wage (\$)	34.84	25.00	34.00	15.67
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	70.8	83.1	100.0
	Retirement	0.0	29.7	83.1	100.0
	Paid Leave	0.0	77.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	80.3	11.3	67.1
	Critical Thinking	100.0	100.0	94.4	100.0
	Reading Comprehension	100.0	100.0	94.4	100.0
	Technology Design	100.0	59.7	94.4	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	86.5	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	9.5	0.0	0.0
	Other	100.0	4.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.8	66.7	0.0
	21-35	0.0	28.9	0.0	0.0
	36 or More	0.0	70.3	33.3	100.0
Gender	Female	50.0	0.8	5.6	67.1
	Male	0.0	60.5	11.3	0.0
	Nonresident	50.0	38.7	83.1	32.9
Age Group	19 and Younger	0.0	0.0	16.9	67.1
	20-24	0.0	21.3	0.0	0.0
	25-34	50.0	16.2	0.0	0.0
	35-44	0.0	13.5	0.0	0.0
	45-54	0.0	10.3	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	50.0	38.7	83.1	32.9
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	11.3	100.0

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		49-9069	49-9071	49-9081	49-9094
		Precision Instrument & Equipment Repairers, Other (49-9069)	Maintenance and Repair Workers, Gen (49-9071)	Wind Turbine Service Technicians (49-9081)	Locksmiths and Safe Repairers (49-9094)
Job Characteristics					
Typical Education <sup>a</sup>		Post Secondary	Post Secondary	Post Secondary	High School Diploma
N		21	2,075	147	12
Average Hourly Wage (\$)		26.00	12.69	17.00	18.98
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	50.1	100.0	100.0
	Retirement	0.0	45.2	73.1	100.0
	Paid Leave	0.0	48.4	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	63.7	19.3	100.0
	Critical Thinking	100.0	80.8	100.0	100.0
	Reading Comprehension	100.0	57.4	73.1	100.0
	Technology Design	100.0	52.9	100.0	100.0
	Operation and Control	100.0	74.4	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	63.5	73.1	100.0
	Not Satisfied	0.0	5.2	0.0	0.0
	Neither	0.0	23.3	0.0	0.0
	Other	0.0	8.1	26.9	0.0
Average Weekly Hours	20 or Less	0.0	13.7	0.0	0.0
	21-35	45.0	24.7	0.0	0.0
	36 or More	55.0	61.6	100.0	100.0
Gender	Female	0.0	20.1	0.0	0.0
	Male	100.0	69.0	73.1	100.0
	Nonresident	0.0	10.9	26.9	0.0
Age Group	19 and Younger	0.0	11.0	6.4	0.0
	20-24	0.0	18.0	26.9	0.0
	25-34	100.0	22.7	39.8	100.0
	35-44	0.0	12.9	0.0	0.0
	45-54	0.0	15.2	0.0	0.0
	55-64	0.0	6.1	0.0	0.0
	65 and Older	0.0	1.3	0.0	0.0
	Unknown (Nonresident)	0.0	12.8	26.9	0.0
Turnover	% Still Working 1 Quarter After Hire	45.0	85.7	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		49-9096	49-9098	49-9099	51-1011
		Riggers (49-9096)	Helpers-- Installation, Maint., & Repair Workers (49-9098)	Installation, Maintenance & Repair Workers, Other (49-9099)	First-Line Supervisors/Managers of Production and (51-1011)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	Post Secondary	High School Diploma
N		144	612	328	164
Average Hourly Wage (\$)		17.00	10.00	16.00	23.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	95.1	13.2	21.7	62.3
	Retirement	35.6	5.7	0.0	56.3
	Paid Leave	87.0	13.2	16.5	62.3
Skills Selected as "Important" (%)	Service Orientation	66.3	57.2	80.7	62.6
	Critical Thinking	100.0	74.8	81.8	100.0
	Reading Comprehension	25.7	60.7	63.1	76.1
	Technology Design	61.3	29.8	61.9	52.6
	Operation and Control	38.7	50.1	94.2	69.4
Employers' Satisfaction with New Hires' Skills	Satisfied	38.7	46.1	90.7	51.8
	Not Satisfied	53.3	29.0	9.3	0.0
	Neither	0.0	23.0	0.0	24.2
	Other	8.0	1.9	0.0	23.9
Average Weekly Hours	20 or Less	0.0	30.7	9.9	0.0
	21-35	0.0	4.6	9.9	0.0
	36 or More	100.0	64.8	80.2	100.0
Gender	Female	0.0	10.2	16.4	11.7
	Male	92.0	77.6	80.8	88.3
	Nonresident	8.0	12.2	2.9	0.0
Age Group	19 and Younger	8.0	34.0	0.0	30.2
	20-24	12.9	14.7	29.5	6.0
	25-34	71.1	13.8	16.8	25.1
	35-44	0.0	11.9	9.5	12.0
	45-54	0.0	4.3	35.8	15.3
	55-64	0.0	0.0	5.6	11.4
	65 and Older	0.0	9.1	0.0	0.0
	Unknown (Nonresident)	8.0	12.2	2.9	0.0
Turnover	% Still Working 1 Quarter After Hire	74.3	72.9	94.2	100.0

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		51-2022	51-2041	51-2091	51-2092
		Electrical and Electronic Equipment Assemblers (51-2022)	Structural Metal Fabricators and Fitters (51-2041)	Fiberglass Laminators and Fabricators (51-2091)	Team Assemblers (51-2092)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		29	49	40	360
Average Hourly Wage (\$)		12.00	18.50	15.00	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	68.1
	Retirement	0.0	80.0	0.0	48.4
	Paid Leave	33.3	80.0	0.0	29.9
Skills Selected as "Important" (%)	Service Orientation	0.0	80.0	100.0	24.5
	Critical Thinking	100.0	100.0	100.0	54.5
	Reading Comprehension	100.0	60.0	100.0	80.3
	Technology Design	100.0	100.0	100.0	15.8
	Operation and Control	100.0	100.0	100.0	68.1
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	60.0	100.0	45.4
	Not Satisfied	0.0	0.0	0.0	18.5
	Neither	0.0	40.0	0.0	10.9
	Other	0.0	0.0	0.0	25.2
Average Weekly Hours	20 or Less	66.7	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	10.9
	36 or More	33.3	100.0	0.0	89.1
Gender	Female	33.3	0.0	0.0	45.4
	Male	66.7	100.0	0.0	49.1
	Nonresident	0.0	0.0	100.0	5.4
Age Group	19 and Younger	33.3	0.0	0.0	8.2
	20-24	33.3	20.0	0.0	8.1
	25-34	33.3	0.0	0.0	25.7
	35-44	0.0	60.0	0.0	27.0
	45-54	0.0	20.0	0.0	16.8
	55-64	0.0	0.0	0.0	8.7
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	0.0	0.0	100.0	5.4	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	68.1

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		51-2099	51-3011	51-3021	51-3022
		Assemblers and Fabricators, All Other (51-2099)	Bakers (51-3011)	Butchers and Meat Cutters (51-3021)	Meat, Poultry, and Fish Cutters and Trimmers (51-3022)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
N		224	801	44	33
Average Hourly Wage (\$)		10.10	9.57	9.50	11.30
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	39.1	27.4	100.0	0.0
	Retirement	26.0	21.9	0.0	0.0
	Paid Leave	69.5	27.4	100.0	70.6
Skills Selected as "Important" (%)	Service Orientation	78.2	78.9	100.0	100.0
	Critical Thinking	78.2	98.8	100.0	70.6
	Reading Comprehension	82.5	91.3	100.0	100.0
	Technology Design	60.9	20.9	100.0	100.0
	Operation and Control	95.6	85.8	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.9	82.4	0.0	70.6
	Not Satisfied	21.8	1.2	100.0	0.0
	Neither	12.9	5.5	0.0	0.0
	Other	4.4	10.9	0.0	29.4
Average Weekly Hours	20 or Less	0.0	9.1	0.0	100.0
	21-35	0.0	18.5	0.0	0.0
	36 or More	100.0	72.5	100.0	0.0
Gender	Female	19.5	41.6	0.0	70.6
	Male	80.5	30.0	100.0	29.4
	Nonresident	0.0	28.4	0.0	0.0
Age Group	19 and Younger	0.0	16.4	100.0	0.0
	20-24	17.5	16.4	0.0	0.0
	25-34	41.2	6.7	0.0	29.4
	35-44	4.4	22.9	0.0	0.0
	45-54	37.0	9.1	0.0	70.6
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	28.4	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	95.6	82.6	100.0	100.0

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		51-3023	51-3099	51-4031	51-4033
		Slaughterers and Meat Packers (51-3023)	All other food processing workers (51-3099)	Cutting, Punching, and Press Machine Setters, Oper (51-4031)	Grinding, Lapping, Polishing, and Buffing Machine (51-4033)
Job Characteristics					
Typical Education <sup>a</sup>		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		59	40	97	39
Average Hourly Wage (\$)		11.00	12.50	11.25	13.00
% Paid Piece Rate		0.0	0.0	10.1	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	59.7	74.8
	Retirement	0.0	0.0	29.5	49.6
	Paid Leave	0.0	0.0	49.7	25.2
Skills Selected as "Important" (%)	Service Orientation	83.3	0.0	10.1	25.2
	Critical Thinking	83.3	100.0	39.9	100.0
	Reading Comprehension	100.0	0.0	59.7	100.0
	Technology Design	33.3	100.0	20.1	24.4
	Operation and Control	66.7	100.0	80.2	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	90.3	24.4
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	9.7	75.6
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	12.6	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	87.4	100.0
Gender	Female	0.0	0.0	29.9	0.0
	Male	83.3	0.0	60.1	100.0
	Nonresident	16.7	100.0	10.1	0.0
Age Group	19 and Younger	16.7	0.0	19.8	0.0
	20-24	33.3	0.0	29.9	25.2
	25-34	16.7	0.0	20.1	50.4
	35-44	0.0	0.0	0.0	0.0
	45-54	16.7	0.0	10.1	24.4
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	10.1	0.0
	Unknown (Nonresident)	16.7	100.0	10.1	0.0
Turnover	% Still Working 1 Quarter After Hire	66.7	100.0	100.0	49.6

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-4034 Lathe and Turning Machine Tool Setters, Operators, (51-4034)	51-4041 Machinists (51-4041)	51-4071 Foundry Mold and Coremakers (51-4071)	51-4072 Molding, Coremaking, and Casting Machine Setters, (51-4072)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		68	310	10	20
Average Hourly Wage (\$)		11.50	16.00	11.00	10.05
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	71.2	74.7	100.0	0.0
	Retirement	86.3	61.4	100.0	0.0
	Paid Leave	86.3	60.3	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	14.4	52.4	0.0	0.0
	Critical Thinking	100.0	93.7	0.0	0.0
	Reading Comprehension	14.4	93.7	0.0	0.0
	Technology Design	71.9	83.6	0.0	0.0
	Operation and Control	100.0	85.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	86.3	80.7	0.0	100.0
	Not Satisfied	0.0	0.0	100.0	0.0
	Neither	0.0	10.6	0.0	0.0
	Other	13.7	8.6	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	17.1	0.0	0.0
	36 or More	100.0	82.9	100.0	100.0
Gender	Female	0.0	13.2	0.0	50.0
	Male	100.0	83.6	100.0	50.0
	Nonresident	0.0	3.2	0.0	0.0
Age Group	19 and Younger	0.0	13.2	0.0	0.0
	20-24	14.4	12.7	100.0	0.0
	25-34	42.5	39.0	0.0	50.0
	35-44	0.0	12.7	0.0	50.0
	45-54	14.4	19.3	0.0	0.0
	55-64	28.8	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	0.0	3.2	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	85.6	90.5	100.0	100.0

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-4121	51-4122	51-5111	51-5112
		<b>Welders, Cutters, Solderers, and Brazers (51-4121)</b>	<b>Welding, Soldering, and Brazing Machine Setters, O (51-4122)</b>	<b>Prepress Technicians and Workers (51-5111)</b>	<b>Printing Press Operators (51-5112)</b>
<b>Typical Education<sup>a</sup></b>		Post Secondary	High School Diploma	Post Secondary	High School Diploma
<b>N</b>		2,621	134	10	40
<b>Average Hourly Wage (\$)</b>		18.00	20.32	10.00	10.00
<b>% Paid Piece Rate</b>		2.4	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	46.4	100.0	100.0	51.2
	<b>Retirement</b>	23.7	91.3	0.0	13.4
	<b>Paid Leave</b>	31.4	92.7	100.0	51.2
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	60.7	8.7	0.0	24.4
	<b>Critical Thinking</b>	92.1	56.0	100.0	62.2
	<b>Reading Comprehension</b>	53.7	58.0	100.0	37.8
	<b>Technology Design</b>	65.2	47.3	100.0	37.8
	<b>Operation and Control</b>	90.6	58.0	100.0	62.2
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	54.9	34.6	100.0	62.2
	<b>Not Satisfied</b>	4.3	0.0	0.0	0.0
	<b>Neither</b>	26.6	8.7	0.0	37.8
	<b>Other</b>	14.2	56.7	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	1.4	0.0	0.0	0.0
	<b>21-35</b>	7.5	0.0	100.0	48.8
	<b>36 or More</b>	91.2	100.0	0.0	51.2
<b>Gender</b>	<b>Female</b>	15.4	0.0	100.0	13.4
	<b>Male</b>	67.5	71.1	0.0	86.6
	<b>Nonresident</b>	17.1	28.9	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	10.2	0.0	0.0	24.4
	<b>20-24</b>	15.2	11.6	0.0	13.4
	<b>25-34</b>	20.9	46.7	100.0	48.8
	<b>35-44</b>	20.6	0.0	0.0	0.0
	<b>45-54</b>	10.9	0.0	0.0	13.4
	<b>55-64</b>	4.8	12.9	0.0	0.0
	<b>65 and Older</b>	0.4	0.0	0.0	0.0
<b>Unknown (Nonresident)</b>	17.1	28.9	0.0	0.0	
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	70.6	100.0	100.0	100.0

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		51-5113	51-6011	51-6021	51-6031
Job Characteristics		Print Binding & Finishing Workers (51-5113)	Laundry and Dry-Cleaning Workers (51-6011)	Pressers, Textile, Garment, and Related Materials (51-6021)	Sewing Machine Operators (51-6031)
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	Less than High School Diploma	Less than High School Diploma
	N	20	563	58	43
	Average Hourly Wage (\$)	9.25	9.00	9.00	8.50
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	43.3	0.0	22.9
	Retirement	50.0	16.4	0.0	22.9
	Paid Leave	50.0	82.6	0.0	22.9
Skills Selected as "Important" (%)	Service Orientation	100.0	34.0	100.0	77.1
	Critical Thinking	0.0	14.4	40.0	77.1
	Reading Comprehension	50.0	13.3	0.0	77.1
	Technology Design	0.0	5.1	100.0	77.1
	Operation and Control	50.0	81.5	40.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	21.5	60.0	22.9
	Not Satisfied	50.0	6.2	0.0	22.9
	Neither	0.0	66.1	40.0	54.1
	Other	0.0	6.2	0.0	0.0
Average Weekly Hours	20 or Less	0.0	3.6	0.0	70.2
	21-35	0.0	53.1	100.0	29.8
	36 or More	100.0	43.4	0.0	0.0
Gender	Female	50.0	58.8	40.0	77.1
	Male	50.0	33.0	40.0	22.9
	Nonresident	0.0	8.2	20.0	0.0
Age Group	19 and Younger	0.0	2.1	20.0	0.0
	20-24	0.0	18.6	0.0	27.1
	25-34	100.0	20.6	20.0	0.0
	35-44	0.0	12.4	20.0	50.0
	45-54	0.0	4.1	20.0	22.9
	55-64	0.0	28.9	0.0	0.0
	65 and Older	0.0	3.1	0.0	0.0
	Unknown (Nonresident)	0.0	10.3	20.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	47.4	40.0	100.0

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-6052 Tailors, Dressmakers, and Custom Sewers (51- 6052)	51-6061 Textile Bleaching & Dyeing Machine Op. & Tenders (51-6061)	51-6093 Upholsterers (51-6093)	51-6099 Textile, Apparel, & Furnishings Workers, All Other (51-6099)
<b>Typical Education<sup>a</sup></b>		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
<b>N</b>		35	10	23	22
<b>Average Hourly Wage (\$)</b>		9.00	8.50	12.00	7.25
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	0.0	0.0	0.0
	<b>Retirement</b>	0.0	0.0	0.0	0.0
	<b>Paid Leave</b>	0.0	0.0	0.0	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	100.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
	<b>Technology Design</b>	66.7	100.0	100.0	100.0
	<b>Operation and Control</b>	66.7	100.0	100.0	100.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	33.3	100.0	100.0	0.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	100.0
	<b>Neither</b>	66.7	0.0	0.0	0.0
	<b>Other</b>	0.0	0.0	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	100.0	0.0	0.0
	<b>21-35</b>	100.0	0.0	100.0	100.0
	<b>36 or More</b>	0.0	0.0	0.0	0.0
<b>Gender</b>	<b>Female</b>	33.3	100.0	50.0	0.0
	<b>Male</b>	33.3	0.0	50.0	100.0
	<b>Nonresident</b>	33.3	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	0.0	100.0	0.0	0.0
	<b>25-34</b>	33.3	0.0	50.0	100.0
	<b>35-44</b>	0.0	0.0	50.0	0.0
	<b>45-54</b>	0.0	0.0	0.0	0.0
	<b>55-64</b>	33.3	0.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	33.3	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	33.3	0.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		51-7011	51-7021	51-7041	51-7042
		Cabinetmakers and Bench Carpenters (51-7011)	Furniture Finishers (51-7021)	Sawing Machine Setters, Operators & Tenders, Wood (51-7041)	Woodworking Machine Setters, Operators, and Tender (51-7042)
Job Characteristics					
Typical Education <sup>a</sup>		Post Secondary	Less than High School Diploma	Less than High School Diploma	High School Diploma
N		20	29	88	78
Average Hourly Wage (\$)		11.00	10.00	10.50	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	62.5
	Retirement	0.0	0.0	44.4	50.0
	Paid Leave	0.0	0.0	55.6	62.5
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	33.3	37.5
	Critical Thinking	100.0	100.0	55.6	62.5
	Reading Comprehension	50.0	100.0	55.6	62.5
	Technology Design	50.0	34.1	11.1	50.0
	Operation and Control	100.0	100.0	66.7	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	55.6	25.0
	Not Satisfied	0.0	65.9	0.0	12.5
	Neither	0.0	34.1	33.3	62.5
	Other	0.0	0.0	11.1	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	0.0	11.1	0.0
	Male	100.0	100.0	77.8	75.0
	Nonresident	0.0	0.0	11.1	25.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	67.0	22.2	12.5
	25-34	0.0	0.0	22.2	50.0
	35-44	100.0	33.0	22.2	12.5
	45-54	0.0	0.0	11.1	0.0
	55-64	0.0	0.0	11.1	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	11.1	25.0
Turnover	% Still Working 1 Quarter After Hire	100.0	34.1	77.8	100.0

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-8013	51-8031	51-8092	51-8093
		Power Plant Operators (51-8013)	Water & Liquid Waste Treatment Plant & System Oper (51-8031)	Gas Plant Operators (51-8092)	Petroleum Pump System Operators, Refinery Operator (51-8093)
Typical Education <sup>a</sup>		Associates	High School Diploma	High School Diploma	High School Diploma
N		14	233	128	54
Average Hourly Wage (\$)		28.17	19.00	26.04	28.85
% Paid Piece Rate		0.0	2.9	0.0	0.0
% Offered Selected Benefits	Health Insurance	75.0	77.0	100.0	100.0
	Retirement	75.0	76.0	100.0	63.8
	Paid Leave	75.0	80.3	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	25.0	55.2	18.0	75.6
	Critical Thinking	50.0	87.7	92.4	93.7
	Reading Comprehension	100.0	87.7	92.4	93.7
	Technology Design	25.0	74.5	92.4	93.7
	Operation and Control	75.0	97.1	100.0	93.7
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	75.6	67.5	75.6
	Not Satisfied	0.0	12.8	0.0	0.0
	Neither	25.0	11.6	18.0	0.0
	Other	0.0	0.0	14.5	24.4
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	12.8	9.0	0.0
	Male	100.0	74.3	91.0	100.0
	Nonresident	0.0	12.8	0.0	0.0
Age Group	19 and Younger	0.0	10.9	0.0	0.0
	20-24	25.0	6.3	9.0	21.3
	25-34	0.0	26.0	22.1	60.6
	35-44	50.0	24.0	68.9	0.0
	45-54	25.0	15.1	0.0	18.1
	55-64	0.0	3.4	0.0	0.0
	65 and Older	0.0	1.5	0.0	0.0
Unknown (Nonresident)	0.0	12.8	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		51-8099	51-9011	51-9012	51-9021
		Plant and System Operators, All Other (51-8099)	Chemical Equipment Operators and Tenders (51-9011)	Separating, Filtering, Clarifying, Precipitating, (51-9012)	Crushing, Grinding, and Polishing Machine Setters, (51-9021)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		20	49	89	37
Average Hourly Wage (\$)		14.00	22.47	8.50	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	100.0	100.0	100.0
	Retirement	66.7	100.0	78.1	100.0
	Paid Leave	83.3	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	83.3	100.0	0.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	50.0	100.0	100.0	0.0
	Technology Design	33.3	40.0	100.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	16.7	0.0	78.1	0.0
	36 or More	83.3	100.0	21.9	100.0
Gender	Female	16.7	0.0	11.0	0.0
	Male	66.7	100.0	0.0	50.0
	Nonresident	16.7	0.0	89.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	33.3	40.0	11.0	0.0
	35-44	0.0	20.0	0.0	50.0
	45-54	33.3	40.0	0.0	0.0
	55-64	16.7	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	16.7	0.0	89.0	50.0
Turnover	% Still Working 1 Quarter After Hire	83.3	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		51-9023	51-9032	51-9051	51-9061
Job Characteristics		Mixing and Blending Machine Setters, Operators, and	Cutting and Slicing Machine Setters, Operators, and	Furnace, Kiln, Oven, Drier, & Kettle Oper. & Tende (51-9051)	Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)
		(51-9023)	(51-9032)	(51-9051)	(51-9061)
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	N	107	20	20	1,114
	Average Hourly Wage (\$)	16.00	17.00	12.44	14.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	46.8
	Retirement	100.0	100.0	0.0	29.5
	Paid Leave	100.0	100.0	0.0	44.4
Skills Selected as "Important" (%)	Service Orientation	36.0	0.0	0.0	67.2
	Critical Thinking	100.0	100.0	0.0	80.9
	Reading Comprehension	100.0	100.0	0.0	60.2
	Technology Design	36.0	50.0	0.0	55.1
	Operation and Control	36.0	100.0	100.0	82.5
Employers' Satisfaction with New Hires' Skills	Satisfied	72.6	50.0	100.0	54.3
	Not Satisfied	27.4	50.0	0.0	21.6
	Neither	0.0	0.0	0.0	17.4
	Other	0.0	0.0	0.0	6.8
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	5.0
	36 or More	100.0	100.0	100.0	95.0
Gender	Female	18.0	0.0	50.0	14.2
	Male	82.0	100.0	50.0	64.7
	Nonresident	0.0	0.0	0.0	21.0
Age Group	19 and Younger	0.0	0.0	0.0	7.9
	20-24	9.1	0.0	0.0	10.0
	25-34	63.7	0.0	100.0	28.8
	35-44	9.1	100.0	0.0	14.5
	45-54	9.1	0.0	0.0	9.7
	55-64	8.8	0.0	0.0	3.6
	65 and Older	0.0	0.0	0.0	4.5
	Unknown (Nonresident)	0.0	0.0	0.0	21.0
Turnover	% Still Working 1 Quarter After Hire	82.3	50.0	100.0	74.1

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-9111 Packaging & Filling Machine Operators & Tenders (51-9111)	51-9121 Coating, Painting, and Spraying Machine Setters, O (51-9121)	51-9122 Painters, Transportation Equipment (51-9122)	51-9151 Photographic Process Workers and Pr (51-9151)
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	N	216	59	87	96
	Average Hourly Wage (\$)	15.00	14.00	12.00	10.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	83.8	100.0	11.3	91.3
	Retirement	83.8	16.7	11.3	0.0
	Paid Leave	83.8	66.7	11.3	0.0
Skills Selected as "Important" (%)	Service Orientation	34.4	83.3	77.4	100.0
	Critical Thinking	86.4	83.3	75.3	0.0
	Reading Comprehension	86.4	83.3	75.3	100.0
	Technology Design	38.9	16.7	75.3	8.7
	Operation and Control	95.5	100.0	86.6	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	52.1	83.3	38.0	100.0
	Not Satisfied	0.0	16.7	50.6	0.0
	Neither	13.6	0.0	0.0	0.0
	Other	34.3	0.0	11.3	0.0
Average Weekly Hours	20 or Less	4.8	0.0	0.0	0.0
	21-35	12.3	0.0	69.1	8.7
	36 or More	83.0	100.0	30.9	91.3
Gender	Female	11.7	0.0	13.4	45.7
	Male	57.5	100.0	73.3	45.7
	Nonresident	30.8	0.0	13.4	8.7
Age Group	19 and Younger	18.2	0.0	13.4	0.0
	20-24	11.2	16.7	0.0	91.3
	25-34	21.7	50.0	22.6	0.0
	35-44	13.6	33.3	50.6	0.0
	45-54	4.5	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	30.8	0.0	13.4	8.7	
Turnover	% Still Working 1 Quarter After Hire	95.5	83.3	100.0	8.7

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		51-9192	51-9198	51-9199	53-1021
		Cleaning, Washing, and Metal Pickling Equipment Op (51-9192)	Helpers-- Production Workers (51- 9198)	Production Workers, All Other (51-9199)	First-Line Supervisors/Ma nagers of Helpers, Labore (53-1021)
Job Characteristics					
	<b>Typical Education<sup>a</sup></b>	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	<b>N</b>	10	1,106	263	66
	<b>Average Hourly Wage (\$)</b>	13.00	14.00	15.00	23.00
	<b>% Paid Piece Rate</b>	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	49.2	34.5	43.1
	<b>Retirement</b>	0.0	20.3	34.5	43.1
	<b>Paid Leave</b>	0.0	21.2	40.7	78.4
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	0.0	54.5	50.6	78.4
	<b>Critical Thinking</b>	100.0	78.7	100.0	50.2
	<b>Reading Comprehension</b>	100.0	51.4	46.8	78.4
	<b>Technology Design</b>	100.0	47.3	46.8	35.2
	<b>Operation and Control</b>	100.0	75.8	58.0	63.4
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	70.1	39.9	100.0
	<b>Not Satisfied</b>	0.0	3.8	49.1	0.0
	<b>Neither</b>	0.0	20.7	11.0	0.0
	<b>Other</b>	0.0	5.5	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	4.3	8.4	0.0
	<b>21-35</b>	100.0	16.5	51.3	21.6
	<b>36 or More</b>	0.0	79.1	40.4	78.4
<b>Gender</b>	<b>Female</b>	0.0	5.6	24.4	10.8
	<b>Male</b>	100.0	71.2	61.7	78.4
	<b>Nonresident</b>	0.0	23.1	13.9	10.8
<b>Age Group</b>	<b>19 and Younger</b>	0.0	2.7	0.0	17.6
	<b>20-24</b>	0.0	17.1	11.0	17.6
	<b>25-34</b>	100.0	25.3	44.4	0.0
	<b>35-44</b>	0.0	11.8	8.1	10.8
	<b>45-54</b>	0.0	13.9	14.4	43.1
	<b>55-64</b>	0.0	6.2	8.1	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	0.0	23.1	13.9	10.8
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	68.2	50.6	100.0

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

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

N/D = Not dicloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		53-1031	53-2011	53-2012	53-2031
		First-Line Supervisors/Managers of Transportation (53-1031)	Airline Pilots, Copilots, and Flight Engineers (53-2011)	Commercial Pilots (53-2012)	Flight Attendants (53-2031)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Post Secondary	High School Diploma
N		109	10	82	12
Average Hourly Wage (\$)		36.75	51.93	20.00	16.78
% Paid Piece Rate		0.0	0.0	14.1	0.0
% Offered Selected Benefits	Health Insurance	89.4	100.0	71.9	100.0
	Retirement	78.8	100.0	60.5	100.0
	Paid Leave	57.6	100.0	11.4	100.0
Skills Selected as "Important" (%)	Service Orientation	78.8	100.0	85.9	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	67.3	100.0	100.0	0.0
	Operation and Control	89.4	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	51.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	21.2	0.0	0.0	0.0
	Other	27.8	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	13.3	0.0	0.0	0.0
	36 or More	86.7	100.0	100.0	0.0
Gender	Female	19.2	0.0	22.7	0.0
	Male	80.8	100.0	63.2	0.0
	Nonresident	0.0	0.0	14.1	100.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	10.6	0.0	8.6	0.0
	25-34	8.7	0.0	17.3	0.0
	35-44	28.8	0.0	37.3	0.0
	45-54	43.3	100.0	0.0	0.0
	55-64	8.6	0.0	22.7	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	14.1	100.0
Turnover	% Still Working 1 Quarter After Hire	89.4	100.0	100.0	100.0

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		53-3021	53-3022	53-3031	53-3032
		Bus Drivers, Transit and Intercity (53- 3021)	Bus Drivers, School (53- 3022)	Driver/Sales Workers (53- 3031)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)
Job Characteristics					
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	N	116	297	2,173	8,605
	Average Hourly Wage (\$)	13.85	14.94	7.25	18.00
	% Paid Piece Rate	19.8	0.0	33.5	16.1
% Offered Selected Benefits	Health Insurance	29.8	12.6	30.2	52.0
	Retirement	29.8	37.8	18.4	37.3
	Paid Leave	39.7	28.9	23.4	39.7
Skills Selected as "Important" (%)	Service Orientation	100.0	41.5	98.0	67.3
	Critical Thinking	100.0	75.1	87.0	80.7
	Reading Comprehension	79.4	67.2	90.2	70.8
	Technology Design	29.8	0.0	21.4	36.6
	Operation and Control	80.2	95.8	57.9	92.5
Employers' Satisfaction with New Hires' Skills	Satisfied	39.7	66.4	67.4	59.8
	Not Satisfied	19.8	0.0	4.1	10.5
	Neither	0.0	16.8	13.3	18.5
	Other	40.5	16.8	15.3	11.2
Average Weekly Hours	20 or Less	12.4	45.4	50.4	4.9
	21-35	38.1	49.9	29.0	9.5
	36 or More	49.6	4.7	20.5	85.5
Gender	Female	46.6	37.8	31.7	7.8
	Male	53.4	50.4	64.2	81.4
	Nonresident	0.0	11.8	4.1	10.7
Age Group	19 and Younger	0.0	2.8	13.3	1.7
	20-24	6.9	4.2	46.4	10.5
	25-34	6.9	15.4	12.3	21.5
	35-44	16.8	25.2	14.3	24.1
	45-54	59.6	21.0	8.4	17.0
	55-64	9.9	8.4	1.2	11.3
	65 and Older	0.0	8.4	0.0	3.1
	Unknown (Nonresident)	0.0	14.6	4.1	10.7
Turnover	% Still Working 1 Quarter After Hire	60.3	87.7	80.7	76.9

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

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

N/D = Not discloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		53-3033	53-3041	53-3099	53-4011
Job Characteristics		Truck Drivers, Light or Delivery Services (53-3033)	Taxi Drivers and Chauffeurs (53-3041)	Motor Vehicle Operators, All Other (53-3099)	Locomotive Engineers (53-4011)
	Typical Education <sup>a</sup>	High School Diploma	Less than High School Diploma	Less than High School Diploma	High School Diploma
	N	2,356	247	69	35
	Average Hourly Wage (\$)	10.00	10.41	11.00	14.00
	% Paid Piece Rate	6.3	32.7	0.0	0.0
% Offered Selected Benefits	Health Insurance	37.5	60.8	57.7	100.0
	Retirement	21.3	37.4	57.7	100.0
	Paid Leave	41.6	32.7	57.7	100.0
Skills Selected as "Important" (%)	Service Orientation	87.1	83.1	42.3	100.0
	Critical Thinking	72.6	83.1	89.7	100.0
	Reading Comprehension	74.8	84.4	89.7	100.0
	Technology Design	27.0	9.4	32.0	100.0
	Operation and Control	74.4	87.8	89.7	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.5	15.6	89.7	100.0
	Not Satisfied	5.3	14.0	0.0	0.0
	Neither	13.3	28.1	0.0	0.0
	Other	5.9	42.3	10.3	0.0
Average Weekly Hours	20 or Less	20.9	0.0	32.0	0.0
	21-35	21.1	29.0	10.3	0.0
	36 or More	58.0	71.0	57.7	100.0
Gender	Female	31.6	14.0	0.0	33.3
	Male	60.9	37.4	100.0	66.7
	Nonresident	7.4	48.6	0.0	0.0
Age Group	19 and Younger	13.4	0.0	0.0	0.0
	20-24	25.2	9.4	57.7	66.7
	25-34	23.9	0.0	0.0	33.3
	35-44	7.2	14.0	0.0	0.0
	45-54	7.9	9.4	0.0	0.0
	55-64	9.2	14.0	32.0	0.0
	65 and Older	4.8	4.7	10.3	0.0
	Unknown (Nonresident)	8.4	48.6	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	75.8	90.6	100.0	100.0

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

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

N/D = Not discloseable  
due to confidentiality.

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

# Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		53-4099	53-6031	53-6061	53-6099
		Rail Transportation Workers, All Other (53-4099)	Service Station Attendants (53- 6031)	Transportation Attendants, Except F (53- 6061)	Transportation Workers, All Other (53-6099)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		23	774	37	109
Average Hourly Wage (\$)		.	10.00	11.34	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	35.8	100.0	10.6
	Retirement	100.0	18.8	0.0	0.0
	Paid Leave	100.0	41.8	0.0	10.6
Skills Selected as "Important" (%)	Service Orientation	100.0	87.1	100.0	100.0
	Critical Thinking	100.0	95.5	100.0	100.0
	Reading Comprehension	100.0	73.7	0.0	54.9
	Technology Design	100.0	43.6	0.0	21.3
	Operation and Control	100.0	81.2	100.0	42.5
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	60.0	100.0	65.5
	Not Satisfied	0.0	20.9	0.0	0.0
	Neither	0.0	13.4	0.0	0.0
	Other	0.0	5.7	0.0	34.5
Average Weekly Hours	20 or Less	0.0	9.0	0.0	35.1
	21-35	0.0	12.8	100.0	32.5
	36 or More	100.0	78.2	0.0	32.5
Gender	Female	0.0	11.6	100.0	46.0
	Male	100.0	78.2	0.0	54.0
	Nonresident	0.0	10.1	0.0	0.0
Age Group	19 and Younger	0.0	8.7	0.0	0.0
	20-24	0.0	37.3	0.0	66.4
	25-34	100.0	19.1	33.3	22.1
	35-44	0.0	18.8	0.0	11.5
	45-54	0.0	3.0	33.3	0.0
	55-64	0.0	1.5	33.3	0.0
	65 and Older	0.0	1.5	0.0	0.0
Unknown (Nonresident)	0.0	10.1	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	66.6	100.0	100.0

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

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

N/D = Not discloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		53-7011	53-7021	53-7032	53-7051
		Conveyor Operators and Tenders (53-7011)	Crane and Tower Operators (53-7021)	Excavating & Loading Machine & Dragline Operators (53-7032)	Industrial Truck and Tractor Operators (53-7051)
Job Characteristics					
Typical Education <sup>a</sup>		Post Secondary	Post Secondary	High School Diploma	High School Diploma
N		40	91	389	262
Average Hourly Wage (\$)		28.95	30.00	21.00	16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	64.0	49.0	63.0
	Retirement	100.0	64.0	9.5	59.2
	Paid Leave	100.0	64.0	28.6	58.5
Skills Selected as "Important" (%)	Service Orientation	100.0	79.6	10.2	46.6
	Critical Thinking	100.0	100.0	59.2	72.7
	Reading Comprehension	100.0	100.0	40.1	44.2
	Technology Design	100.0	64.0	0.0	35.8
	Operation and Control	100.0	100.0	100.0	90.6
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	20.4	79.6	56.7
	Not Satisfied	0.0	20.4	0.0	2.2
	Neither	0.0	0.0	20.4	33.1
	Other	0.0	59.3	0.0	8.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	22.3
	21-35	0.0	0.0	0.0	4.8
	36 or More	0.0	100.0	100.0	73.0
Gender	Female	0.0	0.0	0.0	3.6
	Male	100.0	79.6	74.8	83.5
	Nonresident	0.0	20.4	25.2	12.9
Age Group	19 and Younger	0.0	0.0	0.0	7.2
	20-24	0.0	0.0	4.8	26.5
	25-34	0.0	71.8	29.9	23.2
	35-44	100.0	0.0	0.0	15.6
	45-54	0.0	0.0	40.1	14.6
	55-64	0.0	7.8	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	20.4	25.2	12.9
Turnover	% Still Working 1 Quarter After Hire	100.0	56.3	59.2	92.8

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

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

N/D = Not discloseable  
due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		53-7061	53-7062	53-7064	53-7071
		Cleaners of Vehicles and Equipment (53-7061)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Packers and Packers, Hand (53-7064)	Gas Compressor and Gas Pumping Station Operators (53-7071)
<b>Typical Education<sup>a</sup></b>		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
<b>N</b>		974	3,439	586	35
<b>Average Hourly Wage (\$)</b>		10.00	12.00	7.25	23.94
<b>% Paid Piece Rate</b>		1.2	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	23.0	43.5	15.9	100.0
	<b>Retirement</b>	26.4	31.5	29.9	100.0
	<b>Paid Leave</b>	27.9	44.9	34.9	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	43.7	55.9	95.7	0.0
	<b>Critical Thinking</b>	47.9	57.6	64.0	100.0
	<b>Reading Comprehension</b>	34.3	44.4	60.0	100.0
	<b>Technology Design</b>	33.5	16.8	10.8	33.3
	<b>Operation and Control</b>	57.1	46.1	12.4	100.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	78.6	58.7	81.4	66.7
	<b>Not Satisfied</b>	5.8	8.3	2.6	33.3
	<b>Neither</b>	13.5	13.7	3.3	0.0
	<b>Other</b>	2.0	19.3	12.6	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	10.9	13.9	63.5	0.0
	<b>21-35</b>	18.6	21.0	16.8	0.0
	<b>36 or More</b>	70.5	65.0	19.7	100.0
<b>Gender</b>	<b>Female</b>	29.4	18.3	59.4	0.0
	<b>Male</b>	66.7	67.5	28.1	100.0
	<b>Nonresident</b>	3.8	14.2	12.5	0.0
<b>Age Group</b>	<b>19 and Younger</b>	22.1	15.8	30.9	0.0
	<b>20-24</b>	24.4	19.9	23.6	0.0
	<b>25-34</b>	13.2	20.1	11.3	100.0
	<b>35-44</b>	16.4	12.4	1.7	0.0
	<b>45-54</b>	7.9	12.8	1.2	0.0
	<b>55-64</b>	10.3	4.2	9.7	0.0
	<b>65 and Older</b>	1.2	0.0	0.0	0.0
	<b>Unknown (Nonresident)</b>	4.6	14.8	21.6	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	85.4	75.6	76.7	66.7

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

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

N/D = Not discloseable due to confidentiality.

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

## Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

		Standard Occupational Classification (SOC) Code and Occupation			
		53-7072	53-7073	53-7081	53-7121
		Pump Operators, Except Wellhead Pumpers (53-7072)	Wellhead Pumpers (53-7073)	Refuse and Recyclable Material Collectors (53-7081)	Tank Car, Truck, and Ship Loaders (53-7121)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		63	354	150	35
Average Hourly Wage (\$)		27.47	24.00	10.50	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	89.5	21.3	100.0
	Retirement	100.0	76.4	21.3	100.0
	Paid Leave	100.0	76.4	26.6	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	44.5	80.0	0.0
	Critical Thinking	40.9	100.0	34.7	100.0
	Reading Comprehension	100.0	86.3	49.3	100.0
	Technology Design	40.9	86.3	34.7	0.0
	Operation and Control	100.0	68.6	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	88.7	91.5	85.3	100.0
	Not Satisfied	0.0	5.2	0.0	0.0
	Neither	0.0	3.3	14.7	0.0
	Other	11.3	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	18.0	0.0	0.0
	21-35	0.0	0.0	21.1	0.0
	36 or More	100.0	82.0	78.9	100.0
Gender	Female	0.0	5.2	14.7	0.0
	Male	100.0	86.9	85.3	100.0
	Nonresident	0.0	7.9	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	29.6	20.9	20.0	33.3
	25-34	70.4	34.6	30.7	33.3
	35-44	0.0	10.5	20.0	0.0
	45-54	0.0	5.2	0.0	0.0
	55-64	0.0	20.9	29.3	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	7.9	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	94.8	85.3	100.0

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

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

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