

# Utilities

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	13-1199	15-1142	15-1151
Job Characteristics		Total All Occupations (00-0000)	Business Operations Specialists, All Other (13-1199)	Network and Computer Systems Admini (15-1142)	Computer User Support Specialists (15-1151)
Typical Education <sup>a</sup>		N/A	Bachelors	Bachelors	Associates
N		413	N/D	N/D	N/D
Average Hourly Wage (\$)		21.23	34.02	35.10	27.40
% Paid Piece Rate		2.5	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	75.4	100.0	100.0	100.0
	Retirement	82.8	100.0	100.0	100.0
	Paid Leave	83.6	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	63.1	100.0	100.0	100.0
	Critical Thinking	80.3	100.0	100.0	100.0
	Reading Comprehension	91.8	100.0	100.0	100.0
	Technology Design	55.7	0.0	100.0	100.0
	Operation and Control	74.6	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	82.8	100.0	100.0	100.0
	Not Satisfied	0.8	0.0	0.0	0.0
	Neither	9.0	0.0	0.0	0.0
	Other	7.4	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	4.5	0.0	0.0	0.0
	21-35	0.9	0.0	0.0	0.0
	36 or More	94.6	100.0	100.0	100.0
Gender	Female	13.1	0.0	0.0	0.0
	Male	83.6	100.0	100.0	100.0
	Nonresident	3.3	0.0	0.0	0.0
Age Group	19 and Younger	3.3	0.0	0.0	0.0
	20-24	16.4	0.0	0.0	0.0
	25-34	34.4	0.0	0.0	0.0
	35-44	23.8	50.0	100.0	50.0
	45-54	12.3	0.0	0.0	0.0
	55-64	5.7	50.0	0.0	50.0
	65 and Older	0.8	0.0	0.0	0.0
	Unknown (Nonresident)	3.3	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	98.4	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 dicloseable  
due to confidentiality.

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

# Utilities

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			
		17-2071	17-3029	29-9011	37-2011
Job Characteristics		Electrical Engineers (17-2071)	Engineering Technicians, Exc. Drafters, All Other (17-3029)	Occupational Health and Safety Specialists (29-9011)	Janitors and Cleaners, Except Maids and Housekeepi (37-2011)
Typical Education <sup>a</sup>		Bachelors	Associates	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		25.36	20.00	28.85	20.40
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	100.0
	Retirement	100.0	100.0	100.0	100.0
	Paid Leave	66.7	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	66.7	0.0	100.0	0.0
	Critical Thinking	66.7	100.0	100.0	100.0
	Reading Comprehension	66.7	100.0	100.0	100.0
	Technology Design	66.7	100.0	0.0	100.0
	Operation and Control	66.7	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	33.3	0.0	0.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	50.0
	Male	66.7	100.0	100.0	50.0
	Nonresident	33.3	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	50.0	0.0	50.0
	25-34	33.3	50.0	50.0	0.0
	35-44	33.3	0.0	50.0	50.0
	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)	33.3	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/>

## Utilities

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			
		43-3031	43-4051	43-5041	43-5081
		Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Customer Service Representatives (43-4051)	Meter Readers, Utilities (43-5041)	Stock Clerks and Order Fillers (43-5081)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.00	16.00	.	19.00
% Paid Piece Rate		0.0	0.0	100.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	100.0
	Retirement	100.0	100.0	0.0	100.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	0.0	100.0	100.0	0.0
	Operation and Control	0.0	100.0	0.0	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 Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	50.0	0.0	100.0	0.0
	Male	50.0	50.0	0.0	100.0
	Nonresident	0.0	50.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	0.0	0.0	0.0
	25-34	0.0	50.0	0.0	0.0
	35-44	0.0	0.0	0.0	100.0
	45-54	50.0	0.0	100.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	50.0	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/>

## Utilities

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			
		43-6014	43-9061	47-2061	47-2073
		Secretaries, Except Legal, Medical, and Executive (43- 6014)	Office Clerks, General (43- 9061)	Construction Laborers (47- 2061)	Operating Engineers and Other Construction Equipme (47- 2073)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		13.94	16.00	14.80	23.12
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	66.7	50.0	0.0
	Retirement	100.0	58.3	50.0	100.0
	Paid Leave	100.0	58.3	50.0	83.3
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	100.0	16.7
	Critical Thinking	100.0	41.7	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	25.0	100.0	16.7
	Operation and Control	100.0	8.3	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	50.0	0.0
	Other	0.0	0.0	50.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	18.2	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	81.8	100.0	100.0
Gender	Female	100.0	33.3	0.0	0.0
	Male	0.0	66.7	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	8.3	50.0	0.0
	20-24	0.0	16.7	0.0	16.7
	25-34	100.0	25.0	50.0	0.0
	35-44	0.0	16.7	0.0	50.0
	45-54	0.0	8.3	0.0	33.3
	55-64	0.0	25.0	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	91.7	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/>

## Utilities

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			
		47-2111	47-2152	47-3015	49-2095
Job Characteristics		Electricians (47-2111)	Plumbers, Pipefitters, and Steamfitters (47-2152)	Helpers-- Pipelayers, Plumbers, Pipefitters, and St (47-3015)	Electrical and Electronics Repairers, Powerhouse, (49-2095)
Typical Education <sup>a</sup>		Post Secondary	High School Diploma	Post Secondary	Post Secondary
	N	N/D	N/D	N/D	N/D
	Average Hourly Wage (\$)	.	18.95	13.00	37.30
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	100.0
	Retirement	100.0	100.0	0.0	75.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	33.3	0.0	0.0
	Critical Thinking	100.0	33.3	100.0	100.0
	Reading Comprehension	100.0	33.3	100.0	100.0
	Technology Design	100.0	0.0	0.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	100.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	100.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	100.0	66.7	0.0	50.0
	35-44	0.0	33.3	0.0	25.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	25.0
	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 dicloseable  
due to confidentiality.

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

## Utilities

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			
		49-3023	49-3042	49-9012	49-9051
		Automotive Service Technicians and Mechanics (49-3023)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Control and Valve Installers and Repairers, Except (49-9012)	Electrical Power-Line Installers and Repairers (49-9051)
Job Characteristics					
Typical Education <sup>a</sup>		Post Secondary	Post Secondary	High School Diploma	High School Diploma
N		N/D	N/D	N/D	51
Average Hourly Wage (\$)		23.97	.	17.69	33.19
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	93.3
	Retirement	100.0	0.0	100.0	66.7
	Paid Leave	100.0	0.0	100.0	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	93.3
	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	80.0
	Operation and Control	100.0	100.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	66.7
	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	33.3
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	7.7
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	92.3
Gender	Female	0.0	0.0	0.0	6.7
	Male	100.0	100.0	100.0	86.7
	Nonresident	0.0	0.0	0.0	6.7
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	16.7	20.0
	25-34	100.0	0.0	50.0	33.3
	35-44	0.0	0.0	16.7	33.3
	45-54	0.0	100.0	16.7	6.7
	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	6.7
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

<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/>

# Utilities

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			
		49-9071	49-9098	51-4121	51-8013
		Maintenance and Repair Workers, Gen (49-9071)	Helpers-- Installation, Maint., & Repair Workers (49-9098)	Welders, Cutters, Solderers, and Brazers (51-4121)	Power Plant Operators (51-8013)
Job Characteristics					
Typical Education <sup>a</sup>		Post	Post	Post	Associates
		Secondary	Secondary	Secondary	
	N	61	N/D	N/D	N/D
	Average Hourly Wage (\$)	24.42	20.40	21.54	28.17
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	75.0
	Retirement	100.0	100.0	100.0	75.0
	Paid Leave	100.0	100.0	100.0	75.0
Skills Selected as "Important" (%)	Service Orientation	27.8	80.0	0.0	25.0
	Critical Thinking	77.8	0.0	100.0	50.0
	Reading Comprehension	100.0	80.0	100.0	100.0
	Technology Design	77.8	0.0	50.0	25.0
	Operation and Control	94.4	0.0	100.0	75.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	75.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	25.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	11.8	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	88.2	100.0	100.0	100.0
Gender	Female	16.7	40.0	0.0	0.0
	Male	83.3	60.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	27.8	20.0	50.0	25.0
	25-34	44.4	60.0	50.0	0.0
	35-44	16.7	0.0	0.0	50.0
	45-54	11.1	20.0	0.0	25.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (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 dicloseable  
due to confidentiality.

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

## Utilities

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		
		51-8031 Water & Liquid Waste Treatment Plant & System Oper (51-8031)	51-8099 Plant and System Operators, All Other (51-8099)	53-3031 Driver/Sales Workers (53- 3031)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D
Average Hourly Wage (\$)		18.00	14.00	12.50
% Paid Piece Rate		20.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	30.0	50.0	100.0
	Retirement	70.0	66.7	100.0
	Paid Leave	100.0	83.3	100.0
Skills Selected as "Important" (%)	Service Orientation	80.0	83.3	100.0
	Critical Thinking	80.0	100.0	100.0
	Reading Comprehension	80.0	50.0	100.0
	Technology Design	60.0	33.3	100.0
	Operation and Control	80.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	20.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0
	Neither	80.0	0.0	0.0
	Other	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0
	21-35	0.0	16.7	0.0
	36 or More	100.0	83.3	100.0
Gender	Female	0.0	16.7	100.0
	Male	100.0	66.7	0.0
	Nonresident	0.0	16.7	0.0
Age Group	19 and Younger	10.0	0.0	0.0
	20-24	20.0	0.0	0.0
	25-34	20.0	33.3	0.0
	35-44	30.0	0.0	100.0
	45-54	10.0	33.3	0.0
	55-64	0.0	16.7	0.0
	65 and Older	10.0	0.0	0.0
	Unknown (Nonresident)	0.0	16.7	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	83.3	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/>