

Manufacturing

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			
		00-0000	11-1021	11-3051	13-1022
		Total All Occupations (00-0000)	General and Operations Managers (11-1021)	Industrial Production Managers (11-3051)	Wholesale and Retail Buyers, Except Farm Products (13-1022)
Typical Education ^a		N/A	Associates	Bachelors	Post Secondary
N		5,633	78	N/D	N/D
Average Hourly Wage (\$)		14.00	42.07	31.25	16.32
% Paid Piece Rate		0.7	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	61.2	75.0	100.0	100.0
	Retirement	47.3	50.0	0.0	100.0
	Paid Leave	55.8	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	49.7	100.0	100.0	100.0
	Critical Thinking	77.4	100.0	100.0	100.0
	Reading Comprehension	69.2	100.0	100.0	100.0
	Technology Design	41.4	100.0	100.0	100.0
	Operation and Control	71.7	87.5	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	63.0	50.0	0.0	100.0
	Not Satisfied	10.6	25.0	0.0	0.0
	Neither	15.1	25.0	100.0	0.0
	Other	11.3	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	4.4	0.0	0.0	0.0
	21-35	12.5	0.0	0.0	0.0
	36 or More	83.2	100.0	100.0	0.0
Gender	Female	16.9	25.0	0.0	0.0
	Male	72.0	75.0	100.0	100.0
	Nonresident	11.1	0.0	0.0	0.0
Age Group	19 and Younger	7.5	0.0	0.0	0.0
	20-24	15.3	0.0	0.0	0.0
	25-34	27.8	25.0	0.0	100.0
	35-44	16.9	12.5	0.0	0.0
	45-54	15.3	50.0	0.0	0.0
	55-64	5.0	0.0	100.0	0.0
	65 and Older	0.9	12.5	0.0	0.0
	Unknown (Nonresident)	11.3	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	83.5	87.5	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.

^aSource: O*Net ONline
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		13-1041 Compliance Officers, Except Agriculture, Construct (13-1041)	13-1071 Employment, Recruitment & Placement Specialists (13-1071)	13-1111 Management Analysts (13-1111)	13-2011 Accountants and Auditors (13-2011)
Typical Education ^a		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		14.00	21.64	26.68	20.19
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	100.0	100.0	100.0
Selected	Retirement	0.0	100.0	100.0	100.0
Benefits	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	33.3
	Operation and Control	100.0	0.0	0.0	33.3
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	66.7
	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	33.3
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	0.0	100.0	100.0	100.0
Gender	Female	100.0	100.0	0.0	66.7
	Male	0.0	0.0	100.0	33.3
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	100.0	33.3
	35-44	100.0	0.0	0.0	0.0
	45-54	0.0	100.0	0.0	33.3
	55-64	0.0	0.0	0.0	33.3
	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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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		15-1151	17-2041	17-2071	17-2131
		Computer User Support Specialists (15-1151)	Chemical Engineers (17-2041)	Electrical Engineers (17-2071)	Materials Engineers (17-2131)
Typical Education ^a		Associates	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		28.85	55.29	32.45	19.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	100.0	100.0	100.0	0.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	0.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	100.0	100.0	100.0	0.0
	Operation and Control	0.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	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	0.0	100.0	100.0	100.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	50.0	0.0
	25-34	0.0	50.0	50.0	0.0
	35-44	0.0	0.0	0.0	100.0
	45-54	100.0	50.0	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)	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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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		17-2141 Mechanical Engineers (17-2141)	17-2151 Mining and Geological Engineers, Including Mining (17-2151)	17-3011 Architectural and Civil Drafters (17-3011)	17-3013 Mechanical Drafters (17-3013)
Typical Education ^a		Bachelors	Bachelors	Post Secondary	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		24.04	48.08	17.00	11.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	40.0	100.0	100.0	0.0
	Retirement	80.0	100.0	100.0	0.0
	Paid Leave	80.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	40.0	0.0	0.0	50.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	60.0	100.0	100.0	100.0
	Technology Design Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	50.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	20.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	80.0	0.0	100.0	100.0
Gender	Female	0.0	0.0	100.0	50.0
	Male	100.0	100.0	0.0	25.0
	Nonresident	0.0	0.0	0.0	25.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	50.0	25.0
	25-34	60.0	50.0	50.0	25.0
	35-44	0.0	50.0	0.0	25.0
	45-54	40.0	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)	0.0	0.0	0.0	25.0	
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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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		17-3019 Drafters, All Other (17-3019)	17-3023 Electrical and Electronic Engineering Technicians (17- 3023)	19-2031 Chemists (19- 2031)	19-4031 Chemical Technicians (19- 4031)
Typical Education ^a		Post Secondary	Associates	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.00	20.38	21.88	24.64
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	100.0	50.0	100.0	100.0
	Paid Leave	100.0	50.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	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	50.0	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	0.0	0.0
	20-24	33.3	50.0	0.0	0.0
	25-34	33.3	50.0	0.0	100.0
	35-44	0.0	0.0	100.0	0.0
	45-54	33.3	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)	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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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		27-1024 Graphic Designers (27-1024)	29-9011 Occupational Health and Safety Specialists (29-9011)	33-9032 Security Guards (33-9032)	35-1012 First-Line Supervisors/Managers of Food Preparation (35-1012)
Typical Education ^a		Bachelors	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	34.38	10.75	19.45
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	100.0	100.0	100.0	0.0
	Paid Leave	100.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	100.0	50.0
	Technology Design Operation and Control	100.0	0.0	0.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	100.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	100.0	100.0	0.0
Gender	Female	50.0	0.0	0.0	50.0
	Male	50.0	100.0	100.0	50.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	0.0	0.0	50.0
	25-34	50.0	0.0	0.0	0.0
	35-44	0.0	100.0	100.0	0.0
	45-54	0.0	0.0	0.0	50.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	0.0	0.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

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

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		35-2011 Cooks, Fast Food (35-2011)	35-3011 Bartenders (35-3011)	35-3021 Combined Food Preparation and Serving Workers, Inc (35-3021)	35-9021 Dishwashers (35-9021)
Typical Education ^a		Less than High School Diploma	High School Diploma	Less than High School Diploma	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		8.00	7.00	8.00	10.00
% Paid Piece Rate		0.0	100.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	33.3	0.0
	Critical Thinking	0.0	100.0	0.0	0.0
	Reading Comprehension	100.0	100.0	66.7	0.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	100.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	33.3	0.0
	Not Satisfied	100.0	0.0	0.0	0.0
	Neither	0.0	0.0	66.7	100.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	0.0	0.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	100.0	0.0	0.0	0.0
Gender	Female	0.0	100.0	66.7	50.0
	Male	100.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	33.3	50.0
Age Group	19 and Younger	0.0	0.0	33.3	0.0
	20-24	100.0	0.0	0.0	0.0
	25-34	0.0	100.0	0.0	50.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	33.3	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	33.3	50.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

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

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		37-2011 Janitors and Cleaners, Except Maids and Housekeepi (37-2011)	39-7011 Tour Guides and Escorts (39-7011)	41-1012 First-Line Super./Manag., Non-Retail Sales Workers (41-1012)	41-2011 Cashiers (41-2011)
Typical Education ^a		High School Diploma	Post Secondary	Masters	Less than High School Diploma
N		69	N/D	N/D	N/D
Average Hourly Wage (\$)		13.19	10.00	39.62	7.75
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	14.3	0.0	100.0	0.0
	Retirement	14.3	0.0	100.0	0.0
	Paid Leave	0.0	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	28.6	100.0	100.0	100.0
	Critical Thinking	71.4	100.0	100.0	100.0
	Reading Comprehension	71.4	100.0	100.0	100.0
	Technology Design	28.6	0.0	0.0	0.0
	Operation and Control	28.6	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	71.4	100.0	100.0	100.0
	Not Satisfied	14.3	0.0	0.0	0.0
	Neither	14.3	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	14.3	100.0	0.0	0.0
	21-35	42.9	0.0	0.0	100.0
	36 or More	42.9	0.0	100.0	0.0
Gender	Female	14.3	0.0	0.0	50.0
	Male	71.4	100.0	80.0	0.0
	Nonresident	14.3	0.0	20.0	50.0
Age Group	19 and Younger	14.3	0.0	0.0	0.0
	20-24	28.6	0.0	0.0	0.0
	25-34	0.0	0.0	20.0	0.0
	35-44	14.3	0.0	0.0	0.0
	45-54	28.6	0.0	0.0	0.0
	55-64	0.0	100.0	60.0	50.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	14.3	0.0	20.0	50.0
Turnover	% Still Working 1 Quarter After Hire	85.7	100.0	100.0	100.0

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

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		41-4012 Sales Representatives, Wholesale and Manufacturing (41-4012)	41-9031 Sales Engineers (41-9031)	41-9041 Telemarketers (41-9041)	43-3031 Bookkeeping, Accounting, and Auditing Clerks (43-3031)
Typical Education ^a		Post Secondary	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		50.00	35.10	12.41	16.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	66.7	100.0	0.0	0.0
	Retirement	33.3	100.0	0.0	0.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	66.7	100.0	0.0	100.0
	Technology Design Operation and Control	33.3	100.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	100.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	33.3	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	66.7	0.0	0.0	100.0
Gender	Female	0.0	0.0	100.0	100.0
	Male	66.7	0.0	0.0	0.0
	Nonresident	33.3	100.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	33.3	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	50.0
	45-54	33.3	0.0	0.0	50.0
	55-64	0.0	0.0	100.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	33.3	100.0	0.0	0.0	
Turnover	% 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 discloseable due to confidentiality.

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

Manufacturing

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			
		43-4171 Receptionists and Information Clerks (43-4171)	43-5032 Dispatchers, Except Police, Fire, and Ambulance (43-5032)	43-5071 Shipping, Receiving, and Traffic Clerks (43-5071)	43-5081 Stock Clerks and Order Fillers (43-5081)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.50	18.00	9.00	10.18
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	0.0	100.0	100.0	66.7
	Paid Leave	0.0	100.0	100.0	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	66.7
	Critical Thinking	0.0	100.0	0.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	0.0	66.7
	Operation and Control	0.0	100.0	100.0	33.3
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	66.7
	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	33.3
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	100.0	0.0	33.3
	36 or More	0.0	0.0	100.0	66.7
Gender	Female	100.0	0.0	0.0	33.3
	Male	0.0	100.0	100.0	66.7
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	50.0	0.0	66.7
	20-24	0.0	0.0	100.0	33.3
	25-34	100.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	50.0	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)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	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.

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

Manufacturing

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			
		43-5111 Weighers, Measurers, Checkers, and Samplers, Recor (43-5111)	43-6014 Secretaries, Except Legal, Medical, and Executive (43- 6014)	43-9061 Office Clerks, General (43- 9061)	45-4022 Logging Equipment Operators (45- 4022)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
N		N/D	N/D	176	N/D
Average Hourly Wage (\$)		23.85	16.00	14.46	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	55.6	100.0
	Retirement	100.0	100.0	27.8	100.0
	Paid Leave	100.0	100.0	38.9	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	94.4	100.0
	Critical Thinking	0.0	100.0	72.2	100.0
	Reading Comprehension	100.0	100.0	94.4	0.0
	Technology Design Operation and Control	0.0	0.0	22.2	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	61.1	100.0
	Not Satisfied	0.0	0.0	11.1	0.0
	Neither	0.0	0.0	27.8	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	6.3	0.0
	21-35	0.0	0.0	6.3	0.0
	36 or More	100.0	100.0	87.5	100.0
Gender	Female	0.0	100.0	55.6	0.0
	Male	50.0	0.0	38.9	0.0
	Nonresident	50.0	0.0	5.6	100.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	0.0	11.1	0.0
	25-34	0.0	0.0	33.3	0.0
	35-44	0.0	100.0	27.8	0.0
	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)	50.0	0.0	5.6	100.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	72.2	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.

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

Manufacturing

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			
		45-4023 Log Graders and Scalers (45- 4023)	47-1011 First-Line Supervisors/Ma nagers of Construction Tr (47-1011)	47-2011 Boilermakers (47-2011)	47-2031 Carpenters (47- 2031)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	17.00	34.45	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	0.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	0.0	100.0	100.0	20.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	20.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design Operation and Control	0.0 100.0	0.0 0.0	100.0 100.0	80.0 100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	0.0	100.0	80.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	100.0	0.0	20.0
	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	20.0
	Male	0.0	0.0	100.0	60.0
	Nonresident	100.0	100.0	0.0	20.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	0.0	100.0	60.0
	45-54	0.0	0.0	0.0	20.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older Unknown (Nonresident)	0.0 100.0	0.0 100.0	0.0 0.0	0.0 20.0
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

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

N/D = Not discloseable
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^aSource: O*Net ONline
<http://www.onetonline.org/>

Manufacturing

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			
		47-2051 Cement Masons and Concrete Finishers (47- 2051)	47-2061 Construction Laborers (47- 2061)	47-2073 Operating Engineers and Other Construction Equipme (47- 2073)	47-2111 Electricians (47- 2111)
Typical Education ^a		Less than High School Diploma	High School Diploma	Post Secondary	Post Secondary
N		59	127	N/D	N/D
Average Hourly Wage (\$)		16.50	15.20	14.20	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.3	61.5	0.0	100.0
	Retirement	33.3	61.5	0.0	100.0
	Paid Leave	33.3	38.5	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	16.7	30.8	0.0	100.0
	Critical Thinking	0.0	46.2	0.0	100.0
	Reading Comprehension	83.3	46.2	0.0	100.0
	Technology Design Operation and Control	0.0 50.0	23.1 76.9	0.0 0.0	100.0 100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	46.2	0.0	100.0
	Not Satisfied	33.3	0.0	0.0	0.0
	Neither	66.7	7.7	0.0	0.0
	Other	0.0	46.2	100.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	40.0	0.0	0.0	0.0
	36 or More	60.0	100.0	0.0	100.0
Gender	Female	0.0	15.4	0.0	0.0
	Male	66.7	84.6	100.0	100.0
	Nonresident	33.3	0.0	0.0	0.0
Age Group	19 and Younger	16.7	23.1	0.0	0.0
	20-24	0.0	23.1	0.0	0.0
	25-34	33.3	23.1	100.0	100.0
	35-44	16.7	23.1	0.0	0.0
	45-54	0.0	7.7	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older Unknown (Nonresident)	0.0 33.3	0.0 0.0	0.0 0.0	0.0 0.0
Turnover	% Still Working 1 Quarter After Hire	83.3	84.6	0.0	100.0

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

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

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

Manufacturing

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			
		47-2121 Glaziers (47-2121)	47-2171 Reinforcing Iron and Rebar Workers (47-2171)	47-2211 Sheet Metal Workers (47-2211)	47-3014 Helpers--Painters, Paperhangers, Plasterers, and S (47-3014)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		8.50	14.00	10.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	0.0
	Retirement	0.0	100.0	0.0	0.0
	Paid Leave	0.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	0.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	0.0
	Not Satisfied	100.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	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	0.0	0.0
	20-24	0.0	100.0	0.0	0.0
	25-34	100.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	50.0
	45-54	0.0	0.0	100.0	50.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (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.

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

Manufacturing

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			
		47-4051 Highway Maintenance Workers (47-4051)	47-4099 Construction and Related Workers, All Other (47-4099)	47-5081 Helpers-- Extraction Workers (47-5081)	47-5099 Extraction Workers, All Other (47-5099)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	15.00	9.00	20.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	100.0
	Retirement	0.0	0.0	0.0	100.0
	Paid Leave	0.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	0.0	0.0
	Technology Design Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	66.7	0.0	60.0	100.0
	Nonresident	33.3	100.0	40.0	0.0
Age Group	19 and Younger	33.3	0.0	0.0	0.0
	20-24	0.0	0.0	20.0	0.0
	25-34	0.0	0.0	0.0	100.0
	35-44	33.3	0.0	20.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	20.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	33.3	100.0	40.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	0.0	100.0

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

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

N/D = Not discloseable due to confidentiality.

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

Manufacturing

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			
		49-2094 Electrical and Electronics Repairers, Commercial a (49-2094)	49-3031 Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)	49-3041 Farm Equipment Mechanics (49-3041)	49-3042 Mobile Heavy Equipment Mechanics, Except Engines (49-3042)
Typical Education ^a		Associates	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	59
Average Hourly Wage (\$)		25.38	18.00	12.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	0.0
	Retirement	33.3	100.0	0.0	0.0
	Paid Leave	100.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	33.3	80.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design Operation and Control	100.0	80.0	100.0	33.3
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	80.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	66.7
	Neither	0.0	20.0	0.0	33.3
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	33.3
	36 or More	100.0	100.0	0.0	66.7
Gender	Female	33.3	20.0	0.0	16.7
	Male	66.7	60.0	0.0	50.0
	Nonresident	0.0	20.0	100.0	33.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	33.3	40.0	0.0	16.7
	25-34	66.7	0.0	0.0	33.3
	35-44	0.0	40.0	0.0	16.7
	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)	0.0	20.0	100.0	33.3	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	33.3

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.

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

Manufacturing

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			
		49-9012 Control and Valve Installers and Repairers, Except (49-9012)	49-9041 Industrial Machinery Mechanics (49-9041)	49-9071 Maintenance and Repair Workers, Gen (49-9071)	49-9098 Helpers-- Installation, Maint., & Repair Workers (49-9098)
Typical Education ^a		High School Diploma	Post Secondary	Post Secondary	Post Secondary
N		N/D	N/D	98	N/D
Average Hourly Wage (\$)		15.00	24.00	17.00	17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	50.0	100.0
	Retirement	100.0	100.0	50.0	100.0
	Paid Leave	100.0	100.0	50.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	25.0	60.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	75.0	100.0	0.0
	Technology Design	100.0	50.0	50.0	0.0
	Operation and Control	66.7	75.0	30.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	75.0	80.0	100.0
	Not Satisfied	33.3	0.0	0.0	0.0
	Neither	66.7	25.0	0.0	0.0
	Other	0.0	0.0	20.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	30.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	70.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	75.0	90.0	0.0
	Nonresident	0.0	25.0	10.0	100.0
Age Group	19 and Younger	0.0	0.0	10.0	0.0
	20-24	33.3	0.0	10.0	0.0
	25-34	33.3	25.0	20.0	0.0
	35-44	33.3	25.0	20.0	0.0
	45-54	0.0	25.0	10.0	0.0
	55-64	0.0	0.0	20.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	0.0	25.0	10.0	100.0	
Turnover	% Still Working 1 Quarter After Hire	33.3	75.0	80.0	0.0

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.

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

Manufacturing

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			
		49-9099 Installation, Maintenance & Repair Workers, Other (49-9099)	51-1011 First-Line Supervisors/Managers of Production and Operations (51-1011)	51-2022 Electrical and Electronic Equipment Assemblers (51-2022)	51-2041 Structural Metal Fabricators and Fitters (51-2041)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		N/D	69	N/D	N/D
Average Hourly Wage (\$)		32.26	31.25	12.00	18.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	66.7	100.0	0.0	100.0
	Retirement	0.0	85.7	0.0	80.0
	Paid Leave	66.7	100.0	33.3	80.0
Skills Selected as "Important" (%)	Service Orientation	66.7	42.9	0.0	80.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	66.7	42.9	100.0	60.0
	Technology Design Operation and Control	100.0	85.7	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	42.9	100.0	60.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	40.0
	Other	0.0	57.1	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	66.7	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	33.3	100.0
Gender	Female	0.0	14.3	33.3	0.0
	Male	100.0	85.7	66.7	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	14.3	33.3	0.0
	20-24	0.0	14.3	33.3	20.0
	25-34	0.0	14.3	33.3	0.0
	35-44	66.7	28.6	0.0	60.0
	45-54	33.3	28.6	0.0	20.0
	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 discloseable due to confidentiality.

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

Manufacturing

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			
		51-2092	51-2099	51-3011	51-3022
		Team Assemblers (51-2092)	Assemblers and Fabricators, All Other (51-2099)	Bakers (51-3011)	Meat, Poultry, and Fish Cutters and Trimmers (51-3022)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
N		206	127	N/D	N/D
Average Hourly Wage (\$)		11.00	11.50	11.00	9.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	76.2	61.5	0.0	0.0
	Retirement	52.4	38.5	0.0	0.0
	Paid Leave	47.6	46.2	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	42.9	61.5	25.0	100.0
	Critical Thinking	52.4	61.5	75.0	0.0
	Reading Comprehension	76.2	69.2	100.0	100.0
	Technology Design	0.0	38.5	25.0	100.0
	Operation and Control	76.2	92.3	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	42.9	38.5	75.0	0.0
	Not Satisfied	4.8	38.5	25.0	0.0
	Neither	19.0	15.4	0.0	0.0
	Other	33.3	7.7	0.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	19.0	0.0	66.7	0.0
	36 or More	81.0	100.0	33.3	0.0
Gender	Female	42.9	0.0	0.0	0.0
	Male	47.6	100.0	100.0	100.0
	Nonresident	9.5	0.0	0.0	0.0
Age Group	19 and Younger	14.3	0.0	0.0	0.0
	20-24	9.5	30.8	0.0	0.0
	25-34	19.0	30.8	25.0	100.0
	35-44	38.1	7.7	0.0	0.0
	45-54	9.5	30.8	75.0	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)	9.5	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	76.2	92.3	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.

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

Manufacturing

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			
		51-3023 Slaughterers and Meat Packers (51-3023)	51-4031 Cutting, Punching, and Press Machine Setters, Oper (51-4031)	51-4033 Grinding, Lapping, Polishing, and Buffing Machine (51-4033)	51-4034 Lathe and Turning Machine Tool Setters, Operators, (51-4034)
Typical Education ^a		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		59	78	N/D	59
Average Hourly Wage (\$)		11.00	11.34	13.00	11.50
% Paid Piece Rate		0.0	12.5	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	50.0	66.7	66.7
	Retirement	0.0	12.5	33.3	100.0
	Paid Leave	0.0	37.5	33.3	100.0
Skills Selected as "Important" (%)	Service Orientation	83.3	12.5	33.3	16.7
	Critical Thinking	83.3	37.5	100.0	100.0
	Reading Comprehension	100.0	50.0	100.0	16.7
	Technology Design Operation and Control	33.3	25.0	0.0	83.3
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	16.7	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	83.3	100.0	100.0
Gender	Female	0.0	25.0	0.0	0.0
	Male	83.3	62.5	100.0	100.0
	Nonresident	16.7	12.5	0.0	0.0
Age Group	19 and Younger	16.7	12.5	0.0	0.0
	20-24	33.3	25.0	33.3	16.7
	25-34	16.7	25.0	66.7	33.3
	35-44	0.0	0.0	0.0	0.0
	45-54	16.7	12.5	0.0	16.7
	55-64	0.0	0.0	0.0	33.3
	65 and Older	0.0	12.5	0.0	0.0
Unknown (Nonresident)	16.7	12.5	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	66.7	100.0	33.3	83.3

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.

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

Manufacturing

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			
		51-4041 Machinists (51-4041)	51-4071 Foundry Mold and Coremakers (51-4071)	51-4072 Molding, Coremaking, and Casting Machine Setters, (51-4072)	51-4121 Welders, Cutters, Solderers, and Brazers (51-4121)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		235	N/D	N/D	666
Average Hourly Wage (\$)		15.00	11.00	10.05	16.10
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	66.7	100.0	0.0	61.8
	Retirement	54.2	100.0	0.0	36.8
	Paid Leave	62.5	100.0	0.0	54.4
Skills Selected as "Important" (%)	Service Orientation	54.2	0.0	0.0	32.4
	Critical Thinking	91.7	0.0	0.0	77.9
	Reading Comprehension	91.7	0.0	0.0	67.6
	Technology Design Operation and Control	83.3	0.0	100.0	82.4
Employers' Satisfaction with New Hires' Skills	Satisfied	87.5	0.0	100.0	52.9
	Not Satisfied	0.0	100.0	0.0	11.8
	Neither	4.2	0.0	0.0	14.7
	Other	8.3	0.0	0.0	20.6
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	3.4
	21-35	20.0	0.0	0.0	8.5
	36 or More	80.0	100.0	100.0	88.1
Gender	Female	12.5	0.0	50.0	10.3
	Male	83.3	100.0	50.0	79.4
	Nonresident	4.2	0.0	0.0	10.3
Age Group	19 and Younger	12.5	0.0	0.0	8.8
	20-24	16.7	100.0	0.0	16.2
	25-34	37.5	0.0	50.0	25.0
	35-44	16.7	0.0	50.0	14.7
	45-54	12.5	0.0	0.0	16.2
	55-64	0.0	0.0	0.0	7.4
	65 and Older	0.0	0.0	0.0	1.5
Unknown (Nonresident)	4.2	0.0	0.0	10.3	
Turnover	% Still Working 1 Quarter After Hire	87.5	100.0	100.0	82.4

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.

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

Manufacturing

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			
		51-4122 Welding, Soldering, and Brazeing Machine Setters, O (51- 4122)	51-5111 Prepress Technicians and Workers (51- 5111)	51-5112 Printing Press Operators (51- 5112)	51-5113 Print Binding & Finishing Workers (51- 5113)
Typical Education ^a		High School Diploma	Post Secondary	High School Diploma	High School Diploma
N		59	N/D	N/D	N/D
Average Hourly Wage (\$)		20.32	10.00	10.50	9.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	33.3	50.0
	Retirement	100.0	0.0	0.0	50.0
	Paid Leave	83.3	100.0	33.3	50.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	33.3	100.0
	Critical Thinking	0.0	100.0	66.7	0.0
	Reading Comprehension	83.3	100.0	33.3	50.0
	Technology Design Operation and Control	0.0 83.3	100.0 100.0	33.3 66.7	0.0 50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	66.7	50.0
	Not Satisfied	0.0	0.0	0.0	50.0
	Neither	0.0	0.0	33.3	0.0
	Other	100.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	66.7	0.0
	36 or More	100.0	0.0	33.3	100.0
Gender	Female	0.0	100.0	0.0	50.0
	Male	83.3	0.0	100.0	50.0
	Nonresident	16.7	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	33.3	0.0
	20-24	16.7	0.0	0.0	0.0
	25-34	66.7	100.0	66.7	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	16.7	0.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	50.0

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

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

N/D = Not discloseable
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^aSource: O*Net ONline
<http://www.onetonline.org/>

Manufacturing

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			
		51-6031 Sewing Machine Operators (51-6031)	51-6061 Textile Bleaching & Dyeing Machine Op. & Tenders (51-6061)	51-7011 Cabinetmakers and Bench Carpenters (51-7011)	51-7021 Furniture Finishers (51-7021)
Typical Education ^a		Less than High School Diploma	High School Diploma	Post Secondary	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	8.50	11.00	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	0.0	0.0	0.0
	Retirement	50.0	0.0	0.0	0.0
	Paid Leave	50.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	50.0	100.0	100.0	0.0
	Critical Thinking	50.0	100.0	100.0	100.0
	Reading Comprehension	50.0	100.0	50.0	100.0
	Technology Design	50.0	100.0	50.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	100.0	0.0
	Not Satisfied	50.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	0.0	0.0
	21-35	100.0	0.0	0.0	100.0
	36 or More	0.0	0.0	100.0	0.0
Gender	Female	50.0	100.0	0.0	0.0
	Male	50.0	0.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	100.0	0.0	100.0
	25-34	0.0	0.0	0.0	0.0
	35-44	50.0	0.0	100.0	0.0
	45-54	50.0	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)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

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

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

N/D = Not discloseable due to confidentiality.

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

Manufacturing

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			
		51-7041 Sawing Machine Setters, Operators & Tenders, Wood (51-7041)	51-7042 Woodworking Machine Setters, Operators, and Tender (51- 7042)	51-8092 Gas Plant Operators (51- 8092)	51-8093 Petroleum Pump System Operators, Refinery Operator (51- 8093)
Typical Education ^a		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		88	78	N/D	N/D
Average Hourly Wage (\$)		10.50	11.00	17.50	27.87
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	62.5	100.0	100.0
	Retirement	44.4	50.0	100.0	50.0
	Paid Leave	55.6	62.5	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	33.3	37.5	0.0	75.0
	Critical Thinking	55.6	62.5	0.0	100.0
	Reading Comprehension	55.6	62.5	0.0	100.0
	Technology Design Operation and Control	11.1 66.7	50.0 100.0	0.0 100.0	100.0 100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	55.6	25.0	100.0	75.0
	Not Satisfied	0.0	12.5	0.0	0.0
	Neither	33.3	62.5	0.0	0.0
	Other	11.1	0.0	0.0	25.0
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	11.1	0.0	0.0	0.0
	Male	77.8	75.0	100.0	100.0
	Nonresident	11.1	25.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	22.2	12.5	0.0	0.0
	25-34	22.2	50.0	100.0	75.0
	35-44	22.2	12.5	0.0	0.0
	45-54	11.1	0.0	0.0	25.0
	55-64	11.1	0.0	0.0	0.0
	65 and Older Unknown (Nonresident)	0.0 11.1	0.0 25.0	0.0 0.0	0.0 0.0
Turnover	% Still Working 1 Quarter After Hire	77.8	100.0	100.0	100.0

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

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

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

Manufacturing

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			
		51-9011 Chemical Equipment Operators and Tenders (51-9011)	51-9012 Separating, Filtering, Clarifying, Precipitating, (51-9012)	51-9023 Mixing and Blending Machine Setters, Operators, an (51-9023)	51-9032 Cutting and Slicing Machine Setters, Operators, an (51-9032)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	88	N/D
Average Hourly Wage (\$)		22.47	10.75	16.00	17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	100.0	0.0	100.0	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	22.2	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	40.0	100.0	22.2	50.0
	Operation and Control	100.0	100.0	22.2	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	66.7	50.0
	Not Satisfied	0.0	0.0	33.3	50.0
	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	100.0	100.0
Gender	Female	0.0	50.0	11.1	0.0
	Male	100.0	0.0	88.9	100.0
	Nonresident	0.0	50.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	11.1	0.0
	25-34	40.0	50.0	66.7	0.0
	35-44	20.0	0.0	11.1	100.0
	45-54	40.0	0.0	11.1	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	50.0

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.

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

Manufacturing

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			
		51-9051 Furnace, Kiln, Oven, Drier, & Kettle Oper. & Tende (51- 9051)	51-9061 Inspectors, Testers, Sorters, Samplers & Weighers (51- 9061)	51-9111 Packaging & Filling Machine Operators & Tenders (51- 9111)	51-9121 Coating, Painting, and Spraying Machine Setters, O (51- 9121)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	69	118	59
Average Hourly Wage (\$)		12.44	13.75	13.10	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	71.4	75.0	100.0
	Retirement	0.0	71.4	75.0	16.7
	Paid Leave	0.0	71.4	75.0	66.7
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	58.3	83.3
	Critical Thinking	0.0	100.0	75.0	83.3
	Reading Comprehension	0.0	100.0	75.0	83.3
	Technology Design	0.0	42.9	66.7	16.7
	Operation and Control	100.0	71.4	91.7	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	71.4	75.0	83.3
	Not Satisfied	0.0	14.3	0.0	16.7
	Neither	0.0	0.0	25.0	0.0
	Other	0.0	14.3	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	9.1	0.0
	21-35	0.0	0.0	18.2	0.0
	36 or More	100.0	100.0	72.7	100.0
Gender	Female	50.0	42.9	16.7	0.0
	Male	50.0	57.1	58.3	100.0
	Nonresident	0.0	0.0	25.0	0.0
Age Group	19 and Younger	0.0	14.3	33.3	0.0
	20-24	0.0	0.0	0.0	16.7
	25-34	100.0	42.9	8.3	50.0
	35-44	0.0	14.3	25.0	33.3
	45-54	0.0	28.6	8.3	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	25.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	91.7	83.3

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.

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

Manufacturing

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			
		51-9122 Painters, Transportation Equipment (51- 9122)	51-9192 Cleaning, Washing, and Metal Pickling Equipment Op (51-9192)	51-9198 Helpers-- Production Workers (51- 9198)	51-9199 Production Workers, All Other (51-9199)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	314	98
Average Hourly Wage (\$)		16.41	13.00	12.00	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	0.0	62.5	10.0
	Retirement	50.0	0.0	50.0	10.0
	Paid Leave	50.0	0.0	53.1	10.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	40.6	50.0
	Critical Thinking	50.0	100.0	59.4	100.0
	Reading Comprehension	50.0	100.0	50.0	40.0
	Technology Design Operation and Control	50.0 100.0	100.0 100.0	25.0 68.8	40.0 70.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	68.8	50.0
	Not Satisfied	0.0	0.0	6.3	30.0
	Neither	0.0	0.0	15.6	20.0
	Other	50.0	0.0	9.4	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	3.1	22.2
	21-35	0.0	100.0	9.4	44.4
	36 or More	100.0	0.0	87.5	33.3
Gender	Female	0.0	0.0	12.5	30.0
	Male	100.0	100.0	78.1	50.0
	Nonresident	0.0	0.0	9.4	20.0
Age Group	19 and Younger	0.0	0.0	9.4	0.0
	20-24	0.0	0.0	18.8	20.0
	25-34	100.0	100.0	18.8	40.0
	35-44	0.0	0.0	12.5	10.0
	45-54	0.0	0.0	21.9	0.0
	55-64	0.0	0.0	9.4	10.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	0.0	0.0	9.4	20.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	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 discloseable
due to confidentiality.

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

Manufacturing

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			
		53-1021 First-Line Supervisors/Managers of Helpers, Laborers (53-1021)	53-2011 Airline Pilots, Copilots, and Flight Engineers (53-2011)	53-3031 Driver/Sales Workers (53-3031)	53-3032 Truck Drivers, Heavy and Tractor-Trailer (53-3032)
Typical Education ^a		High School Diploma	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	274
Average Hourly Wage (\$)		23.00	51.93	13.00	15.50
% Paid Piece Rate		0.0	0.0	66.7	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	67.9
	Retirement	100.0	100.0	100.0	53.6
	Paid Leave	100.0	100.0	100.0	53.6
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	60.7
	Critical Thinking	100.0	100.0	100.0	92.9
	Reading Comprehension	100.0	100.0	66.7	53.6
	Technology Design Operation and Control	0.0	100.0	0.0	17.9
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	57.1
	Not Satisfied	0.0	0.0	0.0	28.6
	Neither	0.0	0.0	66.7	7.1
	Other	0.0	0.0	33.3	7.1
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	14.3
	Male	100.0	100.0	100.0	78.6
	Nonresident	0.0	0.0	0.0	7.1
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	66.7	7.1
	25-34	0.0	0.0	33.3	17.9
	35-44	0.0	0.0	0.0	25.0
	45-54	100.0	100.0	0.0	32.1
	55-64	0.0	0.0	0.0	7.1
	65 and Older	0.0	0.0	0.0	3.6
Unknown (Nonresident)	0.0	0.0	0.0	7.1	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	85.7

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.

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

Manufacturing

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			
		53-3033 Truck Drivers, Light or Delivery Services (53- 3033)	53-7051 Industrial Truck and Tractor Operators (53- 7051)	53-7062 Laborers & Freight, Stock & Material Movers, Hand (53-7062)	53-7064 Packers and Packagers, Hand (53-7064)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		69	N/D	372	69
Average Hourly Wage (\$)		12.00	18.00	12.50	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	42.9	100.0	65.8	0.0
	Retirement	14.3	0.0	52.6	0.0
	Paid Leave	42.9	100.0	63.2	28.6
Skills Selected as "Important" (%)	Service Orientation	71.4	0.0	26.3	71.4
	Critical Thinking	85.7	100.0	78.9	85.7
	Reading Comprehension	100.0	0.0	47.4	85.7
	Technology Design Operation and Control	0.0 85.7	100.0 100.0	10.5 39.5	14.3 28.6
Employers' Satisfaction with New Hires' Skills	Satisfied	71.4	100.0	57.9	57.1
	Not Satisfied	0.0	0.0	23.7	0.0
	Neither	28.6	0.0	2.6	28.6
	Other	0.0	0.0	15.8	14.3
Average Weekly Hours Worked	20 or Less	0.0	0.0	2.7	14.3
	21-35	50.0	0.0	5.4	28.6
	36 or More	50.0	100.0	91.9	57.1
Gender	Female	14.3	0.0	13.2	28.6
	Male	71.4	100.0	71.1	28.6
	Nonresident	14.3	0.0	15.8	42.9
Age Group	19 and Younger	14.3	0.0	15.8	0.0
	20-24	14.3	0.0	26.3	0.0
	25-34	28.6	0.0	23.7	14.3
	35-44	0.0	0.0	7.9	14.3
	45-54	14.3	100.0	7.9	0.0
	55-64	0.0	0.0	2.6	14.3
	65 and Older	14.3	0.0	0.0	0.0
Unknown (Nonresident)	14.3	0.0	15.8	57.1	
Turnover	% Still Working 1 Quarter After Hire	71.4	100.0	84.2	42.9

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

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

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