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	11-1021	11-2022	13-1051	
			General and			
		Total All	Operations			
		Occupations	Managers (11-	Sales Managers	<b>Cost Estimators</b>	
	Job Characteristics	(00-0000)	1021)	(11-2022)	(13-1051)	
	Typical Education <sup>a</sup>	N/A	Associates	Bachelors	Bachelors	
	N	32,918	351	88	N/D	
	Average Hourly Wage (\$)	9.00	20.91	26.59	19.23	
	% Paid Piece Rate	7.7	1.5	18.9	3.0	
% Offered	Health Insurance	33.8	75.0	50.0	100.0	
Selected	Retirement	24.8	75.0	50.0	100.0	
Benefits	Paid Leave	28.6	87.5	50.0	100.0	
Skills Selected	Service Orientation	90.4	100.0	100.0	100.0	
as	Critical Thinking	72.2	100.0	100.0	100.0	
"Important"	Reading Comprehension	65.6	100.0	100.0	100.0	
(%)	Technology Design	32.6	75.0	50.0	100.0	
(70)	Operation and Control	56.3	62.5	100.0	0.0	
Employers'	Satisfied	60.2	75.0	100.0	0.0	
Satisfaction	Not Satisfied	9.9	0.0	0.0	100.0	
with New	Neither	17.8	0.0	0.0	0.0	
Hires' Skills	Other	12.1	25.0	0.0	0.0	
Average	20 or Less	25.6	0.0	0.0	0.0	
<b>Weekly Hours</b>	21-35	33.4	0.0	0.0	0.0	
Worked	36 or More	41.0	100.0	100.0	100.0	
	Female	48.6	25.0	0.0	100.0	
Gender	Male	40.5	62.5	100.0	0.0	
	Nonresident	10.9	12.5	0.0	0.0	
	19 and Younger	16.4	0.0	0.0	0.0	
	20-24	21.7	12.5	0.0	0.0	
Age Group	25-34	21.6	25.0	0.0	100.0	
	35-44	12.5	37.5	0.0	0.0	
	45-54	10.9	12.5	50.0	0.0	
	55-64	4.8	0.0	50.0	0.0	
	65 and Older	0.9	0.0	0.0	0.0	
	Unknown (Nonresident)	11.2	12.5	0.0	0.0	
Turnover	% Still Working 1 Quarter	79.9	100.0	100.0	100.0	
Turnover	After Hire					

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.

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				
		13-2072	19-4011	23-2093	25-3099
			Agricultural and	Title Examiners,	
			Food Science	Abstractors,	Teachers and
		Loan Officers	Technicians (19-	and Searchers	Instructors, All
	Job Characteristics	(13-2072)	4011)	(23-2093)	Other (25-3099)
	Typical Education <sup>a</sup>	High School	Associates	High School	Bachelors
		Diploma		Diploma	
	N	N/D	88	N/D	N/D
	Average Hourly Wage (\$)		10.00	12.00	14.38
	% Paid Piece Rate	0.0	0.0	0.0	15.8
% Offered	Health Insurance	100.0	100.0	100.0	0.0
Selected	Retirement	0.0	100.0	100.0	0.0
Benefits	Paid Leave	0.0	100.0	0.0	0.0
Skills Selected	Service Orientation	100.0	100.0	100.0	100.0
as	Critical Thinking	100.0	100.0	100.0	100.0
"Important"	Reading Comprehension	100.0	100.0	100.0	0.0
(%)	Technology Design	100.0	100.0	100.0	0.0
	Operation and Control	100.0	100.0	100.0	0.0
Employers'	Satisfied	100.0	0.0	100.0	100.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
with New	Neither	0.0	0.0	0.0	0.0
Hires' Skills	Other	0.0	100.0	0.0	0.0
Average	20 or Less	0.0	0.0	0.0	0.0
Weekly Hours		0.0	0.0	0.0	0.0
Worked	36 or More	0.0	100.0	100.0	0.0
	Female	100.0	50.0	100.0	0.0
Gender	Male	0.0	50.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	100.0
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	100.0	0.0	0.0	0.0
Age Group	25-34	0.0	50.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	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	100.0	100.0	100.0	100.0
Turriover	After Hire				

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.

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

	Standard Occupational Classification (SOC) Code and Occupatio				
		27-1023	27-1025	27-1026	29-1051
				nal. P	
				Merchandise	
			14	Displayers and	
		Flavel Daviers	Interior	Window	Db : - t - /20
	lah Chavastavistisa	Floral Designers	Designers (27-	Trimmers (27-	Pharmacists (29-
	Job Characteristics	(27-1023) Less than	1025)	1026)	1051)
	Typical Education <sup>a</sup>		Bachelors	High School	Doctorate
		High School		Diploma	
	N	Diploma 175	88	88	88
	Average Hourly Wage (\$)	10.00	23.70	86	56.00
	% Paid Piece Rate	0.0	13.3	0.0	29.4
% Offered	Health Insurance	0.0	0.0	0.0	100.0
Selected	Retirement	0.0	0.0	0.0	100.0
Benefits	Paid Leave	100.0	100.0	0.0	100.0
	Service Orientation	100.0	100.0	0.0	100.0
Skills Selected	Critical Thinking	100.0	100.0	0.0	100.0
as	Reading Comprehension	100.0	0.0	100.0	100.0
"Important"	Technology Design	0.0	0.0	0.0	0.0
(%)	Operation and Control	0.0	0.0	0.0	100.0
Employers'	Satisfied	100.0	100.0	0.0	100.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
with New	Neither	0.0	0.0	100.0	0.0
Hires' Skills	Other	0.0	0.0	0.0	0.0
Average	20 or Less	0.0	0.0	0.0	0.0
<b>Weekly Hours</b>	21-35	0.0	0.0	0.0	100.0
Worked	36 or More	100.0	100.0	0.0	0.0
	Female	0.0	50.0	50.0	0.0
Gender	Male	50.0	50.0	50.0	100.0
	Nonresident	50.0	0.0	0.0	0.0
	19 and Younger	0.0	0.0	50.0	0.0
	20-24	0.0	0.0	0.0	0.0
Age Group	25-34	0.0	50.0	0.0	50.0
	35-44	0.0	50.0	0.0	0.0
	45-54	50.0	0.0	0.0	0.0
	55-64	0.0	0.0	50.0	50.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	50.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter	100.0	100.0	100.0	100.0
Turriover	After Hire				

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.

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

	Standard Occupational Classification (SOC) Code and Occupatio				
		29-2052	31-1011	35-1012	35-2011
				<b></b>	
				First-Line	
		Discourse		Supervisors/Ma	
		Pharmacy (20	tt tt lub	nagers of Food	Ocal a Fact
	tale Observation Called	Technicians (29-	Home Health	Preparatio (35-	Cooks, Fast
	Job Characteristics	2052)	Aides (31-1011)	1012)	Food (35-2011)
	Typical Education <sup>a</sup>	Post	High School	High School	Less than
		Secondary	Diploma	Diploma	High School
	NI .	121	0.0	N/D	Diploma
	N	131	88	N/D	88
	Average Hourly Wage (\$)	14.00 0.0	15.00 0.0	9.50 0.0	8.50 25.0
% Offered	% Paid Piece Rate				
	Health Insurance	66.7	0.0	0.0	50.0
Selected Benefits	Retirement	33.3	0.0	0.0	50.0
Denents	Paid Leave Service Orientation	66.7 100.0	0.0	0.0	50.0
<b>Skills Selected</b>			0.0	100.0 100.0	50.0
as	Critical Thinking	100.0	0.0		50.0
"Important"	Reading Comprehension	100.0	0.0	0.0	0.0
(%)	Technology Design	100.0	0.0	0.0	0.0
Employers'	Operation and Control Satisfied	100.0 66.7	0.0	100.0 100.0	50.0 50.0
Satisfaction	Not Satisfied	0.0	0.0		
with New	Neither	33.3	0.0	0.0 0.0	50.0 0.0
Hires' Skills	Other	0.0	100.0	0.0	0.0
Average	20 or Less	0.0	100.0	0.0	0.0
Weekly Hours		50.0	0.0	0.0	0.0
Worked	36 or More	50.0	0.0	100.0	100.0
Worked	Female	100.0	100.0	100.0	100.0
Gender	Male	0.0	0.0	0.0	0.0
Gender	Nonresident	0.0	0.0	0.0	0.0
	19 and Younger	0.0	0.0	0.0	50.0
	20-24	0.0	0.0	0.0	0.0
	25-34	33.3	0.0	0.0	0.0
Age Group	<b>35-44</b>	66.7	50.0	0.0	50.0
	45-54	0.0	50.0	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	0.0	0.0	0.0
	% Still Working 1 Quarter	66.7	100.0	100.0	0.0
Turnover	After Hire	00.7	100.0	100.0	0.0
	Alter file	l			

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.

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

	Standard Occupational Classification (SOC) Code and Occupation				
		35-2015	35-2021	35-3011	35-3021
					<b>Combined Food</b>
			Food		Preparation and
			Preparation	_	Serving
		Cooks, Short	Workers (35-	Bartenders (35-	Workers, Inc
	Job Characteristics	Order (35-2015)	2021)	3011)	(35-3021)
	Typical Education <sup>a</sup>	High School	Less than	High School	Less than
		Diploma	High School	Diploma	High School
			Diploma		Diploma
	N	N/D	N/D	351	745
	Average Hourly Wage (\$)	9.50	8.50	7.25	10.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	0.0	0.0	29.4
Selected	Retirement	0.0	0.0	0.0	23.5
Benefits	Paid Leave	0.0	100.0	0.0	5.9
Skills Selected	Service Orientation	100.0	100.0	100.0	100.0
as	Critical Thinking	100.0	0.0	100.0	70.6
"Important"	Reading Comprehension	0.0	0.0	75.0	70.6
(%)	Technology Design	0.0	0.0	75.0	35.3
	Operation and Control	0.0	100.0	100.0	70.6
Employers'	Satisfied	100.0	100.0	25.0	47.1
Satisfaction	Not Satisfied	0.0	0.0	75.0	0.0
with New	Neither	0.0	0.0	0.0	52.9
Hires' Skills	Other	0.0	0.0	0.0	0.0
Average	20 or Less	100.0	0.0	100.0	30.8
Weekly Hours		0.0	0.0	0.0	30.8
Worked	36 or More	0.0	0.0	0.0	38.5
	Female	100.0	0.0	50.0	58.8
Gender	Male	0.0	100.0	50.0	29.4
	Nonresident	0.0	0.0	0.0	11.8
	19 and Younger	0.0	100.0	0.0	23.5
	20-24	0.0	0.0	37.5	11.8
	25-34	100.0	0.0	12.5	23.5
Age Group	35-44	0.0	0.0	37.5	11.8
	45-54	0.0	0.0	12.5	11.8
	55-64	0.0	0.0	0.0	5.9
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	11.8
Turnover	% Still Working 1 Quarter	100.0	0.0	100.0	94.1
Turnover	After Hire				

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.

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

	Standard Occupational Classification (SOC) Code and Occupatio					
		35-3022	35-3031	35-3041	35-9021	
		0				
		Counter				
		Attendants,	147 · 21 · · · · · · · · · · · · · · · · ·	F		
		Cafeteria, Food	Waiters and	Food Servers,	<b>5</b> . 1	
		Concession, an	Waitresses (35-	Nonrestaurant	Dishwashers	
	Job Characteristics	(35-3022)	3031)	(35-3041)	(35-9021)	
	Typical Education <sup>a</sup>	Less than	High School	Less than	Less than	
		High School	Diploma	High School	High School	
		Diploma		Diploma	Diploma	
	N	175	745	N/D	N/D	
	Average Hourly Wage (\$)	10.00	3.50		10.00	
	% Paid Piece Rate	0.0	0.0	12.5	0.0	
% Offered	Health Insurance	25.0	0.0	100.0	0.0	
Selected	Retirement	25.0	0.0	100.0	100.0	
Benefits	Paid Leave	25.0	0.0	100.0	100.0	
Skills Selected	Service Orientation	100.0	100.0	100.0	0.0	
as	Critical Thinking	75.0	35.3	100.0	0.0	
"Important"	Reading Comprehension	25.0	35.3	100.0	0.0	
(%)	Technology Design	0.0	0.0	100.0	100.0	
	Operation and Control	100.0	58.8	100.0	0.0	
Employers'	Satisfied	50.0	76.5	100.0	100.0	
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0	
with New	Neither	0.0	17.6	0.0	0.0	
Hires' Skills	Other	50.0	5.9	0.0	0.0	
Average	20 or Less	100.0	0.0	0.0	0.0	
Weekly Hours	21-35	0.0	100.0	0.0	100.0	
Worked	36 or More	0.0	0.0	0.0	0.0	
	Female	50.0	47.1	0.0	0.0	
Gender	Male	0.0	35.3	100.0	0.0	
	Nonresident	50.0	17.6	0.0	100.0	
	19 and Younger	25.0	17.6	0.0	0.0	
	20-24	0.0	11.8	0.0	0.0	
	25-34	0.0	23.5	100.0	0.0	
Age Group	35-44	25.0	11.8	0.0	0.0	
	45-54	0.0	11.8	0.0	0.0	
	55-64	0.0	5.9	0.0	0.0	
	65 and Older	0.0	0.0	0.0	0.0	
	Unknown (Nonresident)	50.0	17.6	0.0	100.0	
Turnover	% Still Working 1 Quarter	75.0	82.4	100.0	100.0	
Turnover	After Hire					

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.

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

	Standard Occupational Classification (SOC) Code and Occup				
		37-2011	37-3011	39-2021	39-5012
		Janitors and	Landscaping		
		Cleaners,	and	Nonfarm	Hairdressers,
		Except Maids	Groundskeepin	Animal	Hairstylists, and
		and Housekeepi	g Workers (37-	Caretakers (39-	Cosmetologists
	Job Characteristics	(37-2011)	3011)	2021)	(39-5012)
	Typical Education <sup>a</sup>	High School	Less than	High School	Post
	Typical Education	Diploma	High School	Diploma	Secondary
		2.0.0	Diploma	2.6.0	<b>3</b> 000aa.,
	N	219	131	N/D	N/D
	Average Hourly Wage (\$)	8.00	10.00	8.00	8.58
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	0.0	0.0	0.0
Selected	Retirement	0.0	0.0	0.0	0.0
Benefits	Paid Leave	0.0	0.0	0.0	0.0
Skills Selected	Service Orientation	40.0	0.0	0.0	100.0
as	Critical Thinking	20.0	0.0	0.0	100.0
"Important"	<b>Reading Comprehension</b>	0.0	0.0	0.0	100.0
(%)	Technology Design	20.0	0.0	0.0	100.0
(70)	Operation and Control	60.0	100.0	0.0	100.0
Employers'	Satisfied	80.0	0.0	100.0	0.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	100.0
with New	Neither	0.0	100.0	0.0	0.0
Hires' Skills	Other	20.0	0.0	0.0	0.0
Average	20 or Less	100.0	0.0	0.0	0.0
<b>Weekly Hours</b>	21-35	0.0	100.0	100.0	100.0
Worked	36 or More	0.0	0.0	0.0	0.0
	Female	0.0	0.0	100.0	100.0
Gender	Male	40.0	66.7	0.0	0.0
	Nonresident	60.0	33.3	0.0	0.0
	19 and Younger	0.0	33.3	0.0	0.0
	20-24	0.0	33.3	0.0	100.0
	25-34	0.0	0.0	100.0	0.0
Age Group	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	40.0	0.0	0.0	0.0
	Unknown (Nonresident)	60.0	33.3	0.0	0.0
Turnover	% Still Working 1 Quarter	80.0	0.0	100.0	100.0
Turriover	After Hire				

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.

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

First-Line   Supervis./Managers of Retail   Sales Work (41- 2011)   Cashiers (41- 2021)   (41-2022)		Standard Occupational Classification (SOC) Code and Occupation				
Supervis./Managers of Retail   Sales Work (41-   Cashiers (41-   2021)   Farts   Sales Work (41-   2011)			41-1011	41-2011	41-2021	41-2022
Supervis./Managers of Retail   Sales Work (41-   Cashiers (41-   2021)   Methods   Parts   Sales persons   Sales work (41-   2011)   Migh School   High School   Diploma   Dip						
Second   S						
Name						
Typical Education						Parts
Typical Education			Sales Work (41-	Cashiers (41-	Rental Clerks	Salespersons
N		Job Characteristics	1011)	2011)	(41-2021)	(41-2022)
N   657   8,723   131   833     Average Hourly Wage (\$)   11.84   8.50   23.44   9.00     % Paid Piece Rate   0.0   0.0   0.0   0.0   0.0     % Offered   Health Insurance   86.7   22.6   100.0   68.4     Selected   Benefits   Paid Leave   86.7   16.1   100.0   31.6     Skills Selected   as   "Important"   (%)   Paid Group Pension   7   26.6   0.0   31.6     Technology Design   26.7   26.6   0.0   31.6     Technology Design   26.7   26.6   0.0   31.6     Operation and Control   40.0   50.8   100.0   42.1     Employers'   Satisfied   46.7   53.8   100.0   52.6     Satisfaction   Not Satisfied   6.7   18.1   0.0   31.6     With New   Neither   13.3   16.1   0.0   0.0     Hires' Skills   Other   33.3   12.1   0.0   15.8     Average   20 or Less   0.0   26.2   0.0   0.0     Weekly Hours   21-35   20.0   54.9   0.0   46.7     Worked   36 or More   80.0   18.9   100.0   53.3     Female   26.7   60.8   33.3   21.1     Gender   Male   60.0   27.6   33.3   68.4     Nonresident   13.3   11.6   33.3   10.5     Age Group   45-44   13.3   14.6   33.3   10.5     Age Group   45-54   6.7   11.1   0.0   10.5     55-64   6.7   4.5   0.0   0.0     Unknown (Nonresident)   13.3   12.1   33.3   10.5     Turnover   % Still Working 1 Quarter   86.7   74.4   100.0   94.7		Typical Education <sup>a</sup>	High School	Less than	Less than	High School
Naverage Hourly Wage (\$)			Diploma	High School	High School	Diploma
Average Hourly Wage (\$) % Paid Piece Rate  0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0				Diploma	Diploma	
% Paid Piece Rate         0.0         0.0         0.0         0.0           % Offered Selected Retirement         86.7         22.6         100.0         68.4           Benefits         Paid Leave         86.7         16.1         66.7         68.4           Benefits         Paid Leave         86.7         16.1         100.0         31.6           Skills Selected as         Service Orientation         100.0         95.0         100.0         84.2           Critical Thinking         100.0         60.8         100.0         84.2           Critical Tomore         86.7         58.8         100.0         68.4           Technology Design         26.7         26.6         0.0         31.6           Operation and Control         40.0         50.8         100.0         42.1           Employers'         Satisfied         46.7         53.8         100.0         52.6           Satisfaction         Not Satisfied         6.7         18.1         0.0         31.6           Weither         13.3         16.1         0.0         31.6           Weither         33.3         12.1         0.0         15.8           Average         20 or Less         0.0		N	657	8,723	131	833
Woffered   Health Insurance   86.7   22.6   100.0   68.4     Selected   Retirement   80.0   16.1   66.7   68.4     Benefits   Paid Leave   86.7   16.1   100.0   31.6     Skills Selected   as   Reading Comprehension   100.0   60.8   100.0   68.4     Reading Comprehension   7   26.6   0.0   31.6     Technology Design   26.7   26.6   0.0   31.6     Operation and Control   40.0   50.8   100.0   42.1     Employers'   Satisfied   46.7   53.8   100.0   52.6     Satisfaction   Not Satisfied   6.7   18.1   0.0   31.6     with New   Neither   13.3   16.1   0.0   0.0     Hires' Skills   Other   33.3   12.1   0.0   15.8     Average   20 or Less   0.0   26.2   0.0   0.0     Weekly Hours   7   40.0   54.9   0.0   46.7     Worked   36 or More   80.0   18.9   100.0   53.3     Female   26.7   60.8   33.3   21.1     Gender   Male   60.0   27.6   33.3   68.4     Nonresident   13.3   11.6   33.3   10.5     Age Group   46.7   40.7   20.1   0.0   21.1     Age Group   46.7   40.7   20.1   0.0   21.1     Age Group   46.7   40.7   40.7   40.7     Turnover   W Still Working 1 Quarter   86.7   74.4   100.0   94.7     Turnover   % Still Working 1 Quarter   86.7   74.4   100.0   94.7     Service Crientation   100.0   10.5   10.5     Age Service Creintation   100.0   10.5   10.5     Age Service Creintation   100.0   10.5   10.5     Age Still Working 1 Quarter   86.7   74.4   100.0   94.7     Turnover   % Still Working 1 Quarter   86.7   74.4   100.0   94.7     Turnover   % Still Working 1 Quarter   86.7   74.4   100.0   94.7     Turnover   % Still Working 1 Quarter   86.7   74.4   100.0   94.7		Average Hourly Wage (\$)	11.84	8.50	23.44	9.00
Selected   Retirement   So.0   16.1   66.7   68.4		% Paid Piece Rate	0.0	0.0	0.0	0.0
Benefits         Paid Leave         86.7         16.1         100.0         31.6           Skills Selected as "Important" (%)         Service Orientation Critical Thinking         100.0         95.0         100.0         84.2           Reading Comprehension (%)         86.7         58.8         100.0         68.4           Technology Design Operation and Control         40.0         50.8         100.0         42.1           Employers' Satisfied         A6.7         53.8         100.0         52.6           Satisfaction Not Satisfied         6.7         18.1         0.0         31.6           with New Neither         13.3         16.1         0.0         31.6           Hires' Skills         Other         33.3         12.1         0.0         15.8           Average         20 or Less         0.0         26.2         0.0         0.0           Weekly Hours         21-35         20.0         54.9         0.0         46.7           Worked         36 or More         80.0         18.9         100.0         53.3           Female         26.7         60.8         33.3         21.1           Gender         Male         60.0         27.6         33.3         10.5     <	% Offered	Health Insurance	86.7	22.6	100.0	68.4
Skills Selected as	Selected	Retirement	80.0	16.1	66.7	68.4
Critical Thinking   100.0   60.8   100.0   84.2     Seading Comprehension   86.7   58.8   100.0   68.4     Technology Design   26.7   26.6   0.0   31.6     Operation and Control   40.0   50.8   100.0   42.1     Employers'   Satisfied   46.7   53.8   100.0   52.6     Satisfaction   Not Satisfied   6.7   18.1   0.0   31.6     with New   Neither   13.3   16.1   0.0   0.0     Hires' Skills   Other   33.3   12.1   0.0   15.8     Average   20 or Less   0.0   26.2   0.0   0.0     Weekly Hours   21-35   20.0   54.9   0.0   46.7     Worked   36 or More   80.0   18.9   100.0   53.3     Female   26.7   60.8   33.3   21.1     Gender   Male   60.0   27.6   33.3   68.4     Nonresident   13.3   11.6   33.3   10.5     19 and Younger   0.0   17.6   0.0   10.5     20-24   13.3   20.1   33.3   26.3     25-34   46.7   20.1   0.0   21.1     35-44   13.3   14.6   33.3   10.5     45-54   6.7   11.1   0.0   10.5     55-64   6.7   4.5   0.0   0.0     Unknown (Nonresident)   13.3   12.1   33.3   10.5    Turnover   % Still Working 1 Quarter   86.7   74.4   100.0   94.7	Benefits	Paid Leave	86.7	16.1	100.0	31.6
as	Skills Salacted	Service Orientation	100.0	95.0	100.0	84.2
"Important" (%)         Reading Comprehension         86.7         58.8         100.0         68.4           Technology Design Operation and Control         26.7         26.6         0.0         31.6           Operation and Control         40.0         50.8         100.0         42.1           Employers' Satisfied         46.7         53.8         100.0         52.6           Satisfaction with New Neither         13.3         16.1         0.0         31.6           With New Neither         33.3         12.1         0.0         0.0           Hires' Skills         Other         33.3         12.1         0.0         15.8           Average         20 or Less         0.0         26.2         0.0         0.0           Weekly Hours         21-35         20.0         54.9         0.0         46.7           Worked         36 or More         80.0         18.9         100.0         53.3           Female         26.7         60.8         33.3         21.1           Gender         Male         60.0         27.6         33.3         10.5           Age Group         19 and Younger         0.0         17.6         0.0         10.5           20-34		Critical Thinking	100.0	60.8	100.0	84.2
Technology Design   26.7   26.6   0.0   31.6	7.7	<b>Reading Comprehension</b>	86.7	58.8	100.0	68.4
Employers   Satisfied   46.7   53.8   100.0   52.6		Technology Design	26.7	26.6	0.0	31.6
Satisfaction with New Neither         Not Satisfied         6.7         18.1         0.0         31.6           With New Hires         Neither         13.3         16.1         0.0         0.0           Hires' Skills         Other         33.3         12.1         0.0         15.8           Average         20 or Less         0.0         26.2         0.0         0.0           Weekly Hours         21-35         20.0         54.9         0.0         46.7           Worked         36 or More         80.0         18.9         100.0         53.3           Female         26.7         60.8         33.3         21.1           Gender         Male         60.0         27.6         33.3         68.4           Nonresident         13.3         11.6         33.3         10.5           19 and Younger         0.0         17.6         0.0         10.5           20-24         13.3         20.1         33.3         26.3           25-34         46.7         20.1         0.0         21.1           Age Group         35-44         13.3         14.6         33.3         10.5           45-54         6.7         4.5         0.0<	(70)	<b>Operation and Control</b>	40.0	50.8	100.0	42.1
with New Hires' Skills         Neither         13.3         16.1         0.0         0.0           Hires' Skills         Other         33.3         12.1         0.0         15.8           Average         20 or Less         0.0         26.2         0.0         0.0           Weekly Hours         21-35         20.0         54.9         0.0         46.7           Worked         36 or More         80.0         18.9         100.0         53.3           Female         26.7         60.8         33.3         21.1           Gender         Male         60.0         27.6         33.3         68.4           Nonresident         13.3         11.6         33.3         10.5           19 and Younger         0.0         17.6         0.0         10.5           20-24         13.3         20.1         33.3         26.3           25-34         46.7         20.1         0.0         21.1           45-54         6.7         11.1         0.0         10.5           55-64         6.7         4.5         0.0         10.5           55-64         6.7         4.5         0.0         0.0           Unknown (Nonresident	Employers'	Satisfied	46.7	53.8	100.0	52.6
Hires' Skills         Other         33.3         12.1         0.0         15.8           Average         20 or Less         0.0         26.2         0.0         0.0           Weekly Hours         21-35         20.0         54.9         0.0         46.7           Worked         36 or More         80.0         18.9         100.0         53.3           Female         26.7         60.8         33.3         21.1           Gender         Male         60.0         27.6         33.3         68.4           Nonresident         13.3         11.6         33.3         10.5           19 and Younger         0.0         17.6         0.0         10.5           20-24         13.3         20.1         33.3         26.3           25-34         46.7         20.1         0.0         21.1           45-54         6.7         11.1         0.0         10.5           45-54         6.7         11.1         0.0         10.5           55-64         6.7         4.5         0.0         10.5           55-64         6.7         4.5         0.0         0.0           0.0         0.0         0.0 <th< th=""><th>Satisfaction</th><th>Not Satisfied</th><th>6.7</th><th>18.1</th><th>0.0</th><th>31.6</th></th<>	Satisfaction	Not Satisfied	6.7	18.1	0.0	31.6
Average Weekly Hours 21-35         0.0         26.2         0.0         0.0           Worked 36 or More         80.0         18.9         100.0         53.3           Female Male Monresident         26.7         60.8         33.3         21.1           Monresident         13.3         11.6         33.3         68.4           Nonresident         13.3         11.6         33.3         10.5           20-24         13.3         20.1         33.3         26.3           25-34         46.7         20.1         0.0         21.1           45-54         6.7         11.1         0.0         10.5           55-64         6.7         4.5         0.0         10.5           55-64         6.7         4.5         0.0         0.0           Unknown (Nonresident)         13.3         12.1         33.3         10.5           Turnover         % Still Working 1 Quarter         86.7         74.4         100.0         94.7	with New	Neither	13.3	16.1	0.0	0.0
Weekly Hours         21-35         20.0         54.9         0.0         46.7           Worked         36 or More         80.0         18.9         100.0         53.3           Gender         Male         26.7         60.8         33.3         21.1           Male         Male         60.0         27.6         33.3         68.4           Nonresident         13.3         11.6         33.3         10.5           20-24         13.3         20.1         33.3         26.3           25-34         46.7         20.1         0.0         21.1           35-44         13.3         14.6         33.3         10.5           45-54         6.7         11.1         0.0         10.5           55-64         6.7         4.5         0.0         10.5           55-64         6.7         4.5         0.0         0.0           Unknown (Nonresident)         13.3         12.1         33.3         10.5           Turnover         % Still Working 1 Quarter         86.7         74.4         100.0         94.7	Hires' Skills	Other	33.3	12.1	0.0	15.8
Worked         36 or More         80.0         18.9         100.0         53.3           Female         26.7         60.8         33.3         21.1           Gender         Male         60.0         27.6         33.3         68.4           Nonresident         13.3         11.6         33.3         10.5           19 and Younger         0.0         17.6         0.0         10.5           20-24         13.3         20.1         33.3         26.3           25-34         46.7         20.1         0.0         21.1           35-44         13.3         14.6         33.3         10.5           45-54         6.7         11.1         0.0         10.5           55-64         6.7         4.5         0.0         10.5           65 and Older         0.0         0.0         0.0         0.0           Unknown (Nonresident)         13.3         12.1         33.3         10.5           Turnover           Still Working 1 Quarter         86.7         74.4         100.0         94.7	Average	20 or Less	0.0	26.2	0.0	0.0
Gender         Female         26.7         60.8         33.3         21.1           Male         Male         60.0         27.6         33.3         68.4           Nonresident         13.3         11.6         33.3         10.5           19 and Younger         0.0         17.6         0.0         10.5           20-24         13.3         20.1         33.3         26.3           25-34         46.7         20.1         0.0         21.1           35-44         13.3         14.6         33.3         10.5           45-54         6.7         11.1         0.0         10.5           55-64         6.7         4.5         0.0         10.5           65 and Older         0.0         0.0         0.0         0.0           Unknown (Nonresident)         13.3         12.1         33.3         10.5           Turnover         % Still Working 1 Quarter         86.7         74.4         100.0         94.7	<b>Weekly Hours</b>	21-35	20.0	54.9	0.0	46.7
Gender         Male         60.0         27.6         33.3         68.4           Nonresident         13.3         11.6         33.3         10.5           19 and Younger         0.0         17.6         0.0         10.5           20-24         13.3         20.1         33.3         26.3           25-34         46.7         20.1         0.0         21.1           35-44         13.3         14.6         33.3         10.5           45-54         6.7         11.1         0.0         10.5           55-64         6.7         4.5         0.0         10.5           65 and Older         0.0         0.0         0.0         0.0           Unknown (Nonresident)         13.3         12.1         33.3         10.5           Turnover         % Still Working 1 Quarter         86.7         74.4         100.0         94.7	Worked	36 or More	80.0	18.9	100.0	53.3
Nonresident         13.3         11.6         33.3         10.5           19 and Younger         0.0         17.6         0.0         10.5           20-24         13.3         20.1         33.3         26.3           25-34         46.7         20.1         0.0         21.1           35-44         13.3         14.6         33.3         10.5           45-54         6.7         11.1         0.0         10.5           55-64         6.7         4.5         0.0         10.5           65 and Older         0.0         0.0         0.0         0.0           Unknown (Nonresident)         13.3         12.1         33.3         10.5           Turnover         % Still Working 1 Quarter         86.7         74.4         100.0         94.7		Female	26.7	60.8	33.3	21.1
19 and Younger         0.0         17.6         0.0         10.5           20-24         13.3         20.1         33.3         26.3           25-34         46.7         20.1         0.0         21.1           35-44         13.3         14.6         33.3         10.5           45-54         6.7         11.1         0.0         10.5           55-64         6.7         4.5         0.0         10.5           65 and Older         0.0         0.0         0.0         0.0           Unknown (Nonresident)         13.3         12.1         33.3         10.5           Turnover         % Still Working 1 Quarter         86.7         74.4         100.0         94.7	Gender	Male	60.0	27.6	33.3	68.4
Age Group       20-24       13.3       20.1       33.3       26.3         25-34       46.7       20.1       0.0       21.1         35-44       13.3       14.6       33.3       10.5         45-54       6.7       11.1       0.0       10.5         55-64       6.7       4.5       0.0       10.5         65 and Older       0.0       0.0       0.0       0.0         Unknown (Nonresident)       13.3       12.1       33.3       10.5         Turnover       % Still Working 1 Quarter       86.7       74.4       100.0       94.7		Nonresident	13.3	11.6	33.3	10.5
Age Group       25-34       46.7       20.1       0.0       21.1         35-44       13.3       14.6       33.3       10.5         45-54       6.7       11.1       0.0       10.5         55-64       6.7       4.5       0.0       10.5         65 and Older       0.0       0.0       0.0       0.0         Unknown (Nonresident)       13.3       12.1       33.3       10.5         Turnover       % Still Working 1 Quarter       86.7       74.4       100.0       94.7		19 and Younger	0.0	17.6	0.0	10.5
Age Group       35-44 45-54 55-64 6.7       13.3 6.7       14.6 11.1 4.5       33.3 0.0 10.5 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0		20-24	13.3	20.1	33.3	26.3
Age Group       45-54       6.7       11.1       0.0       10.5         55-64       6.7       4.5       0.0       10.5         65 and Older       0.0       0.0       0.0       0.0         Unknown (Nonresident)       13.3       12.1       33.3       10.5         Turnover       % Still Working 1 Quarter       86.7       74.4       100.0       94.7		25-34	46.7	20.1	0.0	21.1
45-54       6.7       11.1       0.0       10.5         55-64       6.7       4.5       0.0       10.5         65 and Older       0.0       0.0       0.0       0.0         Unknown (Nonresident)       13.3       12.1       33.3       10.5         Turnover         % Still Working 1 Quarter       86.7       74.4       100.0       94.7	Age Group	35-44	13.3	14.6	33.3	10.5
65 and Older         0.0         0.0         0.0         0.0           Unknown (Nonresident)         13.3         12.1         33.3         10.5           Turnover         % Still Working 1 Quarter         86.7         74.4         100.0         94.7		45-54	6.7	11.1	0.0	10.5
Unknown (Nonresident)         13.3         12.1         33.3         10.5           Turnover         % Still Working 1 Quarter         86.7         74.4         100.0         94.7		55-64	6.7	4.5	0.0	10.5
Turnover		65 and Older	0.0	0.0	0.0	0.0
Turnover		Unknown (Nonresident)	13.3	12.1	33.3	10.5
Turnover	T.,,,,,,	% Still Working 1 Quarter	86.7	74.4	100.0	94.7
Alter Hire	rurnover	After Hire				

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.

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

	Standard Occupational Classification (SOC) Code and Occupation				
		41-2031	41-3031	41-3099	41-4012
			Securities,		Sales
			Commodities,	Sales	Representatives
		Retail	and Financial	Representatives	, Wholesale and
		Salespersons	Services Sa (41-	, Services, All	Manufacturing
	Job Characteristics	(41-2031)	3031)	Other (41-3099)	(41-4012)
	Typical Education <sup>a</sup>	High School	Bachelors	High School	Post
		Diploma		Diploma	Secondary
	N	7,671	N/D	N/D	219
	Average Hourly Wage (\$)	9.00	10.00	8.00	12.66
	% Paid Piece Rate	0.0	40.0	0.0	0.0
% Offered	Health Insurance	28.6	100.0	0.0	60.0
Selected	Retirement	18.3	0.0	0.0	60.0
Benefits	Paid Leave	21.1	0.0	0.0	100.0
Skills Selected	Service Orientation	93.7	100.0	100.0	100.0
as	Critical Thinking	76.6	100.0	100.0	100.0
"Important"	Reading Comprehension	66.9	100.0	100.0	100.0
(%)	Technology Design	28.6	0.0	100.0	100.0
	Operation and Control	43.4	100.0	100.0	40.0
Employers'	Satisfied	62.3	100.0	0.0	60.0
Satisfaction	Not Satisfied	8.0	0.0	0.0	0.0
with New	Neither	13.7	0.0	100.0	40.0
Hires' Skills	Other	16.0	0.0	0.0	0.0
Average	20 or Less	39.9	0.0	0.0	0.0
<b>Weekly Hours</b>		28.0	0.0	100.0	0.0
Worked	36 or More	32.2	100.0	0.0	100.0
	Female	55.4	100.0	100.0	80.0
Gender	Male	35.4	0.0	0.0	20.0
	Nonresident	9.1	0.0	0.0	0.0
	19 and Younger	19.4	0.0	0.0	20.0
	20-24	24.0	0.0	100.0	0.0
Age Group	25-34	23.4	100.0	0.0	40.0
	35-44	10.3	0.0	0.0	0.0
	45-54	9.7	0.0	0.0	20.0
	55-64	2.3	0.0	0.0	20.0
	65 and Older	1.7	0.0	0.0	0.0
	Unknown (Nonresident)	9.1	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter	77.1	100.0	100.0	100.0
Turnover	After Hire				

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.

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

	Standard Occupational Classification (SOC) Code and Occup					
		43-3031	43-4051	43-4171	43-5071	
		Bookkeeping,	Customer	Receptionists	Shinning	
		Accounting, and	Service	and	Shipping, Receiving, and	
			Representatives	Information	Traffic Clerks	
	Job Characteristics	(43-3031)	(43-4051)	Clerks (43-4171)	(43-5071)	
		High School	High School	High School	High School	
	Typical Education <sup>a</sup>	Diploma	Diploma	Diploma	Diploma	
		Бірібіна	Бірібіна	Dipioma	Dipioilla	
	N	175	526	175	131	
	Average Hourly Wage (\$)	15.01	8.50	12.00	9.00	
	% Paid Piece Rate	0.0	0.0	0.0	0.0	
% Offered	Health Insurance	50.0	50.0	25.0	100.0	
Selected	Retirement	25.0	58.3	25.0	100.0	
Benefits	Paid Leave	50.0	41.7	25.0	100.0	
	Service Orientation	100.0	91.7	100.0	0.0	
Skills Selected	Critical Thinking	100.0	83.3	100.0	100.0	
as	Reading Comprehension	100.0	91.7	100.0	100.0	
"Important"	Technology Design	50.0	66.7	25.0	0.0	
(%)	Operation and Control	75.0	83.3	100.0	100.0	
Employers'	Satisfied	75.0	91.7	100.0	0.0	
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0	
with New	Neither	25.0	8.3	0.0	100.0	
Hires' Skills	Other	0.0	0.0	0.0	0.0	
Average	20 or Less	0.0	0.0	0.0	0.0	
<b>Weekly Hours</b>	21-35	0.0	55.6	75.0	0.0	
Worked	36 or More	100.0	44.4	25.0	100.0	
	Female	75.0	50.0	100.0	66.7	
Gender	Male	25.0	41.7	0.0	33.3	
	Nonresident	0.0	8.3	0.0	0.0	
	19 and Younger	0.0	0.0	25.0	0.0	
	20-24	0.0	33.3	50.0	33.3	
	25-34	25.0	33.3	0.0	66.7	
Age Group	35-44	50.0	8.3	0.0	0.0	
	45-54	25.0	8.3	25.0	0.0	
	55-64	0.0	8.3	0.0	0.0	
	65 and Older	0.0	0.0	0.0	0.0	
	Unknown (Nonresident)	0.0	8.3	0.0	0.0	
Turnover	% Still Working 1 Quarter	100.0	91.7	25.0	100.0	
Turnover	After Hire					

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.

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

		43-5081	43-9061	43-9071	45-2092
				Office Machine Operators,	Farmworkers & Laborers, Crop,
		Stock Clerks	Office Clerks,	Except	Nursery &
		and Order	General (43-	Computer (43-	Greenhouse (45-
	Job Characteristics	Fillers (43-5081)	9061)	9071)	2092)
	Typical Education <sup>a</sup>	High School	High School	High School	High School
		Diploma	Diploma	Diploma	Diploma
	N	1,052	394	88	88
	Average Hourly Wage (\$)	10.00	8.25	7.50	8.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	20.8	44.4	0.0	0.0
Selected	Retirement	16.7	0.0	0.0	0.0
Benefits	Paid Leave	4.2	22.2	0.0	0.0
Skills Salastad	Service Orientation	83.3	100.0	100.0	100.0

66.7

70.8

33.3

37.5

25.0

12.5

62.5

0.0

19.0

61.9

19.0

29.2

54.2

16.7

12.5

16.7

16.7

12.5

20.8

4.2

0.0

16.7

91.7

100.0

100.0

44.4

44.4

44.4

0.0

0.0

55.6

0.0

0.0

100.0

55.6

33.3

11.1

11.1

22.2

33.3

22.2

0.0

0.0

0.0

11.1

77.8

100.0

100.0

100.0

100.0

100.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

0.0

50.0

50.0

0.0

0.0

0.0

0.0

0.0

100.0

100.0

100.0

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0.0

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0.0

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0.0

0.0

100.0

50.0

50.0

0.0

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0.0

50.0

50.0

0.0

0.0

0.0

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 dicloseable due to confidentiality.

**Skills Selected** 

as

"Important"

(%)

**Employers'** 

Satisfaction

with New

Hires' Skills

**Average** 

Worked

Gender

**Age Group** 

**Turnover** 

Weekly Hours 21-35

**Critical Thinking** 

Satisfied

Neither

20 or Less

36 or More

Nonresident

19 and Younger

Female

Male

20-24

25-34

35-44

45-54

55-64

65 and Older

**After Hire** 

**Unknown (Nonresident)** 

% Still Working 1 Quarter

Other

**Not Satisfied** 

**Technology Design** 

**Reading Comprehension** 

**Operation and Control** 

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

	Standard Occupational Classification (SOC) Code and Occupatio				
		47-2031	49-2011	49-3023	49-3051
				<b>A</b> • • • • • • •	
			Computer,	Automotive	
			Automated	Service	NA staubast
		Camantana (47	Teller & Office	Technicians and	Motorboat
	Job Characteristics	Carpenters (47-	Mach. Repairer (49-2011)	Mechanics (49-	Mechanics (49-
		2031) High School	Post	<b>3023)</b> Post	<b>3051)</b> Post
	Typical Education <sup>a</sup>	Diploma	Secondary	Secondary	Secondary
		Бірібіна	Secondary	Secondary	Secondary
	N	N/D	88	482	219
	Average Hourly Wage (\$)	14.00	12.50	13.00	14.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	50.0	72.7	100.0
Selected	Retirement	0.0	50.0	63.6	40.0
Benefits	Paid Leave	0.0	50.0	63.6	40.0
Skills Selected	Service Orientation	100.0	100.0	90.9	0.0
	Critical Thinking	100.0	100.0	100.0	40.0
as "Important"	<b>Reading Comprehension</b>	100.0	50.0	90.9	40.0
•	Technology Design	0.0	100.0	72.7	40.0
(%)	<b>Operation and Control</b>	0.0	100.0	100.0	40.0
Employers'	Satisfied	100.0	50.0	63.6	40.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
with New	Neither	0.0	50.0	36.4	0.0
Hires' Skills	Other	0.0	0.0	0.0	60.0
Average	20 or Less	0.0	50.0	0.0	0.0
<b>Weekly Hours</b>	21-35	0.0	0.0	0.0	0.0
Worked	36 or More	100.0	50.0	100.0	100.0
	Female	0.0	0.0	36.4	20.0
Gender	Male	0.0	100.0	63.6	60.0
	Nonresident	100.0	0.0	0.0	20.0
	19 and Younger	0.0	0.0	18.2	0.0
	20-24	0.0	50.0	18.2	0.0
	25-34	0.0	50.0	9.1	20.0
Age Group	35-44	0.0	0.0	9.1	0.0
	45-54	0.0	0.0	27.3	40.0
	55-64	0.0	0.0	18.2	20.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	100.0	0.0	0.0	20.0
Turnover	% Still Working 1 Quarter	100.0	50.0	63.6	60.0
Turriover	After Hire				

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.

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

	Standard Occupational Classification (SOC) Code and Occupation				
		49-3052	49-3053	49-3092	49-3093
			Outdoor Down		
			Outdoor Power	Recreational	
		Motorcycle	Equipment & Other Small	Vehicle Service	Tiro Popairors
		Mechanics (49-	Engine Mech.	Technicians (49-	Tire Repairers and Changers
	Job Characteristics	3052)	(49-3053)	3092)	(49-3093)
		High School	High School	High School	Post
	Typical Education <sup>a</sup>	Diploma	Diploma	Diploma	Secondary
		Бірібіна	Біріопіа	Біріопіа	Secondary
	N	351	131	N/D	1,008
	Average Hourly Wage (\$)	12.00	17.00		10.50
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	50.0	33.3	100.0	56.5
Selected	Retirement	25.0	0.0	100.0	47.8
Benefits	Paid Leave	25.0	100.0	100.0	60.9
Chille Colocted	Service Orientation	75.0	100.0	100.0	95.7
Skills Selected	Critical Thinking	100.0	100.0	100.0	87.0
as "Important"	<b>Reading Comprehension</b>	100.0	100.0	0.0	65.2
(%)	Technology Design	75.0	66.7	0.0	47.8
	<b>Operation and Control</b>	75.0	100.0	0.0	95.7
Employers'	Satisfied	25.0	100.0	100.0	60.9
Satisfaction	Not Satisfied	0.0	0.0	0.0	8.7
with New	Neither	75.0	0.0	0.0	26.1
Hires' Skills	Other	0.0	0.0	0.0	4.3
Average	20 or Less	0.0	0.0	0.0	0.0
Weekly Hours	21-35	0.0	0.0	0.0	5.9
Worked	36 or More	100.0	100.0	0.0	94.1
	Female	25.0	0.0	100.0	13.0
Gender	Male	37.5	66.7	0.0	82.6
	Nonresident	37.5	33.3	0.0	4.3
	19 and Younger	0.0	0.0	0.0	13.0
Age Group	20-24	0.0	0.0	0.0	39.1
	25-34	25.0	33.3	0.0	26.1
	35-44	25.0	0.0	100.0	0.0
	45-54	12.5	33.3	0.0	13.0
	55-64	0.0	0.0	0.0	4.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	37.5	33.3	0.0	4.3
Turnover	% Still Working 1 Quarter	100.0	100.0	100.0	69.6
Idillovei	After Hire				

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.

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

	Standard Occupational Classification (SOC) Code and Occupation				
		49-9011	49-9071	49-9098	51-2099
				Halmana	
			Maintenance	Helpers Installation,	
		Mechanical	and Repair	Maint., &	Assemblers and
		Door Repairers	Workers, Gen	Repair Workers	Fabricators, All
	Job Characteristics	(49-9011)	(49-9071)	(49-9098)	Other (51-2099)
		High School	Post	Post	High School
	Typical Education <sup>a</sup>	Diploma	Secondary	Secondary	Diploma
		Біріотіа	Secondary	Secondary	Біріотіа
	N	N/D	N/D	219	88
	Average Hourly Wage (\$)	18.00	16.19	9.00	8.75
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	100.0	0.0	0.0
Selected	Retirement	0.0	0.0	0.0	0.0
Benefits	Paid Leave	100.0	0.0	0.0	100.0
Skills Selected	Service Orientation	100.0	100.0	100.0	100.0
as	Critical Thinking	100.0	100.0	100.0	100.0
"Important"	Reading Comprehension	100.0	100.0	100.0	100.0
(%)	Technology Design	100.0	100.0	40.0	100.0
	Operation and Control	100.0	100.0	60.0	100.0
Employers'	Satisfied	0.0	100.0	60.0	100.0
Satisfaction	Not Satisfied	100.0	0.0	0.0	0.0
with New	Neither	0.0	0.0	40.0	0.0
Hires' Skills	Other	0.0	0.0	0.0	0.0
Average	20 or Less	0.0	0.0	60.0	0.0
Weekly Hours		0.0	0.0	0.0	0.0
Worked	36 or More	0.0	100.0	40.0	0.0
Condon	Female Male	0.0	0.0	20.0	50.0
Gender		100.0	100.0	80.0	50.0
	Nonresident	0.0	0.0	0.0 40.0	0.0
Age Group	19 and Younger 20-24	0.0	0.0	20.0	0.0 0.0
	25-34	0.0	100.0	0.0	50.0
	35-44	0.0	0.0	20.0	0.0
	45-54	100.0	0.0	0.0	50.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	20.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
<b>T</b>	% Still Working 1 Quarter	100.0	100.0	100.0	100.0
Turnover	After Hire				
		•			

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.

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

	Standard Occupational Classification (SOC) Code and Occupation				
		51-3011	51-3021	51-4121	51-9122
				Welders,	
				Cutters,	Painters,
			Butchers and	Solderers, and	Transportation
		Bakers (51-	Meat Cutters	Brazers (51-	Equipment (51-
	Job Characteristics	3011)	(51-3021)	4121)	9122)
	Typical Education <sup>a</sup>	High School	High School	Post	High School
		Diploma	Diploma	Secondary	Diploma
	A.I	402	N/D	254	NI/D
	N	482	N/D	351	N/D
	Average Hourly Wage (\$)	7.25	9.50	16.00	12.00
0/ Offered	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	45.5	100.0	0.0	0.0
Selected	Retirement	36.4	0.0	0.0	0.0
Benefits	Paid Leave Service Orientation	45.5	100.0	0.0	0.0
<b>Skills Selected</b>		100.0	100.0	100.0 100.0	100.0
as	Critical Thinking	100.0	100.0		100.0
"Important"	Reading Comprehension	100.0	100.0	0.0	100.0
(%)	Technology Design	18.2	100.0	100.0	100.0
Francous'	Operation and Control	90.9	100.0	100.0	100.0
Employers' Satisfaction	Satisfied Not Satisfied	72.7	0.0	0.0	0.0
with New	Neither	0.0 9.1	100.0 0.0	0.0 100.0	100.0 0.0
Hires' Skills	Other	18.2	0.0	0.0	0.0
Average	20 or Less	25.0	0.0	0.0	0.0
Weekly Hours		0.0	0.0	0.0	100.0
Worked	36 or More	75.0	100.0	100.0	0.0
Worked	Female	54.5	0.0	50.0	0.0
Gender	Male	27.3	100.0	37.5	100.0
Gender	Nonresident	18.2	0.0	12.5	0.0
	19 and Younger	27.3	100.0	37.5	0.0
	20-24	27.3	0.0	12.5	0.0
Age Group	25-34	9.1	0.0	0.0	0.0
	35-44	9.1	0.0	12.5	100.0
	45-54	9.1	0.0	12.5	0.0
	55-64	0.0	0.0	12.5	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	18.2	0.0	12.5	0.0
_	% Still Working 1 Quarter	100.0	100.0	100.0	100.0
Turnover	After Hire				
	l i i i i i i i i i i i i i i i i i i i				

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.

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

	Standard Occupational Classification (SOC) Code and Occupation				
		51-9151	51-9198	53-3031	53-3032
		Photographic	Helpers	_	Truck Drivers,
		Process	Production	Driver/Sales	Heavy and
		Workers and Pr	Workers (51-	Workers (53-	Tractor-Trailer
	Job Characteristics	(51-9151)	9198)	3031)	(53-3032)
	Typical Education <sup>a</sup>	High School	High School	High School	High School
		Diploma	Diploma	Diploma	Diploma
	N	88	88	131	351
	Average Hourly Wage (\$)	10.00	8.50	10.00	17.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	0.0	100.0	87.5
Selected	Retirement	0.0	0.0	100.0	62.5
Benefits	Paid Leave	0.0	0.0	100.0	62.5
Skills Selected	Service Orientation	100.0	100.0	100.0	100.0
as	Critical Thinking	0.0	100.0	100.0	50.0
"Important"	Reading Comprehension	100.0	100.0	100.0	87.5
(%)	Technology Design	0.0	100.0	0.0	12.5
	Operation and Control	100.0	100.0	0.0	100.0
Employers'	Satisfied	100.0	0.0	100.0	100.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
with New	Neither	0.0	100.0	0.0	0.0
Hires' Skills	Other	0.0	0.0	0.0	0.0
Average	20 or Less	0.0	0.0	0.0	0.0
Weekly Hours	21-35	0.0	100.0	0.0	0.0
Worked	36 or More	100.0	0.0	100.0	100.0
	Female	50.0	0.0	66.7	25.0
Gender	Male	50.0	50.0	33.3	75.0
	Nonresident	0.0	50.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	12.5
	20-24	100.0	0.0	0.0	25.0
	25-34	0.0	50.0	33.3	25.0
	35-44	0.0	0.0	33.3	25.0
	45-54	0.0	0.0	33.3	12.5
	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	0.0	0.0	100.0	100.0
rurnover	After Hire				

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.

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
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	Standard Occupational Classification (SOC) Code and Occupatio				
		53-3033	53-6031	53-7061	53-7062
		Truck Drivers,			Laborers &
		Light or		Cleaners of	Freight, Stock &
		Delivery	Service Station	Vehicles and	Material
		Services (53-	-	Equipment (53-	Movers, Hand
	Job Characteristics	3033)	6031)	7061)	(53-7062)
	Typical Education <sup>a</sup>	High School	High School	Less than	High School
		Diploma	Diploma	High School	Diploma
				Diploma	
	N	1,446	394	570	614
	Average Hourly Wage (\$)	10.00	10.00	10.50	10.00
2/ 25	% Paid Piece Rate	0.0	100.0	100.0	100.0
% Offered	Health Insurance	45.5	55.6	30.8	14.3
Selected	Retirement	21.2	22.2	38.5	0.0
Benefits	Paid Leave	45.5	55.6	30.8	21.4
Skills Selected	Service Orientation	90.9	88.9	15.4	78.6
as	Critical Thinking	72.7	100.0	38.5	28.6
"Important"	Reading Comprehension	69.7	77.8	38.5	21.4
(%)	Technology Design	24.2	44.4	38.5	0.0
	Operation and Control	78.8	88.9	46.2	21.4
Employers'	Satisfied	84.8	88.9	92.3	50.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
with New	Neither	12.1	0.0	7.7	0.0
Hires' Skills	Other	3.0	11.1	0.0	50.0
Average	20 or Less	26.7	14.3	8.3	38.5
Weekly Hours		26.7	0.0	8.3	53.8
Worked	36 or More	46.7	85.7	83.3	7.7
	Female	42.4	11.1	38.5	28.6
Gender	Male	51.5	77.8	61.5	64.3
	Nonresident	6.1	11.1	0.0	7.1
	19 and Younger	21.2	11.1	15.4	35.7
Age Group	20-24	33.3	44.4	38.5	21.4
	25-34	15.2	11.1	7.7	28.6
	35-44	6.1	22.2	15.4	0.0
J	45-54	6.1	0.0	7.7	7.1
	55-64	9.1	0.0	15.4	0.0
	65 and Older	3.0	0.0	0.0	0.0
	Unknown (Nonresident)	6.1	11.1	0.0	7.1
Turnover	% Still Working 1 Quarter	75.8	66.7	92.3	85.7
Turriover	After Hire				

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.

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 53-7064

		53-7064	
		Packers and	
		Packagers, Hand	
	Job Characteristics	(53-7064)	
	Typical Education <sup>a</sup>	High School	
		Diploma	
	N	482	
	Average Hourly Wage (\$)	7.25	
	% Paid Piece Rate	100.0	
% Offered	Health Insurance	18.2	
Selected	Retirement	36.4	
Benefits	Paid Leave	36.4	
Skills Selected	Service Orientation	100.0	
as "Important"	Critical Thinking	63.6	
	<b>Reading Comprehension</b>	54.5	
•	Technology Design	9.1	
(%)	<b>Operation and Control</b>	9.1	
Employers'	Satisfied	90.9	
Satisfaction	Not Satisfied	0.0	
with New	Neither	0.0	
Hires' Skills	Other	9.1	
Average	20 or Less	77.8	
<b>Weekly Hours</b>	21-35	11.1	
Worked	36 or More	11.1	
	Female	63.6	
Gender	Male	27.3	
	Nonresident	9.1	
	19 and Younger	36.4	
	20-24	27.3	
	25-34	9.1	
Ago Group	35-44	0.0	
Age Group	45-54	0.0	
	55-64	9.1	
	65 and Older	0.0	
	Unknown (Nonresident)	18.2	
Turnovor	% Still Working 1 Quarter	81.8	
Turnover	After Hire		

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.