

# Retail Trade

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
Job Characteristics		Total All Occupations (00-0000)	General and Operations Managers (11-1021)	Sales Managers (11-2022)	Cost Estimators (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 Selected Benefits	Health Insurance	33.8	75.0	50.0	100.0
	Retirement	24.8	75.0	50.0	100.0
	Paid Leave	28.6	87.5	50.0	100.0
Skills Selected as "Important" (%)	Service Orientation	90.4	100.0	100.0	100.0
	Critical Thinking	72.2	100.0	100.0	100.0
	Reading Comprehension	65.6	100.0	100.0	100.0
	Technology Design	32.6	75.0	50.0	100.0
	Operation and Control	56.3	62.5	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.2	75.0	100.0	0.0
	Not Satisfied	9.9	0.0	0.0	100.0
	Neither	17.8	0.0	0.0	0.0
	Other	12.1	25.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	25.6	0.0	0.0	0.0
	21-35	33.4	0.0	0.0	0.0
	36 or More	41.0	100.0	100.0	100.0
Gender	Female	48.6	25.0	0.0	100.0
	Male	40.5	62.5	100.0	0.0
	Nonresident	10.9	12.5	0.0	0.0
Age Group	19 and Younger	16.4	0.0	0.0	0.0
	20-24	21.7	12.5	0.0	0.0
	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 After Hire	79.9	100.0	100.0	100.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable  
due to confidentiality.

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

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

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

		Standard Occupational Classification (SOC) Code and Occupation			
		13-2072	19-4011	23-2093	25-3099
Job Characteristics		Loan Officers (13-2072)	Agricultural and Food Science Technicians (19-4011)	Title Examiners, Abstractors, and Searchers (23-2093)	Teachers and Instructors, All Other (25-3099)
Typical Education <sup>a</sup>		High School Diploma	Associates	High School Diploma	Bachelors
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 Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	0.0	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	100.0	100.0
	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' 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	0.0
	36 or More	0.0	100.0	100.0	0.0
Gender	Female	100.0	50.0	100.0	0.0
	Male	0.0	50.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	100.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	100.0	0.0	0.0	0.0
	25-34	0.0	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 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>

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

		Standard Occupational Classification (SOC) Code and Occupation			
		27-1023	27-1025	27-1026	29-1051
		Floral Designers (27-1023)	Interior Designers (27-1025)	Merchandise Displayers and Window Trimmers (27-1026)	Pharmacists (29-1051)
Job Characteristics					
Typical Education <sup>a</sup>		Less than High School Diploma	Bachelors	High School Diploma	Doctorate
N		175	88	88	88
Average Hourly Wage (\$)		10.00	23.70	.	56.00
% Paid Piece Rate		0.0	13.3	0.0	29.4
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	100.0
	Retirement	0.0	0.0	0.0	100.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	0.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	100.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	0.0	50.0	50.0	0.0
	Male	50.0	50.0	50.0	100.0
	Nonresident	50.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	50.0	0.0
	20-24	0.0	0.0	0.0	0.0
	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 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>

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

		Standard Occupational Classification (SOC) Code and Occupation			
		29-2052	31-1011	35-1012	35-2011
		Pharmacy Technicians (29-2052)	Home Health Aides (31-1011)	First-Line Supervisors/Managers of Food Preparation (35-1012)	Cooks, Fast Food (35-2011)
Job Characteristics					
Typical Education <sup>a</sup>		Post Secondary	High School Diploma	High School Diploma	Less than High School Diploma
N		131	88	N/D	88
Average Hourly Wage (\$)		14.00	15.00	9.50	8.50
% Paid Piece Rate		0.0	0.0	0.0	25.0
% Offered Selected Benefits	Health Insurance	66.7	0.0	0.0	50.0
	Retirement	33.3	0.0	0.0	50.0
	Paid Leave	66.7	0.0	0.0	50.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	50.0
	Critical Thinking	100.0	0.0	100.0	50.0
	Reading Comprehension	100.0	0.0	0.0	0.0
	Technology Design	100.0	0.0	0.0	0.0
	Operation and Control	100.0	0.0	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	0.0	100.0	50.0
	Not Satisfied	0.0	0.0	0.0	50.0
	Neither	33.3	0.0	0.0	0.0
	Other	0.0	100.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	0.0	0.0
	21-35	50.0	0.0	0.0	0.0
	36 or More	50.0	0.0	100.0	100.0
Gender	Female	100.0	100.0	100.0	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	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
	35-44	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
Turnover	% Still Working 1 Quarter After Hire	66.7	100.0	100.0	0.0

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		35-2015	35-2021	35-3011	35-3021
		Cooks, Short Order (35-2015)	Food Preparation Workers (35-2021)	Bartenders (35-3011)	Combined Food Preparation and Serving Workers, Inc (35-3021)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Less than High School Diploma	High School Diploma	Less than High School 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 Selected Benefits	Health Insurance	0.0	0.0	0.0	29.4
	Retirement	0.0	0.0	0.0	23.5
	Paid Leave	0.0	100.0	0.0	5.9
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	0.0	100.0	70.6
	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' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	25.0	47.1
	Not Satisfied	0.0	0.0	75.0	0.0
	Neither	0.0	0.0	0.0	52.9
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	100.0	0.0	100.0	30.8
	21-35	0.0	0.0	0.0	30.8
	36 or More	0.0	0.0	0.0	38.5
Gender	Female	100.0	0.0	50.0	58.8
	Male	0.0	100.0	50.0	29.4
	Nonresident	0.0	0.0	0.0	11.8
Age Group	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
	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 After Hire	100.0	0.0	100.0	94.1

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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		Standard Occupational Classification (SOC) Code and Occupation			
		35-3022	35-3031	35-3041	35-9021
		Counter Attendants, Cafeteria, Food Concession, and Sales (35-3022)	Waiters and Waitresses (35-3031)	Food Servers, Nonrestaurant (35-3041)	Dishwashers (35-9021)
Job Characteristics					
Typical Education <sup>a</sup>		Less than High School Diploma	High School Diploma	Less than High School Diploma	Less than High School 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 Selected Benefits	Health Insurance	25.0	0.0	100.0	0.0
	Retirement	25.0	0.0	100.0	100.0
	Paid Leave	25.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	75.0	35.3	100.0	0.0
	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' Satisfaction with New Hires' Skills	Satisfied	50.0	76.5	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	17.6	0.0	0.0
	Other	50.0	5.9	0.0	0.0
Average Weekly Hours Worked	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	100.0
	36 or More	0.0	0.0	0.0	0.0
Gender	Female	50.0	47.1	0.0	0.0
	Male	0.0	35.3	100.0	0.0
	Nonresident	50.0	17.6	0.0	100.0
Age Group	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
	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 After Hire	75.0	82.4	100.0	100.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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		Standard Occupational Classification (SOC) Code and Occupation			
		37-2011	37-3011	39-2021	39-5012
Job Characteristics		Janitors and Cleaners, Except Maids and Housekeeping (37-2011)	Landscaping and Groundskeeping Workers (37-3011)	Nonfarm Animal Caretakers (39-2021)	Hairdressers, Hairstylists, and Cosmetologists (39-5012)
Typical Education <sup>a</sup>		High School Diploma	Less than High School Diploma	High School Diploma	Post Secondary
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 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	40.0	0.0	0.0	100.0
	Critical Thinking	20.0	0.0	0.0	100.0
	Reading Comprehension	0.0	0.0	0.0	100.0
	Technology Design	20.0	0.0	0.0	100.0
	Operation and Control	60.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	80.0	0.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	100.0
	Neither	0.0	100.0	0.0	0.0
	Other	20.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	100.0	100.0	100.0
	36 or More	0.0	0.0	0.0	0.0
Gender	Female	0.0	0.0	100.0	100.0
	Male	40.0	66.7	0.0	0.0
	Nonresident	60.0	33.3	0.0	0.0
Age Group	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
	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 After Hire	80.0	0.0	100.0	100.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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		Standard Occupational Classification (SOC) Code and Occupation			
		41-1011	41-2011	41-2021	41-2022
		First-Line Supervis./Managers of Retail Sales Work (41-1011)	Cashiers (41-2011)	Counter and Rental Clerks (41-2021)	Parts Salespersons (41-2022)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Less than High School Diploma	Less than High School Diploma	High School Diploma
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
% Offered Selected Benefits	Health Insurance	86.7	22.6	100.0	68.4
	Retirement	80.0	16.1	66.7	68.4
	Paid Leave	86.7	16.1	100.0	31.6
Skills Selected as "Important" (%)	Service Orientation	100.0	95.0	100.0	84.2
	Critical Thinking	100.0	60.8	100.0	84.2
	Reading 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' Satisfaction with New Hires' Skills	Satisfied	46.7	53.8	100.0	52.6
	Not Satisfied	6.7	18.1	0.0	31.6
	Neither	13.3	16.1	0.0	0.0
	Other	33.3	12.1	0.0	15.8
Average Weekly Hours Worked	20 or Less	0.0	26.2	0.0	0.0
	21-35	20.0	54.9	0.0	46.7
	36 or More	80.0	18.9	100.0	53.3
Gender	Female	26.7	60.8	33.3	21.1
	Male	60.0	27.6	33.3	68.4
	Nonresident	13.3	11.6	33.3	10.5
Age Group	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 After Hire	86.7	74.4	100.0	94.7

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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		Standard Occupational Classification (SOC) Code and Occupation			
		41-2031	41-3031	41-3099	41-4012
		Retail Salespersons (41-2031)	Securities, Commodities, and Financial Services Sa (41-3031)	Sales Representatives , Services, All Other (41-3099)	Sales Representatives , Wholesale and Manufacturing (41-4012)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Bachelors	High School Diploma	Post 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 Selected Benefits	Health Insurance	28.6	100.0	0.0	60.0
	Retirement	18.3	0.0	0.0	60.0
	Paid Leave	21.1	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	93.7	100.0	100.0	100.0
	Critical Thinking	76.6	100.0	100.0	100.0
	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' Satisfaction with New Hires' Skills	Satisfied	62.3	100.0	0.0	60.0
	Not Satisfied	8.0	0.0	0.0	0.0
	Neither	13.7	0.0	100.0	40.0
	Other	16.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	39.9	0.0	0.0	0.0
	21-35	28.0	0.0	100.0	0.0
	36 or More	32.2	100.0	0.0	100.0
Gender	Female	55.4	100.0	100.0	80.0
	Male	35.4	0.0	0.0	20.0
	Nonresident	9.1	0.0	0.0	0.0
Age Group	19 and Younger	19.4	0.0	0.0	20.0
	20-24	24.0	0.0	100.0	0.0
	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 After Hire	77.1	100.0	100.0	100.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable  
due to confidentiality.

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

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

## Retail Trade

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

		Standard Occupational Classification (SOC) Code and Occupation			
		43-3031	43-4051	43-4171	43-5071
		Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Customer Service Representatives (43-4051)	Receptionists and Information Clerks (43-4171)	Shipping, Receiving, and Traffic Clerks (43-5071)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
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 Selected Benefits	Health Insurance	50.0	50.0	25.0	100.0
	Retirement	25.0	58.3	25.0	100.0
	Paid Leave	50.0	41.7	25.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	91.7	100.0	0.0
	Critical Thinking	100.0	83.3	100.0	100.0
	Reading Comprehension	100.0	91.7	100.0	100.0
	Technology Design	50.0	66.7	25.0	0.0
	Operation and Control	75.0	83.3	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	91.7	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	25.0	8.3	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	55.6	75.0	0.0
	36 or More	100.0	44.4	25.0	100.0
Gender	Female	75.0	50.0	100.0	66.7
	Male	25.0	41.7	0.0	33.3
	Nonresident	0.0	8.3	0.0	0.0
Age Group	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
	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 After Hire	100.0	91.7	25.0	100.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable  
due to confidentiality.

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

## Retail Trade

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
		Stock Clerks and Order Fillers (43-5081)	Office Clerks, General (43-9061)	Office Machine Operators, Except Computer (43-9071)	Farmworkers & Laborers, Crop, Nursery & Greenhouse (45-2092)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School 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 Selected Benefits	Health Insurance	20.8	44.4	0.0	0.0
	Retirement	16.7	0.0	0.0	0.0
	Paid Leave	4.2	22.2	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	83.3	100.0	100.0	100.0
	Critical Thinking	66.7	100.0	100.0	0.0
	Reading Comprehension	70.8	100.0	100.0	0.0
	Technology Design	33.3	44.4	100.0	0.0
	Operation and Control	37.5	44.4	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	25.0	44.4	100.0	100.0
	Not Satisfied	12.5	0.0	0.0	0.0
	Neither	62.5	0.0	0.0	0.0
	Other	0.0	55.6	0.0	0.0
Average Weekly Hours Worked	20 or Less	19.0	0.0	0.0	0.0
	21-35	61.9	0.0	100.0	0.0
	36 or More	19.0	100.0	0.0	100.0
Gender	Female	29.2	55.6	100.0	50.0
	Male	54.2	33.3	0.0	50.0
	Nonresident	16.7	11.1	0.0	0.0
Age Group	19 and Younger	12.5	11.1	0.0	0.0
	20-24	16.7	22.2	50.0	0.0
	25-34	16.7	33.3	50.0	50.0
	35-44	12.5	22.2	0.0	50.0
	45-54	20.8	0.0	0.0	0.0
	55-64	4.2	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	16.7	11.1	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	91.7	77.8	100.0	0.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable  
due to confidentiality.

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

## Retail Trade

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

		Standard Occupational Classification (SOC) Code and Occupation			
		47-2031	49-2011	49-3023	49-3051
Job Characteristics		Carpenters (47-2031)	Computer, Automated Teller & Office Mach. Repairer (49-2011)	Automotive Service Technicians and Mechanics (49-3023)	Motorboat Mechanics (49-3051)
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	Post Secondary	Post 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 Selected Benefits	Health Insurance	0.0	50.0	72.7	100.0
	Retirement	0.0	50.0	63.6	40.0
	Paid Leave	0.0	50.0	63.6	40.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	90.9	0.0
	Critical Thinking	100.0	100.0	100.0	40.0
	Reading Comprehension	100.0	50.0	90.9	40.0
	Technology Design	0.0	100.0	72.7	40.0
	Operation and Control	0.0	100.0	100.0	40.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	63.6	40.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	50.0	36.4	0.0
	Other	0.0	0.0	0.0	60.0
Average Weekly Hours Worked	20 or Less	0.0	50.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	50.0	100.0	100.0
Gender	Female	0.0	0.0	36.4	20.0
	Male	0.0	100.0	63.6	60.0
	Nonresident	100.0	0.0	0.0	20.0
Age Group	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
	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 After Hire	100.0	50.0	63.6	60.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Retail Trade

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

		Standard Occupational Classification (SOC) Code and Occupation			
		49-3052	49-3053	49-3092	49-3093
		Motorcycle Mechanics (49-3052)	Outdoor Power Equipment & Other Small Engine Mech. (49-3053)	Recreational Vehicle Service Technicians (49-3092)	Tire Repairers and Changers (49-3093)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	Post 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 Selected Benefits	Health Insurance	50.0	33.3	100.0	56.5
	Retirement	25.0	0.0	100.0	47.8
	Paid Leave	25.0	100.0	100.0	60.9
Skills Selected as "Important" (%)	Service Orientation	75.0	100.0	100.0	95.7
	Critical Thinking	100.0	100.0	100.0	87.0
	Reading Comprehension	100.0	100.0	0.0	65.2
	Technology Design	75.0	66.7	0.0	47.8
	Operation and Control	75.0	100.0	0.0	95.7
Employers' Satisfaction with New Hires' Skills	Satisfied	25.0	100.0	100.0	60.9
	Not Satisfied	0.0	0.0	0.0	8.7
	Neither	75.0	0.0	0.0	26.1
	Other	0.0	0.0	0.0	4.3
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	5.9
	36 or More	100.0	100.0	0.0	94.1
Gender	Female	25.0	0.0	100.0	13.0
	Male	37.5	66.7	0.0	82.6
	Nonresident	37.5	33.3	0.0	4.3
Age Group	19 and Younger	0.0	0.0	0.0	13.0
	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 After Hire	100.0	100.0	100.0	69.6

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable  
due to confidentiality.

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

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

## Retail Trade

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

		Standard Occupational Classification (SOC) Code and Occupation			
		49-9011	49-9071	49-9098	51-2099
		Mechanical Door Repairers (49-9011)	Maintenance and Repair Workers, Gen (49-9071)	Helpers-- Installation, Maint., & Repair Workers (49-9098)	Assemblers and Fabricators, All Other (51-2099)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	Post Secondary	High School Diploma
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 Selected Benefits	Health Insurance	100.0	100.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	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' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	60.0	100.0
	Not Satisfied	100.0	0.0	0.0	0.0
	Neither	0.0	0.0	40.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	60.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	40.0	0.0
Gender	Female	0.0	0.0	20.0	50.0
	Male	100.0	100.0	80.0	50.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	40.0	0.0
	20-24	0.0	0.0	20.0	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
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable  
due to confidentiality.

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

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

## Retail Trade

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

		Standard Occupational Classification (SOC) Code and Occupation			
		51-3011	51-3021	51-4121	51-9122
		Bakers (51-3011)	Butchers and Meat Cutters (51-3021)	Welders, Cutters, Solderers, and Brazers (51-4121)	Painters, Transportation Equipment (51-9122)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Post Secondary	High School Diploma
N		482	N/D	351	N/D
Average Hourly Wage (\$)		7.25	9.50	16.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	45.5	100.0	0.0	0.0
	Retirement	36.4	0.0	0.0	0.0
	Paid Leave	45.5	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	100.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	18.2	100.0	100.0	100.0
	Operation and Control	90.9	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	72.7	0.0	0.0	0.0
	Not Satisfied	0.0	100.0	0.0	100.0
	Neither	9.1	0.0	100.0	0.0
	Other	18.2	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	25.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	75.0	100.0	100.0	0.0
Gender	Female	54.5	0.0	50.0	0.0
	Male	27.3	100.0	37.5	100.0
	Nonresident	18.2	0.0	12.5	0.0
Age Group	19 and Younger	27.3	100.0	37.5	0.0
	20-24	27.3	0.0	12.5	0.0
	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
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Retail Trade

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

		Standard Occupational Classification (SOC) Code and Occupation			
		51-9151	51-9198	53-3031	53-3032
		Photographic Process Workers and Pr (51-9151)	Helpers-- Production Workers (51-9198)	Driver/Sales Workers (53-3031)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		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 Selected Benefits	Health Insurance	100.0	0.0	100.0	87.5
	Retirement	0.0	0.0	100.0	62.5
	Paid Leave	0.0	0.0	100.0	62.5
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	50.0
	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' 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	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	50.0	0.0	66.7	25.0
	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 After Hire	0.0	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 dicloseable  
due to confidentiality.

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

## Retail Trade

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

		Standard Occupational Classification (SOC) Code and Occupation			
		53-3033	53-6031	53-7061	53-7062
		Truck Drivers, Light or Delivery Services (53- 3033)	Service Station Attendants (53- 6031)	Cleaners of Vehicles and Equipment (53- 7061)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Less than High School Diploma	High School Diploma
N		1,446	394	570	614
Average Hourly Wage (\$)		10.00	10.00	10.50	10.00
% Paid Piece Rate		0.0	100.0	100.0	100.0
% Offered Selected Benefits	Health Insurance	45.5	55.6	30.8	14.3
	Retirement	21.2	22.2	38.5	0.0
	Paid Leave	45.5	55.6	30.8	21.4
Skills Selected as "Important" (%)	Service Orientation	90.9	88.9	15.4	78.6
	Critical Thinking	72.7	100.0	38.5	28.6
	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' Satisfaction with New Hires' Skills	Satisfied	84.8	88.9	92.3	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	12.1	0.0	7.7	0.0
	Other	3.0	11.1	0.0	50.0
Average Weekly Hours Worked	20 or Less	26.7	14.3	8.3	38.5
	21-35	26.7	0.0	8.3	53.8
	36 or More	46.7	85.7	83.3	7.7
Gender	Female	42.4	11.1	38.5	28.6
	Male	51.5	77.8	61.5	64.3
	Nonresident	6.1	11.1	0.0	7.1
Age Group	19 and Younger	21.2	11.1	15.4	35.7
	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
	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 After Hire	75.8	66.7	92.3	85.7

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable  
due to confidentiality.

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

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

## Retail Trade

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

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

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

N/D = Not dicloseable  
due to confidentiality.

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