

Real Estate and Rental and Leasing

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	11-3031	11-9141
		Total All Occupations (00-0000)	General and Operations Managers (11-1021)	Financial Managers (11-3031)	Property, Real Estate & Community Association Mgr (11-9141)
Typical Education ^a		N/A	Associates	Bachelors	Post Secondary
N		3,301	99	N/D	N/D
Average Hourly Wage (\$)		13.00	39.00	43.27	15.39
% Paid Piece Rate		0.9	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	49.0	57.1	0.0	60.0
	Retirement	39.4	57.1	0.0	60.0
	Paid Leave	46.5	57.1	0.0	60.0
Skills Selected as "Important" (%)	Service Orientation	81.9	92.9	100.0	40.0
	Critical Thinking	80.4	92.9	100.0	100.0
	Reading Comprehension	71.4	92.9	100.0	100.0
	Technology Design	37.0	85.7	100.0	20.0
	Operation and Control	59.1	92.9	100.0	40.0
Employers' Satisfaction with New Hires' Skills	Satisfied	67.1	85.7	100.0	100.0
	Not Satisfied	9.0	0.0	0.0	0.0
	Neither	10.5	0.0	0.0	0.0
	Other	13.3	14.3	0.0	0.0
Average Weekly Hours Worked	20 or Less	9.3	0.0	0.0	50.0
	21-35	16.4	0.0	0.0	0.0
	36 or More	74.3	100.0	0.0	50.0
Gender	Female	35.9	21.4	0.0	0.0
	Male	54.0	50.0	100.0	100.0
	Nonresident	10.1	28.6	0.0	0.0
Age Group	19 and Younger	4.5	0.0	0.0	0.0
	20-24	16.1	7.1	0.0	0.0
	25-34	28.2	28.6	0.0	20.0
	35-44	18.9	28.6	100.0	20.0
	45-54	11.0	0.0	0.0	20.0
	55-64	8.4	7.1	0.0	40.0
	65 and Older	1.9	0.0	0.0	0.0
	Unknown (Nonresident)	11.0	28.6	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	84.3	100.0	100.0	80.0

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			
		13-1121	13-2021	21-1022	21-1093
		Meeting and Convention Planners (13-1121)	Appraisers and Assessors of Real Estate (13-2021)	Medical and Public Health Social Workers (21-1022)	Social and Human Service Assistants (21-1093)
Typical Education ^a		Bachelors	Bachelors	Masters	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.00	28.85	25.31	10.00
% 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	100.0
	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	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
	Operation and Control	0.0	100.0	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	0.0	0.0
	Other	0.0	0.0	100.0	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	0.0	100.0	0.0
Gender	Female	50.0	50.0	100.0	33.3
	Male	50.0	50.0	0.0	66.7
	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	50.0	50.0	100.0	33.3
	35-44	0.0	50.0	0.0	0.0
	45-54	50.0	0.0	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

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

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		23-2093 Title Examiners, Abstractors, and Searchers (23-2093)	27-4011 Audio and Video Equipment Technicians (27-4011)	29-2061 Licensed Practical and Licensed Vocational Nurses (29-2061)	29-9012 Occupational Health and Safety Technicians (29-9012)
Typical Education ^a		High School Diploma	Associates	Post Secondary	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.00	18.00	21.96	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	100.0
	Retirement	0.0	0.0	100.0	0.0
	Paid Leave	0.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	0.0
	Technology Design Operation and Control	0.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	0.0	100.0
	Not Satisfied	50.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	0.0
Gender	Female	50.0	0.0	100.0	0.0
	Male	50.0	100.0	0.0	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	0.0	0.0
	25-34	50.0	100.0	100.0	100.0
	35-44	50.0	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)	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			
		31-1014	33-2011	35-2011	35-2014
		Nursing Assistants (31-1014)	Fire Fighters (33-2011)	Cooks, Fast Food (35-2011)	Cooks, Restaurant (35-2014)
Typical Education ^a		Post Secondary	High School Diploma	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		14.71	10.00	7.50	8.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	100.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	0.0
	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	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	100.0	100.0
	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	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	66.7	0.0	33.3	0.0
	Male	0.0	100.0	66.7	100.0
	Nonresident	33.3	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	100.0
	25-34	33.3	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	100.0	33.3	0.0
	55-64	33.3	0.0	66.7	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	33.3	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		35-2015 Cooks, Short Order (35-2015)	37-1011 First-Line Supervisors/Managers of Housekeeping (37-1011)	37-2011 Janitors and Cleaners, Except Maids and Housekeepers (37-2011)	37-2012 Maids and Housekeeping Cleaners (37-2012)
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 (\$)		7.25	17.31	11.42	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	50.0	0.0
	Retirement	0.0	100.0	50.0	0.0
	Paid Leave	0.0	100.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	83.3
	Critical Thinking	100.0	100.0	50.0	66.7
	Reading Comprehension	100.0	100.0	33.3	83.3
	Technology Design Operation and Control	0.0	0.0	0.0	16.7
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	33.3	83.3
	Not Satisfied	0.0	0.0	16.7	16.7
	Neither	0.0	0.0	33.3	0.0
	Other	0.0	0.0	16.7	0.0
Average Weekly Hours Worked	20 or Less	100.0	0.0	33.3	0.0
	21-35	0.0	0.0	16.7	40.0
	36 or More	0.0	100.0	50.0	60.0
Gender	Female	100.0	0.0	66.7	66.7
	Male	0.0	100.0	33.3	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	50.0	0.0
	25-34	0.0	100.0	33.3	33.3
	35-44	0.0	0.0	0.0	66.7
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	16.7	0.0
	65 and Older	100.0	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	83.3	83.3

Source: Research Planning, WY DWS
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		37-3011 Landscaping and Groundskeeping Workers (37-3011)	39-7011 Tour Guides and Escorts (39-7011)	39-9032 Recreation Workers (39-9032)	41-2011 Cashiers (41-2011)
Typical Education ^a		Less than High School Diploma	Post Secondary	Bachelors	Less than High School Diploma
N		71	N/D	N/D	N/D
Average Hourly Wage (\$)		12.00	.	14.00	8.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	0.0	100.0	0.0
	Retirement	10.0	0.0	100.0	0.0
	Paid Leave	100.0	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	20.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	0.0	40.0
	Reading Comprehension	40.0	100.0	0.0	100.0
	Technology Design Operation and Control	0.0	0.0	0.0	60.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	0.0	100.0
	Not Satisfied	0.0	0.0	100.0	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	100.0
	21-35	50.0	0.0	100.0	0.0
	36 or More	50.0	0.0	0.0	0.0
Gender	Female	40.0	50.0	100.0	40.0
	Male	40.0	50.0	0.0	40.0
	Nonresident	20.0	0.0	0.0	20.0
Age Group	19 and Younger	10.0	0.0	0.0	0.0
	20-24	20.0	0.0	0.0	20.0
	25-34	10.0	50.0	0.0	60.0
	35-44	10.0	50.0	100.0	0.0
	45-54	10.0	0.0	0.0	0.0
	55-64	20.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	20.0	0.0	0.0	20.0	
Turnover	% Still Working 1 Quarter After Hire	70.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		41-2021 Counter and Rental Clerks (41-2021)	41-2031 Retail Salespersons (41-2031)	41-3099 Sales Representatives, Services, All Other (41- 3099)	41-4012 Sales Representatives, Wholesale and Manufacturing (41-4012)
Typical Education ^a		Less than High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		412	N/D	N/D	50
Average Hourly Wage (\$)		11.73	12.00	36.06	18.63
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	43.1	0.0	100.0	100.0
	Retirement	20.7	0.0	0.0	100.0
	Paid Leave	36.2	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	96.6	83.3	100.0	100.0
	Critical Thinking	79.3	83.3	100.0	100.0
	Reading Comprehension	82.8	50.0	100.0	100.0
	Technology Design Operation and Control	32.8 46.6	0.0 33.3	100.0 100.0	71.4 71.4
Employers' Satisfaction with New Hires' Skills	Satisfied	46.6	66.7	100.0	71.4
	Not Satisfied	17.2	0.0	0.0	0.0
	Neither	22.4	16.7	0.0	14.3
	Other	13.8	16.7	0.0	14.3
Average Weekly Hours Worked	20 or Less	6.1	0.0	0.0	0.0
	21-35	18.4	25.0	0.0	0.0
	36 or More	75.5	75.0	100.0	100.0
Gender	Female	48.3	66.7	0.0	0.0
	Male	41.4	33.3	33.3	100.0
	Nonresident	10.3	0.0	66.7	0.0
Age Group	19 and Younger	6.9	0.0	0.0	0.0
	20-24	29.3	33.3	0.0	0.0
	25-34	24.1	16.7	0.0	57.1
	35-44	17.2	50.0	33.3	42.9
	45-54	5.2	0.0	0.0	0.0
	55-64	5.2	0.0	0.0	0.0
	65 and Older Unknown (Nonresident)	1.7 10.3	0.0 0.0	0.0 66.7	0.0 0.0
Turnover	% Still Working 1 Quarter After Hire	79.3	100.0	33.3	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		41-9021 Real Estate Brokers (41-9021)	41-9022 Real Estate Sales Agents (41-9022)	43-3021 Billing and Posting Clerks and Machine Operators (43-3021)	43-3031 Bookkeeping, Accounting, and Auditing Clerks (43-3031)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		N/D	50	N/D	N/D
Average Hourly Wage (\$)		.	18.49	16.00	19.23
% Paid Piece Rate		0.0	28.6	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	100.0
	Retirement	0.0	0.0	100.0	100.0
	Paid Leave	0.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	57.1	100.0	33.3
	Critical Thinking	100.0	57.1	100.0	100.0
	Reading Comprehension	100.0	57.1	100.0	100.0
	Technology Design	100.0	14.3	0.0	33.3
	Operation and Control	0.0	0.0	0.0	33.3
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	28.6	0.0	83.3
	Not Satisfied	0.0	14.3	0.0	16.7
	Neither	0.0	14.3	100.0	0.0
	Other	0.0	42.9	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	57.1	0.0	33.3
	Male	0.0	28.6	0.0	66.7
	Nonresident	0.0	14.3	100.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	14.3	0.0	0.0
	25-34	0.0	14.3	0.0	50.0
	35-44	0.0	42.9	0.0	33.3
	45-54	0.0	14.3	0.0	0.0
	55-64	100.0	0.0	0.0	16.7
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	14.3	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	85.7	100.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-4051 Customer Service Representative (43-4051)	43-4061 Eligibility Interviewers, Government Programs (43-4061)	43-4081 Hotel, Motel, and Resort Desk Clerks (43-4081)	43-4171 Receptionists and Information Clerks (43-4171)
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 (\$)		9.50	8.40	10.50	13.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	40.0	100.0	0.0	50.0
	Retirement	40.0	100.0	0.0	50.0
	Paid Leave	20.0	100.0	0.0	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	80.0	100.0	100.0	50.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design Operation and Control	60.0	0.0	100.0	16.7
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	0.0	83.3
	Not Satisfied	20.0	0.0	0.0	0.0
	Neither	80.0	0.0	100.0	16.7
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	60.0	100.0	100.0	66.7
	Male	40.0	0.0	0.0	33.3
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	33.3
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	100.0	0.0	33.3
	35-44	20.0	0.0	0.0	0.0
	45-54	40.0	0.0	0.0	0.0
	55-64	40.0	0.0	0.0	33.3
	65 and Older	0.0	0.0	100.0	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	33.3

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/>

Real Estate and Rental and Leasing

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

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-5032 Dispatchers, Except Police, Fire, and Ambulance (43- 5032)	43-5081 Stock Clerks and Order Fillers (43- 5081)	43-6014 Secretaries, Except Legal, Medical, and Executive (43- 6014)	43-9061 Office Clerks, General (43- 9061)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	85	405
Average Hourly Wage (\$)		12.50	10.00	12.50	13.00
% Paid Piece Rate		0.0	0.0	16.7	0.0
% Offered Selected Benefits	Health Insurance	33.3	25.0	41.7	29.8
	Retirement	33.3	25.0	41.7	19.3
	Paid Leave	50.0	25.0	58.3	42.1
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	91.7	93.0
	Critical Thinking	100.0	100.0	50.0	87.7
	Reading Comprehension	100.0	100.0	91.7	100.0
	Technology Design Operation and Control	83.3	25.0	83.3	45.6
Employers' Satisfaction with New Hires' Skills	Satisfied	83.3	75.0	66.7	80.7
	Not Satisfied	0.0	0.0	33.3	3.5
	Neither	0.0	0.0	0.0	1.8
	Other	16.7	25.0	0.0	14.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	15.7
	21-35	0.0	0.0	11.1	29.4
	36 or More	100.0	100.0	88.9	54.9
Gender	Female	50.0	25.0	58.3	61.4
	Male	50.0	75.0	33.3	35.1
	Nonresident	0.0	0.0	8.3	3.5
Age Group	19 and Younger	16.7	0.0	16.7	7.0
	20-24	16.7	0.0	25.0	10.5
	25-34	33.3	25.0	41.7	24.6
	35-44	33.3	25.0	0.0	17.5
	45-54	0.0	25.0	8.3	21.1
	55-64	0.0	25.0	0.0	12.3
	65 and Older	0.0	0.0	0.0	3.5
Unknown (Nonresident)	0.0	0.0	8.3	3.5	
Turnover	% Still Working 1 Quarter After Hire	50.0	75.0	66.7	89.5

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

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

N/D = Not discloseable
due to confidentiality.

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

Real Estate and Rental and Leasing

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			
		45-2093 Farmworkers, Farm and Ranch Animals (45-2093)	45-4022 Logging Equipment Operators (45- 4022)	47-1011 First-Line Supervisors/Ma nagers of Construction Tr (47-1011)	47-2031 Carpenters (47- 2031)
Typical Education ^a		Less than High School Diploma	Less than High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	14.00	24.04	15.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	50.0
	Retirement	0.0	0.0	100.0	50.0
	Paid Leave	0.0	0.0	100.0	50.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	50.0
	Critical Thinking	100.0	100.0	100.0	50.0
	Reading Comprehension	0.0	100.0	0.0	50.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	100.0	0.0	50.0
	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	0.0	100.0
Gender	Female	0.0	50.0	0.0	50.0
	Male	100.0	50.0	100.0	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	0.0	0.0
	25-34	0.0	0.0	100.0	50.0
	35-44	0.0	0.0	0.0	25.0
	45-54	100.0	50.0	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	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

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

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

Real Estate and Rental and Leasing

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			
		47-2152 Plumbers, Pipefitters, and Steamfitters (47-2152)	47-2221 Structural Iron and Steel Workers (47- 2221)	47-5071 Roustabouts, Oil and Gas (47- 5071)	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 (\$)		.	.	14.00	16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	20.0	0.0
	Retirement	100.0	0.0	20.0	0.0
	Paid Leave	100.0	0.0	20.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	60.0	100.0
	Critical Thinking	100.0	100.0	60.0	100.0
	Reading Comprehension	0.0	0.0	40.0	100.0
	Technology Design Operation and Control	0.0 100.0	0.0 100.0	60.0 60.0	100.0 100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	60.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	40.0	0.0
	Other	100.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	25.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	0.0	100.0	75.0	0.0
Gender	Female	50.0	0.0	20.0	0.0
	Male	50.0	100.0	40.0	100.0
	Nonresident	0.0	0.0	40.0	0.0
Age Group	19 and Younger	0.0	0.0	20.0	0.0
	20-24	100.0	100.0	0.0	0.0
	25-34	0.0	0.0	0.0	100.0
	35-44	0.0	0.0	20.0	0.0
	45-54	0.0	0.0	20.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older Unknown (Nonresident)	0.0 0.0	0.0 0.0	0.0 40.0	0.0 0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	40.0	100.0

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

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

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

Real Estate and Rental and Leasing

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			
		49-1011 First-Line Supervisors/Managers of Mechanics, Installers (49-1011)	49-2097 Electronic Home Entertainment Equipment Installers (49-2097)	49-3023 Automotive Service Technicians and Mechanics (49-3023)	49-3031 Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)
Typical Education ^a		High School Diploma	Post Secondary	Post Secondary	High School Diploma
N		50	N/D	N/D	50
Average Hourly Wage (\$)		21.00	10.00	17.00	22.00
% 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	28.6	100.0	100.0	100.0
	Paid Leave	42.9	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	42.9	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	85.7	0.0	100.0	42.9
	Technology Design Operation and Control	42.9	100.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	57.1	0.0	100.0	100.0
	Not Satisfied	0.0	100.0	0.0	0.0
	Neither	14.3	0.0	0.0	0.0
	Other	28.6	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	28.6	25.0	0.0	0.0
	Male	57.1	50.0	100.0	100.0
	Nonresident	14.3	25.0	0.0	0.0
Age Group	19 and Younger	0.0	25.0	0.0	14.3
	20-24	14.3	25.0	50.0	0.0
	25-34	57.1	25.0	0.0	28.6
	35-44	14.3	0.0	0.0	14.3
	45-54	0.0	0.0	50.0	14.3
	55-64	0.0	0.0	0.0	28.6
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresident)	14.3	25.0	0.0	0.0	
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>

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

Real Estate and Rental and Leasing

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

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		49-3042 Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	49-3053 Outdoor Power Equipment & Other Small Engine Mech. (49-3053)	49-9041 Industrial Machinery Mechanics (49-9041)	49-9071 Maintenance and Repair Workers, Gen (49-9071)
Typical Education ^a		Post Secondary	High School Diploma	Post Secondary	Post Secondary
N		92	N/D	N/D	390
Average Hourly Wage (\$)		18.00	8.00	28.97	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	49.1
	Retirement	92.3	0.0	100.0	36.4
	Paid Leave	100.0	0.0	100.0	50.9
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	40.0	65.5
	Critical Thinking	100.0	100.0	100.0	67.3
	Reading Comprehension	38.5	100.0	100.0	60.0
	Technology Design Operation and Control	61.5	0.0	0.0	36.4
Employers' Satisfaction with New Hires' Skills	Satisfied	92.3	100.0	100.0	65.5
	Not Satisfied	7.7	0.0	0.0	9.1
	Neither	0.0	0.0	0.0	5.5
	Other	0.0	0.0	0.0	20.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	21.3
	21-35	0.0	100.0	0.0	14.9
	36 or More	100.0	0.0	100.0	63.8
Gender	Female	0.0	33.3	20.0	23.6
	Male	84.6	66.7	80.0	67.3
	Nonresident	15.4	0.0	0.0	9.1
Age Group	19 and Younger	7.7	0.0	0.0	0.0
	20-24	7.7	33.3	40.0	18.2
	25-34	30.8	0.0	40.0	27.3
	35-44	15.4	66.7	20.0	29.1
	45-54	23.1	0.0	0.0	7.3
	55-64	0.0	0.0	0.0	3.6
	65 and Older	0.0	0.0	0.0	3.6
Unknown (Nonresident)	15.4	0.0	0.0	10.9	
Turnover	% Still Working 1 Quarter After Hire	92.3	33.3	100.0	83.6

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
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Real Estate and Rental and Leasing

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			
		49-9096 Riggers (49-9096)	49-9098 Helpers-- Installation, Maint., & Repair Workers (49-9098)	49-9099 Installation, Maintenance & Repair Workers, Other (49-9099)	51-4041 Machinists (51-4041)
Typical Education ^a		High School Diploma	Post Secondary	Post Secondary	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.00	15.00	20.00	24.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	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	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	0.0	0.0	100.0
	Technology Design	0.0	0.0	0.0	100.0
	Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	0.0
	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	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	0.0	0.0	50.0	0.0
	Male	100.0	0.0	50.0	100.0
	Nonresident	0.0	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	50.0	0.0
	25-34	100.0	0.0	50.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	100.0
	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	100.0	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>

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^aSource: O*Net ONline
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Real Estate and Rental and Leasing

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

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		51-4121 Welders, Cutters, Solderers, and Brazers (51- 4121)	51-9061 Inspectors, Testers, Sorters, Samplers & Weighers (51- 9061)	51-9198 Helpers-- Production Workers (51- 9198)	53-1021 First-Line Supervisors/Managers of Helpers, Laborers (53-1021)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		27.00	14.45	10.00	15.00
% 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	33.3	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	66.7	100.0	100.0	0.0
	Technology Design Operation and Control	0.0 100.0	0.0 100.0	100.0 100.0	0.0 0.0
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	100.0	0.0
Gender	Female	33.3	0.0	0.0	50.0
	Male	66.7	0.0	100.0	0.0
	Nonresident	0.0	100.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	33.3	0.0	0.0	0.0
	25-34	66.7	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	50.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older Unknown (Nonresident)	0.0 0.0	0.0 100.0	0.0 0.0	0.0 50.0
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>

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^aSource: O*Net ONline
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Real Estate and Rental and Leasing

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			
		53-2012 Commercial Pilots (53-2012)	53-3031 Driver/Sales Workers (53-3031)	53-3032 Truck Drivers, Heavy and Tractor-Trailer (53-3032)	53-3033 Truck Drivers, Light or Delivery Services (53-3033)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		50	N/D	78	128
Average Hourly Wage (\$)		.	15.45	19.00	14.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	45.5	83.3
	Retirement	100.0	100.0	45.5	83.3
	Paid Leave	0.0	100.0	54.5	83.3
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	81.8	100.0
	Critical Thinking	100.0	75.0	90.9	72.2
	Reading Comprehension	100.0	75.0	81.8	77.8
	Technology Design	100.0	25.0	27.3	33.3
	Operation and Control	100.0	25.0	90.9	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	54.5	33.3
	Not Satisfied	0.0	0.0	36.4	0.0
	Neither	0.0	0.0	9.1	16.7
	Other	0.0	0.0	0.0	50.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	12.5	0.0
	36 or More	100.0	100.0	87.5	100.0
Gender	Female	14.3	50.0	0.0	22.2
	Male	85.7	50.0	90.9	66.7
	Nonresident	0.0	0.0	9.1	11.1
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	14.3	50.0	18.2	11.1
	25-34	28.6	0.0	18.2	33.3
	35-44	42.9	25.0	0.0	22.2
	45-54	0.0	25.0	18.2	11.1
	55-64	14.3	0.0	36.4	5.6
	65 and Older	0.0	0.0	0.0	5.6
	Unknown (Nonresident)	0.0	0.0	9.1	11.1
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	66.7

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

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

N/D = Not discloseable due to confidentiality.

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

Real Estate and Rental and Leasing

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			
		53-3041 Taxi Drivers and Chauffeurs (53-3041)	53-3099 Motor Vehicle Operators, All Other (53- 3099)	53-7021 Crane and Tower Operators (53- 7021)	53-7061 Cleaners of Vehicles and Equipment (53- 7061)
Typical Education ^a		Less than High School Diploma	Less than High School Diploma	Post Secondary	Less than High School Diploma
N		N/D	N/D	N/D	85
Average Hourly Wage (\$)		10.00	8.00	27.43	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	0.0	0.0	16.7
Selected	Retirement	0.0	0.0	0.0	16.7
Benefits	Paid Leave	0.0	0.0	0.0	16.7
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	91.7
	Critical Thinking	0.0	0.0	100.0	66.7
	Reading Comprehension	0.0	0.0	100.0	33.3
	Technology Design	0.0	0.0	0.0	16.7
	Operation and Control	0.0	0.0	100.0	91.7
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	0.0	91.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	100.0	100.0	8.3
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	100.0	0.0	25.0
	36 or More	0.0	0.0	100.0	75.0
Gender	Female	0.0	0.0	0.0	25.0
	Male	0.0	100.0	100.0	58.3
	Nonresident	100.0	0.0	0.0	16.7
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	8.3
	25-34	0.0	0.0	50.0	33.3
	35-44	0.0	0.0	0.0	8.3
	45-54	0.0	0.0	0.0	25.0
	55-64	0.0	0.0	50.0	0.0
	65 and Older	0.0	100.0	0.0	0.0
	Unknown (Nonresident)	100.0	0.0	0.0	25.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	91.7

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/>

Real Estate and Rental and Leasing

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	
		53-7062 Laborers & Freight, Stock & Material Movers, Hand (53-7062)	53-7072 Pump Operators, Except Wellhead Pumpers (53-7072)
Typical Education ^a		High School Diploma	High School Diploma
N		185	N/D
Average Hourly Wage (\$)		12.50	18.00
% Paid Piece Rate		0.0	0.0
% Offered Selected Benefits	Health Insurance	38.5	100.0
	Retirement	26.9	100.0
	Paid Leave	26.9	100.0
Skills Selected as "Important" (%)	Service Orientation	76.9	100.0
	Critical Thinking	84.6	100.0
	Reading Comprehension	19.2	100.0
	Technology Design Operation and Control	23.1	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	76.9	0.0
	Not Satisfied	19.2	0.0
	Neither	3.8	0.0
	Other	0.0	100.0
Average Weekly Hours Worked	20 or Less	10.0	0.0
	21-35	10.0	0.0
	36 or More	80.0	100.0
Gender	Female	23.1	0.0
	Male	57.7	100.0
	Nonresident	19.2	0.0
Age Group	19 and Younger	11.5	0.0
	20-24	23.1	0.0
	25-34	19.2	100.0
	35-44	7.7	0.0
	45-54	11.5	0.0
	55-64	0.0	0.0
	65 and Older	0.0	0.0
Unknown (Nonresident)	26.9	0.0	
Turnover	% Still Working 1 Quarter After Hire	65.4	100.0

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

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

N/D = Not dicloseable due to confidentiality.

^aSource: O*Net ONline
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