

Administrative Support Waste Management Remediation Services

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	11-2021	11-3011
Job Characteristics		Total All Occupations (00-0000)	General and Operations Managers (11-1021)	Marketing Managers (11-2021)	Administrative Services Managers (11-3011)
Typical Education ^a		N/A	Associates	Bachelors	Bachelors
N		15,380	154	66	22
Average Hourly Wage (\$)		16.00	14.46	12.00	10.00
% Paid Piece Rate		1.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	17.3	57.1	100.0	0.0
	Retirement	16.6	57.1	100.0	0.0
	Paid Leave	18.1	57.1	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	65.6	85.7	100.0	0.0
	Critical Thinking	68.0	85.7	100.0	100.0
	Reading Comprehension	55.9	85.7	100.0	100.0
	Technology Design	31.4	28.6	0.0	0.0
	Operation and Control	56.3	85.7	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.6	85.7	100.0	100.0
	Not Satisfied	8.4	0.0	0.0	0.0
	Neither	15.3	0.0	0.0	0.0
	Other	15.7	14.3	0.0	0.0
Average Weekly Hours Worked	20 or Less	21.0	0.0	0.0	0.0
	21-35	26.2	0.0	0.0	0.0
	36 or More	52.8	100.0	100.0	100.0
Gender	Female	31.3	28.6	33.3	100.0
	Male	50.0	57.1	66.7	0.0
	Nonresident	18.7	14.3	0.0	0.0
Age Group	19 and Younger	7.9	0.0	0.0	0.0
	20-24	13.4	0.0	33.3	0.0
	25-34	21.6	0.0	33.3	0.0
	35-44	13.4	28.6	0.0	0.0
	45-54	13.4	14.3	33.3	0.0
	55-64	8.9	28.6	0.0	100.0
	65 and Older	1.7	14.3	0.0	0.0
	Unknown (Nonresident)	19.7	14.3	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	69.9	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.

^aSource: 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

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		11-9021	11-9081	13-1071	15-1132
		Construction Managers (11-9021)	Lodging Managers (11-9081)	Employment, Recruitment & Placement Specialists (13-1071)	Software Developers, Applications (15-1132)
Typical Education ^a		Bachelors	Bachelors	Bachelors	Bachelors
N		44	44	44	44
Average Hourly Wage (\$)		17.00	34.45	11.00	16.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	50.0	100.0	0.0
	Retirement	0.0	50.0	100.0	0.0
	Paid Leave	100.0	50.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	100.0
	Operation and Control	100.0	50.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	50.0	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	0.0
	36 or More	100.0	100.0	100.0	0.0
Gender	Female	0.0	0.0	100.0	0.0
	Male	0.0	50.0	0.0	50.0
	Nonresident	100.0	50.0	0.0	50.0
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	0.0	50.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	50.0	0.0	0.0
	55-64	0.0	0.0	0.0	50.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	100.0	50.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	100.0	0.0

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

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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			
		15-1133	17-1012	17-2199	17-3031
		Software Developers, Systems Softwa (15-1133)	Landscape Architects (17-1012)	Engineers, All Other (17-2199)	Surveying and Mapping Technicians (17-3031)
Job Characteristics					
Typical Education ^a		Bachelors	Bachelors	Bachelors	Associates
N		22	88	66	22
Average Hourly Wage (\$)		15.20	14.20	15.00	8.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	100.0
	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	100.0	100.0	0.0	0.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	0.0
	Technology Design	100.0	0.0	0.0	100.0
	Operation and Control	100.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	66.7	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	33.3	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	66.7	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	33.3	0.0
Gender	Female	100.0	25.0	66.7	0.0
	Male	0.0	75.0	0.0	100.0
	Nonresident	0.0	0.0	33.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	100.0
	20-24	0.0	25.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	25.0	33.3	0.0
	45-54	100.0	25.0	33.3	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	25.0	33.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	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

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		19-2042 Geoscientists, Except Hydrologists & Geographers (19-2042)	21-1093 Social and Human Service Assistants (21- 1093)	21-1099 Community and Social Service Specialists, Other (21-1099)	25-3099 Teachers and Instructors, All Other (25-3099)
Typical Education ^a		Bachelors	Bachelors	High School Diploma	Bachelors
N		22	66	88	22
Average Hourly Wage (\$)		14.00	10.00	12.00	9.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	100.0	100.0	100.0	0.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	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	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	0.0
	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	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	0.0	33.3	50.0	0.0
	Male	100.0	66.7	50.0	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	0.0	33.3	25.0	0.0
	25-34	100.0	0.0	0.0	0.0
	35-44	0.0	33.3	0.0	0.0
	45-54	0.0	33.3	50.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	25.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	100.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	0.0

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

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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			
		29-1051 Pharmacists (29-1051)	29-1141 Registered Nurses (29-1141)	29-2055 Surgical Technologists (29-2055)	29-9011 Occupational Health and Safety Specialists (29-9011)
Typical Education ^a		Doctorate	Associates	Post Secondary	Bachelors
N		44	176	44	44
Average Hourly Wage (\$)		15.00	9.00	20.00	25.38
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	62.5	100.0	100.0
	Retirement	100.0	62.5	100.0	100.0
	Paid Leave	100.0	37.5	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	62.5	0.0	100.0
	Critical Thinking	0.0	62.5	0.0	100.0
	Reading Comprehension	100.0	62.5	0.0	100.0
	Technology Design	100.0	50.0	0.0	0.0
	Operation and Control	100.0	25.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	37.5	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	62.5	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	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	50.0	50.0	50.0	0.0
	Male	50.0	12.5	0.0	100.0
	Nonresident	0.0	37.5	50.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	12.5	0.0	0.0
	25-34	0.0	0.0	0.0	50.0
	35-44	50.0	12.5	0.0	0.0
	45-54	50.0	25.0	50.0	0.0
	55-64	0.0	12.5	0.0	50.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	37.5	50.0	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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		Standard Occupational Classification (SOC) Code and Occupation			
		33-2011	33-9032	33-9091	35-3022
		Fire Fighters (33-2011)	Security Guards (33-9032)	Crossing Guards (33-9091)	Counter Attendants, Cafeteria, Food Concession, and (35-3022)
Job Characteristics					
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Less than High School
N		66	747	747	22
Average Hourly Wage (\$)		18.00	12.00	12.00	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	11.8	0.0	0.0
	Retirement	0.0	38.2	0.0	0.0
	Paid Leave	0.0	23.5	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	91.2	58.8	100.0
	Critical Thinking	100.0	88.2	85.3	0.0
	Reading Comprehension	100.0	88.2	20.6	0.0
	Technology Design	100.0	29.4	23.5	100.0
	Operation and Control	100.0	73.5	17.6	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	58.8	29.4	100.0
	Not Satisfied	0.0	5.9	0.0	0.0
	Neither	0.0	20.6	14.7	0.0
	Other	0.0	14.7	55.9	0.0
Average Weekly Hours Worked	20 or Less	0.0	3.7	35.3	0.0
	21-35	0.0	11.1	35.3	100.0
	36 or More	100.0	85.2	29.4	0.0
Gender	Female	0.0	50.0	17.6	100.0
	Male	100.0	32.4	61.8	0.0
	Nonresident	0.0	17.6	20.6	0.0
Age Group	19 and Younger	0.0	2.9	2.9	100.0
	20-24	0.0	14.7	14.7	0.0
	25-34	66.7	23.5	29.4	0.0
	35-44	0.0	11.8	17.6	0.0
	45-54	0.0	14.7	8.8	0.0
	55-64	33.3	14.7	2.9	0.0
	65 and Older	0.0	0.0	2.9	0.0
	Unknown (Nonresident)	0.0	17.6	20.6	0.0
Turnover	% Still Working 1 Quarter After Hire	33.3	82.4	58.8	100.0

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		37-1011	37-2011	37-2012	37-2021
Job Characteristics		First-Line Supervisors/Managers of Housekeeping and (37-1011)	Janitors and Cleaners, Except Maids and Housekeepers (37-2011)	Maids and Housekeeping Cleaners (37-2012)	Pest Control Workers (37-2021)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		44	1,999	813	22
Average Hourly Wage (\$)		24.00	17.00	17.00	32.26
% Paid Piece Rate		0.0	2.2	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	2.2	5.4	100.0
	Retirement	0.0	2.2	2.7	100.0
	Paid Leave	0.0	6.6	18.9	100.0
Skills Selected as "Important" (%)	Service Orientation	50.0	63.7	89.2	100.0
	Critical Thinking	100.0	59.3	86.5	100.0
	Reading Comprehension	100.0	47.3	75.7	100.0
	Technology Design	50.0	20.9	5.4	0.0
	Operation and Control	50.0	46.2	83.8	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	60.4	64.9	0.0
	Not Satisfied	50.0	8.8	24.3	0.0
	Neither	0.0	11.0	8.1	0.0
	Other	0.0	19.8	2.7	100.0
Average Weekly Hours Worked	20 or Less	0.0	63.3	14.3	0.0
	21-35	50.0	17.7	78.6	0.0
	36 or More	50.0	19.0	7.1	100.0
Gender	Female	100.0	44.0	43.2	0.0
	Male	0.0	44.0	40.5	0.0
	Nonresident	0.0	12.1	16.2	100.0
Age Group	19 and Younger	0.0	12.1	0.0	0.0
	20-24	0.0	14.3	10.8	0.0
	25-34	0.0	15.4	40.5	0.0
	35-44	50.0	14.3	13.5	0.0
	45-54	50.0	13.2	5.4	0.0
	55-64	0.0	14.3	10.8	0.0
	65 and Older	0.0	4.4	0.0	0.0
	Unknown (Nonresident)	0.0	12.1	18.9	100.0
Turnover	% Still Working 1 Quarter After Hire	100.0	61.5	86.5	100.0

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		37-3011	37-3012	41-2011	41-2021
		Landscaping and Groundskeeping Workers (37-3011)	Pesticide Handlers Sprayers & Applicators, Vegi (37-3012)	Cashiers (41-2011)	Counter and Rental Clerks (41-2021)
Job Characteristics					
Typical Education ^a		Less than High School	High School Diploma	Less than High School	Less than High School
N		2,944	264	22	132
Average Hourly Wage (\$)		31.25	12.00	18.50	11.00
% Paid Piece Rate		0.0	0.0	0.0	50.0
% Offered Selected Benefits	Health Insurance	2.2	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	2.2	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	64.2	91.7	100.0	100.0
	Critical Thinking	61.2	41.7	0.0	66.7
	Reading Comprehension	33.6	66.7	100.0	100.0
	Technology Design	35.1	33.3	0.0	50.0
	Operation and Control	67.2	41.7	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	53.0	91.7	0.0	100.0
	Not Satisfied	11.9	0.0	0.0	0.0
	Neither	26.1	8.3	0.0	0.0
	Other	9.0	0.0	100.0	0.0
Average Weekly Hours Worked	20 or Less	19.3	50.0	0.0	0.0
	21-35	40.4	50.0	100.0	100.0
	36 or More	40.4	0.0	0.0	0.0
Gender	Female	23.1	8.3	100.0	33.3
	Male	59.0	66.7	0.0	33.3
	Nonresident	17.9	25.0	0.0	33.3
Age Group	19 and Younger	17.9	0.0	0.0	0.0
	20-24	11.9	8.3	100.0	16.7
	25-34	18.7	41.7	0.0	16.7
	35-44	14.9	8.3	0.0	33.3
	45-54	11.9	16.7	0.0	0.0
	55-64	3.7	0.0	0.0	0.0
	65 and Older	1.5	0.0	0.0	0.0
	Unknown (Nonresident)	19.4	25.0	0.0	33.3
Turnover	% Still Working 1 Quarter After Hire	71.6	50.0	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			
		41-2031	41-3041	41-3099	41-4012
		Retail Salespersons (41-2031)	Travel Agents (41-3041)	Sales Representatives, Services, All Other (41-3099)	Sales Representatives, Wholesale and Manufacturing (41-4012)
Job Characteristics					
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		132	44	132	22
Average Hourly Wage (\$)		11.50	11.00	9.50	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	33.3	100.0
	Retirement	0.0	50.0	33.3	100.0
	Paid Leave	0.0	50.0	33.3	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	33.3	100.0	66.7	100.0
	Reading Comprehension	100.0	100.0	66.7	100.0
	Technology Design	50.0	100.0	50.0	100.0
	Operation and Control	16.7	0.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	100.0	83.3	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	16.7	0.0	16.7	0.0
Average Weekly Hours Worked	20 or Less	66.7	0.0	66.7	0.0
	21-35	33.3	0.0	0.0	0.0
	36 or More	0.0	100.0	33.3	0.0
Gender	Female	50.0	100.0	33.3	0.0
	Male	33.3	0.0	50.0	0.0
	Nonresident	16.7	0.0	16.7	100.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	16.7	0.0	16.7	0.0
	25-34	33.3	50.0	50.0	0.0
	35-44	16.7	0.0	0.0	0.0
	45-54	16.7	50.0	16.7	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	16.7	0.0	16.7	100.0
Turnover	% Still Working 1 Quarter After Hire	83.3	100.0	66.7	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
<http://www.onetonline.org/>

Administrative Support Waste Management Remediation Services

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			
		41-9011	41-9041	43-3011	43-3031
Job Characteristics		Demonstrators and Product Promoters (41-9011)	Telemarketers (41-9041)	Bill and Account Collectors (43-3011)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		22	22	88	88
Average Hourly Wage (\$)		11.34	13.00	11.50	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	25.0
	Retirement	0.0	0.0	100.0	25.0
	Paid Leave	0.0	100.0	100.0	25.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	25.0	0.0
	Operation and Control	0.0	100.0	75.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	25.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	75.0	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	0.0	0.0	100.0	100.0
Gender	Female	100.0	100.0	75.0	50.0
	Male	0.0	0.0	0.0	50.0
	Nonresident	0.0	0.0	25.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	50.0
	25-34	0.0	0.0	25.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	100.0	0.0	50.0	50.0
	55-64	0.0	100.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	25.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	75.0

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

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

N/D = Not dicloseable
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^aSource: O*Net ONline
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Administrative Support Waste Management Remediation Services

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			
		43-4051	43-4081	43-4171	43-4199
Job Characteristics		Customer Service Representatives (43-4051)	Hotel, Motel, and Resort Desk Clerks (43-4081)	Receptionists and Information Clerks (43-4171)	Information and Record Clerks, All Other (43-4199)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		220	176	154	44
Average Hourly Wage (\$)		11.00	10.05	16.10	20.32
% Paid Piece Rate		10.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	40.0	0.0	28.6	100.0
	Retirement	40.0	0.0	14.3	0.0
	Paid Leave	40.0	0.0	14.3	0.0
Skills Selected as "Important" (%)	Service Orientation	80.0	100.0	57.1	100.0
	Critical Thinking	20.0	100.0	42.9	100.0
	Reading Comprehension	70.0	100.0	100.0	100.0
	Technology Design	30.0	75.0	42.9	100.0
	Operation and Control	30.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	70.0	100.0	71.4	100.0
	Not Satisfied	10.0	0.0	0.0	0.0
	Neither	0.0	0.0	28.6	0.0
	Other	20.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	16.7	71.4	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	83.3	28.6	100.0
Gender	Female	60.0	50.0	85.7	50.0
	Male	0.0	50.0	14.3	0.0
	Nonresident	40.0	0.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	28.6	0.0
	20-24	10.0	12.5	0.0	0.0
	25-34	30.0	37.5	14.3	0.0
	35-44	20.0	12.5	0.0	0.0
	45-54	0.0	25.0	14.3	50.0
	55-64	0.0	12.5	28.6	0.0
	65 and Older	0.0	0.0	14.3	0.0
	Unknown (Nonresident)	40.0	0.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	90.0	100.0	71.4	100.0

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

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

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

Administrative Support Waste Management Remediation Services

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	43-5111	43-6013	43-6014
Job Characteristics		Stock Clerks and Order Fillers (43-5081)	Weighers, Measurers, Checkers, and Samplers, Recor (43-5111)	Medical Secretaries (43-6013)	Secretaries, Except Legal, Medical, and Executive (43-6014)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		88	22	44	44
Average Hourly Wage (\$)		10.00	10.50	9.25	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	25.0	100.0	0.0	50.0
	Retirement	25.0	100.0	0.0	100.0
	Paid Leave	0.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	50.0	100.0	100.0	50.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	25.0	0.0	0.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	0.0	100.0	50.0
	Not Satisfied	0.0	0.0	0.0	50.0
	Neither	0.0	0.0	0.0	0.0
	Other	25.0	100.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	100.0	50.0
	36 or More	0.0	100.0	0.0	50.0
Gender	Female	75.0	100.0	0.0	50.0
	Male	25.0	0.0	50.0	0.0
	Nonresident	0.0	0.0	50.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	50.0
	20-24	25.0	0.0	50.0	0.0
	25-34	50.0	100.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	25.0	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	50.0	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>

N/D = Not dicloseable
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^aSource: O*Net ONline
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Administrative Support Waste Management Remediation Services

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			
		43-9021	43-9051	43-9061	45-2091
		Data Entry Keyers (43- 9021)	Mail Clerks and Mail Machine Operators, Except Pos (43- 9051)	Office Clerks, General (43- 9061)	Agricultural Equipment Operators (45- 2091)
Job Characteristics					
Typical Education ^a		High School Diploma	Less than High School	High School Diploma	High School Diploma
N		44	22	439	66
Average Hourly Wage (\$)		8.50	11.00	10.00	10.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	25.0	0.0
	Retirement	100.0	0.0	25.0	0.0
	Paid Leave	0.0	0.0	45.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	65.0	0.0
	Critical Thinking	100.0	100.0	80.0	100.0
	Reading Comprehension	100.0	100.0	90.0	0.0
	Technology Design	0.0	100.0	15.0	0.0
	Operation and Control	100.0	100.0	5.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	70.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	10.0	0.0
	Other	0.0	0.0	20.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	12.5	0.0
	21-35	0.0	0.0	18.8	0.0
	36 or More	100.0	100.0	68.8	100.0
Gender	Female	50.0	100.0	80.0	33.3
	Male	50.0	0.0	15.0	66.7
	Nonresident	0.0	0.0	5.0	0.0
Age Group	19 and Younger	0.0	0.0	5.0	0.0
	20-24	0.0	0.0	30.0	66.7
	25-34	0.0	0.0	20.0	0.0
	35-44	50.0	100.0	5.0	0.0
	45-54	50.0	0.0	15.0	33.3
	55-64	0.0	0.0	15.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	10.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	95.0	0.0

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

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

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

Administrative Support Waste Management Remediation Services

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			
		45-2092	47-2031	47-2041	47-2061
		Farmworkers & Laborers, Crop, Nursery & Greenhouse (45-2092)	Carpenters (47-2031)	Carpet Installers (47-2041)	Construction Laborers (47-2061)
Typical Education ^a		High School Diploma	High School Diploma	Less than High School	High School Diploma
N		66	44	22	374
Average Hourly Wage (\$)		11.00	17.50	27.87	22.47
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	35.3
	Retirement	0.0	0.0	0.0	29.4
	Paid Leave	0.0	0.0	0.0	23.5
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	0.0	23.5
	Critical Thinking	66.7	100.0	100.0	82.4
	Reading Comprehension	100.0	50.0	0.0	41.2
	Technology Design	0.0	50.0	0.0	17.6
	Operation and Control	66.7	100.0	100.0	41.2
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	52.9
	Not Satisfied	0.0	50.0	0.0	23.5
	Neither	0.0	0.0	0.0	17.6
	Other	0.0	50.0	0.0	5.9
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	18.8
	21-35	66.7	0.0	0.0	25.0
	36 or More	33.3	100.0	0.0	56.3
Gender	Female	66.7	0.0	0.0	5.9
	Male	33.3	50.0	100.0	76.5
	Nonresident	0.0	50.0	0.0	17.6
Age Group	19 and Younger	33.3	0.0	0.0	11.8
	20-24	33.3	0.0	0.0	23.5
	25-34	33.3	0.0	100.0	17.6
	35-44	0.0	0.0	0.0	5.9
	45-54	0.0	50.0	0.0	11.8
	55-64	0.0	0.0	0.0	11.8
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	50.0	0.0	17.6
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	100.0	47.1

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

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

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

Administrative Support Waste Management Remediation Services

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			
		47-2073 Operating Engineers and Other Construction Equipme (47- 2073)	47-2111 Electricians (47- 2111)	47-2131 Insulation Workers, Floor, Ceiling, and Wall (47-2131)	47-2132 Insulation Workers, Mechanical (47- 2132)
Typical Education ^a		Post Secondary	Post Secondary	Less than High School	Less than High School
N		198	66	110	44
Average Hourly Wage (\$)		10.75	16.00	17.00	12.44
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	55.6	0.0	0.0	0.0
	Retirement	66.7	0.0	0.0	0.0
	Paid Leave	44.4	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	44.4	100.0	0.0	0.0
	Critical Thinking	77.8	100.0	0.0	0.0
	Reading Comprehension	55.6	100.0	0.0	0.0
	Technology Design	55.6	100.0	0.0	0.0
	Operation and Control	77.8	100.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	22.2	100.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	33.3	0.0	0.0	0.0
	Other	44.4	0.0	100.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	66.7	66.7	60.0	50.0
	Nonresident	33.3	33.3	40.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	11.1	0.0	20.0	0.0
	25-34	33.3	33.3	0.0	50.0
	35-44	0.0	33.3	20.0	0.0
	45-54	11.1	0.0	0.0	0.0
	55-64	11.1	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	33.3	33.3	60.0	50.0
Turnover	% Still Working 1 Quarter After Hire	88.9	0.0	20.0	0.0

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

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^aSource: O*Net ONline
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Administrative Support Waste Management Remediation Services

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			
		47-2152	47-2221	47-4031	47-4041
		Plumbers, Pipefitters, and Steamfitters (47-2152)	Structural Iron and Steel Workers (47-2221)	Fence Erectors (47-4031)	Hazardous Materials Removal Workers (47-4041)
Job Characteristics					
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		22	22	22	132
Average Hourly Wage (\$)		13.75	13.10	14.00	16.41
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	50.0
	Retirement	0.0	0.0	0.0	50.0
	Paid Leave	0.0	0.0	0.0	50.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	50.0
	Critical Thinking	100.0	100.0	100.0	83.3
	Reading Comprehension	100.0	0.0	0.0	83.3
	Technology Design	0.0	100.0	100.0	33.3
	Operation and Control	100.0	100.0	100.0	83.3
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	66.7
	Not Satisfied	0.0	0.0	0.0	16.7
	Neither	0.0	0.0	0.0	16.7
	Other	100.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	33.3
	21-35	0.0	0.0	100.0	0.0
	36 or More	100.0	0.0	0.0	66.7
Gender	Female	0.0	0.0	0.0	0.0
	Male	0.0	0.0	100.0	83.3
	Nonresident	100.0	100.0	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	0.0
	25-34	0.0	0.0	100.0	16.7
	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	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	100.0	100.0	0.0	16.7
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	66.7

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

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

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^aSource: O*Net ONline
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Administrative Support Waste Management Remediation Services

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			
		47-4071	47-5071	49-2098	49-3022
Job Characteristics		Septic Tank Servicers and Sewer Pipe Cleaners (47-4071)	Roustabouts, Oil and Gas (47-5071)	Security and Fire Alarm Systems Installers (49-2098)	Automotive Glass Installers and Repairers (49-3022)
Typical Education ^a		Less than High School	High School Diploma	High School Diploma	High School Diploma
N		110	44	132	220
Average Hourly Wage (\$)		13.00	12.00	10.00	23.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	20.0	50.0	16.7	0.0
	Retirement	20.0	0.0	16.7	0.0
	Paid Leave	20.0	50.0	16.7	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	100.0	0.0
	Critical Thinking	100.0	50.0	100.0	0.0
	Reading Comprehension	40.0	50.0	100.0	0.0
	Technology Design	40.0	50.0	66.7	0.0
	Operation and Control	100.0	50.0	83.3	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	83.3	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	50.0	16.7	0.0
	Other	0.0	50.0	0.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	60.0	0.0	0.0	100.0
	36 or More	40.0	100.0	100.0	0.0
Gender	Female	20.0	0.0	0.0	20.0
	Male	80.0	0.0	66.7	50.0
	Nonresident	0.0	100.0	33.3	30.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	20.0	0.0	33.3	0.0
	25-34	0.0	0.0	33.3	30.0
	35-44	20.0	0.0	0.0	30.0
	45-54	20.0	0.0	0.0	10.0
	55-64	40.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	100.0	33.3	30.0
Turnover	% Still Working 1 Quarter After Hire	40.0	50.0	100.0	50.0

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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Administrative Support Waste Management Remediation Services

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			
		49-3023	49-3031	49-3042	49-9041
		Automotive Service Technicians and Mechanics (49-3023)	Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Industrial Machinery Mechanics (49-9041)
Typical Education ^a		Post Secondary	High School Diploma	Post Secondary	Post Secondary
N		44	66	44	66
Average Hourly Wage (\$)		51.93	13.00	15.50	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	33.3	0.0	100.0
	Retirement	100.0	0.0	0.0	66.7
	Paid Leave	100.0	33.3	0.0	66.7
Skills Selected as "Important" (%)	Service Orientation	50.0	33.3	100.0	33.3
	Critical Thinking	100.0	33.3	100.0	100.0
	Reading Comprehension	100.0	33.3	100.0	100.0
	Technology Design	100.0	33.3	100.0	100.0
	Operation and Control	100.0	33.3	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	33.3	50.0	33.3
	Male	100.0	66.7	50.0	66.7
	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	33.3	0.0	0.0
	25-34	0.0	0.0	50.0	33.3
	35-44	0.0	0.0	0.0	0.0
	45-54	100.0	33.3	0.0	33.3
	55-64	0.0	33.3	50.0	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	50.0	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.

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

Administrative Support Waste Management Remediation Services

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			
		49-9071	49-9099	51-1011	51-2092
		Maintenance and Repair Workers, Gen (49-9071)	Installation, Maintenance & Repair Workers, Other (49-9099)	First-Line Supervisors/Managers of Production and (51-1011)	Team Assemblers (51-2092)
Typical Education ^a		Post Secondary	Post Secondary	High School Diploma	High School Diploma
N		22	44	22	88
Average Hourly Wage (\$)		18.00	12.50	10.00	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	25.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	0.0
	Critical Thinking	100.0	50.0	100.0	25.0
	Reading Comprehension	100.0	50.0	100.0	75.0
	Technology Design	0.0	50.0	100.0	0.0
	Operation and Control	100.0	100.0	0.0	25.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	75.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	25.0
Average Weekly Hours Worked	20 or Less	0.0	50.0	0.0	0.0
	21-35	0.0	50.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	75.0
	Male	100.0	100.0	100.0	25.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	100.0	0.0	0.0	0.0
	20-24	0.0	50.0	0.0	0.0
	25-34	0.0	50.0	100.0	50.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	25.0
	55-64	0.0	0.0	0.0	25.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	25.0

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

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

N/D = Not discloseable
due to confidentiality.

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

Administrative Support Waste Management Remediation Services

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)	51-6099 Textile, Apparel, & Furnishings Workers, All Other (51-6099)	51-8031 Water & Liquid Waste Treatment Plant & System Oper (51-8031)	51-9061 Inspectors, Testers, Sorters, Samplers & Weighers (51- 9061)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		220	22	88	286
Average Hourly Wage (\$)		14.50	7.25	19.00	11.00
% Paid Piece Rate		10.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	20.0	0.0	75.0	7.7
	Retirement	10.0	0.0	75.0	7.7
	Paid Leave	10.0	0.0	75.0	46.2
Skills Selected as "Important" (%)	Service Orientation	60.0	100.0	25.0	46.2
	Critical Thinking	90.0	100.0	75.0	38.5
	Reading Comprehension	80.0	100.0	75.0	0.0
	Technology Design	40.0	100.0	75.0	53.8
	Operation and Control	90.0	100.0	100.0	61.5
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	75.0	7.7
	Not Satisfied	0.0	100.0	25.0	53.8
	Neither	0.0	0.0	0.0	38.5
	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	50.0	100.0	0.0	15.4
	36 or More	50.0	0.0	100.0	84.6
Gender	Female	10.0	0.0	25.0	7.7
	Male	50.0	100.0	50.0	61.5
	Nonresident	40.0	0.0	25.0	30.8
Age Group	19 and Younger	0.0	0.0	25.0	7.7
	20-24	10.0	0.0	0.0	15.4
	25-34	20.0	100.0	25.0	23.1
	35-44	10.0	0.0	25.0	7.7
	45-54	10.0	0.0	0.0	0.0
	55-64	10.0	0.0	0.0	7.7
	65 and Older	0.0	0.0	0.0	7.7
	Unknown (Nonresident)	40.0	0.0	25.0	30.8
Turnover	% Still Working 1 Quarter After Hire	90.0	100.0	100.0	46.2

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

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

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

Administrative Support Waste Management Remediation Services

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			
		51-9198	53-1031	53-3032	53-3033
		Helpers-- Production Workers (51- 9198)	First-Line Supervisors/Ma nagers of Transportation (53-1031)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)	Truck Drivers, Light or Delivery Services (53- 3033)
Job Characteristics					
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		88	22	615	154
Average Hourly Wage (\$)		12.00	22.00	16.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	25.0	100.0	28.6	0.0
	Retirement	0.0	100.0	28.6	0.0
	Paid Leave	0.0	100.0	25.0	0.0
Skills Selected as "Important" (%)	Service Orientation	50.0	100.0	67.9	100.0
	Critical Thinking	75.0	100.0	75.0	71.4
	Reading Comprehension	75.0	100.0	57.1	100.0
	Technology Design	25.0	100.0	21.4	57.1
	Operation and Control	50.0	100.0	100.0	57.1
Employers' Satisfaction with New Hires' Skills	Satisfied	25.0	100.0	78.6	85.7
	Not Satisfied	25.0	0.0	0.0	0.0
	Neither	25.0	0.0	21.4	0.0
	Other	25.0	0.0	0.0	14.3
Average Weekly Hours Worked	20 or Less	50.0	0.0	24.0	14.3
	21-35	0.0	0.0	16.0	0.0
	36 or More	50.0	100.0	60.0	85.7
Gender	Female	0.0	0.0	14.3	28.6
	Male	75.0	100.0	71.4	57.1
	Nonresident	25.0	0.0	14.3	14.3
Age Group	19 and Younger	0.0	0.0	3.6	0.0
	20-24	50.0	0.0	7.1	14.3
	25-34	0.0	0.0	21.4	42.9
	35-44	0.0	100.0	21.4	0.0
	45-54	25.0	0.0	10.7	14.3
	55-64	0.0	0.0	17.9	0.0
	65 and Older	0.0	0.0	3.6	0.0
	Unknown (Nonresident)	25.0	0.0	14.3	28.6
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	42.9	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
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Administrative Support Waste Management Remediation Services

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			
		53-3099	53-7051	53-7061	53-7062
Job Characteristics		Motor Vehicle Operators, All Other (53-3099)	Industrial Truck and Tractor Operators (53-7051)	Cleaners of Vehicles and Equipment (53-7061)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)
Typical Education ^a		Less than High School	High School Diploma	Less than High School	High School Diploma
N		22	44	22	747
Average Hourly Wage (\$)		10.00	17.00	10.00	13.00
% 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	29.4
	Paid Leave	0.0	0.0	0.0	29.4
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	50.0
	Critical Thinking	100.0	100.0	100.0	44.1
	Reading Comprehension	100.0	0.0	100.0	44.1
	Technology Design	100.0	100.0	0.0	23.5
	Operation and Control	100.0	100.0	0.0	44.1
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	58.8
	Not Satisfied	0.0	0.0	100.0	11.8
	Neither	0.0	0.0	0.0	26.5
	Other	0.0	0.0	0.0	2.9
Average Weekly Hours Worked	20 or Less	100.0	100.0	0.0	9.7
	21-35	0.0	0.0	0.0	12.9
	36 or More	0.0	0.0	100.0	77.4
Gender	Female	0.0	0.0	0.0	17.6
	Male	100.0	100.0	100.0	52.9
	Nonresident	0.0	0.0	0.0	29.4
Age Group	19 and Younger	0.0	0.0	0.0	11.8
	20-24	0.0	50.0	0.0	11.8
	25-34	0.0	0.0	100.0	11.8
	35-44	0.0	50.0	0.0	14.7
	45-54	0.0	0.0	0.0	14.7
	55-64	100.0	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	29.4
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	47.1

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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Administrative Support Waste Management Remediation Services

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 53-7081 Refuse and Recyclable Material Collectors (53-7081)
Typical Education ^a		High School Diploma
N		110
Average Hourly Wage (\$)		10.50
% Paid Piece Rate		0.0
% Offered	Health Insurance	0.0
Selected	Retirement	0.0
Benefits	Paid Leave	0.0
Skills Selected as "Important" (%)	Service Orientation	80.0
	Critical Thinking	40.0
	Reading Comprehension	60.0
	Technology Design	40.0
	Operation and Control	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	80.0
	Not Satisfied	0.0
	Neither	20.0
	Other	0.0
Average Weekly Hours Worked	20 or Less	0.0
	21-35	20.0
	36 or More	80.0
Gender	Female	20.0
	Male	80.0
	Nonresident	0.0
Age Group	19 and Younger	0.0
	20-24	20.0
	25-34	20.0
	35-44	20.0
	45-54	0.0
	55-64	40.0
	65 and Older	0.0
	Unknown (Nonresident)	0.0
Turnover	% Still Working 1 Quarter After Hire	80.0

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

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

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