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

Total All Cocupations Managers (11- Ma		Job Characteristics	Total All Occupations			
N		Job Characteristics	Occupations	Financial		Meeting and
N		Job Characteristics	Occupations	Financial		Meeting and
N		Job Characteristics	Occupations	Financial		
N		Job Characteristics	•		Lodging	Convention
N		Job Characteristics		Managers (11-	Managers (11-	Planners (13-
N S4,046 140 349 209	Турі		(00-0000)	3031)	9081)	1121)
Average Hourly Wage (\$) % Paid Piece Rate 11.8 0.0 0.0 0.0 0.0 % Offered Health Insurance 14.2 100.0 0.0 0.0 0.0 8enefits Paid Leave 16.1 100.0 100.0 0.0 0.0 Skills Selected as "Important" (%) Peration and Control Operation And Control Satisfaction Not Satisfied Not Satisfied Not Satisfied Nether 18.7 18.7 19.6 19.6 19.6 19.6 19.6 19.6 19.6 19.6		ical Education ^a	N/A	Bachelors	Bachelors	Bachelors
Average Hourly Wage (\$) % Paid Piece Rate 11.8 0.0 0.0 0.0 0.0 % Offered Health Insurance 14.2 100.0 0.0 0.0 0.0 8enefits Paid Leave 16.1 100.0 100.0 0.0 0.0 Skills Selected as "Important" (%) Peration and Control Operation And Control Satisfaction Not Satisfied Not Satisfied Not Satisfied Nether 18.7 18.7 19.6 19.6 19.6 19.6 19.6 19.6 19.6 19.6						
Average Hourly Wage (\$) % Paid Piece Rate 11.8 0.0 0.0 0.0 % Offered Health Insurance 14.2 100.0 0.0 0.0 0.0 8 Retirement 8.4 100.0 0.0 0.0 0.0 8 Benefits Paid Leave 16.1 100.0 100.0 0.0 0.0 Skills Selected as "Important" (%) Peading Comprehension Technology Design Operation and Control Satisfaction Not Satisfied 11.8 0.0 100.						
% Paid Piece Rate 11.8 0.0 0.0 0.0 % Offered Selected Retirement Health Insurance 14.2 100.0 0.0 0.0 Benefits Paid Leave 16.1 100.0 100.0 0.0 Skills Selected as "Important" (%) Service Orientation Critical Thinking 84.6 100.0 100.0 100.0 Reading Comprehension Technology Design Operation and Control 17.8 0.0 100.0 0.0 100.0 Employers' Satisfied 49.9 100.0 100.0 100.0 66.7 Employers' Satisfied 49.9 100.0 100.0 100.0 100.0 Satisfaction With New Neither 18.7 0.0 0.0 0.0 0.0 Hires' Skills Other 19.6 0.0 0.0 0.0 0.0 Weekly Hours Permission Technology Design Operation and Control Average 38.3 0.0 0.0 0.0 0.0 0.0 Melical Strain Residual Str	N				349	
% Offered Selected Selected Retirement Health Insurance 14.2 100.0 0.0 <t< th=""><th></th><th></th><th></th><th></th><th></th><th></th></t<>						
Selected Benefits Retirement 8.4 100.0 0.0 0.0 Senefits Paid Leave 16.1 100.0 100.0 0.0 Skills Selected as "Important" (%) Service Orientation 84.6 100.0 100.0 100.0 Reading Comprehension Technology Design (%) 17.8 0.0 100.0 0.0 100.0 Technology Design Operation and Control 46.0 100.0 100.0 66.7 Employers' Satisfied 49.9 100.0 100.0 100.0 Satisfaction Not Satisfied 11.8 0.0 0.0 0.0 with New Neither 18.7 0.0 0.0 0.0 Hires' Skills Other 19.6 0.0 0.0 0.0 Average 20 or Less 38.3 0.0 0.0 0.0 Weekly Hours 21-35 34.9 0.0 0.0 0.0 Worked 36 or More 26.8 100.0 100.0 0.0 Female 45.6 50.0 20.0		aid Piece Rate	11.8	0.0	0.0	0.0
Benefits Paid Leave 16.1 100.0 100.0 0.0 Skills Selected as "Important" (%) Service Orientation Critical Thinking 84.6 100.0 100.0 100.0 100.0 Reading Comprehension (%) Technology Design Operation and Control 17.8 0.0 100.0 0.0 0.0 Employers' Satisfied 49.9 100.0 100.0 100.0 100.0 Satisfaction With New Neither 18.7 0.0 0.0 0.0 Hires' Skills Other 19.6 0.0 0.0 0.0 Average 20 or Less 38.3 0.0 0.0 0.0 Weekly Hours Worked 36 or More 26.8 100.0 100.0 0.0 Female 45.6 50.0 20.0 66.7 Gender Male 34.0 50.0 40.0 0.0 Nonresident 20.4 0.0 40.0 0.0						
Skills Selected as "Important" (%) Service Orientation Critical Thinking 84.6 to 100.0 to 100.0 to 0.0 to 100.0 to 0.0 to 100.0 to 0.0						0.0
Critical Thinking 60.1 100.0 0.0 100	Benefits Paid	d Leave	16.1	100.0	100.0	0.0
Critical Thinking 60.1 100.0 0.0 100	kills Selected Serv	vice Orientation	84.6	100.0	100.0	100.0
Important" (%)	Criti	ical Thinking	60.1	100.0	0.0	100.0
(%) Technology Design Operation and Control 17.8 0.0 100.0 0.0 Employers' Satisfied 49.9 100.0 100.0 100.0 100.0 Satisfaction Not Satisfied 11.8 0.0 0.0 0.0 0.0 with New Neither 18.7 0.0 0.0 0.0 0.0 Hires' Skills Other 19.6 0.0 0.0 0.0 0.0 Average 20 or Less 38.3 0.0 0.0 100.0 0.0 Weekly Hours 21-35 34.9 0.0 0.0 0.0 0.0 Worked 36 or More 26.8 100.0 100.0 0.0 Female 45.6 50.0 20.0 66.7 Gender Male 34.0 50.0 40.0 33.3 Nonresident 20.4 0.0 40.0 0.0	Ras	ding Comprehension	55.2	100.0	0.0	100.0
Operation and Control 46.0 100.0 100.0 66.7 Employers' Satisfied 49.9 100.0 100.0 100.0 Satisfaction Not Satisfied 11.8 0.0 0.0 0.0 with New Neither 18.7 0.0 0.0 0.0 Hires' Skills Other 19.6 0.0 0.0 0.0 Average 20 or Less 38.3 0.0 0.0 100.0 Weekly Hours 21-35 34.9 0.0 0.0 0.0 Worked 36 or More 26.8 100.0 100.0 0.0 Female 45.6 50.0 20.0 66.7 Gender Male 34.0 50.0 40.0 33.3 Nonresident 20.4 0.0 40.0 0.0	Tech	hnology Design	17.8	0.0	100.0	0.0
Satisfaction with New Neither 11.8 0.0 0.0 0.0 Hires' Skills Other 19.6 0.0 0.0 0.0 Average Average weekly Hours 21-35 34.9 0.0 0.0 0.0 Worked Worked Worked 36 or More 26.8 100.0 100.0 0.0 Female Average Worked	Ope	eration and Control	46.0	100.0	100.0	66.7
with New Hires Neither 18.7 0.0 0.0 0.0 Hires' Skills Other 19.6 0.0 0.0 0.0 Average 20 or Less 38.3 0.0 0.0 100.0 Weekly Hours 21-35 34.9 0.0 0.0 0.0 0.0 Worked 36 or More 26.8 100.0 100.0 0.0 0.0 Female 45.6 50.0 20.0 66.7 Gender Male 34.0 50.0 40.0 33.3 Nonresident 20.4 0.0 40.0 0.0	Employers' Satis	sfied	49.9	100.0	100.0	100.0
Hires' Skills Other 19.6 0.0 0.0 0.0 Average 20 or Less 38.3 0.0 0.0 100.0 Weekly Hours 21-35 34.9 0.0 0.0 0.0 Worked 36 or More 26.8 100.0 100.0 0.0 Female 45.6 50.0 20.0 66.7 Gender Male 34.0 50.0 40.0 33.3 Nonresident 20.4 0.0 40.0 0.0	Satisfaction Not	Satisfied	11.8	0.0	0.0	0.0
Average 20 or Less 38.3 0.0 0.0 100.0 Weekly Hours 21-35 34.9 0.0 0.0 0.0 Worked 36 or More 26.8 100.0 100.0 0.0 Female 45.6 50.0 20.0 66.7 Gender Male 34.0 50.0 40.0 33.3 Nonresident 20.4 0.0 40.0 0.0	with New Neit	ther	18.7	0.0	0.0	0.0
Weekly Hours 21-35 34.9 0.0 0.0 0.0 Worked 36 or More 26.8 100.0 100.0 0.0 Female 45.6 50.0 20.0 66.7 Gender Male 34.0 50.0 40.0 33.3 Nonresident 20.4 0.0 40.0 0.0	Hires' Skills Oth	er	19.6	0.0	0.0	0.0
Worked 36 or More 26.8 100.0 100.0 0.0 Female 45.6 50.0 20.0 66.7 Gender Male 34.0 50.0 40.0 33.3 Nonresident 20.4 0.0 40.0 0.0	Average 20 o	or Less	38.3	0.0	0.0	100.0
Female 45.6 50.0 20.0 66.7 Gender Male 34.0 50.0 40.0 33.3 Nonresident 20.4 0.0 40.0 0.0	eekly Hours 21-3	35	34.9	0.0	0.0	0.0
Gender Male 34.0 50.0 40.0 33.3 Nonresident 20.4 0.0 40.0 0.0	Worked 36 o	or More	26.8	100.0	100.0	0.0
Nonresident 20.4 0.0 40.0 0.0	Fem	nale	45.6	50.0	20.0	66.7
	Gender Mal	le	34.0	50.0	40.0	33.3
19 and Younger 22 1 00 00 22 2	Non	nresident	20.4	0.0	40.0	0.0
15 dila l'odifici	19 a	and Younger	22.1	0.0	0.0	33.3
20-24 17.6 0.0 20.0 0.0	20-2	24	17.6	0.0	20.0	0.0
25-34 17.3 50.0 0.0 33.3	25-3	34	17.3	50.0	0.0	33.3
Age Group 35-44 10.2 0.0 0.0 33.3	Age Group 35-4	14	10.2	0.0	0.0	33.3
45-54 6.6 50.0 0.0 0.0	45-5	54	6.6	50.0	0.0	0.0
55-64 3.5 0.0 20.0 0.0	55-6	64	3.5	0.0	20.0	0.0
65 and Older 0.8 0.0 0.0 0.0	65 a	and Older	0.8	0.0	0.0	0.0
Unknown (Nonresident) 22.0 0.0 60.0 0.0	Unk	known (Nonresident)	22.0	0.0	60.0	0.0
% Still Working 1 Quarter 71 9 100 0 100 0	Turnover % St	till Working 1 Quarter	71.8	100.0	100.0	100.0
70 Julii Wolking 1 Qualitei / 1.0 100.0 100.0	Turnover Afte	er Hire				

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

	Standard Occupational Classification (SOC) Code and Occupation (SOC) Code an					
		31-9011	31-9092	33-9032	35-1012	
					First-Line	
					Supervisors/Ma	
		Massage	Medical		nagers of Food	
		Therapists (31-	Assistants (31-	Security Guards	Preparatio (35-	
	Job Characteristics	9011)	9092)	(33-9032)	1012)	
	Typical Education ^a	Post	High School	High School	High School	
		Secondary	Diploma	Diploma	Diploma	
	N	70	140	209	1,606	
	Average Hourly Wage (\$)		9.39	10.00	11.19	
0/ 0/	% Paid Piece Rate	100.0	0.0	0.0	0.0	
% Offered	Health Insurance	0.0	0.0	0.0	60.9	
Selected	Retirement	0.0	0.0	0.0	17.4	
Benefits	Paid Leave	0.0	0.0	0.0	60.9	
Skills Selected	Service Orientation	100.0	100.0	100.0	100.0	
as	Critical Thinking	100.0	0.0	33.3	100.0	
"Important"	Reading Comprehension	100.0	100.0	100.0	69.6	
(%)	Technology Design	100.0	100.0	0.0	21.7	
	Operation and Control	100.0	0.0	0.0	69.6	
Employers' Satisfaction	Satisfied Not Satisfied	100.0 0.0	100.0	100.0 0.0	52.2 17.4	
with New	Neither	0.0	0.0 0.0	0.0	0.0	
Hires' Skills	Other	0.0	0.0	0.0	30.4	
Average	20 or Less	100.0	0.0	33.3	16.7	
Weekly Hours		0.0	0.0	66.7	0.0	
Worked	36 or More	0.0	100.0	0.0	83.3	
Worked	Female	100.0	0.0	0.0	52.2	
Gender	Male	0.0	0.0	33.3	30.4	
G 0	Nonresident	0.0	100.0	66.7	17.4	
	19 and Younger	0.0	0.0	0.0	21.7	
	20-24	0.0	0.0	0.0	13.0	
Age Group	25-34	0.0	0.0	33.3	17.4	
	35-44	100.0	0.0	0.0	17.4	
	45-54	0.0	0.0	0.0	4.3	
	55-64	0.0	0.0	0.0	0.0	
	65 and Older	0.0	0.0	0.0	4.3	
	Unknown (Nonresident)	0.0	100.0	66.7	21.7	
_	% Still Working 1 Quarter		0.0	100.0	100.0	
Turnover	After Hire					

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

	Standard Occupational Classification (SOC) Code and Occupation						
		35-2011	35-2012	35-2014	35-2015		
			Cooks,				
			Institution and	Cooks,			
		Cooks, Fast	Cafeteria (35-	Restaurant (35-	Cooks, Short		
	Job Characteristics	Food (35-2011)	2012)	2014)	Order (35-2015)		
	Typical Education ^a	Less than	High School	High School	High School		
		High School	Diploma	Diploma	Diploma		
		Diploma					
	N	1,676	349	5,516	768		
	Average Hourly Wage (\$)	7.50	6.94	10.00	8.00		
	% Paid Piece Rate	0.0	0.0	0.0	0.0		
% Offered	Health Insurance	20.8	0.0	11.4	0.0		
Selected	Retirement	4.2	0.0	6.3	0.0		
Benefits	Paid Leave	4.2	0.0	19.0	0.0		
Skills Selected	Service Orientation	95.8	20.0	81.0	81.8		
as	Critical Thinking	58.3	100.0	73.4	63.6		
"Important"	Reading Comprehension	83.3	80.0	68.4	72.7		
(%)	Technology Design	37.5	0.0	17.7	0.0		
	Operation and Control	45.8	80.0	64.6	27.3		
Employers'	Satisfied	41.7	0.0	46.8	45.5		
Satisfaction	Not Satisfied	12.5	100.0	17.7	36.4		
with New	Neither	29.2	0.0	24.1	18.2		
Hires' Skills	Other	16.7	0.0	11.4	0.0		
Average	20 or Less	38.1	0.0	27.1	0.0		
Weekly Hours		57.1	0.0	44.1	62.5		
Worked	36 or More	4.8	0.0	28.8	37.5		
	Female	12.5	40.0	29.1	36.4		
Gender	Male	70.8	20.0	49.4	54.5		
	Nonresident	16.7	40.0	21.5	9.1		
	19 and Younger	33.3	20.0	13.9	18.2		
Age Group	20-24	8.3	0.0	16.5	27.3		
	25-34	25.0	20.0	16.5	27.3		
	35-44	8.3	20.0	11.4	9.1		
	45-54	4.2	0.0	13.9	9.1		
	55-64	0.0	0.0	5.1	0.0		
	65 and Older	0.0	0.0	0.0	0.0		
	Unknown (Nonresident)	20.8	40.0	22.8	9.1		
Turnover	% Still Working 1 Quarter	70.8	80.0	72.2	45.5		
	After Hire						

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

		'	pational Classification (SOC) Code and Occup 35-3011 35-3021 35-30			
		35-2021	35-3011		35-3022	
				Combined Food	Counter	
		Food		Preparation and	Attendants,	
		Preparation		Serving	Cafeteria, Food	
		Workers (35-	Bartenders (35-	Workers, Inc	Concession, an	
-	Job Characteristics	2021)	3011)	(35-3021)	(35-3022)	
	Typical Education ^a	Less than	High School	Less than	Less than	
		High School	Diploma	High School	High School	
		Diploma		Diploma	Diploma	
	N	978	2,863	9,915	1,257	
	Average Hourly Wage (\$)	8.50	7.50	7.85	8.00	
24 255	% Paid Piece Rate	0.0	17.1	5.6	0.0	
% Offered	Health Insurance	0.0	0.0	18.3	0.0	
Selected	Retirement	0.0	0.0	11.3	0.0	
Benefits	Paid Leave	0.0	4.9	15.5	22.2	
Skills Selected	Service Orientation	85.7	85.4	93.0	83.3	
as	Critical Thinking	64.3	65.9	53.5	55.6	
"Important"	Reading Comprehension	64.3	48.8	58.5	50.0	
(%)	Technology Design	50.0	24.4	11.3	5.6	
Employers'	Operation and Control Satisfied	64.3 42.9	46.3 41.5	46.5 36.6	44.4 61.1	
Satisfaction	Not Satisfied	28.6	19.5	11.3	11.1	
with New	Neither	28.6	24.4	16.2	5.6	
Hires' Skills	Other	0.0	14.6	35.9	22.2	
Average	20 or Less	57.1	51.4	36.6	71.4	
Weekly Hours		28.6	43.2	40.6	14.3	
Worked	36 or More	14.3	5.4	22.8	14.3	
	Female	64.3	56.1	45.1	66.7	
Gender	Male	28.6	26.8	35.2	11.1	
	Nonresident	7.1	17.1	19.7	22.2	
	19 and Younger	42.9	7.3	28.2	38.9	
	20-24	0.0	17.1	19.0	16.7	
Age Group	25-34	14.3	24.4	14.1	11.1	
	35-44	7.1	22.0	9.9	11.1	
	45-54	7.1	9.8	5.6	0.0	
	55-64	14.3	0.0	2.8	0.0	
	65 and Older	0.0	2.4	0.0	0.0	
	Unknown (Nonresident)	14.3	17.1	20.4	22.2	
Turnovor	% Still Working 1 Quarter	35.7	58.5	60.6	88.9	
Turnover	After Hire					

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

Maiters and Waiters and Waiters and Waitersses (35		Standard Occupational Classification (SOC) Code and Occupation						
N			35-3031	35-3041	35-9011	35-9021		
N					Dining Room			
Nob Characteristics					and Cafeteria			
			Waiters and	Food Servers,	Attendants and			
Typical Education			Waitresses (35-	Nonrestaurant	Bartender (35-	Dishwashers		
N		Job Characteristics	3031)	(35-3041)	9011)	(35-9021)		
N		Typical Education ^a	High School	Less than	Less than	Less than		
N Average Hourly Wage (\$) 3.25 7.25 7.25 8.50 % Offered Selected Selected Benefits Paid Leave 9.9 50.0 11.1 17.1 Skills Selected as "Important" (%) Reading Comprehension Technology Design Operation and Control With New Hires' Skills Other 17.6 5.50 51.9 Wires Skilfs Chief Male Melk Phours Skilfs Chief Phouse 9.9 50.0 11.1 17.1 Skilfs Selected as "Important" (%) The selected as "Important (%) The selected as "Impor			Diploma	High School	High School	High School		
Average Hourly Wage (\$) % Paid Piece Rate 45.1 0.0 29.6 0.0 **Offered Health Insurance Selected Retirement Paid Leave 9.9 50.0 11.1 17.1 Skills Selected as "Important" (%) Operation and Control Employers' Satisfied Not Satisfied Not Satisfied Neither Hires' Skills Other 17.6 Average Weekly Hours 21-35 Gender Male Male Age Group Average Age Group Age Age Age Age Age Age Group Age Group Age Age				Diploma	Diploma	Diploma		
% Paid Piece Rate 45.1 0.0 29.6 0.0 % Offered Selected Selected Benefits Health Insurance 8.8 0.0 7.4 17.1 Benefits Paid Leave 9.9 50.0 11.1 17.1 Skills Selected as "Important" (%) Service Orientation Critical Thinking 64.8 50.0 11.1 17.1 Reading Comprehension Technology Design Operation and Control Operation Average Satisfied Satisfi		N	6,354	279	1,885	2,444		
% Offered Selected Selected Benefits Health Insurance 8.8 0.0 7.4 17.1 Selected Benefits Retirement 4.4 0.0 7.4 17.1 Skills Selected as "Important" (%) Service Orientation 92.3 100.0 100.0 28.6 Critical Thinking as (A.8 50.0 11.1 17.1 17.1 17.1 Reading Comprehension Technology Design Operation and Control 57.1 100.0 18.5 14.3 Technology Design Operation and Control 24.2 50.0 0.0 8.6 Employers' Satisfied Operation and Control 24.2 50.0 11.1 48.6 Employers' Satisfied Not Satisfied Sat		Average Hourly Wage (\$)	3.25	7.25	7.25	8.50		
Selected Benefits Retirement 4.4 0.0 7.4 17.1 Benefits Paid Leave 9.9 50.0 11.1 17.1 Skills Selected as "Important" (%) Service Orientation Critical Thinking 64.8 50.0 11.1 17.1 Reading Comprehension Technology Design Operation and Control 57.1 100.0 18.5 14.3 Employers' Satisfied Operation and Control 24.2 50.0 11.1 48.6 Employers Satisfied Not Satisfied Satisfied Satisfied Not Satisfied Satisfied Satisfied Satisfied State Price State Stat		% Paid Piece Rate	45.1	0.0	29.6	0.0		
Benefits Paid Leave 9.9 50.0 11.1 17.1	% Offered	Health Insurance	8.8	0.0	7.4	17.1		
Skills Selected as "Important" (%) Service Orientation Critical Thinking 64.8 50.0 11.1 17.1 "Important" (%) Reading Comprehension Technology Design Operation and Control 11.0 50.0 0.0 8.6 Operation and Control 24.2 50.0 11.1 48.6 Employers' Satisfied Not Satisfied Not Satisfied 8.8 0.0 0.0 8.6 With New Hire' Skills Other 17.6 25.0 51.9 20.0 Average Weekly Hours Worked 36 or More 50.0 100.0 85.0 34.6 Worked Male Male Nale Nale Nale Pounger Nonresident 19.8 0.0 51.9 28.6 Male Nale Nale Nale Nale Nale Nale Nale N	Selected	Retirement	4.4	0.0	7.4	17.1		
Skills Selected as "Important" (%) Critical Thinking Reading Comprehension 64.8 50.0 11.1 17.1 (%) Reading Comprehension Technology Design Operation and Control 57.1 100.0 18.5 14.3 Employers' Satisfied Operation Not Satisfied With New Neither 57.1 75.0 18.5 42.9 Satisfaction With New Hires' Skills Other 16.5 0.0 29.6 28.6 Hires' Skills Other 17.6 25.0 51.9 20.0 Average Weekly Hours 21-35 35.3 0.0 50.0 33.8 Worked 36 or More 14.7 0.0 10.0 11.5 Female Male Male Male Male Male Male Male M	Benefits	Paid Leave	9.9	50.0	11.1	17.1		
as "Important" (%) Critical Thinking Reading Comprehension 64.8 50.0 11.1 10.0 17.1 10.0 18.5 14.3 14.3 14.3 14.3 14.3 14.3 14.3 14.3 14.3 14.3 14.3 14.3 14.3 14.3	Skills Salacted	Service Orientation	92.3	100.0	100.0	28.6		
Important (%) Reading Comprehension Technology Design 11.0 50.0 0.0 8.6 Operation and Control 24.2 50.0 11.1 48.6		Critical Thinking	64.8	50.0	11.1	17.1		
Technology Design 11.0 50.0 0.0 8.6 Operation and Control 24.2 50.0 11.1 48.6 Employers' Satisfied 57.1 75.0 18.5 42.9 Satisfaction Not Satisfied 8.8 0.0 0.0 8.6 With New Neither 16.5 0.0 29.6 28.6 Hires' Skills Other 17.6 25.0 51.9 20.0 Average 20 or Less 50.0 100.0 85.0 34.6 Weekly Hours 21-35 35.3 0.0 5.0 53.8 Worked 36 or More 14.7 0.0 10.0 11.5 Female 58.2 100.0 51.9 28.6 Gender Male 19.8 0.0 25.9 45.7 Nonresident 22.0 0.0 22.2 25.7 Age Group 45-54 20.9 0.0 18.5 8.6 Age Group 45-54 2.2 0.0 0.0 3.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7		Reading Comprehension	57.1	100.0	18.5	14.3		
Satisfaction Satisfied S7.1 75.0 18.5 42.9	•	Technology Design	11.0	50.0	0.0	8.6		
Satisfaction with New Neither Not Satisfied 8.8 0.0 0.0 8.6 with New Hires' Skills Neither 16.5 0.0 29.6 28.6 Hires' Skills Other 17.6 25.0 51.9 20.0 Average 20 or Less 50.0 100.0 85.0 34.6 Weekly Hours 21-35 35.3 0.0 5.0 53.8 Worked 36 or More 14.7 0.0 10.0 11.5 Female 58.2 100.0 51.9 28.6 Gender Male 19.8 0.0 25.9 45.7 Nonresident 22.0 0.0 22.2 25.7 19 and Younger 17.6 50.0 37.0 37.1 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 5.7 45-54 2.2 0.0 0	(70)	Operation and Control	24.2	50.0	11.1	48.6		
with New Hires' Skills Neither 16.5 0.0 29.6 28.6 Hires' Skills Other 17.6 25.0 51.9 20.0 Average 20 or Less 50.0 100.0 85.0 34.6 Weekly Hours 21-35 35.3 0.0 5.0 53.8 Worked 36 or More 14.7 0.0 10.0 11.5 Female 58.2 100.0 51.9 28.6 Gender Male 19.8 0.0 25.9 45.7 Nonresident 22.0 0.0 22.2 25.7 19 and Younger 17.6 50.0 37.0 37.1 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older	Employers'	Satisfied	57.1	75.0	18.5	42.9		
Hires' Skills Other 17.6 25.0 51.9 20.0 Average 20 or Less 50.0 100.0 85.0 34.6 Weekly Hours 21-35 35.3 0.0 5.0 53.8 Worked 36 or More 14.7 0.0 10.0 11.5 Female 58.2 100.0 51.9 28.6 Gender Male 19.8 0.0 25.9 45.7 Nonresident 22.0 0.0 22.2 25.7 19 and Younger 17.6 50.0 37.0 37.1 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1	Satisfaction	Not Satisfied	8.8	0.0	0.0	8.6		
Average Weekly Hours 20 or Less 50.0 100.0 85.0 34.6 Worked 36 or More 14.7 0.0 10.0 11.5 Gender Male 58.2 100.0 51.9 28.6 Male 19.8 0.0 25.9 45.7 Nonresident 22.0 0.0 22.2 25.7 19 and Younger 17.6 50.0 37.0 37.1 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7	with New	Neither	16.5	0.0	29.6	28.6		
Weekly Hours 21-35 35.3 0.0 5.0 53.8 Worked 36 or More 14.7 0.0 10.0 11.5 Gender Female 58.2 100.0 51.9 28.6 Male 19.8 0.0 25.9 45.7 Nonresident 22.0 0.0 22.2 25.7 19 and Younger 17.6 50.0 37.0 37.1 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7	Hires' Skills	Other	17.6	25.0	51.9	20.0		
Worked 36 or More 14.7 0.0 10.0 11.5 Gender Female 58.2 100.0 51.9 28.6 Male 19.8 0.0 25.9 45.7 Nonresident 22.0 0.0 22.2 25.7 Age Group 19 and Younger 17.6 50.0 37.0 37.1 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7	Average	20 or Less	50.0	100.0	85.0	34.6		
Gender Female 58.2 100.0 51.9 28.6 Male 19.8 0.0 25.9 45.7 Nonresident 22.0 0.0 22.2 25.7 Age Group 19 and Younger 17.6 50.0 37.0 37.1 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7	Weekly Hours	21-35	35.3	0.0	5.0	53.8		
Gender Male Nonresident 19.8 0.0 25.9 45.7 19 and Younger 17.6 50.0 37.0 37.1 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7	Worked	36 or More	14.7	0.0	10.0	11.5		
Nonresident 22.0 0.0 22.2 25.7 19 and Younger 17.6 50.0 37.0 37.1 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7		Female	58.2	100.0	51.9	28.6		
Age Group 19 and Younger 17.6 50.0 37.0 37.1 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7	Gender	Male	19.8	0.0	25.9	45.7		
Age Group 20-24 18.7 25.0 18.5 17.1 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7		Nonresident	22.0	0.0	22.2	25.7		
Age Group 25-34 20.9 0.0 18.5 8.6 35-44 12.1 0.0 0.0 0.0 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7		19 and Younger	17.6	50.0	37.0	37.1		
Age Group 35-44 45-54 55-64 65 and Older Unknown (Nonresident) 12.1 2.2 4.4 4.4 1.1 25.0 23.1 0.0 0.0 0.0 0.0 3.7 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0				25.0	18.5	17.1		
Age Group 45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7	Age Group	25-34	20.9	0.0	18.5	8.6		
45-54 2.2 0.0 0.0 5.7 55-64 4.4 0.0 3.7 5.7 65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7		35-44	12.1	0.0	0.0	0.0		
65 and Older 1.1 25.0 0.0 0.0 Unknown (Nonresident) 23.1 0.0 22.2 25.7		45-54	2.2	0.0	0.0	5.7		
Unknown (Nonresident) 23.1 0.0 22.2 25.7		55-64	4.4	0.0	3.7	5.7		
		65 and Older	1.1	25.0	0.0	0.0		
% Still Working 1 Quarter 83.5 100.0 88.9 65.7		Unknown (Nonresident)	23.1	0.0	22.2	25.7		
Turnover	Turnover	% Still Working 1 Quarter	83.5	100.0	88.9	65.7		
After Hire	Idillovei	After Hire						

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

		•	37-2011 37-2012 37-3011				
		35-9031		37-2012			
			Janitors &		Landscaping		
		Host & Hostess,	Cleaners,	Maids and	and		
		Restaurant,	Except Maids &	Housekeeping	Groundskeepin		
		Lounge (35-	House. (37-	Cleaners (37-	g Workers (37-		
	Job Characteristics	9031)	2011)	2012)	3011)		
	Typical Education ^a	Less than	High School	High School	Less than		
		High School	Diploma	Diploma	High School		
		Diploma			Diploma		
	N	1,047	209	4,888	419		
	Average Hourly Wage (\$)	10.00	11.50	8.50	12.00		
	% Paid Piece Rate	20.0	0.0	1.4	0.0		
% Offered	Health Insurance	26.7	0.0	21.4	0.0		
Selected	Retirement	6.7	0.0	15.7	0.0		
Benefits	Paid Leave	33.3	0.0	22.9	0.0		
Skills Selected	Service Orientation	100.0	33.3	75.7	0.0		
as	Critical Thinking	53.3	33.3	31.4	33.3		
"Important"	Reading Comprehension	13.3	33.3	25.7	0.0		
(%)	Technology Design	6.7	0.0	7.1	0.0		
	Operation and Control	33.3	33.3	20.0	100.0		
Employers'	Satisfied	73.3	100.0	58.6	0.0		
Satisfaction	Not Satisfied	0.0	0.0	5.7	66.7		
with New	Neither	6.7	0.0	27.1	0.0		
Hires' Skills	Other	20.0	0.0	8.6	33.3		
Average	20 or Less	81.8	66.7	32.8	0.0		
Weekly Hours		18.2	0.0	27.6	0.0		
Worked	36 or More	0.0	33.3	39.7	100.0		
	Female	86.7	33.3	52.9	50.0		
Gender	Male	6.7	33.3	15.7	50.0		
	Nonresident	6.7	33.3	31.4	0.0		
	19 and Younger	33.3	0.0	17.1	16.7		
Age Group	20-24	13.3	0.0	18.6	16.7		
	25-34	20.0	66.7	14.3	50.0		
	35-44	6.7	0.0	7.1	16.7		
	45-54	6.7	0.0	4.3	0.0		
	55-64	0.0	0.0	0.0	0.0		
	65 and Older	6.7	0.0	1.4	0.0		
	Unknown (Nonresident)	13.3	33.3	37.1	0.0		
Turnover	% Still Working 1 Quarter	93.3	100.0	51.4	100.0		
Idillovei	After Hire						

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable aSource: O*Net ONline due to confidentiality. http://www.onetonline.org/

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

Standard Occupational Classification (SOC) Code and Occupation

Standard Occupational Classification (SOC) Code an					
		39-1021	39-2021	39-3091	39-3093
		First-Line			Locker Room,
		Super./Manag.,	Nonfarm	Amusement	Coatroom, &
		Personal	Animal	and Recreation	Dressing Room
		Service (39-	Caretakers (39-	Attendants (39-	_
	Job Characteristics	1021)	2021)	3091)	3093)
	Typical Education ^a	Bachelors	High School	High School	High School
			Diploma	Diploma	Diploma
				0.40	
	N	209	279	349	70
	Average Hourly Wage (\$)		8.04	8.25	9.99
% Offered	% Paid Piece Rate	0.0	0.0	80.0	0.0
% Offered Selected	Health Insurance Retirement	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0
Benefits	Paid Leave				
Dellellts	Service Orientation	0.0 100.0	0.0 100.0	0.0 20.0	100.0
Skills Selected	Critical Thinking	100.0	100.0	80.0	0.0
as	Reading Comprehension	100.0	0.0	100.0	0.0
"Important"	Technology Design	0.0	0.0	80.0	0.0
(%)	Operation and Control	0.0	0.0	100.0	0.0
Employers'	Satisfied	100.0	0.0	80.0	0.0
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0
with New	Neither	0.0	0.0	0.0	0.0
Hires' Skills	Other	0.0	100.0	20.0	100.0
Average	20 or Less	0.0	0.0	0.0	0.0
Weekly Hours	21-35	0.0	0.0	0.0	0.0
Worked	36 or More	100.0	100.0	0.0	100.0
	Female	33.3	50.0	0.0	100.0
Gender	Male	33.3	50.0	60.0	0.0
	Nonresident	33.3	0.0	40.0	0.0
	19 and Younger	33.3	25.0	0.0	0.0
	20-24	33.3	0.0	20.0	0.0
Age Group	25-34	0.0	25.0	40.0	100.0
	35-44	0.0	25.0	0.0	0.0
	45-54	0.0	25.0	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)	33.3	0.0	40.0	0.0
Turnover	% Still Working 1 Quarter	100.0	100.0	100.0	100.0
	After Hire				

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

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

Standard Occupational Classification (SOC) Code and Occupation

	Standard Occupational Classification (SOC) Code and Occupation						
		39-7011	39-7012	39-9011	39-9032		
		Tour Guides		Child Care	Recreation		
		and Escorts (39-	Travel Guides	Workers (39-	Workers (39-		
	Job Characteristics	7011)	(39-7012)	9011)	9032)		
	Typical Education ^a	Post	Post	High School	Bachelors		
		Secondary	Secondary	Diploma			
	N	349	70	140	209		
	Average Hourly Wage (\$)	10.50	11.56	7.50	7.51		
	% Paid Piece Rate	100.0	0.0	0.0	100.0		
% Offered	Health Insurance	0.0	0.0	0.0	0.0		
Selected	Retirement	0.0	0.0	0.0	0.0		
Benefits	Paid Leave	0.0	0.0	0.0	0.0		
Skills Selected	Service Orientation	100.0	100.0	100.0	100.0		
as	Critical Thinking	100.0	100.0	100.0	100.0		
"Important"	Reading Comprehension	60.0	0.0	0.0	0.0		
(%)	Technology Design	0.0	0.0	0.0	0.0		
(70)	Operation and Control	0.0	0.0	0.0	0.0		
Employers'	Satisfied	100.0	100.0	100.0	100.0		
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0		
with New	Neither	0.0	0.0	0.0	0.0		
Hires' Skills	Other	0.0	0.0	0.0	0.0		
Average	20 or Less	0.0	0.0	0.0	0.0		
Weekly Hours	21-35	100.0	0.0	0.0	0.0		
Worked	36 or More	0.0	100.0	0.0	100.0		
	Female	40.0	0.0	50.0	0.0		
Gender	Male	60.0	100.0	50.0	66.7		
	Nonresident	0.0	0.0	0.0	33.3		
	19 and Younger	20.0	0.0	50.0	66.7		
	20-24	20.0	0.0	50.0	0.0		
Age Group	25-34	20.0	0.0	0.0	0.0		
	35-44	20.0	0.0	0.0	0.0		
	45-54	0.0	100.0	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)	0.0	0.0	0.0	33.3		
Turnover	% Still Working 1 Quarter	100.0	0.0	100.0	100.0		
Turnover	After Hire						

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

		•	oational Classifica	·	
		41-2011	41-2021	41-2031	43-1011
					First-Line
					Supervisors/Ma
			Counter and	Retail	nagers of Office
		Cashiers (41-	Rental Clerks	Salespersons	and Admi (43-
	Job Characteristics	2011)	(41-2021)	(41-2031)	1011)
	Typical Education ^a	Less than	Less than	High School	High School
		High School	High School	Diploma	Diploma
		Diploma	Diploma		
	N	2,025	70	209	70
	Average Hourly Wage (\$)	8.00	7.50	8.00	15.56
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	0.0	0.0	0.0
Selected	Retirement	0.0	0.0	0.0	0.0
Benefits	Paid Leave	3.4	0.0	0.0	0.0
Skills Selected	Service Orientation	93.1	100.0	66.7	100.0
as	Critical Thinking	79.3	0.0	33.3	100.0
"Important"	Reading Comprehension	79.3	100.0	33.3	0.0
(%)	Technology Design	34.5	0.0	0.0	100.0
E l	Operation and Control	55.2	100.0	0.0	100.0
Employers'	Satisfied	62.1	100.0	66.7	100.0
Satisfaction	Not Satisfied	3.4	0.0	33.3	0.0
with New	Neither	13.8	0.0	0.0	0.0
Hires' Skills	Other	20.7	0.0	0.0	0.0
Average	20 or Less	57.1	0.0	0.0	0.0
Weekly Hours Worked		28.6	100.0	66.7	0.0
vvorkeu	36 or More Female	14.3 55.2	0.0	33.3	0.0
Gender	Male	27.6	0.0	33.3 33.3	100.0 0.0
Gender	Nonresident	27.6 17.2	100.0	33.3	0.0
	19 and Younger	17.2	0.0	0.0	0.0
	20-24	17.2	0.0	33.3	0.0
Age Group	25-34	24.1	0.0	0.0	0.0
	35-44	3.4	0.0	0.0	0.0
	45-54	13.8	0.0	33.3	0.0
	55-64	6.9	0.0	0.0	100.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	17.2	100.0	33.3	0.0
	% Still Working 1 Quarter	72.4	0.0	100.0	100.0
Turnover	After Hire	,	0.0		200.0
	, to: 1 c				

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

	Standard Occupational Classification (SOC) Code and Occupation					
		43-4081	43-5081	43-9061	45-2093	
					Farmworkers,	
		Hotel, Motel,	Stock Clerks	Office Clerks,	Farm and Ranch	
		and Resort Desk	and Order	General (43-	Animals (45-	
	Job Characteristics	Clerks (43-4081)	Fillers (43-5081)	9061)	2093)	
	Typical Education ^a	High School	High School	High School	Less than	
		Diploma	Diploma	Diploma	High School	
					Diploma	
	N	2,723	70	209	70	
	Average Hourly Wage (\$)	8.50	7.25	10.41	6.94	
	% Paid Piece Rate	0.0	0.0	0.0	0.0	
% Offered	Health Insurance	12.8	0.0	33.3	0.0	
Selected	Retirement	12.8	0.0	0.0	0.0	
Benefits	Paid Leave	12.8	0.0	0.0	0.0	
Skills Selected	Service Orientation	100.0	100.0	100.0	100.0	
as	Critical Thinking	94.9	100.0	100.0	0.0	
"Important"	Reading Comprehension	92.3	0.0	100.0	0.0	
(%)	Technology Design	41.0	0.0	66.7	0.0	
	Operation and Control	76.9	0.0	33.3	0.0	
Employers'	Satisfied	43.6	0.0	100.0	100.0	
Satisfaction	Not Satisfied	20.5	100.0	0.0	0.0	
with New	Neither	23.1	0.0	0.0	0.0	
Hires' Skills	Other	12.8	0.0	0.0	0.0	
Average	20 or Less	17.9	100.0	0.0	0.0	
Weekly Hours		35.7	0.0	100.0	0.0	
Worked	36 or More	46.4	0.0	0.0	100.0	
	Female	46.2	100.0	66.7	0.0	
Gender	Male	41.0	0.0	33.3	0.0	
	Nonresident	12.8	0.0	0.0	100.0	
	19 and Younger	30.8	0.0	0.0	0.0	
	20-24	12.8	0.0	33.3	0.0	
Age Group	25-34	17.9	0.0	0.0	0.0	
	35-44	15.4	100.0	0.0	0.0	
	45-54	5.1	0.0	66.7	0.0	
	55-64	5.1	0.0	0.0	0.0	
	65 and Older	0.0	0.0	0.0	0.0	
	Unknown (Nonresident)	12.8	0.0	0.0	100.0	
Turnover	% Still Working 1 Quarter	76.9	0.0	100.0	100.0	
	After Hire					

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

	Standard Occupational Classification (SOC) Code and Occupation						
		47-2061	47-2141	49-9071	51-3011		
			Painters,				
			Construction	Maintenance			
		Construction	and	and Repair			
		Laborers (47-	Maintenance	Workers, Gen	Bakers (51-		
	Job Characteristics	2061)	(47-2141)	(49-9071)	3011)		
	Typical Education ^a	High School	Less than	Post	High School		
		Diploma	High School	Secondary	Diploma		
			Diploma				
	N	70	70	768	279		
	Average Hourly Wage (\$)		9.00	11.00	11.56		
	% Paid Piece Rate	0.0	0.0	0.0	0.0		
% Offered	Health Insurance	0.0	100.0	54.5	0.0		
Selected	Retirement	0.0	100.0	54.5	0.0		
Benefits	Paid Leave	0.0	0.0	54.5	0.0		
Skills Selected	Service Orientation	100.0	0.0	63.6	50.0		
as	Critical Thinking	100.0	100.0	90.9	100.0		
"Important"	Reading Comprehension	0.0	0.0	36.4	75.0		
(%)	Technology Design	0.0	0.0	63.6	25.0		
	Operation and Control	100.0	0.0	90.9	75.0		
Employers'	Satisfied	100.0	100.0	54.5	100.0		
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0		
with New	Neither	0.0	0.0	45.5	0.0		
Hires' Skills	Other	0.0	0.0	0.0	0.0		
Average	20 or Less	0.0	0.0	0.0	0.0		
Weekly Hours		0.0	0.0	55.6	25.0		
Worked	36 or More	0.0	100.0	44.4	75.0		
	Female	0.0	0.0	27.3	25.0		
Gender	Male	0.0	100.0	54.5	25.0		
	Nonresident	100.0	0.0	18.2	50.0		
	19 and Younger	0.0	0.0	9.1	0.0		
	20-24	0.0	0.0	18.2	0.0		
Age Group	25-34	0.0	0.0	18.2	0.0		
	35-44	0.0	100.0	0.0	50.0		
	45-54	0.0	0.0	27.3	0.0		
	55-64	0.0	0.0	9.1	0.0		
	65 and Older	0.0	0.0	0.0	0.0		
	Unknown (Nonresident)	100.0	0.0	18.2	50.0		
Turnover	% Still Working 1 Quarter	100.0	100.0	100.0	50.0		
Turnover	After Hire						

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

		•		ition (SOC) Code	
		51-6011	51-9012	53-3031	53-3033
			Separating,		Truck Drivers,
		Laundry and	Filtering,		Light or
		Dry-Cleaning	Clarifying,	Driver/Sales	Delivery
		Workers (51-	Precipitating,	Workers (53-	Services (53-
	Job Characteristics	6011)	(51-9012)	3031)	3033)
	Typical Education ^a	High School	High School	High School	High School
		Diploma	Diploma	Diploma	Diploma
	N	349	70	1,606	70
	Average Hourly Wage (\$)	9.00	8.50	7.25	
0/ 0ff !	% Paid Piece Rate	0.0	0.0	39.1	100.0
% Offered	Health Insurance	40.0	100.0	13.0	0.0
Selected	Retirement	0.0	100.0	0.0	0.0
Benefits	Paid Leave	100.0	100.0	4.3	0.0
Skills Selected	Service Orientation	40.0	0.0	100.0	0.0
as	Critical Thinking	0.0	100.0	87.0	0.0
"Important"	Reading Comprehension	0.0	100.0	91.3	100.0
(%)	Technology Design	0.0	100.0	21.7	0.0
	Operation and Control	100.0	100.0	60.9	0.0
Employers' Satisfaction	Satisfied Not Satisfied	0.0 0.0	100.0 0.0	65.2 4.3	100.0
with New	Neither	100.0	0.0	4.3 13.0	0.0 0.0
Hires' Skills	Other	0.0	0.0	13.0 17.4	0.0
Average	20 or Less	0.0	0.0	64.7	0.0
Weekly Hours		60.0	100.0	35.3	0.0
Worked	36 or More	40.0	0.0	0.0	0.0
Worked	Female	60.0	0.0	34.8	0.0
Gender	Male	40.0	0.0	60.9	100.0
	Nonresident	0.0	100.0	4.3	0.0
	19 and Younger	0.0	0.0	17.4	0.0
	20-24	20.0	0.0	56.5	0.0
Age Group	25-34	20.0	0.0	8.7	100.0
	35-44	20.0	0.0	8.7	0.0
	45-54	0.0	0.0	4.3	0.0
	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	4.3	0.0
_	% Still Working 1 Quarter	40.0	100.0	73.9	100.0
Turnover	After Hire				

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

	Standard Occupational Classification (SOC) Code and Occupation					
		53-3041	41-2021	41-2031	41-3011	
		Taxi Drivers and	Counter and	Retail	Advertising	
		Chauffeurs (53-	Rental Clerks	Salespersons	Sales Agents	
	Job Characteristics	3041)	(41-2021)	(41-2031)	(41-3011)	
	Typical Education ^a	Less than	Less than	High School	Bachelors	
		High School	High School	Diploma		
		Diploma	Diploma			
	N	70	117	58	N/D	
	Average Hourly Wage (\$)	10.41	9.25	7.75		
	% Paid Piece Rate	0.0	0.0	0.0	100.0	
% Offered	Health Insurance	0.0	0.0	0.0	0.0	
Selected	Retirement	0.0	0.0	0.0	0.0	
Benefits	Paid Leave	0.0	0.0	0.0	0.0	
Skills Selected	Service Orientation	100.0	100.0	100.0	100.0	
as	Critical Thinking	100.0	78.6	85.7	100.0	
"Important"	Reading Comprehension	100.0	50.0	71.4	0.0	
(%)	Technology Design	0.0	0.0	42.9	0.0	
(70)	Operation and Control	100.0	50.0	71.4	0.0	
Employers'	Satisfied	0.0	85.7	85.7	100.0	
Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0	
with New	Neither	0.0	14.3	14.3	0.0	
Hires' Skills	Other	100.0	0.0	0.0	0.0	
Average	20 or Less	0.0	25.0	57.1	0.0	
Weekly Hours	21-35	0.0	33.3	14.3	0.0	
Worked	36 or More	100.0	41.7	28.6	100.0	
	Female	0.0	50.0	14.3	100.0	
Gender	Male	0.0	21.4	57.1	0.0	
	Nonresident	100.0	28.6	28.6	0.0	
	19 and Younger	0.0	28.6	14.3	0.0	
	20-24	0.0	21.4	14.3	0.0	
Age Group	25-34	0.0	7.1	14.3	100.0	
	35-44	0.0	14.3	0.0	0.0	
	45-54	0.0	0.0	0.0	0.0	
	55-64	0.0	0.0	14.3	0.0	
	65 and Older	0.0	0.0	0.0	0.0	
	Unknown (Nonresident)	100.0	28.6	42.9	0.0	
Turnover	% Still Working 1 Quarter	100.0	78.6	71.4	100.0	
	After Hire					

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

	Standard Occupational Classification (SOC) Code and Occupation					
		41-3099	43-3031	43-3041	43-3071	
		Sales				
		Representatives	Bookkeeping,			
		, Services, All	Accounting, and	Gaming Cage		
		Other (41-	Auditing Clerks	Workers (43-	Tellers (43-	
	Job Characteristics	3099)	(43-3031)	3041)	3071)	
	Typical Education ^a	High School	High School	High School	High School	
		Diploma	Diploma	Diploma	Diploma	
	N	N/D	N/D	N/D	50	
	Average Hourly Wage (\$)	20.19	15.38	10.25	9.00	
	% Paid Piece Rate	0.0	0.0	0.0	0.0	
% Offered	Health Insurance	100.0	33.3	0.0	0.0	
Selected	Retirement	100.0	66.7	0.0	0.0	
Benefits	Paid Leave	100.0	66.7	0.0	0.0	
Skills Selected	Service Orientation	100.0	66.7	100.0	100.0	
as	Critical Thinking	100.0	100.0	100.0	100.0	
"Important"	Reading Comprehension	100.0	100.0	100.0	100.0	
(%)	Technology Design	0.0	100.0	100.0	0.0	
(70)	Operation and Control	0.0	100.0	100.0	100.0	
Employers'	Satisfied	100.0	66.7	0.0	66.7	
Satisfaction	Not Satisfied	0.0	0.0	0.0	16.7	
with New	Neither	0.0	0.0	0.0	16.7	
Hires' Skills	Other	0.0	33.3	100.0	0.0	
Average	20 or Less	0.0	100.0	0.0	0.0	
Weekly Hours		0.0	0.0	0.0	100.0	
Worked	36 or More	100.0	0.0	100.0	0.0	
	Female	100.0	66.7	100.0	66.7	
Gender	Male	0.0	33.3	0.0	33.3	
	Nonresident	0.0	0.0	0.0	0.0	
	19 and Younger	0.0	0.0	0.0	0.0	
Age Group	20-24	0.0	33.3	0.0	0.0	
	25-34	100.0	33.3	100.0	33.3	
	35-44	0.0	0.0	0.0	50.0	
	45-54	0.0	0.0	0.0	16.7	
	55-64	0.0	33.3	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	100.0	66.7	100.0	66.7	
	After Hire					

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

A		Standard Occupational Classification (SOC) Code and Occupation					
Name			43-4051	43-4081		43-4181	
Name					Receptionists		
Typical Education			Customer	Hotel, Motel,	and	Reservation &	
Typical Education			Service	and Resort Desk	Information	Transportation	
Typical Education			Representatives	Clerks (43-	Clerks (43-	Ticket Agents	
N		Job Characteristics	(43-4051)	4081)	4171)	(43-4181)	
N		Typical Education ^a	High School	High School	High School	High School	
Average Hourly Wage (\$) 8.25 9.25 12.00 15.00			Diploma	Diploma	Diploma	Diploma	
Average Hourly Wage (\$) 8.25 9.25 12.00 15.00							
% Paid Piece Rate 0.0 0.0 0.0 0.0 % Offered Selected Selected Benefits Health Insurance 0.0 0.0 0.0 0.0 Skills Selected as "Important" (%) Service Orientation 100.0 50.0 100.0 100.0 Important" (%) Reading Comprehension Technology Design Operation and Control 0.0 50.0 100.0 100.0 33.3 0.0 Employers' Satisfied Not Satisfied Not Satisfied With New Hires' Skills Not Satisfied Operation		N	N/D	N/D	50	N/D	
Moffered Health Insurance 0.0		Average Hourly Wage (\$)	8.25	9.25	12.00	15.00	
Selected Retirement Do. Do.		% Paid Piece Rate	0.0	0.0	0.0	0.0	
Benefits	% Offered	Health Insurance	0.0	0.0	0.0	0.0	
Skills Selected as	Selected	Retirement	0.0	0.0	0.0	0.0	
Critical Thinking 100.0 50.0 100.0 33.3 Important" (%) Reading Comprehension 25.0 50.0 100.0 100.0 Technology Design 0.0 0.0 66.7 0.0 Operation and Control 0.0 50.0 33.3 0.0 Employers' Satisfied 75.0 50.0 83.3 100.0 Satisfaction Not Satisfied 0.0 0.0 0.0 0.0 0.0 With New Neither 25.0 0.0 16.7 0.0 Hires' Skills Other 0.0 50.0 20.0 66.7 Weekly Hours 21-35 75.0 0.0 20.0 66.7 Worked 36 or More 0.0 100.0 20.0 33.3 Female 75.0 0.0 33.3 66.7 Gender Male 25.0 50.0 16.7 33.3 Nonresident 0.0 50.0 50.0 0.0 19 and Younger 0.0 0.0 16.7 0.0 20-24 50.0 50.0 50.0 0.0 33.3 25-34 0.0 0.0 16.7 66.7 45-54 0.0 0.0 0.0 16.7 0.0 55-64 0.0 0.0 0.0 0.0 0.0 Unknown (Nonresident) 0.0 50.0 50.0 0.0 Turnover % Still Working 1 Quarter 100.0 100.0 66.7 100.0	Benefits	Paid Leave	0.0	0.0	0.0	0.0	
Critical Thinking 100.0 50.0 100.0 33.3 Critical Thinking 25.0 50.0 100.0 100.0 Creation and Control 0.0 50.0 33.3 0.0 Competition and Control 0.0 50.0 33.3 0.0 Competition and Control 0.0 50.0 33.3 0.0 Competition and Control 0.0 50.0 33.3 100.0 Competition and Control 0.0 50.0 83.3 100.0 Competition Satisfied 0.0 0.0 0.0 0.0 0.0 With New Neither 25.0 0.0 16.7 0.0 Hires' Skills Other 0.0 50.0 0.0 0.0 Average 20 or Less 25.0 0.0 20.0 66.7 Weekly Hours 21-35 75.0 0.0 60.0 0.0 Worked 36 or More 0.0 100.0 20.0 33.3 Female 75.0 0.0 33.3 66.7 Gender Male 25.0 50.0 16.7 33.3 Nonresident 0.0 50.0 50.0 0.0 20-24 50.0 50.0 50.0 0.0 20-24 50.0 50.0 16.7 0.0 20-24 50.0 50.0 16.7 0.0 20-24 50.0 50.0 16.7 0.0 45-54 0.0 0.0 16.7 0.0 45-54 0.0 0.0 16.7 0.0 55-64 0.0 0.0 0.0 0.0 0.0 Competition 0.0 50.0 50.0 0.0 Competition 0.0 50.0 50.0 0.0 Competition 0.0 0.0 Competition 0.0 0.0 Competition 0.	Skills Salacted	Service Orientation	100.0	100.0	100.0	100.0	
Important (%) Reading Comprehension 25.0 50.0 100.0 100.0 100.0		Critical Thinking	100.0	50.0	100.0	33.3	
Technology Design		Reading Comprehension	25.0	50.0	100.0	100.0	
Satisfied 75.0 50.0 83.3 100.0	•	Technology Design	0.0	0.0	66.7	0.0	
Satisfaction with New Neither Not Satisfied 0.0	(70)	Operation and Control	0.0	50.0	33.3	0.0	
with New Hires' Skills Neither 25.0 0.0 16.7 0.0 Average Average 20 or Less 25.0 0.0 20.0 66.7 Weekly Hours 21-35 75.0 0.0 60.0 0.0 Worked 36 or More 0.0 100.0 20.0 33.3 Female Female 75.0 0.0 33.3 66.7 Gender Male Male Male School Male Male Male Male Male Male Male Mal	Employers'	Satisfied	75.0	50.0	83.3	100.0	
Hires' Skills Other 0.0 50.0 0.0 0.0	Satisfaction	Not Satisfied	0.0	0.0	0.0	0.0	
Average 20 or Less 25.0 0.0 20.0 66.7 Weekly Hours 21-35 75.0 0.0 60.0 0.0 Worked 36 or More 0.0 100.0 20.0 33.3 Female 75.0 0.0 33.3 66.7 Gender Male 25.0 50.0 16.7 33.3 Nonresident 0.0 50.0 50.0 0.0 19 and Younger 0.0 0.0 16.7 0.0 20-24 50.0 50.0 0.0 33.3 25-34 0.0 0.0 16.7 0.0 45-54 0.0 0.0 16.7 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 50.0 50.0 50.0 Will Working 1 Quarter 100.0 100.0	with New	Neither	25.0	0.0	16.7	0.0	
Weekly Hours 21-35 75.0 0.0 60.0 0.0 Worked 36 or More 0.0 100.0 20.0 33.3 Female 75.0 0.0 33.3 66.7 Gender Male 25.0 50.0 16.7 33.3 Nonresident 0.0 50.0 50.0 0.0 19 and Younger 0.0 0.0 16.7 0.0 20-24 50.0 50.0 0.0 33.3 25-34 0.0 0.0 16.7 66.7 Age Group 35-44 50.0 0.0 16.7 0.0 45-54 0.0 0.0 0.0 0.0 0.0 55-64 0.0 0.0 0.0 0.0 0.0 65 and Older 0.0 0.0 50.0 50.0 50.0 0.0 Unknown (Nonresident) 0.0 100.0 100.0 66.7 100.0	Hires' Skills	Other	0.0	50.0	0.0	0.0	
Worked 36 or More 0.0 100.0 20.0 33.3 Female 75.0 0.0 33.3 66.7 Gender Male 25.0 50.0 16.7 33.3 Nonresident 0.0 50.0 50.0 0.0 19 and Younger 0.0 0.0 16.7 0.0 20-24 50.0 50.0 0.0 33.3 25-34 0.0 0.0 16.7 66.7 45-54 50.0 0.0 16.7 0.0 45-54 0.0 0.0 0.0 0.0 55-64 0.0 0.0 0.0 0.0 45 and Older 0.0 0.0 0.0 0.0 Unknown (Nonresident) 0.0 50.0 50.0 50.0 *Still Working 1 Quarter 100.0 100.0 66.7 100.0	Average	20 or Less	25.0	0.0	20.0	66.7	
Gender Female 75.0 0.0 33.3 66.7 Male 25.0 50.0 16.7 33.3 Nonresident 0.0 50.0 50.0 0.0 19 and Younger 0.0 0.0 16.7 0.0 20-24 50.0 50.0 0.0 33.3 25-34 0.0 0.0 16.7 66.7 35-44 50.0 0.0 16.7 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 50.0 50.0 0.0 Turnover % Still Working 1 Quarter 100.0 100.0 66.7 100.0	Weekly Hours	21-35	75.0	0.0	60.0	0.0	
Gender Male 25.0 50.0 16.7 33.3 Nonresident 0.0 50.0 50.0 50.0 0.0 19 and Younger 0.0 0.0 16.7 0.0 20-24 50.0 50.0 0.0 33.3 25-34 0.0 0.0 16.7 66.7 35-44 50.0 0.0 16.7 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 50.0 50.0 50.0 Turnover % Still Working 1 Quarter 100.0 100.0 66.7 100.0	Worked	36 or More	0.0	100.0	20.0	33.3	
Nonresident 0.0 50.0 50.0 0.0		Female	75.0	0.0	33.3	66.7	
19 and Younger 0.0 0.0 16.7 0.0 20-24 50.0 50.0 0.0 33.3 25-34 0.0 0.0 16.7 66.7 35-44 50.0 0.0 16.7 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 50.0 50.0 0.0 Turnover % Still Working 1 Quarter 100.0 100.0 66.7 100.0	Gender	Male	25.0	50.0	16.7	33.3	
Age Group 20-24 50.0 50.0 0.0 33.3 25-34 0.0 0.0 16.7 66.7 35-44 50.0 0.0 16.7 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 50.0 50.0 0.0 Turnover % Still Working 1 Quarter 100.0 100.0 66.7 100.0			0.0	50.0	50.0	0.0	
Age Group 25-34 0.0 0.0 16.7 66.7 45-54 50.0 0.0 16.7 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 50.0 50.0 0.0 Turnover % Still Working 1 Quarter 100.0 100.0 66.7 100.0		_					
Age Group 35-44				50.0	0.0		
Age Group 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 50.0 50.0 0.0 Turnover % Still Working 1 Quarter 100.0 100.0 66.7 100.0	Age Group	25-34	0.0	0.0	16.7	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) 0.0 50.0 50.0 0.0 Turnover % Still Working 1 Quarter 100.0 100.0 66.7 100.0						0.0	
65 and Older 0.0 0.0 0.0 0.0 Unknown (Nonresident) 0.0 50.0 50.0 0.0 Turnover % Still Working 1 Quarter 100.0 100.0 66.7 100.0		45-54	0.0	0.0	0.0	0.0	
Unknown (Nonresident) 0.0 50.0 50.0 0.0 **Still Working 1 Quarter 100.0 100.0 66.7 100.0		55-64	0.0	0.0	0.0	0.0	
**Still Working 1 Quarter 100.0 100.0 66.7 100.0		65 and Older	0.0	0.0	0.0	0.0	
Turnover		Unknown (Nonresident)	0.0	50.0	50.0	0.0	
After Hire	Turnover	% Still Working 1 Quarter	100.0	100.0	66.7	100.0	
		After Hire					

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

	Standard Occupational Classification (SOC) Code and Occupation					
		43-6014	43-9021	43-9061	43-9199	
		Secretaries,			Office and	
		Except Legal,			Administrative	
		Medical, and	Data Entry	Office Clerks,	Support	
		Executive (43-	Keyers (43-	General (43-	Workers, Other	
	Job Characteristics	6014)	9021)	9061)	(43-9199)	
	Typical Education ^a	High School	High School	High School	High School	
		Diploma	Diploma	Diploma	Diploma	
	N	N/D	N/D	184	N/D	
	Average Hourly Wage (\$)	10.00	9.00	12.00	•	
	% Paid Piece Rate	0.0	0.0	0.0	0.0	
% Offered	Health Insurance	0.0	0.0	13.6	100.0	
Selected	Retirement	0.0	0.0	9.1	0.0	
Benefits	Paid Leave	0.0	0.0	22.7	100.0	
Skills Selected	Service Orientation	100.0	100.0	81.8	100.0	
as	Critical Thinking	100.0	100.0	86.4	100.0	
"Important"	Reading Comprehension	100.0	100.0	86.4	100.0	
(%)	Technology Design	100.0	0.0	40.9	100.0	
	Operation and Control	100.0	100.0	18.2	100.0	
Employers'	Satisfied	0.0	100.0	72.7	100.0	
Satisfaction	Not Satisfied	100.0	0.0	0.0	0.0	
with New	Neither	0.0	0.0	13.6	0.0	
Hires' Skills	Other	0.0	0.0	13.6	0.0	
Average	20 or Less	100.0	100.0	47.1	0.0	
Weekly Hours		0.0	0.0	17.6	100.0	
Worked	36 or More	0.0	0.0	35.3	0.0	
	Female	100.0	100.0	68.2	50.0	
Gender	Male	0.0	0.0	18.2	0.0	
	Nonresident	0.0	0.0	13.6	50.0	
	19 and Younger	0.0	0.0	9.1	0.0	
Age Group	20-24	100.0	0.0	9.1	0.0	
	25-34	0.0	100.0	45.5	50.0	
	35-44	0.0	0.0	4.5	0.0	
	45-54	0.0	0.0	9.1	0.0	
	55-64	0.0	0.0	9.1	0.0	
	65 and Older	0.0	0.0	0.0	0.0	
	Unknown (Nonresident)	0.0	0.0	13.6	50.0	
Turnover	% Still Working 1 Quarter	100.0	0.0	86.4	100.0	
	After Hire					

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

		Standard Occupational Classification (SOC) Code and Occupation					
		45-2093	49-3053	49-9071	51-9151		
			Outdoor Power				
		Farmworkers,	Equipment &	Maintenance	Photographic		
		Farm and Ranch	Other Small	and Repair	Process		
		Animals (45-	Engine Mech.	Workers, Gen	Workers and Pr		
	Job Characteristics	2093)	(49-3053)	(49-9071)	(51-9151)		
	Typical Education ^a	Less than	High School	Post	High School		
		High School	Diploma	Secondary	Diploma		
		Diploma					
	N	117	N/D	N/D	N/D		
	Average Hourly Wage (\$)	6.94	20.00	12.75	15.00		
	% Paid Piece Rate	21.4	0.0	0.0	0.0		
% Offered	Health Insurance	0.0	0.0	0.0	0.0		
Selected	Retirement	7.1	0.0	0.0	0.0		
Benefits	Paid Leave	7.1	0.0	0.0	0.0		
Skills Selected	Service Orientation	64.3	0.0	75.0	100.0		
as	Critical Thinking	78.6	100.0	25.0	0.0		
"Important"	Reading Comprehension	28.6	100.0	25.0	100.0		
(%)	Technology Design	7.1	100.0	25.0	100.0		
	Operation and Control	50.0	100.0	25.0	100.0		
Employers'	Satisfied	64.3	100.0	50.0	100.0		
Satisfaction	Not Satisfied	21.4	0.0	25.0	0.0		
with New	Neither	14.3	0.0	25.0	0.0		
Hires' Skills	Other	0.0	0.0	0.0	0.0		
Average	20 or Less	8.3	0.0	100.0	0.0		
Weekly Hours		0.0	0.0	0.0	100.0		
Worked	36 or More	91.7	0.0	0.0	0.0		
	Female	21.4	0.0	25.0	0.0		
Gender	Male	57.1	0.0	25.0	0.0		
	Nonresident	21.4	100.0	50.0	100.0		
	19 and Younger	14.3	0.0	0.0	0.0		
	20-24	14.3	0.0	0.0	0.0		
Age Group	25-34	28.6	0.0	0.0	0.0		
	35-44	7.1	0.0	0.0	0.0		
	45-54	7.1	0.0	0.0	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)	28.6	100.0	75.0	100.0		
Turnover	% Still Working 1 Quarter	78.6	100.0	100.0	100.0		
	After Hire						

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable due to confidentiality.

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

Standard Occupational Classification (SOC) Code and Occupation

Sample		Standard Occupational Classification (SOC) Code				
Bus Drivers, School (53- Sample Bus Drivers Sample Bus Drivers School (53- Sample Bus Drivers School (53- Sample Bus Drivers Sample Bus Drivers Sample Bus Drivers Bus Drivers School (53- Preight, Stock & Material (53- Movers, Hand (53- Movers, Ha			53-3022	53-3041	53-7062	
Naterial Material Material Movers, Hand School (53- 3022) Movers, Hand Movers, Hand (53-7062) Movers, Hand (53-7062) Migh School Diploma					Laborers &	
N					Freight, Stock &	
N			Bus Drivers,	Taxi Drivers and	Material	
Typical Education			School (53-	Chauffeurs (53-	Movers, Hand	
N		Job Characteristics	3022)	3041)	(53-7062)	
N		Typical Education ^a	High School	Less than	High School	
N			Diploma	High School	Diploma	
Average Hourly Wage (\$) 10.00 8.33 10.00				Diploma		
% Paid Piece Rate 0.0 0.0 0.0 % Offered Selected Retirement Benefits Retirement Paid Leave 0.0 0.0 0.0 Skills Selected as "Important" (%) Service Orientation Critical Thinking 100.0 100.0 100.0 100.0 Important" (%) Reading Comprehension Technology Design 0.0 0.0 0.0 0.0 Employers' Satisfied 100.0 100.0 100.0 100.0 100.0 Employers' Satisfied 100.0 100.0 100.0 100.0 100.0 Satisfaction Not Satisfied 0.0 0.0 0.0 0.0 0.0 Weither 0.0 0.0 0.0 0.0 0.0 Hires' Skills Other 0.0 0.0 0.0 Average 20 or Less 0.0 0.0 0.0 Worked 36 or More 0.0 0.0 0.0 More Remaile 0.0 0.0 0.0 0.0 More Remaile 0.0 0.0 0.0 0.0		N	N/D	N/D	N/D	
% Offered Selected Selected Retirement Health Insurance 0.0 0		Average Hourly Wage (\$)	10.00	8.33	10.00	
Selected Retirement 0.0 0.0 0.0 0.0 0.0 0.0		% Paid Piece Rate	0.0	0.0	0.0	
Skills Selected as Service Orientation 100.0 1	% Offered	Health Insurance	0.0	0.0	0.0	
Skills Selected as	Selected	Retirement	0.0	0.0	0.0	
Turnover Skills Selected as Critical Thinking 100.0 100.0 0.	Benefits	Paid Leave	0.0	0.0	0.0	
Turnover Still Working 100.0 100.0 0.0	Skills Salactad	Service Orientation	100.0	100.0	100.0	
Important (%) Reading Comprehension 100.0 0.		Critical Thinking	100.0	100.0	0.0	
Technology Design 0.0 0.		Reading Comprehension	100.0	0.0	0.0	
Departion and Control 100.0 100.	-	Technology Design	0.0	0.0	0.0	
Satisfaction with New Neither Not Satisfied 0.0 0.0 0.0 Hires' Skills Other 0.0 0.0 0.0 Average 20 or Less 0.0 0.0 100.0 Weekly Hours 21-35 100.0 0.0 0.0 Worked 36 or More 0.0 100.0 0.0 Female 0.0 0.0 0.0 Gender Male 100.0 0.0 0.0 Nonresident 0.0 100.0 100.0 100.0 19 and Younger 33.3 0.0 0.0 0.0 20-24 0.0 0.0 0.0 0.0 25-34 33.3 0.0 0.0 0.0 45-54 0.0 0.0 0.0 0.0 45-54 0.0 0.0 0.0 0.0 55-64 0.0 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 0.0 Will Working 1 Quarter 100	(70)	Operation and Control	100.0	100.0	100.0	
with New Hires' Skills Neither 0.0 0.0 0.0 Average 20 or Less 0.0 0.0 100.0 Weekly Hours 21-35 100.0 0.0 0.0 Worked 36 or More 0.0 100.0 0.0 Female 0.0 0.0 0.0 Gender Male 100.0 0.0 0.0 Nonresident 0.0 100.0 100.0 19 and Younger 33.3 0.0 0.0 20-24 0.0 0.0 0.0 25-34 33.3 0.0 0.0 35-44 0.0 0.0 0.0 45-54 0.0 0.0 0.0 55-64 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0	Employers'	Satisfied	100.0	100.0	100.0	
Hires' Skills Other 0.0 0.0 0.0 Average 20 or Less 0.0 0.0 100.0 Weekly Hours 21-35 100.0 0.0 0.0 Worked 36 or More 0.0 100.0 0.0 Gender Male 0.0 0.0 0.0 Nonresident 0.0 100.0 100.0 19 and Younger 33.3 0.0 0.0 20-24 0.0 0.0 0.0 25-34 33.3 0.0 0.0 35-44 0.0 0.0 0.0 45-54 0.0 0.0 0.0 55-64 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0	Satisfaction	Not Satisfied	0.0	0.0	0.0	
Average 20 or Less 0.0 0.0 100.0 Weekly Hours 21-35 100.0 0.0 0.0 Worked 36 or More 0.0 100.0 0.0 Female 0.0 0.0 0.0 Gender Male 100.0 0.0 0.0 Nonresident 0.0 100.0 100.0 100.0 29 and Younger 33.3 0.0 0.0 0.0 20-24 0.0 0.0 0.0 0.0 25-34 33.3 0.0 0.0 0.0 45-54 0.0 0.0 0.0 0.0 55-64 0.0 0.0 0.0 0.0 55-64 0.0 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0 Turnover % Still Working 1 Quarter 100.0 100.0 100.0	with New	Neither	0.0	0.0	0.0	
Weekly Hours 21-35 100.0 0.0 0.0 Worked 36 or More 0.0 100.0 0.0 Female 0.0 0.0 0.0 Male 100.0 0.0 0.0 Nonresident 0.0 100.0 100.0 19 and Younger 33.3 0.0 0.0 20-24 0.0 0.0 0.0 25-34 33.3 0.0 0.0 35-44 0.0 0.0 0.0 45-54 0.0 0.0 0.0 55-64 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0	Hires' Skills	Other	0.0	0.0	0.0	
Worked 36 or More 0.0 100.0 0.0 Female 0.0 0.0 0.0 0.0 Male 100.0 0.0 0.0 0.0 Nonresident 0.0 100.0 100.0 0.0 20-24 0.0 0.0 0.0 0.0 25-34 33.3 0.0 0.0 0.0 35-44 0.0 0.0 0.0 0.0 45-54 0.0 0.0 0.0 0.0 55-64 0.0 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0	Average	20 or Less	0.0	0.0	100.0	
Gender Female 0.0 0.0 0.0 Nonresident 0.0 100.0 100.0 100.0 19 and Younger 33.3 0.0 0.0 20-24 0.0 0.0 0.0 25-34 33.3 0.0 0.0 35-44 0.0 0.0 0.0 45-54 0.0 0.0 0.0 55-64 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0 Turnover % Still Working 1 Quarter 100.0 100.0 100.0	Weekly Hours	21-35	100.0	0.0	0.0	
Gender Male 100.0 0.0 0.0 Nonresident 0.0 100.0 100.0 100.0 19 and Younger 33.3 0.0 0.0 20-24 0.0 0.0 0.0 25-34 33.3 0.0 0.0 35-44 0.0 0.0 0.0 45-54 0.0 0.0 0.0 55-64 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0	Worked	36 or More	0.0	100.0	0.0	
Nonresident 0.0 100.0 100.0 19 and Younger 33.3 0.0 0.0 20-24 0.0 0.0 0.0 25-34 33.3 0.0 0.0 35-44 0.0 0.0 0.0 45-54 0.0 0.0 0.0 55-64 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0 Turnover % Still Working 1 Quarter 100.0 100.0		Female	0.0	0.0	0.0	
Age Group 19 and Younger 33.3 0.0 0.0 20-24 0.0 0.0 0.0 25-34 33.3 0.0 0.0 35-44 0.0 0.0 0.0 45-54 0.0 0.0 0.0 55-64 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0	Gender	Male	100.0	0.0	0.0	
Age Group 20-24 0.0 0.0 0.0 35-34 33.3 0.0 0.0 45-54 0.0 0.0 0.0 55-64 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0 Turnover % Still Working 1 Quarter 100.0 100.0 100.0		Nonresident		100.0	100.0	
Age Group 25-34 33.3 0.0 0.0 45-54 0.0 0.0 0.0 55-64 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0 Turnover % Still Working 1 Quarter 100.0 100.0		_				
Age Group 35-44 45-54 55-64 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0						
Age Group 45-54 0.0 0.0 0.0 55-64 0.0 0.0 0.0 65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0 Turnover % Still Working 1 Quarter 100.0 100.0 100.0						
45-54 0.0 0.0 0.0 0.0 55-64 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	Age Group					
65 and Older 0.0 0.0 0.0 Unknown (Nonresident) 33.3 100.0 100.0 Turnover % Still Working 1 Quarter 100.0 100.0 100.0						
Unknown (Nonresident) 33.3 100.0 100.0 ** Still Working 1 Quarter 100.0 100.0 100.0						
Turnover % Still Working 1 Quarter 100.0 100.0 100.0						
Turnover		•				
After Hire	Turnover	_	100.0	100.0	100.0	
	Turriover	After Hire				

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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