

Accommodation and Food 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			
		00-0000 Total All Occupations (00-0000)	11-3031 Financial Managers (11-3031)	11-9081 Lodging Managers (11-9081)	13-1121 Meeting and Convention Planners (13-1121)
Typical Education ^a		N/A	Bachelors	Bachelors	Bachelors
N		54,046	140	349	209
Average Hourly Wage (\$)		8.00	20.23	.	12.00
% Paid Piece Rate		11.8	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	14.2	100.0	0.0	0.0
	Retirement	8.4	100.0	0.0	0.0
	Paid Leave	16.1	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	84.6	100.0	100.0	100.0
	Critical Thinking	60.1	100.0	0.0	100.0
	Reading Comprehension	55.2	100.0	0.0	100.0
	Technology Design	17.8	0.0	100.0	0.0
	Operation and Control	46.0	100.0	100.0	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	49.9	100.0	100.0	100.0
	Not Satisfied	11.8	0.0	0.0	0.0
	Neither	18.7	0.0	0.0	0.0
	Other	19.6	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	38.3	0.0	0.0	100.0
	21-35	34.9	0.0	0.0	0.0
	36 or More	26.8	100.0	100.0	0.0
Gender	Female	45.6	50.0	20.0	66.7
	Male	34.0	50.0	40.0	33.3
	Nonresident	20.4	0.0	40.0	0.0
Age Group	19 and Younger	22.1	0.0	0.0	33.3
	20-24	17.6	0.0	20.0	0.0
	25-34	17.3	50.0	0.0	33.3
	35-44	10.2	0.0	0.0	33.3
	45-54	6.6	50.0	0.0	0.0
	55-64	3.5	0.0	20.0	0.0
	65 and Older	0.8	0.0	0.0	0.0
	Unknown (Nonresident)	22.0	0.0	60.0	0.0
Turnover	% Still Working 1 Quarter After Hire	71.8	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
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		31-9011 Massage Therapists (31-9011)	31-9092 Medical Assistants (31-9092)	33-9032 Security Guards (33-9032)	35-1012 First-Line Supervisors/Managers of Food Preparation (35-1012)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		70	140	209	1,606
Average Hourly Wage (\$)		.	9.39	10.00	11.19
% Paid Piece Rate		100.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	60.9
	Retirement	0.0	0.0	0.0	17.4
	Paid Leave	0.0	0.0	0.0	60.9
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	0.0	33.3	100.0
	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 with New Hires' Skills	Satisfied	100.0	100.0	100.0	52.2
	Not Satisfied	0.0	0.0	0.0	17.4
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	30.4
Average Weekly Hours Worked	20 or Less	100.0	0.0	33.3	16.7
	21-35	0.0	0.0	66.7	0.0
	36 or More	0.0	100.0	0.0	83.3
Gender	Female	100.0	0.0	0.0	52.2
	Male	0.0	0.0	33.3	30.4
	Nonresident	0.0	100.0	66.7	17.4
Age Group	19 and Younger	0.0	0.0	0.0	21.7
	20-24	0.0	0.0	0.0	13.0
	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
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

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		35-2011 Cooks, Fast Food (35-2011)	35-2012 Cooks, Institution and Cafeteria (35-2012)	35-2014 Cooks, Restaurant (35-2014)	35-2015 Cooks, Short Order (35-2015)
Typical Education ^a		Less than High School Diploma	High School Diploma	High School Diploma	High School 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 Selected Benefits	Health Insurance	20.8	0.0	11.4	0.0
	Retirement	4.2	0.0	6.3	0.0
	Paid Leave	4.2	0.0	19.0	0.0
Skills Selected as "Important" (%)	Service Orientation	95.8	20.0	81.0	81.8
	Critical Thinking	58.3	100.0	73.4	63.6
	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' Satisfaction with New Hires' Skills	Satisfied	41.7	0.0	46.8	45.5
	Not Satisfied	12.5	100.0	17.7	36.4
	Neither	29.2	0.0	24.1	18.2
	Other	16.7	0.0	11.4	0.0
Average Weekly Hours Worked	20 or Less	38.1	0.0	27.1	0.0
	21-35	57.1	0.0	44.1	62.5
	36 or More	4.8	0.0	28.8	37.5
Gender	Female	12.5	40.0	29.1	36.4
	Male	70.8	20.0	49.4	54.5
	Nonresident	16.7	40.0	21.5	9.1
Age Group	19 and Younger	33.3	20.0	13.9	18.2
	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 After Hire	70.8	80.0	72.2	45.5

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

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		35-2021 Food Preparation Workers (35-2021)	35-3011 Bartenders (35-3011)	35-3021 Combined Food Preparation and Serving Workers, Inc (35-3021)	35-3022 Counter Attendants, Cafeteria, Food Concession, and Snack Bar (35-3022)
Typical Education ^a		Less than High School Diploma	High School Diploma	Less than High School Diploma	Less than High School Diploma
N		978	2,863	9,915	1,257
Average Hourly Wage (\$)		8.50	7.50	7.85	8.00
% Paid Piece Rate		0.0	17.1	5.6	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	18.3	0.0
	Retirement	0.0	0.0	11.3	0.0
	Paid Leave	0.0	4.9	15.5	22.2
Skills Selected as "Important" (%)	Service Orientation	85.7	85.4	93.0	83.3
	Critical Thinking	64.3	65.9	53.5	55.6
	Reading Comprehension	64.3	48.8	58.5	50.0
	Technology Design	50.0	24.4	11.3	5.6
	Operation and Control	64.3	46.3	46.5	44.4
Employers' Satisfaction with New Hires' Skills	Satisfied	42.9	41.5	36.6	61.1
	Not Satisfied	28.6	19.5	11.3	11.1
	Neither	28.6	24.4	16.2	5.6
	Other	0.0	14.6	35.9	22.2
Average Weekly Hours Worked	20 or Less	57.1	51.4	36.6	71.4
	21-35	28.6	43.2	40.6	14.3
	36 or More	14.3	5.4	22.8	14.3
Gender	Female	64.3	56.1	45.1	66.7
	Male	28.6	26.8	35.2	11.1
	Nonresident	7.1	17.1	19.7	22.2
Age Group	19 and Younger	42.9	7.3	28.2	38.9
	20-24	0.0	17.1	19.0	16.7
	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
Turnover	% Still Working 1 Quarter After Hire	35.7	58.5	60.6	88.9

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

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		35-3031 Waiters and Waitresses (35-3031)	35-3041 Food Servers, Nonrestaurant (35-3041)	35-9011 Dining Room and Cafeteria Attendants and Bartender (35-9011)	35-9021 Dishwashers (35-9021)
Typical Education ^a		High School Diploma	Less than High School Diploma	Less than High School Diploma	Less than High School Diploma
N		6,354	279	1,885	2,444
Average Hourly Wage (\$)		3.25	7.25	7.25	8.50
% Paid Piece Rate		45.1	0.0	29.6	0.0
% Offered Selected Benefits	Health Insurance	8.8	0.0	7.4	17.1
	Retirement	4.4	0.0	7.4	17.1
	Paid Leave	9.9	50.0	11.1	17.1
Skills Selected as "Important" (%)	Service Orientation	92.3	100.0	100.0	28.6
	Critical Thinking	64.8	50.0	11.1	17.1
	Reading Comprehension	57.1	100.0	18.5	14.3
	Technology Design	11.0	50.0	0.0	8.6
	Operation and Control	24.2	50.0	11.1	48.6
Employers' Satisfaction with New Hires' Skills	Satisfied	57.1	75.0	18.5	42.9
	Not Satisfied	8.8	0.0	0.0	8.6
	Neither	16.5	0.0	29.6	28.6
	Other	17.6	25.0	51.9	20.0
Average Weekly Hours Worked	20 or Less	50.0	100.0	85.0	34.6
	21-35	35.3	0.0	5.0	53.8
	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
Turnover	% Still Working 1 Quarter After Hire	83.5	100.0	88.9	65.7

Source: Research Planning, WY DWS
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		35-9031 Host & Hostess, Restaurant, Lounge ... (35- 9031)	37-2011 Janitors & Cleaners, Except Maids & House. (37- 2011)	37-2012 Maids and Housekeeping Cleaners (37- 2012)	37-3011 Landscaping and Groundskeepin g Workers (37- 3011)
Typical Education^a		Less than High School Diploma	High School Diploma	High School Diploma	Less than High School 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 Selected Benefits	Health Insurance	26.7	0.0	21.4	0.0
	Retirement	6.7	0.0	15.7	0.0
	Paid Leave	33.3	0.0	22.9	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	33.3	75.7	0.0
	Critical Thinking	53.3	33.3	31.4	33.3
	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' Satisfaction with New Hires' Skills	Satisfied	73.3	100.0	58.6	0.0
	Not Satisfied	0.0	0.0	5.7	66.7
	Neither	6.7	0.0	27.1	0.0
	Other	20.0	0.0	8.6	33.3
Average Weekly Hours Worked	20 or Less	81.8	66.7	32.8	0.0
	21-35	18.2	0.0	27.6	0.0
	36 or More	0.0	33.3	39.7	100.0
Gender	Female	86.7	33.3	52.9	50.0
	Male	6.7	33.3	15.7	50.0
	Nonresident	6.7	33.3	31.4	0.0
Age Group	19 and Younger	33.3	0.0	17.1	16.7
	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 After Hire	93.3	100.0	51.4	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		39-1021 First-Line Super./Manag., Personal Service ... (39- 1021)	39-2021 Nonfarm Animal Caretakers (39- 2021)	39-3091 Amusement and Recreation Attendants (39- 3091)	39-3093 Locker Room, Coatroom, & Dressing Room Attendants (39- 3093)
Typical Education ^a		Bachelors	High School Diploma	High School Diploma	High School Diploma
N		209	279	349	70
Average Hourly Wage (\$)		.	8.04	8.25	9.99
% Paid Piece Rate		0.0	0.0	80.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	20.0	100.0
	Critical Thinking	100.0	100.0	80.0	0.0
	Reading Comprehension	100.0	0.0	100.0	0.0
	Technology Design	0.0	0.0	80.0	0.0
	Operation and Control	0.0	0.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	80.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	100.0	20.0	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	33.3	50.0	0.0	100.0
	Male	33.3	50.0	60.0	0.0
	Nonresident	33.3	0.0	40.0	0.0
Age Group	19 and Younger	33.3	25.0	0.0	0.0
	20-24	33.3	0.0	20.0	0.0
	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 After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		39-7011 Tour Guides and Escorts (39- 7011)	39-7012 Travel Guides (39-7012)	39-9011 Child Care Workers (39- 9011)	39-9032 Recreation Workers (39- 9032)
Typical Education ^a		Post Secondary	Post Secondary	High School Diploma	Bachelors
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 Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	60.0	0.0	0.0	0.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	0.0	0.0	0.0	0.0
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	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	40.0	0.0	50.0	0.0
	Male	60.0	100.0	50.0	66.7
	Nonresident	0.0	0.0	0.0	33.3
Age Group	19 and Younger	20.0	0.0	50.0	66.7
	20-24	20.0	0.0	50.0	0.0
	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 After Hire	100.0	0.0	100.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		41-2011 Cashiers (41-2011)	41-2021 Counter and Rental Clerks (41-2021)	41-2031 Retail Salespersons (41-2031)	43-1011 First-Line Supervisors/Managers of Office and Admi (43-1011)
Typical Education^a		Less than High School Diploma	Less than High School Diploma	High School Diploma	High School 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 Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	3.4	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	93.1	100.0	66.7	100.0
	Critical Thinking	79.3	0.0	33.3	100.0
	Reading Comprehension	79.3	100.0	33.3	0.0
	Technology Design	34.5	0.0	0.0	100.0
	Operation and Control	55.2	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	62.1	100.0	66.7	100.0
	Not Satisfied	3.4	0.0	33.3	0.0
	Neither	13.8	0.0	0.0	0.0
	Other	20.7	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	57.1	0.0	0.0	0.0
	21-35	28.6	100.0	66.7	0.0
	36 or More	14.3	0.0	33.3	0.0
Gender	Female	55.2	0.0	33.3	100.0
	Male	27.6	0.0	33.3	0.0
	Nonresident	17.2	100.0	33.3	0.0
Age Group	19 and Younger	17.2	0.0	0.0	0.0
	20-24	17.2	0.0	33.3	0.0
	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
Turnover	% Still Working 1 Quarter After Hire	72.4	0.0	100.0	100.0

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

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

N/D = Not dicloseable due to confidentiality.

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

Accommodation and Food 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			
		43-4081 Hotel, Motel, and Resort Desk Clerks (43-4081)	43-5081 Stock Clerks and Order Fillers (43-5081)	43-9061 Office Clerks, General (43- 9061)	45-2093 Farmworkers, Farm and Ranch Animals (45- 2093)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Less than 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 Selected Benefits	Health Insurance	12.8	0.0	33.3	0.0
	Retirement	12.8	0.0	0.0	0.0
	Paid Leave	12.8	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	94.9	100.0	100.0	0.0
	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' Satisfaction with New Hires' Skills	Satisfied	43.6	0.0	100.0	100.0
	Not Satisfied	20.5	100.0	0.0	0.0
	Neither	23.1	0.0	0.0	0.0
	Other	12.8	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	17.9	100.0	0.0	0.0
	21-35	35.7	0.0	100.0	0.0
	36 or More	46.4	0.0	0.0	100.0
Gender	Female	46.2	100.0	66.7	0.0
	Male	41.0	0.0	33.3	0.0
	Nonresident	12.8	0.0	0.0	100.0
Age Group	19 and Younger	30.8	0.0	0.0	0.0
	20-24	12.8	0.0	33.3	0.0
	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 After Hire	76.9	0.0	100.0	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

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

Accommodation and Food 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			
		47-2061 Construction Laborers (47-2061)	47-2141 Painters, Construction and Maintenance (47-2141)	49-9071 Maintenance and Repair Workers, Gen (49-9071)	51-3011 Bakers (51-3011)
Typical Education ^a		High School Diploma	Less than High School Diploma	Post Secondary	High School 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 Selected Benefits	Health Insurance	0.0	100.0	54.5	0.0
	Retirement	0.0	100.0	54.5	0.0
	Paid Leave	0.0	0.0	54.5	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	63.6	50.0
	Critical Thinking	100.0	100.0	90.9	100.0
	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' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	54.5	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	45.5	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	55.6	25.0
	36 or More	0.0	100.0	44.4	75.0
Gender	Female	0.0	0.0	27.3	25.0
	Male	0.0	100.0	54.5	25.0
	Nonresident	100.0	0.0	18.2	50.0
Age Group	19 and Younger	0.0	0.0	9.1	0.0
	20-24	0.0	0.0	18.2	0.0
	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 After Hire	100.0	100.0	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
<http://www.onetonline.org/>

Accommodation and Food 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			
		51-6011 Laundry and Dry-Cleaning Workers (51-6011)	51-9012 Separating, Filtering, Clarifying, Precipitating, (51-9012)	53-3031 Driver/Sales Workers (53-3031)	53-3033 Truck Drivers, Light or Delivery Services (53-3033)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		349	70	1,606	70
Average Hourly Wage (\$)		9.00	8.50	7.25	.
% Paid Piece Rate		0.0	0.0	39.1	100.0
% Offered Selected Benefits	Health Insurance	40.0	100.0	13.0	0.0
	Retirement	0.0	100.0	0.0	0.0
	Paid Leave	100.0	100.0	4.3	0.0
Skills Selected as "Important" (%)	Service Orientation	40.0	0.0	100.0	0.0
	Critical Thinking	0.0	100.0	87.0	0.0
	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 with New Hires' Skills	Satisfied	0.0	100.0	65.2	100.0
	Not Satisfied	0.0	0.0	4.3	0.0
	Neither	100.0	0.0	13.0	0.0
	Other	0.0	0.0	17.4	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	64.7	0.0
	21-35	60.0	100.0	35.3	0.0
	36 or More	40.0	0.0	0.0	0.0
Gender	Female	60.0	0.0	34.8	0.0
	Male	40.0	0.0	60.9	100.0
	Nonresident	0.0	100.0	4.3	0.0
Age Group	19 and Younger	0.0	0.0	17.4	0.0
	20-24	20.0	0.0	56.5	0.0
	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
Turnover	% Still Working 1 Quarter After Hire	40.0	100.0	73.9	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/>

Accommodation and Food 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			
		53-3041 Taxi Drivers and Chauffeurs (53- 3041)	41-2021 Counter and Rental Clerks (41-2021)	41-2031 Retail Salespersons (41-2031)	41-3011 Advertising Sales Agents (41-3011)
Typical Education^a		Less than High School Diploma	Less than High School Diploma	High School Diploma	Bachelors
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 Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	78.6	85.7	100.0
	Reading Comprehension	100.0	50.0	71.4	0.0
	Technology Design	0.0	0.0	42.9	0.0
	Operation and Control	100.0	50.0	71.4	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	85.7	85.7	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	14.3	14.3	0.0
	Other	100.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	25.0	57.1	0.0
	21-35	0.0	33.3	14.3	0.0
	36 or More	100.0	41.7	28.6	100.0
Gender	Female	0.0	50.0	14.3	100.0
	Male	0.0	21.4	57.1	0.0
	Nonresident	100.0	28.6	28.6	0.0
Age Group	19 and Younger	0.0	28.6	14.3	0.0
	20-24	0.0	21.4	14.3	0.0
	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 After Hire	100.0	78.6	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
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Accommodation and Food 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			
		41-3099 Sales Representatives , Services, All Other (41- 3099)	43-3031 Bookkeeping, Accounting, and Auditing Clerks (43-3031)	43-3041 Gaming Cage Workers (43- 3041)	43-3071 Tellers (43- 3071)
Typical Education^a		High School Diploma	High School Diploma	High School Diploma	High School 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 Selected Benefits	Health Insurance	100.0	33.3	0.0	0.0
	Retirement	100.0	66.7	0.0	0.0
	Paid Leave	100.0	66.7	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	100.0	0.0
	Operation and Control	0.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	66.7	0.0	66.7
	Not Satisfied	0.0	0.0	0.0	16.7
	Neither	0.0	0.0	0.0	16.7
	Other	0.0	33.3	100.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	0.0	100.0	0.0
Gender	Female	100.0	66.7	100.0	66.7
	Male	0.0	33.3	0.0	33.3
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	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 After Hire	100.0	66.7	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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Accommodation and Food 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			
		43-4051 Customer Service Representatives (43-4051)	43-4081 Hotel, Motel, and Resort Desk Clerks (43-4081)	43-4171 Receptionists and Information Clerks (43-4171)	43-4181 Reservation & Transportation Ticket Agents ... (43-4181)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	50	N/D
Average Hourly Wage (\$)		8.25	9.25	12.00	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	50.0	100.0	33.3
	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' Satisfaction with New Hires' Skills	Satisfied	75.0	50.0	83.3	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	25.0	0.0	16.7	0.0
	Other	0.0	50.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	25.0	0.0	20.0	66.7
	21-35	75.0	0.0	60.0	0.0
	36 or More	0.0	100.0	20.0	33.3
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
Age Group	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 After Hire	100.0	100.0	66.7	100.0

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

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^aSource: O*Net ONline
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Accommodation and Food 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			
		43-6014 Secretaries, Except Legal, Medical, and Executive (43- 6014)	43-9021 Data Entry Keyers (43- 9021)	43-9061 Office Clerks, General (43- 9061)	43-9199 Office and Administrative Support Workers, Other (43-9199)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School 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 Selected Benefits	Health Insurance	0.0	0.0	13.6	100.0
	Retirement	0.0	0.0	9.1	0.0
	Paid Leave	0.0	0.0	22.7	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	81.8	100.0
	Critical Thinking	100.0	100.0	86.4	100.0
	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' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	72.7	100.0
	Not Satisfied	100.0	0.0	0.0	0.0
	Neither	0.0	0.0	13.6	0.0
	Other	0.0	0.0	13.6	0.0
Average Weekly Hours Worked	20 or Less	100.0	100.0	47.1	0.0
	21-35	0.0	0.0	17.6	100.0
	36 or More	0.0	0.0	35.3	0.0
Gender	Female	100.0	100.0	68.2	50.0
	Male	0.0	0.0	18.2	0.0
	Nonresident	0.0	0.0	13.6	50.0
Age Group	19 and Younger	0.0	0.0	9.1	0.0
	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 After Hire	100.0	0.0	86.4	100.0

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

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^aSource: O*Net ONline
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Accommodation and Food 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			
		45-2093 Farmworkers, Farm and Ranch Animals (45- 2093)	49-3053 Outdoor Power Equipment & Other Small Engine Mech. (49-3053)	49-9071 Maintenance and Repair Workers, Gen (49-9071)	51-9151 Photographic Process Workers and Pr (51-9151)
Typical Education^a		Less than High School Diploma	High School Diploma	Post Secondary	High School 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 Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	7.1	0.0	0.0	0.0
	Paid Leave	7.1	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	64.3	0.0	75.0	100.0
	Critical Thinking	78.6	100.0	25.0	0.0
	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' Satisfaction with New Hires' Skills	Satisfied	64.3	100.0	50.0	100.0
	Not Satisfied	21.4	0.0	25.0	0.0
	Neither	14.3	0.0	25.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	8.3	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	91.7	0.0	0.0	0.0
Gender	Female	21.4	0.0	25.0	0.0
	Male	57.1	0.0	25.0	0.0
	Nonresident	21.4	100.0	50.0	100.0
Age Group	19 and Younger	14.3	0.0	0.0	0.0
	20-24	14.3	0.0	0.0	0.0
	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 After Hire	78.6	100.0	100.0	100.0

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

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

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

Accommodation and Food 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		
		53-3022 Bus Drivers, School (53- 3022)	53-3041 Taxi Drivers and Chauffeurs (53- 3041)	53-7062 Laborers & Freight, Stock & Material Movers, Hand (53-7062)
Typical Education ^a		High School Diploma	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	8.33	10.00
% Paid Piece Rate		0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	0.0
	Reading Comprehension	100.0	0.0	0.0
	Technology Design	0.0	0.0	0.0
	Operation and Control	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0
	Neither	0.0	0.0	0.0
	Other	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	100.0
	21-35	100.0	0.0	0.0
	36 or More	0.0	100.0	0.0
Gender	Female	0.0	0.0	0.0
	Male	100.0	0.0	0.0
	Nonresident	0.0	100.0	100.0
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
Turnover	% Still Working 1 Quarter After Hire	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/>