

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		00-0000	11-1021	11-2011	11-2021
Job Characteristics		Total All Occupations (00-0000)	General & Operations Managers (11-1021)	Advertising & Promotions Managers (11-2011)	Marketing Managers (11-2021)
Typical Education <sup>a</sup>		N/A	Associates	Bachelors	Bachelors
N		6,996	58	N/D	N/D
Average Hourly Wage (\$)		12.00	28.85	40.94	17.60
% Paid Piece Rate		4.5	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	35.2	60.0	0.0	100.0
	Retirement	22.3	60.0	0.0	50.0
	Paid Leave	35.9	60.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	71.9	60.0	100.0	100.0
	Critical Thinking	80.2	100.0	100.0	100.0
	Reading Comprehension	66.0	100.0	100.0	100.0
	Technology Design	43.3	80.0	100.0	100.0
	Operation and Control	60.5	60.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	63.3	100.0	100.0	100.0
	Not Satisfied	11.6	0.0	0.0	0.0
	Neither	19.0	0.0	0.0	0.0
	Other	6.1	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	17.6	0.0	0.0	0.0
	21-35	20.5	0.0	0.0	0.0
	36 or More	61.9	100.0	100.0	100.0
Gender	Female	40.7	0.0	0.0	100.0
	Male	48.3	60.0	100.0	0.0
	Nonresident	11.1	40.0	0.0	0.0
Age Group	19 and Younger	10.6	0.0	0.0	0.0
	20-24	17.2	0.0	0.0	50.0
	25-34	23.3	20.0	100.0	0.0
	35-44	17.2	0.0	0.0	50.0
	45-54	11.1	0.0	0.0	0.0
	55-64	6.8	20.0	0.0	0.0
	65 and Older	2.0	20.0	0.0	0.0
	Unknown (Nonresident)	11.9	40.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	79.0	100.0	100.0	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable  
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<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

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		Standard Occupational Classification (SOC) Code and Occupation			
		11-2022	11-2031	11-3131	11-9121
Job Characteristics		Sales Managers (11-2022)	Public Relations Managers (11-2031)	Training & Development Managers (11-3131)	Natural Sciences Managers (11-9121)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		16.50	29.12	18.48	24.52
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	100.0
	Retirement	100.0	100.0	0.0	100.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	0.0	0.0
	Operation and Control	100.0	50.0	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	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	0.0	50.0	100.0	0.0
	Male	100.0	0.0	0.0	100.0
	Nonresident	0.0	50.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	100.0	50.0	100.0	100.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	50.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

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

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		11-9199 Managers, All Other (11-9199)	13-1041 Compliance Officers, Except Agriculture, Construct (13-1041)	13-1071 Employment, Recruitment & Placement Specialists (13-1071)	13-1121 Meeting & Convention Planners (13-1121)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		31.05	.	23.12	26.49
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	0.0
	Retirement	100.0	0.0	100.0	0.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	50.0	0.0	100.0	0.0
	Operation and Control	0.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	50.0	0.0	33.3	100.0
	Male	25.0	100.0	66.7	0.0
	Nonresident	25.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	50.0	0.0	0.0
	20-24	25.0	0.0	0.0	0.0
	25-34	25.0	0.0	33.3	0.0
	35-44	0.0	0.0	33.3	0.0
	45-54	25.0	0.0	33.3	100.0
	55-64	0.0	50.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	25.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

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

		Standard Occupational Classification (SOC) Code and Occupation			
		13-1131	13-1161	13-2052	15-1151
		Fundraisers (13-1131)	Market Research Analysts & Market (13-1161)	Personal Financial Advisors (13-2052)	Computer User Support Specialists (15-1151)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		13.00	.	12.02	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	66.7	0.0	0.0	0.0
	Retirement	33.3	0.0	0.0	0.0
	Paid Leave	33.3	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	66.7	100.0	0.0	100.0
	Operation and Control	0.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	66.7	100.0	100.0	100.0
	21-35	33.3	0.0	0.0	0.0
	36 or More	0.0	0.0	0.0	0.0
Gender	Female	66.7	50.0	0.0	50.0
	Male	33.3	0.0	100.0	50.0
	Nonresident	0.0	50.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	50.0
	25-34	66.7	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	33.3	50.0	0.0	0.0
	55-64	0.0	0.0	100.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	50.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		17-1021	19-1031	19-4093	21-1021
		Cartographers & Photogrammetrists (17-1021)	Conservation Scientists (19-1031)	Forest & Conservation Technicians (19-4093)	Child, Family, & School Social Workers (21-1021)
Job Characteristics					
Typical Education <sup>a</sup>		Bachelors	Bachelors	High School Diploma	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		16.00	.	14.67	18.27
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	0.0	100.0	100.0	100.0
	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	0.0
	Operation and Control	100.0	0.0	100.0	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	100.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	0.0	100.0	0.0	50.0
	Male	100.0	0.0	0.0	50.0
	Nonresident	0.0	0.0	100.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	100.0	0.0	100.0
	45-54	0.0	0.0	0.0	0.0
	55-64	100.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
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		Standard Occupational Classification (SOC) Code and Occupation			
		23-1011	25-3021	25-3098	25-3099
Job Characteristics		Lawyers (23-1011)	Self-Enrichment Education Teachers (25-3021)	Substitute Teachers (25-3098)	Teachers & Instructors, All Other (25-3099)
Typical Education <sup>a</sup>		Doctorate	High School Diploma	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		36.06	.	.	19.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	33.3
	Retirement	0.0	0.0	0.0	33.3
	Paid Leave	100.0	0.0	0.0	33.3
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	33.3
	Reading Comprehension	100.0	100.0	100.0	33.3
	Technology Design	0.0	0.0	100.0	100.0
	Operation and Control	0.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	33.3
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	66.7
Gender	Female	0.0	0.0	100.0	66.7
	Male	100.0	0.0	0.0	33.3
	Nonresident	0.0	100.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	0.0
	25-34	0.0	0.0	0.0	66.7
	35-44	100.0	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	33.3
	Unknown (Nonresident)	0.0	100.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	66.7

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		27-1019	27-2022	27-3031	29-1141
		Artists & Related Workers, All Other (27-1019)	Coaches & Scouts (27-2022)	Public Relations Specialists (27-3031)	Registered Nurses (29-1141)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Bachelors	Associates
N		58	N/D	N/D	N/D
Average Hourly Wage (\$)		.	.	17.07	30.00
% Paid Piece Rate		0.0	0.0	50.0	0.0
% Offered Selected Benefits	Health Insurance	20.0	0.0	50.0	0.0
	Retirement	0.0	0.0	25.0	0.0
	Paid Leave	0.0	0.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	20.0	100.0	0.0	100.0
	Critical Thinking	20.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	20.0	0.0	50.0	0.0
	Operation and Control	20.0	0.0	25.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	20.0	100.0	50.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	50.0	0.0
	Other	80.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	50.0	0.0
	21-35	100.0	0.0	0.0	100.0
	36 or More	0.0	0.0	50.0	0.0
Gender	Female	20.0	50.0	75.0	50.0
	Male	80.0	50.0	25.0	50.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	20.0	50.0	25.0	25.0
	25-34	60.0	0.0	25.0	0.0
	35-44	20.0	50.0	25.0	0.0
	45-54	0.0	0.0	0.0	50.0
	55-64	0.0	0.0	25.0	25.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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		Standard Occupational Classification (SOC) Code and Occupation			
		29-2041	31-1011	31-1014	31-9011
		Emergency Medical Technicians & Paramedics (29-2041)	Home Health Aides (31-1011)	Nursing Assistants (31-1014)	Massage Therapists (31-9011)
Job Characteristics					
Typical Education <sup>a</sup>		Post Secondary	High School Diploma	Post Secondary	Post Secondary
	N	N/D	139	N/D	N/D
	Average Hourly Wage (\$)	.	12.50	15.00	9.00
	% 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	8.3	0.0	0.0
	Paid Leave	0.0	8.3	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	91.7	75.0	100.0
	Critical Thinking	100.0	91.7	75.0	100.0
	Reading Comprehension	100.0	91.7	75.0	100.0
	Technology Design	100.0	8.3	0.0	100.0
	Operation and Control	100.0	25.0	25.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	41.7	75.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	58.3	0.0	0.0
	Other	0.0	0.0	25.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	10.0	100.0	0.0
	21-35	0.0	10.0	0.0	100.0
	36 or More	0.0	80.0	0.0	0.0
Gender	Female	0.0	100.0	100.0	100.0
	Male	100.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	25.0	0.0
	20-24	0.0	16.7	25.0	0.0
	25-34	100.0	25.0	25.0	100.0
	35-44	0.0	8.3	25.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	25.0	0.0	0.0
	65 and Older	0.0	16.7	0.0	0.0
	Unknown (Nonresident)	0.0	8.3	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	75.0	100.0

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		33-9032	33-9092	33-9099	35-1012
		Security Guards (33-9032)	Lifeguards, Ski Patrol, & Other Recreational Pro (33-9092)	Protective Service Workers, All Other (33-9099)	First-Line Supervisors/Managers of Food Preparation (35-1012)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Less than High School	High School Diploma	High School Diploma
	N	N/D	N/D	N/D	N/D
	Average Hourly Wage (\$)	14.45	8.00	13.25	.
	% 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	0.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	0.0	0.0	0.0	100.0
	Technology Design	100.0	33.3	0.0	0.0
	Operation and Control	0.0	33.3	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	0.0	0.0
Gender	Female	0.0	66.7	100.0	0.0
	Male	100.0	33.3	0.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	66.7	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	100.0	33.3	100.0	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	100.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	33.3	100.0	0.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		35-2012	35-2013	35-2015	35-2021
Job Characteristics		Cooks, Institution & Cafeteria (35-2012)	Cooks, Private Household (35-2013)	Cooks, Short Order (35-2015)	Food Preparation Workers (35-2021)
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	High School Diploma	Less than High School
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	19.00	7.25	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	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	100.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	100.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	0.0	100.0	100.0	100.0
	Male	100.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	100.0
	35-44	100.0	0.0	0.0	0.0
	45-54	0.0	0.0	100.0	0.0
	55-64	0.0	100.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	0.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other 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			
		35-3011 Bartenders (35-3011)	35-3031 Waiters & Waitresses (35-3031)	35-9031 Host & Hostess, Restaurant, Lounge & Coffee Shop (35-9031)	37-2011 Janitors & Cleaners, Except Maids & Housekeepi (37-2011)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Less than High School	High School Diploma
N		127	N/D	N/D	162
Average Hourly Wage (\$)		8.00	6.75	8.00	11.00
% Paid Piece Rate		0.0	25.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	28.6
	Retirement	0.0	0.0	0.0	7.1
	Paid Leave	9.1	0.0	0.0	7.1
Skills Selected as "Important" (%)	Service Orientation	90.9	100.0	100.0	57.1
	Critical Thinking	72.7	75.0	100.0	42.9
	Reading Comprehension	27.3	100.0	100.0	28.6
	Technology Design	0.0	0.0	100.0	14.3
	Operation and Control	54.5	25.0	100.0	57.1
Employers' Satisfaction with New Hires' Skills	Satisfied	45.5	100.0	100.0	21.4
	Not Satisfied	18.2	0.0	0.0	42.9
	Neither	27.3	0.0	0.0	28.6
	Other	9.1	0.0	0.0	7.1
Average Weekly Hours Worked	20 or Less	25.0	0.0	100.0	46.2
	21-35	75.0	33.3	0.0	7.7
	36 or More	0.0	66.7	0.0	46.2
Gender	Female	81.8	50.0	100.0	57.1
	Male	0.0	25.0	0.0	42.9
	Nonresident	18.2	25.0	0.0	0.0
Age Group	19 and Younger	0.0	25.0	50.0	21.4
	20-24	45.5	0.0	50.0	0.0
	25-34	9.1	25.0	0.0	35.7
	35-44	0.0	0.0	0.0	14.3
	45-54	18.2	25.0	0.0	7.1
	55-64	9.1	0.0	0.0	21.4
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	18.2	25.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	90.9	100.0	100.0	57.1

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		37-2012	37-3011	39-1021	39-2021
		Maids & Housekeeping Cleaners (37-2012)	Landscaping & Groundskeeping Workers (37-3011)	First-Line Super./Manag., Personal Service Workers (39-1021)	Nonfarm Animal Caretakers (39-2021)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	Less than High School	Bachelors	High School Diploma
N		69	231	N/D	150
Average Hourly Wage (\$)		15.00	12.00	20.19	8.50
% Paid Piece Rate		0.0	5.0	0.0	15.4
% Offered Selected Benefits	Health Insurance	33.3	5.0	100.0	15.4
	Retirement	0.0	5.0	0.0	0.0
	Paid Leave	16.7	5.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	66.7	40.0	100.0	100.0
	Critical Thinking	33.3	60.0	100.0	61.5
	Reading Comprehension	33.3	50.0	100.0	23.1
	Technology Design	33.3	45.0	0.0	15.4
	Operation and Control	33.3	80.0	0.0	30.8
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	80.0	0.0	76.9
	Not Satisfied	16.7	20.0	0.0	7.7
	Neither	50.0	0.0	100.0	7.7
	Other	0.0	0.0	0.0	7.7
Average Weekly Hours Worked	20 or Less	25.0	0.0	0.0	10.0
	21-35	25.0	10.5	0.0	50.0
	36 or More	50.0	89.5	100.0	40.0
Gender	Female	66.7	35.0	0.0	46.2
	Male	16.7	65.0	75.0	38.5
	Nonresident	16.7	0.0	25.0	15.4
Age Group	19 and Younger	33.3	25.0	25.0	0.0
	20-24	0.0	25.0	0.0	23.1
	25-34	16.7	5.0	50.0	30.8
	35-44	33.3	20.0	0.0	15.4
	45-54	0.0	15.0	0.0	15.4
	55-64	0.0	10.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	16.7	0.0	25.0	15.4
Turnover	% Still Working 1 Quarter After Hire	100.0	90.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		39-3091	39-4021	39-5012	39-5092
		Amusement & Recreation Attend. (39-3091)	Funeral Attendants (39-4021)	Hairdressers, Hairstylists, & Cosmetologists (39-5012)	Manicurists & Pedicurists (39-5092)
Job Characteristics					
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	Post Secondary	Post Secondary
	N	N/D	N/D	278	N/D
	Average Hourly Wage (\$)	7.50	12.50	9.00	.
	% Paid Piece Rate	0.0	0.0	33.3	100.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	54.2	0.0
	Retirement	0.0	0.0	20.8	0.0
	Paid Leave	0.0	0.0	37.5	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	95.8	100.0
	Critical Thinking	0.0	100.0	83.3	100.0
	Reading Comprehension	0.0	100.0	50.0	100.0
	Technology Design	0.0	0.0	50.0	100.0
	Operation and Control	100.0	0.0	58.3	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	70.8	100.0
	Not Satisfied	0.0	0.0	8.3	0.0
	Neither	0.0	0.0	8.3	0.0
	Other	0.0	0.0	12.5	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	20.0	0.0
	21-35	100.0	0.0	40.0	0.0
	36 or More	0.0	0.0	40.0	0.0
Gender	Female	0.0	100.0	83.3	0.0
	Male	0.0	0.0	12.5	0.0
	Nonresident	100.0	0.0	4.2	100.0
Age Group	19 and Younger	0.0	0.0	8.3	0.0
	20-24	0.0	0.0	37.5	0.0
	25-34	0.0	100.0	25.0	0.0
	35-44	0.0	0.0	12.5	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	8.3	0.0
	65 and Older	0.0	0.0	4.2	0.0
	Unknown (Nonresident)	100.0	0.0	4.2	100.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		39-5094	39-9011	39-9021	39-9032
Job Characteristics		Skin Care Specialists (39-5094)	Child Care Workers (39-9011)	Personal & Home Care Aides (39-9021)	Recreation Workers (39-9032)
Typical Education <sup>a</sup>		Post Secondary	High School Diploma	High School Diploma	Bachelors
N		N/D	116	266	58
Average Hourly Wage (\$)		.	10.00	10.00	8.00
% Paid Piece Rate		100.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	10.0	0.0	0.0
	Paid Leave	0.0	10.0	8.7	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	70.0	100.0	100.0
	Critical Thinking	100.0	70.0	82.6	40.0
	Reading Comprehension	0.0	60.0	34.8	80.0
	Technology Design	0.0	10.0	30.4	0.0
	Operation and Control	0.0	10.0	21.7	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	65.2	100.0
	Not Satisfied	0.0	20.0	4.3	0.0
	Neither	0.0	0.0	21.7	0.0
	Other	0.0	30.0	8.7	0.0
Average Weekly Hours Worked	20 or Less	100.0	50.0	42.9	50.0
	21-35	0.0	16.7	9.5	0.0
	36 or More	0.0	33.3	47.6	50.0
Gender	Female	50.0	70.0	82.6	40.0
	Male	50.0	20.0	13.0	40.0
	Nonresident	0.0	10.0	4.3	20.0
Age Group	19 and Younger	0.0	20.0	8.7	20.0
	20-24	0.0	30.0	26.1	40.0
	25-34	50.0	20.0	13.0	0.0
	35-44	0.0	0.0	26.1	20.0
	45-54	50.0	10.0	4.3	0.0
	55-64	0.0	10.0	13.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	10.0	8.7	20.0
Turnover	% Still Working 1 Quarter After Hire	100.0	80.0	69.6	20.0

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

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

N/D = Not dicloseable  
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<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		41-2011	41-2021	41-2022	41-2031
Job Characteristics		Cashiers (41-2011)	Counter & Rental Clerks (41-2021)	Parts Salespersons (41-2022)	Retail Salespersons (41-2031)
Typical Education <sup>a</sup>		Less than High School	Less than High School	High School Diploma	High School Diploma
N		N/D	150	N/D	N/D
Average Hourly Wage (\$)		9.00	9.00	18.50	10.00
% Paid Piece Rate		0.0	15.4	0.0	0.0
% Offered Selected Benefits	Health Insurance	25.0	38.5	100.0	0.0
	Retirement	25.0	30.8	100.0	0.0
	Paid Leave	25.0	38.5	75.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	50.0
	Critical Thinking	100.0	53.8	100.0	100.0
	Reading Comprehension	50.0	76.9	100.0	100.0
	Technology Design	25.0	53.8	0.0	50.0
	Operation and Control	25.0	84.6	0.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	38.5	0.0	100.0
	Not Satisfied	50.0	23.1	0.0	0.0
	Neither	0.0	38.5	25.0	0.0
	Other	0.0	0.0	75.0	0.0
Average Weekly Hours Worked	20 or Less	50.0	9.1	0.0	0.0
	21-35	25.0	45.5	0.0	100.0
	36 or More	25.0	45.5	100.0	0.0
Gender	Female	50.0	61.5	0.0	100.0
	Male	25.0	30.8	75.0	0.0
	Nonresident	25.0	7.7	25.0	0.0
Age Group	19 and Younger	0.0	15.4	0.0	0.0
	20-24	25.0	7.7	0.0	50.0
	25-34	25.0	7.7	0.0	50.0
	35-44	0.0	46.2	25.0	0.0
	45-54	25.0	15.4	25.0	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)	25.0	7.7	25.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	76.9	25.0	50.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable  
due to confidentiality.

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

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		41-4012	43-3031	43-4051	43-4071
		Sales Reps., Wholesale & Manufacturing (41-4012)	Bookkeeping, Accounting, & Auditing Clerks (43-3031)	Customer Service Representatives (43-4051)	File Clerks (43- 4071)
Job Characteristics					
Typical Education <sup>a</sup>		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		N/D	93	N/D	N/D
Average Hourly Wage (\$)		11.54	12.73	9.63	11.62
% Paid Piece Rate		50.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	25.0	50.0	100.0
	Retirement	0.0	25.0	50.0	100.0
	Paid Leave	50.0	37.5	50.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	75.0	100.0	0.0
	Critical Thinking	50.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	37.5	50.0	100.0
	Operation and Control	0.0	75.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	87.5	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	12.5	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	25.0	0.0	0.0
	21-35	0.0	0.0	50.0	0.0
	36 or More	100.0	75.0	50.0	100.0
Gender	Female	0.0	75.0	50.0	100.0
	Male	50.0	25.0	0.0	0.0
	Nonresident	50.0	0.0	50.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	12.5	50.0	0.0
	25-34	50.0	25.0	0.0	0.0
	35-44	0.0	50.0	0.0	100.0
	45-54	0.0	12.5	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)	50.0	0.0	50.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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



## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		43-4171	43-5052	43-6014	43-9061
		Receptionists & Information Clerks (43-4171)	Postal Service Mail Carriers (43-5052)	Secretaries, Except Legal, Medical, & Executive (43-6014)	Office Clerks, General (43-9061)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	81	405
Average Hourly Wage (\$)		12.50	32.21	11.50	12.00
% Paid Piece Rate		0.0	0.0	14.3	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	71.4	34.3
	Retirement	0.0	100.0	57.1	40.0
	Paid Leave	0.0	100.0	71.4	62.9
Skills Selected as "Important" (%)	Service Orientation	75.0	100.0	85.7	97.1
	Critical Thinking	25.0	100.0	85.7	71.4
	Reading Comprehension	75.0	100.0	100.0	82.9
	Technology Design	0.0	0.0	14.3	60.0
	Operation and Control	50.0	100.0	42.9	40.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	85.7	91.4
	Not Satisfied	25.0	0.0	0.0	8.6
	Neither	25.0	0.0	14.3	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	75.0	0.0	28.6	16.0
	21-35	0.0	0.0	0.0	28.0
	36 or More	25.0	100.0	71.4	56.0
Gender	Female	100.0	100.0	42.9	65.7
	Male	0.0	0.0	28.6	17.1
	Nonresident	0.0	0.0	28.6	17.1
Age Group	19 and Younger	0.0	0.0	0.0	8.6
	20-24	0.0	0.0	0.0	20.0
	25-34	50.0	100.0	14.3	22.9
	35-44	25.0	0.0	14.3	14.3
	45-54	0.0	0.0	28.6	2.9
	55-64	25.0	0.0	14.3	14.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	28.6	17.1
Turnover	% Still Working 1 Quarter After Hire	50.0	0.0	100.0	82.9

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

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

N/D = Not dicloseable  
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<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		45-2093	45-4011	47-1011	47-2061
		Farmworkers, Farm & Ranch Animals (45- 2093)	Forest & Conservation Workers (45- 4011)	First-Line Supervisors/Ma nagers of Construction Tr (47-1011)	Construction Laborers (47- 2061)
Job Characteristics					
Typical Education <sup>a</sup>		Less than High School	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	11.00	20.00	14.32
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	100.0
	Retirement	0.0	0.0	0.0	100.0
	Paid Leave	0.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	0.0	50.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	100.0	0.0	0.0	50.0
	Operation and Control	100.0	100.0	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	0.0	100.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	0.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	100.0	0.0	0.0
	20-24	0.0	0.0	0.0	100.0
	25-34	0.0	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	100.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable  
due to confidentiality.

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

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

## Other Services

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

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		47-2073 Operating Engineers & Other Construction Equipme (47- 2073)	47-2111 Electricians (47- 2111)	47-2121 Glaziers (47- 2121)	47-3014 Helpers-- Painters, Paperhangers, Plasterers, & S (47-3014)
Typical Education <sup>a</sup>		Post Secondary	Post Secondary	High School Diploma	Less than High School
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		18.00	30.00	10.00	9.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	100.0	0.0	100.0
	Retirement	50.0	100.0	0.0	100.0
	Paid Leave	0.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	33.3	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	25.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	75.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	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	25.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	66.7	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	33.3	100.0	100.0	0.0
Gender	Female	25.0	33.3	33.3	0.0
	Male	75.0	66.7	66.7	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	33.3	0.0
	20-24	0.0	33.3	0.0	100.0
	25-34	25.0	33.3	33.3	0.0
	35-44	0.0	33.3	33.3	0.0
	45-54	25.0	0.0	0.0	0.0
	55-64	50.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		47-5071	49-1011	49-2021	49-2092
Job Characteristics		Roustabouts, Oil & Gas (47- 5071)	First-Line Supervisors/Managers of Mechanics, Inst (49-1011)	Radio Mechanics (49- 2021)	Electric Motor, Power Tool, & Related Repairers (49- 2092)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Associates	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.00	41.68	16.00	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.3	100.0	100.0	100.0
	Retirement	33.3	100.0	100.0	100.0
	Paid Leave	33.3	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	33.3	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	33.3	100.0	100.0	100.0
	Technology Design	33.3	100.0	100.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	0.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	33.3	0.0	100.0	100.0
	Other	0.0	100.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	33.3	0.0	50.0	0.0
	Male	66.7	100.0	50.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	33.3	0.0	0.0	0.0
	20-24	66.7	0.0	25.0	0.0
	25-34	0.0	0.0	25.0	0.0
	35-44	0.0	0.0	25.0	0.0
	45-54	0.0	100.0	25.0	100.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	66.7	0.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		49-3021	49-3022	49-3023	49-3031
		Automotive Body & Related Repairers (49-3021)	Automotive Glass Installers & Repairers (49-3022)	Automotive Service Technicians & Mechanics (49-3023)	Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)
Job Characteristics					
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	Post Secondary	High School Diploma
	N	104	N/D	358	93
	Average Hourly Wage (\$)	20.00	10.00	10.93	16.50
	% Paid Piece Rate	0.0	0.0	12.9	0.0
% Offered Selected Benefits	Health Insurance	0.0	50.0	25.8	87.5
	Retirement	0.0	50.0	9.7	25.0
	Paid Leave	33.3	25.0	32.3	87.5
Skills Selected as "Important" (%)	Service Orientation	22.2	100.0	83.9	75.0
	Critical Thinking	100.0	25.0	100.0	100.0
	Reading Comprehension	55.6	50.0	90.3	87.5
	Technology Design	77.8	50.0	96.8	75.0
	Operation and Control	100.0	75.0	96.8	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	50.0	77.4	87.5
	Not Satisfied	11.1	0.0	6.5	0.0
	Neither	22.2	25.0	9.7	12.5
	Other	0.0	25.0	6.5	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	17.2	0.0
	21-35	14.3	50.0	0.0	0.0
	36 or More	85.7	50.0	82.8	100.0
Gender	Female	22.2	0.0	12.9	0.0
	Male	66.7	100.0	67.7	100.0
	Nonresident	11.1	0.0	19.4	0.0
Age Group	19 and Younger	22.2	0.0	9.7	12.5
	20-24	11.1	50.0	6.5	0.0
	25-34	11.1	50.0	25.8	25.0
	35-44	22.2	0.0	19.4	25.0
	45-54	11.1	0.0	16.1	25.0
	55-64	11.1	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	12.5
	Unknown (Nonresident)	11.1	0.0	22.6	0.0
Turnover	% Still Working 1 Quarter After Hire	77.8	100.0	90.3	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		49-3042	49-3093	49-9012	49-9041
		Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Tire Repairers & Changers (49-3093)	Control & Valve Installers & Repairers, Except (49-9012)	Industrial Machinery Mechanics (49-9041)
Job Characteristics					
Typical Education <sup>a</sup>		Post Secondary	Post Secondary	High School Diploma	Post Secondary
N		N/D	69	81	278
Average Hourly Wage (\$)		19.50	10.00	15.00	18.00
% Paid Piece Rate		0.0	16.7	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	50.0	0.0	70.8
	Retirement	0.0	50.0	0.0	29.2
	Paid Leave	75.0	50.0	0.0	66.7
Skills Selected as "Important" (%)	Service Orientation	75.0	50.0	0.0	79.2
	Critical Thinking	100.0	100.0	100.0	87.5
	Reading Comprehension	100.0	83.3	100.0	66.7
	Technology Design	100.0	50.0	0.0	45.8
	Operation and Control	100.0	66.7	100.0	70.8
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	83.3	0.0	45.8
	Not Satisfied	0.0	16.7	0.0	0.0
	Neither	0.0	0.0	100.0	41.7
	Other	0.0	0.0	0.0	12.5
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	40.0	100.0	11.1
	36 or More	100.0	60.0	0.0	88.9
Gender	Female	0.0	16.7	42.9	8.3
	Male	100.0	83.3	57.1	70.8
	Nonresident	0.0	0.0	0.0	20.8
Age Group	19 and Younger	0.0	33.3	0.0	0.0
	20-24	25.0	33.3	42.9	8.3
	25-34	25.0	16.7	14.3	29.2
	35-44	50.0	0.0	42.9	25.0
	45-54	0.0	16.7	0.0	16.7
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	20.8
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	66.7

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		49-9043	49-9044	49-9069	49-9071
Job Characteristics		Maintenance Workers, Machinery (49-9043)	Millwrights (49-9044)	Precision Instrument & Equipment Repairers, Other (49-9069)	Maintenance & Repair Workers, Gen (49-9071)
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	Post Secondary	Post Secondary
	N	N/D	N/D	N/D	58
	Average Hourly Wage (\$)	21.19	34.84	26.00	16.54
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	60.0
	Retirement	0.0	0.0	0.0	60.0
	Paid Leave	100.0	0.0	0.0	60.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	80.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	60.0
	Technology Design	0.0	100.0	100.0	40.0
	Operation and Control	100.0	100.0	100.0	60.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	80.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	20.0
	Other	0.0	100.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	25.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	75.0
Gender	Female	0.0	50.0	0.0	0.0
	Male	100.0	0.0	100.0	100.0
	Nonresident	0.0	50.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	50.0	50.0	100.0	60.0
	35-44	0.0	0.0	0.0	40.0
	45-54	25.0	0.0	0.0	0.0
	55-64	25.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	50.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	0.0	40.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		49-9098	49-9099	51-4041	51-4121
		Helpers-- Installation, Maint., & Repair Workers (49-9098)	Installation, Maintenance & Repair Workers, Other (49-9099)	Machinists (51- 4041)	Welders, Cutters, Solderers, & Brazers (51- 4121)
Job Characteristics					
Typical Education <sup>a</sup>		Post Secondary	Post Secondary	High School Diploma	Post Secondary
N		197	N/D	58	243
Average Hourly Wage (\$)		10.25	12.00	20.00	19.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	11.8	50.0	100.0	85.7
	Retirement	0.0	0.0	80.0	23.8
	Paid Leave	23.5	75.0	40.0	61.9
Skills Selected as "Important" (%)	Service Orientation	35.3	25.0	60.0	42.9
	Critical Thinking	82.4	100.0	100.0	100.0
	Reading Comprehension	52.9	50.0	100.0	76.2
	Technology Design	23.5	100.0	80.0	71.4
	Operation and Control	58.8	100.0	100.0	95.2
Employers' Satisfaction with New Hires' Skills	Satisfied	35.3	75.0	60.0	47.6
	Not Satisfied	47.1	25.0	0.0	14.3
	Neither	11.8	0.0	40.0	38.1
	Other	5.9	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	10.0	0.0	0.0	5.6
	21-35	20.0	0.0	0.0	0.0
	36 or More	70.0	100.0	100.0	94.4
Gender	Female	0.0	25.0	20.0	23.8
	Male	82.4	75.0	80.0	71.4
	Nonresident	17.6	0.0	0.0	4.8
Age Group	19 and Younger	29.4	0.0	20.0	4.8
	20-24	11.8	50.0	0.0	9.5
	25-34	17.6	0.0	40.0	42.9
	35-44	5.9	25.0	0.0	19.0
	45-54	11.8	25.0	40.0	14.3
	55-64	0.0	0.0	0.0	4.8
	65 and Older	5.9	0.0	0.0	0.0
	Unknown (Nonresident)	17.6	0.0	0.0	4.8
Turnover	% Still Working 1 Quarter After Hire	64.7	100.0	100.0	66.7

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

N/D = Not dicloseable  
due to confidentiality.

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

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



## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
Job Characteristics		51-4122 Welding, Soldering, & Brazing Machine Setters, O (51- 4122)	51-6011 Laundry & Dry- Cleaning Workers (51- 6011)	51-6021 Pressers, Textile, Garment, & Related Materials (51- 6021)	51-6031 Sewing Machine Operators (51- 6031)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Less than High School	Less than High School
N		58	208	58	N/D
Average Hourly Wage (\$)		18.00	8.50	9.00	8.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	50.0	0.0	0.0
	Retirement	80.0	44.4	0.0	0.0
	Paid Leave	100.0	55.6	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	20.0	22.2	100.0	100.0
	Critical Thinking	100.0	38.9	40.0	100.0
	Reading Comprehension	20.0	33.3	0.0	100.0
	Technology Design	80.0	11.1	100.0	100.0
	Operation and Control	20.0	50.0	40.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	80.0	55.6	60.0	0.0
	Not Satisfied	0.0	16.7	0.0	0.0
	Neither	20.0	11.1	40.0	100.0
	Other	0.0	16.7	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	9.1	0.0	100.0
	21-35	0.0	36.4	100.0	0.0
	36 or More	100.0	54.5	0.0	0.0
Gender	Female	0.0	55.6	40.0	100.0
	Male	60.0	22.2	40.0	0.0
	Nonresident	40.0	22.2	20.0	0.0
Age Group	19 and Younger	0.0	5.6	20.0	0.0
	20-24	0.0	16.7	0.0	50.0
	25-34	40.0	22.2	20.0	0.0
	35-44	0.0	0.0	20.0	50.0
	45-54	0.0	11.1	20.0	0.0
	55-64	20.0	11.1	0.0	0.0
	65 and Older	0.0	5.6	0.0	0.0
	Unknown (Nonresident)	40.0	27.8	20.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	61.1	40.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		51-6052	51-6093	51-9061	51-9122
		Tailors, Dressmakers, & Custom Sewers (51-6052)	Upholsterers (51-6093)	Inspectors, Testers, Sorters, Samplers & Weighers (51- 9061)	Painters, Transportation Equipment (51- 9122)
Job Characteristics					
Typical Education <sup>a</sup>		Less than High School	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	12.00	8.50	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	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	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	50.0
	Reading Comprehension	100.0	100.0	100.0	50.0
	Technology Design	66.7	100.0	0.0	50.0
	Operation and Control	66.7	100.0	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	66.7	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	100.0	0.0	0.0
	36 or More	0.0	0.0	100.0	0.0
Gender	Female	33.3	50.0	66.7	50.0
	Male	33.3	50.0	33.3	0.0
	Nonresident	33.3	0.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	50.0
	20-24	0.0	0.0	33.3	0.0
	25-34	33.3	50.0	33.3	0.0
	35-44	0.0	50.0	0.0	0.0
	45-54	0.0	0.0	33.3	0.0
	55-64	33.3	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	33.3	0.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	33.3	100.0	0.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		51-9198	51-9199	53-1021	53-3021
		Helpers-- Production Workers (51- 9198)	Production Workers, All Other (51-9199)	First-Line Supervisors/ Managers of Helpers, Labore (53-1021)	Bus Drivers, Transit & Intercity (53- 3021)
Job Characteristics					
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		104	81	N/D	N/D
Average Hourly Wage (\$)		12.00	15.00	.	13.85
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.3	100.0	0.0	0.0
	Retirement	11.1	100.0	0.0	0.0
	Paid Leave	11.1	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	44.4	0.0	100.0	100.0
	Critical Thinking	55.6	100.0	100.0	100.0
	Reading Comprehension	66.7	0.0	100.0	100.0
	Technology Design	55.6	0.0	100.0	0.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	77.8	0.0	100.0	0.0
	Not Satisfied	0.0	100.0	0.0	0.0
	Neither	22.2	0.0	0.0	0.0
	Other	0.0	0.0	0.0	100.0
Average Weekly Hours Worked	20 or Less	12.5	0.0	0.0	0.0
	21-35	12.5	100.0	0.0	0.0
	36 or More	75.0	0.0	100.0	100.0
Gender	Female	22.2	42.9	0.0	100.0
	Male	55.6	42.9	100.0	0.0
	Nonresident	22.2	14.3	0.0	0.0
Age Group	19 and Younger	0.0	0.0	50.0	0.0
	20-24	33.3	0.0	50.0	0.0
	25-34	22.2	28.6	0.0	0.0
	35-44	11.1	14.3	0.0	0.0
	45-54	11.1	28.6	0.0	100.0
	55-64	0.0	14.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	22.2	14.3	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	77.8	0.0	100.0	0.0

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

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

N/D = Not dicloseable  
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<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation			
		53-3031	53-3032	53-3033	53-6031
Job Characteristics		Driver/Sales Workers (53-3031)	Truck Drivers, Heavy & Tractor-Trailer (53-3032)	Truck Drivers, Light or Delivery Services (53-3033)	Service Station Attendants (53-6031)
	Typical Education <sup>a</sup>	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	N	N/D	N/D	N/D	347
	Average Hourly Wage (\$)	12.63	30.00	8.00	9.25
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	50.0	0.0	13.3
	Retirement	100.0	50.0	0.0	13.3
	Paid Leave	50.0	50.0	100.0	26.7
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	100.0	90.0
	Critical Thinking	50.0	50.0	100.0	90.0
	Reading Comprehension	0.0	0.0	100.0	73.3
	Technology Design	0.0	0.0	0.0	43.3
	Operation and Control	50.0	100.0	100.0	73.3
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	0.0	100.0	30.0
	Not Satisfied	0.0	0.0	0.0	46.7
	Neither	50.0	100.0	0.0	23.3
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	100.0	4.0
	21-35	0.0	0.0	0.0	24.0
	36 or More	100.0	100.0	0.0	72.0
Gender	Female	0.0	0.0	0.0	13.3
	Male	100.0	100.0	100.0	76.7
	Nonresident	0.0	0.0	0.0	10.0
Age Group	19 and Younger	0.0	0.0	0.0	6.7
	20-24	100.0	0.0	0.0	26.7
	25-34	0.0	50.0	0.0	30.0
	35-44	0.0	50.0	0.0	13.3
	45-54	0.0	0.0	0.0	6.7
	55-64	0.0	0.0	100.0	3.3
	65 and Older	0.0	0.0	0.0	3.3
	Unknown (Nonresident)	0.0	0.0	0.0	10.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	63.3

Source: Research Planning, WY DWS

New Hires Job Skills Survey

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

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

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

## Other Services

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

		Standard Occupational Classification (SOC) Code and Occupation	
Job Characteristics		53-7061 Cleaners of Vehicles & Equipment (53-7061)	53-7062 Laborers & Freight, Stock & Material Movers, Hand (53-7062)
Typical Education <sup>a</sup>		Less than High School	High School Diploma
N		243	N/D
Average Hourly Wage (\$)		9.00	14.00
% Paid Piece Rate		4.8	0.0
% Offered Selected Benefits	Health Insurance	9.5	0.0
	Retirement	0.0	0.0
	Paid Leave	23.8	0.0
Skills Selected as "Important" (%)	Service Orientation	85.7	0.0
	Critical Thinking	52.4	100.0
	Reading Comprehension	19.0	100.0
	Technology Design	33.3	0.0
	Operation and Control	71.4	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	61.9	100.0
	Not Satisfied	9.5	0.0
	Neither	28.6	0.0
	Other	0.0	0.0
Average Weekly Hours Worked	20 or Less	30.8	0.0
	21-35	30.8	100.0
	36 or More	38.5	0.0
Gender	Female	14.3	50.0
	Male	76.2	50.0
	Nonresident	9.5	0.0
Age Group	19 and Younger	47.6	50.0
	20-24	4.8	50.0
	25-34	14.3	0.0
	35-44	14.3	0.0
	45-54	4.8	0.0
	55-64	0.0	0.0
	65 and Older	4.8	0.0
	Unknown (Nonresident)	9.5	0.0
Turnover	% Still Working 1 Quarter After Hire	76.2	100.0

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

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