

Public Administration

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	11-1011	11-1021	11-9161
Job Characteristics		Total All Occupations (00-0000)	Chief Executives (11-1011)	General and Operations Managers (11-1021)	Emergency Management Directors (11-9161)
Typical Education ^a		N/A	Bachelors	Associates	Bachelors
N		3,870	N/D	N/D	N/D
Average Hourly Wage (\$)		14.00	42.21	30.05	12.00
% Paid Piece Rate		0.4	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	48.5	75.0	60.0	0.0
	Retirement	47.6	25.0	60.0	0.0
	Paid Leave	49.9	75.0	60.0	0.0
Skills Selected as "Important" (%)	Service Orientation	78.8	100.0	100.0	100.0
	Critical Thinking	79.4	100.0	100.0	100.0
	Reading Comprehension	73.6	100.0	100.0	100.0
	Technology Design	47.6	25.0	100.0	50.0
	Operation and Control	68.7	50.0	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	73.0	100.0	100.0	100.0
	Not Satisfied	2.5	0.0	0.0	0.0
	Neither	9.1	0.0	0.0	0.0
	Other	15.5	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	12.6	33.3	0.0	100.0
	21-35	16.5	0.0	0.0	0.0
	36 or More	70.9	66.7	100.0	0.0
Gender	Female	39.4	50.0	40.0	50.0
	Male	55.5	50.0	60.0	50.0
	Nonresident	5.2	0.0	0.0	0.0
Age Group	19 and Younger	13.0	0.0	0.0	0.0
	20-24	13.4	0.0	20.0	0.0
	25-34	24.3	25.0	20.0	0.0
	35-44	16.3	0.0	20.0	0.0
	45-54	14.6	0.0	40.0	50.0
	55-64	8.2	50.0	0.0	50.0
	65 and Older	2.9	25.0	0.0	0.0
	Unknown (Nonresident)	7.2	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	87.2	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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^aSource: O*Net ONline

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		11-9199	13-1041	13-1121	13-2011
		Managers, All Other (11-9199)	Compliance Officers, Except Agriculture, Construct (13-1041)	Meeting and Convention Planners (13-1121)	Accountants and Auditors (13-2011)
Job Characteristics					
Typical Education ^a		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		23.99	12.00	33.14	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	33.3	100.0	100.0
	Retirement	100.0	33.3	100.0	100.0
	Paid Leave	100.0	33.3	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	66.7	100.0	100.0	100.0
	Critical Thinking	66.7	100.0	100.0	100.0
	Reading Comprehension	66.7	100.0	100.0	100.0
	Technology Design	66.7	0.0	100.0	100.0
	Operation and Control	66.7	66.7	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	0.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	66.7	0.0	0.0
	Other	33.3	33.3	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	33.3	0.0	0.0
	Male	66.7	66.7	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	0.0	0.0
	25-34	33.3	0.0	100.0	0.0
	35-44	33.3	33.3	0.0	100.0
	45-54	33.3	0.0	0.0	0.0
	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	100.0	100.0	100.0

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

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

		Standard Occupational Classification (SOC) Code and Occupation			
		13-2021	15-1142	15-1151	17-3031
Job Characteristics		Appraisers and Assessors of Real Estate (13-2021)	Network and Computer Systems Admini (15-1142)	Computer User Support Specialists (15-1151)	Surveying and Mapping Technicians (17-3031)
Typical Education ^a		Bachelors	Bachelors	Associates	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		14.36	15.00	20.23	11.50
% 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	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	83.3	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	83.3	100.0	100.0	100.0
	Operation and Control	50.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	83.3	100.0	66.7	100.0
	Not Satisfied	16.7	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	33.3	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	100.0	100.0	0.0
Gender	Female	83.3	0.0	0.0	0.0
	Male	16.7	100.0	66.7	100.0
	Nonresident	0.0	0.0	33.3	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	66.7	0.0	33.3	100.0
	35-44	16.7	0.0	0.0	0.0
	45-54	0.0	100.0	0.0	0.0
	55-64	16.7	0.0	33.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	33.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	33.3	100.0

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		19-1031	19-2041	19-3031	19-3051
		Conservation Scientists (19-1031)	Environmental Scientists and Specialists, Including (19-2041)	Clinical, Counseling, and School Psychologists (19-3031)	Urban and Regional Planners (19-3051)
Job Characteristics					
Typical Education ^a		Bachelors	Bachelors	Doctorate	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		22.81	23.93	13.97	22.49
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	66.7	100.0	100.0	100.0
	Retirement	66.7	100.0	100.0	100.0
	Paid Leave	66.7	100.0	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	0.0
	Technology Design	100.0	80.0	0.0	100.0
	Operation and Control	66.7	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	33.3	0.0	0.0	0.0
	36 or More	66.7	100.0	100.0	100.0
Gender	Female	0.0	60.0	0.0	0.0
	Male	100.0	40.0	100.0	50.0
	Nonresident	0.0	0.0	0.0	50.0
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	66.7	40.0	100.0	50.0
	35-44	0.0	40.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	33.3	20.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	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			
		19-4091	19-4093	21-1093	21-1094
		Environmental Science and Protection Technicians, (19-4091)	Forest and Conservation Technicians (19- 4093)	Social and Human Service Assistants (21- 1093)	Community Health Workers (21-1094)
Job Characteristics					
Typical Education ^a		Bachelors	High School Diploma	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		20.67	17.47	15.00	11.06
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	50.0	0.0	100.0
	Retirement	100.0	50.0	0.0	100.0
	Paid Leave	100.0	50.0	0.0	100.0
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	0.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
	Operation and Control	100.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	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	0.0	100.0	0.0
	Male	100.0	100.0	0.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	50.0	0.0	0.0
	25-34	100.0	50.0	0.0	0.0
	35-44	0.0	0.0	0.0	100.0
	45-54	0.0	0.0	100.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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		Standard Occupational Classification (SOC) Code and Occupation			
		23-1011	23-1023	25-3011	25-3021
		Lawyers (23-1011)	Judges, Magistrate Judges, and Magistrates (23-1023)	Adult Literacy, Remedial Education, and GED Teachers (25-3011)	Self-Enrichment Education Teachers (25-3021)
Job Characteristics					
Typical Education ^a		Doctorate	Doctorate	Masters	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		35.41	17.34	15.00	20.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	66.7	0.0	0.0	0.0
	Paid Leave	66.7	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	66.7	0.0	100.0	100.0
	Critical Thinking	66.7	0.0	0.0	100.0
	Reading Comprehension	66.7	0.0	100.0	100.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	0.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	0.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	33.3	100.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	100.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	0.0	0.0
Gender	Female	33.3	0.0	0.0	0.0
	Male	66.7	100.0	0.0	100.0
	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	33.3	0.0	0.0	50.0
	35-44	0.0	0.0	0.0	50.0
	45-54	33.3	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	33.3	100.0	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			
		25-3098	25-3099	25-4021	25-9031
Job Characteristics		Substitute Teachers (25-3098)	Teachers and Instructors, All Other (25-3099)	Librarians (25-4021)	Instructional Coordinators (25-9031)
Typical Education ^a		Bachelors	Bachelors	Masters	Masters
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		7.25	25.00	11.00	17.83
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	100.0
	Retirement	0.0	0.0	100.0	100.0
	Paid Leave	0.0	0.0	100.0	100.0
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	100.0	100.0	100.0
	Operation and Control	0.0	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	0.0	0.0
	Other	0.0	0.0	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	0.0
	36 or More	0.0	0.0	100.0	100.0
Gender	Female	100.0	100.0	100.0	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	50.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	50.0	0.0	0.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	100.0	100.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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		Standard Occupational Classification (SOC) Code and Occupation			
		25-9041	27-2022	29-1141	29-2041
		Teacher Assistants (25-9041)	Coaches and Scouts (27-2022)	Registered Nurses (29-1141)	Emergency Medical Technicians and Paramedics (29-2041)
Job Characteristics					
	Typical Education ^a	High School Diploma	Bachelors	Associates	Post Secondary
	N	N/D	N/D	80	N/D
	Average Hourly Wage (\$)	.	.	25.72	18.07
	% Paid Piece Rate	0.0	100.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	0.0	100.0	33.3
	Retirement	50.0	0.0	90.0	66.7
	Paid Leave	50.0	0.0	100.0	33.3
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	50.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	50.0	100.0	70.0	100.0
	Operation and Control	50.0	100.0	80.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	60.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	50.0	0.0	10.0	0.0
	Other	50.0	0.0	30.0	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	0.0	100.0	100.0
Gender	Female	0.0	50.0	100.0	33.3
	Male	50.0	50.0	0.0	66.7
	Nonresident	50.0	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	10.0	0.0
	25-34	0.0	50.0	40.0	0.0
	35-44	50.0	50.0	20.0	33.3
	45-54	0.0	0.0	30.0	66.7
	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	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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		Standard Occupational Classification (SOC) Code and Occupation			
		33-1012	33-1099	33-2011	33-2021
		First-Line Super./Man. of Police & Detectives (33-1012)	First-Line Supervisors/Managers, Protective Service (33-1099)	Fire Fighters (33-2011)	Fire Inspectors and Investigators (33-2021)
Job Characteristics					
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Bachelors
N		N/D	N/D	136	N/D
Average Hourly Wage (\$)		27.05	12.00	19.25	23.39
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	29.4	100.0
	Retirement	100.0	0.0	47.1	100.0
	Paid Leave	100.0	0.0	29.4	100.0
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	58.8	100.0
	Technology Design	0.0	0.0	64.7	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	76.5	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	5.9	0.0
	Other	0.0	0.0	17.6	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	28.6	0.0
	36 or More	100.0	0.0	71.4	100.0
Gender	Female	0.0	0.0	11.8	0.0
	Male	100.0	0.0	82.4	100.0
	Nonresident	0.0	100.0	5.9	0.0
Age Group	19 and Younger	0.0	0.0	11.8	0.0
	20-24	0.0	0.0	17.6	0.0
	25-34	0.0	0.0	35.3	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	100.0	0.0	23.5	100.0
	55-64	0.0	0.0	5.9	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	100.0	5.9	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	64.7	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

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

Public Administration

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			
		33-2022	33-3012	33-3041	33-3051
		Forest Fire Inspectors and Prevention Specialists (33-2022)	Correctional Officers and Jailers (33-3012)	Parking Enforcement Workers (33-3041)	Police and Sheriff's Patrol Officers (33-3051)
Job Characteristics					
Typical Education ^a		Bachelors	High School Diploma	High School Diploma	High School Diploma
N		N/D	104	N/D	279
Average Hourly Wage (\$)		35.00	16.45	.	19.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	92.3	100.0	85.7
	Retirement	0.0	92.3	100.0	82.9
	Paid Leave	0.0	100.0	100.0	74.3
Skills Selected as "Important" (%)	Service Orientation	100.0	69.2	100.0	94.3
	Critical Thinking	100.0	92.3	100.0	94.3
	Reading Comprehension	100.0	92.3	100.0	82.9
	Technology Design	100.0	53.8	0.0	45.7
	Operation and Control	100.0	69.2	100.0	51.4
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	61.5	100.0	77.1
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	15.4	0.0	2.9
	Other	0.0	23.1	0.0	20.0
Average Weekly Hours Worked	20 or Less	100.0	0.0	0.0	10.3
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	89.7
Gender	Female	0.0	23.1	0.0	14.3
	Male	100.0	69.2	100.0	82.9
	Nonresident	0.0	7.7	0.0	2.9
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	7.7	0.0	22.9
	25-34	0.0	69.2	0.0	40.0
	35-44	0.0	7.7	100.0	17.1
	45-54	0.0	0.0	0.0	14.3
	55-64	0.0	7.7	0.0	0.0
	65 and Older	100.0	0.0	0.0	2.9
	Unknown (Nonresident)	0.0	7.7	0.0	2.9
Turnover	% Still Working 1 Quarter After Hire	100.0	92.3	100.0	100.0

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

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

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^aSource: O*Net ONline
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Public Administration

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			
		33-9011	33-9032	33-9092	35-2012
		Animal Control Workers (33-9011)	Security Guards (33-9032)	Lifeguards, Ski Patrol, and Other Recreational Pro (33-9092)	Cooks, Institution and Cafeteria (35-2012)
Job Characteristics					
	Typical Education ^a	High School Diploma	High School Diploma	Less than High School	High School Diploma
	N	N/D	N/D	104	N/D
	Average Hourly Wage (\$)	13.71	11.56	9.34	12.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	50.0	0.0	100.0
	Retirement	100.0	50.0	0.0	50.0
	Paid Leave	100.0	50.0	15.4	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	50.0	100.0	100.0
	Critical Thinking	100.0	100.0	53.8	50.0
	Reading Comprehension	100.0	50.0	61.5	50.0
	Technology Design	0.0	0.0	30.8	0.0
	Operation and Control	0.0	50.0	84.6	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	76.9	50.0
	Not Satisfied	0.0	0.0	7.7	50.0
	Neither	0.0	0.0	15.4	0.0
	Other	0.0	50.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	33.3	0.0
	21-35	0.0	0.0	66.7	0.0
	36 or More	100.0	0.0	0.0	100.0
Gender	Female	0.0	50.0	38.5	100.0
	Male	100.0	50.0	46.2	0.0
	Nonresident	0.0	0.0	15.4	0.0
Age Group	19 and Younger	0.0	0.0	38.5	0.0
	20-24	0.0	0.0	15.4	0.0
	25-34	100.0	50.0	0.0	0.0
	35-44	0.0	50.0	0.0	50.0
	45-54	0.0	0.0	0.0	50.0
	55-64	0.0	0.0	7.7	0.0
	65 and Older	0.0	0.0	7.7	0.0
	Unknown (Nonresident)	0.0	0.0	30.8	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	69.2	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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Public Administration

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		37-2011 Janitors and Cleaners, Except Maids and Housekeepi (37- 2011)	37-2021 Pest Control Workers (37- 2021)	37-3011 Landscaping and Groundskeeping Workers (37- 3011)	37-3012 Pesticide Handlers Sprayers & Applicators, Vegi (37-3012)
Typical Education ^a		High School Diploma	High School Diploma	Less than High School	High School Diploma
N		104	N/D	511	N/D
Average Hourly Wage (\$)		11.20	10.00	10.00	9.83
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	38.5	0.0	1.6	0.0
	Retirement	46.2	0.0	1.6	16.7
	Paid Leave	46.2	0.0	9.4	16.7
Skills Selected as "Important" (%)	Service Orientation	53.8	100.0	40.6	16.7
	Critical Thinking	69.2	0.0	56.3	100.0
	Reading Comprehension	46.2	100.0	40.6	50.0
	Technology Design	23.1	0.0	37.5	16.7
	Operation and Control	46.2	100.0	75.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	46.2	0.0	73.4	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	23.1	0.0	10.9	0.0
	Other	30.8	100.0	15.6	0.0
Average Weekly Hours Worked	20 or Less	18.2	0.0	3.6	0.0
	21-35	45.5	0.0	25.0	0.0
	36 or More	36.4	100.0	71.4	100.0
Gender	Female	46.2	0.0	37.5	0.0
	Male	38.5	100.0	59.4	83.3
	Nonresident	15.4	0.0	3.1	16.7
Age Group	19 and Younger	0.0	100.0	29.7	50.0
	20-24	23.1	0.0	15.6	0.0
	25-34	0.0	0.0	10.9	16.7
	35-44	15.4	0.0	7.8	0.0
	45-54	23.1	0.0	14.1	16.7
	55-64	15.4	0.0	6.3	0.0
	65 and Older	7.7	0.0	6.3	0.0
	Unknown (Nonresident)	15.4	0.0	9.4	16.7
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	81.3	83.3

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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Public Administration

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		37-3019 Grounds Maintenance Workers, All Other (37-3019)	39-1021 First-Line Super./Manag., Personal Service Workers (39-1021)	39-2021 Nonfarm Animal Caretakers (39-2021)	39-3031 Ushers, Lobby Attendants, and Ticket Takers (39-3031)
Typical Education ^a		High School Diploma	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		13.00	10.00	10.51	16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	25.0	100.0
	Retirement	0.0	0.0	25.0	100.0
	Paid Leave	0.0	0.0	25.0	100.0
Skills Selected as "Important" (%)	Service Orientation	33.3	100.0	50.0	100.0
	Critical Thinking	33.3	100.0	50.0	100.0
	Reading Comprehension	0.0	100.0	25.0	100.0
	Technology Design	0.0	0.0	25.0	100.0
	Operation and Control	66.7	100.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	50.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	33.3	0.0	0.0	0.0
	Other	16.7	0.0	50.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	50.0	0.0
	21-35	16.7	100.0	25.0	0.0
	36 or More	83.3	0.0	25.0	100.0
Gender	Female	33.3	0.0	50.0	100.0
	Male	66.7	100.0	50.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	16.7	0.0	50.0	0.0
	20-24	33.3	0.0	0.0	0.0
	25-34	33.3	0.0	25.0	0.0
	35-44	0.0	100.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	16.7	0.0	25.0	100.0
	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	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/>

Public Administration

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	39-9011	39-9032	41-2011
		Amusement and Recreation Attendants (39-3091)	Child Care Workers (39-9011)	Recreation Workers (39-9032)	Cashiers (41-2011)
Job Characteristics					
	Typical Education ^a	High School Diploma	High School Diploma	Bachelors	Less than High School
	N	72	128	72	N/D
	Average Hourly Wage (\$)	10.00	8.00	11.92	8.30
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	31.3	44.4	0.0
	Retirement	0.0	31.3	33.3	0.0
	Paid Leave	0.0	43.8	44.4	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	75.0	100.0	100.0
	Critical Thinking	66.7	87.5	66.7	100.0
	Reading Comprehension	66.7	93.8	55.6	100.0
	Technology Design	22.2	31.3	66.7	0.0
	Operation and Control	33.3	37.5	88.9	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	55.6	68.8	77.8	0.0
	Not Satisfied	0.0	12.5	0.0	0.0
	Neither	0.0	18.8	22.2	0.0
	Other	44.4	0.0	0.0	100.0
Average Weekly Hours Worked	20 or Less	28.6	33.3	37.5	100.0
	21-35	57.1	46.7	12.5	0.0
	36 or More	14.3	20.0	50.0	0.0
Gender	Female	55.6	62.5	66.7	100.0
	Male	44.4	25.0	22.2	0.0
	Nonresident	0.0	12.5	11.1	0.0
Age Group	19 and Younger	22.2	25.0	11.1	0.0
	20-24	11.1	12.5	22.2	100.0
	25-34	0.0	18.8	33.3	0.0
	35-44	22.2	25.0	11.1	0.0
	45-54	22.2	6.3	11.1	0.0
	55-64	22.2	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	12.5	11.1	0.0
Turnover	% Still Working 1 Quarter After Hire	77.8	81.3	100.0	100.0

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

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Public Administration

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			
		41-2021	43-3011	43-3031	43-4031
		Counter and Rental Clerks (41-2021)	Bill and Account Collectors (43-3011)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Court, Municipal, and License Clerks (43-4031)
Job Characteristics					
Typical Education ^a		Less than High School	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	263
Average Hourly Wage (\$)		10.00	14.66	12.58	14.19
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	50.0	75.8
	Retirement	0.0	100.0	50.0	75.8
	Paid Leave	0.0	100.0	100.0	75.8
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	78.8
	Reading Comprehension	100.0	100.0	100.0	97.0
	Technology Design	0.0	0.0	50.0	39.4
	Operation and Control	0.0	100.0	50.0	36.4
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	75.0	78.8
	Not Satisfied	0.0	0.0	25.0	0.0
	Neither	0.0	0.0	0.0	6.1
	Other	0.0	0.0	0.0	15.2
Average Weekly Hours Worked	20 or Less	0.0	0.0	50.0	6.5
	21-35	0.0	0.0	0.0	19.4
	36 or More	0.0	100.0	50.0	74.2
Gender	Female	100.0	100.0	50.0	75.8
	Male	0.0	0.0	50.0	18.2
	Nonresident	0.0	0.0	0.0	6.1
Age Group	19 and Younger	0.0	0.0	25.0	0.0
	20-24	0.0	0.0	25.0	9.1
	25-34	0.0	100.0	25.0	27.3
	35-44	0.0	0.0	25.0	21.2
	45-54	100.0	0.0	0.0	27.3
	55-64	0.0	0.0	0.0	9.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	6.1
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	90.9

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

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^aSource: O*Net ONline
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Public Administration

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

		Standard Occupational Classification (SOC) Code and Occupation			
		43-4051	43-4071	43-4199	43-5031
		Customer Service Representatives (43-4051)	File Clerks (43-4071)	Information and Record Clerks, All Other (43-4199)	Police, Fire, and Ambulance Dispatchers (43-5031)
Job Characteristics					
	Typical Education ^a	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	N	N/D	N/D	N/D	136
	Average Hourly Wage (\$)	11.50	10.00	11.00	14.45
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	82.4
	Retirement	100.0	0.0	0.0	82.4
	Paid Leave	100.0	0.0	0.0	82.4
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	50.0	100.0
	Critical Thinking	100.0	0.0	50.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	0.0	0.0	50.0	58.8
	Operation and Control	100.0	0.0	100.0	94.1
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	50.0	64.7
	Not Satisfied	0.0	0.0	0.0	5.9
	Neither	0.0	100.0	0.0	11.8
	Other	0.0	0.0	50.0	17.6
Average Weekly Hours Worked	20 or Less	0.0	100.0	0.0	0.0
	21-35	0.0	0.0	0.0	5.9
	36 or More	100.0	0.0	100.0	94.1
Gender	Female	100.0	100.0	50.0	94.1
	Male	0.0	0.0	50.0	5.9
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	100.0	0.0	5.9
	20-24	0.0	0.0	50.0	23.5
	25-34	0.0	0.0	50.0	11.8
	35-44	0.0	0.0	0.0	41.2
	45-54	0.0	0.0	0.0	5.9
	55-64	100.0	0.0	0.0	11.8
	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	50.0	88.2

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

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Public Administration

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			
		43-5041	43-5111	43-6014	43-9021
Job Characteristics		Meter Readers, Utilities (43-5041)	Weighers, Measurers, Checkers, and Samplers, Recor (43-5111)	Secretaries, Except Legal, Medical, and Executive (43-6014)	Data Entry Keyers (43-9021)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		14.28	12.00	11.67	9.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	50.0	0.0
	Retirement	100.0	0.0	50.0	0.0
	Paid Leave	100.0	0.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	50.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	100.0	0.0	0.0	100.0
	Operation and Control	100.0	20.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	80.0	50.0	100.0
	Not Satisfied	0.0	20.0	0.0	0.0
	Neither	0.0	0.0	50.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	100.0	100.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	0.0	0.0
Gender	Female	0.0	20.0	100.0	0.0
	Male	100.0	80.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	100.0
Age Group	19 and Younger	0.0	20.0	0.0	0.0
	20-24	0.0	20.0	0.0	0.0
	25-34	100.0	40.0	0.0	0.0
	35-44	0.0	0.0	50.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	50.0	0.0
	65 and Older	0.0	20.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	100.0
Turnover	% Still Working 1 Quarter After Hire	100.0	20.0	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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Public Administration

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			
		43-9061	43-9199	45-1011	45-4011
		Office Clerks, General (43-9061)	Office and Administrative Support Workers, Other (43-9199)	First-Line Supervisors/Managers of Farming, Fishin (45-1011)	Forest and Conservation Workers (45-4011)
Job Characteristics					
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Bachelors
N		112	N/D	N/D	N/D
Average Hourly Wage (\$)		13.64	10.00	23.75	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	64.3	0.0	100.0	0.0
	Retirement	57.1	0.0	100.0	0.0
	Paid Leave	64.3	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	100.0	100.0
	Critical Thinking	85.7	50.0	100.0	100.0
	Reading Comprehension	92.9	50.0	100.0	100.0
	Technology Design	64.3	50.0	0.0	100.0
	Operation and Control	42.9	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	92.9	50.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	7.1	50.0	100.0	0.0
Average Weekly Hours Worked	20 or Less	8.3	50.0	0.0	0.0
	21-35	8.3	50.0	0.0	0.0
	36 or More	83.3	0.0	100.0	100.0
Gender	Female	85.7	100.0	0.0	100.0
	Male	7.1	0.0	100.0	0.0
	Nonresident	7.1	0.0	0.0	0.0
Age Group	19 and Younger	14.3	0.0	0.0	0.0
	20-24	7.1	0.0	0.0	100.0
	25-34	21.4	0.0	0.0	0.0
	35-44	35.7	100.0	100.0	0.0
	45-54	7.1	0.0	0.0	0.0
	55-64	7.1	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	7.1	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	92.9	100.0	100.0	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

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

Public Administration

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		47-1011 First-Line Supervisors/Managers of Construction Trades (47-1011)	47-2061 Construction Laborers (47-2061)	47-2071 Paving, Surfacing, & Tamping Equipment Operators (47-2071)	47-2073 Operating Engineers and Other Construction Equipment Operators (47-2073)
	Typical Education ^a	High School Diploma	High School Diploma	High School Diploma	Post Secondary
	N	N/D	N/D	N/D	56
	Average Hourly Wage (\$)	32.03	10.00	16.08	15.64
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	66.7	100.0
	Retirement	100.0	0.0	66.7	100.0
	Paid Leave	100.0	0.0	66.7	85.7
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	66.7	42.9
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	85.7
	Technology Design	100.0	0.0	100.0	57.1
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	66.7	85.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	14.3
	Other	0.0	0.0	33.3	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	33.3	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	66.7	100.0
Gender	Female	0.0	0.0	0.0	28.6
	Male	100.0	100.0	100.0	71.4
	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	42.9
	25-34	0.0	0.0	33.3	0.0
	35-44	0.0	0.0	66.7	28.6
	45-54	0.0	0.0	0.0	14.3
	55-64	100.0	100.0	0.0	14.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not discloseable
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^aSource: O*Net ONLine
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Public Administration

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			
		47-3012	47-3015	47-4011	47-4051
		Helpers-- Carpenters (47-3012)	Helpers-- Pipefitters, and Plumbers, St (47-3015)	Construction and Building Inspectors (47-4011)	Highway Maintenance Workers (47-4051)
Job Characteristics					
Typical Education ^a		High School Diploma	Post Secondary	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.67	10.00	16.43	16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	50.0	100.0
	Retirement	0.0	0.0	50.0	100.0
	Paid Leave	0.0	0.0	50.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	66.7
	Critical Thinking	100.0	100.0	100.0	66.7
	Reading Comprehension	100.0	0.0	50.0	33.3
	Technology Design	100.0	0.0	50.0	33.3
	Operation and Control	100.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	50.0	66.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	50.0	33.3
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	50.0	0.0
	36 or More	100.0	100.0	50.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	0.0	0.0	0.0
	25-34	50.0	0.0	50.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	100.0	50.0	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>

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

Public Administration

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			
		49-1011	49-2022	49-3023	49-9041
		First-Line Supervisors/Managers of Mechanics, Installers and Repairers (49-1011)	Telecommunications Equipment Installers and Repairers (49-2022)	Automotive Service Technicians and Mechanics (49-3023)	Industrial Machinery Mechanics (49-9041)
Job Characteristics					
Typical Education ^a		High School Diploma	Post Secondary	Post Secondary	Post Secondary
	N	N/D	N/D	N/D	N/D
	Average Hourly Wage (\$)	33.89	19.28	21.12	17.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	100.0	100.0	100.0	100.0
	Paid Leave	100.0	100.0	100.0	100.0
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	33.3	100.0	100.0	0.0
	Operation and Control	33.3	100.0	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	0.0	100.0	100.0
Gender	Female	33.3	0.0	0.0	0.0
	Male	66.7	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	66.7	0.0	0.0	0.0
	35-44	0.0	100.0	100.0	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	33.3	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

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

Public Administration

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			
		49-9051	49-9071	49-9098	51-8031
		Electrical Power-Line Installers and Repairers (49- 9051)	Maintenance and Repair Workers, Gen (49-9071)	Helpers-- Installation, Maint., & Repair Workers (49-9098)	Water & Liquid Waste Treatment Plant & System Oper (51-8031)
Job Characteristics					
Typical Education ^a		High School Diploma	Post Secondary	Post Secondary	High School Diploma
N		N/D	367	N/D	112
Average Hourly Wage (\$)		26.00	12.00	.	16.88
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	32.6	100.0	92.9
	Retirement	100.0	32.6	100.0	78.6
	Paid Leave	100.0	32.6	100.0	78.6
Skills Selected as "Important" (%)	Service Orientation	100.0	69.6	100.0	71.4
	Critical Thinking	100.0	76.1	100.0	100.0
	Reading Comprehension	100.0	73.9	0.0	100.0
	Technology Design	100.0	63.0	100.0	78.6
	Operation and Control	100.0	93.5	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	54.3	100.0	92.9
	Not Satisfied	0.0	6.5	0.0	7.1
	Neither	0.0	21.7	0.0	0.0
	Other	0.0	17.4	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	30.0	0.0	0.0
	21-35	0.0	12.5	0.0	0.0
	36 or More	100.0	57.5	100.0	100.0
Gender	Female	0.0	19.6	0.0	7.1
	Male	100.0	76.1	100.0	85.7
	Nonresident	0.0	4.3	0.0	7.1
Age Group	19 and Younger	0.0	28.3	0.0	0.0
	20-24	0.0	13.0	100.0	7.1
	25-34	100.0	17.4	0.0	28.6
	35-44	0.0	10.9	0.0	21.4
	45-54	0.0	13.0	0.0	28.6
	55-64	0.0	6.5	0.0	7.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	10.9	0.0	7.1
Turnover	% Still Working 1 Quarter After Hire	100.0	73.9	100.0	100.0

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

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^aSource: O*Net ONline
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Public Administration

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			
		53-3021	53-3032	53-7062	53-7081
		Bus Drivers, Transit and Intercity (53-3021)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Refuse and Recyclable Material Collectors (53-7081)
Job Characteristics					
	Typical Education ^a	High School Diploma	High School Diploma	High School Diploma	High School Diploma
	N	N/D	N/D	N/D	N/D
	Average Hourly Wage (\$)	15.00	17.50	8.00	10.50
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	80.0
	Retirement	0.0	100.0	0.0	80.0
	Paid Leave	0.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	80.0
	Critical Thinking	100.0	0.0	0.0	20.0
	Reading Comprehension	0.0	0.0	25.0	20.0
	Technology Design	0.0	0.0	0.0	20.0
	Operation and Control	100.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	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	100.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	25.0
	36 or More	0.0	100.0	100.0	75.0
Gender	Female	33.3	50.0	25.0	0.0
	Male	66.7	50.0	75.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	75.0	0.0
	20-24	33.3	0.0	0.0	20.0
	25-34	33.3	50.0	0.0	60.0
	35-44	33.3	0.0	0.0	20.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	50.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	25.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	100.0

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

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