

Retail Trade

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*

Job Characteristics		Occupation and SOC Code			
		Total All Occupations (00-0000)	Retail Salespersons (41-2031)	Cashiers (41-2011)	Truck Drivers, Light or Delivery Services (53-3033)
Typical Education ^a		N/A	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		16,057	3,882	3,066	728
Average Hourly Wage (\$)		\$9.95	\$9.50	\$9.00	\$10.00
% Paid Piece Rate		5.4	15.9	0.0	0.0
% Offered Selected Benefits	Health Insurance	36.0	27.3	24.5	51.5
	Retirement	28.0	16.5	15.1	24.2
	Paid Leave	34.5	24.4	19.4	45.5
Skills Selected as "Important" (%)	Service Orientation	87.6	94.3	92.8	93.9
	Critical Thinking	74.7	73.9	63.3	87.9
	Reading Comprehension	70.3	71.6	63.3	78.8
	Technology Design	36.8	36.9	32.4	39.4
	Operation and Control	58.4	48.3	53.2	75.8
Employer's Satisfaction with New Hires' Skills	Satisfied	33.7	38.6	28.1	42.4
	Not Satisfied	4.8	5.7	5.8	0.0
	Neither	11.4	11.4	11.5	6.1
	Other	50.1	44.3	54.7	51.5
Average Weekly Hours	20 or Less	23.8	36.8	20.3	34.5
	21-35	32.1	28.5	60.2	27.6
	36 or More	44.1	34.7	19.5	37.9
Gender	Female	44.1	47.7	55.4	45.5
	Male	44.1	38.6	30.9	51.5
	Nonresident	11.8	13.6	13.7	3.0
Age Group	19 and Younger	16.2	19.3	14.4	24.2
	20-24	20.2	22.7	20.1	33.3
	25-34	21.3	19.3	20.1	18.2
	35-44	12.2	9.7	14.4	3.0
	45-54	11.5	10.2	10.1	6.1
	55-64	5.4	3.4	6.5	9.1
	65 and Older	1.0	1.7	0.0	3.0
Unknown (Nonresidents)	12.2	13.6	14.4	3.0	
Turnover	% Still Working 1 Quarter After Hire	77.3	74.4	71.2	75.8

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

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Job Characteristics		Occupation and SOC Code			
		Stock Clerks & Order Fillers (43-5081)	Combined Food Preparation & Serving Workers, Inc (35-3021)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Tire Repairers & Changers (49-3093)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		640	485	485	441
Average Hourly Wage (\$)		\$10.00	\$8.50	\$11.00	\$10.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	13.8	22.7	18.2	70.0
	Retirement	10.3	18.2	4.5	70.0
	Paid Leave	6.9	13.6	27.3	80.0
Skills Selected as "Important" (%)	Service Orientation	82.8	77.3	81.8	90.0
	Critical Thinking	69.0	54.5	81.8	80.0
	Reading Comprehension	69.0	50.0	72.7	70.0
	Technology Design	24.1	31.8	4.5	65.0
	Operation and Control	41.4	68.2	31.8	95.0
Employer's Satisfaction with New Hires' Skills	Satisfied	17.2	27.3	22.7	25.0
	Not Satisfied	3.4	0.0	0.0	10.0
	Neither	34.5	31.8	9.1	20.0
	Other	44.8	40.9	68.2	45.0
Average Weekly Hours	20 or Less	12.5	50.0	0.0	0.0
	21-35	62.5	12.5	28.6	0.0
	36 or More	25.0	37.5	71.4	100.0
Gender	Female	27.6	59.1	18.2	15.0
	Male	58.6	31.8	59.1	75.0
	Nonresident	13.8	9.1	22.7	10.0
Age Group	19 and Younger	17.2	18.2	31.8	10.0
	20-24	13.8	9.1	18.2	25.0
	25-34	20.7	31.8	18.2	25.0
	35-44	10.3	22.7	9.1	10.0
	45-54	20.7	4.5	0.0	10.0
	55-64	3.4	4.5	0.0	5.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	13.8	9.1	22.7	15.0	
Turnover	% Still Working 1 Quarter After Hire	93.1	86.4	54.5	45.0

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

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Job Characteristics		Occupation and SOC Code			
		Parts Salespersons (41-2022)	General & Operations Managers (11-1021)	Service Station Attendants (53-6031)	Cleaners of Vehicles & Equipment (53-7061)
Typical Education ^a		High School Diploma or Less	Bachelors	High School Diploma or Less	High School Diploma or Less
N		397	375	375	375
Average Hourly Wage (\$)		\$10.00	\$31.21	\$8.50	\$10.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	88.2	58.8	17.6
	Retirement	66.7	88.2	41.2	47.1
	Paid Leave	27.8	88.2	41.2	58.8
Skills Selected as "Important" (%)	Service Orientation	77.8	100.0	100.0	17.6
	Critical Thinking	83.3	100.0	82.4	17.6
	Reading Comprehension	66.7	100.0	82.4	17.6
	Technology Design	22.2	76.5	47.1	5.9
	Operation and Control	33.3	82.4	94.1	23.5
Employer's Satisfaction with New Hires' Skills	Satisfied	22.2	35.3	41.2	29.4
	Not Satisfied	16.7	0.0	5.9	0.0
	Neither	0.0	0.0	5.9	5.9
	Other	61.1	64.7	47.1	64.7
Average Weekly Hours	20 or Less	8.3	0.0	6.7	0.0
	21-35	58.3	0.0	13.3	35.7
	36 or More	33.3	100.0	80.0	64.3
Gender	Female	27.8	35.3	29.4	35.3
	Male	61.1	52.9	58.8	58.8
	Nonresident	11.1	11.8	11.8	5.9
Age Group	19 and Younger	16.7	17.6	17.6	5.9
	20-24	22.2	11.8	41.2	29.4
	25-34	16.7	17.6	11.8	17.6
	35-44	16.7	23.5	0.0	11.8
	45-54	5.6	5.9	11.8	17.6
	55-64	11.1	11.8	5.9	5.9
	65 and Older	0.0	0.0	0.0	5.9
Unknown (Nonresidents)	11.1	11.8	11.8	5.9	
Turnover	% Still Working 1 Quarter After Hire	83.3	94.1	70.6	94.1

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

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Job Characteristics		Occupation and SOC Code			
		Automotive Service Technicians & Mechanics (49-3023)	First-Line Supervis./Managers of Retail Sales Work (41-1011)	Truck Drivers, Heavy & Tractor-Trailer (53-3032)	Bakers (51-3011)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less
N		287	265	265	243
Average Hourly Wage (\$)		\$13.00	\$11.00	\$17.00	\$7.25
% Paid Piece Rate		0.0	16.7	0.0	0.0
% Offered Selected Benefits	Health Insurance	69.2	83.3	100.0	45.5
	Retirement	61.5	83.3	83.3	36.4
	Paid Leave	61.5	83.3	75.0	45.5
Skills Selected as "Important" (%)	Service Orientation	84.6	100.0	100.0	100.0
	Critical Thinking	92.3	100.0	66.7	100.0
	Reading Comprehension	76.9	75.0	83.3	100.0
	Technology Design	76.9	25.0	33.3	18.2
	Operation and Control	100.0	33.3	100.0	90.9
Employer's Satisfaction with New Hires' Skills	Satisfied	23.1	33.3	58.3	27.3
	Not Satisfied	0.0	8.3	0.0	0.0
	Neither	23.1	8.3	0.0	9.1
	Other	53.8	50.0	41.7	63.6
Average Weekly Hours	20 or Less	7.7	0.0	0.0	25.0
	21-35	0.0	50.0	0.0	0.0
	36 or More	92.3	50.0	100.0	75.0
Gender	Female	30.8	41.7	16.7	54.5
	Male	69.2	58.3	83.3	27.3
	Nonresident	0.0	0.0	0.0	18.2
Age Group	19 and Younger	15.4	0.0	8.3	27.3
	20-24	15.4	8.3	25.0	27.3
	25-34	15.4	58.3	25.0	9.1
	35-44	15.4	16.7	16.7	9.1
	45-54	23.1	16.7	16.7	9.1
	55-64	15.4	0.0	8.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	0.0	0.0	0.0	18.2	
Turnover	% Still Working 1 Quarter After Hire	69.2	83.3	91.7	100.0

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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New Hires Job Skills Survey

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^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Office Clerks, General (43- 9061)	Merchandise Displays & Window Trimmers (27- 1026)	Pharmacy Technicians (29- 2052)	Bartenders (35- 3011)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		221	199	199	176
Average Hourly Wage (\$)		\$8.63	\$9.50	\$12.00	\$7.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	40.0	0.0	77.8	0.0
	Retirement	0.0	0.0	77.8	0.0
	Paid Leave	20.0	0.0	77.8	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	75.0
	Technology Design	40.0	100.0	22.2	75.0
	Operation and Control	40.0	100.0	33.3	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	30.0	11.1	55.6	12.5
	Not Satisfied	0.0	0.0	0.0	12.5
	Neither	0.0	0.0	0.0	0.0
	Other	70.0	88.9	44.4	75.0
Average Weekly Hours	20 or Less	12.5	100.0	0.0	100.0
	21-35	0.0	0.0	50.0	0.0
	36 or More	87.5	0.0	50.0	0.0
Gender	Female	70.0	66.7	55.6	50.0
	Male	30.0	33.3	22.2	50.0
	Nonresident	0.0	0.0	22.2	0.0
Age Group	19 and Younger	10.0	33.3	0.0	0.0
	20-24	20.0	11.1	11.1	37.5
	25-34	40.0	22.2	44.4	12.5
	35-44	20.0	11.1	11.1	37.5
	45-54	0.0	22.2	11.1	12.5
	55-64	10.0	0.0	0.0	0.0
	65 and Older Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	80.0	100.0	88.9	100.0

*Based on 8-quarter
estimates, 2012Q3-2014Q2.

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Job Characteristics		Occupation and SOC Code			
		Motorcycle Mechanics (49-3052)	Packers & Packagers, Hand (53-7064)	Customer Service Representatives (43-4051)	Food Preparation Workers (35-2021)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		176	176	154	110
Average Hourly Wage (\$)		\$12.00	\$7.25	\$9.00	\$9.50
% Paid Piece Rate		0.0	0.0	42.9	0.0
% Offered Selected Benefits	Health Insurance	50.0	25.0	85.7	0.0
	Retirement	25.0	50.0	100.0	0.0
	Paid Leave	25.0	50.0	71.4	0.0
Skills Selected as "Important" (%)	Service Orientation	75.0	100.0	85.7	100.0
	Critical Thinking	100.0	37.5	71.4	100.0
	Reading Comprehension	100.0	25.0	85.7	100.0
	Technology Design	75.0	12.5	42.9	0.0
	Operation and Control	75.0	12.5	71.4	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	12.5	62.5	57.1	0.0
	Not Satisfied	0.0	12.5	0.0	0.0
	Neither	25.0	0.0	14.3	20.0
	Other	62.5	25.0	28.6	80.0
Average Weekly Hours	20 or Less	0.0	60.0	0.0	0.0
	21-35	0.0	20.0	0.0	100.0
	36 or More	100.0	20.0	100.0	0.0
Gender	Female	25.0	62.5	57.1	20.0
	Male	37.5	37.5	28.6	60.0
	Nonresident	37.5	0.0	14.3	20.0
Age Group	19 and Younger	0.0	50.0	0.0	20.0
	20-24	0.0	12.5	14.3	40.0
	25-34	25.0	12.5	42.9	0.0
	35-44	25.0	0.0	0.0	0.0
	45-54	12.5	0.0	14.3	20.0
	55-64	0.0	12.5	14.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	37.5	12.5	14.3	20.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	75.0	85.7	60.0

*Based on 8-quarter estimates, 2012Q3-2014Q2.

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Retail Trade

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Job Characteristics		Occupation and SOC Code			
		Counter Attendants, Cafeteria, Food Concession, and (35-3022)	Agricultural Equipment Operators (45-2091)	Motorboat Mechanics (49-3051)	Outdoor Power Equipment & Other Small Engine Mech. (49-3053)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		110	110	110	110
Average Hourly Wage (\$)		\$10.00	\$12.25	\$14.00	\$17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	20.0	100.0	100.0	0.0
	Retirement	20.0	100.0	40.0	0.0
	Paid Leave	20.0	100.0	40.0	60.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	60.0
	Critical Thinking	80.0	100.0	40.0	100.0
	Reading Comprehension	40.0	100.0	40.0	100.0
	Technology Design	0.0	100.0	40.0	60.0
	Operation and Control	100.0	100.0	40.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	40.0	20.0	20.0	60.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	60.0	80.0	80.0	40.0
Average Weekly Hours	20 or Less	75.0	0.0	0.0	40.0
	21-35	25.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	60.0
Gender	Female	40.0	20.0	20.0	40.0
	Male	0.0	80.0	60.0	60.0
	Nonresident	60.0	0.0	20.0	0.0
Age Group	19 and Younger	20.0	60.0	0.0	20.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	20.0	40.0
	35-44	20.0	0.0	0.0	0.0
	45-54	0.0	0.0	40.0	20.0
	55-64	0.0	40.0	20.0	20.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	60.0	0.0	20.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	80.0	100.0	60.0	100.0

*Based on 8-quarter estimates, 2012Q3-2014Q2.

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Source: Research Planning, WY DWS
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^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Floral Designers (27-1023)	Pharmacists (29- 1051)	Janitors & Cleaners, Except Maids & Housekeepi (37- 2011)	Receptionists & Information Clerks (43-4171)
Typical Education^a		High School Diploma or Less	Doctorate	High School Diploma or Less	High School Diploma or Less
N		88	88	88	88
Average Hourly Wage (\$)		\$10.00	\$55.50	\$8.00	\$12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	50.0	25.0	0.0
	Retirement	0.0	50.0	0.0	0.0
	Paid Leave	100.0	50.0	25.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	25.0	75.0
	Critical Thinking	100.0	100.0	25.0	75.0
	Reading Comprehension	100.0	100.0	0.0	75.0
	Technology Design	0.0	50.0	25.0	0.0
	Operation and Control	0.0	100.0	25.0	75.0
Employer's Satisfaction with New Hires' Skills	Satisfied	25.0	75.0	50.0	25.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	25.0	0.0
	Other	75.0	25.0	25.0	75.0
Average Weekly Hours	20 or Less	0.0	25.0	75.0	25.0
	21-35	0.0	75.0	0.0	75.0
	36 or More	100.0	0.0	25.0	0.0
Gender	Female	0.0	50.0	25.0	100.0
	Male	50.0	50.0	25.0	0.0
	Nonresident	50.0	0.0	50.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	25.0
	20-24	0.0	0.0	25.0	50.0
	25-34	0.0	25.0	0.0	0.0
	35-44	0.0	25.0	0.0	0.0
	45-54	50.0	25.0	0.0	25.0
	55-64	0.0	25.0	0.0	0.0
	65 and Older Unknown (Nonresidents)	0.0 50.0	0.0 0.0	25.0 50.0	0.0 0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	75.0	100.0	25.0

*Based on 8-quarter
estimates, 2012Q3-2014Q2.

N/D = Not discloseable
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Source: Research Planning, WY DWS
New Hires Job Skills Survey

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^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Helpers-- Installation, Maint., & Repair Workers (49-9098)	Driver/Sales Workers (53- 3031)	Landscaping & Groundskeeping Workers (37- 3011)	Counter & Rental Clerks (41-2021)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		88	88	66	66
Average Hourly Wage (\$)		\$9.00	\$10.00	\$10.00	\$23.44
% Paid Piece Rate		0.0	0.0	0.0	33.3
% Offered	Health Insurance	25.0	75.0	0.0	100.0
Selected	Retirement	25.0	75.0	0.0	100.0
Benefits	Paid Leave	0.0	75.0	0.0	100.0
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	75.0	100.0	0.0	100.0
	Technology Design	0.0	0.0	0.0	33.3
	Operation and Control	100.0	0.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	25.0	25.0	0.0	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	25.0	25.0	33.3	33.3
	Other	50.0	50.0	66.7	33.3
Average Weekly Hours	20 or Less	75.0	0.0	0.0	0.0
	21-35	0.0	25.0	100.0	0.0
	36 or More	25.0	75.0	0.0	100.0
Gender	Female	25.0	50.0	0.0	66.7
	Male	75.0	50.0	66.7	0.0
	Nonresident	0.0	0.0	33.3	33.3
Age Group	19 and Younger	50.0	0.0	33.3	0.0
	20-24	25.0	25.0	33.3	33.3
	25-34	0.0	25.0	0.0	0.0
	35-44	0.0	25.0	0.0	33.3
	45-54	0.0	25.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	25.0	0.0	0.0	0.0
Unknown (Nonresidents)	0.0	0.0	33.3	33.3	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	66.7

*Based on 8-quarter
estimates, 2012Q3-2014Q2.

N/D = Not discloseable
due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*

Job Characteristics		Occupation and SOC Code			
		Sales Representatives, Wholesale & Manufacturing (41-4012)	Bookkeeping, Accounting, & Auditing Clerks (43-3031)	Shipping, Receiving, & Traffic Clerks (43-5071)	Computer, Automated Teller & Office Mach. Repairer (49-2011)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Some College, No Degree
N		66	66	66	66
Average Hourly Wage (\$)		\$25.93	\$15.00	\$9.00	\$12.00
% Paid Piece Rate		0.0	0.0	0.0	33.3
% Offered Selected Benefits	Health Insurance	33.3	66.7	100.0	33.3
	Retirement	33.3	33.3	100.0	33.3
	Paid Leave	100.0	100.0	100.0	33.3
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	66.7
	Technology Design	100.0	33.3	0.0	100.0
	Operation and Control	0.0	66.7	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	66.7	100.0	0.0	66.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	33.3	33.3
	Other	33.3	0.0	66.7	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	33.3
	21-35	0.0	0.0	0.0	33.3
	36 or More	100.0	100.0	100.0	33.3
Gender	Female	66.7	100.0	66.7	0.0
	Male	33.3	0.0	33.3	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	33.3	33.3
	25-34	33.3	0.0	66.7	66.7
	35-44	0.0	66.7	0.0	0.0
	45-54	33.3	33.3	0.0	0.0
	55-64	33.3	0.0	0.0	0.0
	65 and Older Unknown (Nonresidents)	0.0 0.0	0.0 0.0	0.0 0.0	0.0 0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	66.7

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*

Job Characteristics		Occupation and SOC Code			
		Textile, Apparel, & Furnishings Workers, All Other (51-6099)	Sales Managers (11-2022)	Interior Designers (27- 1025)	Home Health Aides (31-1011)
Typical Education^a		High School Diploma or Less	Bachelors	Bachelors	High School Diploma or Less
N		66	44	44	44
Average Hourly Wage (\$)		\$9.00	\$29.48	\$23.70	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	50.0	0.0	0.0
Selected	Retirement	0.0	50.0	0.0	0.0
Benefits	Paid Leave	0.0	50.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	0.0	0.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	100.0	50.0	0.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	50.0	0.0
	Not Satisfied	33.3	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	66.7	0.0	50.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	100.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	0.0
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	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	33.3	50.0	50.0	0.0
	35-44	33.3	0.0	50.0	50.0
	45-54	33.3	50.0	0.0	50.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

*Based on 8-quarter
estimates, 2012Q3-2014Q2.

N/D = Not discloseable
due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*

Job Characteristics		Occupation and SOC Code			
		Cooks, Fast Food (35-2011)	Dishwashers (35-9021)	Pesticide Handlers Sprayers & Applicators, Vegi (37-3012)	Tour Guides & Escorts (39-7011)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		44	44	44	44
Average Hourly Wage (\$)		\$8.50	\$9.25	\$13.00	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	0.0	0.0	0.0
	Retirement	50.0	50.0	0.0	0.0
	Paid Leave	50.0	50.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	50.0	0.0	100.0	0.0
	Critical Thinking	50.0	0.0	100.0	0.0
	Reading Comprehension	0.0	0.0	0.0	0.0
	Technology Design	0.0	50.0	100.0	0.0
	Operation and Control	50.0	50.0	100.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	50.0	0.0
	Not Satisfied	50.0	0.0	0.0	0.0
	Neither	0.0	50.0	0.0	0.0
	Other	0.0	0.0	50.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	100.0
	36 or More	100.0	0.0	100.0	0.0
Gender	Female	100.0	0.0	50.0	0.0
	Male	0.0	50.0	50.0	100.0
	Nonresident	0.0	50.0	0.0	0.0
Age Group	19 and Younger	50.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	50.0
	25-34	0.0	50.0	0.0	0.0
	35-44	50.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	50.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	0.0	50.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*

Job Characteristics		Occupation and SOC Code			
		Farmworkers & Laborers, Crop, Nursery & Greenhouse (45-2092)	Home Appliance Repairers (49-9031)	Assemblers & Fabricators, All Other (51-2099)	Photographic Process Workers & Pr (51-9151)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		44	44	44	44
Average Hourly Wage (\$)		\$8.00	\$9.50	\$8.75	\$10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	100.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	0.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	0.0
	Operation and Control	0.0	0.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	50.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	50.0	50.0	50.0
Average Weekly Hours	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	50.0	0.0	50.0	50.0
	Male	50.0	100.0	50.0	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	0.0	0.0	0.0	100.0
	25-34	50.0	100.0	50.0	0.0
	35-44	50.0	0.0	0.0	0.0
	45-54	0.0	0.0	50.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	0.0	0.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	0.0

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*

Job Characteristics		Occupation and SOC Code			
		Helpers-- Production Workers (51- 9198)	Cost Estimators (13-1051)	Loan Officers (13-2072)	Title Examiners, Abstractors, & Searchers (23- 2093)
Typical Education^a		High School Diploma or Less	Bachelors	High School Diploma or Less	High School Diploma or Less
N		44	N/D	N/D	N/D
Average Hourly Wage (\$)		\$8.50	\$19.23	.	\$12.00
% Paid Piece Rate		0.0	0.0	100.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	0.0	100.0	0.0	100.0
	Paid Leave	0.0	100.0	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	100.0	100.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	0.0	100.0	100.0
	Not Satisfied	0.0	100.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	50.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	0.0	100.0	100.0	100.0
	Male	50.0	0.0	0.0	0.0
	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	100.0	0.0
	25-34	50.0	100.0	0.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	50.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

*Based on 8-quarter
estimates, 2012Q3-2014Q2.

N/D = Not discloseable
due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*

Job Characteristics		Occupation and SOC Code			
		Teachers & Instructors, All Other (25-3099)	First-Line Supervisors/Managers of Food Preparation (35-1012)	Cooks, Short Order (35-2015)	Waiters & Waitresses (35-3031)
Typical Education ^a		Bachelors	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$14.38	\$9.50	\$9.50	\$4.00
% Paid Piece Rate		0.0	0.0	0.0	100.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	0.0	0.0	0.0	0.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	0.0	100.0	0.0	0.0
Employer's 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	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	0.0	100.0	0.0	0.0
Gender	Female	0.0	100.0	100.0	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	100.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	100.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	100.0	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 (Nonresidents)	100.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*

Job Characteristics		Occupation and SOC Code			
		Maids & Housekeeping Cleaners (37-2012)	Nonfarm Animal Caretakers (39-2021)	First-Line Supervisors/Managers of Mechanics, Inst (49-1011)	Automotive Body & Related Repairers (49-3021)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	\$8.00	.	\$11.00
% Paid Piece Rate		0.0	0.0	100.0	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	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	0.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	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
Employer's 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	100.0	0.0	100.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	0.0	0.0	100.0	100.0
Gender	Female	100.0	100.0	0.0	0.0
	Male	0.0	0.0	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	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	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*

Job Characteristics		Occupation and SOC Code			
		Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)	Recreational Vehicle Service Technicians (49-3092)	Mechanical Door Repairers (49-9011)	Butchers & Meat Cutters (51-3021)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$15.00	.	\$18.00	\$9.50
% Paid Piece Rate		0.0	100.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	100.0	100.0	0.0	0.0
	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	0.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	0.0	0.0
	Not Satisfied	100.0	0.0	100.0	100.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	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	0.0	100.0
Gender	Female	0.0	100.0	0.0	0.0
	Male	100.0	0.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	100.0
	20-24	0.0	0.0	0.0	0.0
	25-34	100.0	0.0	0.0	0.0
	35-44	0.0	100.0	0.0	0.0
	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 (Nonresidents)	0.0	0.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Retail Trade

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014*

Job Characteristics		Occupation and SOC Code
		Painters, Transportation Equipment (51- 9122)
Typical Education ^a		High School Diploma or Less
N		N/D
Average Hourly Wage (\$)		\$12.00
% Paid Piece Rate		0.0
% Offered Selected Benefits	Health Insurance	0.0
	Retirement	0.0
	Paid Leave	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0
	Critical Thinking	100.0
	Reading Comprehension	100.0
	Technology Design	100.0
	Operation and Control	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0
	Not Satisfied	100.0
	Neither	0.0
	Other	0.0
Average Weekly Hours	20 or Less	0.0
	21-35	100.0
	36 or More	0.0
Gender	Female	0.0
	Male	100.0
	Nonresident	0.0
Age Group	19 and Younger	0.0
	20-24	0.0
	25-34	0.0
	35-44	100.0
	45-54	0.0
	55-64	0.0
	65 and Older	0.0
Unknown (Nonresidents)	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0

*Based on 8-quarter
estimates, 2012Q3-2014Q2.

N/D = Not discloseable
due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.