

Accommodation & Food Services (NAICS 72)				
Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*				
Occupation & SOC^a Code				
Occupation	Total All Occupations (00-0000)	Waiters & Waitresses (35-3031)	Combined Food Prep. & Serving Workers, Inc (35-3021)	Maids & Housekeeping Cleaners (37-2012)
Typical Education Requirement	N/A	Less than high school	Less than high school	Less than high school
N	27,604	4,830	3,362	3,078
Median Hourly Wage	\$8.50	\$3.25	\$8.50	\$8.50
% Paid Piece Rate	18.5	65.7	1.4	6.2
% Offered Selected Benefits				
Health Insurance	7.4	1.0	4.2	12.3
Retirement	5.5	1.0	8.5	9.2
Paid Leave	9.9	3.9	12.7	20.0
Wait Time for Benefits				
Yes	12.2	2.9	14.1	23.1
No	5.0	4.9	2.8	3.1
Unknown	82.5	91.2	83.1	73.8
Skills Selected as "Important" (%)				
Service Orientation	83.9	96.1	87.3	90.8
Critical Thinking	63.8	76.5	52.1	40.0
Reading Comprehension	60.9	69.6	71.8	38.5
Technology Design	18.0	11.8	23.9	3.1
Operation & Control	39.5	23.5	38.0	29.2
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	33.4	30.4	18.3	26.2
Unsatisfied	6.3	4.9	4.2	9.2
Neutral	11.8	15.7	14.1	18.5
Other	48.4	49.0	63.4	46.2
Average Weekly Hours Worked				
20 or Less	38.5	48.5	38.3	31.9
21-35	40.4	44.1	53.2	46.8
36+	21.1	7.4	8.5	21.3
Work Status				
Full-Time	24.5	4.9	19.7	29.2
Part-Time	69.5	90.2	80.3	64.6
Temporary	4.8	4.9	0.0	1.5
Unknown	0.5	0.0	0.0	1.5
Gender				
Women	47.5	56.9	40.8	55.4
Men	35.0	29.4	40.8	23.1
Nonresidents ^b	17.5	13.7	18.3	21.5
Age				
16-19	19.0	16.7	28.2	13.8
20-24	19.4	19.6	23.9	21.5
25-34	22.1	25.5	14.1	18.5
35-44	8.2	12.7	5.6	4.6
45-54	7.2	7.8	2.8	10.8
55-64	3.6	2.9	1.4	6.2
65+	0.2	0.0	0.0	0.0
Unknown	20.2	14.7	23.9	24.6
Turnover				
% Working 1 Quarter After Hire	69.5	58.8	67.6	69.2

*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

^aStandard Occupational Classification.

^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

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		Occupation & SOC^a Code			
Occupation		Hotel, Motel, & Resort Desk Clerks (43-4081)	Dishwashers (35-9021)	Bartenders (35-3011)	Cooks, Restaurant (35-2014)
	Typical Education Requirement	High school diploma	Less than high school	Less than high school	Less than high school
	N	2,415	1,610	1,563	1,515
	Median Hourly Wage	\$9.25	\$8.75	\$7.38	\$10.00
	% Paid Piece Rate	0.0	5.9	39.4	0.0
% Offered Selected Benefits	Health Insurance	9.8	0.0	0.0	12.5
	Retirement	3.9	0.0	0.0	0.0
	Paid Leave	7.8	0.0	12.1	12.5
Wait Time for Benefits	Yes	5.9	0.0	9.1	12.5
	No	2.0	5.9	12.1	3.1
	Unknown	92.2	94.1	78.8	84.4
Skills Selected as "Important" (%)	Service Orientation	88.2	38.2	78.8	90.6
	Critical Thinking	78.4	32.4	75.8	81.3
	Reading Comprehension	76.5	5.9	63.6	81.3
	Technology Design	35.3	5.9	12.1	12.5
	Operation & Control	37.3	26.5	45.5	43.8
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	41.2	20.6	54.5	53.1
	Unsatisfied	3.9	8.8	6.1	9.4
	Neutral	9.8	14.7	9.1	9.4
	Other	45.1	55.9	30.3	28.1
Average Weekly Hours Worked	20 or Less	10.8	42.3	37.5	12.0
	21-35	64.9	34.6	41.7	48.0
	36+	24.3	23.1	20.8	40.0
Work Status	Full-Time	25.5	5.9	27.3	65.6
	Part-Time	70.6	88.2	72.7	34.4
	Temporary	3.9	2.9	0.0	0.0
	Unknown	0.0	2.9	0.0	0.0
Gender	Women	54.9	26.5	57.6	37.5
	Men	19.6	52.9	30.3	37.5
	Nonresidents ^b	25.5	20.6	12.1	25.0
Age	16-19	17.6	26.5	6.1	12.5
	20-24	15.7	17.6	24.2	12.5
	25-34	27.5	14.7	27.3	28.1
	35-44	7.8	2.9	21.2	6.3
	45-54	0.0	8.8	0.0	6.3
	55-64	5.9	2.9	9.1	6.3
	65+	0.0	0.0	0.0	3.1
	Unknown	25.5	26.5	12.1	25.0
Turnover	% Working 1 Quarter After Hire	84.3	61.8	66.7	75.0

*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

^aStandard Occupational Classification.

^bNonresidents are individuals for whom demographic data are not available.

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Occupation & SOC^a Code					
Occupation	Counter Att., Cafeteria, Food Concession (35- 3022)	Cashiers (41- 2011)	Cooks, Fast Food (35-2011)	Food Preparation Workers (35- 2021)	
Typical Education Requirement	Less than high school	Less than high school	Less than high school	Less than high school	Less than high school
N	994	947	758	758	758
Median Hourly Wage	\$8.25	\$8.00	\$8.50	\$10.50	\$10.50
% Paid Piece Rate	19.0	5.0	0.0	0.0	0.0
% Offered Selected Benefits					
Health Insurance	9.5	0.0	25.0	0.0	0.0
Retirement	9.5	0.0	18.8	0.0	0.0
Paid Leave	9.5	0.0	18.8	6.3	6.3
Wait Time for Benefits					
Yes	9.5	0.0	50.0	6.3	6.3
No	0.0	0.0	6.3	6.3	6.3
Unknown	90.5	100.0	43.8	87.5	87.5
Skills Selected as "Important" (%)					
Service Orientation	90.5	85.0	93.8	68.8	68.8
Critical Thinking	66.7	70.0	50.0	43.8	43.8
Reading Comprehension	76.2	75.0	62.5	50.0	50.0
Technology Design	9.5	15.0	0.0	6.3	6.3
Operation & Control	71.4	35.0	25.0	50.0	50.0
Employer's Satisfaction with New Hires' Skills (%)					
Satisfied	52.4	30.0	18.8	37.5	37.5
Unsatisfied	0.0	20.0	0.0	6.3	6.3
Neutral	0.0	5.0	6.3	12.5	12.5
Other	47.6	45.0	75.0	43.8	43.8
Average Weekly Hours Worked					
20 or Less	55.6	33.3	40.0	30.0	30.0
21-35	38.9	66.7	20.0	50.0	50.0
36+	5.6	0.0	40.0	20.0	20.0
Work Status					
Full-Time	0.0	5.0	50.0	37.5	37.5
Part-Time	76.2	95.0	50.0	62.5	62.5
Temporary	19.0	0.0	0.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0	0.0
Gender					
Women	85.7	45.0	31.3	43.8	43.8
Men	9.5	40.0	50.0	43.8	43.8
Nonresidents ^b	4.8	15.0	18.8	12.5	12.5
Age					
16-19	23.8	25.0	25.0	25.0	25.0
20-24	42.9	5.0	25.0	6.3	6.3
25-34	19.0	20.0	18.8	37.5	37.5
35-44	4.8	0.0	12.5	6.3	6.3
45-54	0.0	25.0	0.0	6.3	6.3
55-64	0.0	0.0	0.0	6.3	6.3
65+	0.0	0.0	0.0	0.0	0.0
Unknown	9.5	25.0	18.8	12.5	12.5
Turnover					
% Working 1 Quarter After Hire	71.4	65.0	56.3	93.8	93.8

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Occupation & SOC^a Code				
Occupation	Maintenance & Repair Workers, Gen (49-9071)	Driver/Sales Workers (53-3031)	First-Line Super./Managers of Food Prep. (35-1012)	Dining Room & Cafeteria Att. & Bartender (35-9011)
Typical Education Requirement	High school diploma	High school diploma	High school diploma	Less than high school
N	663	663	473	473
Median Hourly Wage	\$10.25	\$6.80	\$16.83	\$7.38
% Paid Piece Rate	0.0	21.4	0.0	10.0
% Offered Selected Benefits				
Health Insurance	14.3	0.0	40.0	20.0
Retirement	14.3	0.0	0.0	20.0
Paid Leave	14.3	0.0	10.0	20.0
Wait Time for Benefits				
Yes	14.3	0.0	40.0	20.0
No	0.0	0.0	0.0	0.0
Unknown	85.7	100.0	60.0	80.0
Skills Selected as "Important" (%)				
Service Orientation	57.1	50.0	100.0	80.0
Critical Thinking	71.4	42.9	100.0	20.0
Reading Comprehension	71.4	50.0	50.0	30.0
Technology Design	57.1	14.3	80.0	0.0
Operation & Control	78.6	21.4	100.0	0.0
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	42.9	14.3	10.0	30.0
Unsatisfied	7.1	0.0	20.0	0.0
Neutral	14.3	7.1	10.0	20.0
Other	35.7	78.6	60.0	50.0
Average Weekly Hours Worked				
20 or Less	20.0	100.0	33.3	80.0
21-35	20.0	0.0	0.0	20.0
36+	60.0	0.0	66.7	0.0
Work Status				
Full-Time	35.7	7.1	70.0	20.0
Part-Time	35.7	92.9	30.0	70.0
Temporary	28.6	0.0	0.0	10.0
Unknown	0.0	0.0	0.0	0.0
Gender				
Women	14.3	57.1	30.0	40.0
Men	57.1	42.9	60.0	50.0
Nonresidents ^b	28.6	0.0	10.0	10.0
Age				
16-19	14.3	42.9	0.0	30.0
20-24	0.0	35.7	20.0	40.0
25-34	28.6	7.1	50.0	10.0
35-44	7.1	7.1	0.0	0.0
45-54	7.1	7.1	20.0	0.0
55-64	7.1	0.0	0.0	0.0
65+	0.0	0.0	0.0	0.0
Unknown	35.7	0.0	10.0	20.0
Turnover				
% Working 1 Quarter After Hire	71.4	42.9	70.0	60.0

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Occupation		Occupation & SOC ^a Code			
		Host & Hostess, Rest., Lounge & Coffee Shop (35-9031)	Cooks, Short Order (35-2015)	Cooks, Institution & Cafeteria (35- 2012)	Landscaping & Groundskeeping Workers (37- 3011)
Typical Education Requirement		Less than high school	Less than high school	Less than high school	Less than high school
N		473	379	237	237
Median Hourly Wage		\$7.25	\$14.50	\$12.50	\$15.00
% Paid Piece Rate		80.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	20.0	0.0
	Retirement	0.0	0.0	40.0	0.0
	Paid Leave	0.0	0.0	20.0	0.0
Wait Time for Benefits	Yes	10.0	0.0	20.0	0.0
	No	10.0	0.0	20.0	60.0
	Unknown	80.0	100.0	60.0	20.0
Skills Selected as "Important" (%)	Service Orientation	100.0	75.0	100.0	0.0
	Critical Thinking	90.0	37.5	100.0	0.0
	Reading Comprehension	60.0	25.0	60.0	0.0
	Technology Design	30.0	0.0	20.0	0.0
	Operation & Control	10.0	37.5	100.0	80.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	20.0	37.5	20.0	40.0
	Unsatisfied	0.0	12.5	20.0	0.0
	Neutral	10.0	0.0	40.0	0.0
	Other	70.0	50.0	20.0	60.0
Average Weekly Hours Worked	20 or Less	100.0	57.1	0.0	100.0
	21-35	0.0	42.9	0.0	0.0
	36+	0.0	0.0	100.0	0.0
Work Status	Full-Time	0.0	25.0	100.0	0.0
	Part-Time	100.0	75.0	0.0	80.0
	Temporary	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	60.0	25.0	20.0	40.0
	Men	30.0	75.0	40.0	40.0
	Nonresidents ^b	10.0	0.0	40.0	20.0
Age	16-19	20.0	12.5	0.0	40.0
	20-24	20.0	25.0	0.0	0.0
	25-34	20.0	25.0	20.0	0.0
	35-44	10.0	12.5	0.0	20.0
	45-54	0.0	25.0	40.0	20.0
	55-64	0.0	0.0	0.0	0.0
	65+	0.0	0.0	0.0	0.0
Unknown	30.0	0.0	40.0	20.0	
Turnover	% Working 1 Quarter After Hire	90.0	100.0	80.0	100.0

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Occupation	Occupation & SOC^a Code			
	General & Operations Managers (11-1021)	Mechanical Drafters (17-3013)	Security Guards (33-9032)	Janitors & Cleaners, Except Maids & House. (37-2011)
Typical Education Requirement	Bachelor's degree	Associate's degree	High school diploma	Less than high school
N	189	189	189	189
Median Hourly Wage	\$24.04	\$12.00	\$10.00	\$10.50
% Paid Piece Rate	0.0	0.0	25.0	0.0
% Offered Selected Benefits				
Health Insurance	0.0	0.0	25.0	0.0
Retirement	0.0	0.0	25.0	0.0
Paid Leave	50.0	0.0	25.0	0.0
Wait Time for Benefits				
Yes	50.0	0.0	25.0	100.0
No	0.0	100.0	0.0	0.0
Unknown	50.0	0.0	75.0	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	75.0	100.0	100.0	100.0
Technology Design	25.0	100.0	25.0	100.0
Operation & Control	100.0	100.0	25.0	100.0
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	75.0	25.0	75.0	25.0
Unsatisfied	0.0	0.0	25.0	0.0
Neutral	0.0	0.0	0.0	0.0
Other	25.0	75.0	0.0	75.0
Average Weekly Hours Worked				
20 or Less	33.3	0.0	100.0	0.0
21-35	0.0	0.0	0.0	0.0
36+	66.7	100.0	0.0	0.0
Work Status				
Full-Time	75.0	100.0	0.0	0.0
Part-Time	0.0	0.0	100.0	0.0
Temporary	25.0	0.0	0.0	100.0
Unknown	0.0	0.0	0.0	0.0
Gender				
Women	50.0	75.0	25.0	50.0
Men	50.0	25.0	50.0	25.0
Nonresidents ^b	0.0	0.0	25.0	25.0
Age				
16-19	0.0	0.0	0.0	50.0
20-24	0.0	0.0	25.0	0.0
25-34	0.0	50.0	25.0	0.0
35-44	25.0	50.0	25.0	0.0
45-54	50.0	0.0	0.0	25.0
55-64	25.0	0.0	0.0	0.0
65+	0.0	0.0	0.0	0.0
Unknown	0.0	0.0	25.0	25.0
Turnover				
% Working 1 Quarter After Hire	50.0	100.0	75.0	0.0

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Occupation & SOC^a Code				
Occupation	Customer Service Representatives (43-4051)	Bakers (51-3011)	Lodging Managers (11-9081)	Farmworkers, Farm & Ranch Animals (45-2093)
Typical Education Requirement	High school diploma	Less than high school	High school diploma	Less than high school
N	189	189	142	142
Median Hourly Wage	\$10.00	\$14.00	N/A	\$7.23
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	0.0	50.0	66.7	0.0
Retirement	0.0	50.0	66.7	0.0
Paid Leave	0.0	0.0	66.7	66.7
Wait Time for Benefits				
Yes	0.0	25.0	66.7	0.0
No	0.0	0.0	0.0	33.3
Unknown	100.0	75.0	33.3	66.7
Skills Selected as "Important" (%)				
Service Orientation	100.0	25.0	66.7	100.0
Critical Thinking	100.0	50.0	66.7	100.0
Reading Comprehension	50.0	100.0	66.7	0.0
Technology Design	0.0	0.0	66.7	0.0
Operation & Control	75.0	100.0	66.7	66.7
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	50.0	75.0	33.3	33.3
Unsatisfied	0.0	0.0	0.0	33.3
Neutral	0.0	25.0	0.0	0.0
Other	50.0	0.0	66.7	33.3
Average Weekly Hours Worked				
20 or Less	0.0	50.0	0.0	0.0
21-35	0.0	50.0	0.0	0.0
36+	0.0	0.0	0.0	100.0
Work Status				
Full-Time	50.0	75.0	100.0	100.0
Part-Time	50.0	25.0	0.0	0.0
Temporary	0.0	0.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0
Gender				
Women	75.0	75.0	33.3	0.0
Men	0.0	25.0	0.0	100.0
Nonresidents ^b	25.0	0.0	66.7	0.0
Age				
16-19	50.0	0.0	0.0	33.3
20-24	0.0	25.0	0.0	0.0
25-34	0.0	50.0	33.3	66.7
35-44	0.0	25.0	0.0	0.0
45-54	25.0	0.0	0.0	0.0
55-64	0.0	0.0	0.0	0.0
65+	0.0	0.0	0.0	0.0
Unknown	25.0	0.0	66.7	0.0
Turnover				
% Working 1 Quarter After Hire	100.0	75.0	100.0	33.3

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^aStandard Occupational Classification.

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Occupation & SOC^a Code				
Occupation	Tour Guides & Escorts (39-7011)	Retail Salespersons (41-2031)	Receptionists & Information Clerks (43-4171)	Truck Drivers, Light or Delivery Services (53-3033)
Typical Education Requirement	High school diploma	Less than high school	High school diploma	High school diploma
N	95	95	95	95
Median Hourly Wage	\$25.00	\$10.00	\$9.00	\$7.38
% Paid Piece Rate	50.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	0.0	0.0	0.0	50.0
Retirement	0.0	0.0	0.0	0.0
Paid Leave	0.0	0.0	0.0	0.0
Wait Time for Benefits				
Yes	0.0	0.0	0.0	50.0
No	0.0	0.0	0.0	0.0
Unknown	100.0	100.0	100.0	50.0
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	50.0	100.0	100.0	100.0
Technology Design	0.0	100.0	0.0	100.0
Operation & Control	50.0	100.0	0.0	100.0
Employer's Satisfaction with New Hires' Skills (%)				
Satisfied	100.0	0.0	50.0	100.0
Unsatisfied	0.0	0.0	0.0	0.0
Neutral	0.0	50.0	0.0	0.0
Other	0.0	50.0	50.0	0.0
Average Weekly Hours Worked				
20 or Less	0.0	100.0	0.0	50.0
21-35	100.0	0.0	0.0	50.0
36+	0.0	0.0	0.0	0.0
Work Status				
Full-Time	50.0	0.0	0.0	0.0
Part-Time	0.0	0.0	100.0	50.0
Temporary	50.0	100.0	0.0	0.0
Unknown	0.0	0.0	0.0	50.0
Gender				
Women	0.0	0.0	50.0	0.0
Men	50.0	50.0	0.0	100.0
Nonresidents ^b	50.0	50.0	50.0	0.0
Age				
16-19	0.0	0.0	0.0	0.0
20-24	0.0	0.0	0.0	100.0
25-34	50.0	50.0	0.0	0.0
35-44	0.0	0.0	0.0	0.0
45-54	0.0	0.0	0.0	0.0
55-64	0.0	0.0	50.0	0.0
65+	0.0	0.0	0.0	0.0
Unknown	50.0	50.0	50.0	0.0
Turnover				
% Working 1 Quarter After Hire	50.0	100.0	100.0	100.0

*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

^aStandard Occupational Classification.

^bNonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

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