		Occupation & SOC ^a Code				
	Occupation	Total All Occupations (00- 0000)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Welders, Cutters, Solderers, & Brazers (51-4121)	Machinists (51 4041)	
	Typical Education Requirement	N/A	Less than high school	High school diploma or equivalent	High school diploma or equivalent	
	N	1,923	166	161	119	
	Median Hourly Wage	14.00	13.50	15.78	14.00	
% Offered	Health Insurance	46.6	28.1	58.1	60.9	
Selected	Retirement	38.5	15.6	64.5	17.4	
Benefits	Paid Leave	53.1	18.8	67.7	60.9	
Wait Time for	Yes	50.1	28.1	67.7	73.9	
Benefits	No	8.1	3.1	6.5	8.7	
	Unknown	41.2	68.8	25.8	17.4	
Skills Selected as	Service Orientation	54.2	59.4	48.4	26.1	
"Important" (%)						
important (70)	Critical Thinking	71.7	59.4	96.8	82.6	
	Reading Comprehension	66.8	62.5	67.7	47.8	
	Technology Design Operation & Control	45.0 75.5	37.5 87.5	64.5 71.0	65.2 91.3	
Employer's Satisfaction with	Satisfied	43.4	37.5	51.6	43.5	
New Hires' Skills	Unsatisfied	6.7	9.4	3.2	0.0	
(%)	Neutral	11.1	9.4	12.9	13.0	
	Other	38.8	43.8	32.3	43.5	
Average Weekly	20 or Less	10.1	9.4	4.0	14.3	
Hours Worked	21-35	13.6	6.3	24.0	9.5	
	36+	76.3	84.4	72.0	76.2	
Work Status	Full-Time	70.6	71.9	90.3	69.6	
	Part-Time	17.3	6.3	9.7	30.4	
	Temporary	11.6	21.9	0.0	0.0	
	Unknown	0.5	0.0	0.0	0.0	
Gender	Women	24.5	18.8	3.2	21.7	
	Men	71.7	68.8	93.5	69.6	
	Nonresidents ^b	3.8	12.5	3.2	8.7	
Age	16-19	8.4	18.8	9.7	4.3	
	20-24	20.2	15.6	25.8	26.1	
	25-34	29.9	18.8	32.3	52.2	
	35-44	16.7	12.5	12.9	8.7	
	45-54	12.7	9.4	16.1	0.0	
	55-64	6.7	6.3	0.0	0.0	
	65+	1.3	6.3	0.0	0.0	
	Unknown	4.0	12.5	3.2	8.7	
Turnover	% Working 1 Quarter After Hire	78.4	84.4	61.3	95.7	

^{*}The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

 $^{{\}it °Standard\ Occupational\ Classification}.$

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Manufacturing (NAICS 31-33) Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017* Occupation & SOC^a Code Truck Drivers, Packers & Heavy & Tractor-Packagers, Hand Office Clerks, Bartenders (35-Occupation Trailer (53-3032) (53-7064)General (43-9061) 3011) Typical Education Postsecondary Less than high High school Less than high Requirement non-degree school diploma or school award equivalent 88 83 73 57 Median Hourly Wage 18.00 9.75 15.00 10.00 70.6 0.0 57.1 0.0 % Offered Health Insurance Selected 52.9 28.6 0.0 Retirement 0.0 **Benefits** Paid Leave 52.9 0.0 71.4 0.0 **Wait Time for** Yes 64.7 6.3 35.7 0.0 **Benefits** 5.9 No 0.0 28.6 0.0 Unknown 29.4 100.0 93.8 35.7 100.0 **Skills Selected as** Service Orientation 70.6 43.8 92.9 "Important" (%) **Critical Thinking** 88.2 0.0 85.7 9.1 52.9 50.0 92.9 0.0 **Reading Comprehension** 29.4 Technology Design 0.0 57.1 18.2 **Operation & Control** 94.1 43.8 57.1 9.1 45.5 Employer's Satisfied 29.4 12.5 42.9 Satisfaction with Unsatisfied 0.0 0.0 0.0 17.6 **New Hires' Skills** Neutral 18.8 14.3 0.0 17.6 (%) 54.5 Other 35.3 68.8 42.9 13.3 31.3 88.9 Average Weekly 20 or Less 0.0 **Hours Worked** 21-35 0.0 68.8 33.3 11.1 36+ 86.7 0.0 66.7 0.0 **Work Status** Full-Time 76.5 0.0 64.3 0.0 Part-Time 17.6 50.0 28.6 100.0

	45-54	35.3	31.3	28.6	0.0
	55-64	11.8	0.0	21.4	18.2
	65+	11.8	0.0	0.0	0.0
	Unknown	5.9	6.3	0.0	0.0
Turnover	% Working 1 Quarter After Hire	88.2	6.3	71.4	100.0

5.9

0.0

5.9

5.9

0.0

5.9

11.8

17.6

88.2

50.0

0.0

50.0

50.0

0.0

12.5

12.5

18.8

18.8

7.1

0.0

92.9

7.1

0.0

14.3

14.3

14.3

7.1

Gender

Age

Note: Percentages may not sum to 100.0 due to rounding.

Temporary Unknown

Women

Nonresidents^b

Men

16-19

20-24

25-34

35-44

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

0.0

0.0

54.5

45.5

0.0

0.0

18.2 45.5

18.2

^{*}The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Manufacturing (NAICS 31-33) Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017* Occupation & SOC^a Code Laborers & Total All Freight, Stock & Welders, Cutters, Occupations (00-Material Movers, Machinists (51-Solderers, & 4041) Occupation 0000) Hand (53-7062) Brazers (51-4121) Typical Education N/A Less than high High school High school school diploma or Requirement diploma or equivalent equivalent Ν 1,923 166 161 119 15.78 Median Hourly Wage 14.00 13.50 14.00 % Offered 46.6 58.1 Health Insurance 28.1 60.9 Selected 38.5 Retirement 15.6 64.5 17.4 **Benefits** Paid Leave 53.1 67.7 60.9 18.8 **Wait Time for** 50.1 28.1 67.7 73.9 Yes Benefits No 8.1 3.1 6.5 8.7 41.2 Unknown 68.8 25.8 17.4 **Skills Selected as Service Orientation** 54.2 59.4 48.4 26.1 "Important" (%) Critical Thinking 71.7 59.4 96.8 82.6 **Reading Comprehension** 66.8 47.8 62.5 67.7 45.0 **Technology Design** 37.5 64.5 65.2 75.5 91.3 **Operation & Control** 87.5 71.0 Satisfied 43.4 37.5 43.5 51.6 Employer's Satisfaction with Unsatisfied 6.7 9.4 3.2 0.0 **New Hires' Skills** Neutral 11.1 9.4 12.9 13.0 (%) 38.8 Other 43.8 32.3 43.5 Average Weekly 20 or Less 10.1 9.4 4.0 14.3 **Hours Worked** 13.6 9.5 21-35 24.0 6.3 36+ 76.3 84.4 72.0 76.2 **Work Status** 70.6 90.3 69.6 **Full-Time** 71.9 17.3 9.7 30.4 Part-Time 6.3 Temporary 11.6 21.9 0.0 0.0 Unknown 0.5 0.0 0.0 0.0 Gender Women 24.5 18.8 3.2 21.7 Men 71.7 68.8 93.5 69.6 Nonresidents^b 3.8 12.5 3.2 8.7 16-19 8.4 18.8 9.7 4.3 Age 20-24 20.2 25.8 26.1 15.6 25-34 29.9 18.8 32.3 52.2 35-44 16.7 12.5 12.9 8.7 45-54 12.7 9.4 16.1 0.0 55-64 6.7 6.3 0.0 0.0 65+ 1.3 6.3 0.0 0.0 Unknown 4.0 12.5 3.2 8.7 61.3 95.7 Turnover % Working 1 Quarter After Hire 78.4 84.4

^{*}The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Manufacturing (NAICS 31-33)	
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 203	17³

		Occupation & SOC ^a Code					
	Occupation	Truck Drivers, Heavy & Tractor- Trailer (53-3032)	Packers & Packagers, Hand (53-7064)	Office Clerks, General (43-9061)	Bartenders (35 3011)		
	Typical Education Requirement	Postsecondary non-degree award	Less than high school	High school diploma or equivalent	Less than high school		
	N Median Hourly Wage	88 18.00	83 9.75	73 15.00	57 10.00		
% Offered	Health Insurance	70.6	0.0	57.1	0.0		
Selected	Retirement	52.9	0.0	28.6	0.0		
Benefits	Paid Leave	52.9	0.0	71.4	0.0		
Wait Time for	Yes	64.7	6.3	35.7	0.0		
Benefits	No	5.9	0.0	28.6	0.0		
	Unknown	29.4	93.8	35.7	100.0		
Skills Selected as	Service Orientation	70.6	43.8	92.9	100.0		
"Important" (%)	Critical Thinking	88.2	0.0	85.7	9.1		
	Reading Comprehension	52.9	50.0	92.9	0.0		
	Technology Design	29.4	0.0	57.1	18.2		
	Operation & Control	94.1	43.8	57.1	9.1		
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	29.4	12.5	42.9	45.5		
	Unsatisfied	17.6	0.0	0.0	0.0		
	Neutral	17.6	18.8	14.3	0.0		
	Other	35.3	68.8	42.9	54.5		
Average Weekly	20 or Less	13.3	31.3	0.0	88.9		
Hours Worked	21-35	0.0	68.8	33.3	11.1		
	36+	86.7	0.0	66.7	0.0		
Work Status	Full-Time	76.5	0.0	64.3	0.0		
	Part-Time	17.6	50.0	28.6	100.0		
	Temporary	5.9	50.0	7.1	0.0		
	Unknown	0.0	0.0	0.0	0.0		
Gender	Women	5.9	50.0	92.9	54.5		
	Men	88.2	50.0	7.1	45.5		
	Nonresidents ^b	5.9	0.0	0.0	0.0		
Age	16-19	0.0	12.5	14.3	0.0		
	20-24	5.9	12.5	14.3	18.2		
	25-34	11.8	18.8	14.3	45.5		
	35-44	17.6	18.8	7.1	18.2		
	45-54 55-64	35.3 11.8	31.3 0.0	28.6 21.4	0.0 18.2		
	65+	11.8	0.0	0.0	0.0		
	Unknown	5.9	6.3	0.0	0.0		
Turnover	% Working 1 Quarter After Hire	88.2	6.3	71.4	100.0		

^{*}The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

^aStandard Occupational Classification.

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

Typical Education High school diploma High school diploma School			cteristics in Wyoming, 2017* Occupation & SOC ^a Code				
Requirement N		Occupation	Polishing, & Buffing	Setters, Operators & Tenders, Wood	HelpersProduction Workers (51-9198)		
N							
Median Hourly Wage			•	•			
% Offered Selected Retirement 100.0 40.0 0.0 10.0 Selected Retirement 100.0 40.0 0.0 0.0 10.0 0.0 0.0 10.0 0.0 0.0 0.			_	_	_		
Selected Benefits Retirement 100.0 40.0 0.0	0/ Offered	, ,					
Paid Leave 100.0 70.0 0.0							
Valid Time for Yes 100.0 60.0 0.							
No		Paid Leave	100.0	/0.0	0.0		
Unknown	Wait Time for	Yes	100.0	60.0	0.0		
Skills Selected as "Important" (%) Critical Thinking 60.0 80.0 100.0 Reading Comprehension 60.0 50.0 70.0 Technology Design 40.0 90.0 40.0 Operation & Control 100.0 100.0 70.0 Employer's Satisfied 30.0 50.0 40.0 New Hires' Skills (%) Neutral 0.0 10.0 10.0 Other 50.0 30.0 30.0 Average Weekly 40.0 40.0 40.0 Other 50.0 30.0 30.0 Average Weekly 20 or Less 0.0 0.0 0.0 Hours Worked 21-35 0.0 0.0 20.0 36+ 100.0 100.0 80.0 Work Status Full-Time 100.0 100.0 70.0 Part-Time 0.0 0.0 10.0 Temporary 0.0 0.0 0.0 Unknown 0.0 0.0 0.0 Age 16-19 10.0 20.0 20.0 20-24 50.0 20.0 20.0 25-34 30.0 20.0 20.0 45-54 0.0 0.0 10.0 55-64 0.0 10.0 10.0 Oc. Total Thinking 60.0 60.0 10.0 70.0	Benefits	No	0.0	10.0	0.0		
"Important" (%)		Unknown	0.0	30.0	100.0		
Reading Comprehension 60.0 50.0 70.0 Technology Design 40.0 90.0 40.0 Operation & Control 100.0 100.0 70.0 Employer's Satisfied 30.0 50.0 40.0 Satisfaction with New Hires' Skills (%) 0ther 50.0 30.0 10.0 Other 50.0 30.0 30.0 Average Weekly Hours Worked 21-35 0.0 0.0 20.0 36+ 100.0 100.0 100.0 80.0 Work Status Full-Time 100.0 100.0 70.0 Part-Time 0.0 0.0 10.0 Temporary 0.0 0.0 0.0 20.0 Unknown 0.0 0.0 0.0 Officer 100.0 100.0 90.0 Omen 100.0 90.0 90.0 Nonresidents 0.0 10.0 90.0 90.0 Age 16-19 10.0 20.0 20.0 20-24 50.0 20.0 20.0 20-34 30.0 20.0 30.0 35-44 10.0 20.0 20.0 45-54 0.0 0.0 10.0 55-64 0.0 0.0 10.0 Octoor 10.0 10.0 Temporary 10.0 10.0 10.0 Octoor 10.0	Skills Selected as	Service Orientation	0.0	70.0	50.0		
Technology Design	"Important" (%)	Critical Thinking	60.0	80.0	100.0		
Operation & Control 100.0 100.0 70.0		Reading Comprehension	60.0	50.0	70.0		
Satisfied 30.0 50.0 40.0		Technology Design	40.0	90.0	40.0		
Satisfaction with New Hires' Skills (%) Unsatisfied 20.0 10.0 20.0 Neutral (%) 0.0 10.0 10.0 10.0 Other 50.0 30.0 30.0 Average Weekly Hours Worked 20 or Less 0.0 0.0 0.0 21-35 0.0 0.0 20.0 36+ 100.0 100.0 70.0 Part-Time 0.0 0.0 10.0 Temporary 0.0 0.0 0.0 Unknown 0.0 0.0 10.0 Men 100.0 90.0 90.0 Nonresidents ^b 0.0 10.0 20.0 20-24 50.0 20.0 20.0 25-34 30.0 20.0 20.0 25-34 30.0 20.0 20.0 45-54 0.0 0.0 10.0 45-54 0.0 0.0 10.0 55-64 0.0 10.0 10.0		Operation & Control	100.0	100.0	70.0		
New Hires' Skills (%) Neutral 0.0 10	Satisfaction with New Hires' Skills	Satisfied	30.0	50.0	40.0		
(%) Neutral Other 50.0 10.0 10.0 Average Weekly Hours Worked 20 or Less 0.0 0.0 0.0 21-35 0.0 0.0 100.0 80.0 Work Status Full-Time Part-Time O.0 100.0 100.0 70.0 Part-Time O.0 0.0 0.0 10.0 20.0 Unknown O.0 0.0 0.0 0.0 0.0 Men O.0 0.0 0.0 10.0 0.0 Age O.0 16-19 10.0 20.0 20.0 25-34 30.0 20.0 20.0 20.0 25-34 30.0 20.0 20.0 20.0 45-54 0.0 0.0 10.0 0.0 55-64 0.0 10.0 10.0 0.0		Unsatisfied	20.0	10.0	20.0		
Average Weekly Hours Worked 21-35 36+ 100.0 36+ 100.0 100.0 20.0 36+ 100.0 100.0 100.0 70.0 Part-Time 0.0 0.0 0.0 0.0 0.0 10.0 Temporary 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.		Neutral	0.0	10.0	10.0		
Hours Worked 21-35	(%)	Other	50.0	30.0	30.0		
Mork Status Full-Time 100.0 100.0 70.0		20 or Less	0.0	0.0	0.0		
Work Status Full-Time Part-Time 100.0 100.0 70.0 Part-Time 0.0 0.0 10.0 Temporary 0.0 0.0 0.0 Unknown 0.0 0.0 10.0 Men 100.0 90.0 90.0 Nonresidents ^b 0.0 10.0 20.0 20.0 20-24 50.0 20.0 20.0 20.0 25-34 30.0 20.0 20.0 30.0 35-44 10.0 20.0 20.0 20.0 45-54 0.0 0.0 10.0 0.0 55-64 0.0 10.0 0.0 0.0	Hours Worked	21-35	0.0	0.0	20.0		
Part-Time 0.0 0.0 10.0 Temporary 0.0 0.0 20.0 Unknown 0.0 0.0 0.0 Men 100.0 90.0 90.0 Nonresidentsb 0.0 10.0 20.0 20.0 20-24 50.0 20.0 20.0 20.0 25-34 30.0 20.0 30.0 35-44 10.0 20.0 20.0 45-54 0.0 0.0 10.0 55-64 0.0 10.0 0.0		36+	100.0	100.0	80.0		
Temporary 0.0 0.0 0.0 20.0 Unknown 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	Work Status	Full-Time	100.0	100.0	70.0		
Unknown 0.0 0.0 0.0 Gender Women 0.0 0.0 10.0 Men 100.0 90.0 90.0 Nonresidentsb 0.0 10.0 20.0 20.0 20-24 50.0 20.0 20.0 20.0 25-34 30.0 20.0 30.0 35-44 10.0 20.0 20.0 45-54 0.0 0.0 10.0 55-64 0.0 10.0 0.0		Part-Time	0.0	0.0	10.0		
Gender Women Men 0.0 0.0 90.0		Temporary	0.0	0.0	20.0		
Men 100.0 90.0 90.0 Nonresidentsb 0.0 10.0 0.0 Age 16-19 10.0 20.0 20.0 20-24 50.0 20.0 20.0 25-34 30.0 20.0 30.0 35-44 10.0 20.0 20.0 45-54 0.0 0.0 10.0 55-64 0.0 10.0 0.0		Unknown	0.0	0.0	0.0		
Nonresidents ^b 0.0 10.0 0.0 Age 16-19 10.0 20.0 20.0 20.0 20.0 20.0 25-34 30.0 20.0 30.0 35-44 10.0 20.0 20.0 20.0 45-54 0.0 0.0 10.0 55-64 0.0 10.0 0.0	Gender				10.0		
Age 16-19 10.0 20.0 20.0 20-24 50.0 20.0 20.0 25-34 30.0 20.0 30.0 35-44 10.0 20.0 20.0 45-54 0.0 0.0 10.0 55-64 0.0 10.0 0.0			100.0	90.0	90.0		
20-24 50.0 20.0 20.0 25-34 30.0 20.0 30.0 35-44 10.0 20.0 20.0 45-54 0.0 0.0 10.0 55-64 0.0 10.0 0.0		Nonresidents ^b	0.0	10.0	0.0		
25-34 30.0 20.0 30.0 35-44 10.0 20.0 20.0 45-54 0.0 0.0 10.0 55-64 0.0 10.0 0.0	Age				20.0		
35-44 10.0 20.0 20.0 45-54 0.0 0.0 10.0 55-64 0.0 10.0 0.0					20.0		
45-54 0.0 0.0 10.0 55-64 0.0 10.0 0.0					30.0		
55-64 0.0 10.0 0.0					20.0		
					10.0		
65+ 0.0 0.0					0.0		
		65+			0.0		
Unknown 0.0 10.0 0.0		Unknown	0.0	10.0	0.0		
Turnover % Working 1 Quarter After Hire 100.0 80.0 70.0	Turnover	% Working 1 Quarter After Hire	100.0	80.0	70.0		

^{*}The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

^aStandard Occupational Classification.

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

Note: Percentages may not sum to 100.0 due to rounding.