

Estimates of New Hires and New Hires Job Characteristics in Wholesale Trade (NAICS 42) in Wyoming, 2010Q4-2012Q3

Occupation		Education	New Hires and Wages		Benefits			Job Skills					Hours Worked			Demographics										Turnover			
SOC Code	Occupation	Educational Requirement	New Hires	Average Hourly Wage (\$)	Health Insurance	Retirement	Paid Time Off	% of Employers Identifying Each Skill as Important for that Particular Occupation					On Average During Each Week of the Reference Period			Gender			Age Group										% Still Employed 1 Quarter Later
								Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation and Control	20 or Less	21-35	36 or More	Female	Male	Nonresident	16-20	20-24	25-34	35-44	45-54	55-64	65 and Older	Unknown			
00-0000	Total All Occupations (00-0000)	N/A	5,054	14.50	66.8	54.4	52.9	70.2	80.7	81.5	46.9	71.8	4.9	8.9	86.2	17.4	75.6	7.1	5.0	17.2	26.0	20.6	14.5	8.6	1.0	7.3	84.2		
53-7062	Laborers & Freight, Stock & Material Movers, Hand(53-7062)	High School Diploma	637	11.45	48.5	39.4	47.0	43.9	68.2	57.6	22.7	63.6	9.1	7.3	83.6	7.6	81.8	10.6	9.1	28.8	16.7	13.6	16.7	4.5		10.6	75.8		
53-3032	Truck Drivers, Heavy and Tractor-Trailer(53-3032)	High School Diploma	617	17.00	76.6	59.4	59.4	75.0	73.4	71.9	17.2	75.0	2.2	8.9	88.9	9.4	85.9	4.7	3.1	9.4	25.0	31.3	12.5	9.4	4.7	4.7	84.4		
41-4012	Sales Representatives, Wholesale and Manufacturing(41-4012)	Post Secondary	386	19.04	85.0	65.0	80.0	87.5	90.0	92.5	65.0	55.0			100.0	15.0	80.0	5.0		5.0	25.0	22.5	27.5	15.0		5.0	77.5		
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists(49-3031)	High School Diploma	251	20.00	100.0	96.2	84.6	88.5	96.2	92.3	96.2	96.2			100.0	7.7	88.5	3.8	3.8	15.4	11.5	38.5	7.7	19.2		3.8	96.2		
43-9061	Office Clerks, General(43-9061)	High School Diploma	241	14.00	76.0	40.0	68.0	84.0	76.0	96.0	28.0	52.0		20.0	80.0	56.0	32.0	12.0	8.0	12.0	32.0	20.0	12.0	4.0		12.0	84.0		
43-5081	Stock Clerks and Order Fillers(43-5081)	High School Diploma	231	10.00	33.3	29.2	16.7	58.3	50.0	95.8	37.5	54.2	11.8	11.8	76.5	37.5	54.2	8.3	20.8	29.2	20.8	12.5	4.2			12.5	75.0		
49-9041	Industrial Machinery Mechanics(49-9041)	Post Secondary	222	20.00	87.0	87.0	87.0	82.6	82.6	43.5	30.4	73.9		10.5	89.5	8.7	78.3	13.0		4.3	39.1	21.7	17.4	4.3		13.0	95.7		
51-4121	Welders, Cutters, Solderers, and Brazers(51-4121)	Post Secondary	174	19.00	83.3	88.9	16.7	72.2	100.0	94.4	88.9	88.9		5.6	94.4	5.6	83.3	11.1	5.6		38.9	16.7	11.1	11.1	5.6	11.1	94.4		
11-1021	General and Operations Managers(11-1021)	Associates	154		87.5	62.5	62.5	93.8	100.0	100.0	87.5	87.5			100.0	6.3	75.0	18.8	6.3	12.5	12.5	37.5	6.3	6.3		18.8	87.5		
49-3042	Mobile Heavy Equipment Mechanics, Except Engines(49-3042)	Post Secondary	154	19.50	87.5	81.3	81.3	62.5	100.0	100.0	100.0	100.0			100.0	6.3	93.8			43.8	37.5	6.3	12.5				100.0		
53-3031	Driver/Sales Workers(53-3031)	High School Diploma	154	15.00	81.3	62.5	75.0	93.8	93.8	100.0	37.5	56.3	6.3	12.5	81.3	6.3	87.5	6.3		12.5	37.5	31.3	12.5			6.3	100.0		
41-2022	Parts Salespersons(41-2022)	High School Diploma	145	12.00	66.7	60.0	73.3	100.0	86.7	100.0	60.0	73.3			100.0	13.3	86.7		6.7	13.3	40.0	13.3	13.3	13.3			100.0		
53-3033	Truck Drivers, Light or Delivery Services(53-3033)	High School Diploma	125	11.50	61.5	23.1	23.1	84.6	100.0	100.0	53.8	69.2	8.3		91.7	23.1	69.2	7.7		15.4	15.4	15.4	7.7	38.5		7.7	69.2		
43-3031	Bookkeeping, Accounting, and Auditing Clerks(43-3031)	High School Diploma	106	15.00	54.5	18.2	18.2	27.3	100.0	100.0	90.9	90.9	36.4		63.6	54.5	36.4	9.1			18.2	36.4	18.2	18.2		9.1	27.3		
49-9099	Installation, Maintenance & Repair Workers, Other(49-9099)	Post Secondary	96	10.00				100.0	80.0	80.0	80.0	100.0		33.3	66.7	10.0	90.0			30.0	30.0		40.0				100.0		
53-7051	Industrial Truck and Tractor Operators(53-7051)	High School Diploma	96	12.00	100.0	100.0	90.0	40.0	60.0	90.0	50.0	100.0			100.0		100.0		10.0	40.0	20.0	20.0	10.0				100.0		
49-3041	Farm Equipment Mechanics(49-3041)	High School Diploma	87	14.50	44.4	55.6	33.3	88.9	100.0	88.9	77.8	88.9		22.2	77.8	22.2	66.7	11.1	22.2	33.3	22.2			11.1		11.1	77.8		
51-2092	Team Assemblers(51-2092)	High School Diploma	87	14.00	100.0	100.0	11.1		100.0	100.0	88.9	100.0			100.0	11.1	88.9			11.1	22.2	33.3	22.2	11.1			100.0		
37-3012	Pesticide Handlers Sprayers & Applicators, Vegi(37-3012)	High School Diploma	68	14.00				100.0	100.0	100.0	14.3	100.0			100.0		100.0			42.9	42.9		14.3				42.9		

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SOC Code	Occupation	Educational Requirement	New Hires	Average Hourly Wage (\$)	Health Insurance	Retirement	Paid Time Off	% of Employers Identifying Each Skill as Important for that Particular Occupation					On Average During Each Week of the Reference Period			Gender			Age Group										% Still Employed 1 Quarter Later
								Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation and Control	20 or Less	21-35	36 or More	Female	Male	Nonresident	16-20	20-24	25-34	35-44	45-54	55-64	65 and Older	Unknown			
00-0000	Total All Occupations (00-0000)	N/A	5,054	14.50	66.8	54.4	52.9	70.2	80.7	81.5	46.9	71.8	4.9	8.9	86.2	17.4	75.6	7.1	5.0	17.2	26.0	20.6	14.5	8.6	1.0	7.3	84.2		
49-3021	Automotive Body and Related Repairers(49-3021)	High School Diploma	68	12.00	42.9	42.9	42.9		57.1	100.0	42.9	100.0	57.1		42.9		100.0		14.3		42.9	42.9						100.0	
41-2011	Cashiers(41-2011)	Less than High School Diploma	58	9.00	33.3		33.3	100.0	33.3			66.7		66.7	33.3	50.0	50.0			33.3	33.3	16.7		16.7				66.7	
43-5071	Shipping, Receiving, and Traffic Clerks(43-5071)	High School Diploma	58	14.00	83.3	100.0	66.7	50.0	66.7	83.3	16.7	50.0		20.0	80.0	33.3	66.7			33.3	33.3		16.7	16.7				83.3	
41-2031	Retail Salespersons(41-2031)	High School Diploma	n.d.	8.50	60.0	20.0		100.0	60.0	100.0		60.0		25.0	75.0	40.0	60.0		40.0		20.0	20.0	20.0	20.0				60.0	
43-6014	Secretaries, Except Legal, Medical, and Executive(43-6014)	High School Diploma	n.d.	12.00	80.0	40.0		60.0	100.0	100.0	40.0	100.0			100.0	60.0	40.0		20.0	20.0	40.0	20.0						100.0	
11-2022	Sales Managers(11-2022)	Bachelors	n.d.		100.0	100.0	100.0	100.0	100.0	100.0		0.0				100.0				50.0		25.0	25.0					100.0	
41-1011	First-Line Supervis./Managers of Retail Sales Work(41-1011)	High School Diploma	n.d.	21.63	100.0	100.0	100.0	100.0	100.0	100.0	75.0	25.0		100.0		100.0				25.0	50.0		25.0					100.0	
45-2091	Agricultural Equipment Operators(45-2091)	High School Diploma	n.d.	13.50	25.0	25.0	25.0	100.0	100.0	100.0		50.0			100.0		75.0	25.0		25.0	25.0			25.0		25.0		75.0	
45-2093	Farmworkers, Farm and Ranch Animals(45-2093)	Less than High School Diploma	n.d.	12.50				25.0	75.0	50.0	50.0	50.0	100.0				75.0	25.0		25.0	25.0	25.0			25.0			75.0	
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers(51-9061)	High School Diploma	n.d.	11.00	50.0			50.0	50.0	50.0		100.0		100.0		50.0	25.0	25.0		25.0	25.0		25.0	25.0				50.0	
15-1151	Computer User Support Specialists(15-1151)	Associates	n.d.	16.15	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0		66.7	33.3			33.3		66.7						100.0	
37-2011	Janitors and Cleaners, Except Maids and Housekeepi(37-2011)	High School Diploma	n.d.	16.00	66.7	66.7	66.7	100.0	100.0	66.7		0.0	33.3	66.7		33.3	33.3	33.3		33.3	33.3				33.3			100.0	
43-9071	Office Machine Operators, Except Computer(43-9071)	High School Diploma	n.d.	10.00						100.0	100.0	100.0		100.0		33.3	33.3	33.3		33.3	33.3				33.3			100.0	
49-3023	Automotive Service Technicians and Mechanics(49-3023)	Post Secondary	n.d.	12.00				100.0	100.0	100.0	100.0	100.0					100.0			33.3	33.3	33.3						100.0	
49-9062	Medical Equipment Repairers(49-9062)	Associates	n.d.									0.0				100.0				66.7		33.3						100.0	
51-4031	Cutting, Punching, and Press Machine Setters, Oper(51-4031)	High School Diploma	n.d.	12.00	100.0	100.0	33.3	66.7	66.7	33.3		100.0		100.0		100.0				33.3	66.7							100.0	
99-9999	Unable to Assign Based on Title(99-9999)	High School Diploma	n.d.	11.00					33.3	33.3	33.3	0.0	100.0			66.7	33.3			33.3	33.3		33.3					100.0	
19-4041	Geological and Petroleum Technicians(19-4041)	Associates	n.d.	11.56	100.0		100.0		100.0		100.0	100.0		100.0		100.0					50.0		50.0					100.0	
27-1026	Merchandise Displayers and Window Trimmers(27-1026)	High School Diploma	n.d.	10.25	100.0	100.0	100.0	100.0	100.0	100.0	50.0	50.0		100.0		50.0	50.0			100.0								50.0	

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41-2021	Counter and Rental Clerks(41-2021)	Less than High School Diploma	n.d.	16.62	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0							50.0	50.0					100.0
43-3021	Billing and Posting Clerks and Machine Operators(43-3021)	High School Diploma	n.d.	14.00	100.0			100.0	100.0	100.0		0.0			100.0	50.0	50.0				50.0		50.0					100.0
43-4051	Customer Service Representatives(43-4051)	High School Diploma	n.d.		100.0	100.0	100.0	100.0	100.0	100.0		0.0			100.0	100.0					50.0	50.0						100.0
51-9198	Helpers--Production Workers(51-9198)	High School Diploma	n.d.	14.00	50.0	50.0	50.0		100.0		100.0	50.0			100.0		50.0	50.0		50.0						50.0		100.0
15-1152	Computer Network Support Specialist(15-1152)	Associates	n.d.	34.68	100.0	100.0	100.0		100.0	100.0	100.0	100.0			100.0		100.0					100.0						100.0
29-1131	Veterinarians(29-1131)	07-Doctorate	n.d.	48.08			100.0		100.0	100.0		100.0			100.0	100.0						100.0						100.0
35-9099	Food Preparation & Serving Related Workers, Other(35-9099)	High School Diploma	n.d.	11.00				100.0	100.0	100.0	100.0	100.0			100.0	100.0						100.0						100.0
37-3011	Landscaping and Groundskeeping Workers(37-3011)	Less than High School Diploma	n.d.	10.00				100.0		100.0		0.0			100.0		100.0				100.0							100.0
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers(43-1011)	High School Diploma	n.d.	24.04	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0				100.0							100.0
43-6011	Executive Secretaries & Administrative Assistants(43-6011)	Post Secondary	n.d.	11.00	100.0	100.0	100.0	100.0		100.0		100.0			100.0	100.0					100.0							100.0
47-1011	First-Line Supervisors/Managers of Construction Trades Workers(47-1011)	High School Diploma	n.d.	33.35	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0					100.0						100.0
47-2151	Pipelayers(47-2151)	Less than High School Diploma	n.d.	17.00				100.0	100.0	100.0	100.0	100.0			100.0		100.0				100.0							100.0
47-2152	Plumbers, Pipefitters, and Steamfitters(47-2152)	High School Diploma	n.d.					100.0	100.0	100.0		0.0				100.0					100.0							100.0
47-3015	Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters(47-3015)	Post Secondary	n.d.	13.00					100.0	100.0		100.0			100.0		100.0					100.0						100.0
47-4031	Fence Erectors(47-4031)	High School Diploma	n.d.	10.00								0.0			100.0		100.0								100.0			100.0
47-5012	Rotary Drill Operators, Oil and Gas(47-5012)	Less than High School Diploma	n.d.	52.80	100.0	100.0			100.0	100.0	100.0	100.0			100.0		100.0				100.0							100.0
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment(49-2094)	Associates	n.d.	28.50	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0				100.0							100.0
49-2098	Security and Fire Alarm Systems Installers(49-2098)	High School Diploma	n.d.	18.50	100.0	100.0	100.0	100.0	100.0	100.0		0.0		100.0		100.0					100.0							100.0
49-3093	Tire Repairers and Changers(49-3093)	Post Secondary	n.d.	12.75	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0				100.0							100.0

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49-9043	Maintenance Workers, Machinery(49-9043)	High School Diploma	n.d.	.	100.0	100.0	100.0	100.0	100.0						100.0		100.0				100.0							
49-9069	Precision Instrument & Equipment Repairers, Other(49-9069)	Post Secondary	n.d.	15.00				100.0	100.0	100.0	100.0	100.0			100.0		100.0				100.0							100.0
49-9071	Maintenance and Repair Workers, Gen(49-9071)	Post Secondary	n.d.	18.00	100.0		100.0		100.0		100.0	100.0			100.0		100.0				100.0							100.0
51-1011	First-Line Supervisors/Managers of Production and(51-1011)	High School Diploma	n.d.	17.00	100.0	100.0	100.0	100.0	100.0	100.0		100.0			100.0		100.0				100.0							
53-1021	First-Line Supervisors/Managers of Helpers, Labore(53-1021)	High School Diploma	n.d.	23.12	100.0		100.0	100.0	100.0		100.0	100.0			100.0	100.0					100.0							100.0
53-6031	Service Station Attendants(53-6031)	High School Diploma	n.d.	.					100.0	100.0		0.0			100.0		100.0				100.0							100.0
53-7011	Conveyor Operators and Tenders(53-7011)	Post Secondary	n.d.	11.00				100.0	100.0			100.0			100.0		100.0							100.0				
53-7061	Cleaners of Vehicles and Equipment(53-7061)	Less than High School Diploma	n.d.	9.00				100.0				0.0				100.0								100.0				100.0
53-7064	Packers and Packagers, Hand(53-7064)	High School Diploma	n.d.	8.00			100.0	100.0	100.0	100.0	100.0			100.0		100.0					100.0							

Research & Planning, Wyoming Department of Workforce Services  
<http://doe.state.wy.us/LMI/newhires.htm>

n.d. = Not discloseable due to confidentiality.

**Definitions**

*New Hire* : A person who was hired by a firm for which he or she had not worked since 1992, the time frame for which R&P has Unemployment Insurance (UI) wage records (Knapp, 2011).

*Nonresident*: "individuals without a Wyoming-issued driver's license or at least four quarters of work history in Wyoming" (Jones, 2002).