

Estimates of New Hires and New Hires Job Characteristics in Health Care and Social Assistance (NAICS 62) 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 (\$)	% Offered			% 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
					Health Insurance	Retirement	Paid Time Off	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	15,063	11.29	35.8	32.7	45.9	88.9	87.2	80.6	39.2	50.2	26.3	29.8	43.9	78.9	14.1	7.0	8.1	18.4	26.7	14.4	12.8	9.7	1.4	8.4	84.7		
31-1014	Nursing Assistants(31-1014)	Post Secondary	1,859	11.75	46.8	41.8	55.7	100.0	96.2	87.3	43.0	64.6	10.4	38.8	50.7	86.1	7.6	6.3	7.6	17.7	31.6	15.2	12.7	5.1	2.5	7.6	87.3		
39-9011	Child Care Workers(39-9011)	High School Diploma	1,177	8.55	20.0	16.0	26.0	88.0	90.0	60.0	16.0	20.0	44.2	32.6	23.3	84.0	8.0	8.0	20.0	20.0	28.0	12.0	2.0	6.0		12.0	64.0		
39-9021	Personal and Home Care Aides(39-9021)	High School Diploma	1,106	9.50	25.5	25.5	29.8	95.7	93.6	83.0	19.1	23.4	33.3	15.4	51.3	74.5	19.1	6.4	12.8	27.7	25.5	17.0	6.4	2.1	2.1	6.4	95.7		
29-1141	Registered Nurses(29-1141)	Associates	1,012	23.00	46.5	41.9	51.2	95.3	100.0	100.0	79.1	72.1	44.7	26.3	28.9	88.4	9.3	2.3	4.7	20.9	25.6	18.6	14.0	11.6	2.3	2.3	79.1		
43-9061	Office Clerks, General(43-9061)	High School Diploma	965	13.00	43.9	29.3	43.9	82.9	78.0	85.4	34.1	43.9	20.0	22.5	57.5	90.2	7.3	2.4	9.8	9.8	24.4	12.2	24.4	9.8		9.8	95.1		
31-9091	Dental Assistants(31-9091)	Post Secondary	730	14.00	12.9	25.8	41.9	96.8	83.9	64.5	67.7	80.6	17.2	58.6	24.1	90.3	3.2	6.5	9.7	19.4	22.6	19.4	19.4	3.2		6.5	93.5		
31-9092	Medical Assistants(31-9092)	High School Diploma	471	12.25	30.0	35.0	50.0	90.0	70.0	80.0	50.0	65.0	10.0	20.0	70.0	85.0	5.0	10.0	5.0	15.0	30.0	15.0	10.0	15.0		10.0	85.0		
21-1093	Social and Human Service Assistants(21-1093)	Bachelors	424	10.02	16.7	22.2	50.0	88.9	94.4	66.7	16.7	11.1	27.8	11.1	61.1	88.9	11.1			38.9	22.2	11.1	16.7	11.1			83.3		
35-2012	Cooks, Institution and Cafeteria(35-2012)	High School Diploma	400	10.00	17.6	17.6	82.4	94.1	82.4	100.0		100.0	46.2	46.2	7.7	88.2		11.8		23.5	11.8	23.5	17.6	11.8		11.8	76.5		
43-4171	Receptionists and Information Clerks(43-4171)	High School Diploma	377	10.00	6.3	6.3	6.3	100.0	75.0	93.8	37.5	25.0	60.0	40.0		81.3	12.5	6.3	6.3	31.3	25.0	6.3	18.8		6.3	6.3	62.5		
37-2012	Maids and Housekeeping Cleaners(37-2012)	High School Diploma	329	10.00	71.4	50.0	78.6	64.3	64.3	78.6	7.1	42.9	9.1	9.1	81.8	50.0	21.4	28.6		7.1	28.6	14.3	7.1	14.3		28.6	85.7		
39-9032	Recreation Workers(39-9032)	Bachelors	329	10.00	21.4	21.4	28.6	100.0	100.0	71.4	28.6	28.6	57.1	21.4	21.4	71.4	28.6		21.4	35.7	14.3	7.1	7.1	14.3			92.9		
31-1011	Home Health Aides(31-1011)	High School Diploma	306	9.00	7.7	23.1	7.7	84.6	84.6	53.8		0.0	45.5	36.4	18.2	53.8	38.5	7.7	15.4	15.4	30.8	23.1		7.7		7.7	38.5		
25-9041	Teacher Assistants(25-9041)	High School Diploma	282	9.18	8.3		25.0	91.7	100.0	66.7	16.7	41.7	41.7	41.7	16.7	75.0	16.7	8.3	16.7	33.3	33.3			8.3		8.3	75.0		
43-6014	Secretaries, Except Legal, Medical, and Executive(43-6014)	High School Diploma	282	12.00	50.0	41.7	50.0	75.0	100.0	100.0	83.3	75.0	16.7	33.3	50.0	91.7	8.3		8.3	25.0	16.7	8.3		16.7		25.0	75.0		
25-2011	Preschool Teachers, Except Special Education(25-2011)	Post Secondary	235	10.00	10.0		30.0	90.0	90.0	80.0	10.0	20.0	30.0	30.0	40.0	70.0	10.0	20.0	10.0	10.0	30.0	20.0		10.0		20.0	90.0		
29-2021	Dental Hygienists(29-2021)	Associates	235	27.75		20.0	20.0	100.0	80.0	80.0	70.0	90.0	50.0	40.0	10.0	90.0		10.0		30.0	30.0	10.0	20.0			10.0	100.0		
43-3031	Bookkeeping, Accounting, and Auditing Clerks(43-3031)	High School Diploma	188	10.00	25.0	25.0	25.0	25.0	62.5	75.0	62.5	0.0	37.5	37.5	25.0	75.0	25.0			12.5	37.5			37.5	12.5		100.0		

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SOC Code	Occupation	Educational Requirement	New Hires	Average Hourly Wage (\$)	% Offered			% 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
					Health Insurance	Retirement	Paid Time Off	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	15,063	11.29	35.8	32.7	45.9	88.9	87.2	80.6	39.2	50.2	26.3	29.8	43.9	78.9	14.1	7.0	8.1	18.4	26.7	14.4	12.8	9.7	1.4	8.4	84.7		
33-9099	Protective Service Workers, All Other(33-9099)	High School Diploma	165	11.50	85.7	85.7	85.7	100.0	100.0	100.0	71.4	14.3		28.6	71.4	100.0			14.3	14.3	28.6	14.3	14.3	14.3			100.0		
31-2021	Physical Therapist Assistants(31-2021)	Associates	141	18.50				100.0	66.7	100.0	66.7	66.7	40.0	60.0		66.7	16.7	16.7	16.7	33.3		33.3			16.7	100.0			
43-6013	Medical Secretaries(43-6013)	High School Diploma	141	13.21	33.3	33.3	33.3	100.0	100.0	83.3	33.3	66.7		50.0	50.0	83.3		16.7		16.7	50.0		16.7		16.7	100.0			
49-2011	Computer, Automated Teller & Office Mach. Repairer(49-2011)	Post Secondary	141	10.00						100.0	100.0			100.0		50.0	33.3	16.7		33.3	16.7		16.7		16.7	100.0			
11-1021	General and Operations Managers(11-1021)	Associates	118	75.00	60.0	20.0	60.0	100.0	100.0	100.0	40.0	40.0			100.0	80.0	20.0			20.0	40.0	40.0				100.0			
21-1011	Substance Abuse & Behavioral Disorder Counselors(21-1011)	Bachelors	118	18.55	100.0	100.0	100.0	100.0	100.0	100.0	40.0	40.0			100.0	60.0	20.0	20.0		80.0					20.0	100.0			
21-1023	Mental Health and Substance Abuse Social Workers(21-1023)	Masters	118	20.71	100.0	100.0	100.0	100.0	100.0	100.0		0.0			100.0	80.0	20.0		20.0		20.0	40.0	20.0			100.0			
29-1021	Dentists, General(29-1021)	07-Doctorate	118	80.00	20.0	20.0		40.0	60.0	60.0	60.0	60.0	40.0	40.0	20.0	40.0	60.0			20.0	60.0		20.0			60.0			
29-2061	Licensed Practical and Licensed Vocational Nurses(29-2061)	Post Secondary	118	20.19	100.0	20.0	100.0	100.0	100.0	100.0		80.0		20.0	80.0	80.0		20.0			20.0		40.0	20.0	20.0	100.0			
29-2081	Opticians, Dispensing(29-2081)	High School Diploma	118	7.63			20.0	100.0	80.0	40.0	20.0	40.0		40.0	60.0	80.0	20.0		40.0	20.0	20.0	20.0				20.0			
49-9071	Maintenance and Repair Workers, Gen(49-9071)	Post Secondary	118	16.00	100.0	100.0	80.0	80.0	100.0	100.0		80.0		80.0	20.0	40.0	60.0			20.0	20.0	40.0	20.0			100.0			
11-9021	Construction Managers(11-9021)	Bachelors	94	43.26	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0		25.0	25.0	50.0		25.0		25.0	25.0		25.0	100.0			
21-1021	Child, Family, and School Social Workers(21-1021)	Bachelors	94	19.27	25.0	50.0	100.0	100.0	100.0	100.0	75.0	25.0		50.0	50.0	100.0				50.0	50.0					100.0			
29-1081	Podiatrists(29-1081)	07-Doctorate	94	34.68	100.0			100.0	100.0	100.0		0.0			100.0	50.0	25.0	25.0				25.0	25.0	25.0	25.0	100.0			
29-1123	Physical Therapists(29-1123)	Masters	94	33.65		25.0	75.0	100.0	100.0	100.0	100.0	100.0		50.0	50.0	75.0	25.0			25.0		25.0	50.0			100.0			
29-2055	Surgical Technologists(29-2055)	Post Secondary	94	16.50	75.0	25.0	75.0	100.0	100.0	50.0	50.0	100.0		50.0	50.0	100.0				50.0	25.0		25.0			75.0			
31-9093	Medical Equipment Preparers(31-9093)	High School Diploma	94	12.50	50.0	50.0	50.0	100.0	100.0	100.0		50.0		50.0	50.0	75.0	25.0		25.0	25.0	50.0					75.0			
31-9099	Healthcare Support Workers, All Other(31-9099)	High School Diploma	94	9.59	50.0	50.0	50.0	25.0	75.0	75.0		0.0	25.0	25.0	50.0	75.0	25.0		25.0			25.0	50.0			100.0			

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00-0000	Total All Occupations (00-0000)	N/A	15,063	11.29	35.8	32.7	45.9	88.9	87.2	80.6	39.2	50.2	26.3	29.8	43.9	78.9	14.1	7.0	8.1	18.4	26.7	14.4	12.8	9.7	1.4	8.4	84.7			
39-9041	Residential Advisors(39-9041)	Bachelors	94	13.09	25.0	25.0	25.0	100.0	100.0	100.0		25.0		66.7	33.3	25.0	75.0		25.0	50.0					25.0	100.0				
43-3011	Bill and Account Collectors(43-3011)	High School Diploma	94	13.49	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0		100.0		100.0			25.0			25.0	50.0			25.0	100.0			
53-7062	Laborers & Freight, Stock & Material Movers, Hand(53-7062)	High School Diploma	94	8.25			100.0		100.0	100.0		0.0		100.0		75.0	25.0		25.0	25.0		25.0			25.0	100.0				
11-9111	Medical and Health Services Managers(11-9111)	Bachelors	71	46.38	100.0	66.7	100.0	100.0	100.0	100.0	100.0	100.0		50.0	50.0	100.0					33.3	33.3	33.3				100.0			
29-2041	Emergency Medical Technicians and Paramedics(29-2041)	Post Secondary	71	11.00				100.0	100.0	100.0	100.0	100.0		100.0		66.7	33.3			33.3	33.3		33.3				100.0			
31-2011	Occupational Therapist Assistants(31-2011)	Associates	71	20.00				100.0	100.0	100.0	100.0	100.0		100.0		100.0			33.3	33.3				33.3			100.0			
31-9094	Medical Transcriptionists(31-9094)	Post Secondary	71	11.57	100.0	100.0	100.0	33.3	66.7	100.0	100.0	66.7		100.0		100.0			100.0								66.7			
31-9097	Phlebotomists(31-9097)	High School Diploma	71	11.00	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0		100.0			33.3	33.3		33.3					100.0			
35-9011	Dining Room and Cafeteria Attendants and Bartender(35-9011)	Less than High School Diploma	71	10.00			33.3	100.0	33.3	33.3	33.3	100.0	66.7	33.3		66.7	33.3		33.3		33.3				33.3		66.7			
37-2011	Janitors and Cleaners, Except Maids and Housekeepi(37-2011)	High School Diploma	71	14.00			33.3	33.3	33.3	66.7		33.3	66.7	33.3		66.7	33.3		66.7						33.3		100.0			
41-2011	Cashiers(41-2011)	Less than High School Diploma	71	10.00				100.0	100.0			100.0		100.0		33.3	66.7		33.3	33.3	33.3						100.0			
43-4071	File Clerks(43-4071)	High School Diploma	71	10.00				33.3	33.3	33.3	33.3	33.3	66.7	33.3		100.0			33.3	33.3		33.3					100.0			
11-9151	Social and Community Service Managers(11-9151)	Bachelors	n.d.	17.77	100.0	100.0	100.0	100.0	100.0	100.0		0.0		100.0		100.0				50.0	50.0						100.0			
21-1014	Mental Health Counselors(21-1014)	Masters	n.d.	15.38			50.0	100.0	100.0	100.0		0.0	50.0	50.0		100.0				50.0		50.0					100.0			
25-3098	Substitute Teachers(25-3098)	Bachelors	n.d.	13.00				100.0	100.0			0.0	100.0			100.0				50.0		50.0					100.0			
29-1171	Nurse Practitioners(29-1171)	Masters	n.d.	47.50	50.0	50.0	50.0	100.0	100.0	100.0		50.0	50.0		100.0				50.0		50.0						100.0			
29-2012	Medical and Clinical Laboratory Technicians(29-2012)	Associates	n.d.	10.58	50.0	50.0	50.0	50.0	100.0	100.0	50.0	0.0	50.0	50.0		100.0				50.0		50.0					100.0			

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29-2032	Diagnostic Medical Sonographers(29-2032)	Associates	n.d.	.				100.0	100.0	100.0	100.0	100.0	100.0			100.0					50.0	50.0					100.0		
29-2057	Ophthalmic Medical Technicians(29-2057)	Associates	n.d.	.				100.0	100.0	100.0	100.0	100.0		100.0		100.0					50.0	50.0					100.0		
29-2071	Medical Records and Health Information Technicians(29-2071)	High School Diploma	n.d.	16.20	100.0	100.0	100.0					0.0			100.0	100.0					50.0	50.0					100.0		
29-2099	Health Technologists and Technicians, All Other(29-2099)	Associates	n.d.	11.25	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0		50.0	50.0			50.0	50.0						100.0		
35-1012	First-Line Supervisors/Managers of Food Preparation Workers(35-1012)	High School Diploma	n.d.	.	100.0	100.0	100.0	100.0	100.0	100.0		100.0			100.0	50.0	50.0				50.0	50.0					100.0		
35-2021	Food Preparation Workers(35-2021)	Less than High School Diploma	n.d.	9.00	100.0	100.0	100.0	100.0		100.0		0.0			100.0		100.0			50.0		50.0							
35-3022	Counter Attendants, Cafeteria, Food Concession, and Food Service Workers(35-3022)	Less than High School Diploma	n.d.	8.15	100.0	100.0	100.0	100.0	100.0	100.0		0.0			100.0	50.0	50.0			50.0		50.0							
53-3022	Bus Drivers, School and Transit(53-3022)	High School Diploma	n.d.	9.90				100.0	100.0	50.0	50.0	100.0	100.0		100.0		100.0			50.0		50.0					100.0		
11-3031	Financial Managers(11-3031)	Bachelors	n.d.	31.31	100.0	100.0	100.0	100.0	100.0			100.0			100.0		100.0								100.0		100.0		
11-9051	Food Service Managers(11-9051)	Less than High School Diploma	n.d.	26.01	100.0	100.0	100.0	100.0	100.0	100.0		100.0			100.0		100.0			100.0							100.0		
13-1071	Employment, Recruitment & Placement Specialists(13-1071)	Bachelors	n.d.	.	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0								100.0				100.0		
13-1111	Management Analysts(13-1111)	Bachelors	n.d.	.				100.0	100.0	100.0	100.0	100.0					100.0								100.0				
15-1151	Computer User Support Specialists(15-1151)	Associates	n.d.	24.00					100.0	100.0	100.0	100.0	100.0			100.0				100.0							100.0		
21-1094	Community Health Workers(21-1094)	High School Diploma	n.d.	19.00				100.0	100.0			0.0	100.0			100.0				100.0							100.0		
25-2031	Secondary School Teachers, Except Special and Vocational(25-2031)	Bachelors	n.d.	14.90	100.0		100.0	100.0	100.0	100.0		0.0			100.0		100.0					100.0					100.0		
25-2051	Special Education Teachers, Preschool(25-2051)	Bachelors	n.d.	20.78	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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SOC Code	Occupation	Educational Requirement	New Hires	Average Hourly Wage (\$)	% Offered			% 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
					Health Insurance	Retirement	Paid Time Off	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	15,063	11.29	35.8	32.7	45.9	88.9	87.2	80.6	39.2	50.2	26.3	29.8	43.9	78.9	14.1	7.0	8.1	18.4	26.7	14.4	12.8	9.7	1.4	8.4	84.7		
25-3021	Self-Enrichment Education Teachers(25-3021)	High School Diploma	n.d.	10.00						100.0	100.0	0.0		100.0		100.0					100.0							100.0	
29-1051	Pharmacists(29-1051)	07-Doctorate	n.d.	41.41	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0						100.0							100.0	
29-1067	Surgeons(29-1067)	07-Doctorate	n.d.		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0							100.0						100.0	
29-1071	Physician Assistants(29-1071)	Bachelors	n.d.	43.35	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0									100.0	100.0		
29-1129	Therapists, All Other(29-1129)	Associates	n.d.	16.00				100.0	100.0	100.0		100.0	100.0			100.0					100.0							100.0	
29-1161	Nurse Midwives(29-1161)	Associates	n.d.	32.05				100.0	100.0	100.0		100.0	100.0			100.0							100.0					100.0	
29-2034	Radiologic Technologists and Technicians(29-2034)	Associates	n.d.	23.28				100.0	100.0	100.0	100.0	100.0	100.0			100.0							100.0					100.0	
29-2053	Psychiatric Technicians(29-2053)	Bachelors	n.d.	10.50				100.0	100.0			100.0			100.0						100.0							100.0	
31-1013	Psychiatric Aides(31-1013)	High School Diploma	n.d.	10.73	100.0	100.0	100.0	100.0	100.0	100.0		0.0		100.0							100.0							100.0	
31-1015	Orderlies(31-1015)	High School Diploma	n.d.	9.25	100.0		100.0	100.0	100.0	100.0		0.0		100.0							100.0							100.0	
31-2022	Physical Therapist Aides(31-2022)	High School Diploma	n.d.	10.00	100.0	100.0	100.0	100.0				0.0		100.0							100.0							100.0	
33-2011	Fire Fighters(33-2011)	High School Diploma	n.d.	7.00				100.0	100.0	100.0	100.0	100.0	100.0			100.0					100.0							100.0	
35-1011	Chefs and Head Cooks(35-1011)	High School Diploma	n.d.	11.52			100.0	100.0	100.0			100.0	100.0			100.0							100.0					100.0	
35-3041	Food Servers, Nonrestaurant(35-3041)	Less than High School Diploma	n.d.	7.60			100.0	100.0	100.0			0.0		100.0							100.0							100.0	
35-9021	Dishwashers(35-9021)	Less than High School Diploma	n.d.	10.00				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.	7.00						100.0	100.0		100.0				100.0				100.0							100.0	
41-2031	Retail Salespersons(41-2031)	High School Diploma	n.d.	12.00				100.0	100.0	100.0		100.0		100.0							100.0							100.0	
43-3021	Billing and Posting Clerks and Machine Operators(43-3021)	High School Diploma	n.d.	15.00				100.0		100.0	100.0	0.0				100.0							100.0					100.0	
43-4161	Human Resources Assistants, Except Payroll and Timekeeping(43-4161)	Associates	n.d.	15.00	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0		100.0							100.0					100.0	

Estimates of New Hires and New Hires Job Characteristics in Health Care and Social Assistance (NAICS 62) 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 (\$)	% Offered			% 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
					Health Insurance	Retirement	Paid Time Off	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	15,063	11.29	35.8	32.7	45.9	88.9	87.2	80.6	39.2	50.2	26.3	29.8	43.9	78.9	14.1	7.0	8.1	18.4	26.7	14.4	12.8	9.7	1.4	8.4	84.7		
47-2061	Construction Laborers(47-2061)	High School Diploma	n.d.	16.00	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0		100.0					100.0							100.0	
51-3011	Bakers(51-3011)	High School Diploma	n.d.	11.03	100.0	100.0	100.0		100.0	100.0		100.0		100.0		100.0						100.0						100.0	
51-3022	Meat, Poultry, and Fish Cutters and Trimmers(51-3022)	Less than High School Diploma	n.d.	11.30			100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0						100.0						100.0	
51-6011	Laundry and Dry-Cleaning Workers(51-6011)	High School Diploma	n.d.	9.19	100.0	100.0	100.0	100.0				0.0	100.0				100.0									100.0	100.0		
53-3041	Taxi Drivers and Chauffeurs(53-3041)	Less than High School Diploma	n.d.	10.00		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).