

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Total All Occupations (00-0000)	Cashiers (41-2011)	Combined Food Preparation and Serving Workers, Inc (35-3021)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)
Typical Education		N/A	Less than High School Diploma	Less than High School Diploma	High School Diploma
N		218,308	11,376	10,924	8,605
Average Hourly Wage (\$)		11.00	8.50	8.00	18.00
% Paid Piece Rate		5.7	1.2	5.1	16.1
% Offered Selected Benefits	Health Insurance	34.7	17.8	20.1	52.0
	Retirement	26.5	12.6	13.1	37.3
	Paid Leave	32.5	14.0	15.8	39.7
Skills Selected as "Important" (%)	Service Orientation	75.4	94.8	93.4	67.3
	Critical Thinking	73.8	63.7	54.9	80.7
	Reading Comprehension	64.2	62.1	60.2	70.8
	Technology Design	34.6	27.7	12.7	36.6
	Operation and Control	58.1	51.5	49.0	92.5
Employers' Satisfaction with New Hires' Skills	Satisfied	38.7	34.1	25.4	35.4
	Not Satisfied	5.3	6.3	5.1	6.5
	Neither	9.7	7.9	10.5	11.9
	Other	46.3	51.8	59.1	46.2
Average Weekly Hours	20 or Less	20.4	32.0	35.7	4.9
	21-35	23.7	49.2	39.1	9.5
	36 or More	55.7	18.8	23.4	85.5
Gender	Female	37.5	59.6	46.0	7.8
	Male	48.6	27.7	36.2	82.3
	Nonresident	13.9	12.7	17.9	9.9
Age Group	19 and Younger	11.9	17.5	28.7	1.8
	20-24	17.6	20.0	18.1	10.5
	25-34	22.7	20.8	15.7	21.6
	35-44	14.4	12.2	10.0	24.4
	45-54	11.4	11.2	6.0	17.3
	55-64	6.1	5.1	3.0	11.4
	65 and Older	1.2	0.1	0.0	3.1
	Unknown (Nonresidents)	14.6	13.1	18.5	9.9
Turnover	% Still Working 1 Quarter After Hire	77.5	74.2	63.8	76.9

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

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

N/D = Not discloseable due to confidentiality.

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Job Characteristics		Occupation and SOC Code			
		Retail Salespersons (41-2031)	Construction Laborers (47-2061)	Waiters and Waitresses (35-3031)	Maids and Housekeeping Cleaners (37-2012)
Typical Education		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		8,302	7,948	7,034	6,498
Average Hourly Wage (\$)		9.00	13.00	3.50	8.50
% Paid Piece Rate		17.0	1.9	41.7	2.1
% Offered Selected Benefits	Health Insurance	26.3	27.2	6.0	20.9
	Retirement	16.8	18.2	2.1	13.5
	Paid Leave	19.3	22.0	7.1	22.1
Skills Selected as "Important" (%)	Service Orientation	93.1	40.9	93.9	76.9
	Critical Thinking	74.2	60.9	62.4	41.3
	Reading Comprehension	67.3	34.0	53.0	38.1
	Technology Design	28.5	23.8	8.9	8.9
	Operation and Control	42.4	50.5	27.0	34.2
Employers' Satisfaction with New Hires' Skills	Satisfied	35.7	35.2	37.2	34.9
	Not Satisfied	6.5	6.2	6.1	5.7
	Neither	9.1	12.3	8.5	14.4
	Other	48.7	46.2	48.2	45.1
Average Weekly Hours	20 or Less	39.0	6.5	48.5	28.8
	21-35	29.6	22.3	35.8	34.2
	36 or More	31.4	71.2	15.7	37.0
Gender	Female	54.2	3.5	58.8	54.7
	Male	36.6	76.0	22.6	18.2
	Nonresident	9.2	20.5	18.5	27.2
Age Group	19 and Younger	18.4	6.6	19.1	13.9
	20-24	24.1	21.9	20.1	17.4
	25-34	23.9	20.6	20.4	17.7
	35-44	10.0	11.2	11.5	11.3
	45-54	10.1	13.9	3.8	5.1
	55-64	2.5	5.2	4.6	2.0
	65 and Older	1.6	0.0	1.0	1.1
Unknown (Nonresidents)	9.3	20.6	19.5	31.5	
Turnover	% Still Working 1 Quarter After Hire	77.8	64.1	82.4	60.2

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

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Job Characteristics		Occupation and SOC Code			
		Cooks, Restaurant (35-2014)	Office Clerks, General (43-9061)	Landscaping and Groundskeeping Workers (37-3011)	Janitors and Cleaners, Except Maids and Housekeepers (37-2011)
Typical Education		High School Diploma	High School Diploma	Less than High School Diploma	High School Diploma
N		5,744	5,314	5,100	4,033
Average Hourly Wage (\$)		10.00	12.50	11.00	11.00
% Paid Piece Rate		0.3	0.3	0.3	2.5
% Offered Selected Benefits	Health Insurance	11.2	38.2	2.6	11.2
	Retirement	7.6	23.0	1.4	11.1
	Paid Leave	19.7	41.5	5.2	12.6
Skills Selected as "Important" (%)	Service Orientation	81.2	86.3	50.4	55.6
	Critical Thinking	72.5	82.2	56.6	57.3
	Reading Comprehension	68.7	90.0	29.4	41.7
	Technology Design	18.8	45.1	32.1	17.0
	Operation and Control	65.7	42.6	75.3	47.5
Employers' Satisfaction with New Hires' Skills	Satisfied	25.2	50.5	33.2	40.8
	Not Satisfied	6.8	3.6	5.2	5.4
	Neither	16.1	5.9	12.2	8.8
	Other	51.9	40.1	49.4	45.0
Average Weekly Hours	20 or Less	27.7	16.4	13.4	53.6
	21-35	43.6	19.5	35.1	17.0
	36 or More	28.7	64.0	51.5	29.4
Gender	Female	28.5	68.9	26.1	40.9
	Male	53.9	25.7	59.6	43.2
	Nonresident	17.6	5.4	14.3	15.9
Age Group	19 and Younger	15.8	4.2	21.0	11.2
	20-24	18.7	18.9	15.6	13.3
	25-34	16.5	25.9	18.7	18.7
	35-44	11.4	18.6	13.2	12.7
	45-54	13.8	15.2	9.4	10.9
	55-64	5.0	10.2	3.9	12.2
	65 and Older	0.0	0.6	2.3	4.8
	Unknown (Nonresidents)	18.8	6.4	15.8	16.2
Turnover	% Still Working 1 Quarter After Hire	71.5	88.7	72.7	70.6

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

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Job Characteristics		Occupation and SOC Code			
		Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Bartenders (35-3011)	Operating Engineers and Other Construction Equipme (47-2073)	Roustabouts, Oil and Gas (47-5071)
Typical Education		High School Diploma	High School Diploma	Post Secondary	High School Diploma
N		3,439	3,401	3,316	3,248
Average Hourly Wage (\$)		12.00	7.50	19.81	15.00
% Paid Piece Rate		0.0	14.9	0.0	2.3
% Offered Selected Benefits	Health Insurance	43.5	0.0	44.3	49.0
	Retirement	31.5	0.0	30.1	27.8
	Paid Leave	44.9	4.4	28.3	36.6
Skills Selected as "Important" (%)	Service Orientation	55.9	86.8	42.6	59.6
	Critical Thinking	57.6	68.8	90.2	82.4
	Reading Comprehension	44.4	50.6	53.5	56.0
	Technology Design	16.8	28.5	45.2	48.0
	Operation and Control	46.1	51.9	94.4	74.4
Employers' Satisfaction with New Hires' Skills	Satisfied	32.9	24.5	36.0	35.7
	Not Satisfied	4.4	12.2	1.5	7.0
	Neither	8.1	13.6	12.4	13.7
	Other	54.5	49.7	50.1	43.6
Average Weekly Hours	20 or Less	13.9	56.8	0.9	1.9
	21-35	21.0	38.7	1.5	8.3
	36 or More	65.0	4.5	97.6	89.8
Gender	Female	18.7	58.8	5.0	8.0
	Male	68.4	28.0	75.6	78.4
	Nonresident	12.9	13.2	19.5	13.6
Age Group	19 and Younger	16.3	6.2	4.1	5.4
	20-24	19.9	22.7	13.1	26.0
	25-34	20.4	22.5	22.7	26.6
	35-44	12.7	22.3	19.9	14.0
	45-54	12.8	10.7	11.3	9.6
	55-64	4.4	0.3	8.1	4.2
	65 and Older	0.0	2.1	1.2	0.6
	Unknown (Nonresidents)	13.6	13.2	19.5	13.6
Turnover	% Still Working 1 Quarter After Hire	75.6	64.8	81.2	74.7

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

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Job Characteristics		Occupation and SOC Code			
		Hotel, Motel, and Resort Desk Clerks (43- 4081)	Electricians (47- 2111)	Dishwashers (35-9021)	Carpenters (47- 2031)
Typical Education		High School Diploma	Post Secondary	Less than High School Diploma	High School Diploma
N		2,923	2,662	2,555	2,404
Average Hourly Wage (\$)		8.50	25.00	8.50	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	11.9	64.4	16.4	28.6
	Retirement	11.9	45.0	20.0	20.4
	Paid Leave	11.9	42.0	20.0	19.2
Skills Selected as "Important" (%)	Service Orientation	100.0	79.2	29.2	38.6
	Critical Thinking	94.9	89.6	18.2	90.7
	Reading Comprehension	92.5	82.1	15.5	53.2
	Technology Design	43.0	71.8	11.8	47.3
	Operation and Control	78.0	85.1	48.3	78.4
Employers' Satisfaction with New Hires' Skills	Satisfied	31.2	44.4	35.4	39.5
	Not Satisfied	7.2	4.8	5.5	5.9
	Neither	17.0	10.3	11.3	17.2
	Other	44.7	40.4	47.8	37.4
Average Weekly Hours	20 or Less	17.9	0.0	33.0	1.8
	21-35	33.1	3.5	56.0	11.3
	36 or More	49.0	96.5	11.0	86.9
Gender	Female	46.3	6.4	28.6	2.9
	Male	41.5	82.3	44.7	73.9
	Nonresident	12.2	11.3	26.7	23.2
Age Group	19 and Younger	28.7	0.0	35.5	1.7
	20-24	13.0	6.4	16.4	9.9
	25-34	19.0	40.1	8.6	17.1
	35-44	15.1	15.8	0.9	16.4
	45-54	6.3	16.0	6.4	21.6
	55-64	5.5	8.9	5.5	10.1
	65 and Older	0.2	1.5	0.0	0.0
	Unknown (Nonresidents)	12.2	11.3	26.7	23.2
Turnover	% Still Working 1 Quarter After Hire	78.5	71.8	67.2	71.9

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Job Characteristics		Occupation and SOC Code			
		Truck Drivers, Light or Delivery Services (53- 3033)	Welders, Cutters, Solderers, and Brazers (51- 4121)	Driver/Sales Workers (53- 3031)	General and Operations Managers (11- 1021)
Typical Education		High School Diploma	Post Secondary	High School Diploma	Associates
N		2,356	2,282	2,231	2,223
Average Hourly Wage (\$)		10.00	19.00	7.25	31.21
% Paid Piece Rate		6.3	2.7	32.6	0.0
% Offered Selected Benefits	Health Insurance	37.5	53.3	31.5	75.6
	Retirement	21.3	27.2	20.0	61.4
	Paid Leave	41.6	36.0	24.8	73.5
Skills Selected as "Important" (%)	Service Orientation	87.1	54.8	97.6	91.6
	Critical Thinking	72.6	91.0	86.8	96.9
	Reading Comprehension	74.8	61.6	90.0	97.3
	Technology Design	27.0	60.0	21.9	74.8
	Operation and Control	74.4	89.2	58.4	79.2
Employers' Satisfaction with New Hires' Skills	Satisfied	42.0	37.6	32.5	39.9
	Not Satisfied	3.1	3.2	3.6	1.7
	Neither	7.4	11.5	11.6	2.4
	Other	47.4	47.8	52.3	56.0
Average Weekly Hours	20 or Less	20.9	1.6	51.5	0.0
	21-35	21.1	8.8	28.7	1.0
	36 or More	58.0	89.6	19.8	99.0
Gender	Female	31.6	10.1	31.9	27.2
	Male	61.3	73.5	64.6	58.9
	Nonresident	7.0	16.4	3.6	13.9
Age Group	19 and Younger	13.4	5.9	13.0	6.3
	20-24	25.2	16.8	46.6	7.5
	25-34	23.9	24.0	13.0	21.0
	35-44	7.6	22.2	13.9	21.9
	45-54	7.9	10.6	8.7	17.0
	55-64	9.2	3.6	1.2	10.0
	65 and Older	4.8	0.4	0.0	2.3
	Unknown (Nonresidents)	8.0	16.4	3.6	13.9
Turnover	% Still Working 1 Quarter After Hire	75.8	65.7	81.2	96.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Maintenance and Repair Workers, Gen (49-9071)	Personal and Home Care Aides (39-9021)	Dining Room and Cafeteria Attendants and Bartender (35-9011)	Nursing Assistants (31-1014)
Typical Education		Post Secondary	High School Diploma	Less than High School Diploma	Post Secondary
N		2,083	2,022	2,015	1,843
Average Hourly Wage (\$)		12.69	10.00	7.25	12.00
% Paid Piece Rate		0.0	0.0	27.7	0.0
% Offered Selected Benefits	Health Insurance	50.0	21.7	6.9	51.4
	Retirement	45.0	26.4	6.9	47.6
	Paid Leave	48.2	32.7	11.6	62.9
Skills Selected as "Important" (%)	Service Orientation	63.8	95.9	100.0	98.2
	Critical Thinking	80.9	86.6	12.8	95.7
	Reading Comprehension	57.5	79.1	18.5	89.3
	Technology Design	53.1	20.9	1.2	46.2
	Operation and Control	74.5	15.1	13.9	57.1
Employers' Satisfaction with New Hires' Skills	Satisfied	41.2	41.3	17.0	41.9
	Not Satisfied	3.8	5.2	0.0	7.7
	Neither	13.8	9.3	22.5	7.7
	Other	41.2	44.2	60.5	42.7
Average Weekly Hours	20 or Less	13.6	28.9	84.6	5.5
	21-35	24.6	25.3	6.2	33.0
	36 or More	61.8	44.4	9.2	61.6
Gender	Female	19.6	80.3	52.9	88.1
	Male	69.9	14.4	25.9	5.1
	Nonresident	10.4	5.2	21.2	6.8
Age Group	19 and Younger	11.3	7.0	38.2	9.8
	20-24	18.4	26.7	17.3	19.8
	25-34	22.7	21.0	17.3	26.6
	35-44	12.8	18.5	1.2	18.7
	45-54	15.1	13.5	0.0	11.5
	55-64	6.1	5.2	3.5	4.2
	65 and Older	1.2	2.3	0.0	2.6
	Unknown (Nonresidents)	12.3	5.8	22.5	6.8
Turnover	% Still Working 1 Quarter After Hire	85.8	91.0	88.0	85.3

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Cooks, Fast Food (35-2011)	Registered Nurses (29-1141)	Cement Masons and Concrete Finishers (47-2051)	First-Line Supervisors/Managers of Food Preparation (35-1012)
Typical Education		Less than High School Diploma	Associates	Less than High School Diploma	High School Diploma
N		1,803	1,769	1,725	1,713
Average Hourly Wage (\$)		7.50	26.25	16.00	11.19
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	21.8	62.8	31.0	58.4
	Retirement	6.3	57.8	19.5	16.3
	Paid Leave	6.3	67.8	24.1	58.9
Skills Selected as "Important" (%)	Service Orientation	93.7	90.4	16.7	100.0
	Critical Thinking	58.3	93.6	48.3	100.0
	Reading Comprehension	79.2	92.2	35.0	68.3
	Technology Design	34.9	65.5	18.4	22.8
	Operation and Control	46.0	56.6	50.0	70.8
Employers' Satisfaction with New Hires' Skills	Satisfied	29.5	51.7	29.9	25.9
	Not Satisfied	15.1	0.4	5.7	4.1
	Neither	12.0	7.1	15.5	0.7
	Other	43.4	40.9	48.9	69.3
Average Weekly Hours	20 or Less	37.1	23.5	0.0	15.6
	21-35	54.8	26.6	14.4	0.7
	36 or More	8.1	49.9	85.6	83.7
Gender	Female	17.3	86.7	0.0	57.5
	Male	67.2	9.6	80.5	29.8
	Nonresident	15.5	3.7	19.5	12.7
Age Group	19 and Younger	33.9	1.3	5.2	20.4
	20-24	8.3	17.0	18.4	12.8
	25-34	23.2	18.4	14.9	16.3
	35-44	10.2	26.6	30.5	16.3
	45-54	4.3	20.4	9.2	8.6
	55-64	0.8	9.9	2.3	0.0
	65 and Older	0.0	1.3	0.0	8.8
	Unknown (Nonresidents)	19.4	5.1	19.5	16.8
Turnover	% Still Working 1 Quarter After Hire	67.0	93.3	78.7	99.3

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Counter Attendants, Cafeteria, Food Concession, and (35-3022)	Extraction Workers, All Other (47-5099)	Child Care Workers (39-9011)	Stock Clerks and Order Fillers (43-5081)
Typical Education		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		1,694	1,651	1,598	1,531
Average Hourly Wage (\$)		8.15	18.00	8.59	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	5.4	71.8	26.9	30.4
	Retirement	5.4	59.5	25.4	25.7
	Paid Leave	22.5	50.5	34.5	14.4
Skills Selected as "Important" (%)	Service Orientation	87.3	56.1	90.6	77.3
	Critical Thinking	58.4	80.9	83.0	68.2
	Reading Comprehension	49.7	50.3	66.4	74.2
	Technology Design	7.2	61.0	13.6	28.4
	Operation and Control	49.3	84.7	6.7	37.8
Employers' Satisfaction with New Hires' Skills	Satisfied	33.1	36.3	57.8	26.2
	Not Satisfied	4.1	9.1	7.6	7.4
	Neither	5.1	4.5	12.7	24.8
	Other	57.7	50.0	21.8	41.7
Average Weekly Hours	20 or Less	70.9	1.7	30.6	19.0
	21-35	13.8	9.2	29.9	49.4
	36 or More	15.3	89.1	39.5	31.6
Gender	Female	65.0	4.5	74.1	32.5
	Male	12.0	82.1	17.4	56.8
	Nonresident	23.0	13.5	8.4	10.7
Age Group	19 and Younger	38.1	5.6	21.1	11.7
	20-24	14.5	19.8	25.9	16.9
	25-34	9.2	41.0	23.0	20.7
	35-44	12.7	14.6	15.3	18.6
	45-54	1.4	3.4	2.7	16.8
	55-64	0.7	2.2	2.2	4.6
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	23.3	13.5	9.9	10.7
Turnover	% Still Working 1 Quarter After Hire	84.3	79.1	85.3	84.6

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

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Customer Service Representatives (43-4051)	First-Line Supervisors/Managers of Construction Trades (47-1011)	Farmworkers, Farm and Ranch Animals (45- 2093)
Typical Education		High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
N		1,474	1,418	1,401	1,302
Average Hourly Wage (\$)		15.38	10.00	24.96	10.27
% Paid Piece Rate		0.0	11.3	0.0	6.7
% Offered	Health Insurance	49.9	53.9	60.1	20.0
Selected	Retirement	40.9	56.9	47.4	11.0
Benefits	Paid Leave	57.7	51.6	48.5	19.3
Skills Selected as "Important" (%)	Service Orientation	72.7	93.8	68.7	40.0
	Critical Thinking	95.4	77.2	91.9	67.0
	Reading Comprehension	94.2	88.6	73.4	31.4
	Technology Design	52.9	56.5	58.9	26.8
	Operation and Control	55.8	62.4	90.6	61.2
Employers' Satisfaction with New Hires' Skills	Satisfied	56.9	43.5	46.6	43.4
	Not Satisfied	3.6	4.2	2.8	7.2
	Neither	5.3	10.1	0.7	11.7
	Other	34.2	42.2	49.8	37.7
Average Weekly Hours	20 or Less	9.6	4.4	0.0	5.1
	21-35	9.5	27.3	0.0	13.3
	36 or More	80.9	68.3	100.0	81.6
Gender	Female	67.4	61.1	2.0	11.8
	Male	29.8	26.5	82.9	62.3
	Nonresident	2.9	12.4	15.2	25.9
Age Group	19 and Younger	3.5	2.3	0.0	14.5
	20-24	15.4	23.4	4.2	14.7
	25-34	23.8	33.8	31.6	15.1
	35-44	21.2	13.4	17.4	7.3
	45-54	22.9	7.8	23.3	13.3
	55-64	8.4	6.8	8.4	5.5
	65 and Older	0.6	0.0	0.0	2.2
	Unknown (Nonresidents)	4.1	12.4	15.2	27.4
Turnover	% Still Working 1 Quarter After Hire	94.1	90.9	73.5	72.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Food Preparation Workers (35-2021)	Teacher Assistants (25-9041)	Receptionists and Information Clerks (43-4171)	Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)
Typical Education		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		1,267	1,260	1,193	1,114
Average Hourly Wage (\$)		8.50	11.84	11.00	14.00
% Paid Piece Rate		0.0	2.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	3.7	49.8	21.8	46.8
	Retirement	5.7	51.8	30.0	29.5
	Paid Leave	11.0	45.3	34.0	44.4
Skills Selected as "Important" (%)	Service Orientation	88.3	89.3	92.0	67.2
	Critical Thinking	55.9	80.5	76.3	80.9
	Reading Comprehension	57.1	88.3	93.0	60.2
	Technology Design	39.6	31.9	38.8	55.1
	Operation and Control	55.6	27.7	50.6	82.5
Employers' Satisfaction with New Hires' Skills	Satisfied	25.6	54.5	51.4	33.9
	Not Satisfied	7.4	1.0	3.4	10.0
	Neither	16.5	9.2	10.8	4.5
	Other	50.5	35.3	34.4	51.6
Average Weekly Hours	20 or Less	56.5	17.8	26.6	0.0
	21-35	25.3	54.4	34.9	5.0
	36 or More	18.2	26.6	38.5	95.0
Gender	Female	61.4	79.1	84.6	14.2
	Male	32.1	17.3	8.3	64.7
	Nonresident	6.5	3.6	7.1	21.0
Age Group	19 and Younger	40.3	12.4	15.2	7.9
	20-24	0.0	19.5	17.9	10.0
	25-34	19.3	31.3	26.6	28.8
	35-44	7.4	11.5	11.2	14.5
	45-54	9.0	9.9	11.9	9.7
	55-64	11.0	9.8	8.3	3.6
	65 and Older	0.0	1.0	1.8	4.5
	Unknown (Nonresidents)	13.0	4.6	7.1	21.0
Turnover	% Still Working 1 Quarter After Hire	54.2	83.2	69.6	74.1

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Helpers-- Production Workers (51- 9198)	Cooks, Institution and Cafeteria (35- 2012)	Tire Repairers and Changers (49-3093)	Counter and Rental Clerks (41-2021)
Typical Education		High School Diploma	High School Diploma	Post Secondary	Less than High School Diploma
N		1,106	1,102	1,089	1,079
Average Hourly Wage (\$)		14.00	10.50	10.00	11.00
% Paid Piece Rate		0.0	0.0	1.1	8.3
% Offered Selected Benefits	Health Insurance	49.2	28.4	55.5	38.4
	Retirement	20.3	23.5	47.5	24.7
	Paid Leave	21.2	48.8	59.5	35.8
Skills Selected as "Important" (%)	Service Orientation	54.5	73.5	92.8	97.8
	Critical Thinking	78.7	84.9	87.9	71.2
	Reading Comprehension	51.4	80.2	65.7	83.9
	Technology Design	47.3	12.0	47.5	29.6
	Operation and Control	75.8	80.4	93.9	58.2
Employers' Satisfaction with New Hires' Skills	Satisfied	37.6	30.8	37.5	44.6
	Not Satisfied	3.8	17.0	5.1	4.8
	Neither	14.9	7.5	20.1	10.5
	Other	43.7	44.6	37.3	40.2
Average Weekly Hours	20 or Less	4.3	29.5	1.4	6.0
	21-35	16.5	34.8	8.2	36.9
	36 or More	79.1	35.7	90.4	57.1
Gender	Female	5.6	68.4	13.1	42.9
	Male	73.0	16.0	82.8	35.8
	Nonresident	21.4	15.7	4.0	21.3
Age Group	19 and Younger	2.7	7.8	15.3	8.9
	20-24	17.9	16.2	38.3	22.4
	25-34	26.2	20.8	25.2	14.0
	35-44	11.8	24.3	0.0	24.3
	45-54	13.9	8.0	13.1	6.4
	55-64	6.2	5.9	4.0	2.0
	65 and Older	0.0	1.1	0.0	0.7
	Unknown (Nonresidents)	21.4	15.7	4.0	21.3
Turnover	% Still Working 1 Quarter After Hire	68.2	67.7	71.8	79.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Host & Hostess, Restaurant, Lounge & Coffee Shop (35- 9031)	Sales Representatives , Wholesale and Manufacturing (41-4012)	Security Guards (33-9032)	Substitute Teachers (25- 3098)
Typical Education		Less than High School Diploma	Post Secondary	High School Diploma	Bachelors
N		1,071	1,066	1,047	1,011
Average Hourly Wage (\$)		10.00	19.23	13.00	12.50
% Paid Piece Rate		19.6	16.4	0.0	0.0
% Offered	Health Insurance	26.1	75.6	13.1	0.0
Selected	Retirement	6.5	66.5	30.4	0.0
Benefits	Paid Leave	32.6	83.8	11.9	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	95.6	85.4	80.2
	Critical Thinking	54.3	90.9	69.1	92.6
	Reading Comprehension	15.2	95.6	81.5	91.6
	Technology Design	8.7	74.2	24.5	32.0
	Operation and Control	34.8	57.5	51.0	27.1
Employers' Satisfaction with New Hires' Skills	Satisfied	40.2	45.8	33.3	39.7
	Not Satisfied	0.0	3.7	4.5	1.2
	Neither	6.5	9.2	6.3	6.2
	Other	53.3	41.3	55.9	52.9
Average Weekly Hours	20 or Less	82.3	2.1	11.3	76.8
	21-35	17.7	4.1	24.2	18.1
	36 or More	0.0	93.9	64.6	5.2
Gender	Female	87.0	25.3	34.1	76.5
	Male	6.5	67.9	42.0	16.1
	Nonresident	6.5	6.7	23.8	7.4
Age Group	19 and Younger	33.7	6.8	2.1	4.5
	20-24	14.1	3.6	9.0	24.6
	25-34	19.6	32.4	26.6	24.1
	35-44	6.5	23.7	11.2	16.1
	45-54	6.5	15.7	10.5	18.4
	55-64	0.0	9.4	12.2	1.2
	65 and Older	6.5	1.8	4.6	3.7
	Unknown (Nonresidents)	13.0	6.7	23.8	7.4
Turnover	% Still Working 1 Quarter After Hire	93.5	92.7	79.0	79.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Industrial Machinery Mechanics (49-9041)	Plumbers, Pipefitters, and Steamfitters (47-2152)	Automotive Service Technicians and Mechanics (49-3023)	Cleaners of Vehicles and Equipment (53-7061)
Typical Education		Post Secondary	High School Diploma	Post Secondary	Less than High School Diploma
N		1,007	995	975	974
Average Hourly Wage (\$)		19.00	21.00	13.00	10.00
% Paid Piece Rate		0.0	0.0	4.7	1.2
% Offered Selected Benefits	Health Insurance	88.2	64.9	57.0	23.0
	Retirement	59.5	49.0	46.9	26.4
	Paid Leave	79.4	41.0	55.2	27.9
Skills Selected as "Important" (%)	Service Orientation	75.8	57.7	85.9	43.7
	Critical Thinking	91.0	91.0	100.0	47.9
	Reading Comprehension	75.5	81.6	91.9	34.3
	Technology Design	55.2	42.2	83.9	33.5
	Operation and Control	88.6	71.1	97.4	57.1
Employers' Satisfaction with New Hires' Skills	Satisfied	42.4	34.1	47.2	41.1
	Not Satisfied	3.8	8.0	2.4	5.8
	Neither	6.5	8.9	11.4	12.3
	Other	47.3	49.0	39.1	40.7
Average Weekly Hours	20 or Less	0.0	0.0	6.3	10.9
	21-35	4.8	4.1	0.0	18.6
	36 or More	95.2	95.9	93.7	70.5
Gender	Female	8.2	5.9	22.7	29.4
	Male	75.7	72.0	70.2	66.7
	Nonresident	16.1	22.1	7.1	3.8
Age Group	19 and Younger	5.0	0.0	12.5	22.1
	20-24	12.0	10.4	14.0	24.4
	25-34	28.7	14.1	15.0	13.2
	35-44	15.4	28.3	16.5	17.1
	45-54	17.9	21.1	24.6	7.9
	55-64	5.0	4.0	9.0	10.3
	65 and Older	0.0	0.0	0.0	1.2
	Unknown (Nonresidents)	16.1	22.1	8.3	3.8
Turnover	% Still Working 1 Quarter After Hire	84.2	73.9	78.5	85.4

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Tellers (43-3071)	Parts Salespersons (41-2022)	Cooks, Short Order (35-2015)	Secretaries, Except Legal, Medical, and Executive (43-6014)
Typical Education		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		966	936	897	874
Average Hourly Wage (\$)		10.50	9.00	8.00	11.50
% Paid Piece Rate		0.0	14.1	0.0	2.9
% Offered Selected Benefits	Health Insurance	84.3	68.9	0.0	44.3
	Retirement	83.0	68.9	0.0	43.0
	Paid Leave	85.6	35.9	0.0	44.7
Skills Selected as "Important" (%)	Service Orientation	100.0	85.9	83.5	91.9
	Critical Thinking	90.1	83.9	62.4	81.4
	Reading Comprehension	88.1	71.9	67.1	97.0
	Technology Design	38.2	31.1	1.9	48.8
	Operation and Control	46.7	41.5	32.1	58.1
Employers' Satisfaction with New Hires' Skills	Satisfied	41.7	30.1	31.8	57.5
	Not Satisfied	1.5	15.1	23.3	6.0
	Neither	4.8	1.2	18.7	4.4
	Other	52.0	53.6	26.1	32.1
Average Weekly Hours	20 or Less	2.2	0.0	10.4	14.8
	21-35	20.1	41.9	58.7	14.4
	36 or More	77.8	58.1	30.8	70.7
Gender	Female	79.8	18.7	41.8	69.2
	Male	14.2	70.7	48.5	22.7
	Nonresident	5.9	10.6	9.6	8.1
Age Group	19 and Younger	5.3	10.4	17.4	5.2
	20-24	29.0	25.4	23.3	22.8
	25-34	30.0	19.7	30.1	27.7
	35-44	15.8	11.6	7.8	16.5
	45-54	12.1	10.6	10.0	13.1
	55-64	1.3	10.4	0.9	6.5
	65 and Older	0.0	1.2	0.8	0.0
	Unknown (Nonresidents)	6.6	10.6	9.6	8.1
Turnover	% Still Working 1 Quarter After Hire	89.1	91.6	52.0	87.6

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)	Crossing Guards (33-9091)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Bakers (51-3011)
Typical Education		High School Diploma	High School Diploma	Post Secondary	High School Diploma
N		873	826	814	801
Average Hourly Wage (\$)		18.00	14.52	18.00	9.57
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	81.5	0.0	75.6	27.4
	Retirement	70.7	0.0	62.6	21.9
	Paid Leave	73.9	0.0	63.6	27.4
Skills Selected as "Important" (%)	Service Orientation	54.1	58.0	65.8	78.9
	Critical Thinking	92.2	77.1	90.9	98.8
	Reading Comprehension	84.5	18.6	74.4	91.3
	Technology Design	72.9	21.3	60.5	20.9
	Operation and Control	84.3	16.0	72.8	85.8
Employers' Satisfaction with New Hires' Skills	Satisfied	37.6	15.4	41.8	45.0
	Not Satisfied	1.3	4.8	2.5	1.2
	Neither	9.4	2.7	4.6	5.5
	Other	51.7	77.1	51.1	48.3
Average Weekly Hours	20 or Less	4.0	29.1	0.0	9.1
	21-35	2.8	29.1	2.7	18.5
	36 or More	93.2	41.8	97.3	72.5
Gender	Female	6.0	18.6	7.4	41.6
	Male	87.0	60.6	88.2	30.0
	Nonresident	7.0	20.8	4.4	28.4
Age Group	19 and Younger	4.3	2.7	0.9	16.4
	20-24	8.3	20.8	23.7	16.4
	25-34	28.6	26.6	33.3	6.7
	35-44	19.9	16.0	16.7	22.9
	45-54	19.3	8.0	14.8	9.1
	55-64	11.3	2.7	6.1	0.0
	65 and Older	1.3	2.7	0.0	0.0
	Unknown (Nonresidents)	7.0	20.8	4.4	28.4
Turnover	% Still Working 1 Quarter After Hire	71.7	58.0	89.3	82.6

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Amusement and Recreation Attendants (39- 3091)	Service Station Attendants (53- 6031)	First-Line Supervis./Mana gers of Retail Sales Work (41- 1011)	Service Unit Operators, Oil, Gas, and Mining (47-5013)
Typical Education		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		783	774	718	703
Average Hourly Wage (\$)		8.25	10.00	12.00	25.00
% Paid Piece Rate		41.0	0.0	12.2	0.0
% Offered	Health Insurance	0.0	35.8	86.0	89.5
Selected	Retirement	0.0	18.8	79.9	84.2
Benefits	Paid Leave	0.0	41.8	87.8	84.2
Skills Selected as "Important" (%)	Service Orientation	61.8	87.1	100.0	39.5
	Critical Thinking	68.4	95.5	100.0	55.3
	Reading Comprehension	74.1	73.7	87.8	34.2
	Technology Design	52.6	43.6	27.5	31.6
	Operation and Control	72.6	81.2	39.7	57.9
Employers' Satisfaction with New Hires' Skills	Satisfied	42.1	47.2	28.0	31.6
	Not Satisfied	0.0	13.4	7.4	2.6
	Neither	4.3	10.5	6.1	0.0
	Other	53.6	28.9	58.5	65.8
Average Weekly Hours	20 or Less	50.9	9.0	0.0	0.0
	21-35	44.3	12.8	15.7	0.0
	36 or More	4.8	78.2	84.3	100.0
Gender	Female	23.2	11.6	31.9	2.6
	Male	46.8	79.7	68.1	86.8
	Nonresident	30.0	8.7	0.0	10.5
Age Group	19 and Younger	13.8	8.7	0.0	5.3
	20-24	19.5	38.8	12.2	15.8
	25-34	27.4	19.1	52.0	31.6
	35-44	3.1	18.8	14.9	13.2
	45-54	3.1	3.0	12.2	21.1
	55-64	3.1	1.5	7.4	2.6
	65 and Older	0.0	1.5	1.3	0.0
	Unknown (Nonresidents)	30.0	8.7	0.0	10.5
Turnover	% Still Working 1 Quarter After Hire	90.5	66.6	87.8	89.5

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Helpers-- Carpenters (47- 3012)	Recreation Workers (39- 9032)	Coaches and Scouts (27- 2022)	Medical Assistants (31- 9092)
Typical Education		High School Diploma	Bachelors	Bachelors	High School Diploma
N		702	663	656	611
Average Hourly Wage (\$)		12.00	8.50	12.00	12.00
% Paid Piece Rate		0.0	31.6	32.9	0.0
% Offered	Health Insurance	50.9	9.4	1.9	23.1
Selected	Retirement	45.2	8.2	3.8	23.1
Benefits	Paid Leave	45.2	16.6	0.0	50.2
Skills Selected as "Important" (%)	Service Orientation	36.2	96.2	89.2	100.0
	Critical Thinking	88.7	72.1	72.7	69.4
	Reading Comprehension	43.5	32.1	35.2	92.3
	Technology Design	47.5	19.2	8.1	61.4
	Operation and Control	64.4	20.3	24.0	54.0
Employers' Satisfaction with New Hires' Skills	Satisfied	43.5	43.8	55.1	61.6
	Not Satisfied	5.7	1.1	2.5	3.9
	Neither	0.0	8.3	5.1	7.7
	Other	50.9	46.8	37.3	26.9
Average Weekly Hours	20 or Less	0.0	33.7	80.2	15.4
	21-35	7.3	23.8	15.5	7.7
	36 or More	92.7	42.5	4.3	76.9
Gender	Female	5.7	40.3	45.5	69.4
	Male	70.1	45.0	41.8	3.9
	Nonresident	24.3	14.7	12.7	26.7
Age Group	19 and Younger	17.0	34.7	5.1	0.0
	20-24	23.7	27.5	18.9	11.6
	25-34	12.4	3.6	27.3	34.7
	35-44	11.3	7.6	17.6	3.9
	45-54	11.3	4.8	4.5	7.7
	55-64	0.0	7.1	10.2	15.4
	65 and Older	0.0	0.0	1.9	0.0
	Unknown (Nonresidents)	24.3	14.7	14.6	26.7
Turnover	% Still Working 1 Quarter After Hire	65.0	89.3	52.0	65.6

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

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Helpers-- Installation, Maint., & Repair Workers (49-9098)	Fence Erectors (47-4031)	Dental Assistants (31- 9091)	Packers and Packagers, Hand (53-7064)
Typical Education		Post Secondary	High School Diploma	Post Secondary	High School Diploma
N		600	593	590	586
Average Hourly Wage (\$)		10.00	10.00	14.00	7.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	11.6	0.0	24.0	15.9
	Retirement	5.8	0.0	28.0	29.9
	Paid Leave	13.5	0.0	44.0	34.9
Skills Selected as "Important" (%)	Service Orientation	58.3	23.8	100.0	95.7
	Critical Thinking	76.3	71.6	84.0	64.0
	Reading Comprehension	61.9	67.9	56.0	60.0
	Technology Design	30.3	51.5	64.0	10.8
	Operation and Control	51.1	91.7	76.0	12.4
Employers' Satisfaction with New Hires' Skills	Satisfied	29.8	38.1	64.0	49.9
	Not Satisfied	17.2	0.0	4.0	2.6
	Neither	14.3	6.7	4.0	1.7
	Other	38.7	55.2	28.0	45.9
Average Weekly Hours	20 or Less	30.7	0.0	17.4	63.5
	21-35	4.6	8.2	69.6	16.8
	36 or More	64.8	91.8	13.0	19.7
Gender	Female	10.4	13.4	96.0	59.4
	Male	79.1	78.3	4.0	28.1
	Nonresident	10.5	8.3	0.0	12.5
Age Group	19 and Younger	34.7	6.7	8.0	30.9
	20-24	15.0	40.2	36.0	23.6
	25-34	14.1	17.1	28.0	11.3
	35-44	12.1	20.1	12.0	1.7
	45-54	4.4	0.0	8.0	1.2
	55-64	0.0	7.6	8.0	9.7
	65 and Older	9.2	0.0	0.0	0.0
	Unknown (Nonresidents)	10.5	8.3	0.0	21.6
Turnover	% Still Working 1 Quarter After Hire	72.4	26.3	100.0	76.7

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Nonfarm Animal Caretakers (39- 2021)	Laundry and Dry-Cleaning Workers (51- 6011)	Geological and Petroleum Technicians (19- 4041)	Tour Guides and Escorts (39- 7011)
Typical Education		High School Diploma	High School Diploma	Associates	Post Secondary
N		572	563	561	550
Average Hourly Wage (\$)		8.04	9.00	15.00	10.50
% Paid Piece Rate		5.7	0.0	3.4	69.2
% Offered Selected Benefits	Health Insurance	7.1	43.3	57.0	0.0
	Retirement	4.7	16.4	47.0	0.0
	Paid Leave	4.7	82.6	57.0	0.0
Skills Selected as "Important" (%)	Service Orientation	88.1	34.0	71.9	100.0
	Critical Thinking	76.3	14.4	96.7	98.5
	Reading Comprehension	15.6	13.3	68.6	59.4
	Technology Design	8.7	5.1	62.0	3.0
	Operation and Control	12.9	81.5	85.1	21.5
Employers' Satisfaction with New Hires' Skills	Satisfied	34.6	15.4	31.4	52.7
	Not Satisfied	2.0	6.2	0.0	0.0
	Neither	2.0	28.9	8.7	1.3
	Other	61.3	49.5	59.9	46.1
Average Weekly Hours	20 or Less	7.2	3.6	0.0	5.9
	21-35	25.6	53.1	0.0	68.5
	36 or More	67.2	43.4	100.0	25.6
Gender	Female	55.6	58.8	3.3	33.4
	Male	38.8	33.0	78.5	58.5
	Nonresident	5.7	8.2	18.2	8.2
Age Group	19 and Younger	15.0	2.1	1.7	15.7
	20-24	6.1	18.6	24.8	15.7
	25-34	32.6	20.6	16.5	22.2
	35-44	19.5	12.4	30.2	18.6
	45-54	16.2	4.1	1.7	2.1
	55-64	3.4	28.9	7.0	16.0
	65 and Older	0.0	3.1	0.0	0.0
	Unknown (Nonresidents)	7.1	10.3	18.2	9.7
Turnover	% Still Working 1 Quarter After Hire	98.5	47.4	81.8	84.8

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Social and Human Service Assistants (21-1093)	Pesticide Handlers Sprayers & Applicators, Vegi (37-3012)	Medical Secretaries (43-6013)	Rotary Drill Operators, Oil and Gas (47-5012)
Typical Education		Bachelors	High School Diploma	High School Diploma	Less than High School Diploma
N		543	513	511	484
Average Hourly Wage (\$)		10.75	12.00	14.42	30.00
% Paid Piece Rate		0.0	0.0	0.0	11.5
% Offered Selected Benefits	Health Insurance	42.5	2.2	50.8	57.9
	Retirement	33.4	3.8	41.6	46.5
	Paid Leave	42.5	10.4	50.8	23.5
Skills Selected as "Important" (%)	Service Orientation	95.7	76.9	100.0	68.8
	Critical Thinking	100.0	66.7	86.1	91.8
	Reading Comprehension	64.7	73.8	76.9	53.5
	Technology Design	8.3	41.8	43.4	38.2
	Operation and Control	16.9	65.6	38.8	91.8
Employers' Satisfaction with New Hires' Skills	Satisfied	63.3	52.5	54.1	15.3
	Not Satisfied	4.3	0.0	9.2	0.0
	Neither	8.7	6.5	13.9	7.6
	Other	23.7	41.0	22.8	77.1
Average Weekly Hours	20 or Less	18.4	27.3	9.2	0.0
	21-35	31.8	23.9	33.5	0.0
	36 or More	49.8	48.8	57.2	100.0
Gender	Female	67.6	8.7	82.2	0.0
	Male	28.1	70.7	4.3	72.7
	Nonresident	4.3	20.6	13.5	27.3
Age Group	19 and Younger	0.0	17.5	4.6	0.0
	20-24	30.1	14.2	6.1	11.5
	25-34	31.7	29.9	23.1	19.1
	35-44	8.4	4.3	23.1	15.3
	45-54	19.8	12.3	15.7	19.1
	55-64	5.6	1.1	9.2	7.6
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	4.3	20.6	18.2	27.3
Turnover	% Still Working 1 Quarter After Hire	91.3	67.5	90.8	57.9

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Helpers-- Extraction Workers (47- 5081)	Painters, Construction and Maintenance (47-2141)	Financial Managers (11- 3031)	Electrical Power- Line Installers and Repairers (49-9051)
Typical Education	High School Diploma	Less than High School Diploma	Bachelors	High School Diploma	
N	482	467	452	419	
Average Hourly Wage (\$)	14.00	15.00	20.23	25.00	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
% Offered Selected Benefits					
	Health Insurance	47.0	40.5	98.4	
	Retirement	50.9	15.0	80.5	
	Paid Leave	24.0	25.5	91.6	
Skills Selected as "Important" (%)					
	Service Orientation	45.3	59.5	86.8	
	Critical Thinking	77.0	100.0	99.2	
	Reading Comprehension	27.8	59.5	88.4	
	Technology Design	19.2	25.5	42.1	
	Operation and Control	72.6	59.5	81.8	
Employers' Satisfaction with New Hires' Skills					
	Satisfied	13.6	49.0	48.3	
	Not Satisfied	13.9	0.0	0.0	
	Neither	15.9	8.5	2.8	
	Other	56.6	42.5	48.9	
Average Weekly Hours					
	20 or Less	0.0	0.0	0.0	
	21-35	12.0	34.0	0.0	
	36 or More	88.0	66.0	100.0	
Gender					
	Female	0.0	8.5	46.0	
	Male	80.0	83.0	46.0	
	Nonresident	20.0	8.5	8.0	
Age Group					
	19 and Younger	6.2	8.5	0.0	
	20-24	21.2	25.5	9.7	
	25-34	15.4	17.0	31.3	
	35-44	13.6	23.5	11.1	
	45-54	13.9	8.5	32.9	
	55-64	9.7	8.5	4.2	
	65 and Older	0.0	0.0	1.4	
	Unknown (Nonresidents)	20.0	8.5	9.4	
Turnover	% Still Working 1 Quarter After Hire	70.6	74.5	98.6	

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Accountants and Auditors (13-2011)	Food Servers, Nonrestaurant (35-3041)	Lodging Managers (11-9081)	Excavating & Loading Machine & Dragline Operators (53-7032)
Typical Education		Bachelors	Less than High School Diploma	Bachelors	High School Diploma
N		398	395	393	389
Average Hourly Wage (\$)		21.63	7.25	11.56	21.00
% Paid Piece Rate		0.0	11.1	0.0	0.0
% Offered Selected Benefits	Health Insurance	70.9	11.1	5.6	49.0
	Retirement	66.2	17.1	5.6	9.5
	Paid Leave	66.5	52.4	94.4	28.6
Skills Selected as "Important" (%)	Service Orientation	75.1	100.0	100.0	10.2
	Critical Thinking	100.0	58.4	11.2	59.2
	Reading Comprehension	100.0	93.7	11.2	40.1
	Technology Design	44.3	46.4	100.0	0.0
	Operation and Control	63.7	52.4	94.4	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.4	52.4	23.4	50.3
	Not Satisfied	2.4	0.0	0.0	0.0
	Neither	6.3	6.0	5.6	10.2
	Other	31.0	41.6	71.1	39.5
Average Weekly Hours	20 or Less	18.9	66.8	0.0	0.0
	21-35	4.4	33.2	0.0	0.0
	36 or More	76.7	0.0	100.0	100.0
Gender	Female	53.8	85.8	35.5	0.0
	Male	44.0	14.2	41.1	79.6
	Nonresident	2.2	0.0	23.4	20.4
Age Group	19 and Younger	0.0	47.3	0.0	0.0
	20-24	11.1	20.8	17.8	4.8
	25-34	42.5	14.2	17.8	29.9
	35-44	12.3	0.0	0.0	4.8
	45-54	12.5	0.0	5.6	40.1
	55-64	19.5	0.0	17.8	0.0
	65 and Older	0.0	17.7	0.0	0.0
	Unknown (Nonresidents)	2.2	0.0	41.1	20.4
Turnover	% Still Working 1 Quarter After Hire	100.0	93.7	94.4	59.2

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Lifeguards, Ski Patrol, and Other Recreational Pro (33-9092)	Elementary School Teachers, Exc. Special Educ. (25-2021)	Team Assemblers (51-2092)	Home Health Aides (31-1011)
Typical Education		Less than High School Diploma	Bachelors	High School Diploma	High School Diploma
N		364	362	360	356
Average Hourly Wage (\$)		9.34	21.85	11.00	12.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	75.9	68.1	0.0
	Retirement	0.0	79.3	48.4	3.2
	Paid Leave	4.4	82.8	29.9	3.2
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	24.5	65.5
	Critical Thinking	86.8	100.0	54.5	65.5
	Reading Comprehension	47.4	100.0	80.3	65.5
	Technology Design	21.1	58.6	15.8	3.2
	Operation and Control	54.9	17.2	68.1	9.7
Employers' Satisfaction with New Hires' Skills	Satisfied	55.0	51.7	40.0	29.5
	Not Satisfied	4.5	0.0	8.0	6.6
	Neither	4.4	0.0	8.2	13.1
	Other	36.1	48.3	43.9	50.8
Average Weekly Hours	20 or Less	72.5	28.6	0.0	62.5
	21-35	18.1	14.3	10.9	3.7
	36 or More	9.4	57.1	89.1	33.8
Gender	Female	41.4	72.4	45.4	93.4
	Male	51.9	24.1	51.8	6.6
	Nonresident	6.7	3.4	2.7	0.0
Age Group	19 and Younger	43.7	0.0	8.2	0.0
	20-24	20.5	27.6	8.1	13.1
	25-34	9.2	41.4	25.7	16.4
	35-44	5.5	20.7	29.8	28.8
	45-54	0.0	6.9	16.8	22.2
	55-64	5.6	0.0	8.7	13.1
	65 and Older	2.2	0.0	0.0	6.5
	Unknown (Nonresidents)	13.4	3.4	2.7	0.0
Turnover	% Still Working 1 Quarter After Hire	73.4	93.1	68.1	93.4

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Wellhead Pumpers (53-7073)	Motorcycle Mechanics (49-3052)	Farmworkers & Laborers, Crop, Nursery & Greenhouse (45-2092)	Construction Managers (11-9021)
Typical Education		High School Diploma	High School Diploma	High School Diploma	Bachelors
N		354	351	347	346
Average Hourly Wage (\$)		24.00	12.00	8.00	43.26
% Paid Piece Rate		0.0	0.0	1.6	0.0
% Offered Selected Benefits	Health Insurance	89.5	50.0	0.0	73.1
	Retirement	76.4	25.0	0.0	73.1
	Paid Leave	76.4	25.0	14.6	74.4
Skills Selected as "Important" (%)	Service Orientation	44.5	75.0	60.5	87.3
	Critical Thinking	100.0	100.0	48.4	88.5
	Reading Comprehension	86.3	100.0	43.4	88.5
	Technology Design	86.3	75.0	22.8	65.6
	Operation and Control	68.6	75.0	41.9	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.1	12.5	44.8	79.6
	Not Satisfied	5.2	0.0	0.0	0.0
	Neither	3.3	25.0	12.4	0.0
	Other	31.4	62.5	42.8	20.4
Average Weekly Hours	20 or Less	18.0	0.0	5.0	0.0
	21-35	0.0	0.0	23.7	0.0
	36 or More	82.0	100.0	71.3	100.0
Gender	Female	5.2	25.0	47.5	6.8
	Male	86.9	37.5	39.5	62.2
	Nonresident	7.9	37.5	13.0	31.0
Age Group	19 and Younger	0.0	0.0	15.5	0.0
	20-24	20.9	0.0	17.1	0.0
	25-34	34.6	25.0	30.3	6.8
	35-44	10.5	25.0	17.5	34.4
	45-54	5.2	12.5	1.6	25.1
	55-64	20.9	0.0	3.3	9.5
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	7.9	37.5	14.6	24.2
Turnover	% Still Working 1 Quarter After Hire	94.8	100.0	50.4	88.5

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Secondary School Teachers, Except Special and Voca (25-2031)	Installation, Maintenance & Repair Workers, Other (49-9099)	Heating, Air Conditioning, and Refrigeration Mecha (49-9021)	Preschool Teachers, Except Special Education (25-2011)
Typical Education		Bachelors	Post Secondary	High School Diploma	Post Secondary
N		336	328	327	325
Average Hourly Wage (\$)		20.95	16.00	18.00	9.00
% Paid Piece Rate		3.7	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	74.0	21.7	15.0	34.6
	Retirement	63.2	0.0	15.0	7.7
	Paid Leave	47.9	16.5	15.0	63.7
Skills Selected as "Important" (%)	Service Orientation	92.6	80.7	27.2	85.5
	Critical Thinking	92.6	81.8	87.9	92.7
	Reading Comprehension	92.6	63.1	75.7	92.7
	Technology Design	59.5	61.9	39.3	14.5
	Operation and Control	44.6	94.2	51.4	19.7
Employers' Satisfaction with New Hires' Skills	Satisfied	55.4	59.8	51.4	64.5
	Not Satisfied	0.0	6.4	24.3	14.5
	Neither	3.7	0.0	0.0	0.0
	Other	40.9	33.8	24.3	20.9
Average Weekly Hours	20 or Less	16.7	9.9	0.0	7.3
	21-35	0.0	9.9	13.8	36.7
	36 or More	83.3	80.2	86.2	56.0
Gender	Female	44.6	16.4	0.0	82.9
	Male	47.9	80.8	75.7	2.6
	Nonresident	7.4	2.9	24.3	14.5
Age Group	19 and Younger	0.0	0.0	12.1	0.0
	20-24	11.2	29.5	12.1	7.3
	25-34	37.2	16.8	36.4	36.3
	35-44	22.3	9.5	2.9	9.8
	45-54	18.2	35.8	0.0	18.4
	55-64	3.7	5.6	12.1	13.7
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	7.4	2.9	24.3	14.5
Turnover	% Still Working 1 Quarter After Hire	85.1	94.2	63.6	92.7

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Sales Representatives, Services, All Other (41-3099)	Hairdressers, Hairstylists, and Cosmetologists (39-5012)	Machinists (51-4041)	Surveying and Mapping Technicians (17-3031)
Typical Education		High School Diploma	Post Secondary	High School Diploma	Associates
N		322	321	310	309
Average Hourly Wage (\$)		20.19	9.00	16.00	16.00
% Paid Piece Rate		5.0	28.8	0.0	0.0
% Offered Selected Benefits	Health Insurance	42.5	46.8	74.7	37.4
	Retirement	35.9	18.0	61.4	12.1
	Paid Leave	35.9	32.4	60.3	24.2
Skills Selected as "Important" (%)	Service Orientation	96.4	96.4	52.4	35.8
	Critical Thinking	86.3	85.6	93.7	90.9
	Reading Comprehension	84.7	56.8	93.7	86.8
	Technology Design	54.0	56.8	83.6	90.9
	Operation and Control	57.2	64.0	85.0	81.8
Employers' Satisfaction with New Hires' Skills	Satisfied	39.2	50.4	58.6	38.8
	Not Satisfied	0.0	17.2	0.0	6.1
	Neither	13.6	7.2	6.9	0.0
	Other	47.1	25.2	34.5	55.1
Average Weekly Hours	20 or Less	25.9	16.8	0.0	4.1
	21-35	18.1	49.6	17.1	3.5
	36 or More	55.9	33.6	82.9	92.5
Gender	Female	32.8	85.6	13.2	23.0
	Male	56.0	10.8	83.6	47.9
	Nonresident	11.2	3.6	3.2	29.1
Age Group	19 and Younger	0.0	7.2	13.2	7.1
	20-24	20.5	46.0	12.7	21.2
	25-34	41.1	21.6	39.0	14.7
	35-44	20.4	10.8	12.7	13.9
	45-54	6.8	0.0	19.3	9.1
	55-64	0.0	7.2	0.0	1.8
	65 and Older	0.0	3.6	0.0	3.0
	Unknown (Nonresidents)	11.2	3.6	3.2	29.1
Turnover	% Still Working 1 Quarter After Hire	81.9	100.0	90.5	75.8

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

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

N/D = Not discloseable due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Insulation Workers, Floor, Ceiling, and Wall (47-2131)	Helpers-- Pipelayers, Plumbers, Pipefitters, and St (47-3015)	Dental Hygienists (29-2021)	Bus Drivers, School (53-3022)
Typical Education		Less than High School Diploma	Post Secondary	Associates	High School Diploma
N		308	308	307	297
Average Hourly Wage (\$)		14.00	14.00	30.00	14.94
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	12.9	44.7	0.0	12.6
	Retirement	12.9	6.0	23.1	37.8
	Paid Leave	12.9	44.7	23.1	28.9
Skills Selected as "Important" (%)	Service Orientation	0.0	54.2	100.0	41.5
	Critical Thinking	12.9	68.2	92.3	75.1
	Reading Comprehension	12.9	52.7	61.5	67.2
	Technology Design	12.9	70.5	84.6	0.0
	Operation and Control	0.0	97.4	84.6	95.8
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	60.2	76.9	52.4
	Not Satisfied	12.9	0.0	0.0	0.0
	Neither	0.0	26.9	0.0	8.4
	Other	87.1	12.9	23.1	39.2
Average Weekly Hours	20 or Less	0.0	12.9	46.2	45.4
	21-35	14.8	0.0	46.2	49.9
	36 or More	85.2	87.1	7.7	4.7
Gender	Female	0.0	0.0	100.0	37.8
	Male	72.9	87.1	0.0	50.4
	Nonresident	27.1	12.9	0.0	11.8
Age Group	19 and Younger	12.9	1.1	0.0	2.8
	20-24	32.9	25.8	15.4	4.2
	25-34	12.9	38.7	46.2	15.4
	35-44	7.1	0.0	15.4	25.2
	45-54	0.0	6.0	23.1	21.0
	55-64	0.0	12.9	0.0	8.4
	65 and Older	0.0	2.6	0.0	8.4
	Unknown (Nonresidents)	34.3	12.9	0.0	14.6
Turnover	% Still Working 1 Quarter After Hire	58.6	100.0	100.0	87.7

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Teachers and Instructors, All Other (25-3099)	Travel Guides (39-7012)	Dispatchers, Except Police, Fire, and Ambulance (43-5032)	Agricultural Equipment Operators (45-2091)
Typical Education		Bachelors	Post Secondary	High School Diploma	High School Diploma
N		296	295	287	281
Average Hourly Wage (\$)		16.00	11.56	17.00	11.00
% Paid Piece Rate		0.0	11.3	0.0	2.0
% Offered Selected Benefits	Health Insurance	24.0	0.0	61.9	6.7
	Retirement	12.4	0.0	61.1	6.7
	Paid Leave	20.8	0.0	70.0	10.8
Skills Selected as "Important" (%)	Service Orientation	84.1	88.7	100.0	26.2
	Critical Thinking	67.9	94.3	100.0	96.0
	Reading Comprehension	65.7	17.0	83.8	29.5
	Technology Design	35.5	25.5	82.1	38.9
	Operation and Control	31.3	45.2	66.7	92.6
Employers' Satisfaction with New Hires' Skills	Satisfied	63.0	74.5	44.7	48.8
	Not Satisfied	4.2	2.8	0.0	0.0
	Neither	0.0	5.7	6.5	6.0
	Other	32.8	17.0	48.8	45.2
Average Weekly Hours	20 or Less	61.5	12.3	0.0	0.0
	21-35	5.8	32.8	13.8	12.1
	36 or More	32.7	54.8	86.2	83.9
Gender	Female	44.3	5.7	29.3	19.9
	Male	20.8	71.7	62.7	66.7
	Nonresident	34.9	22.6	8.1	13.4
Age Group	19 and Younger	4.2	5.7	5.9	8.0
	20-24	8.4	5.7	8.9	34.5
	25-34	20.5	22.6	25.2	14.1
	35-44	16.9	2.8	30.0	10.1
	45-54	6.9	32.1	11.5	11.9
	55-64	4.2	8.5	0.0	6.0
	65 and Older	3.9	0.0	4.0	2.0
	Unknown (Nonresidents)	34.9	22.6	14.5	13.4
Turnover	% Still Working 1 Quarter After Hire	71.8	39.6	92.6	55.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Police and Sheriff's Patrol Officers (33-3051)	First-Line Super./Manag., Personal Service Workers (39-1021)	Occupational Health and Safety Specialists (29-9011)	Computer User Support Specialists (15-1151)
Typical Education		High School Diploma	Bachelors	Bachelors	Associates
N		279	278	276	268
Average Hourly Wage (\$)		19.00	20.19	30.77	19.46
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	85.7	21.9	72.1	67.6
	Retirement	82.9	2.3	54.4	60.6
	Paid Leave	74.3	21.9	72.1	85.4
Skills Selected as "Important" (%)	Service Orientation	94.3	100.0	85.6	82.6
	Critical Thinking	94.3	100.0	100.0	100.0
	Reading Comprehension	82.9	100.0	98.8	100.0
	Technology Design	45.7	3.0	49.0	100.0
	Operation and Control	51.4	5.9	71.5	96.3
Employers' Satisfaction with New Hires' Skills	Satisfied	65.7	33.2	70.4	57.2
	Not Satisfied	0.0	0.0	0.0	2.0
	Neither	2.9	4.2	3.4	0.0
	Other	31.4	62.6	26.3	40.8
Average Weekly Hours	20 or Less	10.3	0.0	0.0	26.4
	21-35	0.0	5.9	0.0	0.0
	36 or More	89.7	94.1	100.0	73.6
Gender	Female	14.3	27.4	3.4	34.5
	Male	85.7	43.4	72.1	60.5
	Nonresident	0.0	29.2	24.5	5.0
Age Group	19 and Younger	0.0	29.2	0.0	0.0
	20-24	22.9	25.1	3.4	29.1
	25-34	40.0	8.3	12.6	29.5
	35-44	20.0	8.2	12.8	3.3
	45-54	14.3	0.0	32.1	17.7
	55-64	0.0	0.0	14.7	11.2
	65 and Older	2.9	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	29.2	24.5	9.3
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	96.5	94.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Automotive Glass Installers and Repairers (49-3022)	Shipping, Receiving, and Traffic Clerks (43-5071)	Court, Municipal, and License Clerks (43-4031)	Production Workers, All Other (51-9199)
Typical Education		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		266	265	263	263
Average Hourly Wage (\$)		10.00	9.00	14.19	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	8.7	83.2	75.8	34.5
Selected	Retirement	8.7	79.6	75.8	34.5
Benefits	Paid Leave	4.3	83.2	75.8	40.7
Skills Selected as "Important" (%)	Service Orientation	17.4	31.7	100.0	50.6
	Critical Thinking	4.3	77.6	78.8	100.0
	Reading Comprehension	8.7	92.8	97.0	46.8
	Technology Design	8.7	14.3	39.4	46.8
	Operation and Control	13.0	80.4	36.4	58.0
Employers' Satisfaction with New Hires' Skills	Satisfied	8.7	27.5	60.6	35.8
	Not Satisfied	0.0	0.0	0.0	11.7
	Neither	4.3	29.8	6.1	7.3
	Other	87.0	42.7	33.3	45.2
Average Weekly Hours	20 or Less	0.0	8.9	6.5	8.4
	21-35	91.3	3.6	19.4	51.3
	36 or More	8.7	87.5	74.2	40.4
Gender	Female	16.5	54.8	75.8	24.4
	Male	58.7	45.2	18.2	61.7
	Nonresident	24.8	0.0	6.1	13.9
Age Group	19 and Younger	0.0	3.6	0.0	0.0
	20-24	8.7	31.8	9.1	11.0
	25-34	33.5	49.8	27.3	44.4
	35-44	24.8	3.6	21.2	8.1
	45-54	8.3	8.9	27.3	14.4
	55-64	0.0	0.0	9.1	8.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	24.8	2.4	6.1	13.9
Turnover	% Still Working 1 Quarter After Hire	58.7	96.4	90.9	50.6

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Industrial Truck and Tractor Operators (53-7051)	Meeting and Convention Planners (13-1121)	Taxi Drivers and Chauffeurs (53-3041)	Licensed Practical and Licensed Vocational Nurses (29-2061)
Typical Education		High School Diploma	Bachelors	Less than High School Diploma	Post Secondary
N		262	249	247	243
Average Hourly Wage (\$)		16.00	12.00	10.41	17.50
% Paid Piece Rate		0.0	0.0	32.7	0.0
% Offered Selected Benefits	Health Insurance	63.0	5.4	60.8	70.9
	Retirement	59.2	5.4	37.4	41.8
	Paid Leave	58.5	10.0	32.7	90.3
Skills Selected as "Important" (%)	Service Orientation	46.6	95.3	83.1	97.1
	Critical Thinking	72.7	100.0	83.1	97.1
	Reading Comprehension	44.2	100.0	84.4	97.1
	Technology Design	35.8	11.1	9.4	29.1
	Operation and Control	90.6	63.0	87.8	58.2
Employers' Satisfaction with New Hires' Skills	Satisfied	37.4	66.9	15.6	29.1
	Not Satisfied	2.2	2.2	4.7	0.0
	Neither	33.1	0.0	9.4	19.4
	Other	27.3	30.9	70.4	51.5
Average Weekly Hours	20 or Less	22.3	84.3	0.0	22.2
	21-35	4.8	0.0	29.0	22.2
	36 or More	73.0	15.7	71.0	55.6
Gender	Female	3.6	63.7	14.0	80.6
	Male	83.5	36.3	37.4	9.7
	Nonresident	12.9	0.0	48.6	9.7
Age Group	19 and Younger	7.2	28.1	0.0	0.0
	20-24	26.5	0.0	9.4	9.7
	25-34	23.2	36.3	0.0	41.8
	35-44	15.6	28.1	14.0	0.0
	45-54	14.6	7.5	9.4	9.7
	55-64	0.0	0.0	14.0	19.4
	65 and Older	0.0	0.0	4.7	9.7
	Unknown (Nonresidents)	12.9	0.0	48.6	9.7
Turnover	% Still Working 1 Quarter After Hire	92.8	100.0	90.6	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Ophthalmic Medical Technicians (29- 2057)	Sales Managers (11-2022)	Water & Liquid Waste Treatment Plant & System Oper (51-8031)	Environmental Science and Protection Technicians, (19- 4091)
Typical Education		Associates	Bachelors	High School Diploma	Bachelors
N		236	235	233	231
Average Hourly Wage (\$)		9.00	31.25	19.00	15.00
% Paid Piece Rate		0.0	5.8	2.9	0.0
% Offered	Health Insurance	0.0	81.4	77.0	55.5
Selected	Retirement	50.0	81.4	76.0	55.5
Benefits	Paid Leave	30.0	75.6	80.3	67.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	55.2	35.6
	Critical Thinking	100.0	100.0	87.7	59.9
	Reading Comprehension	100.0	100.0	87.7	100.0
	Technology Design	100.0	59.5	74.5	55.9
	Operation and Control	100.0	50.2	97.1	43.7
Employers' Satisfaction with New Hires' Skills	Satisfied	40.0	63.5	46.5	51.8
	Not Satisfied	0.0	0.0	12.8	0.0
	Neither	0.0	0.0	5.8	8.1
	Other	60.0	36.5	34.9	40.1
Average Weekly Hours	20 or Less	0.0	0.0	0.0	4.6
	21-35	44.4	0.0	0.0	4.6
	36 or More	55.6	100.0	100.0	90.8
Gender	Female	80.0	0.0	16.2	20.1
	Male	20.0	96.0	83.8	43.7
	Nonresident	0.0	4.0	0.0	36.1
Age Group	19 and Younger	10.0	1.5	10.9	0.0
	20-24	20.0	1.5	6.3	20.2
	25-34	10.0	15.0	26.0	27.6
	35-44	30.0	21.0	24.0	16.0
	45-54	20.0	26.6	28.0	0.0
	55-64	10.0	30.5	3.4	0.0
	65 and Older	0.0	0.0	1.5	0.0
	Unknown (Nonresidents)	0.0	4.0	0.0	36.1
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	35.8

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Structural Iron and Steel Workers (47-2221)	Fire Fighters (33-2011)	Assemblers and Fabricators, All Other (51-2099)	Insurance Sales Agents (41-3021)
Typical Education		High School Diploma	High School Diploma	High School Diploma	Bachelors
N		227	224	224	223
Average Hourly Wage (\$)		26.18	15.00	10.10	21.64
% Paid Piece Rate		0.0	2.5	0.0	11.4
% Offered Selected Benefits	Health Insurance	55.5	23.0	39.1	60.0
	Retirement	52.3	33.7	26.0	48.6
	Paid Leave	17.4	23.0	69.5	68.6
Skills Selected as "Important" (%)	Service Orientation	12.8	94.9	78.2	88.6
	Critical Thinking	82.6	100.0	78.2	100.0
	Reading Comprehension	52.3	78.6	82.5	100.0
	Technology Design	62.0	73.9	60.9	34.3
	Operation and Control	82.6	100.0	95.6	34.3
Employers' Satisfaction with New Hires' Skills	Satisfied	47.7	72.3	37.0	34.3
	Not Satisfied	0.0	0.0	13.1	8.6
	Neither	0.0	3.6	12.9	5.7
	Other	52.3	24.1	37.0	51.4
Average Weekly Hours	20 or Less	0.0	0.0	0.0	6.7
	21-35	0.0	13.5	0.0	20.0
	36 or More	100.0	86.5	100.0	73.3
Gender	Female	0.0	7.1	19.5	48.6
	Male	55.5	86.8	80.5	42.9
	Nonresident	44.5	6.1	0.0	8.6
Age Group	19 and Younger	0.0	3.6	0.0	0.0
	20-24	3.1	13.2	17.5	2.9
	25-34	0.0	46.2	41.2	34.3
	35-44	17.4	0.0	4.4	11.4
	45-54	17.4	17.5	37.0	25.7
	55-64	17.4	13.4	0.0	17.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	44.5	6.1	0.0	8.6
Turnover	% Still Working 1 Quarter After Hire	100.0	57.4	95.6	91.4

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Motorboat Mechanics (49-3051)	Library Technicians (25-4031)	Packaging & Filling Machine Operators & Tenders (51-9111)	Lawyers (23-1011)
Typical Education		Post Secondary	Bachelors	High School Diploma	Doctorate
N		219	217	216	208
Average Hourly Wage (\$)		14.00	11.52	15.00	31.73
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	37.2	83.8	65.4
	Retirement	40.0	55.4	83.8	61.6
	Paid Leave	40.0	49.6	83.8	81.6
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	34.4	86.1
	Critical Thinking	40.0	86.8	86.4	96.2
	Reading Comprehension	40.0	91.8	86.4	96.2
	Technology Design	40.0	49.6	38.9	18.0
	Operation and Control	40.0	64.5	95.5	31.4
Employers' Satisfaction with New Hires' Skills	Satisfied	20.0	50.4	43.0	54.7
	Not Satisfied	0.0	5.0	0.0	4.5
	Neither	0.0	0.0	9.1	4.5
	Other	80.0	44.6	47.9	36.3
Average Weekly Hours	20 or Less	0.0	33.9	4.8	11.2
	21-35	0.0	63.5	12.3	13.8
	36 or More	100.0	2.6	83.0	75.0
Gender	Female	20.0	70.2	16.2	30.8
	Male	60.0	24.8	57.5	55.8
	Nonresident	20.0	5.0	26.2	13.5
Age Group	19 and Younger	0.0	7.4	18.2	0.0
	20-24	0.0	5.0	15.7	0.0
	25-34	20.0	37.2	21.7	40.8
	35-44	0.0	24.8	13.6	29.1
	45-54	40.0	15.7	4.5	12.8
	55-64	20.0	5.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	3.8
	Unknown (Nonresidents)	20.0	5.0	26.2	13.5
Turnover	% Still Working 1 Quarter After Hire	60.0	87.6	95.5	86.5

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Loan Officers (13-2072)	Emergency Medical Technicians and Paramedics (29- 2041)	Drywall and Ceiling Tile Installers (47- 2081)	Protective Service Workers, All Other (33-9099)
Typical Education		High School Diploma	Post Secondary	High School Diploma	High School Diploma
N		206	201	198	197
Average Hourly Wage (\$)		19.27	16.00	18.00	11.50
% Paid Piece Rate		21.3	0.0	0.0	0.0
% Offered	Health Insurance	100.0	15.7	40.0	63.9
Selected	Retirement	54.0	8.0	0.0	63.9
Benefits	Paid Leave	78.7	4.0	0.0	63.9
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	20.0	94.1
	Critical Thinking	93.8	100.0	100.0	94.1
	Reading Comprehension	100.0	100.0	40.0	87.8
	Technology Design	62.9	88.2	60.0	71.8
	Operation and Control	59.8	64.7	80.0	28.0
Employers' Satisfaction with New Hires' Skills	Satisfied	46.0	64.7	60.0	46.3
	Not Satisfied	3.1	0.0	0.0	0.0
	Neither	3.1	0.0	40.0	12.0
	Other	47.8	35.3	0.0	41.8
Average Weekly Hours	20 or Less	0.0	27.3	0.0	5.9
	21-35	0.0	13.6	20.0	18.3
	36 or More	100.0	59.1	80.0	75.8
Gender	Female	58.4	62.8	0.0	77.7
	Male	38.5	37.2	60.0	10.4
	Nonresident	3.1	0.0	40.0	12.0
Age Group	19 and Younger	3.1	0.0	0.0	12.0
	20-24	30.6	0.0	0.0	18.3
	25-34	27.8	41.0	20.0	12.0
	35-44	9.3	27.5	20.0	21.9
	45-54	13.8	19.7	20.0	12.0
	55-64	12.4	11.8	0.0	12.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	3.1	0.0	40.0	12.0
Turnover	% Still Working 1 Quarter After Hire	90.7	100.0	80.0	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Legal Secretaries (43-6012)	Helpers-- Painters, Paperhangers, Plasterers, and S (47-3014)	Physical Therapist Assistants (31-2021)	Vocational Education Teachers, Postsecondary (25-1194)
Typical Education		High School Diploma	Less than High School Diploma	Associates	Post Secondary
N		192	190	189	187
Average Hourly Wage (\$)		12.50	14.00	21.65	27.00
% Paid Piece Rate		0.0	0.0	0.0	6.7
% Offered Selected Benefits	Health Insurance	51.4	6.1	25.0	33.3
	Retirement	29.2	6.1	25.0	13.3
	Paid Leave	56.3	6.1	25.0	33.3
Skills Selected as "Important" (%)	Service Orientation	85.4	10.3	100.0	93.3
	Critical Thinking	100.0	100.0	75.0	93.3
	Reading Comprehension	100.0	37.3	100.0	93.3
	Technology Design	68.0	0.0	75.0	80.0
	Operation and Control	61.1	79.1	62.5	86.7
Employers' Satisfaction with New Hires' Skills	Satisfied	36.8	68.8	62.5	46.7
	Not Satisfied	9.7	0.0	0.0	0.0
	Neither	9.7	5.2	12.5	0.0
	Other	43.7	26.1	25.0	53.3
Average Weekly Hours	20 or Less	0.0	0.0	28.6	37.5
	21-35	58.9	27.0	42.9	0.0
	36 or More	41.1	73.0	28.6	62.5
Gender	Female	70.8	20.9	50.0	40.0
	Male	24.3	79.1	37.5	60.0
	Nonresident	4.9	0.0	12.5	0.0
Age Group	19 and Younger	0.0	20.9	0.0	0.0
	20-24	24.3	6.1	12.5	40.0
	25-34	38.9	41.8	37.5	13.3
	35-44	19.4	5.2	12.5	13.3
	45-54	12.5	5.2	25.0	13.3
	55-64	0.0	20.9	0.0	20.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	4.9	0.0	12.5	0.0
Turnover	% Still Working 1 Quarter After Hire	85.4	79.1	100.0	86.7

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Advertising Sales Agents (41-3011)	Physical Therapists (29-1123)	Employment, Recruitment & Placement Specialists (13-1071)	Self-Enrichment Education Teachers (25-3021)
Typical Education		Bachelors	Masters	Bachelors	High School Diploma
N		182	181	180	178
Average Hourly Wage (\$)		10.41	37.91	21.64	15.63
% Paid Piece Rate		13.5	0.0	0.0	18.8
% Offered Selected Benefits	Health Insurance	47.4	34.9	100.0	14.1
	Retirement	20.7	34.9	100.0	7.0
	Paid Leave	35.5	61.0	100.0	14.1
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	65.2	93.0
	Critical Thinking	100.0	100.0	84.2	100.0
	Reading Comprehension	95.4	100.0	84.2	85.9
	Technology Design	62.8	87.0	68.6	30.5
	Operation and Control	36.2	100.0	63.3	72.4
Employers' Satisfaction with New Hires' Skills	Satisfied	27.5	68.0	54.2	62.6
	Not Satisfied	3.0	0.0	0.0	4.7
	Neither	5.9	0.0	0.0	7.0
	Other	63.6	32.0	45.8	25.6
Average Weekly Hours	20 or Less	12.2	0.0	0.0	76.7
	21-35	31.2	26.0	0.0	8.0
	36 or More	56.6	74.0	100.0	15.3
Gender	Female	62.3	45.0	65.0	14.1
	Male	37.7	42.0	35.0	48.9
	Nonresident	0.0	13.0	0.0	37.0
Age Group	19 and Younger	11.8	0.0	0.0	9.4
	20-24	3.0	0.0	12.2	4.7
	25-34	56.4	45.0	51.1	25.6
	35-44	17.0	3.0	11.6	16.2
	45-54	11.8	13.0	11.9	0.0
	55-64	0.0	26.0	13.1	7.0
	65 and Older	0.0	0.0	0.0	7.0
Unknown (Nonresidents)	0.0	13.0	0.0	30.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	74.0	100.0	48.9

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Mining and Geological Engineers, Including Mining (17-2151)	Marketing Managers (11-2021)	Floral Designers (27-1023)	Security and Fire Alarm Systems Installers (49-2098)
Typical Education		Bachelors	Bachelors	Less than High School Diploma	High School Diploma
N		177	175	175	172
Average Hourly Wage (\$)		41.15	21.64	10.00	12.00
% Paid Piece Rate		0.0	45.4	0.0	0.0
% Offered Selected Benefits	Health Insurance	79.1	54.6	0.0	35.9
	Retirement	63.3	48.0	0.0	35.9
	Paid Leave	79.1	54.6	100.0	35.9
Skills Selected as "Important" (%)	Service Orientation	41.8	100.0	100.0	100.0
	Critical Thinking	79.1	100.0	100.0	100.0
	Reading Comprehension	58.2	100.0	100.0	100.0
	Technology Design	79.1	62.3	0.0	51.2
	Operation and Control	68.7	62.3	0.0	64.1
Employers' Satisfaction with New Hires' Skills	Satisfied	36.9	29.4	25.0	38.4
	Not Satisfied	5.3	0.0	0.0	23.1
	Neither	0.0	22.7	0.0	12.8
	Other	57.9	47.8	75.0	25.6
Average Weekly Hours	20 or Less	23.5	0.0	0.0	0.0
	21-35	0.0	45.4	0.0	0.0
	36 or More	76.5	54.6	100.0	100.0
Gender	Female	10.4	29.4	0.0	0.0
	Male	63.4	70.6	50.0	74.4
	Nonresident	26.2	0.0	50.0	25.6
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	20.9	41.9	0.0	48.8
	25-34	26.4	16.2	0.0	25.6
	35-44	5.5	6.6	0.0	0.0
	45-54	5.3	35.3	50.0	0.0
	55-64	10.4	0.0	0.0	0.0
	65 and Older	5.3	0.0	0.0	0.0
	Unknown (Nonresidents)	26.2	0.0	50.0	25.6
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Pipelayers (47-2151)	Helpers, Construction Trades, All Other (47-3019)	Property, Real Estate & Community Association Mgr (11-9141)	Derrick Operators, Oil and Gas (47-5011)
Typical Education		Less than High School Diploma	High School Diploma	Post Secondary	Less than High School Diploma
N		168	168	167	167
Average Hourly Wage (\$)		15.50	12.00	43.75	19.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	94.4	70.8	91.5	100.0
	Retirement	0.0	47.2	69.3	66.7
	Paid Leave	94.4	0.0	85.0	88.9
Skills Selected as "Important" (%)	Service Orientation	100.0	94.4	65.0	33.3
	Critical Thinking	100.0	100.0	100.0	44.4
	Reading Comprehension	100.0	52.8	100.0	66.7
	Technology Design	100.0	0.0	16.3	44.4
	Operation and Control	100.0	47.2	65.0	77.8
Employers' Satisfaction with New Hires' Skills	Satisfied	29.2	52.8	48.1	33.3
	Not Satisfied	0.0	23.6	0.0	11.1
	Neither	0.0	0.0	0.0	0.0
	Other	70.8	23.6	51.9	55.6
Average Weekly Hours	20 or Less	0.0	0.0	8.9	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	91.1	100.0
Gender	Female	0.0	0.0	11.1	0.0
	Male	52.8	100.0	66.7	88.9
	Nonresident	47.2	0.0	22.2	11.1
Age Group	19 and Younger	0.0	23.6	0.0	0.0
	20-24	5.6	0.0	0.0	22.2
	25-34	0.0	52.8	27.4	55.6
	35-44	0.0	23.6	15.4	0.0
	45-54	47.2	0.0	26.5	0.0
	55-64	0.0	0.0	8.5	11.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	47.2	0.0	22.2	11.1
Turnover	% Still Working 1 Quarter After Hire	5.6	76.4	95.7	88.9

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Sheet Metal Workers (47-2211)	Physician Assistants (29-1071)	First-Line Supervisors/Managers of Production and Operations (51-1011)	Title Examiners, Abstractors, and Searchers (23-2093)
Typical Education		High School Diploma	Bachelors	High School Diploma	High School Diploma
N		166	165	164	163
Average Hourly Wage (\$)		19.00	50.53	23.00	13.87
% Paid Piece Rate		0.0	57.1	0.0	0.0
% Offered Selected Benefits	Health Insurance	53.8	100.0	62.3	77.7
	Retirement	71.8	100.0	56.3	66.0
	Paid Leave	53.8	42.9	62.3	56.5
Skills Selected as "Important" (%)	Service Orientation	0.0	85.7	62.6	87.4
	Critical Thinking	100.0	85.7	100.0	100.0
	Reading Comprehension	77.7	85.7	76.1	100.0
	Technology Design	94.1	14.3	52.6	56.1
	Operation and Control	70.2	14.3	69.4	56.1
Employers' Satisfaction with New Hires' Skills	Satisfied	5.9	42.9	40.4	56.6
	Not Satisfied	23.9	0.0	0.0	4.4
	Neither	35.1	0.0	24.2	0.0
	Other	35.1	57.1	35.4	39.1
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	47.8	0.0	0.0	9.1
	36 or More	52.2	100.0	100.0	90.9
Gender	Female	0.0	57.1	11.7	71.7
	Male	88.8	42.9	88.3	20.4
	Nonresident	11.2	0.0	0.0	7.8
Age Group	19 and Younger	0.0	0.0	30.2	3.9
	20-24	23.9	0.0	6.0	0.0
	25-34	23.9	42.9	25.1	46.9
	35-44	35.1	0.0	12.0	23.9
	45-54	5.9	28.6	15.3	9.6
	55-64	0.0	14.3	11.4	7.8
	65 and Older	0.0	14.3	0.0	0.0
	Unknown (Nonresidents)	11.2	0.0	0.0	7.8
Turnover	% Still Working 1 Quarter After Hire	53.8	100.0	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Outdoor Power Equipment & Other Small Engine Mech. (49-3053)	Unable to Assign Based on Title (99-9999)	Maintenance Workers, Machinery (49-9043)	Stonemasons (47-2022)
Typical Education		High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
N		161	161	160	159
Average Hourly Wage (\$)		17.00	20.00	14.00	22.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	27.2	24.3	100.0	0.0
	Retirement	0.0	24.3	71.1	0.0
	Paid Leave	81.6	24.3	75.2	0.0
Skills Selected as "Important" (%)	Service Orientation	94.8	48.9	75.2	25.0
	Critical Thinking	100.0	48.9	85.6	100.0
	Reading Comprehension	100.0	41.0	69.3	0.0
	Technology Design	59.6	7.9	56.7	0.0
	Operation and Control	100.0	24.3	88.4	25.0
Employers' Satisfaction with New Hires' Skills	Satisfied	64.0	18.6	46.4	25.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	28.6	5.9	25.0
	Other	36.0	52.9	47.7	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	19.5	0.0	0.0	0.0
	36 or More	80.5	100.0	100.0	100.0
Gender	Female	31.6	8.3	7.2	0.0
	Male	63.2	60.5	92.8	50.0
	Nonresident	5.2	31.2	0.0	50.0
Age Group	19 and Younger	0.0	5.8	0.0	25.0
	20-24	4.4	0.0	31.9	0.0
	25-34	27.2	13.6	46.4	0.0
	35-44	8.8	0.0	0.0	0.0
	45-54	54.4	15.9	7.2	0.0
	55-64	0.0	8.9	7.2	25.0
	65 and Older	0.0	24.6	7.2	0.0
Unknown (Nonresidents)	5.2	31.2	0.0	50.0	
Turnover	% Still Working 1 Quarter After Hire	91.2	59.1	94.1	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Mechanical Engineers (17-2141)	Billing and Posting Clerks and Machine Operators (43-3021)	Mail Clerks and Mail Machine Operators, Except Pos (43-9051)	Occupational Health and Safety Technicians (29-9012)
Typical Education		Bachelors	High School Diploma	Less than High School Diploma	Associates
N		156	156	155	154
Average Hourly Wage (\$)		39.23	14.00	7.50	24.04
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	57.2	84.9	3.5	72.5
	Retirement	69.8	32.1	10.4	42.1
	Paid Leave	69.8	68.2	3.5	72.5
Skills Selected as "Important" (%)	Service Orientation	39.2	92.6	20.2	92.5
	Critical Thinking	82.0	84.9	24.6	100.0
	Reading Comprehension	69.5	74.5	41.0	95.4
	Technology Design	82.0	42.3	24.6	62.4
	Operation and Control	26.7	0.0	41.9	62.4
Employers' Satisfaction with New Hires' Skills	Satisfied	39.6	79.3	34.1	50.2
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	4.6	6.9	25.7
	Other	60.4	16.2	59.0	24.1
Average Weekly Hours	20 or Less	32.7	0.0	32.6	0.0
	21-35	0.0	0.0	48.5	13.0
	36 or More	67.3	100.0	19.0	87.0
Gender	Female	0.0	52.4	41.0	53.4
	Male	100.0	43.0	52.0	46.6
	Nonresident	0.0	4.6	6.9	0.0
Age Group	19 and Younger	0.0	0.0	6.9	0.0
	20-24	6.0	6.1	13.9	0.0
	25-34	44.1	30.7	10.4	54.7
	35-44	19.4	25.5	24.6	6.1
	45-54	12.6	27.2	13.9	7.5
	55-64	18.0	0.0	16.4	31.8
	65 and Older	0.0	6.0	6.9	0.0
	Unknown (Nonresidents)	0.0	4.6	6.9	0.0
Turnover	% Still Working 1 Quarter After Hire	76.0	100.0	59.3	74.3

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Payroll and Timekeeping Clerks (43-3051)	Architectural and Civil Drafters (17-3011)	Middle School Teachers, Except Special and Vocatio (25-2022)	Personal Care and Service Workers, All Other (39-9099)
Typical Education		High School Diploma	Post Secondary	Bachelors	High School Diploma
N		154	150	150	150
Average Hourly Wage (\$)		16.50	25.00	21.13	11.01
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	22.5	62.7	100.0	33.3
	Retirement	22.5	56.5	100.0	83.3
	Paid Leave	22.5	68.9	58.3	16.7
Skills Selected as "Important" (%)	Service Orientation	59.2	68.3	91.7	58.4
	Critical Thinking	100.0	100.0	100.0	58.4
	Reading Comprehension	100.0	100.0	100.0	25.0
	Technology Design	25.8	93.8	50.0	0.0
	Operation and Control	51.6	68.9	16.7	58.4
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	37.6	66.7	22.2
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	6.2	0.0	0.0
	Other	33.3	56.2	33.3	77.8
Average Weekly Hours	20 or Less	51.6	0.0	0.0	75.0
	21-35	0.0	0.0	16.7	25.0
	36 or More	48.4	100.0	83.3	0.0
Gender	Female	40.8	31.7	33.3	75.0
	Male	33.3	55.9	58.3	11.1
	Nonresident	25.8	12.4	8.3	13.9
Age Group	19 and Younger	0.0	6.2	0.0	8.3
	20-24	25.8	6.5	8.3	16.7
	25-34	7.5	43.8	50.0	22.2
	35-44	0.0	12.4	25.0	8.3
	45-54	15.0	12.4	8.3	30.6
	55-64	25.8	0.0	0.0	0.0
	65 and Older	0.0	6.2	0.0	0.0
	Unknown (Nonresidents)	25.8	12.4	8.3	13.9
Turnover	% Still Working 1 Quarter After Hire	100.0	93.8	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Telecommunications Equipment Installers and Repair (49-2022)	Refuse and Recyclable Material Collectors (53-7081)	Control and Valve Installers and Repairers, Except (49-9012)	Wind Turbine Service Technicians (49-9081)
Typical Education		Post Secondary	High School Diploma	High School Diploma	Post Secondary
N		150	150	149	147
Average Hourly Wage (\$)		15.75	10.50	15.00	17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	79.3	21.3	45.7	100.0
	Retirement	68.6	21.3	45.7	73.1
	Paid Leave	96.4	26.6	45.7	100.0
Skills Selected as "Important" (%)	Service Orientation	96.4	80.0	13.6	19.3
	Critical Thinking	100.0	34.7	100.0	100.0
	Reading Comprehension	90.1	49.3	80.3	73.1
	Technology Design	96.4	34.7	38.9	100.0
	Operation and Control	100.0	100.0	74.2	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	55.6	60.0	6.8	39.8
	Not Satisfied	0.0	0.0	6.6	0.0
	Neither	9.9	14.7	14.3	0.0
	Other	34.5	25.3	72.3	60.2
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	21.1	67.6	0.0
	36 or More	100.0	78.9	32.4	100.0
Gender	Female	17.9	14.7	23.3	0.0
	Male	78.5	85.3	76.7	73.1
	Nonresident	3.6	0.0	0.0	26.9
Age Group	19 and Younger	3.6	0.0	0.0	6.4
	20-24	7.2	20.0	32.1	26.9
	25-34	63.7	30.7	21.1	39.8
	35-44	12.5	20.0	44.5	0.0
	45-54	0.0	0.0	2.3	0.0
	55-64	9.4	29.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	3.6	0.0	0.0	26.9
Turnover	% Still Working 1 Quarter After Hire	89.2	85.3	86.9	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Medical and Health Services Managers (11-9111)	Hazardous Materials Removal Workers (47-4041)	Riggers (49-9096)	Mental Health Counselors (21-1014)
Typical Education		Bachelors	High School Diploma	High School Diploma	Masters
N		145	144	144	143
Average Hourly Wage (\$)		42.18	18.00	17.00	24.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	83.7	45.7	95.1	50.5
	Retirement	67.5	45.7	35.6	16.5
	Paid Leave	83.7	45.7	87.0	67.0
Skills Selected as "Important" (%)	Service Orientation	83.7	45.7	66.3	100.0
	Critical Thinking	100.0	84.8	100.0	100.0
	Reading Comprehension	100.0	76.1	25.7	100.0
	Technology Design	18.6	39.1	61.3	16.5
	Operation and Control	32.5	84.8	38.7	16.5
Employers' Satisfaction with New Hires' Skills	Satisfied	83.7	45.7	25.8	74.8
	Not Satisfied	0.0	15.2	40.4	0.0
	Neither	0.0	23.9	0.0	0.0
	Other	16.3	15.2	33.7	25.2
Average Weekly Hours	20 or Less	0.0	30.5	0.0	33.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	69.5	100.0	67.0
Gender	Female	48.8	0.0	0.0	58.3
	Male	51.2	84.8	100.0	25.2
	Nonresident	0.0	15.2	0.0	16.5
Age Group	19 and Younger	0.0	0.0	8.0	0.0
	20-24	0.0	8.6	12.9	0.0
	25-34	48.8	15.2	79.1	16.5
	35-44	18.6	60.9	0.0	0.0
	45-54	0.0	0.0	0.0	34.0
	55-64	32.5	0.0	0.0	33.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	15.2	0.0	16.5
Turnover	% Still Working 1 Quarter After Hire	100.0	60.9	74.3	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Paving, Surfacing, & Tamping Equipment Operators (47-2071)	Construction and Building Inspectors (47-4011)	Bill and Account Collectors (43-3011)	Police, Fire, and Ambulance Dispatchers (43-5031)
Typical Education		High School Diploma	Bachelors	High School Diploma	High School Diploma
N		143	140	137	136
Average Hourly Wage (\$)		17.00	18.54	10.00	14.45
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	94.4	52.5	95.3	82.4
	Retirement	94.4	45.8	95.3	82.4
	Paid Leave	38.9	59.2	100.0	82.4
Skills Selected as "Important" (%)	Service Orientation	11.2	79.9	95.3	100.0
	Critical Thinking	100.0	86.6	95.3	100.0
	Reading Comprehension	44.5	80.9	95.3	100.0
	Technology Design	16.7	80.9	41.2	58.8
	Operation and Control	44.5	40.1	62.0	94.1
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	67.5	47.8	47.1
	Not Satisfied	0.0	0.0	0.0	5.9
	Neither	0.0	0.0	32.2	11.8
	Other	33.3	32.5	20.0	35.3
Average Weekly Hours	20 or Less	5.6	0.0	4.7	0.0
	21-35	0.0	11.1	0.0	5.9
	36 or More	94.4	88.9	95.3	94.1
Gender	Female	0.0	6.7	83.9	94.1
	Male	72.2	86.6	0.0	5.9
	Nonresident	27.8	6.7	16.1	0.0
Age Group	19 and Younger	0.0	13.4	0.0	5.9
	20-24	27.8	13.4	0.0	23.5
	25-34	5.6	12.4	29.8	11.8
	35-44	38.9	6.7	0.0	41.2
	45-54	0.0	28.4	54.1	5.9
	55-64	0.0	6.7	0.0	11.8
	65 and Older	0.0	12.4	0.0	0.0
	Unknown (Nonresidents)	27.8	6.7	16.1	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	71.6	100.0	88.2

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics	Occupation and SOC Code			
	Welding, Soldering, and Brazing Machine Setters, O (51-4122)	Pharmacists (29-1051)	Automotive Body and Related Repairers (49-3021)	Chief Executives (11-1011)
Typical Education	High School Diploma	Doctorate	High School Diploma	Bachelors
N	134	132	132	131
Average Hourly Wage (\$)	20.32	56.00	17.00	42.21
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	100.0	100.0	21.4	84.2
Retirement	91.3	100.0	21.4	64.9
Paid Leave	92.7	100.0	47.6	62.8
Skills Selected as "Important" (%)				
Service Orientation	8.7	100.0	17.5	69.1
Critical Thinking	56.0	66.6	78.6	100.0
Reading Comprehension	58.0	100.0	65.1	100.0
Technology Design	47.3	33.4	82.5	53.6
Operation and Control	58.0	100.0	100.0	64.6
Employers' Satisfaction with New Hires' Skills				
Satisfied	26.0	50.0	33.3	69.2
Not Satisfied	0.0	0.0	8.7	0.0
Neither	8.7	0.0	8.7	0.0
Other	65.4	50.0	49.2	30.8
Average Weekly Hours				
20 or Less	0.0	0.0	0.0	16.8
21-35	0.0	66.6	10.6	43.3
36 or More	100.0	33.4	89.4	39.9
Gender				
Female	4.2	16.7	17.5	17.0
Male	79.8	83.3	73.8	56.8
Nonresident	16.0	0.0	8.7	26.1
Age Group				
19 and Younger	0.0	0.0	17.5	0.0
20-24	20.2	0.0	8.7	0.0
25-34	46.7	33.3	23.0	6.1
35-44	0.0	16.7	24.6	13.6
45-54	0.0	16.7	8.7	35.9
55-64	17.1	33.3	8.7	12.2
65 and Older	0.0	0.0	0.0	6.1
Unknown (Nonresidents)	16.0	0.0	8.7	26.1
Turnover				
% Still Working 1 Quarter After Hire	100.0	100.0	82.5	80.9

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Tax Preparers (13-2082)	Pharmacy Technicians (29- 2052)	Reporters and Correspondents (27-3022)	Gas Plant Operators (51- 8092)
Typical Education	High School Diploma	Post Secondary	Bachelors	High School Diploma	
N	131	131	128	128	
Average Hourly Wage (\$)	10.00	14.00	10.00	26.04	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
% Offered Selected Benefits					
	Health Insurance	0.0	66.7	62.1	100.0
	Retirement	0.0	33.3	25.3	100.0
	Paid Leave	0.0	66.7	70.5	100.0
Skills Selected as "Important" (%)					
	Service Orientation	78.6	100.0	63.2	18.0
	Critical Thinking	92.9	100.0	100.0	92.4
	Reading Comprehension	92.9	100.0	100.0	92.4
	Technology Design	28.6	100.0	57.9	92.4
	Operation and Control	35.7	100.0	57.9	100.0
Employers' Satisfaction with New Hires' Skills					
	Satisfied	42.9	66.7	49.4	53.1
	Not Satisfied	0.0	0.0	4.2	0.0
	Neither	7.1	33.3	4.2	9.0
	Other	50.0	0.0	42.1	37.9
Average Weekly Hours					
	20 or Less	25.0	0.0	22.6	0.0
	21-35	25.0	50.0	5.6	0.0
	36 or More	50.0	50.0	71.8	100.0
Gender					
	Female	78.6	100.0	57.9	9.0
	Male	14.3	0.0	33.7	91.0
	Nonresident	7.1	0.0	8.4	0.0
Age Group					
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	7.1	0.0	21.1	9.0
	25-34	14.3	33.3	20.0	22.1
	35-44	21.4	66.7	25.3	68.9
	45-54	28.6	0.0	12.6	0.0
	55-64	14.3	0.0	8.4	0.0
	65 and Older	7.1	0.0	4.2	0.0
	Unknown (Nonresidents)	7.1	0.0	8.4	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	66.7	91.6	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Massage Therapists (31-9011)	Loan Interviewers and Clerks (43-4131)	Aircraft Mechanics and Service Technicians (49-3011)	Network and Computer Systems Admini (15-1142)
Typical Education		Post Secondary	Associates	Post Secondary	Bachelors
N		127	127	127	126
Average Hourly Wage (\$)		7.36	14.18	25.00	22.84
% Paid Piece Rate		90.9	0.0	0.0	0.0
% Offered	Health Insurance	0.0	95.0	63.6	93.7
Selected	Retirement	0.0	75.0	54.5	73.5
Benefits	Paid Leave	19.6	95.0	45.5	93.7
Skills Selected as "Important" (%)	Service Orientation	93.4	90.0	36.4	100.0
	Critical Thinking	93.4	95.0	100.0	100.0
	Reading Comprehension	93.4	95.0	72.7	100.0
	Technology Design	64.0	55.0	100.0	100.0
	Operation and Control	93.4	50.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	80.4	50.0	18.2	62.5
	Not Satisfied	0.0	0.0	0.0	5.0
	Neither	0.0	5.0	27.3	0.0
	Other	19.6	45.0	54.5	32.4
Average Weekly Hours	20 or Less	74.4	0.0	0.0	0.0
	21-35	25.6	10.0	0.0	0.0
	36 or More	0.0	90.0	100.0	100.0
Gender	Female	100.0	95.0	18.2	22.5
	Male	0.0	5.0	54.5	77.5
	Nonresident	0.0	0.0	27.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	16.4	15.0	9.1	5.0
	25-34	9.1	35.0	18.2	46.1
	35-44	64.7	20.0	18.2	15.1
	45-54	9.8	30.0	0.0	13.7
	55-64	0.0	0.0	27.3	20.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	27.3	0.0
Turnover	% Still Working 1 Quarter After Hire	93.4	100.0	54.5	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Educational, Vocational, and School Counselors (21-1012)	Highway Maintenance Workers (47-4051)	Civil Engineers (17-2051)	Community and Social Service Specialists, Other (21-1099)
Typical Education		Masters	High School Diploma	Bachelors	High School Diploma
N		125	124	122	121
Average Hourly Wage (\$)		23.17	15.45	23.00	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	90.0	19.4	69.2	80.5
	Retirement	90.0	19.4	69.2	100.0
	Paid Leave	60.0	19.4	69.2	80.5
Skills Selected as "Important" (%)	Service Orientation	100.0	23.0	61.5	100.0
	Critical Thinking	100.0	56.2	100.0	100.0
	Reading Comprehension	100.0	6.5	100.0	7.7
	Technology Design	80.0	40.4	100.0	27.3
	Operation and Control	30.0	100.0	92.3	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	22.3	61.5	27.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	10.0	18.0	0.0	18.2
	Other	40.0	59.7	38.5	54.6
Average Weekly Hours	20 or Less	10.0	10.8	0.0	0.0
	21-35	20.0	0.0	0.0	71.6
	36 or More	70.0	89.2	100.0	28.4
Gender	Female	50.0	9.3	15.4	63.6
	Male	40.0	73.4	61.5	36.4
	Nonresident	10.0	17.3	23.1	0.0
Age Group	19 and Younger	0.0	7.9	0.0	0.0
	20-24	0.0	9.3	23.1	25.9
	25-34	70.0	18.7	15.4	19.5
	35-44	20.0	17.3	23.1	0.0
	45-54	0.0	19.4	15.4	36.4
	55-64	0.0	10.1	0.0	0.0
	65 and Older	0.0	0.0	0.0	18.2
	Unknown (Nonresidents)	10.0	17.3	23.1	0.0
Turnover	% Still Working 1 Quarter After Hire	90.0	100.0	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Roofers (47-2181)	Helpers-- Brickmasons, Blockmasons, Stonemasons, an (47-3011)	Helpers-- Electricians (47-3013)	Substance Abuse & Behavioral Disorder Counselors (21-1011)
Typical Education		High School Diploma	High School Diploma	High School Diploma	Bachelors
N		119	119	119	118
Average Hourly Wage (\$)		12.00	12.00	12.00	18.55
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.3	0.0	66.7	100.0
	Retirement	33.3	0.0	0.0	100.0
	Paid Leave	33.3	0.0	66.7	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	100.0	100.0
	Critical Thinking	66.7	66.7	100.0	100.0
	Reading Comprehension	0.0	0.0	100.0	100.0
	Technology Design	33.3	0.0	33.3	40.0
	Operation and Control	0.0	66.7	100.0	40.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	66.7	66.7	60.0
	Not Satisfied	33.3	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	33.3	33.3	40.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	60.0
	Male	100.0	66.7	100.0	20.0
	Nonresident	0.0	33.3	0.0	20.0
Age Group	19 and Younger	0.0	33.3	33.3	0.0
	20-24	33.3	33.3	33.3	0.0
	25-34	66.7	0.0	0.0	80.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	33.3	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	33.3	0.0	20.0
Turnover	% Still Working 1 Quarter After Hire	66.7	66.7	33.3	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Mental Health and Substance Abuse Social Workers (21-1023)	Compliance Officers, Except Agriculture, Construct (13-1041)	Bus Drivers, Transit and Intercity (53-3021)	Petroleum Engineers (17-2171)
Typical Education		Masters	Bachelors	High School Diploma	Bachelors
N		118	117	116	115
Average Hourly Wage (\$)		20.71	13.00	13.85	39.00
% Paid Piece Rate		0.0	0.0	19.8	0.0
% Offered	Health Insurance	100.0	58.2	29.8	51.6
Selected	Retirement	100.0	38.5	29.8	67.7
Benefits	Paid Leave	100.0	38.5	39.7	59.6
Skills Selected as "Important" (%)	Service Orientation	100.0	80.3	100.0	67.5
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	79.4	100.0
	Technology Design	0.0	43.9	29.8	83.9
	Operation and Control	0.0	37.8	80.2	67.7
Employers' Satisfaction with New Hires' Skills	Satisfied	40.0	44.0	29.8	67.7
	Not Satisfied	0.0	0.0	9.9	0.0
	Neither	0.0	6.8	0.0	0.0
	Other	60.0	49.2	60.3	32.3
Average Weekly Hours	20 or Less	0.0	0.0	12.4	0.0
	21-35	0.0	26.0	38.1	0.0
	36 or More	100.0	74.0	49.6	100.0
Gender	Female	80.0	40.9	46.6	3.0
	Male	20.0	59.1	53.4	64.6
	Nonresident	0.0	0.0	0.0	32.5
Age Group	19 and Younger	0.0	9.9	0.0	0.0
	20-24	20.0	16.7	6.9	48.4
	25-34	0.0	15.8	6.9	3.0
	35-44	20.0	31.0	16.8	0.0
	45-54	40.0	0.0	59.6	16.1
	55-64	20.0	26.6	9.9	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	32.5
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	60.3	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Surgical Technologists (29-2055)	Clinical, Counseling, and School Psychologists (19-3031)	Fitness Trainers and Aerobics Instructors (39-9031)	Computer, Automated Teller & Office Mach. Repairer (49-2011)
Typical Education		Post Secondary	Doctorate	Bachelors	Post Secondary
N		115	113	113	113
Average Hourly Wage (\$)		18.50	18.00	10.00	13.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	37.4	11.1	61.1
	Retirement	58.9	79.1	0.0	61.1
	Paid Leave	61.7	79.1	0.0	61.1
Skills Selected as "Important" (%)	Service Orientation	61.7	91.7	81.5	100.0
	Critical Thinking	61.7	100.0	77.8	100.0
	Reading Comprehension	20.6	100.0	40.7	61.1
	Technology Design	20.6	0.0	37.1	100.0
	Operation and Control	41.1	0.0	70.4	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	20.6	68.1	77.8	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	7.4	38.9
	Other	79.4	31.9	14.8	11.1
Average Weekly Hours	20 or Less	0.0	0.0	85.8	38.9
	21-35	0.0	42.9	14.2	0.0
	36 or More	100.0	57.1	0.0	61.1
Gender	Female	80.8	70.9	77.8	0.0
	Male	0.0	18.1	22.2	88.9
	Nonresident	19.2	11.0	0.0	11.1
Age Group	19 and Younger	0.0	0.0	14.8	0.0
	20-24	0.0	20.9	14.8	38.9
	25-34	41.1	57.1	33.3	50.0
	35-44	20.6	11.0	14.8	0.0
	45-54	19.2	0.0	0.0	0.0
	55-64	0.0	0.0	22.2	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	19.2	11.0	0.0	11.1
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	85.2	61.1

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

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

N/D = Not discloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Office and Admi (43-1011)	Septic Tank Servicers and Sewer Pipe Cleaners (47-4071)	First-Line Supervisors/Managers of Transportation (53-1031)	Transportation Workers, All Other (53-6099)
Typical Education		High School Diploma	Less than High School Diploma	High School Diploma	High School Diploma
N		111	110	109	109
Average Hourly Wage (\$)		15.56	18.00	36.75	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	31.4	20.0	89.4	10.6
	Retirement	31.4	20.0	78.8	0.0
	Paid Leave	31.4	20.0	57.6	10.6
Skills Selected as "Important" (%)	Service Orientation	94.3	100.0	78.8	100.0
	Critical Thinking	94.3	100.0	100.0	100.0
	Reading Comprehension	31.4	40.0	100.0	54.9
	Technology Design	82.8	40.0	67.3	21.3
	Operation and Control	82.8	100.0	89.4	42.5
Employers' Satisfaction with New Hires' Skills	Satisfied	77.1	60.0	51.0	43.4
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	10.6	0.0
	Other	22.9	40.0	38.4	56.6
Average Weekly Hours	20 or Less	0.0	0.0	0.0	35.1
	21-35	0.0	60.0	13.3	32.5
	36 or More	100.0	40.0	86.7	32.5
Gender	Female	85.7	20.0	19.2	46.0
	Male	14.3	80.0	80.8	54.0
	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	20.0	10.6	66.4
	25-34	14.3	0.0	8.7	22.1
	35-44	5.7	20.0	28.8	11.5
	45-54	17.2	20.0	43.3	0.0
	55-64	62.8	40.0	8.6	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	40.0	89.4	100.0

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics	Occupation and SOC Code			
	Residential Advisors (39-9041)	Mixing and Blending Machine Setters, Operators, and Repairers (51-9023)	Child, Family, and School Social Workers (21-1021)	Managers, All Other (11-9199)
Typical Education	Bachelors	High School Diploma	Bachelors	Bachelors
N	107	107	106	105
Average Hourly Wage (\$)	12.00	16.00	18.27	43.75
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	44.2	100.0	77.8	94.6
Retirement	44.2	100.0	100.0	76.9
Paid Leave	44.2	100.0	88.3	94.6
Skills Selected as "Important" (%)				
Service Orientation	100.0	36.0	100.0	69.3
Critical Thinking	100.0	100.0	100.0	92.4
Reading Comprehension	88.3	100.0	100.0	87.0
Technology Design	0.0	36.0	33.9	40.6
Operation and Control	77.9	36.0	22.2	41.6
Employers' Satisfaction with New Hires' Skills				
Satisfied	33.8	36.3	77.4	67.0
Not Satisfied	44.2	18.3	0.0	0.0
Neither	0.0	0.0	0.0	0.0
Other	22.1	45.4	22.6	33.0
Average Weekly Hours				
20 or Less	20.9	0.0	11.7	0.0
21-35	79.1	0.0	22.2	0.0
36 or More	0.0	100.0	66.1	100.0
Gender				
Female	22.1	9.1	89.1	35.1
Male	66.2	90.9	10.9	36.1
Nonresident	11.7	0.0	0.0	28.8
Age Group				
19 and Younger	0.0	0.0	0.0	0.0
20-24	22.1	18.0	0.0	11.1
25-34	22.1	54.9	22.2	21.9
35-44	22.1	9.1	77.8	10.9
45-54	0.0	9.1	0.0	24.1
55-64	22.1	8.8	0.0	3.3
65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	11.7	0.0	0.0	28.8
Turnover				
% Still Working 1 Quarter After Hire	55.8	82.3	100.0	100.0

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

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Correctional Officers and Jailers (33-3012)	Data Entry Keyers (43-9021)	Electrical and Electronics Repairers, Commercial and Industrial (49-2094)	Computer Network Support Specialist (15-1152)
Typical Education		High School Diploma	High School Diploma	Associates	Associates
N		104	103	103	102
Average Hourly Wage (\$)		16.45	13.00	25.38	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	92.3	60.7	100.0	85.6
	Retirement	92.3	60.7	81.1	85.6
	Paid Leave	100.0	12.1	100.0	76.5
Skills Selected as "Important" (%)	Service Orientation	69.2	92.3	81.1	90.7
	Critical Thinking	92.3	93.8	100.0	100.0
	Reading Comprehension	92.3	100.0	100.0	87.8
	Technology Design	53.8	35.2	64.2	80.4
	Operation and Control	69.2	96.7	100.0	89.5
Employers' Satisfaction with New Hires' Skills	Satisfied	46.2	64.5	72.6	55.5
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	15.4	6.2	0.0	18.3
	Other	38.5	29.3	27.4	26.3
Average Weekly Hours	20 or Less	0.0	23.9	0.0	0.0
	21-35	0.0	15.4	0.0	14.4
	36 or More	100.0	60.7	100.0	85.6
Gender	Female	23.1	71.0	9.5	24.9
	Male	69.2	21.3	72.6	75.1
	Nonresident	7.7	7.7	17.9	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	7.7	0.0	9.5	14.4
	25-34	69.2	35.5	36.8	46.2
	35-44	7.7	27.4	35.8	19.6
	45-54	0.0	21.3	0.0	14.5
	55-64	7.7	8.1	0.0	5.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	7.7	7.7	17.9	0.0
Turnover	% Still Working 1 Quarter After Hire	92.3	68.5	100.0	89.5

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

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

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^aSource: O*Net Online
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Health Specialties Teachers, Postsecondary (25-1071)	File Clerks (43-4071)	Human Resources Assistants, Except Payroll and Tim (43-4161)	Merchandise Displayers and Window Trimmers (27-1026)
Typical Education		Doctorate	High School Diploma	Associates	High School Diploma
N		100	100	99	97
Average Hourly Wage (\$)		40.69	11.20	15.75	10.00
% Paid Piece Rate		0.0	0.0	0.0	90.2
% Offered	Health Insurance	0.0	35.3	100.0	9.8
Selected	Retirement	0.0	35.3	71.6	9.8
Benefits	Paid Leave	0.0	35.3	100.0	9.8
Skills Selected as "Important" (%)	Service Orientation	100.0	23.7	76.1	9.8
	Critical Thinking	100.0	21.0	100.0	9.8
	Reading Comprehension	75.0	68.3	100.0	100.0
	Technology Design	62.5	21.0	52.3	0.0
	Operation and Control	87.5	44.7	52.3	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	62.5	44.7	47.7	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	31.7	33.3	54.9
	Other	37.5	23.7	18.9	45.1
Average Weekly Hours	20 or Less	100.0	78.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	22.0	100.0	100.0
Gender	Female	50.0	100.0	90.5	54.9
	Male	37.5	0.0	9.5	45.1
	Nonresident	12.5	0.0	0.0	0.0
Age Group	19 and Younger	0.0	8.0	0.0	45.1
	20-24	25.0	33.0	0.0	9.8
	25-34	37.5	0.0	0.0	0.0
	35-44	12.5	11.6	42.8	0.0
	45-54	0.0	0.0	57.2	0.0
	55-64	12.5	23.7	0.0	45.1
	65 and Older	0.0	23.7	0.0	0.0
	Unknown (Nonresidents)	12.5	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	92.0	100.0	90.2

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Farming, Fishing (45-1011)	Cutting, Punching, and Press Machine Setters, Oper (51-4031)	Graphic Designers (27-1024)	Photographic Process Workers and Pr (51-9151)
Typical Education		High School Diploma	High School Diploma	Bachelors	High School Diploma
N		97	97	96	96
Average Hourly Wage (\$)		19.23	11.25	11.50	10.00
% Paid Piece Rate		5.8	10.1	0.0	0.0
% Offered Selected Benefits	Health Insurance	76.7	59.7	71.9	91.3
	Retirement	46.4	29.5	58.8	0.0
	Paid Leave	14.0	49.7	58.8	0.0
Skills Selected as "Important" (%)	Service Orientation	56.0	10.1	66.3	100.0
	Critical Thinking	56.0	39.9	90.1	0.0
	Reading Comprehension	43.2	59.7	100.0	100.0
	Technology Design	36.1	20.1	100.0	8.7
	Operation and Control	61.8	80.2	87.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	47.8	70.1	48.6	54.3
	Not Satisfied	0.0	0.0	5.6	0.0
	Neither	0.0	9.7	0.0	0.0
	Other	52.2	20.1	45.8	45.7
Average Weekly Hours	20 or Less	0.0	12.6	0.0	0.0
	21-35	0.0	0.0	38.8	8.7
	36 or More	100.0	87.4	61.2	91.3
Gender	Female	5.8	29.9	58.0	45.7
	Male	94.2	60.1	42.0	45.7
	Nonresident	0.0	10.1	0.0	8.7
Age Group	19 and Younger	0.0	19.8	0.0	0.0
	20-24	36.5	29.9	31.3	91.3
	25-34	17.5	20.1	38.8	0.0
	35-44	27.3	0.0	13.0	0.0
	45-54	18.7	10.1	5.6	0.0
	55-64	0.0	0.0	5.6	0.0
	65 and Older	0.0	10.1	5.6	0.0
	Unknown (Nonresidents)	0.0	10.1	0.0	8.7
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	8.7

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Telecommunications Line Installers and Repairers (49-9052)	Podiatrists (29-1081)	Healthcare Support Workers, All Other (31-9099)	First-Line Super./Manag., Non-Retail Sales Workers (41-1012)
Typical Education		High School Diploma	Doctorate	High School Diploma	Masters
N		95	94	94	92
Average Hourly Wage (\$)		34.00	34.68	9.74	39.62
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	83.1	100.0	50.0	100.0
	Retirement	83.1	0.0	75.0	73.6
	Paid Leave	0.0	0.0	50.0	94.2
Skills Selected as "Important" (%)	Service Orientation	11.3	100.0	25.0	100.0
	Critical Thinking	94.4	100.0	75.0	100.0
	Reading Comprehension	94.4	100.0	100.0	79.5
	Technology Design	94.4	0.0	25.0	46.9
	Operation and Control	100.0	0.0	25.0	26.4
Employers' Satisfaction with New Hires' Skills	Satisfied	94.4	25.0	50.0	37.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	25.0	0.0
	Other	5.6	75.0	25.0	63.0
Average Weekly Hours	20 or Less	66.7	0.0	25.0	0.0
	21-35	0.0	0.0	25.0	0.0
	36 or More	33.3	100.0	50.0	100.0
Gender	Female	5.6	50.0	75.0	5.8
	Male	11.3	50.0	25.0	94.2
	Nonresident	83.1	0.0	0.0	0.0
Age Group	19 and Younger	16.9	0.0	25.0	0.0
	20-24	0.0	0.0	0.0	10.3
	25-34	0.0	25.0	0.0	10.6
	35-44	0.0	0.0	0.0	20.9
	45-54	0.0	25.0	25.0	26.4
	55-64	0.0	25.0	50.0	31.9
	65 and Older	0.0	25.0	0.0	0.0
	Unknown (Nonresidents)	83.1	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	11.3	100.0	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Mechanics, Installers and Repairers (49-1011)	Environmental Scientists and Specialists, Including Health (19-2041)	Crane and Tower Operators (53-7021)	Boilermakers (47-2011)
Typical Education		High School Diploma	Bachelors	Post Secondary	High School Diploma
N		92	91	91	89
Average Hourly Wage (\$)		24.00	25.00	30.00	31.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	64.0	55.5
	Retirement	61.4	100.0	64.0	11.0
	Paid Leave	69.1	100.0	64.0	11.0
Skills Selected as "Important" (%)	Service Orientation	69.1	89.7	79.6	55.5
	Critical Thinking	100.0	100.0	100.0	55.5
	Reading Comprehension	92.3	100.0	100.0	55.5
	Technology Design	51.8	55.6	64.0	55.5
	Operation and Control	82.7	30.8	100.0	55.5
Employers' Satisfaction with New Hires' Skills	Satisfied	28.8	38.1	20.4	100.0
	Not Satisfied	0.0	0.0	20.4	0.0
	Neither	7.7	0.0	0.0	0.0
	Other	63.5	61.9	59.3	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	100.0	100.0	100.0
Gender	Female	24.1	26.3	0.0	0.0
	Male	64.5	53.2	79.6	55.5
	Nonresident	11.4	20.5	20.4	44.5
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	7.7	0.0	0.0	0.0
	25-34	48.2	17.5	71.8	44.5
	35-44	11.4	30.2	0.0	11.0
	45-54	12.6	22.9	0.0	0.0
	55-64	8.7	8.8	7.8	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	11.4	20.5	20.4	44.5
Turnover	% Still Working 1 Quarter After Hire	87.4	100.0	56.3	11.0

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

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Separating, Filtering, Clarifying, Precipitating, (51-9012)	Landscape Architects (17-1012)	Agricultural and Food Science Technicians (19-4011)	Interior Designers (27-1025)
Typical Education		High School Diploma	Bachelors	Associates	Bachelors
N		89	88	88	88
Average Hourly Wage (\$)		8.50	.	10.00	23.70
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	0.0
	Retirement	78.1	0.0	100.0	0.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	100.0	0.0	100.0	0.0
	Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	89.0	25.0	0.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	11.0	75.0	100.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	78.1	0.0	0.0	0.0
	36 or More	21.9	100.0	100.0	100.0
Gender	Female	11.0	25.0	50.0	50.0
	Male	0.0	75.0	50.0	50.0
	Nonresident	89.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	25.0	0.0	0.0
	25-34	11.0	0.0	50.0	50.0
	35-44	0.0	25.0	0.0	50.0
	45-54	0.0	25.0	0.0	0.0
	55-64	0.0	0.0	50.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	89.0	25.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	100.0	100.0

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Editors (27-3041)	Office Machine Operators, Except Computer (43-9071)	Sawing Machine Setters, Operators & Tenders, Wood (51-7041)	Librarians (25-4021)
Typical Education		Bachelors	High School Diploma	Less than High School Diploma	Masters
N		88	88	88	87
Average Hourly Wage (\$)		15.00	7.50	10.50	15.67
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	67.4	0.0	100.0	81.4
	Retirement	30.6	0.0	44.4	81.4
	Paid Leave	85.8	0.0	55.6	67.0
Skills Selected as "Important" (%)	Service Orientation	49.0	100.0	33.3	100.0
	Critical Thinking	85.8	100.0	55.6	100.0
	Reading Comprehension	85.8	100.0	55.6	100.0
	Technology Design	61.3	100.0	11.1	100.0
	Operation and Control	36.8	100.0	66.7	42.2
Employers' Satisfaction with New Hires' Skills	Satisfied	57.1	50.0	44.4	53.6
	Not Satisfied	6.1	0.0	0.0	0.0
	Neither	0.0	0.0	11.1	0.0
	Other	36.8	50.0	44.4	46.4
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	30.5
	36 or More	100.0	0.0	100.0	69.5
Gender	Female	44.9	100.0	11.1	42.2
	Male	49.0	0.0	77.8	24.8
	Nonresident	6.1	0.0	11.1	33.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	12.3	50.0	22.2	6.2
	25-34	44.9	50.0	22.2	6.2
	35-44	12.3	0.0	22.2	26.8
	45-54	18.4	0.0	11.1	21.6
	55-64	6.1	0.0	11.1	6.2
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	6.1	0.0	11.1	33.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	77.8	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Painters, Transportation Equipment (51- 9122)	Computer and Information Systems Managers (11- 3021)	Farm Equipment Mechanics (49- 3041)	Paralegals and Legal Assistants (23-2011)
Typical Education		High School Diploma	Bachelors	High School Diploma	Bachelors
N		87	85	85	84
Average Hourly Wage (\$)		12.00	26.54	12.50	17.17
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	11.3	100.0	11.1	66.7
Selected	Retirement	11.3	100.0	22.2	33.3
Benefits	Paid Leave	11.3	100.0	22.2	44.4
Skills Selected as "Important" (%)	Service Orientation	77.4	100.0	55.8	88.9
	Critical Thinking	75.3	100.0	66.9	88.9
	Reading Comprehension	75.3	100.0	33.7	88.9
	Technology Design	75.3	100.0	88.9	33.3
	Operation and Control	86.6	100.0	55.6	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	38.0	28.2	44.8	66.7
	Not Satisfied	50.6	0.0	0.0	0.0
	Neither	0.0	0.0	6.6	11.1
	Other	11.3	71.8	48.6	22.2
Average Weekly Hours	20 or Less	0.0	0.0	33.3	0.0
	21-35	69.1	0.0	11.5	0.0
	36 or More	30.9	100.0	55.2	100.0
Gender	Female	13.4	21.8	6.6	44.4
	Male	73.3	78.2	81.9	55.6
	Nonresident	13.4	0.0	11.5	0.0
Age Group	19 and Younger	13.4	0.0	0.0	0.0
	20-24	0.0	43.7	13.2	55.6
	25-34	22.6	0.0	39.9	11.1
	35-44	50.6	28.2	13.2	11.1
	45-54	0.0	6.3	22.2	11.1
	55-64	0.0	21.8	0.0	11.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	13.4	0.0	11.5	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	66.9	77.8

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Adult Literacy, Remedial Education, and GED Teache (25-3011)	Commercial Pilots (53-2012)	Weighers, Measurers, Checkers, and Samplers, Recor (43-5111)	Insulation Workers, Mechanical (47-2132)
Typical Education		Masters	Post Secondary	High School Diploma	Less than High School Diploma
N		83	82	81	81
Average Hourly Wage (\$)		23.81	20.00	15.00	16.00
% Paid Piece Rate		0.0	14.1	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	71.9	51.0	0.0
	Retirement	15.1	60.5	51.0	0.0
	Paid Leave	0.0	11.4	51.0	45.7
Skills Selected as "Important" (%)	Service Orientation	100.0	85.9	100.0	45.7
	Critical Thinking	90.4	100.0	75.9	0.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	90.4	100.0	27.0	0.0
	Operation and Control	0.0	100.0	9.8	45.7
Employers' Satisfaction with New Hires' Skills	Satisfied	24.7	48.1	21.8	0.0
	Not Satisfied	0.0	0.0	9.8	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	75.3	51.9	68.4	100.0
Average Weekly Hours	20 or Less	39.0	0.0	0.0	0.0
	21-35	61.0	0.0	49.0	0.0
	36 or More	0.0	100.0	51.0	100.0
Gender	Female	75.3	22.7	36.8	0.0
	Male	15.1	63.2	51.2	72.9
	Nonresident	9.6	14.1	12.0	27.1
Age Group	19 and Younger	0.0	0.0	9.8	0.0
	20-24	30.1	8.6	21.8	0.0
	25-34	15.1	17.3	46.6	50.0
	35-44	15.1	37.3	0.0	22.9
	45-54	30.1	0.0	0.0	0.0
	55-64	0.0	22.7	0.0	0.0
	65 and Older	0.0	0.0	9.8	0.0
	Unknown (Nonresidents)	9.6	14.1	12.0	27.1
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	33.8	45.7

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Radio Mechanics (49-2021)	Brickmasons and Blockmasons (47-2021)	Floor Sanders and Finishers (47-2043)	Helpers--Roofers (47-3016)
Typical Education		Associates	Less than High School Diploma	High School Diploma	High School Diploma
N		80	79	79	79
Average Hourly Wage (\$)		16.00	23.50	15.00	10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	64.8	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	41.9	50.0	0.0	0.0
	Critical Thinking	100.0	100.0	50.0	0.0
	Reading Comprehension	100.0	50.0	0.0	0.0
	Technology Design	100.0	0.0	50.0	0.0
	Operation and Control	64.8	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	6.7	100.0	100.0	50.0
	Not Satisfied	11.7	0.0	0.0	0.0
	Neither	14.5	0.0	0.0	0.0
	Other	67.0	0.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	50.0	0.0
	36 or More	100.0	100.0	50.0	100.0
Gender	Female	29.0	0.0	0.0	0.0
	Male	64.2	100.0	50.0	100.0
	Nonresident	6.7	0.0	50.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	50.0
	20-24	26.2	0.0	0.0	0.0
	25-34	26.2	50.0	50.0	0.0
	35-44	14.5	0.0	0.0	0.0
	45-54	26.2	50.0	0.0	0.0
	55-64	0.0	0.0	0.0	50.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	6.7	0.0	50.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	50.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Woodworking Machine Setters, Operators, and Tender (51-7042)	Cartographers and Photogrammetrists (17-1021)	Biological Technicians (19-4021)	Business Teachers, Postsecondary (25-1011)
Typical Education		High School Diploma	Bachelors	Bachelors	Doctorate
N		78	77	77	75
Average Hourly Wage (\$)		11.00	20.00	9.00	30.30
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	62.5	12.1	24.3	50.0
	Retirement	50.0	12.1	12.1	50.0
	Paid Leave	62.5	12.1	12.1	50.0
Skills Selected as "Important" (%)	Service Orientation	37.5	100.0	66.2	100.0
	Critical Thinking	62.5	100.0	100.0	100.0
	Reading Comprehension	62.5	100.0	100.0	100.0
	Technology Design	50.0	100.0	45.9	50.0
	Operation and Control	100.0	87.9	56.7	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	25.0	27.2	45.9	0.0
	Not Satisfied	12.5	0.0	0.0	0.0
	Neither	50.0	12.1	16.2	0.0
	Other	12.5	60.7	37.9	100.0
Average Weekly Hours	20 or Less	0.0	15.0	32.4	50.0
	21-35	0.0	0.0	12.1	0.0
	36 or More	100.0	85.0	55.5	50.0
Gender	Female	0.0	24.3	66.2	66.7
	Male	75.0	51.4	23.0	33.3
	Nonresident	25.0	24.3	10.8	0.0
Age Group	19 and Younger	0.0	0.0	0.0	16.7
	20-24	12.5	0.0	10.8	16.7
	25-34	50.0	12.1	35.1	0.0
	35-44	12.5	0.0	16.2	16.7
	45-54	0.0	36.4	27.0	16.7
	55-64	0.0	27.2	0.0	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	25.0	24.3	10.8	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	50.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Art, Drama, and Music Teachers, Postsecondary (25-1121)	Artists and Related Workers, All Other (27-1019)	Public Relations Specialists (27-3031)	Real Estate Sales Agents (41-9022)
Typical Education		Doctorate	High School Diploma	Bachelors	High School Diploma
N		75	75	75	73
Average Hourly Wage (\$)		24.33	7.75	16.83	18.75
% Paid Piece Rate		0.0	11.2	31.0	19.4
% Offered Selected Benefits	Health Insurance	16.7	15.5	43.6	32.2
	Retirement	16.7	0.0	15.5	32.2
	Paid Leave	16.7	11.2	43.6	32.2
Skills Selected as "Important" (%)	Service Orientation	100.0	26.7	12.5	70.9
	Critical Thinking	100.0	37.9	74.6	70.9
	Reading Comprehension	66.7	11.2	74.6	70.9
	Technology Design	16.7	37.9	31.0	9.7
	Operation and Control	0.0	37.9	15.5	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	26.7	31.0	19.4
	Not Satisfied	0.0	0.0	0.0	9.7
	Neither	0.0	11.2	28.1	9.7
	Other	66.7	62.1	40.9	61.2
Average Weekly Hours	20 or Less	0.0	0.0	56.4	0.0
	21-35	0.0	58.1	0.0	0.0
	36 or More	100.0	41.9	43.6	100.0
Gender	Female	50.0	15.5	71.9	38.8
	Male	16.7	84.5	15.5	51.6
	Nonresident	33.3	0.0	12.5	9.7
Age Group	19 and Younger	0.0	11.2	0.0	0.0
	20-24	16.7	15.5	28.2	9.7
	25-34	16.7	46.6	15.5	9.7
	35-44	16.7	15.5	15.5	29.1
	45-54	0.0	11.2	0.0	41.9
	55-64	0.0	0.0	15.5	0.0
	65 and Older	0.0	0.0	12.7	0.0
	Unknown (Nonresidents)	50.0	0.0	12.5	9.7
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	100.0	58.1

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Software Developers, Applications (15-1132)	Psychiatric Technicians (29-2053)	Medical Records and Health Information Technicians (29-2071)	Opticians, Dispensing (29-2081)
Typical Education		Bachelors	Bachelors	High School Diploma	High School Diploma
N		71	71	71	71
Average Hourly Wage (\$)		20.00	11.50	16.20	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	38.0	66.7	100.0	0.0
	Retirement	38.0	66.7	100.0	33.3
	Paid Leave	38.0	66.7	100.0	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	33.3	100.0
	Critical Thinking	100.0	100.0	0.0	66.7
	Reading Comprehension	100.0	66.7	33.3	100.0
	Technology Design	62.0	0.0	0.0	66.7
	Operation and Control	62.0	33.3	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	15.2	33.3	33.3	66.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	33.3	0.0	0.0
	Other	84.8	33.3	66.7	33.3
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	66.7
	36 or More	100.0	0.0	100.0	33.3
Gender	Female	7.6	33.3	66.7	100.0
	Male	61.4	66.7	0.0	0.0
	Nonresident	31.0	0.0	33.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	7.6	100.0	0.0	33.3
	25-34	7.6	0.0	33.3	33.3
	35-44	15.2	0.0	33.3	0.0
	45-54	7.6	0.0	0.0	33.3
	55-64	31.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	31.0	0.0	33.3	0.0
Turnover	% Still Working 1 Quarter After Hire	38.0	100.0	100.0	66.7

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Occupational Therapist Assistants (31- 2011)	Physical Therapist Aides (31-2022)	Medical Equipment Preparers (31- 9093)	Phlebotomists (31-9097)
Typical Education		Associates	High School Diploma	High School Diploma	High School Diploma
N		71	71	71	71
Average Hourly Wage (\$)		20.00	10.50	16.00	20.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	33.3	66.7	100.0
Selected	Retirement	0.0	66.7	66.7	33.3
Benefits	Paid Leave	0.0	100.0	66.7	33.3
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	66.7	100.0
	Critical Thinking	100.0	66.7	100.0	100.0
	Reading Comprehension	100.0	66.7	66.7	100.0
	Technology Design	100.0	66.7	33.3	100.0
	Operation and Control	100.0	33.3	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	66.7	33.3	66.7
	Not Satisfied	0.0	33.3	33.3	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	66.7	0.0	33.3	33.3
Average Weekly Hours	20 or Less	0.0	33.3	0.0	0.0
	21-35	100.0	66.7	100.0	0.0
	36 or More	0.0	0.0	0.0	100.0
Gender	Female	100.0	100.0	66.7	66.7
	Male	0.0	0.0	33.3	33.3
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	33.3	0.0	33.3	66.7
	25-34	33.3	66.7	66.7	33.3
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	33.3	0.0	0.0
	65 and Older	33.3	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	66.7	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Locker Room, Coatroom, & Dressing Room Attendants (39-3093)	Business Operations Specialists, All Other (13-1199)	Securities, Commodities, and Financial Services Sa (41-3031)	Motor Vehicle Operators, All Other (53-3099)
Typical Education		High School Diploma	Bachelors	Bachelors	Less than High School Diploma
N		70	69	69	69
Average Hourly Wage (\$)		9.99	31.88	10.00	11.00
% Paid Piece Rate		0.0	36.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	50.5	100.0	57.7
	Retirement	0.0	37.0	36.7	57.7
	Paid Leave	0.0	19.0	36.7	57.7
Skills Selected as "Important" (%)	Service Orientation	100.0	55.0	100.0	42.3
	Critical Thinking	0.0	90.8	100.0	89.7
	Reading Comprehension	0.0	64.0	100.0	89.7
	Technology Design	0.0	54.2	0.0	32.0
	Operation and Control	0.0	54.8	100.0	89.7
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	45.6	63.3	89.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	13.5	0.0	0.0
	Other	100.0	40.9	36.7	10.3
Average Weekly Hours	20 or Less	0.0	36.0	0.0	32.0
	21-35	0.0	0.0	0.0	10.3
	36 or More	100.0	64.0	100.0	57.7
Gender	Female	100.0	45.2	100.0	0.0
	Male	0.0	36.8	0.0	100.0
	Nonresident	0.0	18.0	0.0	0.0
Age Group	19 and Younger	0.0	18.0	0.0	0.0
	20-24	0.0	0.0	9.2	57.7
	25-34	100.0	31.5	72.4	0.0
	35-44	0.0	14.1	9.2	0.0
	45-54	0.0	13.5	0.0	0.0
	55-64	0.0	4.9	9.2	32.0
	65 and Older	0.0	0.0	0.0	10.3
	Unknown (Nonresidents)	0.0	18.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Appraisers and Assessors of Real Estate (13-2021)	Electrical Engineers (17-2071)	Lathe and Turning Machine Tool Setters, Operators, (51-4034)	Museum Technicians and Conservators (25-4013)
Typical Education		Bachelors	Bachelors	High School Diploma	Masters
N		68	68	68	67
Average Hourly Wage (\$)		21.70	60.10	11.50	11.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	100.0	71.2	0.0
Selected	Retirement	100.0	100.0	86.3	0.0
Benefits	Paid Leave	100.0	39.0	86.3	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.0	14.4	25.0
	Critical Thinking	88.3	95.0	100.0	100.0
	Reading Comprehension	100.0	95.0	14.4	100.0
	Technology Design	88.3	95.0	71.9	62.5
	Operation and Control	65.0	95.0	100.0	62.5
Employers' Satisfaction with New Hires' Skills	Satisfied	54.6	53.0	57.5	62.5
	Not Satisfied	11.7	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	33.7	47.0	42.5	37.5
Average Weekly Hours	20 or Less	0.0	0.0	0.0	60.0
	21-35	0.0	0.0	0.0	20.0
	36 or More	100.0	100.0	100.0	20.0
Gender	Female	68.7	0.0	0.0	62.5
	Male	31.3	72.0	100.0	37.5
	Nonresident	0.0	28.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	25.0
	20-24	0.0	14.5	14.4	37.5
	25-34	66.3	24.5	42.5	12.5
	35-44	22.0	19.0	0.0	0.0
	45-54	0.0	14.0	14.4	12.5
	55-64	11.7	0.0	28.8	12.5
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	28.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	85.6	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Engineers, All Other (17-2199)	Veterinarians (29-1131)	First-Line Supervisors/Managers of Helpers, Laborers (53-1021)	Veterinary Asst. and Laboratory Animal Caretakers (31-9096)
Typical Education		Bachelors	Doctorate	High School Diploma	High School Diploma
N		66	66	66	65
Average Hourly Wage (\$)		.	28.85	23.00	10.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	57.0	43.1	0.0
	Retirement	0.0	14.3	43.1	0.0
	Paid Leave	0.0	85.7	78.4	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	85.6	78.4	100.0
	Critical Thinking	0.0	100.0	50.2	100.0
	Reading Comprehension	0.0	100.0	78.4	100.0
	Technology Design	0.0	85.6	35.2	71.4
	Operation and Control	0.0	100.0	63.4	85.7
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	57.2	71.6	42.9
	Not Satisfied	0.0	0.0	0.0	28.6
	Neither	0.0	0.0	0.0	0.0
	Other	66.7	42.8	28.4	28.6
Average Weekly Hours	20 or Less	66.7	0.0	0.0	14.3
	21-35	0.0	0.0	21.6	14.3
	36 or More	33.3	100.0	78.4	71.4
Gender	Female	66.7	42.8	10.8	85.7
	Male	0.0	57.2	78.4	0.0
	Nonresident	33.3	0.0	10.8	14.3
Age Group	19 and Younger	0.0	0.0	17.6	0.0
	20-24	0.0	14.3	17.6	28.6
	25-34	0.0	57.0	0.0	14.3
	35-44	33.3	0.0	10.8	14.3
	45-54	33.3	28.7	43.1	0.0
	55-64	0.0	0.0	0.0	28.6
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	33.3	0.0	10.8	14.3
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	85.7

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Housekeeping and (37-1011)	Executive Secretaries & Administrative Assistants (43-6011)	Pump Operators, Except Wellhead Pumpers (53-7072)	Choreographers (27-2032)
Typical Education		High School Diploma	Post Secondary	High School Diploma	High School Diploma
N		64	63	63	62
Average Hourly Wage (\$)		15.00	26.44	27.47	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	30.8	75.0	100.0	0.0
	Retirement	30.8	75.0	100.0	0.0
	Paid Leave	30.8	75.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	45.8	100.0	100.0	80.0
	Critical Thinking	100.0	100.0	40.9	100.0
	Reading Comprehension	100.0	100.0	100.0	20.0
	Technology Design	34.6	10.1	40.9	40.0
	Operation and Control	65.4	10.1	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	65.4	62.5	59.1	60.0
	Not Satisfied	34.6	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	20.0
	Other	0.0	37.5	40.9	20.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	100.0
	21-35	34.6	14.9	0.0	0.0
	36 or More	65.4	85.1	100.0	0.0
Gender	Female	69.2	62.5	0.0	80.0
	Male	30.8	0.0	100.0	0.0
	Nonresident	0.0	37.5	0.0	20.0
Age Group	19 and Younger	0.0	14.9	0.0	0.0
	20-24	0.0	37.5	29.6	40.0
	25-34	11.2	10.1	70.4	40.0
	35-44	34.6	0.0	0.0	0.0
	45-54	54.2	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)	0.0	37.5	0.0	20.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	80.0

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

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

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<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Postsecondary Teachers, All Other (25-1199)	Office and Administrative Support Workers, Other (43-9199)	Reservation and Transportation Ticket Agents and T (43-4181)	Information and Record Clerks, All Other (43-4199)
Typical Education	Doctorate	High School Diploma	High School Diploma	High School Diploma	
N	61	61	60	60	
Average Hourly Wage (\$)	15.00	10.00	9.25	15.00	
% Paid Piece Rate	20.5	0.0	0.0	0.0	
% Offered Selected Benefits					
	Health Insurance	0.0	47.6	58.0	73.4
	Retirement	20.5	0.0	58.0	0.0
	Paid Leave	38.6	47.6	58.0	0.0
Skills Selected as "Important" (%)					
	Service Orientation	100.0	60.6	100.0	86.7
	Critical Thinking	100.0	60.6	72.0	86.7
	Reading Comprehension	100.0	69.4	100.0	100.0
	Technology Design	61.4	40.3	58.0	86.7
	Operation and Control	79.5	47.6	58.0	100.0
Employers' Satisfaction with New Hires' Skills					
	Satisfied	38.6	47.0	28.0	50.0
	Not Satisfied	0.0	0.0	19.3	0.0
	Neither	0.0	8.8	0.0	0.0
	Other	61.4	44.2	52.7	50.0
Average Weekly Hours					
	20 or Less	0.0	21.8	28.0	0.0
	21-35	34.6	57.8	0.0	0.0
	36 or More	65.4	20.4	72.0	100.0
Gender					
	Female	79.5	68.8	47.3	50.0
	Male	20.5	17.6	33.3	13.3
	Nonresident	0.0	13.6	19.3	36.7
Age Group					
	19 and Younger	0.0	8.8	0.0	0.0
	20-24	0.0	0.0	14.0	13.3
	25-34	38.6	42.8	47.3	13.3
	35-44	20.5	34.8	19.3	0.0
	45-54	20.5	0.0	0.0	36.7
	55-64	0.0	0.0	0.0	0.0
	65 and Older	20.5	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	13.6	19.3	36.7
Turnover	% Still Working 1 Quarter After Hire	79.5	91.2	42.0	86.7

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

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Administrative Services Managers (11-3011)	Broadcast Technicians (27-4012)	Slaughterers and Meat Packers (51-3023)	Coating, Painting, and Spraying Machine Setters, O (51-9121)
Typical Education		Bachelors	Post Secondary	Less than High School Diploma	High School Diploma
N		59	59	59	59
Average Hourly Wage (\$)		31.50	9.00	11.00	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	62.8	27.3	0.0	100.0
	Retirement	62.8	27.3	0.0	16.7
	Paid Leave	62.8	27.3	0.0	66.7
Skills Selected as "Important" (%)	Service Orientation	62.8	0.0	83.3	83.3
	Critical Thinking	100.0	63.6	83.3	83.3
	Reading Comprehension	100.0	72.7	100.0	83.3
	Technology Design	0.0	72.7	33.3	16.7
	Operation and Control	100.0	100.0	66.7	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	68.6	36.4	66.7	50.0
	Not Satisfied	0.0	0.0	0.0	16.7
	Neither	0.0	0.0	0.0	0.0
	Other	31.4	63.6	33.3	33.3
Average Weekly Hours	20 or Less	0.0	36.4	0.0	0.0
	21-35	0.0	36.4	100.0	0.0
	36 or More	100.0	27.3	0.0	100.0
Gender	Female	68.6	27.3	0.0	0.0
	Male	31.4	63.6	83.3	100.0
	Nonresident	0.0	9.1	16.7	0.0
Age Group	19 and Younger	0.0	0.0	16.7	0.0
	20-24	0.0	27.3	33.3	16.7
	25-34	0.0	45.5	16.7	50.0
	35-44	31.4	9.1	0.0	33.3
	45-54	31.4	9.1	16.7	0.0
	55-64	37.2	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	9.1	16.7	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	81.8	66.7	83.3

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Fundraisers (13-1131)	Pressers, Textile, Garment, and Related Materials (51-6021)	Legal Support Workers, All Other (23-2099)	Continuous Mining Machine Operators (47-5041)
Typical Education		Bachelors	Less than High School Diploma	High School Diploma	Less than High School Diploma
N		58	58	56	56
Average Hourly Wage (\$)		11.00	9.00	12.00	26.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	39.7	0.0	100.0	0.0
	Retirement	19.8	0.0	100.0	0.0
	Paid Leave	19.8	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	40.0	66.7	100.0
	Reading Comprehension	100.0	0.0	100.0	0.0
	Technology Design	39.7	100.0	33.3	0.0
	Operation and Control	0.0	40.0	16.7	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	80.2	20.0	16.7	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	20.0	0.0	0.0
	Other	19.8	60.0	83.3	100.0
Average Weekly Hours	20 or Less	39.7	0.0	0.0	0.0
	21-35	60.3	100.0	0.0	0.0
	36 or More	0.0	0.0	100.0	100.0
Gender	Female	80.2	40.0	66.7	0.0
	Male	19.8	40.0	16.7	66.7
	Nonresident	0.0	20.0	16.7	33.3
Age Group	19 and Younger	0.0	20.0	0.0	0.0
	20-24	0.0	0.0	16.7	0.0
	25-34	80.2	20.0	16.7	0.0
	35-44	0.0	20.0	33.3	0.0
	45-54	19.8	20.0	16.7	66.7
	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	20.0	16.7	33.3
Turnover	% Still Working 1 Quarter After Hire	100.0	40.0	66.7	0.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Life, Physical & Social Science Technicians, Other (19-4099)	Petroleum Pump System Operators, Refinery Operator (51-8093)	New Accounts Clerks (43-4141)	Education Administrators, Postsecondary (11-9033)
Typical Education		Associates	High School Diploma	High School Diploma	Masters
N		55	54	51	50
Average Hourly Wage (\$)		15.00	28.85	14.00	22.84
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	87.5	100.0
	Retirement	0.0	63.8	50.0	50.0
	Paid Leave	17.0	100.0	87.5	100.0
Skills Selected as "Important" (%)	Service Orientation	50.9	75.6	100.0	100.0
	Critical Thinking	33.9	93.7	75.0	100.0
	Reading Comprehension	84.8	93.7	62.5	100.0
	Technology Design	0.0	93.7	37.5	50.0
	Operation and Control	32.1	93.7	62.5	75.0
Employers' Satisfaction with New Hires' Skills	Satisfied	32.1	75.6	50.0	25.0
	Not Satisfied	0.0	0.0	0.0	25.0
	Neither	33.9	0.0	12.5	0.0
	Other	33.9	24.4	37.5	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	12.5	0.0
	36 or More	100.0	100.0	87.5	100.0
Gender	Female	17.0	0.0	75.0	50.0
	Male	66.1	100.0	12.5	25.0
	Nonresident	17.0	0.0	12.5	25.0
Age Group	19 and Younger	17.0	0.0	12.5	0.0
	20-24	17.0	21.3	37.5	0.0
	25-34	17.0	60.6	12.5	75.0
	35-44	0.0	0.0	12.5	0.0
	45-54	17.0	18.1	12.5	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)	32.1	0.0	12.5	25.0
Turnover	% Still Working 1 Quarter After Hire	66.1	100.0	62.5	100.0

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

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

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^aSource: O*Net Online
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Personal Financial Advisors (13-2052)	Software Developers, Systems Softwa (15-1133)	Electrical and Electronic Engineering Technicians (17-3023)	Nursing Instructors and Teachers, Postsecondary (25-1072)
Typical Education		Bachelors	Bachelors	Associates	Masters
N		50	50	50	50
Average Hourly Wage (\$)		48.17	22.12	20.00	22.68
% Paid Piece Rate		12.8	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	64.0	100.0	100.0	25.0
	Retirement	64.0	62.6	80.3	25.0
	Paid Leave	87.2	100.0	80.3	25.0
Skills Selected as "Important" (%)	Service Orientation	100.0	43.9	23.2	50.0
	Critical Thinking	100.0	100.0	100.0	75.0
	Reading Comprehension	100.0	81.3	100.0	75.0
	Technology Design	0.0	100.0	100.0	50.0
	Operation and Control	0.0	43.9	100.0	25.0
Employers' Satisfaction with New Hires' Skills	Satisfied	61.6	81.3	42.8	25.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	38.4	18.7	57.2	75.0
Average Weekly Hours	20 or Less	26.7	0.0	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	73.3	100.0	100.0	0.0
Gender	Female	38.4	43.9	0.0	75.0
	Male	61.6	37.4	100.0	25.0
	Nonresident	0.0	18.7	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	19.7	0.0
	25-34	25.6	37.4	38.4	0.0
	35-44	12.8	0.0	41.9	0.0
	45-54	25.6	43.9	0.0	50.0
	55-64	36.0	0.0	0.0	50.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	18.7	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	75.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Structural Metal Fabricators and Fitters (51-2041)	Chemical Equipment Operators and Tenders (51-9011)	Public Relations Managers (11-2031)	Market Research Analysts and Market (13-1161)
Typical Education		High School Diploma	High School Diploma	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		18.50	22.47	26.49	20.23
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	82.5	13.2
	Retirement	80.0	100.0	82.5	13.2
	Paid Leave	80.0	100.0	82.5	13.2
Skills Selected as "Important" (%)	Service Orientation	80.0	100.0	75.7	52.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	60.0	100.0	100.0	100.0
	Technology Design	100.0	40.0	66.1	48.0
	Operation and Control	100.0	100.0	24.3	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.0	100.0	77.4	43.4
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	40.0	0.0	0.0	0.0
	Other	0.0	0.0	22.6	56.6
Average Weekly Hours	20 or Less	0.0	0.0	0.0	78.4
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	21.6
Gender	Female	0.0	0.0	53.1	62.8
	Male	100.0	100.0	22.6	13.2
	Nonresident	0.0	0.0	24.3	24.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	20.0	0.0	0.0	0.0
	25-34	0.0	40.0	17.5	0.0
	35-44	60.0	20.0	35.6	32.6
	45-54	20.0	40.0	22.6	43.4
	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	24.3	24.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	61.2

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Photographers (27-4021)	Grounds Maintenance Workers, All Other (37-3019)	Forest and Conservation Workers (45- 4011)	Rehabilitation Counselors (21- 1015)
Typical Education		High School Diploma	High School Diploma	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	13.00	15.00	12.81
% Paid Piece Rate		19.4	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	30.6	0.0	0.0	50.0
	Retirement	30.6	0.0	0.0	0.0
	Paid Leave	11.2	0.0	0.0	50.0
Skills Selected as "Important" (%)	Service Orientation	69.4	33.3	16.7	100.0
	Critical Thinking	61.2	33.3	75.8	100.0
	Reading Comprehension	61.2	0.0	16.7	50.0
	Technology Design	41.8	0.0	75.8	50.0
	Operation and Control	50.0	66.7	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	11.2	16.7	28.5	100.0
	Not Satisfied	19.4	0.0	0.0	0.0
	Neither	19.4	33.3	0.0	0.0
	Other	50.0	50.0	71.5	0.0
Average Weekly Hours	20 or Less	11.2	0.0	0.0	0.0
	21-35	0.0	16.7	24.2	50.0
	36 or More	88.8	83.3	75.8	50.0
Gender	Female	38.8	33.3	28.5	100.0
	Male	41.8	66.7	71.5	0.0
	Nonresident	19.4	0.0	0.0	0.0
Age Group	19 and Younger	19.4	16.7	36.0	0.0
	20-24	19.4	33.3	40.3	0.0
	25-34	11.2	33.3	11.8	100.0
	35-44	11.2	0.0	11.8	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	16.7	0.0	0.0
	65 and Older	19.4	0.0	0.0	0.0
	Unknown (Nonresidents)	19.4	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	61.2	66.7	16.7	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Technical Writers (27-3042)	Dentists, General (29-1021)	Physicians and Surgeons, All Other (29-1069)	Occupational Therapists (29-1122)
Typical Education		Bachelors	Doctorate	Doctorate	Masters
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	.	114.59	34.88
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	0.0	100.0	50.0
Selected	Retirement	0.0	0.0	100.0	50.0
Benefits	Paid Leave	40.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	50.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	60.0	100.0	50.0	50.0
	Operation and Control	100.0	100.0	50.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.0	100.0	50.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	40.0	0.0	50.0	0.0
Average Weekly Hours	20 or Less	60.0	0.0	0.0	0.0
	21-35	0.0	50.0	100.0	0.0
	36 or More	40.0	50.0	0.0	100.0
Gender	Female	0.0	0.0	50.0	50.0
	Male	80.0	100.0	50.0	50.0
	Nonresident	20.0	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	20.0	100.0	0.0	0.0
	35-44	0.0	0.0	0.0	50.0
	45-54	0.0	0.0	50.0	0.0
	55-64	40.0	0.0	50.0	50.0
	65 and Older	20.0	0.0	0.0	0.0
	Unknown (Nonresidents)	20.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	60.0	100.0	100.0	100.0

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Nurse Practitioners (29-1171)	Diagnostic Medical Sonographers (29-2032)	Healthcare Practitioners & Tech. Workers, Other (29-9099)	Medical Transcriptionists (31-9094)
Typical Education		Masters	Associates	Associates	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		45.00	.	12.00	11.57
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	100.0
	Retirement	0.0	0.0	100.0	100.0
	Paid Leave	0.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	50.0
	Critical Thinking	100.0	100.0	100.0	50.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	50.0	100.0	0.0	100.0
	Operation and Control	50.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	50.0	50.0
	Not Satisfied	0.0	0.0	0.0	50.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	50.0	50.0	0.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	0.0	100.0	100.0
Gender	Female	100.0	100.0	50.0	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	50.0	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	0.0	50.0	0.0	0.0
	35-44	50.0	50.0	50.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	50.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	50.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	50.0

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

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Library Assistants, Clerical (43-4121)	Cost Estimators (13-1051)	Forest and Conservation Technicians (19-4093)	Travel Agents (41-3041)
Typical Education		High School Diploma	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	19.23	14.67	14.41
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	44.0	100.0
	Retirement	0.0	100.0	44.0	50.0
	Paid Leave	23.1	100.0	44.0	50.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	35.9	100.0
	Critical Thinking	73.1	100.0	61.9	100.0
	Reading Comprehension	100.0	100.0	61.9	100.0
	Technology Design	65.3	100.0	100.0	100.0
	Operation and Control	61.6	0.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	34.7	0.0	87.3	100.0
	Not Satisfied	11.6	100.0	0.0	0.0
	Neither	26.9	0.0	0.0	0.0
	Other	26.9	0.0	12.7	0.0
Average Weekly Hours	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	61.6	100.0	26.0	100.0
	Male	26.9	0.0	74.0	0.0
	Nonresident	11.6	0.0	0.0	0.0
Age Group	19 and Younger	38.4	0.0	0.0	0.0
	20-24	11.6	0.0	30.6	0.0
	25-34	0.0	100.0	44.0	50.0
	35-44	0.0	0.0	25.4	0.0
	45-54	38.4	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)	11.6	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	88.4	100.0	87.3	100.0

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

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Glaziers (47-2121)	Recreational Vehicle Service Technicians (49-3092)	Mechanical Door Repairers (49-9011)	Butchers and Meat Cutters (51-3021)
Typical Education		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	.	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	0.0	100.0	0.0	0.0
	Paid Leave	0.0	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	78.0	0.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	100.0
	Operation and Control	0.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	26.0	100.0	0.0	0.0
	Not Satisfied	22.0	0.0	100.0	100.0
	Neither	0.0	0.0	0.0	0.0
	Other	52.0	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	26.0	100.0	0.0	0.0
	Male	74.0	0.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	26.0	0.0	0.0	100.0
	20-24	0.0	0.0	0.0	0.0
	25-34	48.0	0.0	0.0	0.0
	35-44	26.0	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

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Radio and Television Announcers (27-3011)	Electronic Home Entertainment Equipment Installers (49-2097)	Sewing Machine Operators (51-6031)	Cooks, All Other (35-2019)
Typical Education		Bachelors	Post Secondary	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.86	10.00	8.50	14.00
% Paid Piece Rate		0.0	0.0	0.0	20.0
% Offered Selected Benefits	Health Insurance	37.5	100.0	22.9	0.0
	Retirement	12.5	100.0	22.9	0.0
	Paid Leave	50.0	100.0	22.9	0.0
Skills Selected as "Important" (%)	Service Orientation	50.0	78.3	77.1	80.0
	Critical Thinking	62.5	87.5	77.1	40.0
	Reading Comprehension	75.0	21.7	77.1	20.0
	Technology Design	62.5	100.0	77.1	20.0
	Operation and Control	100.0	12.5	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	34.2	22.9	80.0
	Not Satisfied	12.5	16.5	22.9	0.0
	Neither	12.5	0.0	27.1	0.0
	Other	25.0	49.4	27.1	20.0
Average Weekly Hours	20 or Less	0.0	0.0	70.2	0.0
	21-35	28.6	0.0	29.8	66.7
	36 or More	71.4	100.0	0.0	33.3
Gender	Female	25.0	16.5	77.1	40.0
	Male	50.0	67.1	22.9	20.0
	Nonresident	25.0	16.5	0.0	40.0
Age Group	19 and Younger	12.5	38.1	0.0	0.0
	20-24	12.5	28.9	27.1	20.0
	25-34	25.0	16.5	0.0	0.0
	35-44	0.0	0.0	50.0	0.0
	45-54	0.0	0.0	22.9	20.0
	55-64	12.5	0.0	0.0	0.0
	65 and Older	12.5	0.0	0.0	0.0
	Unknown (Nonresidents)	25.0	16.5	0.0	60.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	80.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Geoscientists, Except Hydrologists & Geographers (19-2042)	Tile and Marble Setters (47-2044)	Plasterers and Stucco Masons (47-2161)	Fiberglass Laminators and Fabricators (51-2091)
Typical Education		Bachelors	Less than High School Diploma	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		20.24	.	18.00	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	77.0	0.0	0.0	0.0
	Retirement	77.0	0.0	0.0	0.0
	Paid Leave	77.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	77.0	0.0	0.0	100.0
	Technology Design	54.0	0.0	100.0	100.0
	Operation and Control	77.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	77.0	0.0	100.0	100.0
	Not Satisfied	23.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	100.0	0.0	0.0
Average Weekly Hours	20 or Less	23.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	77.0	100.0	0.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	77.0	100.0	100.0	0.0
	Nonresident	23.0	0.0	0.0	100.0
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	77.0	0.0	100.0	0.0
	35-44	0.0	100.0	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)	23.0	0.0	0.0	100.0
Turnover	% Still Working 1 Quarter After Hire	23.0	100.0	100.0	100.0

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

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		All other food processing workers (51-3099)	Printing Press Operators (51-5112)	Conveyor Operators and Tenders (53-7011)	Mechanical Drafters (17-3013)
Typical Education		High School Diploma	High School Diploma	Post Secondary	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.50	10.00	28.95	11.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	51.2	100.0	0.0
	Retirement	0.0	13.4	100.0	0.0
	Paid Leave	0.0	51.2	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	24.4	100.0	50.0
	Critical Thinking	100.0	62.2	100.0	100.0
	Reading Comprehension	0.0	37.8	100.0	100.0
	Technology Design	100.0	37.8	100.0	100.0
	Operation and Control	100.0	62.2	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	62.2	100.0	25.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	37.8	0.0	25.0
	Other	0.0	0.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	48.8	0.0	0.0
	36 or More	100.0	51.2	0.0	100.0
Gender	Female	0.0	13.4	0.0	50.0
	Male	0.0	86.6	100.0	25.0
	Nonresident	100.0	0.0	0.0	25.0
Age Group	19 and Younger	0.0	24.4	0.0	0.0
	20-24	0.0	13.4	0.0	25.0
	25-34	0.0	48.8	0.0	25.0
	35-44	0.0	0.0	100.0	25.0
	45-54	0.0	13.4	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	25.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics	Occupation and SOC Code			
	Grinding, Lapping, Polishing, and Buffing Machine (51-4033)	Education Administrators, Elementary & Secondary (11-9032)	Architects, Except Landscape and Naval (17-1011)	Mathematical Science Teachers, Postsecondary (25-1022)
Typical Education	High School Diploma	Masters	Masters	Masters
N	N/D	N/D	N/D	N/D
Average Hourly Wage (\$)	13.00	33.20	26.71	34.27
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	74.8	66.7	75.0	0.0
Retirement	49.6	66.7	75.0	0.0
Paid Leave	25.2	33.3	75.0	0.0
Skills Selected as "Important" (%)				
Service Orientation	25.2	100.0	100.0	66.7
Critical Thinking	100.0	100.0	100.0	66.7
Reading Comprehension	100.0	100.0	100.0	66.7
Technology Design	24.4	100.0	100.0	66.7
Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills				
Satisfied	24.4	33.3	75.0	33.3
Not Satisfied	0.0	0.0	0.0	0.0
Neither	50.4	0.0	0.0	0.0
Other	25.2	66.7	25.0	66.7
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	100.0	0.0
Gender				
Female	0.0	33.3	25.0	0.0
Male	100.0	66.7	75.0	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	25.2	0.0	0.0	33.3
25-34	50.4	0.0	50.0	33.3
35-44	0.0	66.7	25.0	0.0
45-54	24.4	0.0	0.0	33.3
55-64	0.0	33.3	25.0	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	49.6	100.0	100.0	33.3

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Spec Ed Teachers, Kindergarten & EI (25-2052)	Interpreters and Translators (27-3091)	Telemarketers (41-9041)	Crushing, Grinding, and Polishing Machine Setters, (51- 9021)
Typical Education		Bachelors	Associates	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		26.13	25.00	10.00	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	0.0	0.0	100.0
Selected	Retirement	100.0	66.7	0.0	100.0
Benefits	Paid Leave	100.0	66.7	59.1	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	33.3	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	73.6	0.0
	Technology Design	100.0	0.0	59.1	100.0
	Operation and Control	33.3	0.0	59.1	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	66.7	100.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	33.3	33.3	0.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	26.4	0.0
	21-35	50.0	100.0	73.6	0.0
	36 or More	50.0	0.0	0.0	100.0
Gender	Female	33.3	66.7	100.0	0.0
	Male	33.3	33.3	0.0	50.0
	Nonresident	33.3	0.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	14.5	0.0
	25-34	33.3	66.7	0.0	0.0
	35-44	0.0	0.0	0.0	50.0
	45-54	0.0	0.0	0.0	0.0
	55-64	33.3	0.0	85.5	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	33.3	0.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	85.5	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Transportation Attendants, Except F (53-6061)	Conservation Scientists (19-1031)	Transportation Security Screeners (33-9093)	Logging Equipment Operators (45-4022)
Typical Education		High School Diploma	Bachelors	High School Diploma	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.34	22.81	14.50	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	77.5	100.0	27.8
	Retirement	0.0	77.5	100.0	27.8
	Paid Leave	0.0	77.5	100.0	27.8
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	66.7	68.0
	Critical Thinking	100.0	100.0	33.3	84.0
	Reading Comprehension	0.0	100.0	66.7	40.2
	Technology Design	0.0	67.4	0.0	0.0
	Operation and Control	100.0	45.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	100.0	33.3	43.8
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	36.1
	Other	66.7	0.0	66.7	20.1
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	22.5	0.0	0.0
	36 or More	0.0	77.5	100.0	100.0
Gender	Female	100.0	32.6	33.3	47.9
	Male	0.0	67.4	66.7	52.1
	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	0.0
	25-34	33.3	45.0	0.0	0.0
	35-44	0.0	32.6	0.0	43.8
	45-54	33.3	0.0	66.7	20.1
	55-64	33.3	22.5	0.0	36.1
	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

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

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Medical Equipment Repairers (49-9062)	Tailors, Dressmakers, and Custom Sewers (51-6052)	Locomotive Engineers (53-4011)	Gas Compressor and Gas Pumping Station Operators (53-7071)
Typical Education		Associates	Less than High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.67	9.00	14.00	23.94
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	100.0
	Retirement	100.0	0.0	100.0	100.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	67.1	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	66.7	100.0	33.3
	Operation and Control	100.0	66.7	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	33.3	66.7	66.7
	Not Satisfied	0.0	0.0	0.0	33.3
	Neither	0.0	33.3	0.0	0.0
	Other	0.0	33.3	33.3	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	67.1	33.3	33.3	0.0
	Male	32.9	33.3	66.7	100.0
	Nonresident	0.0	33.3	0.0	0.0
Age Group	19 and Younger	67.1	0.0	0.0	0.0
	20-24	0.0	0.0	66.7	0.0
	25-34	0.0	33.3	33.3	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	32.9	33.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	33.3	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	33.3	100.0	66.7

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

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

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^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Tank Car, Truck, and Ship Loaders (53- 7121)	Instructional Coordinators (25-9031)	Musicians and Singers (27- 2042)	Meat, Poultry, and Fish Cutters and Trimmers (51-3022)
Typical Education	High School Diploma	Masters	High School Diploma	Less than High School Diploma	
N	N/D	N/D	N/D	N/D	
Average Hourly Wage (\$)	15.00	38.00	.	11.30	
% Paid Piece Rate	0.0	0.0	100.0	0.0	
% Offered Selected Benefits					
	Health Insurance	100.0	62.1	0.0	
	Retirement	100.0	62.1	0.0	
	Paid Leave	100.0	62.1	0.0	
Skills Selected as "Important" (%)					
	Service Orientation	0.0	100.0	0.0	
	Critical Thinking	100.0	100.0	75.0	
	Reading Comprehension	100.0	100.0	100.0	
	Technology Design	0.0	100.0	0.0	
	Operation and Control	100.0	100.0	25.0	
Employers' Satisfaction with New Hires' Skills					
	Satisfied	33.3	100.0	50.0	
	Not Satisfied	0.0	0.0	0.0	
	Neither	0.0	0.0	0.0	
	Other	66.7	0.0	50.0	
Average Weekly Hours					
	20 or Less	0.0	61.0	100.0	
	21-35	0.0	0.0	0.0	
	36 or More	100.0	39.0	0.0	
Gender					
	Female	0.0	100.0	50.0	
	Male	100.0	0.0	50.0	
	Nonresident	0.0	0.0	0.0	
Age Group					
	19 and Younger	0.0	0.0	25.0	
	20-24	33.3	0.0	0.0	
	25-34	33.3	62.1	50.0	
	35-44	0.0	0.0	0.0	
	45-54	0.0	0.0	25.0	
	55-64	33.3	37.9	0.0	
	65 and Older	0.0	0.0	0.0	
	Unknown (Nonresidents)	0.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	62.1	100.0	

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Insurance Appraisers, Auto Damage (13-1032)	Community Health Workers (21-1094)	Anthropologists and Archeologists (19-3091)	Pest Control Workers (37-2021)
Typical Education		Bachelors	High School Diploma	Masters	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		21.64	17.25	15.25	12.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	73.4
	Retirement	100.0	25.3	0.0	73.4
	Paid Leave	100.0	100.0	0.0	73.4
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	30.0	100.0
	Critical Thinking	100.0	100.0	100.0	73.4
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	70.0	0.0
	Operation and Control	0.0	100.0	60.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	20.0	100.0	60.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	80.0	0.0	40.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	74.7	0.0	0.0
	36 or More	100.0	25.3	100.0	100.0
Gender	Female	40.0	0.0	30.0	0.0
	Male	60.0	25.3	70.0	26.6
	Nonresident	0.0	74.7	0.0	73.4
Age Group	19 and Younger	0.0	0.0	0.0	26.6
	20-24	60.0	0.0	70.0	0.0
	25-34	20.0	0.0	0.0	0.0
	35-44	20.0	25.3	30.0	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)	0.0	74.7	0.0	73.4
Turnover	% Still Working 1 Quarter After Hire	60.0	100.0	60.0	100.0

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

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Computer Systems Analysts (15-1121)	Drafters, All Other (17-3019)	Electric Motor, Power Tool, and Related Repairers (49-2092)	Electrical and Electronic Equipment Assemblers (51-2022)
Typical Education		Associates	Post Secondary	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		31.25	11.00	18.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	80.4	0.0
	Retirement	100.0	100.0	80.4	0.0
	Paid Leave	100.0	100.0	100.0	33.3
Skills Selected as "Important" (%)	Service Orientation	36.8	100.0	80.4	0.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	80.4	100.0
	Technology Design	100.0	100.0	80.4	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	33.3	19.6	66.7
	Not Satisfied	63.2	0.0	0.0	0.0
	Neither	0.0	0.0	40.2	0.0
	Other	36.8	66.7	40.2	33.3
Average Weekly Hours	20 or Less	0.0	0.0	0.0	66.7
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	33.3
Gender	Female	0.0	0.0	0.0	33.3
	Male	100.0	100.0	100.0	66.7
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	33.3
	20-24	18.4	33.3	19.6	33.3
	25-34	18.4	33.3	0.0	33.3
	35-44	63.2	0.0	0.0	0.0
	45-54	0.0	33.3	80.4	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

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Furniture Finishers (51-7021)	Surveyors (17-1022)	Chemical Technicians (19-4031)	Veterinary Technologists and Technicians (29-2056)
Typical Education		Less than High School Diploma	Bachelors	High School Diploma	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	28.90	9.00	13.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	33.3	34.4	33.3
	Retirement	0.0	66.7	34.4	33.3
	Paid Leave	0.0	66.7	34.4	33.3
Skills Selected as "Important" (%)	Service Orientation	0.0	66.7	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	34.1	100.0	34.4	66.7
	Operation and Control	100.0	100.0	34.4	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	66.7	67.2	100.0
	Not Satisfied	33.0	0.0	0.0	0.0
	Neither	34.1	33.3	0.0	0.0
	Other	33.0	0.0	32.8	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	100.0	100.0
Gender	Female	0.0	0.0	0.0	100.0
	Male	100.0	100.0	67.2	0.0
	Nonresident	0.0	0.0	32.8	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	67.0	0.0	32.8	33.3
	25-34	0.0	33.3	34.4	33.3
	35-44	33.0	0.0	0.0	33.3
	45-54	0.0	33.3	0.0	0.0
	55-64	0.0	33.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	32.8	0.0
Turnover	% Still Working 1 Quarter After Hire	34.1	66.7	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Sales Representatives, Wholesale & Manufacturing (41-4011)	Computer Occupations, All Other (15-1199)	Civil Engineering Technicians (17-3022)	Farmers, Ranchers, and Other Agricu (11-9013)
Typical Education		Bachelors	Bachelors	Post Secondary	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		24.04	11.11	17.50	31.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	33.6	40.0	63.4	77.7
Selected	Retirement	33.6	20.0	26.7	22.3
Benefits	Paid Leave	66.8	60.0	63.4	55.3
Skills Selected as "Important" (%)	Service Orientation	100.0	80.0	0.0	77.7
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	66.8	100.0	73.3	100.0
	Technology Design	66.8	80.0	63.4	44.7
	Operation and Control	66.8	60.0	63.4	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	60.0	73.3	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	20.0	0.0	0.0
	Other	0.0	20.0	26.7	0.0
Average Weekly Hours	20 or Less	33.2	25.0	0.0	0.0
	21-35	0.0	50.0	36.6	0.0
	36 or More	66.8	25.0	63.4	100.0
Gender	Female	0.0	20.0	0.0	22.3
	Male	100.0	60.0	100.0	44.7
	Nonresident	0.0	20.0	0.0	33.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	20.0	36.6	22.3
	25-34	33.6	60.0	63.4	0.0
	35-44	33.2	0.0	0.0	0.0
	45-54	33.2	0.0	0.0	22.3
	55-64	0.0	0.0	0.0	22.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	20.0	0.0	33.0
Turnover	% Still Working 1 Quarter After Hire	66.4	100.0	100.0	100.0

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

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Special Education Teachers, Seconda (25-2054)	All Other Special Education Teachers (25-2059)	All other teachers, primary, secondary, and adult (25-3999)	Gaming Dealers (39-3011)
Typical Education		Bachelors	Bachelors	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	.	41.67	7.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	66.7
	Retirement	100.0	100.0	0.0	0.0
	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	50.0	100.0
	Technology Design	100.0	100.0	0.0	66.7
	Operation and Control	0.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	50.0	100.0	66.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	50.0	0.0	33.3
Average Weekly Hours	20 or Less	0.0	0.0	50.0	0.0
	21-35	0.0	0.0	50.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	50.0	100.0	50.0	100.0
	Male	50.0	0.0	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	33.3
	25-34	50.0	100.0	0.0	66.7
	35-44	50.0	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	100.0	50.0	100.0

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Gaming Change Persons and Booth Cashiers (41-2012)	All Other Financial Clerks (43-3099)	Insurance Claims and Policy Processing Clerks (43-9041)	Education Administrators, Preschool & Child Care (11-9031)
Typical Education		High School Diploma	High School Diploma	High School Diploma	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	12.23	12.50	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	50.0	100.0	100.0
	Retirement	0.0	50.0	100.0	100.0
	Paid Leave	0.0	50.0	75.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	66.7	50.0	100.0	100.0
	Reading Comprehension	33.3	100.0	100.0	100.0
	Technology Design	33.3	50.0	25.0	100.0
	Operation and Control	100.0	50.0	25.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	50.0	75.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	33.3	0.0	0.0	0.0
	Other	33.3	50.0	25.0	0.0
Average Weekly Hours	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	66.7	100.0	75.0	0.0
	Male	0.0	0.0	25.0	100.0
	Nonresident	33.3	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	33.3	50.0	25.0	100.0
	25-34	33.3	25.0	50.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	25.0	25.0	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)	33.3	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	66.7	100.0	100.0	100.0

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

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

N/D = Not dicloseable due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Physicists (19-2012)	Social Scientists and Related Workers, All Other (19-3099)	Social Workers, All Other (21-1029)	Special Ed Teachers, Preschool (25-2051)
Typical Education		Doctorate	Masters	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		98.56	20.00	14.00	18.18
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	100.0	0.0	0.0	0.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	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	0.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	0.0	100.0	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	100.0
	36 or More	100.0	0.0	100.0	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	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	100.0	100.0	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)	100.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Surgeons (29-1067)	Nurse Midwives (29-1161)	Medical and Clinical Laboratory Technicians (29-2012)	Radiologic Technologists and Technicians (29-2034)
Typical Education		Doctorate	Associates	Associates	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	.	10.00	23.28
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	100.0	0.0	0.0	0.0
Selected	Retirement	100.0	0.0	0.0	0.0
Benefits	Paid Leave	100.0	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	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	0.0	0.0	100.0
	Operation and Control	100.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	0.0
	Not Satisfied	0.0	0.0	100.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	100.0
	21-35	0.0	100.0	100.0	0.0
	36 or More	100.0	0.0	0.0	0.0
Gender	Female	0.0	100.0	100.0	100.0
	Male	100.0	0.0	0.0	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	0.0	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	100.0	0.0	0.0	0.0
	55-64	0.0	100.0	0.0	100.0
	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

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

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

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^aSource: O*Net Online
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics	Occupation and SOC Code			
	Magnetic Resonance Imaging Technolo (29-2035)	Dietetic Technicians (29-2051)	Psychiatric Aides (31-1013)	Orderlies (31-1015)
Typical Education	Associates	Less than High School Diploma	High School Diploma	High School Diploma
N	N/D	N/D	N/D	N/D
Average Hourly Wage (\$)	.	9.00	10.73	9.25
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	100.0	100.0	100.0	100.0
Retirement	100.0	0.0	100.0	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	100.0	100.0	100.0
Technology Design	100.0	0.0	0.0	0.0
Operation and Control	100.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills				
Satisfied	100.0	0.0	100.0	0.0
Not Satisfied	0.0	100.0	0.0	0.0
Neither	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	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	100.0	100.0	100.0
Male	0.0	0.0	0.0	0.0
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	0.0	0.0	100.0	0.0
35-44	0.0	100.0	0.0	0.0
45-54	100.0	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)	0.0	0.0	0.0	0.0
Turnover				
% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Human Resources Managers (11-3121)	Skin Care Specialists (39-5094)	Graders and Sorters, Agricultural Products (45-2041)	Millwrights (49-9044)
Typical Education		Bachelors	Post Secondary	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		33.72	.	10.00	34.84
% Paid Piece Rate		0.0	100.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	100.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	75.0	100.0
	Critical Thinking	100.0	100.0	75.0	100.0
	Reading Comprehension	100.0	0.0	25.0	100.0
	Technology Design	100.0	0.0	25.0	100.0
	Operation and Control	100.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	70.0	50.0	75.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	30.0	50.0	25.0	100.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	0.0
Gender	Female	70.0	50.0	0.0	50.0
	Male	30.0	50.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	15.0	0.0	25.0	0.0
	25-34	15.0	50.0	50.0	50.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	50.0	0.0	0.0
	55-64	70.0	0.0	25.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	50.0	0.0

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

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Upholsterers (51-6093)	Rail Transportation Workers, All Other (53-4099)	Web Developers (15- 1134)	Producers and Directors (27- 2012)
Typical Education		High School Diploma	High School Diploma	Associates	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.00	.	21.44	12.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	0.0	100.0	100.0	75.0
	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	50.0	50.0
	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	100.0	100.0	75.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	50.0	75.0
	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	25.0
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	100.0	100.0
Gender	Female	50.0	0.0	0.0	0.0
	Male	50.0	100.0	75.0	100.0
	Nonresident	0.0	0.0	25.0	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	50.0	100.0	50.0	50.0
	35-44	50.0	0.0	0.0	50.0
	45-54	0.0	0.0	25.0	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	25.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Demonstrators and Product Promoters (41-9011)	Carpet Installers (47-2041)	Textile, Apparel, & Furnishings Workers, All Other (51-6099)	Precision Instrument & Equipment Repairers, Other (49-9069)
Typical Education		High School Diploma	Less than High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	9.00	7.25	26.00
% Paid Piece Rate		0.0	0.0	0.0	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	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	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	0.0	0.0	100.0	100.0
	Operation and Control	0.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	100.0	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	0.0	0.0
	21-35	0.0	0.0	100.0	45.0
	36 or More	0.0	0.0	0.0	55.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	100.0	100.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	100.0	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)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	45.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Chemical Engineers (17-2041)	Molding, Coremaking, and Casting Machine Setters, (51-4072)	Print Binding & Finishing Workers (51-5113)	Cabinetmakers and Bench Carpenters (51-7011)
Typical Education		Bachelors	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		55.29	10.05	9.25	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	50.0	0.0
	Retirement	100.0	0.0	50.0	0.0
	Paid Leave	0.0	0.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	100.0	100.0
	Critical Thinking	100.0	0.0	0.0	100.0
	Reading Comprehension	100.0	0.0	50.0	50.0
	Technology Design	100.0	0.0	0.0	50.0
	Operation and Control	100.0	100.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	50.0	100.0
	Not Satisfied	0.0	0.0	50.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	50.0	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	100.0	100.0	100.0
Gender	Female	0.0	50.0	50.0	0.0
	Male	100.0	50.0	50.0	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	0.0	0.0
	25-34	50.0	50.0	100.0	0.0
	35-44	0.0	50.0	0.0	100.0
	45-54	50.0	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)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	50.0	100.0

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics	Occupation and SOC Code			
	Plant and System Operators, All Other (51-8099)	Cutting and Slicing Machine Setters, Operators, and Tenders (51-9032)	Furnace, Kiln, Oven, Drier, & Kettle Oper. & Tenders (51-9051)	Purchasing Managers (11-3061)
Typical Education	High School Diploma	High School Diploma	High School Diploma	Bachelors
N	N/D	N/D	N/D	N/D
Average Hourly Wage (\$)	14.00	17.00	12.44	46.24
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	50.0	100.0	0.0	100.0
Retirement	66.7	100.0	0.0	0.0
Paid Leave	83.3	100.0	0.0	100.0
Skills Selected as "Important" (%)				
Service Orientation	83.3	0.0	0.0	100.0
Critical Thinking	100.0	100.0	0.0	100.0
Reading Comprehension	50.0	100.0	0.0	100.0
Technology Design	33.3	50.0	0.0	0.0
Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills				
Satisfied	83.3	50.0	50.0	100.0
Not Satisfied	0.0	50.0	0.0	0.0
Neither	0.0	0.0	0.0	0.0
Other	16.7	0.0	50.0	0.0
Average Weekly Hours				
20 or Less	0.0	0.0	0.0	0.0
21-35	16.7	0.0	0.0	0.0
36 or More	83.3	100.0	100.0	100.0
Gender				
Female	16.7	0.0	50.0	0.0
Male	66.7	100.0	50.0	100.0
Nonresident	16.7	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	0.0	100.0	0.0
35-44	0.0	100.0	0.0	0.0
45-54	33.3	0.0	0.0	0.0
55-64	16.7	0.0	0.0	100.0
65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	16.7	0.0	0.0	0.0
Turnover				
% Still Working 1 Quarter After Hire	83.3	50.0	100.0	100.0

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

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^aSource: O*Net Online
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Training and Development Specialist (13-1151)	Mechanical Engineering Technicians (17-3027)	Zoologists and Wildlife Biologists (19-1023)	Chemists (19-2031)
Typical Education		Bachelors	High School Diploma	Masters	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		44.37	.	19.06	21.88
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	100.0
	Retirement	100.0	0.0	50.0	100.0
	Paid Leave	100.0	0.0	50.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	50.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	100.0	51.2
	Operation and Control	0.0	100.0	50.0	51.2
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	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	50.0	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	100.0	100.0
Gender	Female	0.0	0.0	50.0	48.8
	Male	100.0	50.0	50.0	51.2
	Nonresident	0.0	50.0	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	0.0	0.0	50.0	48.8
	35-44	100.0	50.0	50.0	51.2
	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)	0.0	50.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Earth Drillers, Except Oil and Gas (47-5021)	Craft Artists (27- 1012)	Agricultural Workers, All Other (45-2099)	Emergency Management Directors (11- 9161)
Typical Education		High School Diploma	High School Diploma	High School Diploma	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		32.69	7.25	15.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	49.7	0.0	0.0	0.0
Selected	Retirement	49.7	0.0	0.0	0.0
Benefits	Paid Leave	100.0	0.0	0.0	0.0
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	100.0	100.0	0.0	100.0
	Technology Design	100.0	100.0	0.0	50.0
	Operation and Control	100.0	0.0	0.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	33.3	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	50.0	66.7	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	0.0
Gender	Female	0.0	0.0	0.0	50.0
	Male	100.0	50.0	66.7	50.0
	Nonresident	0.0	50.0	33.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	66.7	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	50.3	0.0	0.0	0.0
	45-54	49.7	0.0	0.0	50.0
	55-64	0.0	0.0	0.0	50.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	100.0	33.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Urban and Regional Planners (19-3051)	Fire Inspectors and Investigators (33-2021)	Engineering Managers (11-9041)	Education, Training, & Library Workers, All Other (25-9099)
	Typical Education	Bachelors	Bachelors	Bachelors	Bachelors
	N	N/D	N/D	N/D	N/D
	Average Hourly Wage (\$)	22.49	23.39	38.46	14.25
	% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	100.0	100.0	100.0	0.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	36.5	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	36.5
	Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	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	100.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	36.5
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	63.5
Gender	Female	0.0	0.0	0.0	63.5
	Male	50.0	100.0	100.0	36.5
	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	0.0	0.0
	25-34	50.0	0.0	0.0	36.5
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	100.0	36.5	0.0
	55-64	0.0	0.0	63.5	63.5
	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	100.0	100.0	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Construction and Related Workers, All Other (47-4099)	Electrical and Electronics Repairers, Powerhouse, (49-2095)	Power Plant Operators (51-8013)	Industrial Production Managers (11-3051)
Typical Education		High School Diploma	Post Secondary	Associates	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.00	37.30	28.17	31.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	35.4	100.0	75.0	100.0
	Retirement	35.4	75.0	75.0	25.8
	Paid Leave	0.0	100.0	75.0	100.0
Skills Selected as "Important" (%)	Service Orientation	64.6	0.0	25.0	100.0
	Critical Thinking	100.0	100.0	50.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	25.0	100.0
	Operation and Control	100.0	100.0	75.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	75.0	75.0	25.8
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	25.0	74.2
	Other	0.0	25.0	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	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	35.4	100.0	100.0	100.0
	Nonresident	64.6	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	25.0	0.0
	25-34	35.4	50.0	0.0	0.0
	35-44	0.0	25.0	50.0	25.8
	45-54	0.0	0.0	25.0	0.0
	55-64	0.0	25.0	0.0	74.2
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	64.6	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	35.4	100.0	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Advertising and Promotions Managers (11-2011)	Training and Development Managers (11-3131)	Natural Sciences Managers (11-9121)	Biological Science Teachers, Postsecondary (25-1042)
Typical Education		Bachelors	Bachelors	Bachelors	Doctorate
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		40.94	18.48	24.52	34.34
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	100.0
	Retirement	0.0	0.0	100.0	100.0
	Paid Leave	0.0	0.0	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	100.0	100.0	100.0
	Technology Design	100.0	0.0	0.0	0.0
	Operation and Control	100.0	0.0	0.0	0.0
Employers' 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	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	100.0	0.0	0.0
	Male	100.0	0.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	100.0
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	100.0	0.0	0.0	0.0
	35-44	0.0	100.0	100.0	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)	0.0	0.0	0.0	100.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	0.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Anthropology & Archeology Teachers, Postsecondary (25-1061)	History Teachers, Postsecondary (25-1125)	Vocational Education Teachers, Secondary School (25-2032)	Special Education Teachers, Middle (25-2053)
Typical Education		Doctorate	Doctorate	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	22.50	.	21.72
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	0.0	0.0	100.0
Selected	Retirement	0.0	0.0	0.0	100.0
Benefits	Paid Leave	0.0	0.0	0.0	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	100.0	100.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
	Operation and Control	0.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	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	100.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	100.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	0.0	0.0	100.0
Gender	Female	0.0	0.0	100.0	100.0
	Male	100.0	100.0	0.0	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	100.0
	25-34	100.0	0.0	100.0	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	100.0	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

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Cooks, Private Household (35-2013)	Funeral Attendants (39-4021)	Manicurists and Pedicurists (39-5092)	Postal Service Mail Carriers (43-5052)
Typical Education		Post Secondary	High School Diploma	Post Secondary	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		19.00	12.50	.	32.21
% Paid Piece Rate		0.0	0.0	100.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	100.0
	Retirement	0.0	0.0	0.0	100.0
	Paid Leave	0.0	0.0	0.0	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	100.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	0.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' 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	100.0	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	100.0	100.0	0.0	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	100.0	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	0.0	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	100.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	0.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Aircraft Mech & Serv Tech, not FAA (49-3013)	Rail Car Repairers (49- 3043)	Locksmiths and Safe Repairers (49-9094)	Flight Attendants (53- 2031)
Typical Education		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.00	15.50	18.98	16.78
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered	Health Insurance	0.0	100.0	100.0	100.0
Selected	Retirement	0.0	0.0	100.0	100.0
Benefits	Paid Leave	0.0	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	100.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	0.0
	Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	0.0
	Not Satisfied	0.0	100.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	100.0
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	100.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	100.0
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	0.0	100.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	100.0	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)	0.0	0.0	0.0	100.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Information Security Analysts (15-1122)	Meter Readers, Utilities (43-5041)	Animal Breeders (45-2021)	Fallers (45-4021)
Typical Education		Bachelors	High School Diploma	High School Diploma	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		28.47	14.28	15.00	13.38
% Paid Piece Rate		0.0	29.8	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	70.2	0.0	0.0
	Retirement	100.0	70.2	0.0	0.0
	Paid Leave	100.0	70.2	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	70.2	0.0	0.0
	Critical Thinking	100.0	70.2	100.0	100.0
	Reading Comprehension	100.0	0.0	0.0	0.0
	Technology Design	100.0	100.0	0.0	0.0
	Operation and Control	100.0	70.2	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	50.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	50.0
	Other	50.0	0.0	50.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	0.0	29.8	50.0	0.0
	Male	100.0	70.2	50.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	50.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	70.2	50.0	50.0
	35-44	100.0	0.0	0.0	50.0
	45-54	0.0	29.8	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)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	0.0

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

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

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^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Wholesale and Retail Buyers, Except Farm Products (13-1022)	Management Analysts (13-1111)	Materials Engineers (17-2131)	Sales Engineers (41-9031)
Typical Education		Post Secondary	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		16.32	26.68	19.50	35.10
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	100.0	100.0	0.0	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	0.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
	Operation and Control	100.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	100.0	100.0
	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	0.0	100.0	100.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	100.0
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	100.0	100.0	0.0	0.0
	35-44	0.0	0.0	100.0	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)	0.0	0.0	0.0	100.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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^aSource: O*Net Online
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Log Graders and Scalers (45- 4023)	Reinforcing Iron and Rebar Workers (47- 2171)	Foundry Mold and Coremakers (51- 4071)	Prepress Technicians and Workers (51- 5111)
Typical Education	High School Diploma	High School Diploma	High School Diploma	Post Secondary	
N	N/D	N/D	N/D	N/D	
Average Hourly Wage (\$)	10.00	14.00	11.00	10.00	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
% Offered Selected Benefits					
	Health Insurance	0.0	100.0	100.0	
	Retirement	0.0	100.0	0.0	
	Paid Leave	0.0	100.0	100.0	
Skills Selected as "Important" (%)					
	Service Orientation	0.0	100.0	0.0	
	Critical Thinking	0.0	100.0	0.0	
	Reading Comprehension	0.0	100.0	0.0	
	Technology Design	0.0	0.0	0.0	
	Operation and Control	100.0	100.0	0.0	
Employers' Satisfaction with New Hires' Skills					
	Satisfied	0.0	100.0	0.0	
	Not Satisfied	0.0	0.0	100.0	
	Neither	100.0	0.0	0.0	
	Other	0.0	0.0	0.0	
Average Weekly Hours					
	20 or Less	0.0	0.0	0.0	
	21-35	0.0	0.0	100.0	
	36 or More	100.0	100.0	0.0	
Gender					
	Female	0.0	0.0	0.0	
	Male	0.0	100.0	100.0	
	Nonresident	100.0	0.0	0.0	
Age Group					
	19 and Younger	0.0	0.0	0.0	
	20-24	0.0	100.0	100.0	
	25-34	0.0	0.0	0.0	
	35-44	0.0	0.0	100.0	
	45-54	0.0	0.0	0.0	
	55-64	0.0	0.0	0.0	
	65 and Older	0.0	0.0	0.0	
	Unknown (Nonresidents)	100.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Textile Bleaching & Dyeing Machine Op. & Tenders (51-6061)	Cleaning, Washing, and Metal Pickling Equipment Op (51-9192)	Airline Pilots, Copilots, and Flight Engineers (53-2011)	Computer Programmers (15-1131)
Typical Education		High School Diploma	High School Diploma	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		8.50	13.00	51.93	20.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	0.0
	Retirement	0.0	0.0	100.0	0.0
	Paid Leave	0.0	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	0.0
	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	100.0	100.0	100.0
Employers' 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	100.0	0.0	0.0	100.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	0.0	0.0	100.0	0.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	100.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	100.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	100.0	0.0	0.0	0.0
	25-34	0.0	100.0	0.0	0.0
	35-44	0.0	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	100.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

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

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^aSource: O*Net ONline
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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Economists (19-3011)	Procurement Clerks (43-3061)	Interviewers, Except Eligibility and Loan (43-4111)	Production, Planning, and Expediting Clerks (43-5061)
Typical Education		Masters	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		45.00	18.23	9.90	21.00
% 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	100.0	0.0	100.0
	Paid Leave	0.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	0.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	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	100.0	100.0	100.0	0.0
	Male	0.0	0.0	0.0	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	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	100.0	100.0	0.0	100.0
	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

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Judges, Magistrate Judges, and Magistrates (23-1023)	Curators (25-4012)	Athletes and Sports Competitors (27-2021)	Umpires, Referees, and Other Sports Officials (27-2023)
Typical Education		Doctorate	Doctorate	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.34	.	.	.
% Paid Piece Rate		0.0	0.0	100.0	0.0
% Offered	Health Insurance	0.0	0.0	0.0	0.0
Selected	Retirement	0.0	0.0	0.0	0.0
Benefits	Paid Leave	0.0	0.0	0.0	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	0.0	0.0
	Operation and Control	0.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	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	100.0	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	0.0	100.0	0.0	0.0
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	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	100.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	100.0	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	0.0	0.0

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Writers and Authors (27-3043)	First-Line Super./Man. of Police & Detectives (33-1012)	First-Line Supervisors/Managers, Protective Servics (33-1099)	Forest Fire Inspectors and Prevention Specialists (33-2022)
Typical Education		Bachelors	High School Diploma	High School Diploma	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		28.85	27.05	12.00	35.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	0.0
	Retirement	100.0	100.0	0.0	0.0
	Paid Leave	100.0	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	0.0	0.0	0.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' 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	0.0	100.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	0.0	100.0	0.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	0.0	100.0
	Nonresident	0.0	0.0	100.0	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	0.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	100.0	0.0	0.0
	55-64	100.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	100.0
	Unknown (Nonresidents)	0.0	0.0	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

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

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Animal Control Workers (33- 9011)	Gaming Supervisors (39- 1011)	Ushers, Lobby Attendants, and Ticket Takers (39-3031)	Baggage Porters and Bellhops (39- 6011)
Typical Education	High School Diploma	High School Diploma	High School Diploma	High School Diploma	
N	N/D	N/D	N/D	N/D	
Average Hourly Wage (\$)	13.71	13.00	16.00	11.00	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
% Offered					
Selected					
Benefits					
	Health Insurance	100.0	0.0	100.0	
	Retirement	100.0	0.0	100.0	
	Paid Leave	100.0	0.0	100.0	
Skills	Service Orientation	0.0	100.0	100.0	
Selected as	Critical Thinking	100.0	100.0	100.0	
"Important"	Reading Comprehension	100.0	100.0	100.0	
(%)	Technology Design	0.0	100.0	100.0	
	Operation and Control	0.0	100.0	100.0	
Employers'	Satisfied	100.0	100.0	100.0	
Satisfaction	Not Satisfied	0.0	0.0	0.0	
with New	Neither	0.0	0.0	0.0	
Hires' Skills	Other	0.0	0.0	0.0	
Average	20 or Less	0.0	0.0	0.0	
Weekly	21-35	0.0	100.0	0.0	
Hours	36 or More	100.0	0.0	100.0	
Gender	Female	0.0	100.0	100.0	
	Male	100.0	0.0	100.0	
	Nonresident	0.0	0.0	0.0	
Age Group	19 and Younger	0.0	0.0	0.0	
	20-24	0.0	0.0	100.0	
	25-34	100.0	0.0	0.0	
	35-44	0.0	0.0	0.0	
	45-54	0.0	100.0	0.0	
	55-64	0.0	0.0	100.0	
	65 and Older	0.0	0.0	0.0	
	Unknown (Nonresidents)	0.0	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Gaming Cage Workers (43-3041)	Engineering Technicians, Exc. Drafters, All Other (17-3029)	Medical and Public Health Social Workers (21-1022)	Audio and Video Equipment Technicians (27-4011)
Typical Education		High School Diploma	Associates	Masters	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.25	20.00	25.31	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	0.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	0.0	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	0.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
	Operation and Control	100.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	50.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	50.0	100.0	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	100.0	100.0	100.0
Gender	Female	100.0	0.0	100.0	0.0
	Male	0.0	100.0	0.0	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	50.0	0.0	0.0
	25-34	100.0	50.0	100.0	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)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

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Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Real Estate Brokers (41-9021)	Eligibility Interviewers, Government Programs (43-4061)	Credit Analysts (13-2041)	Financial Specialists, All Other (13-2099)
Typical Education		Post Secondary	High School Diploma	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	8.40	21.64	18.27
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	0.0	100.0	100.0	100.0
	Paid Leave	0.0	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	100.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	100.0
	Operation and Control	0.0	0.0	0.0	100.0
Employers' 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	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	100.0	100.0	100.0	100.0
	Male	0.0	0.0	0.0	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	0.0	100.0	0.0	0.0
	35-44	0.0	0.0	0.0	100.0
	45-54	0.0	0.0	100.0	0.0
	55-64	100.0	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

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

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

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<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Actuaries (15-2011)	Logging Workers, All Other (45-4029)	Media & Communication Equipment Workers, All Other (27-4099)	Door-To-Door Sales Workers, News and Street Vendor (41-9091)
Typical Education		Bachelors	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		19.31	.	.	9.50
% Paid Piece Rate		0.0	100.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	0.0
	Retirement	100.0	0.0	100.0	0.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	0.0	0.0	100.0
	Technology Design	100.0	100.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	0.0
Employers' 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	0.0
	Other	0.0	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	0.0	0.0
Gender	Female	100.0	100.0	0.0	100.0
	Male	0.0	0.0	100.0	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	100.0	100.0	0.0	100.0
	25-34	0.0	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	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)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Total, All Industries

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

		Occupation and SOC Code
Job Characteristics		Building Cleaning Workers, All Other (37-2019)
	Typical Education	High School Diploma
	N	N/D
	Average Hourly Wage (\$)	22.00
	% Paid Piece Rate	0.0
% Offered	Health Insurance	100.0
Selected	Retirement	100.0
Benefits	Paid Leave	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0
	Critical Thinking	0.0
	Reading Comprehension	0.0
	Technology Design	0.0
	Operation and Control	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0
	Not Satisfied	0.0
	Neither	0.0
	Other	100.0
Average Weekly Hours	20 or Less	0.0
	21-35	0.0
	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	100.0
	35-44	0.0
	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

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

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

N/D = Not dicloseable
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^aSource: O*Net ONline
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