

Agriculture, Forestry, Fishing and Hunting

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	Farmworkers, Farm and Ranch Animals (45-2093)	Agricultural Equipment Operators (45-2091)	Farmworkers & Laborers, Crop, Nursery & Greenhouse (45-2092)
Typical Education ^a		N/A	Less than High School Diploma	High School Diploma	High School Diploma
N		2,072	966	186	175
Average Hourly Wage (\$)		11.56	10.45	12.00	10.00
% Paid Piece Rate		4.4	5.8	3.0	3.2
% Offered Selected Benefits	Health Insurance	16.6	26.3	0.0	0.0
	Retirement	9.3	14.0	0.0	0.0
	Paid Leave	22.1	25.1	6.1	29.0
Skills Selected as "Important" (%)	Service Orientation	34.3	29.8	24.2	32.3
	Critical Thinking	71.4	67.3	93.9	71.0
	Reading Comprehension	40.9	32.2	39.4	48.4
	Technology Design	39.8	32.7	48.5	45.2
	Operation and Control	70.6	66.7	93.9	58.1
Employers' Satisfaction with New Hires' Skills	Satisfied	64.3	53.2	78.8	54.8
	Not Satisfied	6.5	9.4	0.0	0.0
	Neither	17.7	19.9	9.1	38.7
	Other	11.4	17.5	12.1	6.5
Average Weekly Hours Worked	20 or Less	6.6	4.2	0.0	10.3
	21-35	12.6	11.3	18.2	10.3
	36 or More	80.1	84.5	75.8	79.3
Gender	Female	21.0	10.5	18.2	38.7
	Male	59.1	62.6	66.7	35.5
	Nonresident	19.9	26.9	15.2	25.8
Age Group	19 and Younger	13.4	14.0	12.1	12.9
	20-24	17.4	14.6	18.2	16.1
	25-34	16.6	14.6	21.2	22.6
	35-44	9.8	7.0	15.2	9.7
	45-54	11.2	12.3	6.1	3.2
	55-64	7.9	6.4	9.1	6.5
	65 and Older	2.5	2.9	3.0	0.0
	Unknown (Nonresidents)	21.3	28.1	15.2	29.0
Turnover	% Still Working 1 Quarter After Hire	68.1	66.1	72.7	51.6

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

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

N/D = Not discloseable
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^aSource: O*Net Online
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Job Characteristics		Occupation and SOC Code			
		Pesticide Handlers Sprayers & Applicators, Vegi (37-3012)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	First-Line Supervisors/Ma nagers of Farming, Fishin (45-1011)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		136	51	51	N/D
Average Hourly Wage (\$)		12.00	13.00	10.00	14.45
% Paid Piece Rate		0.0	0.0	0.0	14.3
% Offered Selected Benefits	Health Insurance	8.3	0.0	0.0	42.9
	Retirement	8.3	0.0	0.0	0.0
	Paid Leave	33.3	0.0	22.2	14.3
Skills Selected as "Important" (%)	Service Orientation	58.3	33.3	33.3	85.7
	Critical Thinking	87.5	66.7	44.4	85.7
	Reading Comprehension	83.3	44.4	22.2	85.7
	Technology Design	66.7	22.2	33.3	57.1
	Operation and Control	83.3	100.0	66.7	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	91.7	88.9	11.1	100.0
	Not Satisfied	0.0	0.0	44.4	0.0
	Neither	8.3	11.1	44.4	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	5.6	0.0	42.9	0.0
	36 or More	94.4	100.0	57.1	100.0
Gender	Female	16.7	55.6	11.1	14.3
	Male	66.7	33.3	77.8	85.7
	Nonresident	16.7	11.1	11.1	0.0
Age Group	19 and Younger	41.7	0.0	0.0	0.0
	20-24	16.7	0.0	11.1	42.9
	25-34	12.5	0.0	44.4	42.9
	35-44	0.0	0.0	11.1	0.0
	45-54	8.3	55.6	22.2	14.3
	55-64	4.2	11.1	0.0	0.0
	65 and Older	0.0	22.2	0.0	0.0
	Unknown (Nonresidents)	16.7	11.1	11.1	0.0
Turnover	% Still Working 1 Quarter After Hire	91.7	11.1	88.9	100.0

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

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Job Characteristics	Occupation and SOC Code			
	Maids and Housekeeping Cleaners (37-2012)	Office Clerks, General (43-9061)	Forest and Conservation Workers (45-4011)	Operating Engineers and Other Construction Equipme (47-2073)
Typical Education^a	High School Diploma	High School Diploma	Bachelors	Post Secondary
N	N/D	N/D	N/D	N/D
Average Hourly Wage (\$)	16.00	11.00	15.00	17.00
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	0.0	20.0	0.0	0.0
Retirement	0.0	20.0	0.0	0.0
Paid Leave	0.0	60.0	0.0	0.0
Skills Selected as "Important" (%)				
Service Orientation	33.3	100.0	0.0	60.0
Critical Thinking	16.7	100.0	100.0	100.0
Reading Comprehension	0.0	100.0	0.0	100.0
Technology Design	0.0	0.0	100.0	60.0
Operation and Control	0.0	20.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills				
Satisfied	83.3	100.0	100.0	100.0
Not Satisfied	0.0	0.0	0.0	0.0
Neither	16.7	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked				
20 or Less	83.3	0.0	0.0	0.0
21-35	16.7	25.0	0.0	0.0
36 or More	0.0	75.0	100.0	100.0
Gender				
Female	100.0	80.0	20.0	0.0
Male	0.0	0.0	80.0	80.0
Nonresident	0.0	20.0	0.0	20.0
Age Group				
19 and Younger	16.7	0.0	20.0	0.0
20-24	16.7	20.0	40.0	0.0
25-34	0.0	0.0	20.0	60.0
35-44	16.7	20.0	20.0	20.0
45-54	0.0	20.0	0.0	0.0
55-64	33.3	0.0	0.0	0.0
65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	16.7	40.0	0.0	20.0
Turnover				
% Still Working 1 Quarter After Hire	100.0	80.0	0.0	100.0

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

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Job Characteristics		Occupation and SOC Code			
		Farm Equipment Mechanics (49-3041)	Landscaping and Groundskeeping Workers (37-3011)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Graders and Sorters, Agricultural Products (45-2041)
Typical Education ^a		High School Diploma	Less than High School Diploma	High School Diploma	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		8.50	10.12	21.00	10.00
% Paid Piece Rate		0.0	25.0	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	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	50.0	50.0	75.0
	Critical Thinking	0.0	50.0	100.0	75.0
	Reading Comprehension	0.0	0.0	100.0	25.0
	Technology Design	100.0	0.0	50.0	25.0
	Operation and Control	100.0	75.0	50.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	75.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	25.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	50.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	50.0	100.0
Gender	Female	20.0	50.0	75.0	0.0
	Male	80.0	50.0	25.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	50.0	0.0	0.0
	20-24	40.0	25.0	25.0	25.0
	25-34	20.0	0.0	25.0	50.0
	35-44	40.0	0.0	25.0	0.0
	45-54	0.0	25.0	25.0	0.0
	55-64	0.0	0.0	0.0	25.0
	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	0.0	75.0	100.0	50.0

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

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Job Characteristics	Occupation and SOC Code			
	Farmers, Ranchers, and Other Agricu (11-9013)	Surveying and Mapping Technicians (17- 3031)	Forest and Conservation Technicians (19- 4093)	Agricultural Workers, All Other (45- 2099)
Typical Education^a	Bachelors	Associates	High School Diploma	High School Diploma
N	N/D	N/D	N/D	N/D
Average Hourly Wage (\$)	32.45	12.00	12.00	15.00
% Paid Piece Rate	0.0	0.0	0.0	0.0
% Offered Selected Benefits				
Health Insurance	66.7	0.0	0.0	0.0
Retirement	33.3	0.0	0.0	0.0
Paid Leave	33.3	0.0	0.0	0.0
Skills Selected as "Important" (%)				
Service Orientation	66.7	100.0	0.0	0.0
Critical Thinking	100.0	100.0	0.0	0.0
Reading Comprehension	100.0	100.0	0.0	0.0
Technology Design	66.7	100.0	100.0	0.0
Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills				
Satisfied	100.0	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 Worked				
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	33.3	33.3	0.0	0.0
Male	66.7	33.3	100.0	66.7
Nonresident	0.0	33.3	0.0	33.3
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	0.0	0.0	0.0	0.0
35-44	0.0	33.3	66.7	0.0
45-54	33.3	0.0	0.0	0.0
55-64	33.3	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	33.3
Turnover				
% Still Working 1 Quarter After Hire	100.0	100.0	66.7	0.0

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Job Characteristics		Occupation and SOC Code			
		Carpenters (47-2031)	Welding, Soldering, and Brazing Machine Setters, O (51-4122)	Fire Fighters (33-2011)	Secretaries, Except Legal, Medical, and Executive (43-6014)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		24.12	.	15.00	15.00
% Paid Piece Rate		0.0	0.0	50.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	0.0
	Retirement	0.0	100.0	0.0	0.0
	Paid Leave	0.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	33.3	0.0	0.0	0.0
	Critical Thinking	33.3	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	33.3	100.0	0.0	0.0
	Operation and Control	33.3	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	0.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	66.7	100.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	66.7	0.0	0.0	0.0
	36 or More	33.3	100.0	0.0	100.0
Gender	Female	33.3	0.0	0.0	50.0
	Male	66.7	66.7	50.0	50.0
	Nonresident	0.0	33.3	50.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	50.0	50.0
	25-34	0.0	0.0	0.0	50.0
	35-44	0.0	0.0	0.0	0.0
	45-54	66.7	0.0	0.0	0.0
	55-64	33.3	33.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	33.3	50.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Animal Breeders (45-2021)	Fallers (45-4021)	Logging Equipment Operators (45-4022)	Construction Laborers (47-2061)
Typical Education ^a		High School Diploma	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 (\$)		15.00	13.38	20.94	16.83
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	50.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	0.0	0.0
	Critical Thinking	100.0	100.0	50.0	100.0
	Reading Comprehension	0.0	0.0	0.0	0.0
	Technology Design	0.0	0.0	0.0	50.0
	Operation and Control	0.0	100.0	100.0	50.0
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	50.0	50.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	50.0
	36 or More	0.0	0.0	0.0	50.0
Gender	Female	50.0	0.0	0.0	0.0
	Male	50.0	100.0	100.0	50.0
	Nonresident	0.0	0.0	0.0	50.0
Age Group	19 and Younger	50.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	50.0
	25-34	50.0	50.0	0.0	0.0
	35-44	0.0	50.0	50.0	0.0
	45-54	0.0	0.0	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)	0.0	0.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	50.0

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Job Characteristics		Occupation and SOC Code			
		Maintenance and Repair Workers, Gen (49-9071)	General and Operations Managers (11-1021)	Managers, All Other (11-9199)	Cashiers (41-2011)
Typical Education ^a		Post Secondary	Associates	Bachelors	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	32.37	23.00	8.00
% 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	100.0	0.0	0.0	0.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	0.0	100.0
	Technology Design	0.0	0.0	0.0	0.0
	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 Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	0.0	0.0	100.0	0.0
Gender	Female	50.0	0.0	100.0	100.0
	Male	50.0	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	100.0
	20-24	0.0	0.0	0.0	0.0
	25-34	50.0	0.0	0.0	0.0
	35-44	50.0	0.0	0.0	0.0
	45-54	0.0	0.0	100.0	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	100.0	100.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Retail Salespersons (41-2031)	Logging Workers, All Other (45-4029)	Fence Erectors (47-4031)	Electric Motor, Power Tool, and Related Repairers (49-2092)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	.	30.00	11.56
% Paid Piece Rate		0.0	100.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	100.0	0.0	0.0	0.0
	Paid Leave	0.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	0.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	0.0	100.0	0.0
	Technology Design	0.0	100.0	100.0	0.0
	Operation and Control	0.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	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	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	0.0	0.0	0.0
Gender	Female	100.0	100.0	0.0	0.0
	Male	0.0	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	100.0	0.0	100.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	100.0	0.0	100.0	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/>

Agriculture, Forestry, Fishing and Hunting

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			
		Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Helpers-- Installation, Maint., & Repair Workers (49-9098)	Laundry and Dry-Cleaning Workers (51- 6011)	Packaging & Filling Machine Operators & Tenders (51- 9111)
Typical Education^a		Post Secondary	Post Secondary	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	14.45	20.00	11.00
% Paid Piece Rate					
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	100.0	100.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	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	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	100.0	0.0	0.0
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	0.0	0.0	0.0	0.0
	35-44	100.0	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	100.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	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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Agriculture, Forestry, Fishing and Hunting

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)	Packers and Packagers, Hand (53-7064)
Typical Education ^a		High School Diploma	High School Diploma
N		N/D	N/D
Average Hourly Wage (\$)		17.50	9.31
% Paid Piece Rate			
% Offered Selected Benefits	Health Insurance	0.0	100.0
	Retirement	0.0	0.0
	Paid Leave	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0
	Critical Thinking	0.0	0.0
	Reading Comprehension	0.0	0.0
	Technology Design	0.0	0.0
	Operation and Control	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	0.0
	Not Satisfied	100.0	100.0
	Neither	0.0	0.0
	Other	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0
	21-35	0.0	0.0
	36 or More	0.0	100.0
Gender	Female	0.0	100.0
	Male	0.0	0.0
	Nonresident	100.0	0.0
Age Group	19 and Younger	0.0	100.0
	20-24	0.0	0.0
	25-34	0.0	0.0
	35-44	0.0	0.0
	45-54	0.0	0.0
	55-64	0.0	0.0
	65 and Older	0.0	0.0
	Unknown (Nonresidents)	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0

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

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