

Construction

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	Construction Laborers (47-2061)	Operating Engineers and Other Construction Equipme (47-2073)	Electricians (47-2111)
Typical Education ^a		N/A	High School Diploma	Post Secondary	Post Secondary
N		29,759	7,063	2,500	2,420
Average Hourly Wage (\$)		17.00	13.00	20.00	24.00
% Paid Piece Rate		0.7	1.1	0.0	0.0
% Offered Selected Benefits	Health Insurance	38.7	25.8	41.3	63.9
	Retirement	24.7	16.3	22.2	42.6
	Paid Leave	27.6	21.3	22.2	39.3
Skills Selected as "Important" (%)	Service Orientation	48.3	42.1	44.4	80.3
	Critical Thinking	78.3	59.6	93.7	88.5
	Reading Comprehension	53.2	34.3	54.0	80.3
	Technology Design	42.3	23.6	47.6	70.5
	Operation and Control	70.1	49.4	95.2	83.6
Employers' Satisfaction with New Hires' Skills	Satisfied	58.7	52.2	63.5	60.7
	Not Satisfied	7.9	10.1	1.6	6.6
	Neither	17.1	19.7	17.5	18.0
	Other	16.4	18.0	17.5	14.8
Average Weekly Hours	20 or Less	3.8	6.0	0.0	0.0
	21-35	12.6	22.8	2.1	3.8
	36 or More	83.5	71.1	97.9	96.2
Gender	Female	5.7	2.8	4.8	6.6
	Male	74.1	75.3	73.0	80.3
	Nonresident	20.1	21.9	22.2	13.1
Age Group	19 and Younger	4.4	6.2	4.8	0.0
	20-24	15.9	21.3	7.9	6.6
	25-34	21.6	20.2	22.2	39.3
	35-44	16.5	10.7	22.2	13.1
	45-54	13.5	14.6	11.1	16.4
	55-64	7.1	5.1	7.9	9.8
	65 and Older	0.9	0.0	1.6	1.6
	Unknown (Nonresidents)	20.1	21.9	22.2	13.1
Turnover	% Still Working 1 Quarter After Hire	69.9	63.5	77.8	72.1

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
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Job Characteristics		Occupation and SOC Code			
		Carpenters (47-2031)	Cement Masons and Concrete Finishers (47-2051)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)	Plumbers, Pipefitters, and Steamfitters (47-2152)
Typical Education ^a		High School Diploma	Less than High School Diploma	High School Diploma	High School Diploma
N		2,222	1,667	1,468	913
Average Hourly Wage (\$)		18.00	16.00	17.00	24.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	30.4	31.0	43.2	65.2
	Retirement	21.4	19.0	32.4	47.8
	Paid Leave	19.6	23.8	35.1	39.1
Skills Selected as "Important" (%)	Service Orientation	37.5	16.7	43.2	56.5
	Critical Thinking	91.1	50.0	73.0	91.3
	Reading Comprehension	51.8	33.3	54.1	82.6
	Technology Design	48.2	19.0	45.9	43.5
	Operation and Control	80.4	50.0	89.2	69.6
Employers' Satisfaction with New Hires' Skills	Satisfied	60.7	45.2	54.1	43.5
	Not Satisfied	5.4	7.1	2.7	21.7
	Neither	17.9	19.0	29.7	13.0
	Other	16.1	28.6	13.5	21.7
Average Weekly Hours	20 or Less	2.0	0.0	0.0	0.0
	21-35	11.8	13.3	20.0	4.3
	36 or More	86.3	86.7	80.0	95.7
Gender	Female	1.8	0.0	8.1	4.3
	Male	75.0	81.0	81.1	69.6
	Nonresident	23.2	19.0	10.8	26.1
Age Group	19 and Younger	1.8	4.8	0.0	0.0
	20-24	10.7	19.0	13.5	8.7
	25-34	16.1	14.3	21.6	13.0
	35-44	16.1	31.0	35.1	26.1
	45-54	21.4	9.5	8.1	21.7
	55-64	10.7	2.4	5.4	4.3
	65 and Older	0.0	0.0	5.4	0.0
	Unknown (Nonresidents)	23.2	19.0	10.8	26.1
Turnover	% Still Working 1 Quarter After Hire	71.4	78.6	83.8	73.9

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

Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Construction Trades (47-1011)	Office Clerks, General (43-9061)	Helpers--Carpenters (47-3012)	Roustabouts, Oil and Gas (47-5071)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		833	675	675	675
Average Hourly Wage (\$)		23.00	15.50	12.00	16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	47.6	17.6	52.9	41.2
	Retirement	38.1	0.0	47.1	17.6
	Paid Leave	23.8	23.5	47.1	41.2
Skills Selected as "Important" (%)	Service Orientation	66.7	76.5	35.3	58.8
	Critical Thinking	95.2	76.5	88.2	82.4
	Reading Comprehension	76.2	94.1	41.2	47.1
	Technology Design	47.6	82.4	47.1	29.4
	Operation and Control	95.2	58.8	64.7	52.9
Employers' Satisfaction with New Hires' Skills	Satisfied	61.9	47.1	52.9	52.9
	Not Satisfied	4.8	5.9	11.8	23.5
	Neither	0.0	41.2	0.0	17.6
	Other	33.3	5.9	35.3	5.9
Average Weekly Hours	20 or Less	0.0	23.5	0.0	7.7
	21-35	0.0	17.6	5.9	15.4
	36 or More	100.0	58.8	94.1	76.9
Gender	Female	0.0	52.9	5.9	11.8
	Male	85.7	47.1	64.7	70.6
	Nonresident	14.3	0.0	29.4	17.6
Age Group	19 and Younger	0.0	0.0	17.6	0.0
	20-24	4.8	23.5	23.5	29.4
	25-34	28.6	35.3	11.8	11.8
	35-44	14.3	17.6	11.8	5.9
	45-54	28.6	5.9	5.9	17.6
	55-64	9.5	17.6	0.0	17.6
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	14.3	0.0	29.4	17.6
Turnover	% Still Working 1 Quarter After Hire	61.9	88.2	64.7	64.7

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

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

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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			
		Welders, Cutters, Solderers, and Brazers (51- 4121)	Fence Erectors (47-4031)	Helpers-- Production Workers (51- 9198)	Painters, Construction and Maintenance (47-2141)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	Less than High School Diploma
N		635	556	436	397
Average Hourly Wage (\$)		22.00	10.00	17.00	15.00
% Paid Piece Rate		6.3	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	37.5	0.0	54.5	30.0
	Retirement	18.8	0.0	9.1	0.0
	Paid Leave	12.5	0.0	9.1	30.0
Skills Selected as "Important" (%)	Service Orientation	68.8	21.4	54.5	70.0
	Critical Thinking	100.0	71.4	90.9	100.0
	Reading Comprehension	43.8	71.4	36.4	70.0
	Technology Design	62.5	50.0	54.5	30.0
	Operation and Control	93.8	92.9	81.8	70.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	90.9	70.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	18.8	21.4	9.1	30.0
	Other	31.3	28.6	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	40.0
	36 or More	100.0	100.0	100.0	60.0
Gender	Female	0.0	14.3	0.0	10.0
	Male	68.8	78.6	72.7	80.0
	Nonresident	31.3	7.1	27.3	10.0
Age Group	19 and Younger	0.0	7.1	0.0	10.0
	20-24	12.5	42.9	9.1	30.0
	25-34	12.5	14.3	27.3	20.0
	35-44	37.5	21.4	18.2	10.0
	45-54	6.3	0.0	9.1	10.0
	55-64	0.0	7.1	9.1	10.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	31.3	7.1	27.3	10.0
Turnover	% Still Working 1 Quarter After Hire	37.5	21.4	72.7	70.0

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

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Job Characteristics		Occupation and SOC Code			
		Electrical Power-Line Installers and Repairers (49- 9051)	Heating, Air Conditioning, and Refrigeration Mecha (49- 9021)	Helpers-- Pipelayers, Plumbers, Pipefitters, and St (47-3015)	Excavating & Loading Machine & Dragline Operators (53- 7032)
Typical Education ^a		High School Diploma	High School Diploma	Post Secondary	High School Diploma
N		357	317	278	278
Average Hourly Wage (\$)		25.00	18.00	14.00	21.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	66.7	12.5	42.9	28.6
	Retirement	22.2	12.5	0.0	0.0
	Paid Leave	77.8	12.5	42.9	0.0
Skills Selected as "Important" (%)	Service Orientation	77.8	25.0	57.1	14.3
	Critical Thinking	100.0	87.5	71.4	42.9
	Reading Comprehension	100.0	75.0	57.1	42.9
	Technology Design	55.6	37.5	71.4	0.0
	Operation and Control	100.0	50.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	88.9	50.0	71.4	71.4
	Not Satisfied	0.0	37.5	0.0	0.0
	Neither	11.1	0.0	28.6	28.6
	Other	0.0	12.5	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	14.3	0.0
	21-35	33.3	14.3	0.0	0.0
	36 or More	66.7	85.7	85.7	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	55.6	62.5	85.7	71.4
	Nonresident	44.4	37.5	14.3	28.6
Age Group	19 and Younger	0.0	12.5	0.0	0.0
	20-24	22.2	12.5	28.6	0.0
	25-34	11.1	25.0	42.9	28.6
	35-44	11.1	0.0	0.0	0.0
	45-54	11.1	0.0	0.0	42.9
	55-64	0.0	12.5	14.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	44.4	37.5	14.3	28.6
Turnover	% Still Working 1 Quarter After Hire	100.0	62.5	100.0	42.9

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Job Characteristics		Occupation and SOC Code			
		Landscaping and Groundskeeping Workers (37-3011)	Construction Managers (11-9021)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Drywall and Ceiling Tile Installers (47-2081)
Typical Education ^a		Less than High School Diploma	Bachelors	High School Diploma	High School Diploma
N		238	198	198	198
Average Hourly Wage (\$)		10.50	35.34	17.00	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	80.0	40.0	40.0
	Retirement	0.0	80.0	0.0	0.0
	Paid Leave	0.0	60.0	40.0	0.0
Skills Selected as "Important" (%)	Service Orientation	50.0	100.0	100.0	20.0
	Critical Thinking	100.0	80.0	100.0	100.0
	Reading Comprehension	0.0	80.0	100.0	40.0
	Technology Design	50.0	40.0	60.0	60.0
	Operation and Control	100.0	100.0	100.0	80.0
Employers' Satisfaction with New Hires' Skills	Satisfied	83.3	100.0	100.0	60.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	16.7	0.0	0.0	40.0
	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	33.3	20.0
	36 or More	100.0	100.0	66.7	80.0
Gender	Female	0.0	0.0	60.0	0.0
	Male	83.3	60.0	40.0	60.0
	Nonresident	16.7	40.0	0.0	40.0
Age Group	19 and Younger	0.0	0.0	20.0	0.0
	20-24	33.3	0.0	20.0	0.0
	25-34	33.3	0.0	20.0	20.0
	35-44	16.7	40.0	20.0	20.0
	45-54	0.0	20.0	20.0	20.0
	55-64	0.0	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	40.0
Turnover	% Still Working 1 Quarter After Hire	33.3	80.0	100.0	80.0

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

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Job Characteristics		Occupation and SOC Code			
		Insulation Workers, Floor, Ceiling, and Wall (47-2131)	Structural Iron and Steel Workers (47- 2221)	Janitors and Cleaners, Except Maids and Housekeepi (37- 2011)	Stonemasons (47-2022)
Typical Education^a		Less than High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
N		198	198	159	159
Average Hourly Wage (\$)		12.00	26.18	15.00	22.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	20.0	60.0	0.0	0.0
	Retirement	20.0	60.0	0.0	0.0
	Paid Leave	20.0	20.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	0.0	25.0
	Critical Thinking	20.0	80.0	100.0	100.0
	Reading Comprehension	20.0	60.0	25.0	0.0
	Technology Design	20.0	60.0	0.0	0.0
	Operation and Control	0.0	80.0	75.0	25.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	60.0	100.0	25.0
	Not Satisfied	20.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	75.0
	Other	80.0	40.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	25.0	0.0	0.0	0.0
	36 or More	75.0	100.0	0.0	100.0
Gender	Female	0.0	0.0	25.0	0.0
	Male	80.0	60.0	50.0	50.0
	Nonresident	20.0	40.0	25.0	50.0
Age Group	19 and Younger	20.0	0.0	0.0	25.0
	20-24	40.0	0.0	25.0	0.0
	25-34	20.0	0.0	25.0	0.0
	35-44	0.0	20.0	0.0	0.0
	45-54	0.0	20.0	0.0	0.0
	55-64	0.0	20.0	25.0	25.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	20.0	40.0	25.0	50.0
Turnover	% Still Working 1 Quarter After Hire	80.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Pipelayers (47-2151)	Helpers-- Painters, Paperhangers, Plasterers, and S (47-3014)	Helpers, Construction Trades, All Other (47-3019)	Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)
Typical Education ^a		Less than High School Diploma	Less than High School Diploma	High School Diploma	High School Diploma
N		159	159	159	159
Average Hourly Wage (\$)		15.50	14.00	13.50	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	75.0	100.0
	Retirement	0.0	0.0	50.0	100.0
	Paid Leave	100.0	0.0	0.0	100.0
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	25.0	50.0	100.0
	Technology Design	100.0	0.0	0.0	100.0
	Operation and Control	100.0	75.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	75.0	0.0
	Not Satisfied	0.0	0.0	25.0	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	25.0	0.0	0.0
	36 or More	100.0	75.0	100.0	100.0
Gender	Female	0.0	25.0	0.0	0.0
	Male	50.0	75.0	100.0	75.0
	Nonresident	50.0	0.0	0.0	25.0
Age Group	19 and Younger	0.0	25.0	25.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	50.0	50.0	25.0
	35-44	0.0	0.0	25.0	25.0
	45-54	50.0	0.0	0.0	25.0
	55-64	0.0	25.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	50.0	0.0	0.0	25.0
Turnover	% Still Working 1 Quarter After Hire	0.0	75.0	75.0	0.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Occupational Health and Safety Specialists (29- 9011)	Payroll and Timekeeping Clerks (43- 3051)	Paving, Surfacing, & Tamping Equipment Operators (47- 2071)
Typical Education ^a		Post Secondary	Bachelors	High School Diploma	High School Diploma
N		159	119	119	119
Average Hourly Wage (\$)		15.00	50.00	16.50	17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	66.7	0.0	100.0
	Retirement	100.0	33.3	0.0	100.0
	Paid Leave	75.0	66.7	0.0	33.3
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	66.7	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	33.3
	Technology Design	75.0	66.7	33.3	0.0
	Operation and Control	25.0	100.0	66.7	33.3
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	66.7	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	33.3	100.0
Gender	Female	0.0	0.0	33.3	0.0
	Male	100.0	66.7	33.3	66.7
	Nonresident	0.0	33.3	33.3	33.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	0.0	33.3	33.3
	25-34	25.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	33.3
	45-54	25.0	66.7	0.0	0.0
	55-64	0.0	0.0	33.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	33.3	33.3	33.3
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/>

Construction

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)	Sheet Metal Workers (47-2211)	Helpers-- Brickmasons, Blockmasons, Stonemasons, an (47-3011)	Helpers-- Electricians (47-3013)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		119	119	119	119
Average Hourly Wage (\$)		12.00	20.00	12.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.3	66.7	0.0	66.7
	Retirement	33.3	100.0	0.0	0.0
	Paid Leave	33.3	66.7	0.0	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	66.7	100.0
	Critical Thinking	66.7	100.0	66.7	100.0
	Reading Comprehension	0.0	100.0	0.0	100.0
	Technology Design	33.3	100.0	0.0	33.3
	Operation and Control	0.0	66.7	66.7	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	0.0	100.0	100.0
	Not Satisfied	33.3	33.3	0.0	0.0
	Neither	0.0	33.3	0.0	0.0
	Other	0.0	33.3	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	66.7	100.0	0.0
	36 or More	100.0	33.3	0.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	66.7	100.0
	Nonresident	0.0	0.0	33.3	0.0
Age Group	19 and Younger	0.0	0.0	33.3	33.3
	20-24	33.3	33.3	33.3	33.3
	25-34	66.7	33.3	0.0	0.0
	35-44	0.0	33.3	0.0	0.0
	45-54	0.0	0.0	0.0	33.3
	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	33.3	0.0
Turnover	% Still Working 1 Quarter After Hire	66.7	66.7	66.7	33.3

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/>

Construction

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			
		Wind Turbine Service Technicians (49-9081)	Marketing Managers (11-2021)	Accountants and Auditors (13-2011)	Security Guards (33-9032)
Typical Education ^a		Post Secondary	Bachelors	Bachelors	High School Diploma
N		119	79	79	79
Average Hourly Wage (\$)		17.00	.	21.65	17.50
% Paid Piece Rate		0.0	100.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	50.0	0.0
	Retirement	66.7	0.0	50.0	0.0
	Paid Leave	100.0	0.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	50.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	66.7	100.0	100.0	0.0
	Technology Design	100.0	100.0	50.0	0.0
	Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	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	33.3	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	0.0	100.0
Gender	Female	0.0	0.0	100.0	0.0
	Male	66.7	100.0	0.0	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	0.0	0.0
	25-34	33.3	0.0	50.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	50.0	0.0	0.0
	55-64	0.0	0.0	50.0	50.0
	65 and Older	0.0	0.0	0.0	50.0
	Unknown (Nonresidents)	33.3	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/>

Construction

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			
		Crossing Guards (33-9091)	Sales Representatives, Wholesale and Manufacturing (41-4012)	Boilermakers (47-2011)	Brickmasons and Blockmasons (47-2021)
Typical Education ^a		High School Diploma	Post Secondary	High School Diploma	Less than High School Diploma
N		79	79	79	79
Average Hourly Wage (\$)		14.50	37.54	28.63	23.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	50.0	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	50.0	100.0	50.0	50.0
	Critical Thinking	0.0	100.0	50.0	100.0
	Reading Comprehension	0.0	100.0	50.0	50.0
	Technology Design	0.0	100.0	50.0	0.0
	Operation and Control	0.0	100.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	100.0	100.0
	Not Satisfied	50.0	50.0	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	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	50.0	100.0	50.0	100.0
	Nonresident	50.0	0.0	50.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	0.0	0.0	0.0
	25-34	0.0	0.0	50.0	50.0
	35-44	0.0	100.0	0.0	0.0
	45-54	0.0	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)	50.0	0.0	50.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	0.0	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/>

Construction

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			
		Floor Sanders and Finishers (47-2043)	Helpers--Roofers (47-3016)	Telecommunications Line Installers and Repairers (49-9052)	Maintenance and Repair Workers, Gen (49-9071)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		79	79	79	79
Average Hourly Wage (\$)		15.00	10.00	35.00	13.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	50.0
	Retirement	0.0	0.0	100.0	50.0
	Paid Leave	0.0	0.0	0.0	50.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	0.0	50.0
	Critical Thinking	50.0	0.0	100.0	100.0
	Reading Comprehension	0.0	0.0	100.0	100.0
	Technology Design	50.0	0.0	100.0	50.0
	Operation and Control	100.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	50.0
	Not Satisfied	0.0	0.0	0.0	50.0
	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	50.0	0.0	0.0	0.0
	36 or More	50.0	100.0	0.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	50.0	100.0	0.0	100.0
	Nonresident	50.0	0.0	100.0	0.0
Age Group	19 and Younger	0.0	50.0	0.0	0.0
	20-24	0.0	0.0	0.0	50.0
	25-34	50.0	0.0	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	0.0	50.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	50.0	0.0	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	0.0	0.0

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

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^aSource: O*Net ONline
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Construction

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)	General and Operations Managers (11- 1021)	Occupational Health and Safety Technicians (29- 9012)	Billing and Posting Clerks and Machine Operators (43- 3021)
Typical Education ^a		Post Secondary	Associates	Associates	High School Diploma
N		79	N/D	N/D	N/D
Average Hourly Wage (\$)		12.00	.	24.09	12.00
% 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	0.0	0.0
	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	0.0
	Technology Design	0.0	100.0	100.0	0.0
	Operation and Control	0.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	0.0	100.0
	Not Satisfied	100.0	0.0	0.0	0.0
	Neither	0.0	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	0.0
	36 or More	100.0	0.0	0.0	100.0
Gender	Female	0.0	0.0	100.0	0.0
	Male	100.0	100.0	0.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	50.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	50.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	100.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	100.0	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	0.0	100.0	0.0	100.0

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

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Construction

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			
		Receptionists and Information Clerks (43-4171)	Secretaries, Except Legal, Medical, and Executive (43-6014)	Tile and Marble Setters (47-2044)	Plasterers and Stucco Masons (47-2161)
Typical Education ^a		High School Diploma	High School Diploma	Less than High School Diploma	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		14.00	15.00	.	18.00
% 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	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	0.0	0.0
	Technology Design	0.0	100.0	0.0	100.0
	Operation and Control	0.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	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	100.0	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	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	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	100.0
	35-44	100.0	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	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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Construction

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 Building Inspectors (47-4011)	Rotary Drill Operators, Oil and Gas (47-5012)	Helpers--Extraction Workers (47-5081)	Extraction Workers, All Other (47-5099)
Typical Education ^a		Bachelors	Less than High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	14.00	11.00	15.00
% 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	0.0	100.0	0.0	0.0
	Paid Leave	0.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	0.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	0.0	0.0	0.0
	Technology Design	100.0	0.0	0.0	0.0
	Operation and Control	0.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0	100.0
	Neither	0.0	0.0	100.0	0.0
	Other	0.0	100.0	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	0.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	0.0	0.0	100.0
	Nonresident	0.0	100.0	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	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	100.0	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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^aSource: O*Net ONline
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Construction

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)	Security and Fire Alarm Systems Installers (49- 2098)	Automotive Service Technicians and Mechanics (49- 3023)	Maintenance Workers, Machinery (49- 9043)
Typical Education ^a		Post Secondary	High School Diploma	Post Secondary	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		23.12	21.00	19.65	13.50
% 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	100.0	100.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	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	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	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	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	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	100.0	0.0	0.0
	25-34	100.0	0.0	0.0	100.0
	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	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/>

Construction

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			
		Riggers (49-9096)	Installation, Maintenance & Repair Workers, Other (49-9099)	First-Line Supervisors/Managers of Production and (51-1011)	Fiberglass Laminators and Fabricators (51-2091)
Typical Education ^a		High School Diploma	Post Secondary	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.00	18.00	16.00	15.00
% 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	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	0.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
	Operation and Control	0.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	0.0	100.0
	Not Satisfied	100.0	0.0	0.0	0.0
	Neither	0.0	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	0.0
	36 or More	100.0	100.0	0.0	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	100.0	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	0.0	0.0	0.0
	45-54	0.0	100.0	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

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

N/D = Not dicloseable due to confidentiality.

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

Construction

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)	Gas Plant Operators (51-8092)	Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)	Production Workers, All Other (51-9199)
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 (\$)		12.50	23.00	.	17.00
% 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	0.0	100.0	0.0	0.0
	Paid Leave	0.0	100.0	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	0.0	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	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	0.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	0.0	100.0	100.0	100.0
	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	0.0	0.0	100.0
	35-44	0.0	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)	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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Construction

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			
		Truck Drivers, Light or Delivery Services (53- 3033)	Motor Vehicle Operators, All Other (53- 3099)	Conveyor Operators and Tenders (53- 7011)	Crane and Tower Operators (53- 7021)
Typical Education ^a		High School Diploma	Less than High School Diploma	Post Secondary	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.00	11.00	28.95	30.00
% 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	0.0	0.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	0.0	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	100.0	0.0
	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	100.0
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	0.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	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	100.0	0.0	0.0
	25-34	0.0	0.0	0.0	100.0
	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	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	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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Construction

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)
Typical Education ^a		High School Diploma
N		N/D
Average Hourly Wage (\$)		15.00
% Paid Piece Rate		0.0
% Offered Selected Benefits	Health Insurance	100.0
	Retirement	100.0
	Paid Leave	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0
	Critical Thinking	100.0
	Reading Comprehension	0.0
	Technology Design	0.0
	Operation and Control	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0
	Not Satisfied	0.0
	Neither	100.0
	Other	0.0
Average Weekly Hours	20 or Less	0.0
	21-35	0.0
	36 or More	100.0
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
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