

# Information

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	Library Technicians (25-4031)	Customer Service Representatives (43-4051)	Advertising Sales Agents (41-3011)
Typical Education <sup>a</sup>		N/A	Bachelors	High School Diploma	Bachelors
N		1,979	204	167	145
Average Hourly Wage (\$)		10.40	11.39	10.38	10.20
% Paid Piece Rate		1.6	0.0	0.0	11.1
% Offered Selected Benefits	Health Insurance	47.8	39.5	51.6	59.3
	Retirement	38.3	52.6	45.2	25.9
	Paid Leave	52.4	52.6	54.8	44.4
Skills Selected as "Important" (%)	Service Orientation	76.6	100.0	100.0	100.0
	Critical Thinking	82.1	92.1	83.9	100.0
	Reading Comprehension	86.4	97.4	83.9	100.0
	Technology Design	53.8	52.6	77.4	59.3
	Operation and Control	58.7	68.4	64.5	25.9
Employers' Satisfaction with New Hires' Skills	Satisfied	70.7	92.1	67.7	44.4
	Not Satisfied	7.9	7.9	9.7	14.8
	Neither	9.8	0.0	9.7	14.8
	Other	11.7	0.0	12.9	25.9
Average Weekly Hours Worked	20 or Less	28.1	36.1	24.1	15.4
	21-35	23.8	61.1	24.1	19.2
	36 or More	48.1	2.8	51.7	65.4
Gender	Female	43.2	68.4	58.1	59.3
	Male	46.2	26.3	35.5	40.7
	Nonresident	10.6	5.3	6.5	0.0
Age Group	19 and Younger	10.9	7.9	12.9	14.8
	20-24	14.7	5.3	25.8	3.7
	25-34	27.4	39.5	32.3	51.9
	35-44	16.3	26.3	12.9	14.8
	45-54	13.6	10.5	3.2	14.8
	55-64	4.9	5.3	6.5	0.0
	65 and Older	1.4	0.0	0.0	0.0
	Unknown (Nonresidents)	10.9	5.3	6.5	0.0
Turnover	% Still Working 1 Quarter After Hire	89.1	86.8	83.9	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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			
		Mail Clerks and Mail Machine Operators, Except Pos (43-9051)	Reporters and Correspondents (27-3022)	Counter Attendants, Cafeteria, Food Concession, and Amusement (35-3022)	Telecommunications Equipment Installers and Repair (49-2022)
<b>Typical Education<sup>a</sup></b>		Less than High School Diploma	Bachelors	Less than High School Diploma	Post Secondary
<b>N</b>		124	118	97	86
<b>Average Hourly Wage (\$)</b>		7.47	10.00	7.35	14.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	4.3	59.1	0.0	75.0
	<b>Retirement</b>	13.0	27.3	0.0	56.3
	<b>Paid Leave</b>	4.3	68.2	11.1	93.8
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	0.0	68.2	94.4	93.8
	<b>Critical Thinking</b>	13.0	100.0	55.6	100.0
	<b>Reading Comprehension</b>	26.1	100.0	66.7	93.8
	<b>Technology Design</b>	13.0	54.5	5.6	93.8
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	34.8	68.2	50.0	50.0
	<b>Not Satisfied</b>	0.0	9.1	0.0	0.0
	<b>Neither</b>	34.8	9.1	44.4	25.0
	<b>Other</b>	30.4	13.6	5.6	25.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	33.3	25.0	93.3	0.0
	<b>21-35</b>	61.9	6.3	6.7	0.0
	<b>36 or More</b>	4.8	68.8	0.0	100.0
<b>Gender</b>	<b>Female</b>	26.1	54.5	61.1	31.3
	<b>Male</b>	65.2	36.4	33.3	62.5
	<b>Nonresident</b>	8.7	9.1	5.6	6.3
<b>Age Group</b>	<b>19 and Younger</b>	8.7	0.0	61.1	6.3
	<b>20-24</b>	17.4	22.7	16.7	12.5
	<b>25-34</b>	13.0	13.6	0.0	50.0
	<b>35-44</b>	13.0	27.3	0.0	12.5
	<b>45-54</b>	17.4	13.6	11.1	0.0
	<b>55-64</b>	13.0	9.1	0.0	12.5
	<b>65 and Older</b>	8.7	4.5	0.0	0.0
<b>Unknown (Nonresidents)</b>	8.7	9.1	11.1	6.3	
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	56.5	90.9	88.9	81.3

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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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			
		Office Clerks, General (43- 9061)	Broadcast Technicians (27- 4012)	Librarians (25- 4021)	Editors (27- 3041)
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	Masters	Bachelors
N		75	59	54	N/D
Average Hourly Wage (\$)		10.00	9.00	16.05	18.15
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	35.7	27.3	70.0	66.7
	Retirement	28.6	27.3	70.0	55.6
	Paid Leave	35.7	27.3	70.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	88.9
	Critical Thinking	92.9	63.6	100.0	100.0
	Reading Comprehension	100.0	72.7	100.0	100.0
	Technology Design	0.0	72.7	100.0	55.6
	Operation and Control	35.7	100.0	30.0	66.7
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	77.8
	Not Satisfied	0.0	0.0	0.0	22.2
	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	46.2	36.4	0.0	0.0
	21-35	23.1	36.4	57.1	0.0
	36 or More	30.8	27.3	42.9	100.0
Gender	Female	42.9	27.3	30.0	33.3
	Male	21.4	63.6	30.0	55.6
	Nonresident	35.7	9.1	40.0	11.1
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	14.3	27.3	10.0	11.1
	25-34	21.4	45.5	10.0	33.3
	35-44	7.1	9.1	20.0	0.0
	45-54	14.3	9.1	20.0	33.3
	55-64	7.1	0.0	0.0	11.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	35.7	9.1	40.0	11.1
Turnover	% Still Working 1 Quarter After Hire	100.0	81.8	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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 Network Support Specialist (15-1152)	Radio and Television Announcers (27-3011)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)
Typical Education <sup>a</sup>		Associates	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		18.00	11.86	14.92	7.38
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	87.5	37.5	71.4	0.0
	Retirement	87.5	12.5	57.1	0.0
	Paid Leave	87.5	50.0	71.4	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	85.7	42.9
	Critical Thinking	100.0	62.5	100.0	71.4
	Reading Comprehension	100.0	75.0	100.0	71.4
	Technology Design	75.0	62.5	28.6	0.0
	Operation and Control	75.0	100.0	57.1	57.1
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	62.5	71.4	71.4
	Not Satisfied	0.0	12.5	14.3	0.0
	Neither	0.0	25.0	0.0	0.0
	Other	25.0	0.0	14.3	28.6
Average Weekly Hours Worked	20 or Less	0.0	0.0	25.0	100.0
	21-35	12.5	28.6	0.0	0.0
	36 or More	87.5	71.4	75.0	0.0
Gender	Female	37.5	25.0	71.4	42.9
	Male	62.5	50.0	0.0	42.9
	Nonresident	0.0	25.0	28.6	14.3
Age Group	19 and Younger	0.0	12.5	0.0	28.6
	20-24	12.5	12.5	0.0	28.6
	25-34	37.5	25.0	0.0	0.0
	35-44	25.0	0.0	0.0	28.6
	45-54	12.5	0.0	71.4	0.0
	55-64	12.5	12.5	0.0	0.0
	65 and Older	0.0	12.5	0.0	0.0
	Unknown (Nonresidents)	0.0	25.0	28.6	14.3
Turnover	% Still Working 1 Quarter After Hire	75.0	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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			
		Graphic Designers (27-1024)	Cashiers (41-2011)	Driver/Sales Workers (53-3031)	Software Developers, Applications (15-1132)
Typical Education <sup>a</sup>		Bachelors	Less than High School Diploma	High School Diploma	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	7.45	9.50	45.67
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	16.7	0.0	0.0	100.0
	Retirement	16.7	0.0	0.0	100.0
	Paid Leave	16.7	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	33.3	100.0
	Critical Thinking	100.0	16.7	16.7	100.0
	Reading Comprehension	100.0	33.3	100.0	100.0
	Technology Design	100.0	33.3	0.0	0.0
	Operation and Control	100.0	66.7	16.7	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	16.7	83.3	83.3	100.0
	Not Satisfied	83.3	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	16.7	16.7	0.0
Average Weekly Hours Worked	20 or Less	0.0	60.0	100.0	0.0
	21-35	100.0	40.0	0.0	0.0
	36 or More	0.0	0.0	0.0	100.0
Gender	Female	66.7	33.3	16.7	20.0
	Male	16.7	33.3	83.3	80.0
	Nonresident	16.7	33.3	0.0	0.0
Age Group	19 and Younger	0.0	66.7	33.3	0.0
	20-24	33.3	0.0	16.7	20.0
	25-34	16.7	0.0	16.7	20.0
	35-44	0.0	0.0	0.0	40.0
	45-54	0.0	0.0	16.7	20.0
	55-64	16.7	0.0	16.7	0.0
	65 and Older	16.7	0.0	0.0	0.0
	Unknown (Nonresidents)	16.7	33.3	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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 User Support Specialists (15-1151)	Computer Occupations, All Other (15-1199)	Proofreaders and Copy Markers (43-9081)	General and Operations Managers (11-1021)
Typical Education <sup>a</sup>		Associates	Bachelors	Bachelors	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.00	11.11	14.90	17.34
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	20.0	40.0	100.0	50.0
	Retirement	20.0	20.0	0.0	50.0
	Paid Leave	40.0	60.0	100.0	75.0
Skills Selected as "Important" (%)	Service Orientation	100.0	80.0	0.0	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	80.0	100.0	75.0
Employers' Satisfaction with New Hires' Skills	Operation and Control	100.0	60.0	0.0	75.0
	Satisfied	80.0	60.0	100.0	100.0
	Not Satisfied	20.0	0.0	0.0	0.0
	Neither	0.0	40.0	0.0	0.0
Average Weekly Hours Worked	Other	0.0	0.0	0.0	0.0
	20 or Less	80.0	25.0	0.0	0.0
	21-35	0.0	50.0	0.0	0.0
Gender	36 or More	20.0	25.0	0.0	100.0
	Female	20.0	20.0	40.0	0.0
	Male	60.0	60.0	60.0	100.0
Age Group	Nonresident	20.0	20.0	0.0	0.0
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	60.0	20.0	20.0	0.0
	25-34	0.0	60.0	40.0	0.0
	35-44	20.0	0.0	40.0	75.0
	45-54	0.0	0.0	0.0	25.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	20.0	20.0	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  
<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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			
		Web Developers (15-1134)	Producers and Directors (27-2012)	Sales Representatives, Services, All Other (41-3099)	Library Assistants, Clerical (43-4121)
Typical Education <sup>a</sup>		Associates	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		21.44	12.50	28.58	8.00
% Paid Piece Rate		0.0	0.0	75.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	100.0	75.0	100.0	0.0
	Paid Leave	100.0	100.0	100.0	50.0
Skills Selected as "Important" (%)	Service Orientation	50.0	50.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	75.0	100.0
	Technology Design	100.0	100.0	25.0	25.0
Employers' Satisfaction with New Hires' Skills	Operation and Control	100.0	75.0	0.0	75.0
	Satisfied	100.0	100.0	25.0	75.0
	Not Satisfied	0.0	0.0	0.0	25.0
	Neither	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	Other	0.0	0.0	75.0	0.0
	20 or Less	0.0	0.0	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
Gender	36 or More	100.0	100.0	100.0	0.0
	Female	0.0	0.0	0.0	75.0
	Male	75.0	100.0	100.0	0.0
Age Group	Nonresident	25.0	0.0	0.0	25.0
	19 and Younger	0.0	0.0	0.0	25.0
	20-24	0.0	0.0	0.0	25.0
	25-34	50.0	50.0	75.0	0.0
	35-44	0.0	50.0	25.0	0.0
	45-54	25.0	0.0	0.0	25.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	25.0	0.0	0.0	25.0	
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  
<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONLine  
<http://www.onetonline.org/>

# Information

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			
		Secretaries, Except Legal, Medical, and Executive (43-6014)	Public Relations Managers (11-2031)	Broadcast News Analysts (27-3021)	Physical Therapists (29-1123)
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Bachelors	Masters
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	26.49	.	37.91
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	100.0	100.0	100.0
	Retirement	50.0	100.0	0.0	100.0
	Paid Leave	75.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	75.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	75.0	0.0	0.0	100.0
	Operation and Control	75.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	100.0	100.0	100.0
	Not Satisfied	25.0	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	25.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	75.0	100.0	100.0	100.0
Gender	Female	75.0	33.3	33.3	66.7
	Male	25.0	66.7	66.7	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	50.0	0.0	0.0	0.0
	25-34	50.0	0.0	0.0	66.7
	35-44	0.0	33.3	33.3	33.3
	45-54	0.0	66.7	66.7	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>



# Information

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			
		Maids and Housekeeping Cleaners (37-2012)	Receptionists and Information Clerks (43-4171)	Office and Administrative Support Workers, Other (43-9199)	Telecommunications Line Installers and Repairers (49-9052)
Typical Education <sup>a</sup>		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	10.00	7.25	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	0.0	0.0	0.0	0.0
	Paid Leave	0.0	33.3	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	0.0	66.7
	Critical Thinking	100.0	33.3	0.0	66.7
	Reading Comprehension	100.0	66.7	33.3	66.7
	Technology Design	0.0	0.0	0.0	66.7
	Operation and Control	0.0	33.3	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	66.7	0.0	100.0
	Not Satisfied	100.0	33.3	0.0	0.0
	Neither	0.0	0.0	66.7	0.0
	Other	0.0	0.0	33.3	0.0
Average Weekly Hours Worked	20 or Less	0.0	50.0	33.3	66.7
	21-35	0.0	0.0	66.7	0.0
	36 or More	100.0	50.0	0.0	33.3
Gender	Female	33.3	66.7	33.3	33.3
	Male	0.0	33.3	66.7	66.7
	Nonresident	66.7	0.0	0.0	0.0
Age Group	19 and Younger	33.3	0.0	33.3	100.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	33.3	0.0
	35-44	0.0	66.7	33.3	0.0
	45-54	0.0	33.3	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)	66.7	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	66.7	66.7	66.7

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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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			
		Production Workers, All Other (51-9199)	Computer and Information Systems Managers (11-3021)	Property, Real Estate & Community Association Mgr (11-9141)	Accountants and Auditors (13-2011)
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Post Secondary	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.00	48.08	28.00	21.68
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	0.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	100.0	100.0	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	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 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	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	50.0
	Male	66.7	100.0	100.0	0.0
	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	0.0	0.0	0.0
	25-34	33.3	0.0	100.0	0.0
	35-44	0.0	50.0	0.0	0.0
	45-54	33.3	50.0	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)	33.3	0.0	0.0	50.0
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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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)	Information Security Analysts (15-1122)	Photographers (27-4021)	Bill and Account Collectors (43-3011)
Typical Education <sup>a</sup>		Associates	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		31.25	28.47	14.42	11.16
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	50.0	100.0
	Retirement	100.0	100.0	50.0	100.0
	Paid Leave	100.0	100.0	50.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	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	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Operation and Control	100.0	100.0	50.0	100.0
	Satisfied	0.0	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
Average Weekly Hours Worked	Other	100.0	0.0	50.0	0.0
	20 or Less	0.0	0.0	50.0	0.0
	21-35	0.0	0.0	0.0	0.0
Gender	36 or More	100.0	100.0	50.0	100.0
	Female	0.0	0.0	0.0	100.0
	Male	100.0	100.0	100.0	0.0
Age Group	Nonresident	0.0	0.0	0.0	0.0
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	0.0	0.0	0.0
	25-34	50.0	0.0	50.0	100.0
	35-44	0.0	100.0	50.0	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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			
		Printing Press Operators (51-5112)	Chief Executives (11-1011)	Financial Managers (11-3031)	Engineering Managers (11-9041)
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	137.50	38.54	.
% 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	50.0	100.0	100.0	100.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	100.0
	Critical Thinking	50.0	100.0	100.0	100.0
	Reading Comprehension	50.0	100.0	100.0	100.0
	Technology Design	50.0	0.0	100.0	100.0
	Operation and Control	50.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	50.0	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	100.0	100.0	100.0	100.0
Gender	Female	50.0	0.0	0.0	0.0
	Male	50.0	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	50.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	100.0	100.0	0.0
	45-54	50.0	0.0	0.0	100.0
	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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			
		Meeting and Convention Planners (13-1121)	Education, Training, & Library Workers, All Other (25-9099)	Media & Communication Equipment Workers, All Other (27-4099)	Janitors and Cleaners, Except Maids and Housekeepi (37-2011)
Typical Education <sup>a</sup>		Bachelors	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	10.00	.	.
% 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	100.0	0.0	100.0	0.0
	Paid Leave	100.0	0.0	100.0	0.0
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	100.0	100.0	0.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Operation and Control	100.0	0.0	0.0	100.0
	Satisfied	0.0	100.0	100.0	0.0
	Not Satisfied	100.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	Other	0.0	0.0	0.0	100.0
	20 or Less	0.0	100.0	0.0	100.0
	21-35	0.0	0.0	0.0	0.0
Gender	36 or More	100.0	0.0	0.0	0.0
	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	0.0
Age Group	Nonresident	0.0	0.0	0.0	100.0
	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	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	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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 Super./Manag., Non-Retail Sales Workers (41-1012)	Retail Salespersons (41-2031)	Telemarketers (41-9041)	Door-To-Door Sales Workers, News and Street Vendor (41-9091)
Typical Education <sup>a</sup>		Masters	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		13.70	13.79	10.23	9.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	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	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	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	0.0	0.0	0.0
	Other	0.0	100.0	0.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	100.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	100.0	100.0	0.0	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	0.0
	20-24	0.0	100.0	100.0	100.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	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	0.0	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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)	Construction and Related Workers, All Other (47-4099)	Radio Mechanics (49-2021)	Electronic Home Entertainment Equipment Installers (49-2097)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Associates	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.00	17.00	22.43	14.00
% 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	0.0	100.0	100.0	100.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	0.0	0.0	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 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	100.0	100.0	100.0	100.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	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	100.0
	25-34	0.0	100.0	0.0	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	100.0	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Information

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 Production and (51-1011)	Truck Drivers, Light or Delivery Services (53-3033)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma
N		N/D	N/D
Average Hourly Wage (\$)		25.00	7.50
% Paid Piece Rate		0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0
	Retirement	100.0	0.0
	Paid Leave	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0
	Critical Thinking	100.0	0.0
	Reading Comprehension	100.0	0.0
	Technology Design	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0
	Not Satisfied	0.0	0.0
	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	100.0
	36 or More	100.0	0.0
Gender	Female	0.0	100.0
	Male	100.0	0.0
	Nonresident	0.0	0.0
Age Group	19 and Younger	0.0	0.0
	20-24	0.0	0.0
	25-34	0.0	0.0
	35-44	0.0	0.0
	45-54	100.0	0.0
	55-64	0.0	100.0
	65 and Older	0.0	0.0
Unknown (Nonresidents)	0.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>