

Real Estate and Rental and Leasing

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	Counter and Rental Clerks (41-2021)	Office Clerks, General (43-9061)	Maintenance and Repair Workers, Gen (49-9071)
Typical Education ^a		N/A	Less than High School Diploma	High School Diploma	Post Secondary
N		3,301	412	405	390
Average Hourly Wage (\$)		13.00	11.73	13.00	12.00
% Paid Piece Rate		0.9	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	49.0	43.1	29.8	49.1
	Retirement	39.4	20.7	19.3	36.4
	Paid Leave	46.5	36.2	42.1	50.9
Skills Selected as "Important" (%)	Service Orientation	81.9	96.6	93.0	65.5
	Critical Thinking	80.4	79.3	87.7	67.3
	Reading Comprehension	71.4	82.8	100.0	60.0
	Technology Design	37.0	32.8	45.6	36.4
	Operation and Control	59.1	46.6	54.4	60.0
Employers' Satisfaction with New Hires' Skills	Satisfied	67.1	46.6	80.7	65.5
	Not Satisfied	9.0	17.2	3.5	9.1
	Neither	10.5	22.4	1.8	5.5
	Other	13.3	13.8	14.0	20.0
Average Weekly Hours Worked	20 or Less	9.3	6.1	15.7	21.3
	21-35	16.4	18.4	29.4	14.9
	36 or More	74.3	75.5	54.9	63.8
Gender	Female	35.9	48.3	61.4	23.6
	Male	54.0	41.4	35.1	67.3
	Nonresident	10.1	10.3	3.5	9.1
Age Group	19 and Younger	4.5	6.9	7.0	0.0
	20-24	16.1	29.3	10.5	18.2
	25-34	28.2	24.1	24.6	27.3
	35-44	18.9	17.2	17.5	29.1
	45-54	11.0	5.2	21.1	7.3
	55-64	8.4	5.2	12.3	3.6
	65 and Older	1.9	1.7	3.5	3.6
	Unknown (Nonresidents)	11.0	10.3	3.5	10.9
Turnover	% Still Working 1 Quarter After Hire	84.3	79.3	89.5	83.6

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
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		Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Truck Drivers, Light or Delivery Services (53-3033)	General and Operations Managers (11-1021)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)
Typical Education ^a		High School Diploma	High School Diploma	Associates	Post Secondary
N		185	128	99	92
Average Hourly Wage (\$)		12.50	14.50	39.00	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	38.5	83.3	57.1	100.0
	Retirement	26.9	83.3	57.1	92.3
	Paid Leave	26.9	83.3	57.1	100.0
Skills Selected as "Important" (%)	Service Orientation	76.9	100.0	92.9	100.0
	Critical Thinking	84.6	72.2	92.9	100.0
	Reading Comprehension	19.2	77.8	92.9	38.5
	Technology Design	23.1	33.3	85.7	61.5
	Operation and Control	69.2	66.7	92.9	69.2
Employers' Satisfaction with New Hires' Skills	Satisfied	76.9	33.3	85.7	92.3
	Not Satisfied	19.2	0.0	0.0	7.7
	Neither	3.8	16.7	0.0	0.0
	Other	0.0	50.0	14.3	0.0
Average Weekly Hours Worked	20 or Less	10.0	0.0	0.0	0.0
	21-35	10.0	0.0	0.0	0.0
	36 or More	80.0	100.0	100.0	100.0
Gender	Female	23.1	22.2	21.4	0.0
	Male	57.7	66.7	50.0	84.6
	Nonresident	19.2	11.1	28.6	15.4
Age Group	19 and Younger	11.5	0.0	0.0	7.7
	20-24	23.1	11.1	7.1	7.7
	25-34	19.2	33.3	28.6	30.8
	35-44	7.7	22.2	28.6	15.4
	45-54	11.5	11.1	0.0	23.1
	55-64	0.0	5.6	7.1	0.0
	65 and Older	0.0	5.6	0.0	0.0
	Unknown (Nonresidents)	26.9	11.1	28.6	15.4
Turnover	% Still Working 1 Quarter After Hire	65.4	66.7	100.0	92.3

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Job Characteristics		Occupation and SOC Code			
		Secretaries, Except Legal, Medical, and Executive (43-6014)	Cleaners of Vehicles and Equipment (53-7061)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)	Landscaping and Groundskeeping Workers (37-3011)
Typical Education ^a		High School Diploma	Less than High School Diploma	High School Diploma	Less than High School Diploma
N		85	85	78	71
Average Hourly Wage (\$)		12.50	10.00	19.00	12.00
% Paid Piece Rate		16.7	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	41.7	16.7	45.5	50.0
	Retirement	41.7	16.7	45.5	10.0
	Paid Leave	58.3	16.7	54.5	100.0
Skills Selected as "Important" (%)	Service Orientation	91.7	91.7	81.8	20.0
	Critical Thinking	50.0	66.7	90.9	100.0
	Reading Comprehension	91.7	33.3	81.8	40.0
	Technology Design	83.3	16.7	27.3	0.0
Employers' Satisfaction with New Hires' Skills	Operation and Control	83.3	91.7	90.9	80.0
	Satisfied	66.7	91.7	54.5	100.0
	Not Satisfied	33.3	0.0	36.4	0.0
	Neither	0.0	0.0	9.1	0.0
Average Weekly Hours Worked	Other	0.0	8.3	0.0	0.0
	20 or Less	0.0	0.0	0.0	0.0
	21-35	11.1	25.0	12.5	50.0
Gender	36 or More	88.9	75.0	87.5	50.0
	Female	58.3	25.0	0.0	40.0
	Male	33.3	58.3	90.9	40.0
Age Group	Nonresident	8.3	16.7	9.1	20.0
	19 and Younger	16.7	0.0	0.0	10.0
	20-24	25.0	8.3	18.2	20.0
	25-34	41.7	33.3	18.2	10.0
	35-44	0.0	8.3	0.0	10.0
	45-54	8.3	25.0	18.2	10.0
	55-64	0.0	0.0	36.4	20.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	8.3	25.0	9.1	20.0	
Turnover	% Still Working 1 Quarter After Hire	66.7	91.7	100.0	70.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Job Characteristics		Occupation and SOC Code			
		Sales Representatives , Wholesale and Manufacturing (41-4012)	Real Estate Sales Agents (41-9022)	First-Line Supervisors/Ma nagers of Mechanics, Inst (49-1011)	Bus & Truck Mechanics & Diesel Engine Specialists (49- 3031)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		50	50	50	50
Average Hourly Wage (\$)		18.63	18.49	21.00	22.00
% Paid Piece Rate		0.0	28.6	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	100.0
	Retirement	100.0	0.0	28.6	100.0
	Paid Leave	100.0	0.0	42.9	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	57.1	42.9	100.0
	Critical Thinking	100.0	57.1	100.0	100.0
	Reading Comprehension	100.0	57.1	85.7	42.9
	Technology Design	71.4	14.3	42.9	0.0
Operation and Control		71.4	0.0	100.0	57.1
Employers' Satisfaction with New Hires' Skills	Satisfied	71.4	28.6	57.1	100.0
	Not Satisfied	0.0	14.3	0.0	0.0
	Neither	14.3	14.3	14.3	0.0
	Other	14.3	42.9	28.6	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	57.1	28.6	0.0
	Male	100.0	28.6	57.1	100.0
	Nonresident	0.0	14.3	14.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	14.3
	20-24	0.0	14.3	14.3	0.0
	25-34	57.1	14.3	57.1	28.6
	35-44	42.9	42.9	14.3	14.3
	45-54	0.0	14.3	0.0	14.3
	55-64	0.0	0.0	0.0	28.6
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	0.0	14.3	14.3	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	85.7	100.0	85.7

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Job Characteristics		Occupation and SOC Code			
		Commercial Pilots (53-2012)	Janitors and Cleaners, Except Maids and Housekeepi (37-2011)	Maids and Housekeeping Cleaners (37-2012)	Retail Salespersons (41-2031)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		50	N/D	N/D	N/D
Average Hourly Wage (\$)		.	11.42	14.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	50.0	0.0	0.0
	Retirement	100.0	50.0	0.0	0.0
	Paid Leave	0.0	50.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	83.3	83.3
	Critical Thinking	100.0	50.0	66.7	83.3
	Reading Comprehension	100.0	33.3	83.3	50.0
	Technology Design	100.0	0.0	16.7	0.0
	Operation and Control	100.0	33.3	50.0	33.3
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	33.3	83.3	66.7
	Not Satisfied	0.0	16.7	16.7	0.0
	Neither	0.0	33.3	0.0	16.7
	Other	0.0	16.7	0.0	16.7
Average Weekly Hours Worked	20 or Less	0.0	33.3	0.0	0.0
	21-35	0.0	16.7	40.0	25.0
	36 or More	100.0	50.0	60.0	75.0
Gender	Female	14.3	66.7	66.7	66.7
	Male	85.7	33.3	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	14.3	50.0	0.0	33.3
	25-34	28.6	33.3	33.3	16.7
	35-44	42.9	0.0	66.7	50.0
	45-54	0.0	0.0	0.0	0.0
	55-64	14.3	16.7	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	83.3	83.3	100.0

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Job Characteristics		Occupation and SOC Code			
		Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Receptionists and Information Clerks (43-4171)	Dispatchers, Except Police, Fire, and Ambulance (43-5032)	Property, Real Estate & Community Association Mgr (11-9141)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		19.23	13.00	12.50	15.39
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	50.0	33.3	60.0
	Retirement	100.0	50.0	33.3	60.0
	Paid Leave	100.0	66.7	50.0	60.0
Skills Selected as "Important" (%)	Service Orientation	33.3	100.0	100.0	40.0
	Critical Thinking	100.0	50.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	33.3	16.7	83.3	20.0
	Operation and Control	33.3	66.7	33.3	40.0
Employers' Satisfaction with New Hires' Skills	Satisfied	83.3	83.3	83.3	100.0
	Not Satisfied	16.7	0.0	0.0	0.0
	Neither	0.0	16.7	0.0	0.0
	Other	0.0	0.0	16.7	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	50.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	50.0
Gender	Female	33.3	66.7	50.0	0.0
	Male	66.7	33.3	50.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	33.3	16.7	0.0
	20-24	0.0	0.0	16.7	0.0
	25-34	50.0	33.3	33.3	20.0
	35-44	33.3	0.0	33.3	20.0
	45-54	0.0	0.0	0.0	20.0
	55-64	16.7	33.3	0.0	40.0
	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	33.3	50.0	80.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Cashiers (41-2011)	Customer Service Representatives (43-4051)	Roustabouts, Oil and Gas (47-5071)	Industrial Machinery Mechanics (49-9041)
Typical Education ^a		Less than High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		8.00	9.50	14.00	28.97
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	40.0	20.0	100.0
	Retirement	0.0	40.0	20.0	100.0
	Paid Leave	0.0	20.0	20.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	60.0	40.0
	Critical Thinking	40.0	80.0	60.0	100.0
	Reading Comprehension	100.0	100.0	40.0	100.0
	Technology Design	60.0	60.0	60.0	0.0
Employers' Satisfaction with New Hires' Skills	Operation and Control	100.0	60.0	60.0	60.0
	Satisfied	100.0	0.0	60.0	100.0
	Not Satisfied	0.0	20.0	0.0	0.0
	Neither	0.0	80.0	40.0	0.0
Average Weekly Hours Worked	Other	0.0	0.0	0.0	0.0
	20 or Less	100.0	0.0	25.0	0.0
	21-35	0.0	0.0	0.0	0.0
Gender	36 or More	0.0	100.0	75.0	100.0
	Female	40.0	60.0	20.0	20.0
	Male	40.0	40.0	40.0	80.0
Age Group	Nonresident	20.0	0.0	40.0	0.0
	19 and Younger	0.0	0.0	20.0	0.0
	20-24	20.0	0.0	0.0	40.0
	25-34	60.0	0.0	0.0	40.0
	35-44	0.0	20.0	20.0	20.0
	45-54	0.0	40.0	20.0	0.0
	55-64	0.0	40.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	20.0	0.0	40.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	40.0	100.0

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Job Characteristics		Occupation and SOC Code			
		Stock Clerks and Order Fillers (43-5081)	Carpenters (47- 2031)	Electronic Home Entertainment Equipment Installers (49- 2097)	Installation, Maintenance & Repair Workers, Other (49-9099)
Typical Education ^a		High School Diploma	High School Diploma	Post Secondary	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	15.50	10.00	20.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	25.0	50.0	100.0	100.0
	Retirement	25.0	50.0	100.0	0.0
	Paid Leave	25.0	50.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	100.0	100.0
	Critical Thinking	100.0	50.0	100.0	100.0
	Reading Comprehension	100.0	50.0	0.0	0.0
	Technology Design	25.0	0.0	100.0	0.0
	Operation and Control	25.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	50.0	0.0	100.0
	Not Satisfied	0.0	0.0	100.0	0.0
	Neither	0.0	50.0	0.0	0.0
	Other	25.0	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	0.0
Gender	Female	25.0	50.0	25.0	50.0
	Male	75.0	25.0	50.0	50.0
	Nonresident	0.0	25.0	25.0	0.0
Age Group	19 and Younger	0.0	0.0	25.0	0.0
	20-24	0.0	0.0	25.0	50.0
	25-34	25.0	50.0	25.0	50.0
	35-44	25.0	25.0	0.0	0.0
	45-54	25.0	0.0	0.0	0.0
	55-64	25.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	25.0	25.0	0.0
Turnover	% Still Working 1 Quarter After Hire	75.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Driver/Sales Workers (53-3031)	Social and Human Service Assistants (21-1093)	Nursing Assistants (31-1014)	Cooks, Fast Food (35-2011)
Typical Education ^a		High School Diploma	Bachelors	Post Secondary	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.45	10.00	14.71	7.50
% 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	100.0	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	75.0	100.0	0.0	100.0
	Reading Comprehension	75.0	100.0	0.0	100.0
	Technology Design	25.0	100.0	0.0	0.0
	Operation and Control	25.0	100.0	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	0.0	100.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours Worked	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	50.0	33.3	66.7	33.3
	Male	50.0	66.7	0.0	66.7
	Nonresident	0.0	0.0	33.3	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	33.3	33.3	0.0
	35-44	25.0	0.0	0.0	0.0
	45-54	25.0	33.3	0.0	33.3
	55-64	0.0	33.3	33.3	66.7
	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	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/>

Real Estate and Rental and Leasing

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)	Outdoor Power Equipment & Other Small Engine Mech. (49-3053)	Welders, Cutters, Solderers, and Brazers (51-4121)	Meeting and Convention Planners (13-1121)
Typical Education ^a		High School Diploma	High School Diploma	Post Secondary	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		36.06	8.00	27.00	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	0.0
	Retirement	0.0	0.0	100.0	0.0
	Paid Leave	0.0	0.0	33.3	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	66.7	100.0
	Technology Design	100.0	0.0	0.0	100.0
	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	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	33.3	33.3	50.0
	Male	33.3	66.7	66.7	50.0
	Nonresident	66.7	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	33.3	0.0
	25-34	0.0	0.0	66.7	50.0
	35-44	33.3	66.7	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)	66.7	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	33.3	33.3	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/>

Real Estate and Rental and Leasing

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)	Title Examiners, Abstractors, and Searchers (23-2093)	Tour Guides and Escorts (39-7011)	Logging Equipment Operators (45-4022)
Typical Education ^a		Bachelors	High School Diploma	Post Secondary	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		28.85	11.00	.	14.00
% 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	0.0	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	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	0.0	0.0
	Not Satisfied	0.0	50.0	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 Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	0.0	0.0	0.0	100.0
Gender	Female	50.0	50.0	50.0	50.0
	Male	50.0	50.0	50.0	50.0
	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	50.0	0.0
	35-44	50.0	50.0	50.0	0.0
	45-54	0.0	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	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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Real Estate and Rental and Leasing

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			
		Plumbers, Pipefitters, and Steamfitters (47-2152)	Automotive Service Technicians and Mechanics (49-3023)	First-Line Supervisors/Managers of Helpers, Laborers (53-1021)	Crane and Tower Operators (53-7021)
Typical Education ^a		High School Diploma	Post Secondary	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	17.00	15.00	27.43
% 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	100.0	100.0	0.0	0.0
	Paid Leave	100.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	0.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	0.0	100.0	0.0	100.0
	Technology Design	0.0	0.0	0.0	0.0
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	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	0.0	100.0
	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	0.0
Gender	36 or More	0.0	100.0	0.0	100.0
	Female	50.0	0.0	50.0	0.0
	Male	50.0	100.0	0.0	100.0
Age Group	Nonresident	0.0	0.0	50.0	0.0
	19 and Younger	0.0	0.0	0.0	0.0
	20-24	100.0	50.0	0.0	0.0
	25-34	0.0	0.0	0.0	50.0
	35-44	0.0	0.0	50.0	0.0
	45-54	0.0	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)	0.0	0.0	50.0	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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Real Estate and Rental and Leasing

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			
		Financial Managers (11-3031)	Medical and Public Health Social Workers (21-1022)	Audio and Video Equipment Technicians (27-4011)	Licensed Practical and Licensed Vocational Nurses (29-2061)
Typical Education ^a		Bachelors	Masters	Associates	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		43.27	25.31	18.00	21.96
% 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	0.0	100.0	0.0
	Critical Thinking	100.0	0.0	100.0	0.0
	Reading Comprehension	100.0	0.0	100.0	0.0
	Technology Design	100.0	0.0	100.0	0.0
	Operation and Control	100.0	0.0	100.0	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	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	100.0	0.0	100.0
	Male	100.0	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	0.0	0.0	0.0	0.0
	25-34	0.0	100.0	100.0	100.0
	35-44	100.0	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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^aSource: O*Net ONline
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Real Estate and Rental and Leasing

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 Health and Safety Technicians (29-9012)	Fire Fighters (33-2011)	Cooks, Restaurant (35-2014)	Cooks, Short Order (35-2015)
Typical Education ^a		Associates	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	10.00	8.00	7.25
% 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	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	0.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	100.0	0.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	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 Worked	20 or Less	0.0	0.0	0.0	100.0
	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	100.0
	Male	100.0	100.0	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	0.0	0.0	100.0	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	100.0
	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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Real Estate and Rental and Leasing

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)	Recreation Workers (39-9032)	Real Estate Brokers (41-9021)	Billing and Posting Clerks and Machine Operators (43-3021)
Typical Education ^a		High School Diploma	Bachelors	Post Secondary	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.31	14.00	.	16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	100.0
	Retirement	100.0	100.0	0.0	100.0
	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	0.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	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	100.0
	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	100.0	0.0	0.0
	36 or More	100.0	0.0	0.0	100.0
Gender	Female	0.0	100.0	100.0	0.0
	Male	100.0	0.0	0.0	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	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	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	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>

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^aSource: O*Net ONline
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Real Estate and Rental and Leasing

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			
		Eligibility Interviewers, Government Programs (43- 4061)	Hotel, Motel, and Resort Desk Clerks (43- 4081)	Farmworkers, Farm and Ranch Animals (45- 2093)	First-Line Supervisors/Ma nagers of Construction Tr (47-1011)
Typical Education ^a		High School Diploma	High School Diploma	Less than High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		8.40	10.50	.	24.04
% 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	0.0	100.0
	Paid Leave	100.0	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	0.0	0.0
	Technology Design	0.0	100.0	0.0	0.0
Operation and Control		0.0	0.0	100.0	0.0
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	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	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	100.0	0.0	0.0	100.0
	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	100.0	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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Real Estate and Rental and Leasing

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)	Extraction Workers, All Other (47-5099)	Riggers (49- 9096)	Helpers-- Installation, Maint., & Repair Workers (49-9098)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	16.00	15.00	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	0.0	0.0	0.0	0.0
	Paid Leave	0.0	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	0.0	0.0
	Technology Design	0.0	100.0	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	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	0.0	0.0
Average Weekly Hours Worked	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	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	100.0	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	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
<http://doe.state.wy.us/LMI/newhires.htm>

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^aSource: O*Net ONline
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Real Estate and Rental and Leasing

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			
		Machinists (51-4041)	Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)	Helpers-- Production Workers (51-9198)	Taxi Drivers and Chauffeurs (53-3041)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		24.00	14.45	10.00	10.00
% 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	0.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	100.0	0.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Operation and Control	0.0	100.0	100.0	0.0
	Satisfied	0.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	100.0	0.0
Average Weekly Hours Worked	Other	100.0	0.0	0.0	0.0
	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	100.0
Gender	36 or More	0.0	100.0	100.0	0.0
	Female	0.0	0.0	0.0	0.0
	Male	100.0	0.0	100.0	0.0
Age Group	Nonresident	0.0	100.0	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	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	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	0.0	100.0	0.0	100.0	
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
<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable due to confidentiality.

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

Real Estate and Rental and Leasing

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	
		Motor Vehicle Operators, All Other (53-3099)	Pump Operators, Except Wellhead Pumpers (53-7072)
Typical Education ^a		Less than High School Diploma	High School Diploma
N		N/D	N/D
Average Hourly Wage (\$)		8.00	18.00
% Paid Piece Rate		0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0
	Retirement	0.0	100.0
	Paid Leave	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0
	Critical Thinking	0.0	100.0
	Reading Comprehension	0.0	100.0
	Technology Design	0.0	100.0
	Operation and Control	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	0.0
	Not Satisfied	0.0	0.0
	Neither	0.0	0.0
	Other	100.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0
	21-35	100.0	0.0
	36 or More	0.0	100.0
Gender	Female	0.0	0.0
	Male	100.0	100.0
	Nonresident	0.0	0.0
Age Group	19 and Younger	0.0	0.0
	20-24	0.0	0.0
	25-34	0.0	100.0
	35-44	0.0	0.0
	45-54	0.0	0.0
	55-64	0.0	0.0
	65 and Older	100.0	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
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