

# Health Care and Social Assistance

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	Nursing Assistants (31-1014)	Personal and Home Care Aides (39-9021)	Registered Nurses (29-1141)
Typical Education <sup>a</sup>		N/A	Post Secondary	High School Diploma	Associates
N		16,744	1,769	1,674	1,391
Average Hourly Wage (\$)		12.00	12.00	9.96	26.25
% Paid Piece Rate		0.6	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	42.7	52.0	23.9	64.4
	Retirement	38.0	48.0	28.2	55.9
	Paid Leave	54.8	64.0	36.6	71.2
Skills Selected as "Important" (%)	Service Orientation	92.7	100.0	95.8	93.2
	Critical Thinking	88.2	97.3	87.3	96.6
	Reading Comprehension	84.9	90.7	87.3	96.6
	Technology Design	40.1	48.0	21.1	69.5
	Operation and Control	46.5	58.7	15.5	59.3
Employers' Satisfaction with New Hires' Skills	Satisfied	72.1	64.0	57.7	67.8
	Not Satisfied	6.3	13.3	7.0	0.0
	Neither	11.8	12.0	18.3	11.9
	Other	9.7	10.7	16.9	20.3
Average Weekly Hours	20 or Less	19.9	3.3	27.1	26.5
	21-35	30.5	34.4	28.8	28.6
	36 or More	49.4	62.3	42.4	44.9
Gender	Female	79.0	88.0	76.1	88.1
	Male	13.4	5.3	15.5	8.5
	Nonresident	7.6	6.7	8.5	3.4
Age Group	19 and Younger	6.9	9.3	7.0	1.7
	20-24	18.0	20.0	25.4	15.3
	25-34	27.0	26.7	22.5	20.3
	35-44	15.5	18.7	15.5	28.8
	45-54	14.5	12.0	14.1	16.9
	55-64	8.7	4.0	4.2	10.2
	65 and Older	1.4	2.7	2.8	1.7
	Unknown (Nonresidents)	7.9	6.7	8.5	5.1
Turnover	% Still Working 1 Quarter After Hire	90.4	85.3	94.4	91.5

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
<http://doe.state.wy.us/LMI/newhires.htm>

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<sup>a</sup>Source: O\*Net ONline  
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Job Characteristics		Occupation and SOC Code			
		Child Care Workers (39-9011)	Office Clerks, General (43-9061)	Dental Assistants (31-9091)	Receptionists and Information Clerks (43-4171)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Post Secondary	High School Diploma
N		1,132	660	590	519
Average Hourly Wage (\$)		8.76	12.75	14.00	11.23
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.3	35.7	24.0	13.6
	Retirement	29.2	17.9	28.0	31.8
	Paid Leave	41.7	46.4	44.0	36.4
Skills Selected as "Important" (%)	Service Orientation	93.8	92.9	100.0	100.0
	Critical Thinking	81.3	82.1	84.0	77.3
	Reading Comprehension	70.8	78.6	56.0	90.9
	Technology Design	12.5	42.9	64.0	40.9
	Operation and Control	4.2	50.0	76.0	45.5
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	85.7	88.0	68.2
	Not Satisfied	10.4	7.1	4.0	4.5
	Neither	14.6	7.1	4.0	22.7
	Other	0.0	0.0	4.0	4.5
Average Weekly Hours	20 or Less	29.5	25.0	17.4	26.7
	21-35	27.3	25.0	69.6	40.0
	36 or More	43.2	50.0	13.0	33.3
Gender	Female	77.1	96.4	96.0	86.4
	Male	12.5	0.0	4.0	4.5
	Nonresident	10.4	3.6	0.0	9.1
Age Group	19 and Younger	16.7	3.6	8.0	13.6
	20-24	22.9	10.7	36.0	18.2
	25-34	25.0	17.9	28.0	31.8
	35-44	18.8	17.9	12.0	9.1
	45-54	2.1	28.6	8.0	13.6
	55-64	2.1	14.3	8.0	4.5
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	12.5	7.1	0.0	9.1	
Turnover	% Still Working 1 Quarter After Hire	83.3	100.0	100.0	81.8

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
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Job Characteristics		Occupation and SOC Code			
		Medical Assistants (31-9092)	Cooks, Institution and Cafeteria (35-2012)	Social and Human Service Assistants (21-1093)	Medical Secretaries (43-6013)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Bachelors	High School Diploma
N		472	472	448	448
Average Hourly Wage (\$)		12.50	11.00	10.58	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	30.0	55.0	36.8	57.9
	Retirement	30.0	40.0	21.1	47.4
	Paid Leave	65.0	100.0	36.8	57.9
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	94.7	100.0
	Critical Thinking	90.0	85.0	100.0	84.2
	Reading Comprehension	90.0	95.0	73.7	73.7
	Technology Design	50.0	20.0	5.3	47.4
	Operation and Control	70.0	100.0	15.8	42.1
Employers' Satisfaction with New Hires' Skills	Satisfied	85.0	65.0	84.2	63.2
	Not Satisfied	5.0	5.0	5.3	10.5
	Neither	10.0	25.0	10.5	15.8
	Other	0.0	5.0	0.0	10.5
Average Weekly Hours	20 or Less	20.0	29.4	22.2	10.5
	21-35	10.0	41.2	33.3	26.3
	36 or More	70.0	29.4	44.4	63.2
Gender	Female	90.0	90.0	73.7	89.5
	Male	5.0	5.0	15.8	0.0
	Nonresident	5.0	5.0	10.5	10.5
Age Group	19 and Younger	0.0	0.0	0.0	5.3
	20-24	15.0	30.0	26.3	0.0
	25-34	45.0	20.0	36.8	26.3
	35-44	5.0	30.0	5.3	26.3
	45-54	10.0	10.0	15.8	15.8
	55-64	20.0	5.0	5.3	10.5
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	5.0	5.0	10.5	15.8
Turnover	% Still Working 1 Quarter After Hire	85.0	70.0	89.5	89.5

Source: Research Planning, WY DWS  
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Job Characteristics		Occupation and SOC Code			
		Maids and Housekeeping Cleaners (37-2012)	Preschool Teachers, Except Special Education (25-2011)	Teacher Assistants (25-9041)	Dental Hygienists (29-2021)
<b>Typical Education<sup>a</sup></b>		High School Diploma	Post Secondary	High School Diploma	Associates
<b>N</b>		424	283	283	283
<b>Average Hourly Wage (\$)</b>		9.66	9.00	9.00	30.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	50.0	25.0	25.0	0.0
	<b>Retirement</b>	11.1	0.0	25.0	25.0
	<b>Paid Leave</b>	27.8	58.3	66.7	25.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	77.8	83.3	83.3	100.0
	<b>Critical Thinking</b>	72.2	91.7	100.0	91.7
	<b>Reading Comprehension</b>	88.9	91.7	83.3	66.7
	<b>Technology Design</b>	22.2	16.7	33.3	83.3
	<b>Operation and Control</b>	88.9	16.7	50.0	83.3
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	72.2	83.3	75.0	100.0
	<b>Not Satisfied</b>	0.0	16.7	0.0	0.0
	<b>Neither</b>	0.0	0.0	25.0	0.0
	<b>Other</b>	27.8	0.0	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	13.3	8.3	10.0	41.7
	<b>21-35</b>	26.7	33.3	50.0	50.0
	<b>36 or More</b>	60.0	58.3	40.0	8.3
<b>Gender</b>	<b>Female</b>	77.8	83.3	83.3	91.7
	<b>Male</b>	5.6	0.0	16.7	0.0
	<b>Nonresident</b>	16.7	16.7	0.0	8.3
<b>Age Group</b>	<b>19 and Younger</b>	5.6	0.0	33.3	0.0
	<b>20-24</b>	27.8	8.3	25.0	16.7
	<b>25-34</b>	16.7	41.7	33.3	41.7
	<b>35-44</b>	16.7	8.3	0.0	16.7
	<b>45-54</b>	11.1	16.7	0.0	25.0
	<b>55-64</b>	5.6	8.3	8.3	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	16.7	16.7	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	88.9	91.7	100.0	100.0

Source: Research Planning, WY DWS  
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Job Characteristics		Occupation and SOC Code			
		Recreation Workers (39- 9032)	Ophthalmic Medical Technicians (29- 2057)	Licensed Practical and Licensed Vocational Nurses (29- 2061)	Physical Therapist Assistants (31- 2021)
Typical Education <sup>a</sup>		Bachelors	Associates	Post Secondary	Associates
N		283	236	236	189
Average Hourly Wage (\$)		9.00	9.00	17.50	21.65
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	8.3	0.0	70.0	25.0
	Retirement	8.3	50.0	40.0	25.0
	Paid Leave	25.0	30.0	90.0	25.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	66.7	100.0	100.0	75.0
	Reading Comprehension	41.7	100.0	100.0	100.0
	Technology Design	25.0	100.0	30.0	75.0
	Operation and Control	25.0	100.0	60.0	62.5
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	100.0	40.0	62.5
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	16.7	0.0	40.0	12.5
	Other	8.3	0.0	20.0	25.0
Average Weekly Hours	20 or Less	58.3	0.0	22.2	28.6
	21-35	41.7	44.4	22.2	42.9
	36 or More	0.0	55.6	55.6	28.6
Gender	Female	66.7	80.0	80.0	50.0
	Male	33.3	20.0	10.0	37.5
	Nonresident	0.0	0.0	10.0	12.5
Age Group	19 and Younger	25.0	10.0	0.0	0.0
	20-24	41.7	20.0	10.0	12.5
	25-34	0.0	10.0	40.0	37.5
	35-44	8.3	30.0	0.0	12.5
	45-54	8.3	20.0	10.0	25.0
	55-64	16.7	10.0	20.0	0.0
	65 and Older	0.0	0.0	10.0	0.0
	Unknown (Nonresidents)	0.0	0.0	10.0	12.5
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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Job Characteristics		Occupation and SOC Code			
		Physician Assistants (29-1071)	Physical Therapists (29-1123)	Emergency Medical Technicians and Paramedics (29-2041)	Protective Service Workers, All Other (33-9099)
Typical Education <sup>a</sup>		Bachelors	Masters	Post Secondary	High School Diploma
N		165	165	165	165
Average Hourly Wage (\$)		50.53	41.45	13.50	11.50
% Paid Piece Rate		57.1	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	28.6	14.3	71.4
	Retirement	100.0	28.6	0.0	71.4
	Paid Leave	42.9	57.1	0.0	71.4
Skills Selected as "Important" (%)	Service Orientation	85.7	100.0	100.0	100.0
	Critical Thinking	85.7	100.0	100.0	100.0
	Reading Comprehension	85.7	100.0	100.0	100.0
	Technology Design	14.3	85.7	85.7	85.7
	Operation and Control	14.3	100.0	57.1	28.6
Employers' Satisfaction with New Hires' Skills	Satisfied	85.7	100.0	100.0	42.9
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	57.1
	Other	14.3	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	28.6	0.0
	21-35	0.0	28.6	14.3	14.3
	36 or More	100.0	71.4	57.1	85.7
Gender	Female	57.1	42.9	71.4	85.7
	Male	42.9	28.6	28.6	0.0
	Nonresident	0.0	28.6	0.0	14.3
Age Group	19 and Younger	0.0	0.0	0.0	14.3
	20-24	0.0	0.0	0.0	14.3
	25-34	42.9	28.6	42.9	14.3
	35-44	0.0	0.0	28.6	14.3
	45-54	28.6	14.3	14.3	14.3
	55-64	14.3	28.6	14.3	14.3
	65 and Older	14.3	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	28.6	0.0	14.3
Turnover	% Still Working 1 Quarter After Hire	100.0	71.4	100.0	100.0

Source: Research Planning, WY DWS  
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Job Characteristics		Occupation and SOC Code			
		Bookkeeping, Accounting, and Auditing Clerks (43- 3031)	General and Operations Managers (11- 1021)	Medical and Health Services Managers (11- 9111)	Home Health Aides (31-1011)
Typical Education <sup>a</sup>		High School Diploma	Associates	Bachelors	High School Diploma
N		165	141	141	141
Average Hourly Wage (\$)		18.03	28.85	42.18	10.10
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	42.9	66.7	83.3	0.0
	Retirement	42.9	33.3	66.7	0.0
	Paid Leave	57.1	100.0	83.3	0.0
Skills Selected as "Important" (%)	Service Orientation	28.6	100.0	83.3	83.3
	Critical Thinking	100.0	100.0	100.0	83.3
	Reading Comprehension	71.4	100.0	100.0	83.3
	Technology Design	71.4	16.7	16.7	0.0
	Operation and Control	28.6	33.3	33.3	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	71.4	50.0	100.0	33.3
	Not Satisfied	14.3	0.0	0.0	33.3
	Neither	0.0	33.3	0.0	16.7
	Other	14.3	16.7	0.0	16.7
Average Weekly Hours	20 or Less	20.0	0.0	0.0	80.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	80.0	100.0	100.0	20.0
Gender	Female	85.7	83.3	50.0	83.3
	Male	14.3	16.7	50.0	16.7
	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	16.7
	25-34	28.6	16.7	50.0	16.7
	35-44	14.3	33.3	16.7	33.3
	45-54	14.3	50.0	0.0	16.7
	55-64	42.9	0.0	33.3	16.7
	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	83.3

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Job Characteristics		Occupation and SOC Code			
		Secretaries, Except Legal, Medical, and Executive (43-6014)	Substance Abuse & Behavioral Disorder Counselors (21-1011)	Mental Health Counselors (21-1014)	Mental Health Abuse Social Workers (21-1023)
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Masters	Masters
N		141	118	118	118
Average Hourly Wage (\$)		10.00	18.55	22.79	20.71
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	100.0	40.0	100.0
	Retirement	50.0	100.0	20.0	100.0
	Paid Leave	50.0	100.0	60.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	83.3	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	50.0	40.0	20.0	0.0
	Operation and Control	50.0	40.0	20.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	80.0	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	20.0	0.0
Average Weekly Hours	20 or Less	25.0	0.0	40.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	75.0	100.0	60.0	100.0
Gender	Female	83.3	60.0	60.0	80.0
	Male	16.7	20.0	20.0	20.0
	Nonresident	0.0	20.0	20.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	66.7	0.0	0.0	20.0
	25-34	33.3	80.0	20.0	0.0
	35-44	0.0	0.0	0.0	20.0
	45-54	0.0	0.0	20.0	40.0
	55-64	0.0	0.0	40.0	20.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	20.0	20.0	0.0
Turnover	% Still Working 1 Quarter After Hire	83.3	100.0	100.0	100.0

Source: Research Planning, WY DWS  
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Job Characteristics		Occupation and SOC Code			
		Food Preparation Workers (35-2021)	Construction Managers (11-9021)	Child, Family, and School Social Workers (21-1021)	Podiatrists (29-1081)
Typical Education <sup>a</sup>		Less than High School Diploma	Bachelors	Bachelors	Doctorate
N		118	94	94	94
Average Hourly Wage (\$)		9.00	43.26	19.23	34.68
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	40.0	100.0	75.0	100.0
	Retirement	40.0	100.0	100.0	0.0
	Paid Leave	60.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	40.0	100.0	100.0	100.0
	Reading Comprehension	60.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	25.0	0.0
	Operation and Control	0.0	100.0	25.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.0	100.0	100.0	100.0
	Not Satisfied	40.0	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	40.0	0.0	0.0	0.0
	21-35	20.0	0.0	25.0	0.0
	36 or More	40.0	100.0	75.0	100.0
Gender	Female	40.0	25.0	100.0	50.0
	Male	60.0	50.0	0.0	25.0
	Nonresident	0.0	25.0	0.0	25.0
Age Group	19 and Younger	40.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	20.0	25.0	50.0	0.0
	35-44	20.0	0.0	50.0	0.0
	45-54	20.0	50.0	0.0	25.0
	55-64	0.0	25.0	0.0	25.0
	65 and Older	0.0	0.0	0.0	25.0
	Unknown (Nonresidents)	0.0	0.0	0.0	25.0
Turnover	% Still Working 1 Quarter After Hire	60.0	100.0	100.0	100.0

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

# Health Care and Social Assistance

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			
		Healthcare Support Workers, All Other (31-9099)	Residential Advisors (39-9041)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Clinical, Counseling, and School Psychologists (19-3031)
Typical Education <sup>a</sup>		High School Diploma	Bachelors	High School Diploma	Doctorate
N		94	94	94	71
Average Hourly Wage (\$)		9.74	12.00	8.25	17.34
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	50.0	0.0	0.0
	Retirement	75.0	50.0	0.0	66.7
	Paid Leave	50.0	50.0	100.0	66.7
Skills Selected as "Important" (%)	Service Orientation	25.0	100.0	0.0	100.0
	Critical Thinking	75.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	25.0	0.0	0.0	0.0
	Operation and Control	25.0	75.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	25.0	100.0	100.0
	Not Satisfied	0.0	75.0	0.0	0.0
	Neither	25.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	25.0	0.0	0.0	0.0
	21-35	25.0	100.0	100.0	33.3
	36 or More	50.0	0.0	0.0	66.7
Gender	Female	75.0	25.0	75.0	100.0
	Male	25.0	75.0	0.0	0.0
	Nonresident	0.0	0.0	25.0	0.0
Age Group	19 and Younger	25.0	0.0	0.0	0.0
	20-24	0.0	25.0	25.0	33.3
	25-34	0.0	25.0	25.0	66.7
	35-44	0.0	25.0	0.0	0.0
	45-54	25.0	0.0	25.0	0.0
	55-64	50.0	25.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	25.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	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/>

# Health Care and Social Assistance

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			
		Psychiatric Technicians (29-2053)	Surgical Technologists (29-2055)	Medical Records and Health Information Technicians (29-2071)	Opticians, Dispensing (29-2081)
<b>Typical Education<sup>a</sup></b>		Bachelors	Post Secondary	High School Diploma	High School Diploma
<b>N</b>		71	71	71	71
<b>Average Hourly Wage (\$)</b>		11.50	11.00	16.20	11.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	66.7	100.0	100.0	0.0
	<b>Retirement</b>	66.7	33.3	100.0	33.3
	<b>Paid Leave</b>	66.7	100.0	100.0	66.7
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	33.3	100.0
	<b>Critical Thinking</b>	100.0	100.0	0.0	66.7
	<b>Reading Comprehension</b>	66.7	33.3	33.3	100.0
	<b>Technology Design</b>	0.0	33.3	0.0	66.7
	<b>Operation and Control</b>	33.3	66.7	0.0	100.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	66.7	33.3	33.3	66.7
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	33.3	0.0	0.0	0.0
	<b>Other</b>	0.0	66.7	66.7	33.3
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	100.0	0.0	0.0	66.7
	<b>36 or More</b>	0.0	0.0	100.0	33.3
<b>Gender</b>	<b>Female</b>	33.3	66.7	66.7	100.0
	<b>Male</b>	66.7	0.0	0.0	0.0
	<b>Nonresident</b>	0.0	33.3	33.3	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	100.0	0.0	0.0	33.3
	<b>25-34</b>	0.0	66.7	33.3	33.3
	<b>35-44</b>	0.0	0.0	33.3	0.0
	<b>45-54</b>	0.0	0.0	0.0	33.3
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	33.3	33.3	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	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/>

# Health Care and Social Assistance

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

Job Characteristics		Occupation and SOC Code			
		Occupational Therapist Assistants (31- 2011)	Physical Therapist Aides (31-2022)	Medical Equipment Preparers (31- 9093)	Phlebotomists (31-9097)
<b>Typical Education<sup>a</sup></b>		Associates	High School Diploma	High School Diploma	High School Diploma
<b>N</b>		71	71	71	71
<b>Average Hourly Wage (\$)</b>		20.00	10.50	16.00	20.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	33.3	66.7	100.0
	<b>Retirement</b>	0.0	66.7	66.7	33.3
	<b>Paid Leave</b>	0.0	100.0	66.7	33.3
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	66.7	100.0
	<b>Critical Thinking</b>	100.0	66.7	100.0	100.0
	<b>Reading Comprehension</b>	100.0	66.7	66.7	100.0
	<b>Technology Design</b>	100.0	66.7	33.3	100.0
	<b>Operation and Control</b>	100.0	33.3	100.0	100.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	66.7	33.3	100.0
	<b>Not Satisfied</b>	0.0	33.3	66.7	0.0
	<b>Neither</b>	0.0	0.0	0.0	0.0
	<b>Other</b>	0.0	0.0	0.0	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0	33.3	0.0	0.0
	<b>21-35</b>	100.0	66.7	100.0	0.0
	<b>36 or More</b>	0.0	0.0	0.0	100.0
<b>Gender</b>	<b>Female</b>	100.0	100.0	66.7	66.7
	<b>Male</b>	0.0	0.0	33.3	33.3
	<b>Nonresident</b>	0.0	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	0.0
	<b>20-24</b>	33.3	0.0	33.3	66.7
	<b>25-34</b>	33.3	66.7	66.7	33.3
	<b>35-44</b>	0.0	0.0	0.0	0.0
	<b>45-54</b>	0.0	0.0	0.0	0.0
	<b>55-64</b>	0.0	33.3	0.0	0.0
	<b>65 and Older</b>	33.3	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	66.7	100.0

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

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

N/D = Not dicloseable  
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<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Health Care and Social Assistance

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			
		Dining Room and Cafeteria Attendants and Bartender (35-9011)	Cashiers (41-2011)	File Clerks (43-4071)	Human Resources Assistants, Except Payroll and Tim (43-4161)
<b>Typical Education<sup>a</sup></b>		Less than High School Diploma	Less than High School Diploma	High School Diploma	Associates
<b>N</b>		71	71	71	71
<b>Average Hourly Wage (\$)</b>		10.00	10.00	11.35	15.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	0.0	0.0	33.3	100.0
	<b>Retirement</b>	0.0	0.0	33.3	100.0
	<b>Paid Leave</b>	33.3	0.0	33.3	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	33.3	66.7
	<b>Critical Thinking</b>	33.3	100.0	0.0	100.0
	<b>Reading Comprehension</b>	33.3	0.0	66.7	100.0
	<b>Technology Design</b>	33.3	0.0	0.0	33.3
	<b>Operation and Control</b>	100.0	100.0	33.3	33.3
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	66.7	33.3	66.7
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	33.3	33.3	33.3
	<b>Other</b>	0.0	0.0	33.3	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	66.7	0.0	100.0	0.0
	<b>21-35</b>	33.3	0.0	0.0	0.0
	<b>36 or More</b>	0.0	100.0	0.0	100.0
<b>Gender</b>	<b>Female</b>	100.0	33.3	66.7	100.0
	<b>Male</b>	0.0	66.7	0.0	0.0
	<b>Nonresident</b>	0.0	0.0	33.3	0.0
<b>Age Group</b>	<b>19 and Younger</b>	66.7	0.0	0.0	0.0
	<b>20-24</b>	0.0	33.3	33.3	0.0
	<b>25-34</b>	0.0	33.3	0.0	0.0
	<b>35-44</b>	33.3	33.3	0.0	33.3
	<b>45-54</b>	0.0	0.0	0.0	66.7
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	33.3	0.0
	<b>Unknown (Nonresidents)</b>	0.0	0.0	33.3	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	66.7	100.0	100.0	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
<http://doe.state.wy.us/LMI/newhires.htm>

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<sup>a</sup>Source: O\*Net ONline  
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# Health Care and Social Assistance

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			
		Stock Clerks and Order Fillers (43- 5081)	Rehabilitation Counselors (21- 1015)	Substitute Teachers (25- 3098)	Dentists, General (29- 1021)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Bachelors	Doctorate
N		71	N/D	N/D	N/D
Average Hourly Wage (\$)		14.50	12.81	13.00	.
% 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	0.0	0.0	0.0
	Paid Leave	100.0	50.0	0.0	0.0
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	100.0	50.0	0.0	100.0
	Technology Design	0.0	50.0	0.0	100.0
	Operation and Control	0.0	50.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	50.0	0.0	50.0
	36 or More	100.0	50.0	0.0	50.0
Gender	Female	0.0	100.0	100.0	0.0
	Male	66.7	0.0	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	0.0	0.0	0.0
	25-34	33.3	100.0	50.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	50.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	33.3	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	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>

N/D = Not dicloseable  
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<sup>a</sup>Source: O\*Net ONline  
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# Health Care and Social Assistance

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			
		Physicians and Surgeons, All Other (29-1069)	Occupational Therapists (29-1122)	Nurse Practitioners (29-1171)	Diagnostic Medical Sonographers (29-2032)
Typical Education <sup>a</sup>		Doctorate	Masters	Masters	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		114.59	34.88	45.00	.
% 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	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	50.0	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	50.0	50.0	50.0	100.0
	Operation and Control	50.0	50.0	50.0	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	0.0	0.0	0.0	0.0
	Other	50.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	100.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	0.0
Gender	Female	50.0	50.0	100.0	100.0
	Male	50.0	50.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	50.0
	35-44	0.0	50.0	50.0	50.0
	45-54	50.0	0.0	0.0	0.0
	55-64	50.0	50.0	50.0	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/>

# Health Care and Social Assistance

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			
	Healthcare Practitioners & Tech. Workers, Other (29-9099)	Medical Transcriptionists (31-9094)	Counter Attendants, Cafeteria, Food Concession, and (35-3022)	Food Servers, Nonrestaurant (35-3041)
<b>Typical Education<sup>a</sup></b>	Associates	Post Secondary	Less than High School Diploma	Less than High School Diploma
<b>N</b>	N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>	12.00	11.57	8.15	9.05
<b>% Paid Piece Rate</b>	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
<b>Health Insurance</b>	100.0	100.0	100.0	0.0
<b>Retirement</b>	100.0	100.0	100.0	50.0
<b>Paid Leave</b>	100.0	100.0	100.0	50.0
<b>Skills Selected as "Important" (%)</b>				
<b>Service Orientation</b>	100.0	50.0	100.0	100.0
<b>Critical Thinking</b>	100.0	50.0	100.0	100.0
<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
<b>Technology Design</b>	0.0	100.0	0.0	0.0
<b>Operation and Control</b>	0.0	100.0	0.0	50.0
<b>Employers' Satisfaction with New Hires' Skills</b>				
<b>Satisfied</b>	100.0	50.0	0.0	50.0
<b>Not Satisfied</b>	0.0	50.0	0.0	0.0
<b>Neither</b>	0.0	0.0	0.0	50.0
<b>Other</b>	0.0	0.0	100.0	0.0
<b>Average Weekly Hours</b>				
<b>20 or Less</b>	0.0	0.0	0.0	0.0
<b>21-35</b>	0.0	0.0	0.0	100.0
<b>36 or More</b>	100.0	100.0	100.0	0.0
<b>Gender</b>				
<b>Female</b>	50.0	100.0	50.0	100.0
<b>Male</b>	0.0	0.0	50.0	0.0
<b>Nonresident</b>	50.0	0.0	0.0	0.0
<b>Age Group</b>				
<b>19 and Younger</b>	0.0	0.0	50.0	100.0
<b>20-24</b>	0.0	100.0	0.0	0.0
<b>25-34</b>	0.0	0.0	0.0	0.0
<b>35-44</b>	50.0	0.0	50.0	0.0
<b>45-54</b>	0.0	0.0	0.0	0.0
<b>55-64</b>	0.0	0.0	0.0	0.0
<b>65 and Older</b>	0.0	0.0	0.0	0.0
<b>Unknown (Nonresidents)</b>	50.0	0.0	0.0	0.0
<b>Turnover</b>				
<b>% Still Working 1 Quarter After Hire</b>	100.0	50.0	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/>



# Health Care and Social Assistance

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			
		Dishwashers (35-9021)	Janitors and Cleaners, Except Maids and Housekeepi (37-2011)	Retail Salespersons (41-2031)	Billing and Posting Clerks and Machine Operators (43-3021)
Typical Education <sup>a</sup>		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		30.00	10.00	8.00	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	50.0
	Retirement	100.0	50.0	0.0	0.0
	Paid Leave	100.0	100.0	0.0	50.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	100.0	100.0
	Critical Thinking	100.0	50.0	0.0	50.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	0.0	0.0	100.0
	Operation and Control	100.0	50.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	50.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	50.0	100.0	100.0	100.0
	Male	50.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	50.0	100.0	50.0
	35-44	50.0	0.0	0.0	0.0
	45-54	50.0	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)	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/>

# Health Care and Social Assistance

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			
		Executive Secretaries & Administrative Assistants (43-6011)	Financial Managers (11-3031)	Education Administrators, Preschool & Child Care (11-9031)	Employment, Recruitment & Placement Specialists (13-1071)
Typical Education <sup>a</sup>		Post Secondary	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		26.44	31.31	.	21.64
% 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	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	0.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	100.0
	Operation and Control	0.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	0.0
Gender	Female	50.0	0.0	0.0	100.0
	Male	0.0	0.0	100.0	0.0
	Nonresident	50.0	100.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	0.0	100.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	100.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	50.0	100.0	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/>

# Health Care and Social Assistance

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

Job Characteristics		Occupation and SOC Code			
		Fundraisers (13-1131)	Network and Computer Systems Admini (15-1142)	Computer User Support Specialists (15-1151)	Physicists (19-2012)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Associates	Doctorate
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.00	26.00	24.00	98.56
% 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	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	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	100.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	0.0	100.0	0.0
	Nonresident	0.0	100.0	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	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	100.0	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/>

# Health Care and Social Assistance

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

Job Characteristics		Occupation and SOC Code			
		Social Scientists and Related Workers, All Other (19-3099)	Social Workers, All Other (21-1029)	Community Health Workers (21-1094)	Community and Social Service Specialists, Other (21-1099)
Typical Education <sup>a</sup>		Masters	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		20.00	14.00	17.25	15.45
% 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	0.0	0.0	0.0	100.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	0.0	100.0	100.0	100.0
	Operation and Control	0.0	100.0	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	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	100.0
	36 or More	0.0	100.0	0.0	0.0
Gender	Female	100.0	100.0	0.0	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	100.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	100.0	100.0	0.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	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/>

# Health Care and Social Assistance

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

Job Characteristics		Occupation and SOC Code			
		Postsecondary Teachers, All Other (25- 1199)	Secondary School Teachers, Except Special and Voca (25- 2031)	Special Ed Teachers, Preschool (25- 2051)	Surgeons (29- 1067)
Typical Education <sup>a</sup>		Doctorate	Bachelors	Bachelors	Doctorate
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.00	14.90	18.18	.
% 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	0.0	0.0	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	100.0	0.0	100.0	0.0
	Male	0.0	100.0	0.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	100.0	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	100.0	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/>

# Health Care and Social Assistance

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

Job Characteristics		Occupation and SOC Code			
		Nurse Midwives (29- 1161)	Medical and Clinical Laboratory Technicians (29- 2012)	Radiologic Technologists and Technicians (29-2034)	Magnetic Resonance Imaging Technolo (29- 2035)
Typical Education <sup>a</sup>		Associates	Associates	Associates	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	10.00	23.28	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	100.0
	Retirement	0.0	0.0	0.0	100.0
	Paid Leave	0.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	0.0	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	100.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	100.0	100.0	0.0	0.0
	36 or More	0.0	0.0	0.0	100.0
Gender	Female	100.0	100.0	100.0	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	100.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	100.0	0.0	100.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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

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

N/D = Not dicloseable  
due to confidentiality.

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

# Health Care and Social Assistance

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			
		Dietetic Technicians (29-2051)	Psychiatric Aides (31-1013)	Orderlies (31-1015)	First-Line Supervisors/Managers of Food Preparation (35-1012)
Typical Education <sup>a</sup>		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	10.73	9.25	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	0.0	100.0	0.0	0.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	0.0	100.0
	Operation and Control	0.0	0.0	0.0	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	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	100.0	0.0	100.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	100.0	100.0	100.0	100.0
	Male	0.0	0.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	100.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	100.0	0.0	0.0
	35-44	100.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	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 discloseable due to confidentiality.

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

# Health Care and Social Assistance

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			
		Landscaping and Groundskeeping Workers (37-3011)	Real Estate Sales Agents (41-9022)	Bill and Account Collectors (43-3011)	Customer Service Representatives (43-4051)
Typical Education <sup>a</sup>		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		7.00	19.23	16.50	13.55
% 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	100.0	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	100.0	0.0	100.0	0.0
	Operation and Control	100.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	0.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	0.0	0.0	100.0
	Other	0.0	100.0	0.0	0.0
Average Weekly Hours	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	100.0	100.0
	Male	100.0	100.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	100.0	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	0.0	100.0	100.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	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.

<sup>a</sup>Source: O\*Net ONline  
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# Health Care and Social Assistance

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			
		Shipping, Receiving, and Traffic Clerks (43-5071)	First-Line Supervisors/Managers of Construction Tr (47-1011)	Medical Equipment Repairers (49- 9062)	Meat, Poultry, and Fish Cutters and Trimmers (51- 3022)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Associates	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.50	19.00	15.67	11.30
% 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	0.0	100.0	0.0
	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	100.0	100.0
	Operation and Control	0.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	100.0	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	100.0	0.0	100.0	100.0
	Male	0.0	100.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	100.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	100.0	100.0	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  
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<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Health Care and Social Assistance

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

Job Characteristics		Occupation and SOC Code	
		Bus Drivers, School (53- 3022)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma
N		N/D	N/D
Average Hourly Wage (\$)		15.00	15.00
% Paid Piece Rate		0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0
	Retirement	0.0	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	0.0	0.0
	Technology Design	0.0	0.0
	Operation and Control	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0
	Not Satisfied	0.0	0.0
	Neither	0.0	0.0
	Other	0.0	100.0
Average Weekly Hours	20 or Less	0.0	100.0
	21-35	100.0	0.0
	36 or More	0.0	0.0
Gender	Female	0.0	0.0
	Male	0.0	100.0
	Nonresident	100.0	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	0.0	100.0
	55-64	0.0	0.0
	65 and Older	0.0	0.0
	Unknown (Nonresidents)	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0

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