

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Total, All Occupations	Welders, Cutters, Solderers, & Brazers (51-4121)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Truck Drivers, Heavy & Tractor-Trailer (53-3032)
Typical Education <sup>a</sup>		N/A	High School Diploma or Less	High School Diploma or Less	Postsecondary Non-Degree Award
N		2,714	391	221	140
Average Hourly Wage (\$)		14.00	17.00	13.00	17.00
% Paid Piece Rate		0.7	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	58.4	60.3	68.2	64.3
	Retirement	49.2	47.4	56.8	53.6
	Paid Leave	59.0	56.4	65.9	57.1
Skills Selected as "Important" (%)	Service Orientation	53.4	38.5	29.5	57.1
	Critical Thinking	81.5	84.6	72.7	92.9
	Reading Comprehension	70.2	65.4	52.3	60.7
	Technology Design Operation and Control	45.8	61.5	11.4	14.3
Employer's Satisfaction with New Hires' Skills	Satisfied	47.3	35.9	31.8	53.6
	Not Satisfied	8.7	10.3	20.5	14.3
	Neither	9.1	9.0	4.5	7.1
	Other	34.9	44.9	43.2	25.0
Average Weekly Hours	20 or Less	4.1	0.0	2.3	3.8
	21-35	11.6	6.1	6.8	0.0
	36 or More	84.3	93.9	90.9	96.2
Gender	Female	17.9	7.7	9.1	17.9
	Male	70.2	78.2	72.7	75.0
	Nonresident	11.8	14.1	18.2	7.1
Age Group	19 and Younger	5.5	2.6	11.4	0.0
	20-24	17.6	19.2	34.1	10.7
	25-34	28.1	29.5	18.2	21.4
	35-44	15.3	12.8	6.8	17.9
	45-54	13.9	15.4	4.5	28.6
	55-64	6.3	5.1	4.5	10.7
	65 and Older	1.3	1.3	2.3	3.6
	Unknown (Nonresidents)	12.0	14.1	18.2	7.1
Turnover	% Still Working 1 Quarter After Hire	82.3	82.1	88.6	89.3

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Office Clerks, General (43- 9061)	Machinists (51- 4041)	Team Assemblers (51- 2092)	Helpers-- Production Workers (51- 9198)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		100	90	75	75
Average Hourly Wage (\$)		13.71	15.00	12.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	55.0	66.7	93.3	40.0
	Retirement	30.0	55.6	86.7	26.7
	Paid Leave	40.0	72.2	86.7	40.0
Skills Selected as "Important" (%)	Service Orientation	95.0	55.6	73.3	40.0
	Critical Thinking	80.0	94.4	93.3	86.7
	Reading Comprehension	100.0	83.3	93.3	53.3
	Technology Design Operation and Control	45.0 40.0	77.8 77.8	13.3 80.0	46.7 100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	66.7	40.0	53.3
	Not Satisfied	10.0	0.0	6.7	6.7
	Neither	5.0	5.6	0.0	13.3
	Other	35.0	27.8	53.3	26.7
Average Weekly Hours	20 or Less	5.9	0.0	0.0	0.0
	21-35	5.9	26.7	0.0	6.7
	36 or More	88.2	73.3	100.0	93.3
Gender	Female	55.0	5.6	33.3	20.0
	Male	40.0	83.3	66.7	73.3
	Nonresident	5.0	11.1	0.0	6.7
Age Group	19 and Younger	5.0	16.7	13.3	0.0
	20-24	10.0	16.7	13.3	20.0
	25-34	40.0	27.8	20.0	40.0
	35-44	25.0	11.1	40.0	0.0
	45-54	10.0	11.1	13.3	20.0
	55-64	5.0	5.6	0.0	13.3
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	5.0	11.1	0.0	6.7	
Turnover	% Still Working 1 Quarter After Hire	65.0	88.9	80.0	53.3

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

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<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Packaging & Filling Machine Operators & Tenders (51-9111)	Assemblers & Fabricators, All Other (51-2099)	Sawing Machine Setters, Operators & Tenders, Wood (51-7041)	Packers & Packers, Hand (53-7064)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		70	65	60	55
Average Hourly Wage (\$)		11.00	12.00	10.75	9.80
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	53.8	100.0	9.1
	Retirement	50.0	38.5	41.7	0.0
	Paid Leave	71.4	38.5	66.7	18.2
Skills Selected as "Important" (%)	Service Orientation	21.4	53.8	25.0	54.5
	Critical Thinking	78.6	61.5	58.3	63.6
	Reading Comprehension	78.6	53.8	41.7	63.6
	Technology Design Operation and Control	50.0	38.5	25.0	18.2
Employer's Satisfaction with New Hires' Skills	Satisfied	71.4	23.1	41.7	54.5
	Not Satisfied	0.0	23.1	0.0	9.1
	Neither	7.1	23.1	16.7	9.1
	Other	21.4	30.8	41.7	27.3
Average Weekly Hours	20 or Less	9.1	0.0	0.0	10.0
	21-35	0.0	7.7	20.0	20.0
	36 or More	90.9	92.3	80.0	70.0
Gender	Female	21.4	0.0	8.3	54.5
	Male	64.3	92.3	75.0	18.2
	Nonresident	14.3	7.7	16.7	27.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	21.4	30.8	16.7	18.2
	25-34	21.4	23.1	25.0	18.2
	35-44	28.6	7.7	16.7	18.2
	45-54	7.1	30.8	16.7	0.0
	55-64	7.1	0.0	8.3	9.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	14.3	7.7	16.7	36.4
Turnover	% Still Working 1 Quarter After Hire	85.7	92.3	83.3	54.5

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Janitors & Cleaners, Except Maids & Housekeepers (37-2011)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	First-Line Supervisors/Managers of Production & Operations (51-1011)	Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less
N		50	40	40	40
Average Hourly Wage (\$)		13.19	15.00	29.63	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	60.0	25.0	62.5	62.5
	Retirement	60.0	25.0	62.5	75.0
	Paid Leave	50.0	25.0	62.5	75.0
Skills Selected as "Important" (%)	Service Orientation	30.0	25.0	50.0	100.0
	Critical Thinking	30.0	100.0	100.0	87.5
	Reading Comprehension	60.0	25.0	12.5	87.5
	Technology Design	0.0	50.0	50.0	50.0
	Operation and Control	30.0	100.0	100.0	75.0
Employer's Satisfaction with New Hires' Skills	Satisfied	30.0	12.5	25.0	62.5
	Not Satisfied	20.0	12.5	0.0	12.5
	Neither	10.0	12.5	0.0	0.0
	Other	40.0	62.5	75.0	25.0
Average Weekly Hours	20 or Less	10.0	0.0	0.0	0.0
	21-35	10.0	25.0	0.0	0.0
	36 or More	80.0	75.0	100.0	100.0
Gender	Female	20.0	12.5	12.5	50.0
	Male	60.0	62.5	87.5	50.0
	Nonresident	20.0	25.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	12.5	12.5
	20-24	20.0	12.5	12.5	0.0
	25-34	0.0	25.0	37.5	37.5
	35-44	10.0	25.0	25.0	25.0
	45-54	30.0	12.5	12.5	12.5
	55-64	10.0	0.0	0.0	12.5
	65 and Older	10.0	0.0	0.0	0.0
	Unknown (Nonresidents)	20.0	25.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	50.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		General & Operations Managers (11-1021)	Mechanical Engineers (17-2141)	Construction Laborers (47-2061)	Printing Press Operators (51-5112)
Typical Education <sup>a</sup>		Bachelors	Bachelors	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		43.75	26.44	10.75	9.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	85.7	57.1	28.6	14.3
	Retirement	85.7	85.7	28.6	0.0
	Paid Leave	100.0	85.7	57.1	71.4
Skills Selected as "Important" (%)	Service Orientation	100.0	57.1	85.7	14.3
	Critical Thinking	100.0	100.0	100.0	85.7
	Reading Comprehension	100.0	71.4	100.0	71.4
	Technology Design Operation and Control	100.0	100.0	71.4	71.4
Employer's Satisfaction with New Hires' Skills	Satisfied	57.1	57.1	57.1	28.6
	Not Satisfied	14.3	0.0	0.0	14.3
	Neither	14.3	0.0	14.3	14.3
	Other	14.3	42.9	28.6	42.9
Average Weekly Hours	20 or Less	0.0	14.3	0.0	0.0
	21-35	0.0	0.0	28.6	85.7
	36 or More	100.0	85.7	71.4	14.3
Gender	Female	14.3	14.3	14.3	14.3
	Male	71.4	85.7	85.7	71.4
	Nonresident	14.3	0.0	0.0	14.3
Age Group	19 and Younger	0.0	14.3	42.9	14.3
	20-24	0.0	14.3	0.0	28.6
	25-34	14.3	42.9	42.9	42.9
	35-44	28.6	0.0	14.3	0.0
	45-54	28.6	28.6	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	14.3	0.0	0.0	0.0
Unknown (Nonresidents)	14.3	0.0	0.0	14.3	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	71.4	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Mixing & Blending Machine Setters, Operators, and (51-9023)	Truck Drivers, Light or Delivery Services (53-3033)	Bakers (51-3011)	First-Line Super./Manag., Non-Retail Sales Workers (41-1012)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		13.63	12.00	9.50	39.62
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	57.1	0.0	100.0
	Retirement	100.0	28.6	0.0	100.0
	Paid Leave	100.0	57.1	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	71.4	57.1	16.7	100.0
	Critical Thinking	100.0	57.1	50.0	100.0
	Reading Comprehension	85.7	100.0	100.0	100.0
	Technology Design Operation and Control	71.4	14.3	16.7	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	57.1	57.1	33.3	20.0
	Not Satisfied	28.6	0.0	16.7	0.0
	Neither	0.0	14.3	16.7	0.0
	Other	14.3	28.6	33.3	80.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	40.0	66.7	80.0	0.0
	36 or More	60.0	33.3	20.0	100.0
Gender	Female	28.6	0.0	16.7	0.0
	Male	57.1	100.0	66.7	100.0
	Nonresident	14.3	0.0	16.7	0.0
Age Group	19 and Younger	14.3	0.0	16.7	0.0
	20-24	0.0	14.3	0.0	0.0
	25-34	57.1	42.9	16.7	20.0
	35-44	14.3	14.3	0.0	20.0
	45-54	0.0	14.3	50.0	0.0
	55-64	0.0	0.0	0.0	60.0
	65 and Older	0.0	14.3	0.0	0.0
Unknown (Nonresidents)	14.3	0.0	16.7	0.0	
Turnover	% Still Working 1 Quarter After Hire	71.4	71.4	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Carpenters (47-2031)	Cement Masons & Concrete Finishers (47-2051)	Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)	Maintenance & Repair Workers, Gen (49-9071)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.00	15.00	25.00	16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	60.0	100.0	40.0
	Retirement	0.0	60.0	100.0	40.0
	Paid Leave	20.0	60.0	100.0	40.0
Skills Selected as "Important" (%)	Service Orientation	20.0	20.0	80.0	80.0
	Critical Thinking	100.0	20.0	100.0	100.0
	Reading Comprehension	100.0	60.0	100.0	100.0
	Technology Design Operation and Control	80.0	20.0	100.0	40.0
Employer's Satisfaction with New Hires' Skills	Satisfied	40.0	20.0	40.0	60.0
	Not Satisfied	0.0	40.0	0.0	0.0
	Neither	20.0	20.0	0.0	0.0
	Other	40.0	20.0	60.0	40.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	60.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	40.0
Gender	Female	20.0	0.0	20.0	0.0
	Male	60.0	80.0	60.0	100.0
	Nonresident	20.0	20.0	20.0	0.0
Age Group	19 and Younger	0.0	20.0	0.0	0.0
	20-24	0.0	0.0	20.0	20.0
	25-34	0.0	40.0	0.0	20.0
	35-44	60.0	20.0	40.0	0.0
	45-54	20.0	0.0	0.0	20.0
	55-64	0.0	0.0	20.0	40.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	20.0	20.0	20.0	0.0
Turnover	% Still Working 1 Quarter After Hire	60.0	80.0	80.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

Source: Research Planning, WY DWS  
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<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Electrical & Electronic Equipment Assemblers (51-2022)	Welding, Soldering, & Brazing Machine Setters, O (51-4122)	Furniture Finishers (51-7021)	Production Workers, All Other (51-9199)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.00	20.32	11.50	11.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	80.0	60.0
	Retirement	0.0	100.0	80.0	0.0
	Paid Leave	20.0	100.0	80.0	60.0
Skills Selected as "Important" (%)	Service Orientation	40.0	0.0	0.0	20.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	100.0	20.0	100.0
	Technology Design Operation and Control	100.0	0.0	100.0	40.0
Employer's Satisfaction with New Hires' Skills	Satisfied	80.0	0.0	20.0	40.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	20.0	20.0
	Other	20.0	100.0	60.0	40.0
Average Weekly Hours	20 or Less	40.0	0.0	0.0	0.0
	21-35	0.0	0.0	20.0	0.0
	36 or More	60.0	100.0	80.0	100.0
Gender	Female	20.0	0.0	0.0	0.0
	Male	80.0	80.0	100.0	80.0
	Nonresident	0.0	20.0	0.0	20.0
Age Group	19 and Younger	20.0	0.0	0.0	0.0
	20-24	40.0	20.0	80.0	20.0
	25-34	40.0	60.0	20.0	40.0
	35-44	0.0	0.0	0.0	20.0
	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	20.0	0.0	20.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	80.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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<sup>a</sup>Source: U.S. Bureau of Labor Statistics.



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Job Characteristics		Occupation and SOC Code			
		Slaughterers & Meat Packers (51-3023)	Lathe & Turning Machine Tool Setters, Operators, (51-4034)	Print Binding & Finishing Workers (51-5113)	Cabinetmakers & Bench Carpenters (51-7011)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.50	10.00	10.00	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	50.0	0.0
	Retirement	0.0	100.0	50.0	0.0
	Paid Leave	0.0	100.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	25.0	75.0	75.0
	Critical Thinking	100.0	100.0	25.0	100.0
	Reading Comprehension	100.0	25.0	50.0	75.0
	Technology Design	50.0	75.0	25.0	100.0
	Operation and Control	50.0	100.0	75.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	50.0	25.0
	Not Satisfied	0.0	0.0	50.0	0.0
	Neither	0.0	0.0	0.0	75.0
	Other	50.0	50.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	25.0	66.7
	36 or More	0.0	100.0	75.0	33.3
Gender	Female	0.0	0.0	50.0	0.0
	Male	75.0	100.0	50.0	75.0
	Nonresident	25.0	0.0	0.0	25.0
Age Group	19 and Younger	0.0	0.0	25.0	0.0
	20-24	50.0	25.0	0.0	25.0
	25-34	25.0	50.0	50.0	0.0
	35-44	0.0	0.0	25.0	25.0
	45-54	0.0	0.0	0.0	25.0
	55-64	0.0	25.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	25.0	0.0	0.0	25.0
Turnover	% Still Working 1 Quarter After Hire	50.0	75.0	50.0	50.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Woodworking Machine Setters, Operators, & Tender (51- 7042)	Chemical Equipment Operators & Tenders (51- 9011)	Industrial Truck & Tractor Operators (53- 7051)	Computer User Support Specialists (15- 1151)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Some College, No Degree
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.50	23.63	16.20	16.85
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	100.0	75.0	100.0
	Retirement	25.0	100.0	75.0	100.0
	Paid Leave	50.0	100.0	75.0	100.0
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	25.0	100.0
	Technology Design Operation and Control	100.0	50.0 100.0	25.0 100.0	100.0 66.7
Employer's Satisfaction with New Hires' Skills	Satisfied	25.0	100.0	75.0	66.7
	Not Satisfied	25.0	0.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	0.0	0.0	25.0	33.3
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	25.0	33.3
	Male	75.0	100.0	75.0	33.3
	Nonresident	25.0	0.0	0.0	33.3
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	25.0	0.0	25.0	0.0
	25-34	25.0	50.0	50.0	0.0
	35-44	25.0	25.0	0.0	33.3
	45-54	0.0	25.0	25.0	33.3
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	25.0	0.0	0.0	33.3
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	75.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Drafters, All Other (17-3019)	Waiters & Waitresses (35-3031)	Cashiers (41-2011)	Bookkeeping, Accounting, & Auditing Clerks (43-3031)
Typical Education <sup>a</sup>		Associates	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.00	3.00	7.75	16.50
% Paid Piece Rate		0.0	100.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	33.3
	Retirement	100.0	0.0	0.0	33.3
	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	0.0	100.0	33.3
	Reading Comprehension	100.0	0.0	66.7	100.0
	Technology Design	100.0	0.0	0.0	0.0
	Operation and Control	100.0	0.0	33.3	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	33.3	0.0	66.7	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	33.3	0.0	33.3
	Other	66.7	66.7	33.3	33.3
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	66.7	0.0
	36 or More	100.0	0.0	33.3	100.0
Gender	Female	0.0	33.3	66.7	100.0
	Male	100.0	33.3	0.0	0.0
	Nonresident	0.0	33.3	33.3	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	33.3	33.3	0.0	0.0
	25-34	33.3	0.0	33.3	0.0
	35-44	0.0	0.0	0.0	33.3
	45-54	33.3	0.0	0.0	33.3
	55-64	0.0	33.3	33.3	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	33.3	33.3	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	66.7

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Order Clerks (43-4151)	Stock Clerks & Order Fillers (43- 5081)	Secretaries, Except Legal, Medical, & Executive (43- 6014)	Mining Machine Operators, All Other (47-5049)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	10.18	11.00	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	33.3	0.0
	Retirement	0.0	66.7	33.3	100.0
	Paid Leave	0.0	66.7	33.3	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	66.7	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design Operation and Control	0.0 0.0	66.7 33.3	33.3 66.7	0.0 100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	66.7	66.7	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	33.3	33.3	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	33.3	0.0
	21-35	0.0	33.3	0.0	0.0
	36 or More	0.0	66.7	66.7	100.0
Gender	Female	66.7	33.3	100.0	33.3
	Male	33.3	66.7	0.0	66.7
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	66.7	0.0	0.0
	20-24	0.0	33.3	0.0	33.3
	25-34	0.0	0.0	66.7	0.0
	35-44	33.3	0.0	33.3	0.0
	45-54	66.7	0.0	0.0	33.3
	55-64	0.0	0.0	0.0	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Industrial Machinery Mechanics (49-9041)	Structural Metal Fabricators & Fitters (51-2041)	Butchers & Meat Cutters (51-3021)	Sewing Machine Operators (51-6031)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		23.00	18.50	15.00	9.00
% 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	66.7	0.0	0.0
	Paid Leave	100.0	66.7	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	66.7	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	33.3	33.3	100.0	100.0
	Technology Design	33.3	100.0	100.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	66.7	66.7	66.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	33.3	0.0	33.3
	Other	0.0	0.0	33.3	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	33.3
	Nonresident	0.0	0.0	0.0	66.7
Age Group	19 and Younger	0.0	0.0	33.3	0.0
	20-24	0.0	33.3	0.0	0.0
	25-34	33.3	0.0	0.0	0.0
	35-44	0.0	33.3	33.3	33.3
	45-54	66.7	33.3	33.3	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	66.7
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Petroleum Pump System Operators, Refinery Operator (51-8093)	Coating, Painting, & Spraying Machine Setters, O (51-9121)	Sales Managers (11-2022)	Chemical Engineers (17-2041)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		25.00	10.50	26.80	55.29
% 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	33.3	100.0	100.0
	Paid Leave	100.0	33.3	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	66.7	66.7	100.0	0.0
	Critical Thinking	100.0	66.7	100.0	100.0
	Reading Comprehension	100.0	66.7	100.0	100.0
	Technology Design	66.7	33.3	100.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	66.7	66.7	100.0	50.0
	Not Satisfied	0.0	33.3	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	33.3	0.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	50.0	0.0
	Male	100.0	100.0	50.0	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	33.3	0.0	0.0
	25-34	100.0	66.7	50.0	50.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	50.0	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	66.7	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Mining & Geological Engineers, Including Mining (17-2151)	Graphic Designers (27-1024)	Bartenders (35-3011)	Dishwashers (35-9021)
Typical Education <sup>a</sup>		Bachelors	Bachelors	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		48.08	10.00	6.50	10.00
% Paid Piece Rate		0.0	0.0	50.0	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	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	50.0	0.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design Operation and Control	100.0	100.0	0.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	50.0
	Other	50.0	50.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	0.0
Gender	Female	0.0	50.0	50.0	50.0
	Male	100.0	50.0	50.0	0.0
	Nonresident	0.0	0.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	50.0	50.0	0.0
	25-34	50.0	50.0	50.0	50.0
	35-44	50.0	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	50.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Sales Representatives, Wholesale & Manufacturing (41-4012)	Customer Service Representatives (43-4051)	Dispatchers, Except Police, Fire, & Ambulance (43-5032)	Shipping, Receiving, & Traffic Clerks (43-5071)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		52.64	17.00	18.00	15.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	0.0	100.0	100.0
	Retirement	0.0	0.0	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	50.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design Operation and Control	0.0	100.0	100.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	50.0	50.0	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	50.0	0.0
Average Weekly Hours	20 or Less	50.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	50.0	100.0	0.0	100.0
Gender	Female	0.0	50.0	0.0	0.0
	Male	100.0	50.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	50.0	0.0
	20-24	0.0	0.0	0.0	50.0
	25-34	50.0	50.0	0.0	0.0
	35-44	0.0	50.0	0.0	0.0
	45-54	50.0	0.0	50.0	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	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.



# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Weighers, Measurers, Checkers, & Samplers, Recor (43-5111)	Electrical & Electronics Repairers, Commercial a (49-2094)	Installation, Maintenance & Repair Workers, Other (49-9099)	Meat, Poultry, & Fish Cutters & Trimmers (51- 3022)
Typical Education <sup>a</sup>		High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		23.85	25.38	11.50	9.75
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	50.0	0.0
	Retirement	100.0	0.0	0.0	0.0
	Paid Leave	100.0	100.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	50.0	100.0
	Critical Thinking	0.0	100.0	100.0	50.0
	Reading Comprehension	100.0	100.0	50.0	50.0
	Technology Design	0.0	100.0	100.0	50.0
	Operation and Control	0.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	50.0
	Other	50.0	50.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	50.0	0.0	0.0
	Male	50.0	50.0	100.0	100.0
	Nonresident	50.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	50.0	50.0	0.0	0.0
	25-34	0.0	50.0	50.0	100.0
	35-44	0.0	0.0	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)	50.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	50.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Molding, Coremaking, & Casting Machine Setters, (51-4072)	Textile Bleaching & Dyeing Machine Op. & Tenders (51-6061)	Separating, Filtering, Clarifying, Precipitating, (51-9012)	Driver/Sales Workers (53-3031)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.05	9.25	10.75	15.88
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	100.0
	Retirement	0.0	0.0	0.0	100.0
	Paid Leave	0.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	50.0	0.0	100.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	50.0
	Technology Design Operation and Control	100.0	100.0	100.0	50.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	50.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	0.0	50.0	50.0
Average Weekly Hours	20 or Less	0.0	50.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	50.0	100.0	100.0
Gender	Female	50.0	50.0	50.0	0.0
	Male	50.0	50.0	0.0	100.0
	Nonresident	0.0	0.0	50.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	50.0	0.0	50.0
	25-34	50.0	50.0	50.0	0.0
	35-44	50.0	0.0	0.0	50.0
	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	50.0	0.0	
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Wholesale & Retail Buyers, Except Farm Products (13-1022)	Compliance Officers, Except Agriculture, Construct (13-1041)	Human Resources Specialists (13-1071)	Accountants & Auditors (13-2011)
Typical Education <sup>a</sup>		High School Diploma or Less	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		16.32	14.00	21.64	31.31
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	100.0
	Retirement	100.0	0.0	100.0	100.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design Operation and Control	100.0	100.0	0.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	0.0	100.0	100.0
Gender	Female	0.0	100.0	100.0	100.0
	Male	100.0	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	100.0	0.0	0.0	0.0
	35-44	0.0	100.0	0.0	0.0
	45-54	0.0	0.0	100.0	0.0
	55-64	0.0	0.0	0.0	100.0
	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

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Electrical Engineers (17-2071)	Materials Engineers (17-2131)	Electrical & Electronic Technicians (17-3023)	Chemical Technicians (19-4031)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Associates	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		33.65	19.50	20.75	24.64
% 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	0.0	0.0	100.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	0.0	100.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	0.0	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	100.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	100.0	0.0	100.0	100.0
	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	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

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Occupational Health & Safety Specialists (29-9011)	Security Guards (33-9032)	First-Line Supervisors/Managers of Food Preparation (35-1012)	Cooks, Fast Food (35-2011)
Typical Education <sup>a</sup>		Bachelors	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		34.38	10.75	10.00	8.00
% 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	0.0	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	0.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	100.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	100.0
	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	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	0.0	0.0	100.0	0.0
	Male	100.0	100.0	0.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	100.0
	25-34	0.0	0.0	0.0	0.0
	35-44	100.0	100.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	0.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Combined Food Preparation & Serving Workers, Inc (35-3021)	Tour Guides & Escorts (39-7011)	Retail Salespersons (41-2031)	Sales Engineers (41-9031)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		7.92	10.00	10.50	35.10
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	100.0	100.0
	Retirement	0.0	0.0	100.0	100.0
	Paid Leave	0.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	100.0
	Operation and Control	100.0	0.0	0.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	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	0.0	0.0	0.0
Average Weekly Hours	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	100.0	0.0
Gender	Female	100.0	0.0	0.0	0.0
	Male	0.0	100.0	0.0	0.0
	Nonresident	0.0	0.0	100.0	100.0
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	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	100.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	100.0	100.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Telemarketers (41-9041)	Logging Equipment Operators (45- 4022)	Log Graders & Scalers (45- 4023)	Boilermakers (47-2011)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.41	12.00	10.00	34.45
% 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	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	0.0	0.0	0.0	100.0
	Technology Design	0.0	0.0	0.0	100.0
	Operation and Control	0.0	100.0	100.0	100.0
Employer's 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	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	100.0	100.0	0.0	0.0
	Male	0.0	0.0	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	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	100.0	0.0	100.0
	45-54	0.0	0.0	0.0	0.0
	55-64	100.0	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

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Operating Engineers & Other Construction Equipme (47-2073)	Glaziers (47-2121)	Reinforcing Iron & Rebar Workers (47-2171)	Helpers--Carpenters (47-3012)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		21.70	8.50	14.00	12.00
% 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	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design Operation and Control	0.0	0.0	0.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	Not Satisfied	0.0	100.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	0.0
	25-34	0.0	100.0	0.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	100.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.



# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Construction & Related Workers, All Other (47-4099)	Extraction Workers, All Other (47-5099)	Farm Equipment Mechanics (49-3041)	Helpers-- Installation, Maint., & Repair Workers (49-9098)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.00	20.00	12.00	17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	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	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	0.0
	Technology Design	0.0	100.0	100.0	0.0
	Operation and Control	100.0	100.0	100.0	100.0
Employer's 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	0.0	0.0	0.0	0.0
	Male	0.0	100.0	0.0	0.0
	Nonresident	100.0	0.0	100.0	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	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	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	100.0	0.0	100.0	100.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	0.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		All other food processing workers (51-3099)	Cutting, Punching, & Press Machine Setters, Oper (51-4031)	Grinding, Lapping, Polishing, & Buffing Machine (51-4033)	Crushing, Grinding, & Polishing Machine Setters, (51-9021)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.90	13.50	8.50	16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	0.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	100.0	100.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	0.0	0.0	100.0	100.0
	Technology Design	0.0	0.0	0.0	100.0
	Operation and Control	0.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	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
	Other	100.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	100.0	0.0	0.0
	Male	0.0	0.0	100.0	100.0
	Nonresident	100.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	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	0.0	0.0	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)	100.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Cutting & Slicing Machine Setters, Operators, and Repairers (51-9032)	Cleaning, Washing, & Metal Pickling Equipment Operators and Inspectors (51-9192)	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers (53-1021)	Airline Pilots, Copilots, and Flight Engineers (53-2011)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	13.00	23.00	51.93
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	100.0
	Retirement	100.0	0.0	100.0	100.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design Operation and Control	100.0	100.0	0.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	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	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	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	100.0	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	0.0	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

# Manufacturing

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code
		<b>Tank Car, Truck, &amp; Ship Loaders (53-7121)</b>
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less
<b>N</b>		N/D
<b>Average Hourly Wage (\$)</b>		33.43
<b>% Paid Piece Rate</b>		0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	100.0
	<b>Retirement</b>	100.0
	<b>Paid Leave</b>	100.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0
	<b>Critical Thinking</b>	100.0
	<b>Reading Comprehension</b>	100.0
	<b>Technology Design Operation and Control</b>	0.0 0.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0
	<b>Not Satisfied</b>	0.0
	<b>Neither</b>	0.0
	<b>Other</b>	0.0
<b>Average Weekly Hours</b>	<b>20 or Less</b>	0.0
	<b>21-35</b>	0.0
	<b>36 or More</b>	100.0
<b>Gender</b>	<b>Female</b>	0.0
	<b>Male</b>	100.0
	<b>Nonresident</b>	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0
	<b>20-24</b>	0.0
	<b>25-34</b>	0.0
	<b>35-44</b>	0.0
	<b>45-54</b>	0.0
	<b>55-64</b>	100.0
	<b>65 and Older</b>	0.0
	<b>Unknown (Nonresidents)</b>	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.