

Management of Companies and Enterprises

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

| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|-------------------------|---|--|----------------------------------|
| | | Total, All Occupations | Farmworkers, Farm & Ranch Animals (45-2093) | Bookkeeping, Accounting, & Auditing Clerks (43-3031) | Office Clerks, General (43-9061) |
| Typical Education ^a | | N/A | High School Diploma or Less | High School Diploma or Less | High School Diploma or Less |
| N | | 198 | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | \$20.00 | \$13.00 | \$15.63 | \$16.83 |
| % Paid Piece Rate | | 0.00 | 0.00 | 0.00 | 0.00 |
| % Offered Selected Benefits | Health Insurance | 69.6 | 0.0 | 100.0 | 62.5 |
| | Retirement | 62.5 | 0.0 | 100.0 | 50.0 |
| | Paid Leave | 67.9 | 0.0 | 100.0 | 62.5 |
| Skills Selected as "Important" (%) | Service Orientation | 77.7 | 100.0 | 44.4 | 100.0 |
| | Critical Thinking | 72.3 | 100.0 | 66.7 | 62.5 |
| | Reading Comprehension | 67.9 | 0.0 | 100.0 | 75.0 |
| | Technology Design | 49.1 | 0.0 | 66.7 | 37.5 |
| | Operation and Control | 71.4 | 100.0 | 100.0 | 37.5 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 34.8 | 13.3 | 22.2 | 50.0 |
| | Not Satisfied | 1.8 | 0.0 | 0.0 | 12.5 |
| | Neither | 5.4 | 0.0 | 11.1 | 0.0 |
| | Other | 58.0 | 86.7 | 66.7 | 37.5 |
| Average Weekly Hours | 20 or Less | 1.0 | 0.0 | 0.0 | 0.0 |
| | 21-35 | 30.1 | 86.7 | 33.3 | 16.7 |
| | 36 or More | 68.9 | 13.3 | 66.7 | 83.3 |
| Gender | Female | 28.6 | 26.7 | 22.2 | 50.0 |
| | Male | 60.7 | 73.3 | 66.7 | 12.5 |
| | Nonresident | 10.7 | 0.0 | 11.1 | 37.5 |
| Age Group | 19 and Younger | 5.4 | 0.0 | 11.1 | 0.0 |
| | 20-24 | 16.1 | 26.7 | 0.0 | 0.0 |
| | 25-34 | 30.4 | 20.0 | 44.4 | 25.0 |
| | 35-44 | 17.0 | 26.7 | 11.1 | 37.5 |
| | 45-54 | 12.5 | 20.0 | 22.2 | 0.0 |
| | 55-64 | 6.3 | 6.7 | 0.0 | 0.0 |
| | 65 and Older | 1.8 | 0.0 | 0.0 | 0.0 |
| Unknown (Nonresidents) | 10.7 | 0.0 | 11.1 | 37.5 | |
| Turnover | % Still Working 1 Quarter After Hire | 88.4 | 93.3 | 66.7 | 87.5 |

*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>

^aSource: U.S. Bureau of Labor Statistics.

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| Job Characteristics | | Occupation and SOC Code | | | |
|---|---|---|---|--------------------------------|---------------------------------------|
| | | Truck Drivers, Heavy & Tractor- Trailer (53- 3032) | Packers & Packagers, Hand (53-7064) | Cashiers (41- 2011) | Mechanical Engineers (17- 2141) |
| Typical Education^a | | Postsecondary Non-Degree | High School Diploma or Less | High School Diploma or Less | Bachelors |
| N | | N/D | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | \$28.75 | \$7.25 | \$9.00 | \$27.73 |
| % Paid Piece Rate | | 0.00 | 0.00 | 0.00 | 0.00 |
| % Offered Selected Benefits | Health Insurance | 87.5 | 0.0 | 100.0 | 100.0 |
| | Retirement | 87.5 | 0.0 | 0.0 | 100.0 |
| | Paid Leave | 87.5 | 0.0 | 100.0 | 100.0 |
| Skills Selected as "Important" (%) | Service Orientation | 0.0 | 100.0 | 100.0 | 100.0 |
| | Critical Thinking | 75.0 | 0.0 | 0.0 | 100.0 |
| | Reading Comprehension | 75.0 | 100.0 | 0.0 | 100.0 |
| | Technology Design | 62.5 | 0.0 | 0.0 | 100.0 |
| | Operation and Control | 100.0 | 0.0 | 0.0 | 100.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 25.0 | 0.0 | 0.0 | 50.0 |
| | Not Satisfied | 0.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 0.0 | 0.0 | 20.0 | 0.0 |
| | Other | 75.0 | 100.0 | 80.0 | 50.0 |
| Average Weekly Hours | 20 or Less | 0.0 | 0.0 | 0.0 | 0.0 |
| | 21-35 | 12.5 | 100.0 | 100.0 | 0.0 |
| | 36 or More | 87.5 | 0.0 | 0.0 | 100.0 |
| Gender | Female | 37.5 | 33.3 | 60.0 | 0.0 |
| | Male | 62.5 | 66.7 | 40.0 | 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 | 20.0 | 75.0 |
| | 25-34 | 25.0 | 16.7 | 40.0 | 25.0 |
| | 35-44 | 12.5 | 0.0 | 40.0 | 0.0 |
| | 45-54 | 25.0 | 33.3 | 0.0 | 0.0 |
| | 55-64 | 25.0 | 16.7 | 0.0 | 0.0 |
| | 65 and Older | 12.5 | 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 | 60.0 | 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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^aSource: U.S. Bureau of Labor Statistics.

Management of Companies and Enterprises

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| Job Characteristics | | Occupation and SOC Code | | | |
|---|---|--|-----------------------------|---|-------------------------------|
| | | Combined Food Preparation & Serving Workers, Inc (35-3021) | Electricians (47-2111) | General & Operations Managers (11-1021) | Managers, All Other (11-9199) |
| Typical Education^a | | High School Diploma or Less | High School Diploma or Less | Bachelors | High School Diploma or Less |
| N | | N/D | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | \$8.75 | \$38.36 | \$42.65 | \$43.75 |
| % Paid Piece Rate | | 0.00 | 0.00 | 0.00 | 0.00 |
| % Offered Selected Benefits | Health Insurance | 25.0 | 100.0 | 0.0 | 100.0 |
| | Retirement | 0.0 | 100.0 | 0.0 | 100.0 |
| | Paid Leave | 25.0 | 100.0 | 0.0 | 100.0 |
| Skills Selected as "Important" (%) | Service Orientation | 100.0 | 100.0 | 100.0 | 100.0 |
| | Critical Thinking | 100.0 | 100.0 | 100.0 | 100.0 |
| | Reading Comprehension | 100.0 | 100.0 | 100.0 | 100.0 |
| | Technology Design | 75.0 | 100.0 | 100.0 | 33.3 |
| | Operation and Control | 100.0 | 100.0 | 100.0 | 33.3 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 25.0 | 50.0 | 66.7 | 66.7 |
| | Not Satisfied | 0.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 50.0 | 0.0 | 0.0 | 0.0 |
| | Other | 25.0 | 50.0 | 33.3 | 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 | 0.0 | 100.0 |
| Gender | Female | 75.0 | 0.0 | 0.0 | 0.0 |
| | Male | 25.0 | 75.0 | 33.3 | 100.0 |
| | Nonresident | 0.0 | 25.0 | 66.7 | 0.0 |
| Age Group | 19 and Younger | 50.0 | 0.0 | 0.0 | 0.0 |
| | 20-24 | 25.0 | 0.0 | 0.0 | 0.0 |
| | 25-34 | 25.0 | 50.0 | 0.0 | 33.3 |
| | 35-44 | 0.0 | 25.0 | 33.3 | 33.3 |
| | 45-54 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 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 | 25.0 | 66.7 | 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

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^aSource: U.S. Bureau of Labor Statistics.

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|--|--------------------------------------|--|---|--|--|
| | | Business Operations Specialists, All Other (13-1199) | Mining & Geological Engineers, Including Mining (17-2151) | Industrial Machinery Mechanics (49-9041) | Petroleum Pump System Operators, Refinery Operator (51-8093) |
| Typical Education ^a | | High School Diploma or Less | Bachelors | High School Diploma or Less | High School Diploma or Less |
| N | | N/D | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | \$29.81 | \$40.63 | \$38.00 | \$22.81 |
| % Paid Piece Rate | | 0.00 | 0.00 | 0.00 | 0.00 |
| % 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 | 66.7 | 66.7 |
| | Critical Thinking | 0.0 | 100.0 | 100.0 | 66.7 |
| | Reading Comprehension | 100.0 | 100.0 | 66.7 | 66.7 |
| | Technology Design | 100.0 | 100.0 | 66.7 | 0.0 |
| | Operation and Control | 0.0 | 100.0 | 100.0 | 66.7 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 0.0 | 33.3 | 66.7 | 0.0 |
| | Not Satisfied | 0.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 0.0 | 33.3 | 0.0 | 0.0 |
| | Other | 100.0 | 33.3 | 33.3 | 100.0 |
| Average Weekly Hours | 20 or Less | 0.0 | 0.0 | 0.0 | 0.0 |
| | 21-35 | 0.0 | 33.3 | 0.0 | 0.0 |
| | 36 or More | 100.0 | 66.7 | 100.0 | 100.0 |
| Gender | Female | 0.0 | 0.0 | 0.0 | 33.3 |
| | Male | 33.3 | 66.7 | 100.0 | 66.7 |
| | Nonresident | 66.7 | 33.3 | 0.0 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 33.3 | 0.0 |
| | 20-24 | 0.0 | 0.0 | 0.0 | 33.3 |
| | 25-34 | 33.3 | 66.7 | 0.0 | 33.3 |
| | 35-44 | 0.0 | 0.0 | 0.0 | 33.3 |
| | 45-54 | 0.0 | 0.0 | 33.3 | 0.0 |
| | 55-64 | 0.0 | 0.0 | 33.3 | 0.0 |
| | 65 and Older | 0.0 | 0.0 | 0.0 | 0.0 |
| | Unknown (Nonresidents) | 66.7 | 33.3 | 0.0 | 0.0 |
| Turnover | % Still Working 1 Quarter After Hire | 100.0 | 66.7 | 66.7 | 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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^aSource: U.S. Bureau of Labor Statistics.

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| Job Characteristics | | Occupation and SOC Code | | | |
|---|---|---|-------------------------------------|--------------------------------|--|
| | | Civil Engineering Technicians (17- 3022) | Nursing Assistants (31- 1014) | Security Guards (33-9032) | Operating Engineers & Other Construction Equipme (47- 2073) |
| Typical Education ^a | | Associates | Postsecondary Non-Degree | High School Diploma or Less | High School Diploma or Less |
| N | | N/D | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | . | \$11.00 | \$11.00 | \$25.00 |
| % Paid Piece Rate | | 0.00 | 0.00 | 0.00 | 0.00 |
| % Offered | Health Insurance | 100.0 | 100.0 | 100.0 | 100.0 |
| Selected | Retirement | 100.0 | 100.0 | 100.0 | 100.0 |
| Benefits | Paid Leave | 100.0 | 100.0 | 100.0 | 100.0 |
| Skills Selected as "Important" (%) | Service Orientation | 0.0 | 100.0 | 100.0 | 0.0 |
| | Critical Thinking | 100.0 | 100.0 | 0.0 | 0.0 |
| | Reading Comprehension | 0.0 | 100.0 | 0.0 | 0.0 |
| | Technology Design | 100.0 | 50.0 | 0.0 | 0.0 |
| | Operation and Control | 100.0 | 50.0 | 0.0 | 100.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 0.0 | 100.0 | 0.0 | 0.0 |
| | Not Satisfied | 0.0 | 0.0 | 50.0 | 0.0 |
| | Neither | 0.0 | 0.0 | 0.0 | 0.0 |
| | Other | 100.0 | 0.0 | 50.0 | 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 | 100.0 | 100.0 | 100.0 | 100.0 |
| Gender | Female | 0.0 | 100.0 | 50.0 | 50.0 |
| | Male | 100.0 | 0.0 | 50.0 | 50.0 |
| | Nonresident | 0.0 | 0.0 | 0.0 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 50.0 | 0.0 | 0.0 |
| | 20-24 | 0.0 | 0.0 | 100.0 | 0.0 |
| | 25-34 | 100.0 | 0.0 | 0.0 | 100.0 |
| | 35-44 | 0.0 | 50.0 | 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.

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Source: Research Planning, WY DWS
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^aSource: U.S. Bureau of Labor Statistics.

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| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|---|--|---|---|
| | | First-Line Supervisors/Managers of Mechanics, Installers & Repair (49-1011) | Telecommunications Equipment Installers & Repair (49-2022) | Bus & Truck Mechanics & Diesel Engine Specialists (49-3031) | Maintenance & Repair Workers, General (49-9071) |
| Typical Education ^a | | High School Diploma or Less | Postsecondary Non-Degree | High School Diploma or Less | High School Diploma or Less |
| N | | N/D | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | \$33.91 | \$24.72 | \$28.36 | \$17.50 |
| % Paid Piece Rate | | 0.00 | 0.00 | 0.00 | 0.00 |
| % Offered Selected Benefits | Health Insurance | 100.0 | 100.0 | 100.0 | 0.0 |
| | Retirement | 100.0 | 100.0 | 100.0 | 0.0 |
| | Paid Leave | 100.0 | 100.0 | 50.0 | 0.0 |
| Skills Selected as "Important" (%) | Service Orientation | 100.0 | 100.0 | 50.0 | 50.0 |
| | Critical Thinking | 100.0 | 100.0 | 50.0 | 50.0 |
| | Reading Comprehension | 100.0 | 100.0 | 100.0 | 50.0 |
| | Technology Design | 100.0 | 100.0 | 50.0 | 50.0 |
| | Operation and Control | 100.0 | 100.0 | 50.0 | 50.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 50.0 | 50.0 | 0.0 | 100.0 |
| | Not Satisfied | 0.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 0.0 | 0.0 | 0.0 | 0.0 |
| | Other | 50.0 | 50.0 | 100.0 | 0.0 |
| Average Weekly Hours | 20 or Less | 0.0 | 0.0 | 0.0 | 50.0 |
| | 21-35 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 36 or More | 100.0 | 100.0 | 100.0 | 50.0 |
| Gender | Female | 0.0 | 0.0 | 0.0 | 0.0 |
| | Male | 50.0 | 100.0 | 100.0 | 100.0 |
| | Nonresident | 50.0 | 0.0 | 0.0 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 0.0 | 50.0 |
| | 20-24 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 25-34 | 0.0 | 50.0 | 100.0 | 0.0 |
| | 35-44 | 50.0 | 0.0 | 0.0 | 0.0 |
| | 45-54 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 55-64 | 0.0 | 50.0 | 0.0 | 0.0 |
| | 65 and Older | 0.0 | 0.0 | 0.0 | 50.0 |
| 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

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^aSource: U.S. Bureau of Labor Statistics.

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| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|---------------------------------|---|----------------------------|------------------------------|
| | | Power Plant Operators (51-8013) | Laborers & Freight, Stock & Material Movers, Hand (53-7062) | Chief Executives (11-1011) | Financial Managers (11-3031) |
| Typical Education ^a | | High School Diploma or Less | High School Diploma or Less | Bachelors | Bachelors |
| N | | N/D | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | \$38.00 | \$16.90 | \$120.63 | \$44.85 |
| % Paid Piece Rate | | 0.00 | 0.00 | 0.00 | 0.00 |
| % 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 | 0.0 | 0.0 |
| | Critical Thinking | 100.0 | 100.0 | 100.0 | 0.0 |
| | Reading Comprehension | 100.0 | 100.0 | 100.0 | 0.0 |
| | Technology Design | 100.0 | 100.0 | 100.0 | 0.0 |
| | Operation and Control | 100.0 | 100.0 | 100.0 | 0.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 100.0 | 50.0 | 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 | 50.0 | 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 | 100.0 | 100.0 | 100.0 | 100.0 |
| Gender | Female | 0.0 | 0.0 | 0.0 | 100.0 |
| | Male | 100.0 | 50.0 | 100.0 | 0.0 |
| | Nonresident | 0.0 | 50.0 | 0.0 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 0.0 | 0.0 |
| | 20-24 | 0.0 | 50.0 | 0.0 | 0.0 |
| | 25-34 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 35-44 | 50.0 | 0.0 | 0.0 | 0.0 |
| | 45-54 | 50.0 | 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 | 50.0 | 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.

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^aSource: U.S. Bureau of Labor Statistics.

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|---|---|---|---------------------------------------|--------------------------------|-----------------------------------|
| | | Property, Real Estate & Community Association Mgr (11-9141) | Human Resources Specialists (13-1071) | Electrical Engineers (17-2071) | Environmental Engineers (17-2081) |
| Typical Education^a | | High School Diploma or Less | Bachelors | Bachelors | Bachelors |
| N | | N/D | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | \$39.42 | \$38.47 | . | \$32.69 |
| % Paid Piece Rate | | 0.00 | 0.00 | 0.00 | 0.00 |
| % 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 | 100.0 | 100.0 | 100.0 |
| | Technology Design | 0.0 | 0.0 | 100.0 | 100.0 |
| | Operation and Control | 0.0 | 0.0 | 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 | 0.0 | 0.0 |
| | 36 or More | 100.0 | 100.0 | 100.0 | 0.0 |
| Gender | Female | 0.0 | 100.0 | 0.0 | 100.0 |
| | Male | 100.0 | 0.0 | 100.0 | 0.0 |
| | Nonresident | 0.0 | 0.0 | 0.0 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 0.0 | 0.0 |
| | 20-24 | 0.0 | 0.0 | 100.0 | 100.0 |
| | 25-34 | 100.0 | 0.0 | 0.0 | 0.0 |
| | 35-44 | 0.0 | 100.0 | 0.0 | 0.0 |
| | 45-54 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 55-64 | 0.0 | 0.0 | 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 | 0.0 |

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

N/D = Not discloseable due to confidentiality.

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| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|-------------------------------|--|-----------------------------|---|
| | | Petroleum Engineers (17-2171) | Janitors & Cleaners, Except Maids & Housekeepi (37-2011) | Data Entry Keyers (43-9021) | Extraction Workers, All Other (47-5099) |
| Typical Education ^a | | 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 (\$) | | \$62.50 | \$10.00 | \$12.00 | \$17.00 |
| % Paid Piece Rate | | 0.00 | 0.00 | 0.00 | 0.00 |
| % Offered Selected Benefits | Health Insurance | 100.0 | 100.0 | 0.0 | 100.0 |
| | Retirement | 100.0 | 0.0 | 0.0 | 100.0 |
| | Paid Leave | 100.0 | 0.0 | 0.0 | 100.0 |
| Skills Selected as "Important" (%) | Service Orientation | 100.0 | 100.0 | 100.0 | 0.0 |
| | Critical Thinking | 100.0 | 100.0 | 100.0 | 0.0 |
| | Reading Comprehension | 100.0 | 0.0 | 100.0 | 0.0 |
| | Technology Design | 100.0 | 0.0 | 100.0 | 0.0 |
| | Operation and Control | 100.0 | 100.0 | 0.0 | 0.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 100.0 | 0.0 | 100.0 | 0.0 |
| | Not Satisfied | 0.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 0.0 | 100.0 | 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 | 100.0 | 0.0 |
| | 36 or More | 100.0 | 100.0 | 0.0 | 100.0 |
| Gender | Female | 100.0 | 100.0 | 100.0 | 0.0 |
| | Male | 0.0 | 0.0 | 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 | 100.0 |
| | 35-44 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 45-54 | 0.0 | 100.0 | 0.0 | 0.0 |
| | 55-64 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 65 and Older | 0.0 | 0.0 | 0.0 | 0.0 |
| Unknown (Nonresidents) | 0.0 | 0.0 | 0.0 | 0.0 | |
| Turnover | % Still Working 1 Quarter After Hire | 100.0 | 100.0 | 0.0 | 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>

^aSource: U.S. Bureau of Labor Statistics.

Management of Companies and Enterprises

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

| Job Characteristics | | Occupation and SOC Code |
|--|--------------------------------------|--|
| | | Mobile Heavy Equipment Mechanics, Except Engines (49-3042) |
| Typical Education ^a | | High School Diploma or Less |
| N | | N/D |
| Average Hourly Wage (\$) | | \$30.59 |
| % Paid Piece Rate | | 0.00 |
| % Offered Selected Benefits | Health Insurance | 100.0 |
| | Retirement | 100.0 |
| | Paid Leave | 100.0 |
| Skills Selected as "Important" (%) | Service Orientation | 0.0 |
| | Critical Thinking | 100.0 |
| | Reading Comprehension | 100.0 |
| | Technology Design | 0.0 |
| Employer's Satisfaction with New Hires' Skills | Operation and Control | 100.0 |
| | Satisfied | 100.0 |
| | Not Satisfied | 0.0 |
| | Neither | 0.0 |
| Average Weekly Hours | Other | 0.0 |
| | 20 or Less | 0.0 |
| | 21-35 | 0.0 |
| Gender | 36 or More | 100.0 |
| | Female | 0.0 |
| | Male | 100.0 |
| Age Group | Nonresident | 0.0 |
| | 19 and Younger | 0.0 |
| | 20-24 | 100.0 |
| | 25-34 | 0.0 |
| | 35-44 | 0.0 |
| | 45-54 | 0.0 |
| | 55-64 | 0.0 |
| | 65 and Older | 0.0 |
| Unknown (Nonresidents) | 0.0 | |
| Turnover | % Still Working 1 Quarter After Hire | 100.0 |

*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>

^aSource: U.S. Bureau of Labor Statistics.