

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Total, All Occupations | Occupation and SOC Code | | |
|--|--------------------------------------|------------------------|--|--|---|
| | | | Landscaping & Groundskeeping Workers (37-3011) | Janitors & Cleaners, Except Maids & Housekeepers (37-2011) | Laborers & Freight, Stock & Material Movers, Hand (53-7062) |
| Typical Education ^a | | N/A | High School Diploma or Less | High School Diploma or Less | High School Diploma or Less |
| N | | 7,845 | 1,530 | 1,379 | 429 |
| Average Hourly Wage (\$) | | \$13.00 | \$13.00 | \$11.00 | \$12.00 |
| % Paid Piece Rate | | 1.3 | 0.8 | 0.8 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 18.5 | 0.8 | 4.2 | 29.7 |
| | Retirement | 15.7 | 0.8 | 1.7 | 27.0 |
| | Paid Leave | 19.1 | 6.1 | 10.9 | 27.0 |
| Skills Selected as "Important" (%) | Service Orientation | 66.5 | 78.0 | 61.3 | 45.9 |
| | Critical Thinking | 66.3 | 74.2 | 55.5 | 48.6 |
| | Reading Comprehension | 54.7 | 34.8 | 52.9 | 37.8 |
| | Technology Design | 31.0 | 31.1 | 22.7 | 21.6 |
| | Operation and Control | 56.4 | 73.5 | 47.1 | 45.9 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 34.6 | 31.1 | 35.3 | 18.9 |
| | Not Satisfied | 5.2 | 6.8 | 4.2 | 8.1 |
| | Neither | 11.1 | 15.9 | 7.6 | 21.6 |
| | Other | 49.2 | 46.2 | 52.9 | 51.4 |
| Average Weekly Hours Worked | 20 or Less | 23.2 | 11.8 | 66.4 | 18.2 |
| | 21-35 | 28.3 | 48.0 | 20.6 | 18.2 |
| | 36 or More | 48.4 | 40.2 | 13.1 | 63.6 |
| Gender | Female | 29.5 | 15.9 | 45.4 | 21.6 |
| | Male | 50.7 | 62.9 | 41.2 | 51.4 |
| | Nonresident | 19.8 | 21.2 | 13.4 | 27.0 |
| Age Group | 19 and Younger | 7.8 | 16.7 | 11.8 | 10.8 |
| | 20-24 | 12.7 | 11.4 | 13.4 | 10.8 |
| | 25-34 | 20.4 | 18.2 | 16.8 | 16.2 |
| | 35-44 | 14.9 | 14.4 | 19.3 | 16.2 |
| | 45-54 | 13.6 | 12.1 | 12.6 | 13.5 |
| | 55-64 | 9.0 | 4.5 | 10.9 | 5.4 |
| | 65 and Older | 1.2 | 0.8 | 1.7 | 0.0 |
| | Unknown (Nonresidents) | 20.4 | 22.0 | 13.4 | 27.0 |
| Turnover | % Still Working 1 Quarter After Hire | 69.3 | 67.4 | 61.3 | 40.5 |

*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 | | | |
|---|---|--------------------------------|---|---|---|
| | | Security Guards (33-9032) | Truck Drivers, Heavy & Tractor-Trailer (53-3032) | Office Clerks, General (43- 9061) | Welders, Cutters, Solderers, & Brazers (51- 4121) |
| Typical Education^a | | High School Diploma or Less | Postsecondary Non-Degree Award | High School Diploma or Less | High School Diploma or Less |
| N | | 267 | 243 | 220 | 197 |
| Average Hourly Wage (\$) | | \$15.00 | \$18.50 | \$12.50 | \$12.00 |
| % Paid Piece Rate | | 0.0 | 0.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 21.7 | 38.1 | 26.3 | 5.9 |
| | Retirement | 60.9 | 38.1 | 15.8 | 0.0 |
| | Paid Leave | 26.1 | 42.9 | 36.8 | 0.0 |
| Skills Selected as "Important" (%) | Service Orientation | 91.3 | 66.7 | 84.2 | 52.9 |
| | Critical Thinking | 87.0 | 76.2 | 73.7 | 47.1 |
| | Reading Comprehension | 87.0 | 71.4 | 100.0 | 47.1 |
| | Technology Design | 8.7 | 14.3 | 63.2 | 17.6 |
| | Operation and Control | 52.2 | 100.0 | 47.4 | 47.1 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 21.7 | 23.8 | 52.6 | 35.3 |
| | Not Satisfied | 8.7 | 4.8 | 5.3 | 0.0 |
| | Neither | 13.0 | 19.0 | 5.3 | 11.8 |
| | Other | 56.5 | 52.4 | 36.8 | 52.9 |
| Average Weekly Hours Worked | 20 or Less | 16.7 | 0.0 | 29.4 | 16.7 |
| | 21-35 | 22.2 | 22.2 | 11.8 | 50.0 |
| | 36 or More | 61.1 | 77.8 | 58.8 | 33.3 |
| Gender | Female | 34.8 | 9.5 | 73.7 | 11.8 |
| | Male | 43.5 | 71.4 | 21.1 | 47.1 |
| | Nonresident | 21.7 | 19.0 | 5.3 | 41.2 |
| Age Group | 19 and Younger | 4.3 | 0.0 | 10.5 | 0.0 |
| | 20-24 | 8.7 | 9.5 | 31.6 | 11.8 |
| | 25-34 | 17.4 | 28.6 | 10.5 | 11.8 |
| | 35-44 | 4.3 | 4.8 | 10.5 | 5.9 |
| | 45-54 | 26.1 | 14.3 | 15.8 | 17.6 |
| | 55-64 | 17.4 | 19.0 | 10.5 | 11.8 |
| | 65 and Older | 0.0 | 4.8 | 0.0 | 0.0 |
| | Unknown (Nonresidents) | 21.7 | 19.0 | 10.5 | 41.2 |
| Turnover | % Still Working 1 Quarter After Hire | 78.3 | 57.1 | 78.9 | 52.9 |

*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 | | | |
|--|--------------------------------------|-----------------------------|---|--|---|
| | | Crossing Guards (33-9091) | Maids & Housekeeping Cleaners (37-2012) | Operating Engineers & Other Construction Equipme (47-2073) | Inspectors, Testers, Sorters, Samplers & Weighers (51-9061) |
| Typical Education ^a | | High School Diploma or Less | High School Diploma or Less | High School Diploma or Less | High School Diploma or Less |
| N | | 185 | 185 | 185 | 162 |
| Average Hourly Wage (\$) | | \$15.02 | \$9.00 | \$19.00 | \$11.00 |
| % Paid Piece Rate | | 0.0 | 0.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 0.0 | 18.8 | 68.8 | 14.3 |
| | Retirement | 0.0 | 12.5 | 68.8 | 7.1 |
| | Paid Leave | 0.0 | 18.8 | 50.0 | 42.9 |
| Skills Selected as "Important" (%) | Service Orientation | 50.0 | 75.0 | 50.0 | 42.9 |
| | Critical Thinking | 68.8 | 75.0 | 81.3 | 35.7 |
| | Reading Comprehension | 18.8 | 43.8 | 62.5 | 0.0 |
| | Technology Design | 37.5 | 6.3 | 43.8 | 50.0 |
| Employer's Satisfaction with New Hires' Skills | Operation and Control | 37.5 | 62.5 | 87.5 | 64.3 |
| | Satisfied | 25.0 | 31.3 | 25.0 | 14.3 |
| | Not Satisfied | 0.0 | 12.5 | 6.3 | 14.3 |
| | Neither | 6.3 | 18.8 | 18.8 | 7.1 |
| Average Weekly Hours Worked | Other | 68.8 | 37.5 | 50.0 | 64.3 |
| | 20 or Less | 31.3 | 18.2 | 0.0 | 0.0 |
| | 21-35 | 43.8 | 63.6 | 0.0 | 14.3 |
| Gender | 36 or More | 25.0 | 18.2 | 100.0 | 85.7 |
| | Female | 37.5 | 62.5 | 6.3 | 7.1 |
| | Male | 56.3 | 18.8 | 62.5 | 64.3 |
| Age Group | Nonresident | 6.3 | 18.8 | 31.3 | 28.6 |
| | 19 and Younger | 6.3 | 0.0 | 0.0 | 7.1 |
| | 20-24 | 18.8 | 12.5 | 6.3 | 14.3 |
| | 25-34 | 37.5 | 31.3 | 31.3 | 21.4 |
| | 35-44 | 6.3 | 25.0 | 6.3 | 7.1 |
| | 45-54 | 12.5 | 6.3 | 12.5 | 7.1 |
| | 55-64 | 6.3 | 6.3 | 12.5 | 7.1 |
| | 65 and Older | 6.3 | 0.0 | 0.0 | 7.1 |
| Unknown (Nonresidents) | 6.3 | 18.8 | 31.3 | 28.6 | |
| Turnover | % Still Working 1 Quarter After Hire | 81.3 | 75.0 | 68.8 | 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>

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

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| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|-----------------------------|--|---------------------------------|------------------------------|
| | | Registered Nurses (29-1141) | Customer Service Representatives (43-4051) | Construction Laborers (47-2061) | Survey Researchers (19-3022) |
| Typical Education ^a | | Associates | High School Diploma or Less | High School Diploma or Less | Masters |
| N | | 139 | 127 | 127 | 116 |
| Average Hourly Wage (\$) | | \$18.00 | \$9.50 | \$12.00 | \$10.00 |
| % Paid Piece Rate | | 16.7 | 9.1 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 75.0 | 36.4 | 36.4 | 0.0 |
| | Retirement | 75.0 | 9.1 | 27.3 | 0.0 |
| | Paid Leave | 16.7 | 45.5 | 18.2 | 0.0 |
| Skills Selected as "Important" (%) | Service Orientation | 58.3 | 81.8 | 36.4 | 0.0 |
| | Critical Thinking | 75.0 | 54.5 | 72.7 | 0.0 |
| | Reading Comprehension | 75.0 | 45.5 | 18.2 | 0.0 |
| | Technology Design | 16.7 | 27.3 | 45.5 | 0.0 |
| | Operation and Control | 0.0 | 54.5 | 45.5 | 0.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 16.7 | 54.5 | 45.5 | 0.0 |
| | Not Satisfied | 0.0 | 9.1 | 9.1 | 0.0 |
| | Neither | 0.0 | 0.0 | 18.2 | 0.0 |
| | Other | 83.3 | 36.4 | 27.3 | 100.0 |
| Average Weekly Hours Worked | 20 or Less | 0.0 | 0.0 | 10.0 | 0.0 |
| | 21-35 | 16.7 | 0.0 | 20.0 | 100.0 |
| | 36 or More | 83.3 | 100.0 | 70.0 | 0.0 |
| Gender | Female | 25.0 | 45.5 | 9.1 | 20.0 |
| | Male | 33.3 | 18.2 | 81.8 | 50.0 |
| | Nonresident | 41.7 | 36.4 | 9.1 | 30.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 9.1 | 0.0 |
| | 20-24 | 8.3 | 9.1 | 27.3 | 0.0 |
| | 25-34 | 0.0 | 9.1 | 18.2 | 30.0 |
| | 35-44 | 16.7 | 18.2 | 18.2 | 30.0 |
| | 45-54 | 16.7 | 9.1 | 9.1 | 10.0 |
| | 55-64 | 16.7 | 18.2 | 9.1 | 0.0 |
| | 65 and Older | 0.0 | 0.0 | 0.0 | 0.0 |
| | Unknown (Nonresidents) | 41.7 | 36.4 | 9.1 | 30.0 |
| Turnover | % Still Working 1 Quarter After Hire | 100.0 | 90.9 | 45.5 | 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 | | | |
|---|---|---|---|--|---|
| | | Pesticide Handlers Sprayers & Applicators, Vegi (37-3012) | Counter & Rental Clerks (41-2021) | Security & Fire Alarm Systems Installers (49- 2098) | Bookkeeping, Accounting, & Auditing Clerks (43-3031) |
| Typical Education ^a | | High School Diploma or Less | High School Diploma or Less | High School Diploma or Less | High School Diploma or Less |
| N | | 116 | 116 | 104 | 81 |
| Average Hourly Wage (\$) | | \$13.00 | \$10.00 | \$14.00 | \$12.00 |
| % Paid Piece Rate | | 0.0 | 30.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 20.0 | 0.0 | 44.4 | 0.0 |
| | Retirement | 0.0 | 0.0 | 44.4 | 0.0 |
| | Paid Leave | 0.0 | 0.0 | 44.4 | 14.3 |
| Skills Selected as "Important" (%) | Service Orientation | 80.0 | 100.0 | 88.9 | 57.1 |
| | Critical Thinking | 70.0 | 50.0 | 100.0 | 85.7 |
| | Reading Comprehension | 90.0 | 100.0 | 100.0 | 100.0 |
| | Technology Design | 30.0 | 30.0 | 44.4 | 28.6 |
| | Operation and Control | 70.0 | 0.0 | 55.6 | 14.3 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 30.0 | 50.0 | 33.3 | 57.1 |
| | Not Satisfied | 0.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 30.0 | 0.0 | 22.2 | 0.0 |
| | Other | 40.0 | 50.0 | 44.4 | 42.9 |
| Average Weekly Hours Worked | 20 or Less | 0.0 | 0.0 | 0.0 | 0.0 |
| | 21-35 | 66.7 | 90.0 | 0.0 | 0.0 |
| | 36 or More | 33.3 | 10.0 | 100.0 | 100.0 |
| Gender | Female | 20.0 | 30.0 | 11.1 | 57.1 |
| | Male | 70.0 | 50.0 | 55.6 | 42.9 |
| | Nonresident | 10.0 | 20.0 | 33.3 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 0.0 | 0.0 |
| | 20-24 | 20.0 | 10.0 | 22.2 | 42.9 |
| | 25-34 | 30.0 | 50.0 | 22.2 | 0.0 |
| | 35-44 | 30.0 | 20.0 | 11.1 | 14.3 |
| | 45-54 | 10.0 | 0.0 | 0.0 | 28.6 |
| | 55-64 | 0.0 | 0.0 | 11.1 | 14.3 |
| | 65 and Older | 0.0 | 0.0 | 0.0 | 0.0 |
| | Unknown (Nonresidents) | 10.0 | 20.0 | 33.3 | 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
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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 | | | |
|---|---|--|--|---|-------------------------------------|
| | | Hotel, Motel, & Resort Desk Clerks (43- 4081) | Septic Tank Servicers & Sewer Pipe Cleaners (47- 4071) | General & Operations Managers (11- 1021) | Retail Salespersons (41-2031) |
| Typical Education^a | | High School Diploma or Less | High School Diploma or Less | Bachelors | High School Diploma or Less |
| N | | 81 | 81 | 70 | 70 |
| Average Hourly Wage (\$) | | \$20.00 | \$15.00 | \$36.64 | \$8.00 |
| % Paid Piece Rate | | 0.0 | 0.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 0.0 | 14.3 | 50.0 | 0.0 |
| | Retirement | 0.0 | 14.3 | 33.3 | 0.0 |
| | Paid Leave | 0.0 | 14.3 | 50.0 | 0.0 |
| Skills Selected as "Important" (%) | Service Orientation | 100.0 | 100.0 | 66.7 | 100.0 |
| | Critical Thinking | 100.0 | 100.0 | 83.3 | 33.3 |
| | Reading Comprehension | 100.0 | 57.1 | 83.3 | 100.0 |
| | Technology Design | 71.4 | 28.6 | 33.3 | 50.0 |
| | Operation and Control | 100.0 | 71.4 | 83.3 | 16.7 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 28.6 | 42.9 | 50.0 | 33.3 |
| | Not Satisfied | 0.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 0.0 | 14.3 | 0.0 | 16.7 |
| | Other | 71.4 | 42.9 | 50.0 | 50.0 |
| Average Weekly Hours Worked | 20 or Less | 0.0 | 0.0 | 0.0 | 66.7 |
| | 21-35 | 0.0 | 42.9 | 0.0 | 33.3 |
| | 36 or More | 100.0 | 57.1 | 100.0 | 0.0 |
| Gender | Female | 42.9 | 14.3 | 33.3 | 50.0 |
| | Male | 57.1 | 71.4 | 50.0 | 33.3 |
| | Nonresident | 0.0 | 14.3 | 16.7 | 16.7 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 0.0 | 0.0 |
| | 20-24 | 14.3 | 14.3 | 0.0 | 16.7 |
| | 25-34 | 42.9 | 0.0 | 0.0 | 33.3 |
| | 35-44 | 14.3 | 28.6 | 16.7 | 16.7 |
| | 45-54 | 14.3 | 14.3 | 16.7 | 16.7 |
| | 55-64 | 14.3 | 28.6 | 33.3 | 0.0 |
| | 65 and Older | 0.0 | 0.0 | 16.7 | 0.0 |
| | Unknown (Nonresidents) | 0.0 | 14.3 | 16.7 | 16.7 |
| Turnover | % Still Working 1 Quarter After Hire | 100.0 | 57.1 | 83.3 | 83.3 |

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

N/D = Not discloseable
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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 | | | |
|---|---|--|--|-----------------------------------|--|
| | | First-Line Supervisors/Managers of Office & Admi (43-1011) | Receptionists & Information Clerks (43-4171) | Tree Trimmers & Pruners (37-3013) | Insulation Workers, Floor, Ceiling, & Wall (47-2131) |
| Typical Education^a | | High School Diploma or Less | High School Diploma or Less | High School Diploma or Less | High School Diploma or Less |
| N | | 70 | 70 | 58 | 58 |
| Average Hourly Wage (\$) | | \$20.82 | \$10.50 | \$30.00 | \$19.00 |
| % Paid Piece Rate | | 0.0 | 0.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 50.0 | 50.0 | 60.0 | 0.0 |
| | Retirement | 50.0 | 50.0 | 60.0 | 0.0 |
| | Paid Leave | 50.0 | 66.7 | 0.0 | 0.0 |
| Skills Selected as "Important" (%) | Service Orientation | 100.0 | 66.7 | 100.0 | 0.0 |
| | Critical Thinking | 100.0 | 16.7 | 100.0 | 0.0 |
| | Reading Comprehension | 50.0 | 100.0 | 60.0 | 0.0 |
| | Technology Design | 100.0 | 33.3 | 60.0 | 0.0 |
| | Operation and Control | 100.0 | 0.0 | 100.0 | 0.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 16.7 | 50.0 | 60.0 | 0.0 |
| | Not Satisfied | 16.7 | 0.0 | 0.0 | 0.0 |
| | Neither | 0.0 | 16.7 | 0.0 | 0.0 |
| | Other | 66.7 | 33.3 | 40.0 | 100.0 |
| Average Weekly Hours Worked | 20 or Less | 50.0 | 33.3 | 0.0 | 0.0 |
| | 21-35 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 36 or More | 50.0 | 66.7 | 100.0 | 100.0 |
| Gender | Female | 16.7 | 66.7 | 20.0 | 0.0 |
| | Male | 83.3 | 33.3 | 20.0 | 60.0 |
| | Nonresident | 0.0 | 0.0 | 60.0 | 40.0 |
| Age Group | 19 and Younger | 0.0 | 16.7 | 0.0 | 0.0 |
| | 20-24 | 16.7 | 16.7 | 0.0 | 20.0 |
| | 25-34 | 16.7 | 16.7 | 20.0 | 0.0 |
| | 35-44 | 0.0 | 16.7 | 20.0 | 20.0 |
| | 45-54 | 50.0 | 0.0 | 0.0 | 0.0 |
| | 55-64 | 16.7 | 16.7 | 0.0 | 0.0 |
| | 65 and Older | 0.0 | 16.7 | 0.0 | 0.0 |
| | Unknown (Nonresidents) | 0.0 | 0.0 | 60.0 | 60.0 |
| Turnover | % Still Working 1 Quarter After Hire | 50.0 | 66.7 | 80.0 | 20.0 |

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

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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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|---|---|--|----------------------------------|---------------------------------------|--|
| | | Hazardous Materials Removal Workers (47- 4041) | Team Assemblers (51- 2092) | Landscape Architects (17- 1012) | Stock Clerks & Order Fillers (43-5081) |
| Typical Education ^a | | High School Diploma or Less | High School Diploma or Less | Bachelors | High School Diploma or Less |
| N | | 58 | 58 | 46 | 46 |
| Average Hourly Wage (\$) | | \$18.00 | \$10.00 | . | \$11.00 |
| % Paid Piece Rate | | 0.0 | 20.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 60.0 | 20.0 | 0.0 | 25.0 |
| | Retirement | 60.0 | 0.0 | 0.0 | 25.0 |
| | Paid Leave | 60.0 | 0.0 | 0.0 | 0.0 |
| Skills Selected as "Important" (%) | Service Orientation | 60.0 | 0.0 | 100.0 | 50.0 |
| | Critical Thinking | 40.0 | 60.0 | 100.0 | 100.0 |
| | Reading Comprehension | 60.0 | 100.0 | 100.0 | 100.0 |
| | Technology Design | 40.0 | 20.0 | 0.0 | 0.0 |
| | Operation and Control | 60.0 | 40.0 | 100.0 | 25.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 20.0 | 60.0 | 25.0 | 75.0 |
| | Not Satisfied | 20.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 20.0 | 20.0 | 0.0 | 0.0 |
| | Other | 40.0 | 20.0 | 75.0 | 25.0 |
| Average Weekly Hours Worked | 20 or Less | 40.0 | 20.0 | 0.0 | 0.0 |
| | 21-35 | 0.0 | 0.0 | 0.0 | 100.0 |
| | 36 or More | 60.0 | 80.0 | 100.0 | 0.0 |
| Gender | Female | 20.0 | 40.0 | 25.0 | 75.0 |
| | Male | 80.0 | 40.0 | 75.0 | 25.0 |
| | Nonresident | 0.0 | 20.0 | 0.0 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 0.0 | 0.0 |
| | 20-24 | 0.0 | 0.0 | 25.0 | 25.0 |
| | 25-34 | 0.0 | 40.0 | 0.0 | 50.0 |
| | 35-44 | 80.0 | 20.0 | 25.0 | 0.0 |
| | 45-54 | 0.0 | 20.0 | 25.0 | 25.0 |
| | 55-64 | 20.0 | 0.0 | 0.0 | 0.0 |
| | 65 and Older | 0.0 | 0.0 | 0.0 | 0.0 |
| | Unknown (Nonresidents) | 0.0 | 20.0 | 25.0 | 0.0 |
| Turnover | % Still Working 1 Quarter After Hire | 40.0 | 40.0 | 50.0 | 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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| Job Characteristics | | Occupation and SOC Code | | | |
|---|---|---|--|-------------------------------------|--------------------------------------|
| | | Extraction Workers, All Other (47- 5099) | Maintenance & Repair Workers, Gen (49-9071) | Marketing Managers (11- 2021) | Fire Fighters (33-2011) |
| Typical Education ^a | | High School Diploma or Less | High School Diploma or Less | Bachelors | Postsecondary Non-Degree Award |
| N | | 46 | 46 | N/D | N/D |
| Average Hourly Wage (\$) | | \$20.00 | \$23.50 | \$21.64 | \$11.50 |
| % Paid Piece Rate | | 0.0 | 0.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 0.0 | 0.0 | 100.0 | 0.0 |
| | Retirement | 0.0 | 0.0 | 100.0 | 0.0 |
| | Paid Leave | 100.0 | 25.0 | 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 | 100.0 |
| | Technology Design | 100.0 | 50.0 | 0.0 | 100.0 |
| | Operation and Control | 100.0 | 75.0 | 0.0 | 100.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 25.0 | 50.0 | 33.3 | 66.7 |
| | Not Satisfied | 0.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 0.0 | 0.0 | 0.0 | 0.0 |
| | Other | 75.0 | 50.0 | 66.7 | 33.3 |
| Average Weekly Hours Worked | 20 or Less | 100.0 | 0.0 | 0.0 | 0.0 |
| | 21-35 | 0.0 | 25.0 | 0.0 | 0.0 |
| | 36 or More | 0.0 | 75.0 | 100.0 | 100.0 |
| Gender | Female | 50.0 | 0.0 | 33.3 | 0.0 |
| | Male | 50.0 | 75.0 | 66.7 | 100.0 |
| | Nonresident | 0.0 | 25.0 | 0.0 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 50.0 | 0.0 | 0.0 |
| | 20-24 | 0.0 | 0.0 | 33.3 | 0.0 |
| | 25-34 | 50.0 | 25.0 | 33.3 | 66.7 |
| | 35-44 | 25.0 | 0.0 | 0.0 | 0.0 |
| | 45-54 | 25.0 | 0.0 | 33.3 | 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 | 0.0 | 0.0 |
| Turnover | % Still Working 1 Quarter After Hire | 100.0 | 100.0 | 100.0 | 33.3 |

*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>

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

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|-----------------------------|----------------------------------|--|--|
| | | Carpenters (47-2031) | Roustabouts, Oil & Gas (47-5071) | Telecommunications Line Installers & Repairers (49-9052) | Water & Liquid Waste Treatment Plant & System Oper (51-8031) |
| Typical Education ^a | | 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 | \$14.00 | \$20.00 | \$18.00 |
| % Paid Piece Rate | | 0.0 | 0.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 0.0 | 33.3 | 100.0 | 66.7 |
| | Retirement | 0.0 | 0.0 | 0.0 | 0.0 |
| | Paid Leave | 0.0 | 33.3 | 0.0 | 0.0 |
| Skills Selected as "Important" (%) | Service Orientation | 66.7 | 33.3 | 0.0 | 100.0 |
| | Critical Thinking | 100.0 | 33.3 | 0.0 | 66.7 |
| | Reading Comprehension | 33.3 | 33.3 | 0.0 | 0.0 |
| | Technology Design | 66.7 | 33.3 | 0.0 | 0.0 |
| | Operation and Control | 100.0 | 33.3 | 0.0 | 100.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 33.3 | 33.3 | 0.0 | 33.3 |
| | Not Satisfied | 33.3 | 0.0 | 0.0 | 33.3 |
| | Neither | 0.0 | 33.3 | 0.0 | 0.0 |
| | Other | 33.3 | 33.3 | 100.0 | 33.3 |
| Average Weekly Hours Worked | 20 or Less | 0.0 | 0.0 | 0.0 | 0.0 |
| | 21-35 | 0.0 | 50.0 | 0.0 | 0.0 |
| | 36 or More | 100.0 | 50.0 | 0.0 | 100.0 |
| Gender | Female | 0.0 | 33.3 | 0.0 | 0.0 |
| | Male | 66.7 | 33.3 | 66.7 | 100.0 |
| | Nonresident | 33.3 | 33.3 | 33.3 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 0.0 | 0.0 |
| | 20-24 | 0.0 | 0.0 | 0.0 | 33.3 |
| | 25-34 | 33.3 | 66.7 | 0.0 | 66.7 |
| | 35-44 | 0.0 | 0.0 | 33.3 | 0.0 |
| | 45-54 | 33.3 | 0.0 | 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) | 33.3 | 33.3 | 33.3 | 0.0 |
| Turnover | % Still Working 1 Quarter After Hire | 66.7 | 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>

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

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|---|---|--|--|--|--|
| | | Industrial Truck & Tractor Operators (53- 7051) | Refuse & Recyclable Material Collectors (53- 7081) | Computer & Information Systems Managers (11- 3021) | Construction Managers (11- 9021) |
| 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 (\$) | | \$17.00 | \$12.00 | \$20.19 | \$75.00 |
| % Paid Piece Rate | | 0.0 | 0.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 0.0 | 0.0 | 0.0 | 0.0 |
| | Retirement | 0.0 | 0.0 | 100.0 | 0.0 |
| | 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 | 66.7 | 33.3 | 100.0 | 100.0 |
| | Reading Comprehension | 33.3 | 66.7 | 100.0 | 100.0 |
| | Technology Design | 66.7 | 0.0 | 100.0 | 100.0 |
| | Operation and Control | 100.0 | 100.0 | 100.0 | 100.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 33.3 | 33.3 | 50.0 | 100.0 |
| | Not Satisfied | 0.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 33.3 | 66.7 | 0.0 | 0.0 |
| | Other | 33.3 | 0.0 | 50.0 | 0.0 |
| Average Weekly Hours Worked | 20 or Less | 66.7 | 33.3 | 0.0 | 0.0 |
| | 21-35 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 36 or More | 33.3 | 66.7 | 0.0 | 100.0 |
| Gender | Female | 0.0 | 0.0 | 0.0 | 0.0 |
| | Male | 100.0 | 100.0 | 100.0 | 0.0 |
| | Nonresident | 0.0 | 0.0 | 0.0 | 100.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 0.0 | 0.0 |
| | 20-24 | 33.3 | 33.3 | 0.0 | 0.0 |
| | 25-34 | 0.0 | 33.3 | 50.0 | 0.0 |
| | 35-44 | 33.3 | 33.3 | 0.0 | 0.0 |
| | 45-54 | 33.3 | 0.0 | 0.0 | 0.0 |
| | 55-64 | 0.0 | 0.0 | 50.0 | 0.0 |
| | 65 and Older | 0.0 | 0.0 | 0.0 | 0.0 |
| | Unknown (Nonresidents) | 0.0 | 0.0 | 0.0 | 100.0 |
| Turnover | % Still Working 1 Quarter After Hire | 100.0 | 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>

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

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|---|--------------------------------|--|-----------------------|
| | | Market Research Analysts & Market (13-1161) | Engineers, All Other (17-2199) | Mechanical Engineering Technicians (17-3027) | Pharmacists (29-1051) |
| Typical Education ^a | | Bachelors | Bachelors | Associates | Doctorate |
| N | | N/D | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | \$19.23 | . | \$36.80 | \$54.23 |
| % 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 | 0.0 | 0.0 | 100.0 | 100.0 |
| | Paid Leave | 100.0 | 0.0 | 100.0 | 100.0 |
| Skills Selected as "Important" (%) | Service Orientation | 100.0 | 0.0 | 100.0 | 100.0 |
| | Critical Thinking | 100.0 | 0.0 | 100.0 | 0.0 |
| | Reading Comprehension | 100.0 | 0.0 | 100.0 | 100.0 |
| | Technology Design | 100.0 | 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 | 50.0 | 50.0 | 0.0 | 50.0 |
| | Not Satisfied | 0.0 | 0.0 | 0.0 | 0.0 |
| | Neither | 0.0 | 0.0 | 0.0 | 0.0 |
| | Other | 50.0 | 50.0 | 100.0 | 50.0 |
| Average Weekly Hours Worked | 20 or Less | 0.0 | 100.0 | 0.0 | 0.0 |
| | 21-35 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 36 or More | 100.0 | 0.0 | 100.0 | 100.0 |
| Gender | Female | 100.0 | 100.0 | 0.0 | 50.0 |
| | Male | 0.0 | 0.0 | 100.0 | 50.0 |
| | Nonresident | 0.0 | 0.0 | 0.0 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 0.0 | 0.0 |
| | 20-24 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 25-34 | 50.0 | 0.0 | 0.0 | 0.0 |
| | 35-44 | 50.0 | 50.0 | 0.0 | 50.0 |
| | 45-54 | 0.0 | 50.0 | 0.0 | 50.0 |
| | 55-64 | 0.0 | 0.0 | 100.0 | 0.0 |
| | 65 and Older | 0.0 | 0.0 | 0.0 | 0.0 |
| | Unknown (Nonresidents) | 0.0 | 0.0 | 0.0 | 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>

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

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|----------------------------------|---|--------------------------------|-----------------------------|
| | | Surgical Technologists (29-2055) | First-Line Supervisors/Managers of Housekeeping (37-1011) | Pest Control Workers (37-2021) | Travel Agents (41-3041) |
| Typical Education ^a | | Postsecondary Non-Degree Award | 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 (\$) | | \$18.50 | \$11.88 | \$18.75 | \$14.41 |
| % Paid Piece Rate | | 0.0 | 0.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 100.0 | 0.0 | 50.0 | 100.0 |
| | Retirement | 100.0 | 0.0 | 50.0 | 50.0 |
| | Paid Leave | 0.0 | 0.0 | 50.0 | 50.0 |
| Skills Selected as "Important" (%) | Service Orientation | 0.0 | 50.0 | 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 | 0.0 | 50.0 | 0.0 | 100.0 |
| | Operation and Control | 0.0 | 50.0 | 50.0 | 0.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 0.0 | 50.0 | 50.0 | 100.0 |
| | Not Satisfied | 0.0 | 50.0 | 0.0 | 0.0 |
| | Neither | 0.0 | 0.0 | 0.0 | 0.0 |
| | Other | 100.0 | 0.0 | 50.0 | 0.0 |
| Average Weekly Hours Worked | 20 or Less | 0.0 | 0.0 | 0.0 | 0.0 |
| | 21-35 | 0.0 | 50.0 | 0.0 | 0.0 |
| | 36 or More | 100.0 | 50.0 | 100.0 | 100.0 |
| Gender | Female | 50.0 | 100.0 | 0.0 | 100.0 |
| | Male | 0.0 | 0.0 | 50.0 | 0.0 |
| | Nonresident | 50.0 | 0.0 | 50.0 | 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 | 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) | 50.0 | 0.0 | 50.0 | 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>

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

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|--|-------------------------------|---|---|
| | | Information & Record Clerks, All Other (43-4199) | Medical Secretaries (43-6013) | Secretaries, Except Legal, Medical, & Executive (43-6014) | Office Machine Operators, Except Computer (43-9071) |
| Typical Education ^a | | 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 | \$10.30 | \$10.25 | \$12.00 |
| % Paid Piece Rate | | 0.0 | 0.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 100.0 | 0.0 | 50.0 | 0.0 |
| | Retirement | 0.0 | 0.0 | 100.0 | 0.0 |
| | Paid Leave | 0.0 | 0.0 | 100.0 | 0.0 |
| Skills Selected as "Important" (%) | Service Orientation | 100.0 | 100.0 | 50.0 | 0.0 |
| | Critical Thinking | 100.0 | 100.0 | 100.0 | 100.0 |
| | Reading Comprehension | 100.0 | 100.0 | 100.0 | 0.0 |
| | Technology Design | 100.0 | 0.0 | 0.0 | 0.0 |
| | Operation and Control | 100.0 | 0.0 | 50.0 | 0.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 50.0 | 50.0 | 50.0 | 50.0 |
| | Not Satisfied | 0.0 | 0.0 | 50.0 | 0.0 |
| | Neither | 0.0 | 0.0 | 0.0 | 0.0 |
| | Other | 50.0 | 50.0 | 0.0 | 50.0 |
| Average Weekly Hours Worked | 20 or Less | 0.0 | 0.0 | 0.0 | 100.0 |
| | 21-35 | 0.0 | 100.0 | 50.0 | 0.0 |
| | 36 or More | 100.0 | 0.0 | 50.0 | 0.0 |
| Gender | Female | 50.0 | 0.0 | 50.0 | 100.0 |
| | Male | 0.0 | 50.0 | 0.0 | 0.0 |
| | Nonresident | 50.0 | 50.0 | 50.0 | 0.0 |
| Age Group | 19 and Younger | 0.0 | 0.0 | 50.0 | 0.0 |
| | 20-24 | 0.0 | 50.0 | 0.0 | 0.0 |
| | 25-34 | 0.0 | 0.0 | 0.0 | 50.0 |
| | 35-44 | 0.0 | 0.0 | 0.0 | 50.0 |
| | 45-54 | 50.0 | 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 | 50.0 | 50.0 | 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>

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

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|--|--|--|---|
| | | Farmworkers & Laborers, Crop, Nursery & Greenhouse (45-2092) | Insulation Workers, Mechanical (47-2132) | Construction & Building Inspectors (47-4011) | Bus & Truck Mechanics & Diesel Engine Specialists (49-3031) |
| Typical Education ^a | | 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 (\$) | | \$8.00 | \$16.00 | \$33.58 | \$40.00 |
| % Paid Piece Rate | | 0.0 | 0.0 | 0.0 | 0.0 |
| % Offered Selected Benefits | Health Insurance | 0.0 | 0.0 | 0.0 | 0.0 |
| | Retirement | 0.0 | 0.0 | 0.0 | 0.0 |
| | Paid Leave | 0.0 | 0.0 | 100.0 | 0.0 |
| Skills Selected as "Important" (%) | Service Orientation | 100.0 | 0.0 | 0.0 | 0.0 |
| | Critical Thinking | 100.0 | 0.0 | 100.0 | 0.0 |
| | Reading Comprehension | 100.0 | 0.0 | 100.0 | 0.0 |
| | Technology Design | 0.0 | 0.0 | 100.0 | 0.0 |
| | Operation and Control | 100.0 | 0.0 | 100.0 | 0.0 |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 50.0 | 0.0 | 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 | 100.0 | 50.0 | 50.0 |
| Average Weekly Hours Worked | 20 or Less | 0.0 | 0.0 | 0.0 | 0.0 |
| | 21-35 | 100.0 | 0.0 | 0.0 | 0.0 |
| | 36 or More | 0.0 | 100.0 | 100.0 | 0.0 |
| Gender | Female | 50.0 | 0.0 | 0.0 | 50.0 |
| | Male | 50.0 | 50.0 | 0.0 | 50.0 |
| | Nonresident | 0.0 | 50.0 | 100.0 | 0.0 |
| Age Group | 19 and Younger | 50.0 | 0.0 | 0.0 | 0.0 |
| | 20-24 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 25-34 | 50.0 | 50.0 | 0.0 | 0.0 |
| | 35-44 | 0.0 | 0.0 | 0.0 | 0.0 |
| | 45-54 | 0.0 | 0.0 | 0.0 | 50.0 |
| | 55-64 | 0.0 | 0.0 | 0.0 | 50.0 |
| | 65 and Older | 0.0 | 0.0 | 0.0 | 0.0 |
| | Unknown (Nonresidents) | 0.0 | 50.0 | 100.0 | 0.0 |
| Turnover | % Still Working 1 Quarter After Hire | 100.0 | 0.0 | 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>

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

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | |
|---|---|---|--|-----------------------------------|
| | | Installation, Maintenance & Repair Workers, Other (49-9099) | Truck Drivers, Light or Delivery Services (53- 3033) | Lodging Managers (11- 9081) |
| Typical Education ^a | | High School Diploma or Less | High School Diploma or Less | High School Diploma or Less |
| N | | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | \$15.50 | \$11.50 | N/D |
| % Paid Piece Rate | | 0.0 | 0.0 | N/D |
| % Offered Selected Benefits | Health Insurance | 0.0 | 0.0 | N/D |
| | Retirement | 0.0 | 0.0 | N/D |
| | Paid Leave | 0.0 | 0.0 | N/D |
| Skills Selected as "Important" (%) | Service Orientation | 100.0 | 100.0 | N/D |
| | Critical Thinking | 50.0 | 100.0 | N/D |
| | Reading Comprehension | 50.0 | 100.0 | N/D |
| | Technology Design | 50.0 | 50.0 | N/D |
| | Operation and Control | 100.0 | 50.0 | N/D |
| Employer's Satisfaction with New Hires' Skills | Satisfied | 100.0 | 50.0 | N/D |
| | Not Satisfied | 0.0 | 0.0 | N/D |
| | Neither | 0.0 | 0.0 | N/D |
| | Other | 0.0 | 50.0 | N/D |
| Average Weekly Hours Worked | 20 or Less | 50.0 | 50.0 | N/D |
| | 21-35 | 50.0 | 50.0 | N/D |
| | 36 or More | 0.0 | 0.0 | N/D |
| Gender | Female | 0.0 | 50.0 | N/D |
| | Male | 100.0 | 50.0 | N/D |
| | Nonresident | 0.0 | 0.0 | N/D |
| Age Group | 19 and Younger | 0.0 | 0.0 | N/D |
| | 20-24 | 50.0 | 100.0 | N/D |
| | 25-34 | 50.0 | 0.0 | N/D |
| | 35-44 | 0.0 | 0.0 | N/D |
| | 45-54 | 0.0 | 0.0 | N/D |
| | 55-64 | 0.0 | 0.0 | N/D |
| | 65 and Older | 0.0 | 0.0 | N/D |
| | Unknown (Nonresidents) | 0.0 | 0.0 | N/D |
| Turnover | % Still Working 1 Quarter After Hire | 100.0 | 50.0 | N/D |

*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.

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|-------------------------------|---|--|--|
| | | Mechanical Drafters (17-3013) | Surveying & Mapping Technicians (17-3031) | Geoscientists, Except Hydrologists & Geographers (19-2042) | Geological & Petroleum Technicians (19-4041) |
| Typical Education ^a | | Associates | High School Diploma or Less | Bachelors | Associates |
| N | | N/D | N/D | N/D | N/D |
| Average Hourly Wage (\$) | | N/D | N/D | N/D | N/D |
| % Paid Piece Rate | | N/D | N/D | N/D | N/D |
| % Offered Selected Benefits | Health Insurance | N/D | N/D | N/D | N/D |
| | Retirement | N/D | N/D | N/D | N/D |
| | Paid Leave | N/D | N/D | N/D | N/D |
| Skills Selected as "Important" (%) | Service Orientation | N/D | N/D | N/D | N/D |
| | Critical Thinking | N/D | N/D | N/D | N/D |
| | Reading Comprehension | N/D | N/D | N/D | N/D |
| | Technology Design | N/D | N/D | N/D | N/D |
| Employer's Satisfaction with New Hires' Skills | Operation and Control | N/D | N/D | N/D | N/D |
| | Satisfied | N/D | N/D | N/D | N/D |
| | Not Satisfied | N/D | N/D | N/D | N/D |
| | Neither | N/D | N/D | N/D | N/D |
| Average Weekly Hours Worked | Other | N/D | N/D | N/D | N/D |
| | 20 or Less | N/D | N/D | N/D | N/D |
| | 21-35 | N/D | N/D | N/D | N/D |
| | 36 or More | N/D | N/D | N/D | N/D |
| Gender | Female | N/D | N/D | N/D | N/D |
| | Male | N/D | N/D | N/D | N/D |
| | Nonresident | N/D | N/D | N/D | N/D |
| Age Group | 19 and Younger | N/D | N/D | N/D | N/D |
| | 20-24 | N/D | N/D | N/D | N/D |
| | 25-34 | N/D | N/D | N/D | N/D |
| | 35-44 | N/D | N/D | N/D | N/D |
| | 45-54 | N/D | N/D | N/D | N/D |
| | 55-64 | N/D | N/D | N/D | N/D |
| | 65 and Older | N/D | N/D | N/D | N/D |
| Unknown (Nonresidents) | N/D | N/D | N/D | N/D | |
| Turnover | % Still Working 1 Quarter After Hire | N/D | N/D | N/D | N/D |

*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.

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|---|---|------------------------------|-----------------------------------|
| | | Forest & Conservation Technicians (19-4093) | Teachers & Instructors, All Other (25-3099) | Teacher Assistants (25-9041) | Occupational Therapists (29-1122) |
| Typical Education ^a | | Associates | Bachelors | Some College, No Degree | Masters |
| N | Average Hourly Wage (\$) | N/D | N/D | N/D | N/D |
| | % Paid Piece Rate | N/D | N/D | N/D | N/D |
| % Offered Selected Benefits | Health Insurance | N/D | N/D | N/D | N/D |
| | Retirement | N/D | N/D | N/D | N/D |
| | Paid Leave | N/D | N/D | N/D | N/D |
| Skills Selected as "Important" (%) | Service Orientation | N/D | N/D | N/D | N/D |
| | Critical Thinking | N/D | N/D | N/D | N/D |
| | Reading Comprehension | N/D | N/D | N/D | N/D |
| | Technology Design | N/D | N/D | N/D | N/D |
| Employer's Satisfaction with New Hires' Skills | Operation and Control | N/D | N/D | N/D | N/D |
| | Satisfied | N/D | N/D | N/D | N/D |
| | Not Satisfied | N/D | N/D | N/D | N/D |
| | Neither | N/D | N/D | N/D | N/D |
| Average Weekly Hours Worked | Other | N/D | N/D | N/D | N/D |
| | 20 or Less | N/D | N/D | N/D | N/D |
| | 21-35 | N/D | N/D | N/D | N/D |
| | 36 or More | N/D | N/D | N/D | N/D |
| Gender | Female | N/D | N/D | N/D | N/D |
| | Male | N/D | N/D | N/D | N/D |
| | Nonresident | N/D | N/D | N/D | N/D |
| Age Group | 19 and Younger | N/D | N/D | N/D | N/D |
| | 20-24 | N/D | N/D | N/D | N/D |
| | 25-34 | N/D | N/D | N/D | N/D |
| | 35-44 | N/D | N/D | N/D | N/D |
| | 45-54 | N/D | N/D | N/D | N/D |
| | 55-64 | N/D | N/D | N/D | N/D |
| | 65 and Older | N/D | N/D | N/D | N/D |
| Unknown (Nonresidents) | N/D | N/D | N/D | N/D | |
| Turnover | % Still Working 1 Quarter After Hire | N/D | N/D | N/D | N/D |

*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.

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|-----------------------------|---|--|--|
| | | Bailiffs (33-3011) | Counter Attendants, Cafeteria, Food Concession, and Amusement Workers (35-3022) | Personal Care and Service Workers, All Other (39-9099) | First-Line Supervisors of Retail Sales Workers (41-1011) |
| Typical Education ^a | | 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 (\$) | | N/D | N/D | N/D | N/D |
| % Paid Piece Rate | | N/D | N/D | N/D | N/D |
| % Offered Selected Benefits | Health Insurance | N/D | N/D | N/D | N/D |
| | Retirement | N/D | N/D | N/D | N/D |
| | Paid Leave | N/D | N/D | N/D | N/D |
| Skills Selected as "Important" (%) | Service Orientation | N/D | N/D | N/D | N/D |
| | Critical Thinking | N/D | N/D | N/D | N/D |
| | Reading Comprehension | N/D | N/D | N/D | N/D |
| | Technology Design | N/D | N/D | N/D | N/D |
| Employer's Satisfaction with New Hires' Skills | Operation and Control | N/D | N/D | N/D | N/D |
| | Satisfied | N/D | N/D | N/D | N/D |
| | Not Satisfied | N/D | N/D | N/D | N/D |
| | Neither | N/D | N/D | N/D | N/D |
| Average Weekly Hours Worked | Other | N/D | N/D | N/D | N/D |
| | 20 or Less | N/D | N/D | N/D | N/D |
| | 21-35 | N/D | N/D | N/D | N/D |
| | 36 or More | N/D | N/D | N/D | N/D |
| Gender | Female | N/D | N/D | N/D | N/D |
| | Male | N/D | N/D | N/D | N/D |
| | Nonresident | N/D | N/D | N/D | N/D |
| Age Group | 19 and Younger | N/D | N/D | N/D | N/D |
| | 20-24 | N/D | N/D | N/D | N/D |
| | 25-34 | N/D | N/D | N/D | N/D |
| | 35-44 | N/D | N/D | N/D | N/D |
| | 45-54 | N/D | N/D | N/D | N/D |
| | 55-64 | N/D | N/D | N/D | N/D |
| | 65 and Older | N/D | N/D | N/D | N/D |
| Unknown (Nonresidents) | N/D | N/D | N/D | N/D | |
| Turnover | % Still Working 1 Quarter After Hire | N/D | N/D | N/D | N/D |

*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.

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|--|--------------------------------------|-----------------------------|---|-----------------------------|--|
| | | Cashiers (41-2011) | Demonstrators & Product Promoters (41-9011) | Telemarketers (41-9041) | Reservation & Transportation Ticket Agents & T (43-4181) |
| Typical Education ^a | | 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 (\$) | | N/D | N/D | N/D | N/D |
| % Paid Piece Rate | | N/D | N/D | N/D | N/D |
| % Offered Selected Benefits | Health Insurance | N/D | N/D | N/D | N/D |
| | Retirement | N/D | N/D | N/D | N/D |
| | Paid Leave | N/D | N/D | N/D | N/D |
| Skills Selected as "Important" (%) | Service Orientation | N/D | N/D | N/D | N/D |
| | Critical Thinking | N/D | N/D | N/D | N/D |
| | Reading Comprehension | N/D | N/D | N/D | N/D |
| | Technology Design | N/D | N/D | N/D | N/D |
| Employer's Satisfaction with New Hires' Skills | Operation and Control | N/D | N/D | N/D | N/D |
| | Satisfied | N/D | N/D | N/D | N/D |
| | Not Satisfied | N/D | N/D | N/D | N/D |
| | Neither | N/D | N/D | N/D | N/D |
| Average Weekly Hours Worked | Other | N/D | N/D | N/D | N/D |
| | 20 or Less | N/D | N/D | N/D | N/D |
| | 21-35 | N/D | N/D | N/D | N/D |
| | 36 or More | N/D | N/D | N/D | N/D |
| Gender | Female | N/D | N/D | N/D | N/D |
| | Male | N/D | N/D | N/D | N/D |
| | Nonresident | N/D | N/D | N/D | N/D |
| Age Group | 19 and Younger | N/D | N/D | N/D | N/D |
| | 20-24 | N/D | N/D | N/D | N/D |
| | 25-34 | N/D | N/D | N/D | N/D |
| | 35-44 | N/D | N/D | N/D | N/D |
| | 45-54 | N/D | N/D | N/D | N/D |
| | 55-64 | N/D | N/D | N/D | N/D |
| | 65 and Older | N/D | N/D | N/D | N/D |
| Unknown (Nonresidents) | N/D | N/D | N/D | N/D | |
| Turnover | % Still Working 1 Quarter After Hire | N/D | N/D | N/D | N/D |

*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.

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|---|---|------------------------------------|------------------------------------|---|--------------------------------|
| | | Data Entry Keyers (43- 9021) | Carpet Installers (47- 2041) | Structural Iron & Steel Workers (47- 2221) | Fence Erectors (47-4031) |
| Typical Education ^a | | 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 (\$) | | N/D | N/D | N/D | N/D |
| % Paid Piece Rate | | N/D | N/D | N/D | N/D |
| % Offered Selected Benefits | Health Insurance | N/D | N/D | N/D | N/D |
| | Retirement | N/D | N/D | N/D | N/D |
| | Paid Leave | N/D | N/D | N/D | N/D |
| Skills Selected as "Important" (%) | Service Orientation | N/D | N/D | N/D | N/D |
| | Critical Thinking | N/D | N/D | N/D | N/D |
| | Reading Comprehension | N/D | N/D | N/D | N/D |
| | Technology Design | N/D | N/D | N/D | N/D |
| Employer's Satisfaction with New Hires' Skills | Operation and Control | N/D | N/D | N/D | N/D |
| | Satisfied | N/D | N/D | N/D | N/D |
| | Not Satisfied | N/D | N/D | N/D | N/D |
| | Neither | N/D | N/D | N/D | N/D |
| Average Weekly Hours Worked | Other | N/D | N/D | N/D | N/D |
| | 20 or Less | N/D | N/D | N/D | N/D |
| | 21-35 | N/D | N/D | N/D | N/D |
| | 36 or More | N/D | N/D | N/D | N/D |
| Gender | Female | N/D | N/D | N/D | N/D |
| | Male | N/D | N/D | N/D | N/D |
| | Nonresident | N/D | N/D | N/D | N/D |
| Age Group | 19 and Younger | N/D | N/D | N/D | N/D |
| | 20-24 | N/D | N/D | N/D | N/D |
| | 25-34 | N/D | N/D | N/D | N/D |
| | 35-44 | N/D | N/D | N/D | N/D |
| | 45-54 | N/D | N/D | N/D | N/D |
| | 55-64 | N/D | N/D | N/D | N/D |
| | 65 and Older | N/D | N/D | N/D | N/D |
| Unknown (Nonresidents) | N/D | N/D | N/D | N/D | |
| Turnover | % Still Working 1 Quarter After Hire | N/D | N/D | N/D | N/D |

*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.

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | | | |
|---|---|--|---|--|--|
| | | Automotive Service Technicians & Mechanics (49-3023) | First-Line Supervisors/Managers of Production & (51-1011) | Textile, Apparel, & Furnishings Workers, All Other (51-6099) | Helpers-- Production Workers (51-9198) |
| Typical Education^a | | 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 (\$) | | N/D | N/D | N/D | N/D |
| % Paid Piece Rate | | N/D | N/D | N/D | N/D |
| % Offered Selected Benefits | Health Insurance | N/D | N/D | N/D | N/D |
| | Retirement | N/D | N/D | N/D | N/D |
| | Paid Leave | N/D | N/D | N/D | N/D |
| Skills Selected as "Important" (%) | Service Orientation | N/D | N/D | N/D | N/D |
| | Critical Thinking | N/D | N/D | N/D | N/D |
| | Reading Comprehension | N/D | N/D | N/D | N/D |
| | Technology Design | N/D | N/D | N/D | N/D |
| Employer's Satisfaction with New Hires' Skills | Satisfied | N/D | N/D | N/D | N/D |
| | Not Satisfied | N/D | N/D | N/D | N/D |
| | Neither | N/D | N/D | N/D | N/D |
| | Other | N/D | N/D | N/D | N/D |
| Average Weekly Hours Worked | 20 or Less | N/D | N/D | N/D | N/D |
| | 21-35 | N/D | N/D | N/D | N/D |
| | 36 or More | N/D | N/D | N/D | N/D |
| Gender | Female | N/D | N/D | N/D | N/D |
| | Male | N/D | N/D | N/D | N/D |
| | Nonresident | N/D | N/D | N/D | N/D |
| Age Group | 19 and Younger | N/D | N/D | N/D | N/D |
| | 20-24 | N/D | N/D | N/D | N/D |
| | 25-34 | N/D | N/D | N/D | N/D |
| | 35-44 | N/D | N/D | N/D | N/D |
| | 45-54 | N/D | N/D | N/D | N/D |
| | 55-64 | N/D | N/D | N/D | N/D |
| | 65 and Older | N/D | N/D | N/D | N/D |
| Unknown (Nonresidents) | N/D | N/D | N/D | N/D | |
| Turnover | % Still Working 1 Quarter After Hire | N/D | N/D | N/D | N/D |

*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.

Administrative and Support and Waste Management and Remediation Services

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

| Job Characteristics | | Occupation and SOC Code | |
|--|--------------------------------------|---|--|
| | | Production Workers, All Other (51-9199) | Motor Vehicle Operators, All Other (53-3099) |
| Typical Education ^a | | High School Diploma or Less | High School Diploma or Less |
| N | | N/D | N/D |
| Average Hourly Wage (\$) | | N/D | N/D |
| % Paid Piece Rate | | N/D | N/D |
| % Offered Selected Benefits | Health Insurance | N/D | N/D |
| | Retirement | N/D | N/D |
| | Paid Leave | N/D | N/D |
| Skills Selected as "Important" (%) | Service Orientation | N/D | N/D |
| | Critical Thinking | N/D | N/D |
| | Reading Comprehension | N/D | N/D |
| | Technology Design | N/D | N/D |
| Employer's Satisfaction with New Hires' Skills | Operation and Control | N/D | N/D |
| | Satisfied | N/D | N/D |
| | Not Satisfied | N/D | N/D |
| | Neither | N/D | N/D |
| Average Weekly Hours Worked | Other | N/D | N/D |
| | 20 or Less | N/D | N/D |
| | 21-35 | N/D | N/D |
| | 36 or More | N/D | N/D |
| Gender | Female | N/D | N/D |
| | Male | N/D | N/D |
| | Nonresident | N/D | N/D |
| Age Group | 19 and Younger | N/D | N/D |
| | 20-24 | N/D | N/D |
| | 25-34 | N/D | N/D |
| | 35-44 | N/D | N/D |
| | 45-54 | N/D | N/D |
| | 55-64 | N/D | N/D |
| | 65 and Older | N/D | N/D |
| Unknown (Nonresidents) | N/D | N/D | |
| Turnover | % Still Working 1 Quarter After Hire | N/D | N/D |

*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.