

<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Total All Occupations (00-0000)</b>	<b>Retail Salespersons (41-2031)</b>	<b>Cashiers (41-2011)</b>	<b>Waiters &amp; Waitresses (35-3031)</b>
Typical Education Requirement	N/A	Less than high school	Less than high school	Less than high school
N	107,180	6,119	5,261	5,026
Median Hourly Wage	\$12.00	\$10.00	\$9.00	\$3.50
% Paid Piece Rate	6.9	7.0	0.9	65.0
<b>% Offered Selected Benefits</b>				
Health Insurance	28.8	17.4	17.6	1.4
Retirement	23.2	13.4	14.1	0.9
Paid Leave	30.8	17.5	20.5	3.8
<b>Wait Time for Benefits</b>				
Yes	29.0	19.2	21.2	3.3
No	8.8	2.5	4.2	4.7
Unknown	61.5	78.3	74.0	91.1
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	77.4	97.3	92.7	96.2
Critical Thinking	76.2	83.6	72.8	76.4
Reading Comprehension	67.1	87.3	65.3	70.0
Technology Design	35.6	42.3	28.2	13.6
Operation & Control	56.3	49.9	55.9	25.4
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	39.9	33.0	34.6	30.8
Unsatisfied	5.5	5.5	10.5	4.7
Neutral	10.4	9.2	10.7	15.9
Other	44.2	52.3	44.2	48.5
<b>Average Weekly Hours Worked</b>				
20 or Less	21.7	38.1	21.9	48.4
21-35	26.8	24.8	53.8	44.6
36+	51.5	37.0	24.4	7.0
<b>Work Status</b>				
Full-Time	51.3	31.4	23.3	5.2
Part-Time	38.4	52.9	68.1	90.1
Temporary	9.2	15.7	8.6	4.7
Unknown	0.7	0.0	0.1	0.0
<b>Gender</b>				
Women	39.7	44.6	57.0	57.4
Men	48.5	49.9	33.6	29.0
Nonresidents <sup>b</sup>	11.8	5.5	9.4	13.6
<b>Age</b>				
16-19	11.6	19.7	21.1	16.5
20-24	17.6	23.6	20.1	19.4
25-34	25.4	23.9	17.1	25.4
35-44	13.8	9.8	10.9	12.8
45-54	10.8	8.3	11.2	8.3
55-64	6.5	5.1	5.7	2.8
65+	1.4	3.1	1.9	0.0
Unknown	12.9	6.5	11.9	14.8
<b>Turnover</b>				
% Working 1 Quarter After Hire	77.9	84.8	81.9	59.5

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

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<b>Occupation</b>	<b>Truck Drivers, Heavy &amp; Tractor-Trailer (53-3032)</b>	<b>Combined Food Prep. &amp; Serving Workers (35-3021)</b>	<b>Construction Laborers (47-2061)</b>	<b>Maids &amp; Housekeeping Cleaners (37-2012)</b>
Typical Education Requirement	Postsecondary non-degree award	Less than high school	Less than high school	Less than high school
N	3,863	3,732	3,492	3,449
Median Hourly Wage	\$18.00	\$8.50	\$15.00	\$9.00
% Paid Piece Rate	16.2	1.3	0.0	5.5
<b>% Offered Selected Benefits</b>				
Health Insurance	45.0	7.3	18.7	13.1
Retirement	29.9	11.2	11.1	8.9
Paid Leave	39.3	15.1	12.7	19.9
<b>Wait Time for Benefits</b>				
Yes	47.7	16.7	16.9	23.8
No	5.4	2.9	8.2	3.6
Unknown	46.4	80.4	74.9	72.5
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	68.9	88.1	40.7	90.0
Critical Thinking	88.3	53.4	68.1	45.0
Reading Comprehension	73.0	71.4	36.9	41.8
Technology Design	38.5	26.4	27.3	6.3
Operation & Control	94.5	41.6	51.7	31.8
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	37.3	19.5	36.3	27.4
Unsatisfied	5.0	5.5	6.8	9.4
Neutral	9.2	14.3	15.7	17.5
Other	48.5	60.7	41.2	45.7
<b>Average Weekly Hours Worked</b>				
20 or Less	2.9	34.6	4.2	30.9
21-35	12.1	57.6	26.2	48.1
36+	84.9	7.8	69.6	21.0
<b>Work Status</b>				
Full-Time	82.7	21.7	74.7	32.2
Part-Time	8.6	78.0	11.1	61.0
Temporary	7.4	0.3	12.7	2.7
Unknown	1.2	0.0	1.4	1.4
<b>Gender</b>				
Women	10.4	42.3	4.4	56.6
Men	79.9	40.0	74.3	22.0
Nonresidents <sup>b</sup>	9.7	17.7	21.2	21.4
<b>Age</b>				
16-19	1.8	28.3	7.6	12.9
20-24	6.7	22.0	12.3	20.7
25-34	23.8	14.9	30.3	18.7
35-44	22.8	6.2	14.2	6.1
45-54	20.9	3.4	7.6	10.7
55-64	11.5	2.4	5.3	6.5
65+	2.7	0.1	0.0	0.0
Unknown	9.7	22.8	22.7	24.4
<b>Turnover</b>				
% Working 1 Quarter After Hire	82.0	65.4	62.0	69.4

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

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<b>Occupation</b>		<b>Landscaping &amp; Groundskeeping Workers (37-3011)</b>	<b>Office Clerks, General (43-9061)</b>	<b>Laborers &amp; Freight, Stock &amp; Material Movers, Hand (53-7062)</b>	<b>Hotel, Motel, &amp; Resort Desk Clerks (43-4081)</b>
	Typical Education Requirement	Less than high school	High school diploma	Less than high school	High school diploma
	N	3,065	2,858	2,473	2,469
	Median Hourly Wage	\$12.75	\$12.00	\$13.00	\$9.25
	% Paid Piece Rate	0.0	1.8	0.0	1.1
<b>% Offered Selected Benefits</b>	Health Insurance	8.2	37.5	39.8	10.7
	Retirement	3.7	23.5	29.7	3.8
	Paid Leave	6.5	42.1	33.4	8.8
<b>Wait Time for Benefits</b>	Yes	7.8	37.5	41.0	6.9
	No	10.7	8.6	3.1	1.9
	Unknown	78.8	52.3	55.9	91.2
<b>Skills Selected as "Important" (%)</b>	Service Orientation	47.0	87.6	73.6	88.5
	Critical Thinking	58.4	81.7	67.0	78.9
	Reading Comprehension	25.0	89.2	57.1	75.9
	Technology Design	29.5	39.1	19.6	35.1
	Operation & Control	74.7	48.9	59.6	37.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	39.6	47.6	32.9	41.2
	Unsatisfied	4.9	5.0	3.7	3.8
	Neutral	11.1	7.1	16.4	9.8
	Other	44.4	40.3	46.9	45.2
<b>Average Weekly Hours Worked</b>	20 or Less	22.3	17.3	27.0	10.6
	21-35	31.5	31.6	27.5	63.6
	36+	46.2	51.2	45.5	25.8
<b>Work Status</b>	Full-Time	38.0	58.3	51.6	26.4
	Part-Time	29.4	28.6	25.2	69.2
	Temporary	29.5	11.1	22.1	4.4
	Unknown	0.4	2.0	1.1	0.0
<b>Gender</b>	Women	24.5	71.1	27.4	55.0
	Men	61.6	23.4	65.2	20.1
	Nonresidents <sup>b</sup>	13.9	5.5	7.4	24.9
<b>Age</b>	16-19	18.1	6.8	14.7	17.3
	20-24	16.6	13.4	21.6	16.1
	25-34	19.3	23.7	23.7	27.8
	35-44	11.4	23.4	16.2	7.7
	45-54	10.6	13.3	9.6	0.5
	55-64	6.7	11.3	4.1	5.8
	65+	1.7	2.7	1.4	0.0
	Unknown	15.6	5.5	8.9	24.9
<b>Turnover</b>	% Working 1 Quarter After Hire	68.7	91.9	75.9	84.5

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<b>Occupation</b>	<b>Janitors &amp; Cleaners, Exc. Maids &amp; House-keeping (37-2011)</b>	<b>Bartenders (35-3011)</b>	<b>Dishwashers (35-9021)</b>	<b>Cooks, Restaurant (35-2014)</b>	
Typical Education Requirement	Less than high school	Less than high school	Less than high school	Less than high school	Less than high school
N	1,813	1,811	1,679	1,584	
Median Hourly Wage	\$11.00	\$7.50	\$8.75	\$10.00	
% Paid Piece Rate	0.0	38.0	5.6	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	16.6	0.0	0.7	13.8	
Retirement	14.9	0.0	0.0	1.4	
Paid Leave	14.8	10.8	0.0	13.8	
<b>Wait Time for Benefits</b>					
Yes	23.5	7.8	0.7	13.8	
No	8.1	10.5	5.6	3.0	
Unknown	66.1	81.7	93.7	83.2	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	70.2	80.2	38.3	89.2	
Critical Thinking	66.5	74.0	33.0	79.6	
Reading Comprehension	52.9	58.1	6.7	80.3	
Technology Design	32.2	14.0	5.6	12.7	
Operation & Control	64.1	46.1	26.7	42.6	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	33.8	52.0	22.5	52.3	
Unsatisfied	6.1	6.2	8.8	10.0	
Neutral	6.8	10.3	14.1	9.7	
Other	53.3	31.5	54.6	28.0	
<b>Average Weekly Hours Worked</b>					
20 or Less	40.0	44.4	42.7	12.5	
21-35	29.0	36.2	34.4	48.3	
36+	31.0	19.3	22.9	39.2	
<b>Work Status</b>					
Full-Time	22.5	25.0	6.7	64.6	
Part-Time	47.4	75.0	87.6	34.7	
Temporary	27.8	0.0	2.8	0.7	
Unknown	0.8	0.0	2.8	0.0	
<b>Gender</b>					
Women	45.9	56.2	27.4	37.3	
Men	46.2	29.3	52.1	38.4	
Nonresidents <sup>b</sup>	7.9	14.5	20.5	24.3	
<b>Age</b>					
16-19	19.9	6.0	26.7	12.3	
20-24	14.9	23.5	17.3	12.3	
25-34	17.8	26.6	14.1	29.1	
35-44	9.4	19.8	3.8	6.0	
45-54	19.6	0.7	8.8	7.0	
55-64	7.4	8.6	2.8	6.0	
65+	1.8	0.4	0.0	3.0	
Unknown	9.2	14.5	26.5	24.3	
<b>Turnover</b>					
% Working 1 Quarter After Hire	68.2	71.2	62.0	75.0	

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<b>Occupation</b>		<b>Maintenance &amp; Repair Workers, Gen (49-9071)</b>	<b>Carpenters (47-2031)</b>	<b>Electricians (47-2111)</b>	<b>General &amp; Operations Managers (11-1021)</b>
	Typical Education Requirement	High school diploma	High school diploma	High school diploma	Bachelor's degree
	N	1,374	1,331	1,321	1,316
	Median Hourly Wage	\$12.00	\$18.00	\$20.00	\$24.04
	% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	30.6	10.8	80.8	47.9
	Retirement	27.3	16.4	57.5	47.5
	Paid Leave	35.2	18.3	71.3	60.3
<b>Wait Time for Benefits</b>	Yes	27.3	20.2	63.9	41.7
	No	7.7	1.9	9.3	20.7
	Unknown	64.0	66.6	23.0	36.1
<b>Skills Selected as "Important" (%)</b>	Service Orientation	61.6	33.6	76.3	93.5
	Critical Thinking	77.9	76.9	96.2	98.6
	Reading Comprehension	69.4	65.6	86.7	90.3
	Technology Design	55.0	38.2	90.0	55.9
	Operation & Control	74.7	57.1	92.2	84.3
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	47.8	48.1	42.8	59.8
	Unsatisfied	4.8	0.0	5.7	3.8
	Neutral	13.8	10.5	13.3	2.8
	Other	33.6	41.4	38.2	33.5
<b>Average Weekly Hours Worked</b>	20 or Less	17.3	2.3	0.0	4.7
	21-35	19.0	42.3	9.7	3.1
	36+	63.7	55.4	90.3	92.2
<b>Work Status</b>	Full-Time	53.7	81.5	99.8	89.5
	Part-Time	24.3	5.3	0.0	3.1
	Temporary	21.6	13.2	0.2	5.2
	Unknown	0.0	0.0	0.0	2.3
<b>Gender</b>	Women	15.3	5.7	1.9	25.9
	Men	66.2	69.2	86.7	59.5
	Nonresidents <sup>b</sup>	18.6	25.2	11.4	14.6
<b>Age</b>	16-19	10.2	5.7	1.9	1.0
	20-24	10.1	17.0	10.3	0.9
	25-34	25.4	22.6	37.1	21.8
	35-44	8.0	15.5	24.2	24.0
	45-54	12.5	8.0	9.5	27.5
	55-64	11.4	4.2	5.7	9.8
	65+	0.4	1.9	0.0	0.3
	Unknown	22.0	25.2	11.4	14.6
<b>Turnover</b>	% Working 1 Quarter After Hire	81.2	73.0	84.8	83.1

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<b>Occupation</b>		<b>Counter Attendants, Cafeteria, Food Concession (35-3022)</b>	<b>Child Care Workers (39-9011)</b>	<b>Personal &amp; Home Care Aides (39-9021)</b>	<b>Roustabouts, Oil &amp; Gas (47-5071)</b>
	Typical Education Requirement	Less than high school	High school diploma	Less than high school	Less than high school
	N	1,257	1,256	1,228	1,091
	Median Hourly Wage	\$8.30	\$10.00	\$10.70	\$16.00
	% Paid Piece Rate	15.5	0.0	0.0	1.8
<b>% Offered Selected Benefits</b>	Health Insurance	11.6	15.0	12.4	36.0
	Retirement	12.2	30.8	19.1	18.1
	Paid Leave	12.5	31.8	23.2	38.8
<b>Wait Time for Benefits</b>	Yes	11.6	29.0	23.4	41.9
	No	1.4	4.5	6.7	10.8
	Unknown	87.0	66.6	69.8	47.3
<b>Skills Selected as "Important" (%)</b>	Service Orientation	91.6	92.2	92.3	50.9
	Critical Thinking	63.6	78.2	86.2	77.6
	Reading Comprehension	70.2	59.2	84.8	38.9
	Technology Design	12.3	17.6	9.7	37.1
	Operation & Control	65.8	20.8	20.5	63.8
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	50.0	32.7	44.3	28.1
	Unsatisfied	0.5	4.1	8.3	5.9
	Neutral	1.9	11.3	8.3	17.7
	Other	47.7	51.9	39.2	48.4
<b>Average Weekly Hours Worked</b>	20 or Less	55.2	43.6	40.1	2.9
	21-35	33.4	20.5	38.1	13.3
	36+	11.4	35.9	21.8	83.9
<b>Work Status</b>	Full-Time	3.8	42.1	35.9	70.2
	Part-Time	75.8	47.1	60.8	11.5
	Temporary	16.6	5.4	3.3	13.1
	Unknown	0.0	5.4	0.0	5.2
<b>Gender</b>	Women	81.9	76.4	82.1	5.6
	Men	12.9	21.6	15.5	82.6
	Nonresidents <sup>b</sup>	5.2	2.0	2.5	11.8
<b>Age</b>	16-19	23.6	15.9	3.3	4.5
	20-24	39.2	29.2	21.7	12.6
	25-34	18.9	20.1	25.5	37.0
	35-44	7.1	10.8	16.4	21.5
	45-54	1.0	12.4	16.8	7.2
	55-64	0.7	8.3	8.5	4.6
	65+	0.0	1.4	5.2	0.9
	Unknown	9.4	2.0	2.5	11.8
<b>Turnover</b>	% Working 1 Quarter After Hire	76.5	83.4	75.3	70.9

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<b>Occupation</b>		<b>Bookkeeping, Accounting, &amp; Auditing Clerks (43-3031)</b>	<b>Receptionists &amp; Information Clerks (43-4171)</b>	<b>Food Preparation Workers (35-2021)</b>	<b>Driver/Sales Workers (53-3031)</b>
	Typical Education Requirement	High school diploma	High school diploma	Less than high school	High school diploma
	N	1,047	1,039	990	885
	Median Hourly Wage	\$17.00	\$12.00	\$10.01	\$10.00
	% Paid Piece Rate	0.5	0.0	0.0	19.9
<b>% Offered Selected Benefits</b>	Health Insurance	36.8	21.4	5.1	12.6
	Retirement	16.2	22.1	4.8	11.9
	Paid Leave	37.3	38.5	11.5	20.2
<b>Wait Time for Benefits</b>	Yes	34.6	30.0	8.4	20.2
	No	17.0	15.0	7.9	0.9
	Unknown	47.9	54.1	83.7	78.5
<b>Skills Selected as "Important" (%)</b>	Service Orientation	69.7	95.6	75.2	61.2
	Critical Thinking	97.0	73.3	49.9	46.7
	Reading Comprehension	98.9	85.2	60.0	54.7
	Technology Design	34.9	36.8	19.2	17.4
	Operation & Control	52.8	41.5	54.9	37.2
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	55.6	46.6	38.6	19.1
	Unsatisfied	1.4	8.0	7.9	4.8
	Neutral	5.1	3.2	12.7	6.0
	Other	37.9	42.2	40.8	70.2
<b>Average Weekly Hours Worked</b>	20 or Less	30.4	23.1	35.2	71.8
	21-35	24.0	33.9	45.4	3.5
	36+	45.6	42.9	19.4	24.7
<b>Work Status</b>	Full-Time	54.7	38.5	35.5	27.1
	Part-Time	38.3	58.1	64.5	72.3
	Temporary	6.2	3.4	0.0	0.6
	Unknown	0.9	0.0	0.0	0.0
<b>Gender</b>	Women	68.8	84.1	45.7	53.1
	Men	20.8	9.2	37.2	46.2
	Nonresidents <sup>b</sup>	10.4	6.7	17.2	0.6
<b>Age</b>	16-19	1.1	3.1	19.1	33.8
	20-24	7.0	18.8	12.7	34.1
	25-34	18.7	30.4	33.8	14.7
	35-44	22.0	14.2	4.8	8.4
	45-54	28.2	14.6	5.4	7.3
	55-64	11.1	10.5	5.4	1.1
	65+	1.6	1.6	1.7	0.0
	Unknown	10.4	6.7	17.2	0.6
<b>Turnover</b>	% Working 1 Quarter After Hire	92.2	92.9	88.5	57.2

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>		<b>Operating Engineers &amp; Other Construction Equip. (47-2073)</b>	<b>Customer Service Representatives (43-4051)</b>	<b>Truck Drivers, Light or Delivery Services (53-3033)</b>	<b>Cooks, Fast Food (35-2011)</b>
<b>Occupation</b>					
Typical Education Requirement		High school diploma	High school diploma	High school diploma	Less than high school
N		835	827	782	762
Median Hourly Wage		\$19.67	\$12.00	\$10.00	\$8.50
% Paid Piece Rate		1.0	1.5	1.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	58.7	42.0	37.4	24.9
	Retirement	45.0	46.1	17.5	18.6
	Paid Leave	47.0	50.2	34.6	18.6
<b>Wait Time for Benefits</b>	Yes	32.9	41.7	39.1	49.7
	No	19.3	11.3	5.2	6.2
	Unknown	47.8	47.0	55.7	44.1
<b>Skills Selected as "Important" (%)</b>	Service Orientation	49.9	96.3	86.4	93.8
	Critical Thinking	75.7	91.7	79.9	50.3
	Reading Comprehension	36.5	81.2	80.3	62.1
	Technology Design	53.9	33.7	29.7	0.0
	Operation & Control	89.8	62.4	90.6	24.9
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	46.7	44.2	54.2	19.2
	Unsatisfied	7.1	3.3	2.3	0.0
	Neutral	11.4	7.6	5.7	6.2
	Other	34.8	45.0	37.7	74.6
<b>Average Weekly Hours Worked</b>	20 or Less	7.0	19.7	23.8	40.4
	21-35	3.5	16.9	27.0	19.9
	36+	89.5	60.7	49.2	39.8
<b>Work Status</b>	Full-Time	86.0	64.8	57.7	49.7
	Part-Time	6.3	31.3	28.5	50.3
	Temporary	7.7	0.0	7.7	0.0
	Unknown	0.0	3.9	6.1	0.0
<b>Gender</b>	Women	11.4	66.2	27.5	31.1
	Men	86.9	24.0	71.4	50.3
	Nonresidents <sup>b</sup>	1.7	9.7	1.0	18.6
<b>Age</b>	16-19	1.6	16.6	0.5	25.4
	20-24	18.3	14.5	25.1	24.9
	25-34	34.0	26.4	40.2	18.6
	35-44	14.5	10.4	12.7	12.4
	45-54	18.6	19.6	12.2	0.0
	55-64	8.4	1.5	4.3	0.0
	65+	3.0	1.2	4.1	0.0
	Unknown	1.7	9.7	1.0	18.6
<b>Turnover</b>	% Working 1 Quarter After Hire	86.6	92.8	89.9	56.5

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.



Occupation		Occupation & SOC <sup>a</sup> Code			
		Farmworkers, Farm & Ranch Animals (45-2093)	Welders, Cutters, Solderers, & Brazers (51-4121)	Extraction Workers, All Other (47-5099)	Cement Masons & Concrete Finishers (47-2051)
Typical Education Requirement		Less than high school	High school diploma	High school diploma	Less than high school
N		750	740	737	702
Median Hourly Wage		\$10.40	\$20.00	\$19.00	\$15.00
% Paid Piece Rate		4.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	13.4	67.2	79.2	10.7
	Retirement	3.5	48.5	69.2	7.1
	Paid Leave	26.6	56.9	75.1	14.3
<b>Wait Time for Benefits</b>	Yes	12.4	56.2	76.0	14.3
	No	14.2	9.3	12.7	0.0
	Unknown	73.4	34.5	11.3	85.7
<b>Skills Selected as "Important" (%)</b>	Service Orientation	46.5	45.8	47.8	39.3
	Critical Thinking	86.5	87.6	83.3	57.1
	Reading Comprehension	28.0	62.9	35.4	28.6
	Technology Design	20.5	66.3	43.5	17.9
	Operation & Control	61.9	77.0	80.6	42.9
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	42.7	40.7	33.6	50.0
	Unsatisfied	10.8	2.5	8.6	10.7
	Neutral	8.4	17.3	9.5	3.6
	Other	38.1	39.4	48.4	35.7
<b>Average Weekly Hours Worked</b>	20 or Less	8.2	1.0	0.0	10.0
	21-35	8.3	8.0	4.2	30.0
	36+	83.5	91.0	95.8	60.0
<b>Work Status</b>	Full-Time	68.0	95.0	91.9	64.3
	Part-Time	13.4	2.5	5.4	17.9
	Temporary	18.6	2.6	2.7	17.9
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	16.6	11.1	6.8	0.0
	Men	68.9	75.5	85.9	71.4
	Nonresidents <sup>b</sup>	14.5	13.4	7.4	28.6
<b>Age</b>	16-19	15.3	4.9	3.2	10.7
	20-24	14.0	15.6	18.6	3.6
	25-34	32.8	24.8	40.5	28.6
	35-44	11.5	21.9	16.7	10.7
	45-54	3.5	12.4	10.8	10.7
	55-64	4.3	6.2	2.7	7.1
	65+	3.6	0.8	0.0	0.0
	Unknown	15.0	13.4	7.4	28.6
<b>Turnover</b>	% Working 1 Quarter After Hire	65.0	75.2	71.1	60.7

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Nursing Assistants (31-1014)</b>	<b>Registered Nurses (29-1141)</b>	<b>Social &amp; Human Service Assistants (21-1093)</b>	<b>Stock Clerks &amp; Order Fillers (43-5081)</b>
Typical Education Requirement	Postsecondary non-degree award	Associate's degree	High school diploma	Less than high school
N	695	668	650	643
Median Hourly Wage	\$12.00	\$25.00	\$13.00	\$11.00
% Paid Piece Rate	0.0	6.2	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	68.3	69.4	40.0	43.5
Retirement	34.1	63.9	55.6	30.8
Paid Leave	73.2	68.7	79.1	42.0
<b>Wait Time for Benefits</b>				
Yes	48.8	53.9	57.4	45.7
No	26.8	8.8	13.9	3.1
Unknown	24.4	37.3	28.7	51.2
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	97.6	95.4	100.0	81.5
Critical Thinking	90.2	95.4	89.6	92.6
Reading Comprehension	87.8	96.2	89.6	84.8
Technology Design	36.6	75.9	5.2	21.9
Operation & Control	41.5	72.2	7.8	45.5
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	48.8	60.4	44.4	43.0
Unsatisfied	9.8	0.0	10.4	10.4
Neutral	2.4	2.5	2.6	16.0
Other	39.0	37.1	42.6	30.6
<b>Average Weekly Hours Worked</b>				
20 or Less	3.0	17.8	3.3	12.5
21-35	51.5	26.9	42.9	39.4
36+	45.5	55.3	53.8	48.1
<b>Work Status</b>				
Full-Time	65.9	65.9	50.4	63.0
Part-Time	31.7	21.3	49.6	32.6
Temporary	2.4	12.9	0.0	4.3
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	90.2	66.4	76.5	51.7
Men	7.3	14.9	23.5	43.5
Nonresidents <sup>b</sup>	2.4	18.8	0.0	4.8
<b>Age</b>				
16-19	19.5	0.0	2.6	0.9
20-24	26.8	9.7	18.3	20.2
25-34	12.2	30.1	15.7	28.4
35-44	17.1	10.1	18.3	22.5
45-54	12.2	13.7	28.7	4.8
55-64	9.8	16.8	11.3	11.0
65+	0.0	0.8	2.6	6.9
Unknown	2.4	18.8	2.6	5.3
<b>Turnover</b>				
% Working 1 Quarter After Hire	75.6	95.8	84.3	84.8

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

Occupation		Occupation & SOC <sup>a</sup> Code			
		Cleaners of Vehicles & Equipment (53-7061)	Plumbers, Pipefitters, & Steamfitters (47-2152)	Substitute Teachers (25-3098)	Automotive Service Tech. & Mechanics (49-3023)
Total, All Industries		Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*			
Typical Education Requirement		Less than high school	High school diploma	Bachelor's degree	High school diploma
N		593	567	557	554
Median Hourly Wage		\$10.00	\$18.00	\$13.88	\$15.00
% Paid Piece Rate		1.1	0.0	0.0	1.2
% Offered Selected Benefits	Health Insurance	23.7	82.3	0.0	35.7
	Retirement	21.8	51.3	0.0	13.6
	Paid Leave	23.7	68.5	0.0	55.9
Wait Time for Benefits	Yes	23.7	63.6	0.0	67.6
	No	6.3	21.1	6.0	5.5
	Unknown	67.8	15.3	94.0	24.4
Skills Selected as "Important" (%)	Service Orientation	67.6	76.3	86.6	55.8
	Critical Thinking	32.2	85.2	92.5	97.6
	Reading Comprehension	46.2	76.9	95.5	57.0
	Technology Design	17.3	58.0	61.2	63.2
	Operation & Control	76.8	76.9	44.8	85.3
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	25.8	50.2	37.3	27.3
	Unsatisfied	10.9	8.9	0.0	12.8
	Neutral	18.1	15.5	7.5	17.2
	Other	45.2	25.5	55.2	42.7
Average Weekly Hours Worked	20 or Less	23.4	0.0	85.2	14.7
	21-35	37.3	12.6	7.4	1.5
	36+	39.3	87.4	7.4	83.9
Work Status	Full-Time	35.5	89.2	0.0	79.1
	Part-Time	59.4	4.4	0.0	18.3
	Temporary	2.9	6.4	100.0	2.5
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	40.9	0.0	73.1	28.2
	Men	49.1	74.4	23.9	65.6
	Nonresidents <sup>b</sup>	9.9	25.6	3.0	6.2
Age	16-19	20.1	6.9	3.0	1.2
	20-24	30.6	26.6	25.4	20.7
	25-34	20.9	20.2	29.9	32.4
	35-44	5.2	9.3	16.4	26.1
	45-54	12.2	5.0	9.0	11.0
	55-64	0.0	6.6	9.0	2.4
	65+	0.0	0.0	4.5	0.0
	Unknown	11.1	25.6	3.0	6.2
Turnover	% Working 1 Quarter After Hire	75.9	55.3	76.1	63.9

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>First-Line Supervisors/Mgrs. of Construction (47-1011)</b>	<b>Teacher Assistants (25-9041)</b>	<b>First-Line Supervisors/Mgrs. of Food Prep. (35-1012)</b>	<b>Host &amp; Hostess, Restaurant, Lounge &amp; Coffee Shop (35-9031)</b>
Typical Education Requirement	High school diploma	Some college, no degree	High school diploma	Less than high school
N	551	527	514	510
Median Hourly Wage	\$29.00	\$12.26	\$16.83	\$7.25
% Paid Piece Rate	13.6	0.0	1.1	74.3
<b>% Offered Selected Benefits</b>				
Health Insurance	38.1	39.6	39.1	0.0
Retirement	30.9	40.6	3.3	0.0
Paid Leave	33.1	42.8	14.8	0.0
<b>Wait Time for Benefits</b>				
Yes	34.9	22.3	39.1	9.3
No	1.8	29.6	3.3	9.3
Unknown	63.2	48.1	57.6	81.4
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	74.0	88.8	100.0	100.0
Critical Thinking	96.4	77.7	98.8	83.6
Reading Comprehension	75.3	69.6	50.5	61.7
Technology Design	91.8	35.3	75.9	27.9
Operation & Control	96.9	32.1	95.0	15.3
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	57.7	43.3	15.9	19.7
Unsatisfied	0.0	3.2	18.4	0.0
Neutral	4.5	1.6	10.4	15.3
Other	37.8	51.9	55.3	65.0
<b>Average Weekly Hours Worked</b>				
20 or Less	3.4	39.1	31.6	91.5
21-35	20.0	23.9	0.0	8.5
36+	76.6	37.0	68.4	0.0
<b>Work Status</b>				
Full-Time	96.9	42.8	71.2	0.0
Part-Time	0.0	33.5	28.8	100.0
Temporary	3.1	23.7	0.0	0.0
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	3.6	73.6	33.2	62.8
Men	79.1	21.6	56.5	27.9
Nonresidents <sup>b</sup>	17.3	4.7	10.3	9.3
<b>Age</b>				
16-19	0.0	8.0	0.0	19.7
20-24	1.8	20.6	19.0	24.6
25-34	29.4	18.5	46.1	18.6
35-44	25.7	35.4	2.3	9.3
45-54	15.8	4.7	18.4	0.0
55-64	8.2	4.7	3.9	0.0
65+	1.8	3.2	0.0	0.0
Unknown	17.3	4.7	10.3	27.9
<b>Turnover</b>				
% Working 1 Quarter After Hire	85.5	93.7	72.4	89.6

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>		<b>Dining Room &amp; Cafeteria Attend. &amp; Bartender (35-9011)</b>	<b>Tour Guides &amp; Escorts (39-7011)</b>	<b>Tire Repairers &amp; Changers (49-3093)</b>	<b>Cooks, Institution &amp; Cafeteria (35-2012)</b>
<b>Occupation</b>					
	Typical Education Requirement	Less than high school	High school diploma	High school diploma	Less than high school
	N	502	498	480	472
	Median Hourly Wage	\$7.50	\$25.00	\$10.00	\$11.34
	% Paid Piece Rate	9.4	32.1	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	18.9	0.0	53.9	22.5
	Retirement	18.9	2.8	19.1	36.1
	Paid Leave	18.9	0.0	53.6	25.5
<b>Wait Time for Benefits</b>	Yes	18.9	0.0	42.6	18.4
	No	0.0	2.3	19.1	35.1
	Unknown	81.1	97.7	38.3	46.5
<b>Skills Selected as "Important" (%)</b>	Service Orientation	81.1	100.0	80.9	98.8
	Critical Thinking	24.5	100.0	97.2	84.5
	Reading Comprehension	28.3	54.9	58.6	72.2
	Technology Design	0.0	25.3	68.1	40.3
	Operation & Control	0.0	76.0	68.1	96.5
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	30.6	65.4	17.0	26.5
	Unsatisfied	0.0	1.1	0.0	13.6
	Neutral	18.9	0.9	19.1	20.0
	Other	50.6	32.5	63.8	39.8
<b>Average Weekly Hours Worked</b>	20 or Less	80.0	23.5	0.0	8.0
	21-35	20.0	41.7	0.0	27.7
	36+	0.0	34.8	100.0	64.3
<b>Work Status</b>	Full-Time	18.9	16.3	100.0	72.6
	Part-Time	71.7	29.6	0.0	17.9
	Temporary	9.4	52.3	0.0	9.4
	Unknown	0.0	1.8	0.0	0.0
<b>Gender</b>	Women	38.9	25.0	31.9	49.3
	Men	50.6	53.3	60.3	27.1
	Nonresidents <sup>b</sup>	10.6	21.7	7.8	23.6
<b>Age</b>	16-19	29.4	5.1	12.8	3.5
	20-24	40.0	16.5	26.7	8.4
	25-34	9.4	31.1	27.2	20.7
	35-44	0.0	12.4	6.4	3.6
	45-54	0.0	3.4	19.1	28.3
	55-64	1.1	3.9	0.0	10.1
	65+	0.0	5.9	0.0	1.8
	Unknown	20.0	21.7	7.8	23.6
<b>Turnover</b>	% Working 1 Quarter After Hire	62.3	57.5	74.5	60.8

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Service Station Attendants (53-6031)</b>	<b>Security Guards (33-9032)</b>	<b>Helpers - Carpenters (47-3012)</b>	<b>Helpers - Pipelayers, Plumbers, Pipefitters (47-3015)</b>
Typical Education Requirement	Less than high school	High school diploma	Less than high school	High school diploma
N	468	449	429	426
Median Hourly Wage	\$10.50	\$11.00	\$12.00	\$14.00
% Paid Piece Rate	0.0	10.6	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	40.7	22.9	0.0	35.3
Retirement	35.6	41.5	5.8	17.6
Paid Leave	41.4	22.9	17.5	35.3
<b>Wait Time for Benefits</b>				
Yes	58.1	16.7	11.7	35.3
No	0.0	3.8	5.8	17.6
Unknown	41.9	79.5	82.5	47.1
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	92.0	93.8	70.8	52.9
Critical Thinking	86.3	93.8	76.6	88.2
Reading Comprehension	69.5	83.2	59.1	64.7
Technology Design	63.9	22.9	29.9	35.3
Operation & Control	74.6	26.0	64.9	64.7
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	39.1	50.9	35.1	29.4
Unsatisfied	12.3	10.6	9.1	17.6
Neutral	17.4	3.8	29.2	5.9
Other	31.2	34.7	26.6	47.1
<b>Average Weekly Hours Worked</b>				
20 or Less	1.6	47.4	6.5	13.3
21-35	16.4	0.0	58.5	0.0
36+	82.1	52.6	35.1	86.7
<b>Work Status</b>				
Full-Time	92.8	16.2	76.0	88.2
Part-Time	5.8	83.8	11.7	11.8
Temporary	0.0	0.0	12.3	0.0
Unknown	1.4	0.0	0.0	0.0
<b>Gender</b>				
Women	16.0	37.4	9.1	11.8
Men	68.1	45.9	79.2	76.5
Nonresidents <sup>b</sup>	16.0	16.7	11.7	11.8
<b>Age</b>				
16-19	7.2	0.0	11.7	5.9
20-24	28.3	20.5	35.1	17.6
25-34	29.7	26.7	20.8	35.3
35-44	10.9	16.7	14.9	0.0
45-54	0.0	13.1	5.8	23.5
55-64	8.0	3.1	0.0	5.9
65+	0.0	3.1	0.0	0.0
Unknown	16.0	16.7	11.7	11.8
<b>Turnover</b>				
% Working 1 Quarter After Hire	62.3	83.3	70.1	82.4

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
<b>Occupation &amp; SOC<sup>a</sup> Code</b>					
<b>Occupation</b>	<b>Counter &amp; Rental Clerks (41-2021)</b>	<b>Cooks, Short Order (35-2015)</b>	<b>Sales Reps., Wholesale &amp; Manufacturing (41-4012)</b>	<b>Industrial Machinery Mechanics (49-9041)</b>	
Typical Education Requirement	Less than high school	Less than high school	High school diploma	High school diploma	
N	425	408	404	399	
Median Hourly Wage	\$10.81	\$13.00	\$23.00	\$20.00	
% Paid Piece Rate	0.0	0.0	13.0	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	16.7	0.0	73.4	75.3	
Retirement	38.3	0.0	52.5	55.7	
Paid Leave	43.0	0.0	80.5	60.1	
<b>Wait Time for Benefits</b>					
Yes	39.4	0.0	64.1	80.0	
No	3.7	0.0	8.6	2.9	
Unknown	57.0	100.0	21.1	16.3	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	97.9	76.8	82.5	69.2	
Critical Thinking	67.5	41.9	89.3	89.9	
Reading Comprehension	79.9	28.9	79.5	69.7	
Technology Design	56.3	2.8	64.0	66.1	
Operation & Control	61.4	39.1	51.7	84.8	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	29.1	37.7	42.2	55.6	
Unsatisfied	2.1	11.6	1.1	0.0	
Neutral	6.9	2.8	7.7	4.9	
Other	62.0	47.9	49.0	39.5	
<b>Average Weekly Hours Worked</b>					
20 or Less	13.7	59.9	0.0	2.5	
21-35	4.4	40.1	4.9	10.1	
36+	81.9	0.0	95.1	87.4	
<b>Work Status</b>					
Full-Time	76.5	23.2	92.4	94.1	
Part-Time	20.9	76.8	4.2	3.5	
Temporary	2.6	0.0	0.0	1.7	
Unknown	0.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	52.9	27.5	14.0	2.8	
Men	35.3	72.5	73.8	85.1	
Nonresidents <sup>b</sup>	11.9	0.0	12.1	12.1	
<b>Age</b>					
16-19	13.5	14.4	2.2	3.4	
20-24	25.0	23.2	18.2	15.0	
25-34	32.1	26.0	31.4	27.0	
35-44	5.0	11.6	18.1	12.9	
45-54	7.3	23.2	10.6	12.5	
55-64	5.3	0.0	4.6	17.1	
65+	0.0	1.5	2.8	0.0	
Unknown	11.9	0.0	12.1	12.1	
<b>Turnover</b>					
% Working 1 Quarter After Hire	84.3	97.2	100.0	68.0	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
<b>Occupation &amp; SOC<sup>a</sup> Code</b>					
<b>Occupation</b>	<b>First-Line Supervis./Mgrs. of Retail Sales Work (41-1011)</b>	<b>Amusement &amp; Recreation Attendants (39-3091)</b>	<b>Tellers (43-3071)</b>	<b>Dental Assistants (31-9091)</b>	
Typical Education Requirement	High school diploma	Less than high school	High school diplom	Postsecondary non-degree award	
N	398	374	366	356	
Median Hourly Wage	\$11.25	\$8.25	\$12.00	\$14.15	
% Paid Piece Rate	7.7	0.0	0.0	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	39.2	2.2	80.5	23.8	
Retirement	36.9	2.2	73.6	42.9	
Paid Leave	46.9	2.2	74.7	33.3	
<b>Wait Time for Benefits</b>					
Yes	51.2	1.5	70.1	42.9	
No	16.5	3.7	5.7	33.3	
Unknown	32.3	94.8	23.0	23.8	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	100.0	92.4	98.9	85.7	
Critical Thinking	84.6	62.3	79.3	100.0	
Reading Comprehension	83.5	45.6	92.0	81.0	
Technology Design	53.3	33.0	32.2	66.7	
Operation & Control	55.8	52.6	65.5	81.0	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	45.6	42.1	33.3	47.6	
Unsatisfied	3.5	20.2	3.4	9.5	
Neutral	7.7	7.6	6.9	23.8	
Other	43.2	30.1	56.3	19.0	
<b>Average Weekly Hours Worked</b>					
20 or Less	0.0	54.6	8.1	0.0	
21-35	34.2	3.5	12.2	53.3	
36+	65.8	41.8	79.7	46.7	
<b>Work Status</b>					
Full-Time	63.2	20.9	71.3	66.7	
Part-Time	36.8	71.6	19.5	33.3	
Temporary	0.0	7.5	8.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	55.8	32.3	75.9	85.7	
Men	43.1	63.2	18.4	14.3	
Nonresidents <sup>b</sup>	1.1	4.5	5.7	0.0	
<b>Age</b>					
16-19	15.4	28.7	4.6	9.5	
20-24	16.5	29.2	36.8	23.8	
25-34	24.2	14.3	21.8	42.9	
35-44	19.0	1.5	12.6	14.3	
45-54	23.8	7.5	10.3	9.5	
55-64	0.0	3.7	8.0	0.0	
65+	0.0	3.0	0.0	0.0	
Unknown	1.1	12.1	5.7	0.0	
<b>Turnover</b>					
% Working 1 Quarter After Hire	96.5	82.8	89.7	100.0	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.



<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Packers &amp; Packers, Hand (53-7064)</b>	<b>Wellhead Pumpers (53-7073)</b>	<b>Mobile Heavy Equipment Mech., Except Engines (49-3042)</b>	<b>Farmworkers &amp; Laborers, Crop, Nursery &amp; Greenhouse (45-2092)</b>
	Typical Education Requirement	Less than high school	Less than high school	High school diploma	Less than high school
	N	354	348	347	340
	Median Hourly Wage	\$9.00	\$24.00	\$29.26	\$13.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	34.6	77.1	98.4	4.0
	Retirement	34.6	51.4	100.0	0.7
	Paid Leave	34.6	62.9	92.8	5.1
<b>Wait Time for Benefits</b>	Yes	60.6	60.0	48.5	0.0
	No	0.0	20.0	51.5	0.0
	Unknown	39.4	20.0	0.0	100.0
<b>Skills Selected as "Important" (%)</b>	Service Orientation	84.5	45.7	70.5	66.7
	Critical Thinking	49.8	97.1	95.5	42.0
	Reading Comprehension	77.5	91.4	91.9	29.6
	Technology Design	13.5	77.1	61.6	13.5
	Operation & Control	51.6	97.1	71.3	43.4
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	24.7	42.9	23.1	32.0
	Unsatisfied	1.7	2.9	7.2	10.1
	Neutral	27.7	8.6	11.8	2.2
	Other	45.9	45.7	57.9	55.7
<b>Average Weekly Hours Worked</b>	20 or Less	17.3	0.0	0.0	49.1
	21-35	43.2	0.0	16.8	20.1
	36+	39.5	100.0	83.2	30.8
<b>Work Status</b>	Full-Time	42.9	97.1	100.0	27.3
	Part-Time	45.0	0.0	0.0	45.9
	Temporary	12.1	0.0	0.0	26.8
	Unknown	0.0	2.9	0.0	0.0
<b>Gender</b>	Women	15.6	0.0	14.3	29.6
	Men	74.1	91.4	73.4	42.5
	Nonresidents <sup>b</sup>	10.4	8.6	12.4	27.9
<b>Age</b>	16-19	33.3	0.0	2.9	16.3
	20-24	19.0	8.6	25.7	6.6
	25-34	17.8	48.6	32.9	7.7
	35-44	7.4	20.0	18.2	24.1
	45-54	3.5	8.6	2.9	14.1
	55-64	8.7	5.7	5.0	3.3
	65+	0.0	0.0	0.0	0.0
	Unknown	10.4	8.6	12.4	27.9
<b>Turnover</b>	% Working 1 Quarter After Hire	58.5	100.0	96.8	36.3

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

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Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
<b>Occupation &amp; SOC<sup>a</sup> Code</b>					
<b>Occupation</b>	<b>Painters, Construction &amp; Maintenance (47-2141)</b>	<b>Hairdressers, Hairstylists, &amp; Cosmetologists (39-5012)</b>	<b>Home Health Aides (31-1011)</b>	<b>Pharmacy Technicians (29-2052)</b>	
Typical Education Requirement	Less than high school	Postsecondary non-degree award	Less than high school	High school diploma	
N	332	331	325	324	
Median Hourly Wage	\$16.00	\$10.00	\$12.00	\$16.00	
% Paid Piece Rate	0.0	48.9	0.0	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	1.8	38.7	0.0	71.6	
Retirement	9.4	26.5	0.0	49.3	
Paid Leave	9.4	34.6	17.7	62.2	
<b>Wait Time for Benefits</b>					
Yes	16.9	28.5	15.7	71.6	
No	7.6	0.0	0.0	0.0	
Unknown	75.5	67.4	84.3	28.4	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	22.7	100.0	89.6	100.0	
Critical Thinking	45.3	100.0	100.0	100.0	
Reading Comprehension	39.6	59.3	81.3	100.0	
Technology Design	37.8	42.9	38.6	90.5	
Operation & Control	45.3	61.3	49.0	100.0	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	60.4	28.5	39.6	52.5	
Unsatisfied	7.6	9.2	2.1	0.0	
Neutral	9.4	10.2	2.1	0.0	
Other	22.7	52.1	56.3	47.5	
<b>Average Weekly Hours Worked</b>					
20 or Less	0.0	38.1	80.4	0.0	
21-35	53.4	34.4	2.3	37.8	
36+	46.6	27.5	17.3	62.2	
<b>Work Status</b>					
Full-Time	84.9	40.7	10.4	71.6	
Part-Time	15.1	59.3	84.3	28.4	
Temporary	0.0	0.0	0.0	0.0	
Unknown	0.0	0.0	5.2	0.0	
<b>Gender</b>					
Women	7.6	80.6	76.1	81.0	
Men	69.8	15.4	23.9	19.0	
Nonresidents <sup>b</sup>	22.7	4.1	0.0	0.0	
<b>Age</b>					
16-19	22.7	4.1	7.3	0.0	
20-24	7.6	46.0	12.5	52.6	
25-34	1.8	18.3	23.9	24.1	
35-44	30.2	14.3	11.4	13.7	
45-54	7.6	2.0	33.4	0.0	
55-64	7.6	11.3	11.4	4.3	
65+	0.0	0.0	0.0	5.2	
Unknown	22.7	4.1	0.0	0.0	
<b>Turnover</b>					
% Working 1 Quarter After Hire	77.3	91.9	86.5	87.1	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

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<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Pesticide Handlers Sprayers &amp; Applicators, Vegi (37-3012)</b>	<b>Fence Erectors (47-4031)</b>	<b>Computer User Support Specialists (15-1151)</b>	<b>Medical Assistants (31-9092)</b>
Typical Education Requirement		High school diploma	High school diploma	Some college, no degree	Postsecondary non-degree award
N		319	312	285	281
Median Hourly Wage		\$13.50	\$15.00	\$18.00	\$15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	5.8	39.3	98.7	75.8
	Retirement	5.8	0.0	92.6	63.7
	Paid Leave	17.0	37.5	98.7	75.8
<b>Wait Time for Benefits</b>	Yes	7.3	28.5	57.5	69.8
	No	14.0	26.9	39.1	0.0
	Unknown	75.2	44.6	3.5	30.2
<b>Skills Selected as "Important" (%)</b>	Service Orientation	31.7	36.6	100.0	100.0
	Critical Thinking	52.9	92.0	100.0	100.0
	Reading Comprehension	53.4	28.5	52.8	100.0
	Technology Design	9.9	40.2	67.8	54.4
	Operation & Control	69.5	92.0	67.8	60.4
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	32.7	22.3	45.6	43.4
	Unsatisfied	6.8	24.1	0.0	6.0
	Neutral	15.9	38.4	0.0	6.0
	Other	44.6	15.2	54.4	44.5
<b>Average Weekly Hours Worked</b>	20 or Less	4.9	16.1	0.0	19.3
	21-35	7.5	8.0	0.0	0.0
	36+	87.6	75.9	100.0	80.7
<b>Work Status</b>	Full-Time	48.8	79.5	100.0	81.9
	Part-Time	8.8	20.5	0.0	18.1
	Temporary	38.9	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	23.1	0.0	19.9	86.8
	Men	67.3	90.2	80.1	13.2
	Nonresidents <sup>b</sup>	9.6	9.8	0.0	0.0
<b>Age</b>	16-19	20.0	3.6	10.7	0.0
	20-24	23.9	46.4	8.8	8.2
	25-34	23.7	17.9	30.4	48.4
	35-44	10.4	14.3	15.4	18.1
	45-54	6.4	8.0	28.7	7.1
	55-64	5.9	0.0	5.9	12.1
	65+	0.0	0.0	0.0	6.0
	Unknown	9.6	9.8	0.0	0.0
<b>Turnover</b>	% Working 1 Quarter After Hire	91.7	59.0	100.0	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

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<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Helpers –Extraction Workers (47-5081)</b>	<b>Secretaries, Except Legal, Medical, &amp; Executive (43-6014)</b>	<b>Taxi Drivers &amp; Chauffeurs (53-3041)</b>	<b>Crossing Guards (33- 9091)</b>
Typical Education Requirement		High school diploma	High school diploma	Less than high school	High school diploma
N		280	277	265	262
Median Hourly Wage		\$14.00	\$12.50	\$9.00	\$16.26
% Paid Piece Rate		3.6	0.0	17.5	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	32.1	4.4	9.1	0.0
	Retirement	14.2	27.1	9.1	0.0
	Paid Leave	14.2	35.9	9.1	0.0
<b>Wait Time for Benefits</b>	Yes	39.2	25.5	9.1	0.0
	No	0.0	0.0	0.0	0.0
	Unknown	60.8	74.5	90.9	100.0
<b>Skills Selected as “Important” (%)</b>	Service Orientation	60.8	81.9	97.9	85.1
	Critical Thinking	67.9	80.3	71.2	100.0
	Reading Comprehension	64.4	92.1	69.9	53.4
	Technology Design	24.9	65.7	35.2	0.0
	Operation & Control	67.9	41.8	68.7	62.9
<b>Employer’s Satisfaction with New Hires’ Skills (%)</b>	Satisfied	26.8	30.0	37.5	20.2
	Unsatisfied	7.1	0.0	0.0	0.0
	Neutral	14.2	5.3	0.0	12.0
	Other	51.8	64.7	62.5	67.8
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	25.4	39.3	0.0
	21-35	20.0	7.8	47.9	38.2
	36+	80.0	66.9	12.9	61.8
<b>Work Status</b>	Full-Time	53.4	49.0	15.1	0.0
	Part-Time	0.0	44.9	70.5	58.2
	Temporary	46.6	6.1	14.4	41.8
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	3.6	47.8	36.3	45.2
	Men	71.4	37.2	46.4	54.8
	Nonresidents <sup>b</sup>	25.1	15.0	17.3	0.0
<b>Age</b>	16-19	7.1	19.4	23.1	5.3
	20-24	30.3	17.4	10.4	8.2
	25-34	24.9	27.8	10.3	25.4
	35-44	12.5	4.6	13.4	26.5
	45-54	0.0	5.3	3.0	22.6
	55-64	0.0	3.1	18.2	5.3
	65+	0.0	5.2	4.3	6.7
	Unknown	25.1	17.2	17.3	0.0
<b>Turnover</b>	% Working 1 Quarter After Hire	85.8	78.6	77.6	42.8

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

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<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Service Unit Operators, Oil, Gas, &amp; Mining (47-5013)</b>	<b>Helpers-- Installation, Maint., &amp; Repair Workers (49-9098)</b>	<b>Coaches &amp; Scouts (27-2022)</b>	<b>Dental Hygienists (29-2021)</b>
	Typical Education Requirement	Less than high school	High school diploma	Bachelor's degree	Associate's degree
	N	260	260	255	254
	Median Hourly Wage	\$22.00	\$12.00	\$12.00	\$31.50
	% Paid Piece Rate	0.0	0.0	13.1	6.7
<b>% Offered Selected Benefits</b>	Health Insurance	63.5	7.8	9.9	6.7
	Retirement	54.7	2.6	3.3	26.7
	Paid Leave	50.9	12.2	0.0	40.0
<b>Wait Time for Benefits</b>	Yes	65.4	2.6	3.3	33.3
	No	11.5	20.0	0.0	40.0
	Unknown	23.1	77.4	96.7	26.7
<b>Skills Selected as "Important" (%)</b>	Service Orientation	45.1	65.7	85.8	100.0
	Critical Thinking	80.7	69.5	84.6	93.3
	Reading Comprehension	48.9	62.6	53.6	86.7
	Technology Design	42.5	56.5	19.7	100.0
	Operation & Control	80.7	67.5	27.3	80.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	54.0	56.0	55.1	46.7
	Unsatisfied	0.0	5.2	3.3	13.3
	Neutral	3.8	19.3	5.5	0.0
	Other	42.2	19.5	36.1	40.0
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	8.9	83.1	50.0
	21-35	4.5	28.1	5.6	41.7
	36+	95.5	63.0	11.3	8.3
<b>Work Status</b>	Full-Time	100.0	56.5	9.9	33.3
	Part-Time	0.0	32.9	66.0	13.3
	Temporary	0.0	10.5	20.8	53.3
	Unknown	0.0	0.0	3.3	0.0
<b>Gender</b>	Women	7.6	7.8	28.4	86.7
	Men	84.7	92.2	56.2	6.7
	Nonresidents <sup>b</sup>	7.6	0.0	15.4	6.7
<b>Age</b>	16-19	0.0	29.6	15.4	0.0
	20-24	0.0	24.3	19.0	13.3
	25-34	28.3	20.9	24.0	33.3
	35-44	43.7	12.2	10.9	20.0
	45-54	12.7	5.2	3.3	13.3
	55-64	7.6	7.8	3.3	13.3
	65+	0.0	0.0	5.5	0.0
	Unknown	7.6	0.0	18.7	6.7
<b>Turnover</b>	% Working 1 Quarter After Hire	92.4	73.0	48.7	46.7

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Nonfarm Animal Caretakers (39-2021)</b>	<b>Heating, Air Conditioning, &amp; Refrigeration Mech. (49-9021)</b>	<b>Preschool Teachers, Except Special Ed. (25-2011)</b>	<b>Bakers (51-3011)</b>
Typical Education Requirement	Less than high school	Postsecondary non-degree award	Associate's degree	Less than high school
N	247	244	240	238
Median Hourly Wage	\$10.00	\$16.00	\$14.00	\$11.00
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	2.7	53.8	60.0	52.6
Retirement	5.2	53.8	52.9	55.1
Paid Leave	5.5	64.1	74.1	12.8
<b>Wait Time for Benefits</b>				
Yes	10.6	53.8	70.6	19.9
No	0.0	10.3	14.1	0.0
Unknown	89.4	35.9	15.2	80.1
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	77.5	100.0	100.0	37.8
Critical Thinking	60.8	100.0	92.9	60.3
Reading Comprehension	40.2	100.0	78.8	100.0
Technology Design	23.5	79.4	10.5	0.0
Operation & Control	8.2	89.7	8.2	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	18.5	66.8	55.3	77.6
Unsatisfied	5.5	12.6	0.0	0.0
Neutral	11.9	10.3	14.1	19.9
Other	64.2	10.3	30.6	2.6
<b>Average Weekly Hours Worked</b>				
20 or Less	20.2	0.0	10.5	33.0
21-35	45.6	17.1	31.6	33.0
36+	34.2	82.9	57.9	34.1
<b>Work Status</b>				
Full-Time	35.0	84.7	81.2	80.1
Part-Time	65.0	15.3	18.8	19.9
Temporary	0.0	0.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	57.1	2.8	85.9	72.4
Men	30.4	97.2	0.0	27.6
Nonresidents <sup>b</sup>	12.5	0.0	14.1	0.0
<b>Age</b>				
16-19	17.9	0.0	2.4	0.0
20-24	20.0	20.6	0.0	19.9
25-34	21.0	43.5	56.5	57.7
35-44	5.5	25.6	21.2	19.9
45-54	10.3	10.3	3.5	2.6
55-64	10.1	0.0	0.0	0.0
65+	0.0	0.0	2.4	0.0
Unknown	15.2	0.0	14.1	0.0
<b>Turnover</b>				
% Working 1 Quarter After Hire	45.5	100.0	100.0	80.1

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

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<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Food Service Managers (11-9051)</b>	<b>Helpers--Production Workers (51-9198)</b>	<b>Sales Representatives, Services, All Other (41-3099)</b>	<b>Industrial Truck &amp; Tractor Operators (53-7051)</b>
Typical Education Requirement		High school diploma	Less than high school	High school diploma	Less than high school
N		231	226	224	222
Median Hourly Wage		\$24.08	\$15.00	\$20.00	\$13.50
% Paid Piece Rate		0.0	0.0	25.1	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	0.0	26.0	59.2	53.1
	Retirement	0.0	9.8	37.9	39.2
	Paid Leave	79.5	17.9	71.6	37.1
<b>Wait Time for Benefits</b>	Yes	79.5	39.8	74.9	56.7
	No	0.0	2.7	0.0	2.5
	Unknown	20.5	57.5	25.1	40.8
<b>Skills Selected as "Important" (%)</b>	Service Orientation	100.0	61.9	97.3	32.3
	Critical Thinking	100.0	78.1	82.2	89.0
	Reading Comprehension	100.0	50.6	88.4	86.4
	Technology Design	100.0	43.8	62.3	37.8
	Operation & Control	100.0	72.4	42.4	74.5
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	33.7	42.5	44.6	46.7
	Unsatisfied	0.0	2.7	0.0	2.5
	Neutral	0.0	21.9	6.2	6.4
	Other	66.3	33.0	49.2	44.3
<b>Average Weekly Hours Worked</b>	20 or Less	100.0	7.2	0.0	0.0
	21-35	0.0	21.5	2.7	8.5
	36+	0.0	71.3	97.3	91.5
<b>Work Status</b>	Full-Time	100.0	78.4	100.0	84.3
	Part-Time	0.0	13.5	0.0	13.1
	Temporary	0.0	8.1	0.0	2.5
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	53.0	5.4	19.6	18.9
	Men	47.0	78.1	61.8	78.4
	Nonresidents <sup>b</sup>	0.0	16.5	18.6	2.8
<b>Age</b>	16-19	20.5	21.9	0.0	10.6
	20-24	13.3	8.1	6.2	7.8
	25-34	13.3	33.0	22.8	48.6
	35-44	0.0	5.4	17.4	8.7
	45-54	26.5	9.8	9.2	21.5
	55-64	26.5	5.4	25.8	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	16.5	18.6	2.8
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	75.4	100.0	89.6

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Excavating &amp; Loading Machine &amp; Dragline Ops (53-7032)</b>	<b>Bus &amp; Truck Mechanics &amp; Diesel Engine Specialists (49-3031)</b>	<b>Geological &amp; Petroleum Technicians (19-4041)</b>	<b>Recreation Workers (39-9032)</b>
	Typical Education Requirement	High school diploma	High school diploma	Associate's degree	Bachelor's degree
	N	219	218	217	215
	Median Hourly Wage	\$23.00	\$18.00	\$24.00	\$10.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	54.1	81.8	84.3	10.5
	Retirement	54.1	65.2	59.1	7.9
	Paid Leave	34.4	83.3	75.9	10.5
<b>Wait Time for Benefits</b>	Yes	54.1	77.7	40.9	10.5
	No	0.0	0.0	47.1	5.3
	Unknown	45.9	16.6	12.0	84.3
<b>Skills Selected as "Important" (%)</b>	Service Orientation	26.6	50.2	54.0	76.5
	Critical Thinking	65.6	94.4	95.4	79.0
	Reading Comprehension	31.2	88.7	72.4	94.7
	Technology Design	45.9	71.6	71.5	18.2
	Operation & Control	88.5	81.4	70.3	12.9
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	61.0	47.6	59.4	67.5
	Unsatisfied	0.0	0.0	0.0	0.0
	Neutral	0.0	15.4	9.2	5.3
	Other	39.0	37.1	31.4	27.3
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	0.0	0.0	34.1
	21-35	0.0	0.0	7.0	16.1
	36+	100.0	100.0	93.0	49.8
<b>Work Status</b>	Full-Time	96.3	94.4	91.6	35.1
	Part-Time	0.0	0.0	5.6	64.9
	Temporary	3.7	0.0	2.8	0.0
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	0.0	3.7	5.6	63.7
	Men	100.0	96.3	81.5	15.6
	Nonresidents <sup>b</sup>	0.0	0.0	13.0	20.7
<b>Age</b>	16-19	11.5	8.3	0.0	36.3
	20-24	22.9	21.5	21.0	9.0
	25-34	27.5	49.3	22.6	15.6
	35-44	11.5	7.4	5.8	5.3
	45-54	15.1	11.0	8.2	0.0
	55-64	11.5	2.6	26.7	10.5
	65+	0.0	0.0	2.8	2.6
	Unknown	0.0	0.0	13.0	20.7
<b>Turnover</b>	% Working 1 Quarter After Hire	88.5	89.7	85.2	71.6

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

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Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.



<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Mechanical Drafters (17-3013)</b>	<b>Tree Trimmers &amp; Pruners (37-3013)</b>	<b>Accountants &amp; Auditors (13-2011)</b>	<b>Physician Assistants (29-1071)</b>
Typical Education Requirement	Associate's degree	High school diploma	Bachelor's degree	Master's degree
N	214	194	191	187
Median Hourly Wage	\$12.00	\$11.00	\$24.04	\$48.44
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	11.7	0.0	68.3	90.9
Retirement	11.7	0.0	87.3	90.9
Paid Leave	11.7	0.0	84.2	63.6
<b>Wait Time for Benefits</b>				
Yes	11.7	0.0	60.0	72.7
No	88.3	0.0	25.4	9.1
Unknown	0.0	100.0	14.6	18.2
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	100.0	85.7	93.9	81.8
Critical Thinking	100.0	100.0	100.0	81.8
Reading Comprehension	100.0	92.9	100.0	81.8
Technology Design	100.0	28.6	64.9	54.5
Operation & Control	88.3	50.0	54.3	36.4
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	33.8	35.7	45.0	63.6
Unsatisfied	0.0	0.0	3.2	0.0
Neutral	0.0	0.0	8.4	0.0
Other	66.2	64.3	43.4	36.4
<b>Average Weekly Hours Worked</b>				
20 or Less	0.0	42.9	3.4	9.1
21-35	0.0	0.0	3.4	9.1
36+	100.0	57.1	93.2	81.8
<b>Work Status</b>				
Full-Time	100.0	7.1	93.7	90.9
Part-Time	0.0	42.9	3.2	0.0
Temporary	0.0	50.0	3.2	9.1
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	77.9	14.3	38.6	72.7
Men	22.1	57.1	55.9	27.3
Nonresidents <sup>b</sup>	0.0	28.6	5.5	0.0
<b>Age</b>				
16-19	0.0	0.0	0.0	0.0
20-24	11.7	0.0	18.2	0.0
25-34	44.2	35.7	40.1	54.5
35-44	44.2	7.1	15.4	36.4
45-54	0.0	28.6	12.5	9.1
55-64	0.0	0.0	8.4	0.0
65+	0.0	0.0	0.0	0.0
Unknown	0.0	28.6	5.5	0.0
<b>Turnover</b>				
% Working 1 Quarter After Hire	100.0	64.3	94.8	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

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<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation</b>	<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
	<b>Helpers - Brick-masons, Block-masons, Stone-masons (47-3011)</b>	<b>Telecom. Equipment Installers &amp; Repair (49-2022)</b>	<b>Inspectors, Testers, Sorters, Samplers &amp; Weighers (51-9061)</b>	<b>Medical Secretaries (43-6013)</b>
Typical Education Requirement	Less than high school	Postsecondary non-degree award	High school diploma	High school diploma
N	182	175	173	170
Median Hourly Wage	\$12.00	\$17.00	\$18.00	\$12.00
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	3.4	72.9	64.1	30.0
Retirement	3.4	44.3	41.6	30.0
Paid Leave	3.4	79.3	46.1	60.0
<b>Wait Time for Benefits</b>				
Yes	3.4	41.6	64.1	60.0
No	0.0	49.9	0.0	0.0
Unknown	96.6	8.5	35.9	40.0
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	27.6	63.3	53.1	100.0
Critical Thinking	69.0	100.0	89.6	100.0
Reading Comprehension	44.8	67.6	94.3	100.0
Technology Design	55.2	100.0	55.6	40.0
Operation & Control	100.0	67.1	86.1	40.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	41.4	27.1	45.7	70.0
Unsatisfied	3.4	2.1	5.7	0.0
Neutral	13.8	24.5	14.5	20.0
Other	41.4	46.3	34.1	10.0
<b>Average Weekly Hours Worked</b>				
20 or Less	0.0	0.0	0.0	33.3
21-35	0.0	15.6	4.0	0.0
36+	100.0	84.4	96.0	66.7
<b>Work Status</b>				
Full-Time	72.4	85.7	100.0	70.0
Part-Time	0.0	14.3	0.0	30.0
Temporary	27.6	0.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	0.0	4.3	34.1	100.0
Men	86.2	87.2	58.9	0.0
Nonresidents <sup>b</sup>	13.8	8.5	7.0	0.0
<b>Age</b>				
16-19	13.8	0.0	0.0	10.0
20-24	27.6	10.7	15.0	20.0
25-34	17.2	31.3	32.9	10.0
35-44	13.8	14.5	14.5	30.0
45-54	13.8	16.4	12.7	20.0
55-64	0.0	18.6	18.0	0.0
65+	0.0	0.0	0.0	10.0
Unknown	13.8	8.5	7.0	0.0
<b>Turnover</b>				
% Working 1 Quarter After Hire	72.4	85.1	53.1	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

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<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Chief Executives (11-1011)</b>	<b>Teachers &amp; Instructors, All Other (25-3099)</b>	<b>Lawyers (23-1011)</b>	<b>Insulation Workers, Mechanical (47-2132)</b>
Typical Education Requirement	Bachelor's degree	Bachelor's degree	Doctoral or professional degree	High school diploma
N	166	165	165	163
Median Hourly Wage	\$31.25	\$10.76	\$30.29	\$16.50
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	64.6	5.0	78.1	69.3
Retirement	57.8	0.0	82.3	69.3
Paid Leave	71.5	5.0	85.4	69.3
<b>Wait Time for Benefits</b>				
Yes	57.2	0.0	82.0	69.3
No	27.6	5.0	7.3	0.0
Unknown	15.1	95.0	10.7	30.7
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	100.0	81.2	100.0	38.5
Critical Thinking	100.0	91.3	100.0	38.5
Reading Comprehension	100.0	91.3	100.0	17.0
Technology Design	47.2	23.5	36.2	17.0
Operation & Control	68.6	18.4	32.9	32.4
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	76.9	36.9	56.5	14.6
Unsatisfied	0.0	0.0	0.0	0.0
Neutral	1.4	0.0	3.7	30.7
Other	21.7	63.1	39.9	54.6
<b>Average Weekly Hours Worked</b>				
20 or Less	9.9	84.5	0.0	0.0
21-35	0.0	0.0	0.0	0.0
36+	90.1	15.5	100.0	100.0
<b>Work Status</b>				
Full-Time	90.0	5.0	92.7	100.0
Part-Time	10.0	78.2	0.0	0.0
Temporary	0.0	16.8	0.0	0.0
Unknown	0.0	0.0	7.3	0.0
<b>Gender</b>				
Women	34.7	57.0	32.6	23.9
Men	61.3	32.9	67.4	61.5
Nonresidents <sup>b</sup>	4.0	10.1	0.0	14.6
<b>Age</b>				
16-19	0.0	19.2	0.0	0.0
20-24	0.0	25.2	3.7	30.7
25-34	35.5	23.5	68.8	39.3
35-44	7.4	13.4	7.0	15.4
45-54	28.4	5.0	13.2	0.0
55-64	7.7	0.0	7.3	0.0
65+	16.9	3.7	0.0	0.0
Unknown	4.0	10.1	0.0	14.6
<b>Turnover</b>				
% Working 1 Quarter After Hire	93.3	73.2	100.0	83.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

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<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>	<b>Electrical Power-Line Installers &amp; Repairers (49-9051)</b>	<b>Bus Drivers, School (53-3022)</b>	<b>Parts Salespersons (41-2022)</b>	<b>Helpers--Roofers (47-3016)</b>	
Typical Education Requirement	High school diploma	High school diploma	Less than high school	Less than high school	
N	161	158	156	150	
Median Hourly Wage	\$28.00	\$13.54	\$11.00	\$10.00	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	68.8	52.5	57.2	0.0	
Retirement	33.3	58.0	37.6	0.0	
Paid Leave	37.6	52.7	57.2	0.0	
<b>Wait Time for Benefits</b>					
Yes	61.7	21.0	57.2	0.0	
No	5.7	37.0	0.0	0.0	
Unknown	0.0	42.0	42.8	100.0	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	26.2	68.5	100.0	50.0	
Critical Thinking	95.7	73.7	80.4	83.3	
Reading Comprehension	95.7	79.0	100.0	66.7	
Technology Design	94.3	31.7	92.8	66.7	
Operation & Control	95.7	100.0	69.6	83.3	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	60.2	52.7	66.0	50.0	
Unsatisfied	0.0	0.0	7.2	0.0	
Neutral	1.4	0.0	19.6	0.0	
Other	38.3	47.3	7.2	50.0	
<b>Average Weekly Hours Worked</b>					
20 or Less	0.0	14.2	39.2	0.0	
21-35	0.0	42.7	0.0	20.0	
36+	100.0	43.0	60.8	80.0	
<b>Work Status</b>					
Full-Time	100.0	63.2	60.8	100.0	
Part-Time	0.0	15.8	39.2	0.0	
Temporary	0.0	21.0	0.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	0.0	63.0	3.6	0.0	
Men	84.4	37.0	96.4	66.7	
Nonresidents <sup>b</sup>	15.6	0.0	0.0	33.3	
<b>Age</b>					
16-19	0.0	0.0	0.0	0.0	
20-24	19.9	5.3	3.6	33.3	
25-34	21.3	31.5	23.2	33.3	
35-44	41.8	10.5	19.6	0.0	
45-54	1.4	10.5	26.8	0.0	
55-64	0.0	31.7	26.8	0.0	
65+	0.0	10.5	0.0	0.0	
Unknown	15.6	0.0	0.0	33.3	
<b>Turnover</b>					
% Working 1 Quarter After Hire	100.0	100.0	100.0	50.0	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
<b>Occupation &amp; SOC<sup>a</sup> Code</b>					
<b>Occupation</b>	<b>Bill &amp; Account Collectors (43-3011)</b>	<b>Paralegals &amp; Legal Assistants (23-2011)</b>	<b>Sheet Metal Workers (47-2211)</b>	<b>Network &amp; Computer Systems Admin. (15-1142)</b>	
Typical Education Requirement	High school diploma	Associate's degree	High school diploma	Bachelor's degree	
N	139	138	138	138	
Median Hourly Wage	\$12.14	\$16.00	\$16.00	\$32.00	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	55.0	21.5	45.6	87.2	
Retirement	65.0	38.9	45.6	18.3	
Paid Leave	65.0	60.7	27.4	89.9	
<b>Wait Time for Benefits</b>					
Yes	55.0	38.9	40.7	43.5	
No	10.0	13.1	0.0	46.4	
Unknown	35.0	43.6	59.3	10.1	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	80.1	73.8	95.1	67.1	
Critical Thinking	90.0	91.3	100.0	69.8	
Reading Comprehension	84.9	100.0	81.9	79.9	
Technology Design	45.9	56.7	90.7	69.8	
Operation & Control	29.1	48.0	100.0	69.8	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	17.0	56.4	45.6	16.0	
Unsatisfied	41.9	0.0	0.0	0.0	
Neutral	10.0	4.4	18.1	0.0	
Other	31.1	39.3	36.3	84.0	
<b>Average Weekly Hours Worked</b>					
20 or Less	16.7	0.0	0.0	0.0	
21-35	0.0	38.2	0.0	3.4	
36+	83.3	61.8	100.0	96.6	
<b>Work Status</b>					
Full-Time	65.0	73.8	100.0	69.8	
Part-Time	9.1	4.4	0.0	0.0	
Temporary	4.0	21.8	0.0	30.2	
Unknown	22.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	94.0	78.2	18.1	34.9	
Men	6.0	17.5	58.8	65.1	
Nonresidents <sup>b</sup>	0.0	4.4	23.0	0.0	
<b>Age</b>					
16-19	0.0	0.0	18.1	7.2	
20-24	19.0	4.4	18.1	20.3	
25-34	19.0	48.0	22.6	10.3	
35-44	19.9	17.1	0.0	20.3	
45-54	26.0	8.7	18.1	27.4	
55-64	16.0	17.5	0.0	14.4	
65+	0.0	0.0	0.0	0.0	
Unknown	0.0	4.4	23.0	0.0	
<b>Turnover</b>					
% Working 1 Quarter After Hire	72.0	100.0	63.7	72.4	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Machinists (51-4041)</b>	<b>Water &amp; Liquid Waste Treatment Plant &amp; System Oper (51-8031)</b>	<b>Structural Iron &amp; Steel Workers (47-2221)</b>	<b>Pest Control Workers (37-2021)</b>
Typical Education Requirement	High school diploma	High school diploma	High school diploma	High school diploma
N	137	135	129	128
Median Hourly Wage	\$17.00	\$21.44	\$21.15	\$14.75
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	73.3	76.4	62.0	65.2
Retirement	21.0	76.4	42.5	76.1
Paid Leave	55.6	94.2	23.0	76.1
<b>Wait Time for Benefits</b>				
Yes	65.4	22.6	62.0	76.1
No	8.9	38.7	0.0	0.0
Unknown	25.7	18.2	38.0	23.9
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	46.6	72.6	49.7	89.1
Critical Thinking	91.1	100.0	96.4	87.0
Reading Comprehension	64.4	92.5	49.7	56.5
Technology Design	64.4	88.4	49.7	87.0
Operation & Control	91.1	100.0	53.3	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	44.1	63.7	59.3	45.6
Unsatisfied	3.2	5.8	0.0	0.0
Neutral	4.5	1.7	0.0	10.9
Other	48.2	28.7	40.7	43.5
<b>Average Weekly Hours Worked</b>				
20 or Less	16.9	4.6	0.0	0.0
21-35	11.3	0.0	0.0	0.0
36+	71.8	95.4	100.0	100.0
<b>Work Status</b>				
Full-Time	73.3	87.4	100.0	76.1
Part-Time	26.7	4.1	0.0	10.9
Temporary	0.0	1.7	0.0	13.0
Unknown	0.0	6.8	0.0	0.0
<b>Gender</b>				
Women	26.0	20.2	0.0	23.9
Men	65.1	78.1	89.2	65.2
Nonresidents <sup>b</sup>	8.9	1.7	10.8	10.9
<b>Age</b>				
16-19	4.5	4.1	0.0	4.3
20-24	22.3	3.4	0.0	4.3
25-34	35.3	23.3	19.5	43.5
35-44	21.9	13.3	69.7	0.0
45-54	4.1	21.9	0.0	15.2
55-64	3.2	30.5	0.0	10.9
65+	0.0	1.7	0.0	10.9
Unknown	8.9	1.7	10.8	10.9
<b>Turnover</b>				
% Working 1 Quarter After Hire	91.2	98.3	69.7	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
<b>Occupation &amp; SOC<sup>a</sup> Code</b>					
<b>Occupation</b>	<b>Insurance Sales Agents (41-3021)</b>	<b>Secondary School Teachers, Except Special &amp; Voca (25-2031)</b>	<b>First-Line Supervisors/Managers of Mech. (49-1011)</b>	<b>Team Assemblers (51-2092)</b>	
Typical Education Requirement	High school diploma	Bachelor's degree	High school diploma	High school diploma	
N	126	125	120	119	
Median Hourly Wage	\$17.34	\$26.17	\$27.50	\$11.35	
% Paid Piece Rate	6.7	0.0	11.2	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	46.7	86.7	49.0	30.7	
Retirement	56.7	73.3	49.0	10.2	
Paid Leave	76.7	100.0	49.0	30.7	
<b>Wait Time for Benefits</b>					
Yes	50.0	20.0	22.4	30.7	
No	13.3	73.3	19.6	0.0	
Unknown	36.7	6.7	56.1	69.3	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	90.0	73.3	100.0	56.2	
Critical Thinking	90.0	100.0	100.0	61.3	
Reading Comprehension	83.3	100.0	49.0	74.4	
Technology Design	43.3	66.7	30.8	40.9	
Operation & Control	43.3	66.7	40.7	61.3	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	50.0	66.7	56.3	25.6	
Unsatisfied	3.3	0.0	0.0	5.1	
Neutral	10.0	0.0	0.0	28.4	
Other	36.7	33.3	43.7	40.9	
<b>Average Weekly Hours Worked</b>					
20 or Less	11.1	13.3	0.0	11.6	
21-35	5.6	6.7	0.0	0.0	
36+	83.3	80.0	100.0	88.4	
<b>Work Status</b>					
Full-Time	96.7	80.0	100.0	66.5	
Part-Time	3.3	20.0	0.0	10.2	
Temporary	0.0	0.0	0.0	23.3	
Unknown	0.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	63.3	46.7	5.6	32.1	
Men	36.7	33.3	63.8	67.9	
Nonresidents <sup>b</sup>	0.0	20.0	30.6	0.0	
<b>Age</b>					
16-19	3.3	0.0	0.0	10.2	
20-24	10.0	6.7	0.0	10.2	
25-34	20.0	33.3	8.5	20.4	
35-44	20.0	13.3	15.0	10.2	
45-54	30.0	26.7	32.0	48.9	
55-64	10.0	0.0	13.9	0.0	
65+	6.7	0.0	0.0	0.0	
Unknown	0.0	20.0	30.6	0.0	
<b>Turnover</b>					
% Working 1 Quarter After Hire	93.3	100.0	100.0	47.4	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>		<b>Civil Engineers (17-2051)</b>	<b>Billing &amp; Posting Clerks &amp; Machine Ops. (43-3021)</b>	<b>Police &amp; Sheriff's Patrol Officers (33-3051)</b>	<b>Loan Interviewers &amp; Clerks (43-4131)</b>
<b>Occupation</b>	<b>Typical Education Requirement</b>	Bachelor's degree	High school diploma	High school diploma	High school diploma
	N	119	116	111	109
	Median Hourly Wage	\$33.65	\$15.00	\$19.29	\$15.44
	% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	94.9	70.7	85.0	92.3
	Retirement	89.8	70.7	85.0	92.3
	Paid Leave	89.8	70.7	85.0	92.3
<b>Wait Time for Benefits</b>	Yes	89.8	70.7	35.0	73.1
	No	5.1	0.0	55.0	11.5
	Unknown	5.1	29.3	10.0	15.4
<b>Skills Selected as "Important" (%)</b>	Service Orientation	84.7	100.0	100.0	92.3
	Critical Thinking	94.9	97.4	100.0	76.9
	Reading Comprehension	94.9	100.0	100.0	92.3
	Technology Design	73.8	9.6	50.0	34.6
	Operation & Control	100.0	9.6	90.0	46.2
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	79.7	37.5	70.0	42.3
	Unsatisfied	0.0	14.6	5.0	3.8
	Neutral	0.0	14.6	5.0	7.7
	Other	20.3	33.2	20.0	46.2
<b>Average Weekly Hours Worked</b>	20 or Less	5.2	0.0	5.6	0.0
	21-35	0.0	29.3	5.6	0.0
	36+	94.8	70.7	88.9	100.0
<b>Work Status</b>	Full-Time	94.9	70.7	85.0	100.0
	Part-Time	5.1	29.3	15.0	0.0
	Temporary	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	0.0	77.8	20.0	76.9
	Men	87.2	22.2	75.0	15.4
	Nonresidents <sup>b</sup>	12.8	0.0	5.0	7.7
<b>Age</b>	16-19	0.0	14.6	0.0	3.8
	20-24	15.3	2.0	20.0	7.7
	25-34	41.4	31.2	50.0	23.1
	35-44	15.3	29.3	10.0	30.8
	45-54	15.3	5.6	5.0	19.2
	55-64	0.0	17.3	10.0	3.8
	65+	0.0	0.0	0.0	3.8
	Unknown	12.8	0.0	5.0	7.7
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	100.0	95.0	80.8

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.



Occupation		Occupation & SOC <sup>a</sup> Code			
		Public Relations Specialists (27-3031)	Insulation Workers, Floor, Ceiling, & Wall (47-2131)	Construction & Building Inspectors (47-4011)	Rail Car Repairers (49-3043)
Total, All Industries		Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*			
Typical Education Requirement		Bachelor's degree	Less than high school	High school diploma	High school diploma
N		103	100	100	96
Median Hourly Wage		\$20.67	\$14.00	\$42.00	\$15.70
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	62.0	75.0	87.9	100.0
	Retirement	56.6	50.0	81.8	66.7
	Paid Leave	62.0	25.0	56.6	100.0
Wait Time for Benefits	Yes	17.7	75.0	67.7	91.7
	No	44.3	0.0	8.1	8.3
	Unknown	38.0	25.0	24.3	0.0
Skills Selected as "Important" (%)	Service Orientation	83.9	50.0	69.7	91.7
	Critical Thinking	100.0	100.0	74.8	100.0
	Reading Comprehension	100.0	100.0	74.8	50.0
	Technology Design	73.9	100.0	56.6	41.7
	Operation & Control	44.8	100.0	87.9	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	60.9	50.0	63.6	41.7
	Unsatisfied	0.0	0.0	0.0	0.0
	Neutral	0.0	25.0	0.0	16.7
	Other	39.1	25.0	36.4	41.7
Average Weekly Hours Worked	20 or Less	14.8	0.0	12.9	0.0
	21-35	0.0	0.0	0.0	0.0
	36+	85.2	100.0	87.1	100.0
Work Status	Full-Time	88.0	100.0	87.9	100.0
	Part-Time	12.0	0.0	0.0	0.0
	Temporary	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	12.1	0.0
Gender	Women	71.7	0.0	18.2	0.0
	Men	28.3	50.0	69.7	100.0
	Nonresidents <sup>b</sup>	0.0	50.0	12.1	0.0
Age	16-19	0.0	0.0	0.0	0.0
	20-24	6.5	0.0	6.1	33.3
	25-34	26.8	25.0	6.1	33.3
	35-44	19.7	25.0	18.2	16.7
	45-54	43.4	0.0	20.2	8.3
	55-64	0.0	0.0	37.3	8.3
	65+	3.6	0.0	0.0	0.0
	Unknown	0.0	50.0	12.1	0.0
Turnover	% Working 1 Quarter After Hire	100.0	100.0	87.9	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>		<b>Parking Lot Attendants (53-6021)</b>	<b>Refuse &amp; Recyclable Material Collectors (53-7081)</b>	<b>Advertising Sales Agents (41-3011)</b>	<b>Recreational Vehicle Service Technicians (49-3092)</b>
<b>Occupation</b>					
	Typical Education Requirement	Less than high school	Less than high school	High school diploma	High school diploma
	N	95	94	93	92
	Median Hourly Wage	\$9.00	\$12.00	\$12.50	\$15.00
	% Paid Piece Rate	0.0	0.0	56.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	0.0	58.8	60.0	0.0
	Retirement	0.0	29.4	24.0	0.0
	Paid Leave	0.0	58.8	88.0	0.0
<b>Wait Time for Benefits</b>	Yes	0.0	58.8	60.0	0.0
	No	0.0	0.0	0.0	0.0
	Unknown	100.0	41.2	40.0	0.0
<b>Skills Selected as "Important" (%)</b>	Service Orientation	100.0	100.0	100.0	0.0
	Critical Thinking	0.0	55.9	100.0	100.0
	Reading Comprehension	0.0	35.3	100.0	100.0
	Technology Design	0.0	20.6	32.0	0.0
	Operation & Control	0.0	94.1	4.0	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	50.0	55.9	28.0	0.0
	Unsatisfied	0.0	0.0	8.0	0.0
	Neutral	0.0	29.4	12.0	33.3
	Other	50.0	14.7	52.0	66.7
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	7.4	0.0	0.0
	36+	0.0	92.6	100.0	100.0
<b>Work Status</b>	Full-Time	0.0	73.5	100.0	100.0
	Part-Time	0.0	26.5	0.0	0.0
	Temporary	100.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	0.0	0.0	56.0	0.0
	Men	50.0	85.3	36.0	100.0
	Nonresidents <sup>b</sup>	50.0	14.7	8.0	0.0
<b>Age</b>	16-19	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	20.0	0.0
	25-34	50.0	5.9	12.0	66.7
	35-44	0.0	14.7	20.0	0.0
	45-54	0.0	35.3	28.0	33.3
	55-64	0.0	29.4	12.0	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	50.0	14.7	8.0	0.0
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	94.1	88.0	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Assemblers &amp; Fabricators, All Other (51-2099)</b>	<b>Dispatchers, Except Police, Fire, &amp; Ambulance (43-5032)</b>	<b>Reporters &amp; Correspondents (27-3022)</b>	<b>Drywall &amp; Ceiling Tile Installers (47-2081)</b>
Typical Education Requirement		High school diploma	High school diploma	Bachelor's degree	Less than high school
N		91	90	90	89
Median Hourly Wage		\$9.50	\$19.50	\$12.00	\$19.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	26.8	82.2	70.8	28.1
	Retirement	20.1	55.5	58.3	28.1
	Paid Leave	80.4	73.3	83.3	0.0
<b>Wait Time for Benefits</b>	Yes	46.9	62.3	66.7	0.0
	No	0.0	19.9	0.0	56.3
	Unknown	53.1	17.8	29.2	43.7
<b>Skills Selected as "Important" (%)</b>	Service Orientation	39.6	100.0	58.3	56.3
	Critical Thinking	100.0	100.0	87.5	71.9
	Reading Comprehension	53.0	100.0	87.5	43.7
	Technology Design	33.0	19.9	45.8	43.7
	Operation & Control	93.3	46.6	20.8	15.6
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	66.5	35.6	45.8	28.1
	Unsatisfied	0.0	0.0	4.2	15.6
	Neutral	6.7	17.8	12.5	56.3
	Other	26.8	46.6	37.5	0.0
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	0.0	5.0	0.0
	21-35	33.6	0.0	0.0	39.2
	36+	66.4	100.0	95.0	60.8
<b>Work Status</b>	Full-Time	66.4	100.0	91.7	71.9
	Part-Time	0.0	0.0	8.3	0.0
	Temporary	33.6	0.0	0.0	28.1
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	6.7	44.5	37.5	0.0
	Men	53.0	46.6	41.7	56.3
	Nonresidents <sup>b</sup>	40.3	8.9	20.8	43.7
<b>Age</b>	16-19	13.4	0.0	0.0	0.0
	20-24	0.0	8.9	25.0	28.1
	25-34	19.6	28.8	29.2	28.1
	35-44	20.1	26.7	25.0	0.0
	45-54	6.7	8.9	0.0	0.0
	55-64	0.0	17.8	0.0	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	40.3	8.9	20.8	43.7
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	73.3	83.3	56.3

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>		<b>Installation, Maintenance &amp; Repair Workers, Other (49-9099)</b>	<b>Court, Municipal, &amp; License Clerks (43-4031)</b>	<b>Lifeguards, Ski Patrol, &amp; Other Recreational Pro (33-9092)</b>	<b>Dentists, General (29-1021)</b>
<b>Occupation</b>					
Typical Education Requirement		High school diploma	High school diploma	High school diploma	Doctoral or professional degree
N		89	89	85	85
Median Hourly Wage		\$16.00	\$12.50	\$8.50	\$46.82
% Paid Piece Rate		0.0	0.0	0.0	20.0
<b>% Offered Selected Benefits</b>	Health Insurance	53.6	37.5	0.0	0.0
	Retirement	6.9	50.0	0.0	20.0
	Paid Leave	6.9	37.5	0.0	80.0
<b>Wait Time for Benefits</b>	Yes	6.9	43.8	0.0	20.0
	No	0.0	18.8	13.3	80.0
	Unknown	93.1	37.5	86.7	0.0
<b>Skills Selected as "Important" (%)</b>	Service Orientation	69.3	62.5	100.0	100.0
	Critical Thinking	22.0	87.5	100.0	100.0
	Reading Comprehension	62.9	87.5	27.7	100.0
	Technology Design	77.5	43.8	21.2	100.0
	Operation & Control	100.0	68.8	67.0	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	61.3	68.8	80.4	40.0
	Unsatisfied	0.0	0.0	0.0	0.0
	Neutral	0.0	0.0	0.0	0.0
	Other	38.7	31.3	19.6	60.0
<b>Average Weekly Hours Worked</b>	20 or Less	40.1	60.0	59.0	20.0
	21-35	6.3	26.7	32.9	20.0
	36+	53.6	13.3	8.1	60.0
<b>Work Status</b>	Full-Time	53.6	37.5	0.0	80.0
	Part-Time	46.4	56.3	67.3	20.0
	Temporary	0.0	6.3	26.0	0.0
	Unknown	0.0	0.0	6.6	0.0
<b>Gender</b>	Women	7.6	68.8	34.3	60.0
	Men	85.6	25.0	59.1	40.0
	Nonresidents <sup>b</sup>	6.9	6.3	6.6	0.0
<b>Age</b>	16-19	9.3	6.3	19.8	0.0
	20-24	37.5	12.5	14.4	0.0
	25-34	15.6	18.8	0.0	60.0
	35-44	0.0	31.3	0.0	20.0
	45-54	7.6	6.3	13.3	20.0
	55-64	15.6	18.8	6.5	0.0
	65+	7.6	0.0	6.6	0.0
	Unknown	6.9	6.3	39.4	0.0
<b>Turnover</b>	% Working 1 Quarter After Hire	43.9	87.5	80.4	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Physical Therapists (29-1123)</b>	<b>Shipping, Receiving, &amp; Traffic Clerks (43-5071)</b>	<b>Surveying &amp; Mapping Technicians (17-3031)</b>	<b>Educational, Voc., &amp; School Counselors (21-1012)</b>
	Typical Education Requirement	Doctoral or professional degree	High school diploma	High school diploma	Master's degree
	N	85	84	84	83
	Median Hourly Wage	\$37.50	\$12.00	\$20.00	\$22.60
	% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	40.0	79.4	45.5	70.0
	Retirement	20.0	43.1	31.1	70.0
	Paid Leave	60.0	92.8	52.7	70.0
<b>Wait Time for Benefits</b>	Yes	20.0	79.4	60.0	60.0
	No	40.0	6.7	7.2	10.0
	Unknown	40.0	13.9	32.8	30.0
<b>Skills Selected as "Important" (%)</b>	Service Orientation	100.0	86.1	66.6	100.0
	Critical Thinking	100.0	71.6	88.1	70.0
	Reading Comprehension	100.0	93.3	92.8	100.0
	Technology Design	80.0	72.7	80.9	30.0
	Operation & Control	80.0	78.8	80.9	90.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	100.0	92.8	61.9	40.0
	Unsatisfied	0.0	7.2	0.0	0.0
	Neutral	0.0	0.0	4.5	10.0
	Other	0.0	0.0	33.6	50.0
<b>Average Weekly Hours Worked</b>	20 or Less	33.3	0.0	0.0	50.0
	21-35	0.0	47.4	0.0	0.0
	36+	66.7	52.6	100.0	50.0
<b>Work Status</b>	Full-Time	60.0	56.4	92.8	70.0
	Part-Time	40.0	43.6	0.0	30.0
	Temporary	0.0	0.0	7.2	0.0
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	60.0	14.5	25.8	50.0
	Men	40.0	49.2	67.0	40.0
	Nonresidents <sup>b</sup>	0.0	36.3	7.2	10.0
<b>Age</b>	16-19	0.0	6.7	13.9	10.0
	20-24	0.0	13.9	21.7	10.0
	25-34	60.0	21.9	30.9	40.0
	35-44	40.0	21.2	26.4	20.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	10.0
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	36.3	7.2	10.0
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	92.8	85.5	70.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation</b>	<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
	<b>Physical Therapists (29-1123)</b>	<b>Shipping, Receiving, &amp; Traffic Clerks (43-5071)</b>	<b>Surveying &amp; Mapping Technicians (17-3031)</b>	<b>Educational, Voc., &amp; School Counselors (21-1012)</b>
Typical Education Requirement	Doctoral or professional degree	High school diploma	High school diploma	Master's degree
N	85	84	84	83
Median Hourly Wage	\$37.50	\$12.00	\$20.00	\$22.60
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	40.0	79.4	45.5	70.0
Retirement	20.0	43.1	31.1	70.0
Paid Leave	60.0	92.8	52.7	70.0
<b>Wait Time for Benefits</b>				
Yes	20.0	79.4	60.0	60.0
No	40.0	6.7	7.2	10.0
Unknown	40.0	13.9	32.8	30.0
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	100.0	86.1	66.6	100.0
Critical Thinking	100.0	71.6	88.1	70.0
Reading Comprehension	100.0	93.3	92.8	100.0
Technology Design	80.0	72.7	80.9	30.0
Operation & Control	80.0	78.8	80.9	90.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	100.0	92.8	61.9	40.0
Unsatisfied	0.0	7.2	0.0	0.0
Neutral	0.0	0.0	4.5	10.0
Other	0.0	0.0	33.6	50.0
<b>Average Weekly Hours Worked</b>				
20 or Less	33.3	0.0	0.0	50.0
21-35	0.0	47.4	0.0	0.0
36+	66.7	52.6	100.0	50.0
<b>Work Status</b>				
Full-Time	60.0	56.4	92.8	70.0
Part-Time	40.0	43.6	0.0	30.0
Temporary	0.0	0.0	7.2	0.0
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	60.0	14.5	25.8	50.0
Men	40.0	49.2	67.0	40.0
Nonresidents <sup>b</sup>	0.0	36.3	7.2	10.0
<b>Age</b>				
16-19	0.0	6.7	13.9	10.0
20-24	0.0	13.9	21.7	10.0
25-34	60.0	21.9	30.9	40.0
35-44	40.0	21.2	26.4	20.0
45-54	0.0	0.0	0.0	0.0
55-64	0.0	0.0	0.0	10.0
65+	0.0	0.0	0.0	0.0
Unknown	0.0	36.3	7.2	10.0
<b>Turnover</b>				
% Working 1 Quarter After Hire	100.0	92.8	85.5	70.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
<b>Occupation &amp; SOC<sup>a</sup> Code</b>					
<b>Occupation</b>	<b>Legal Secretaries (43-6012)</b>	<b>Telecom. Line Installers &amp; Repairers (49-9052)</b>	<b>Farm Equipment Mechanics (49-3041)</b>	<b>Outdoor Power Equip. &amp; Other Small Engine Mech. (49-3053)</b>	
Typical Education Requirement	High school diploma	High school diploma	High school diploma	High school diploma	
N	83	83	83	82	
Median Hourly Wage	\$14.00	\$30.00	\$17.00	\$12.00	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	34.6	60.6	40.9	0.0	
Retirement	56.4	30.3	20.5	0.0	
Paid Leave	85.5	0.0	47.7	0.0	
<b>Wait Time for Benefits</b>					
Yes	41.8	60.6	34.1	37.4	
No	43.6	0.0	11.4	37.4	
Unknown	14.5	39.4	40.9	25.2	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	78.2	30.3	68.2	25.2	
Critical Thinking	92.7	60.6	72.7	83.0	
Reading Comprehension	92.7	60.6	59.1	62.6	
Technology Design	57.6	30.3	40.9	83.0	
Operation & Control	50.9	60.6	72.7	62.6	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	49.7	65.2	29.5	91.8	
Unsatisfied	0.0	30.3	6.8	0.0	
Neutral	14.5	0.0	0.0	8.2	
Other	35.8	4.5	63.6	0.0	
<b>Average Weekly Hours Worked</b>					
20 or Less	9.3	0.0	0.0	0.0	
21-35	0.0	0.0	10.0	0.0	
36+	90.7	100.0	90.0	100.0	
<b>Work Status</b>					
Full-Time	70.9	69.7	68.2	91.8	
Part-Time	29.1	0.0	18.2	8.2	
Temporary	0.0	30.3	0.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	85.5	34.8	25.0	0.0	
Men	7.3	65.2	59.1	100.0	
Nonresidents <sup>b</sup>	7.3	0.0	15.9	0.0	
<b>Age</b>					
16-19	0.0	4.5	4.5	0.0	
20-24	6.7	4.5	25.0	8.2	
25-34	50.3	0.0	20.5	91.8	
35-44	14.5	0.0	6.8	0.0	
45-54	13.9	0.0	20.5	0.0	
55-64	0.0	91.0	6.8	0.0	
65+	7.3	0.0	0.0	0.0	
Unknown	7.3	0.0	15.9	0.0	
<b>Turnover</b>					
% Working 1 Quarter After Hire	100.0	100.0	100.0	74.8	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
<b>Occupation &amp; SOC<sup>a</sup> Code</b>					
<b>Occupation</b>	<b>Laundry &amp; Dry-Cleaning Workers (51-6011)</b>	<b>Maintenance Workers, Machinery (49-9043)</b>	<b>Loan Officers (13-2072)</b>	<b>Child, Family, &amp; School Social Workers (21-1021)</b>	
Typical Education Requirement	Less than high school	High school diploma	Bachelor's degree	Bachelor's degree	
N	81	79	78	76	
Median Hourly Wage	\$9.00	\$13.00	\$28.85	\$15.00	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	0.0	31.1	100.0	0.0	
Retirement	0.0	31.1	78.5	0.0	
Paid Leave	16.6	31.1	100.0	0.0	
<b>Wait Time for Benefits</b>					
Yes	0.0	24.1	69.9	0.0	
No	8.3	0.0	5.4	0.0	
Unknown	91.7	75.9	24.7	100.0	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	100.0	94.4	83.9	100.0	
Critical Thinking	75.1	94.4	100.0	89.1	
Reading Comprehension	66.8	31.1	94.6	100.0	
Technology Design	24.9	74.2	32.3	89.1	
Operation & Control	58.5	94.4	48.4	10.9	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	24.9	41.8	40.9	22.3	
Unsatisfied	16.6	0.0	0.0	0.0	
Neutral	0.0	7.0	0.0	10.9	
Other	58.5	51.2	59.1	66.8	
<b>Average Weekly Hours Worked</b>					
20 or Less	0.0	5.8	0.0	10.9	
21-35	54.3	0.0	0.0	89.1	
36+	45.7	94.2	100.0	0.0	
<b>Work Status</b>					
Full-Time	24.9	94.4	100.0	0.0	
Part-Time	75.1	5.6	0.0	100.0	
Temporary	0.0	0.0	0.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	66.3	10.1	69.9	77.7	
Men	25.4	89.9	30.1	0.0	
Nonresidents <sup>b</sup>	8.3	0.0	0.0	22.3	
<b>Age</b>					
16-19	0.0	44.2	5.4	0.0	
20-24	8.3	3.9	5.4	22.3	
25-34	50.2	41.8	32.3	22.3	
35-44	8.3	10.1	16.1	0.0	
45-54	16.6	0.0	30.1	10.9	
55-64	8.3	0.0	10.8	22.3	
65+	0.0	0.0	0.0	0.0	
Unknown	8.3	0.0	0.0	22.3	
<b>Turnover</b>					
% Working 1 Quarter After Hire	58.5	100.0	94.6	100.0	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.



<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Roofers (47-2181)</b>	<b>Helpers, Construction Trades, All Other (47-3019)</b>	<b>First-Line Super./ Manag., Personal Service Workers (39-1021)</b>	<b>Library Assistants, Clerical (43-4121)</b>
Typical Education Requirement	Less than high school	Less than high school	High school diploma	High school diploma
N	75	75	75	75
Median Hourly Wage	\$15.00	N/A	\$12.43	\$10.04
% Paid Piece Rate	33.3	0.0	18.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	0.0	0.0	63.3	20.0
Retirement	0.0	0.0	22.7	20.0
Paid Leave	0.0	0.0	63.3	20.0
<b>Wait Time for Benefits</b>				
Yes	0.0	0.0	63.3	0.0
No	0.0	0.0	0.0	20.0
Unknown	100.0	100.0	36.7	80.0
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	0.0	0.0	100.0	100.0
Critical Thinking	33.3	0.0	100.0	80.0
Reading Comprehension	33.3	0.0	100.0	100.0
Technology Design	0.0	0.0	49.7	60.1
Operation & Control	33.3	0.0	45.7	19.9
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	0.0	33.3	30.6	65.0
Unsatisfied	0.0	0.0	0.0	0.0
Neutral	100.0	0.0	0.0	0.0
Other	0.0	66.7	69.4	35.0
<b>Average Weekly Hours Worked</b>				
20 or Less	0.0	0.0	0.0	62.9
21-35	50.0	100.0	12.4	14.2
36+	50.0	0.0	87.6	22.9
<b>Work Status</b>				
Full-Time	100.0	0.0	86.0	20.0
Part-Time	0.0	100.0	14.0	65.0
Temporary	0.0	0.0	0.0	15.0
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	0.0	0.0	59.3	62.5
Men	100.0	66.7	31.7	37.5
Nonresidents <sup>b</sup>	0.0	33.3	9.0	0.0
<b>Age</b>				
16-19	33.3	0.0	0.0	5.0
20-24	33.3	0.0	7.6	20.0
25-34	33.3	66.7	7.6	25.0
35-44	0.0	0.0	63.3	10.0
45-54	0.0	0.0	12.5	12.4
55-64	0.0	0.0	0.0	27.5
65+	0.0	0.0	0.0	0.0
Unknown	0.0	33.3	9.0	0.0
<b>Turnover</b>				
% Working 1 Quarter After Hire	66.7	0.0	77.3	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
<b>Occupation &amp; SOC<sup>a</sup> Code</b>					
<b>Occupation</b>	<b>Animal Trainers (39-2011)</b>	<b>Self-Enrichment Education Teachers (25-3021)</b>	<b>Veterinary Technologists &amp; Technicians (29-2056)</b>	<b>Data Entry Keyers (43-9021)</b>	
Typical Education Requirement	High school diploma	High school diploma	Associate's degree	High school diploma	
N	74	74	72	72	
Median Hourly Wage	\$11.56	\$20.83	\$13.50	\$14.00	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	8.3	9.2	50.0	52.6	
Retirement	0.0	9.2	41.7	41.2	
Paid Leave	0.0	9.2	58.3	49.6	
<b>Wait Time for Benefits</b>					
Yes	8.3	0.0	58.3	18.8	
No	82.6	0.0	0.0	42.3	
Unknown	9.1	90.8	41.7	38.9	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	17.4	90.8	100.0	62.6	
Critical Thinking	100.0	90.8	100.0	49.9	
Reading Comprehension	90.9	68.2	100.0	100.0	
Technology Design	9.1	45.6	100.0	39.5	
Operation & Control	100.0	45.2	91.7	58.8	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	45.5	52.9	66.7	44.6	
Unsatisfied	9.1	0.0	0.0	0.0	
Neutral	0.0	0.0	0.0	19.2	
Other	45.5	47.1	33.3	36.1	
<b>Average Weekly Hours Worked</b>					
20 or Less	0.0	71.2	0.0	10.2	
21-35	0.0	0.0	58.3	35.1	
36+	0.0	28.8	41.7	54.6	
<b>Work Status</b>					
Full-Time	91.7	9.2	75.0	92.2	
Part-Time	8.3	68.2	25.0	0.0	
Temporary	0.0	22.6	0.0	7.8	
Unknown	0.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	9.1	30.3	83.3	69.1	
Men	45.5	49.3	16.7	15.4	
Nonresidents <sup>b</sup>	45.5	20.5	0.0	15.5	
<b>Age</b>					
16-19	0.0	11.3	0.0	15.5	
20-24	9.1	7.7	16.7	5.2	
25-34	4.1	38.0	50.0	20.7	
35-44	0.0	11.3	25.0	7.7	
45-54	0.0	0.0	0.0	19.2	
55-64	41.3	11.3	8.3	16.3	
65+	0.0	0.0	0.0	0.0	
Unknown	45.5	20.5	0.0	15.5	
<b>Turnover</b>					
% Working 1 Quarter After Hire	100.0	54.8	100.0	100.0	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>	<b>Production Workers, All Other (51-9199)</b>	<b>Mental Health Counselors (21-1014)</b>	<b>Physical Therapist Aides (31-2022)</b>	<b>Automotive Glass Installers &amp; Repairers (49-3022)</b>	
Typical Education Requirement	High school diploma	Master's degree	High school diploma	High school diploma	
N	72	68	68	67	
Median Hourly Wage	\$10.00	\$29.71	\$11.75	\$13.00	
% Paid Piece Rate	0.0	0.0	25.0	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	30.2	25.0	25.0	40.0	
Retirement	30.2	0.0	25.0	10.0	
Paid Leave	30.2	25.0	75.0	30.0	
<b>Wait Time for Benefits</b>					
Yes	21.7	0.0	25.0	50.0	
No	8.5	25.0	50.0	10.0	
Unknown	69.8	75.0	25.0	40.0	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	16.3	75.0	100.0	80.0	
Critical Thinking	92.2	100.0	75.0	100.0	
Reading Comprehension	78.3	100.0	100.0	70.0	
Technology Design	21.7	0.0	0.0	60.0	
Operation & Control	30.2	0.0	75.0	80.0	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	22.4	75.0	50.0	50.0	
Unsatisfied	34.9	0.0	25.0	10.0	
Neutral	0.0	0.0	0.0	0.0	
Other	42.7	25.0	25.0	40.0	
<b>Average Weekly Hours Worked</b>					
20 or Less	69.8	50.0	25.0	0.0	
21-35	0.0	0.0	0.0	0.0	
36+	30.2	50.0	75.0	100.0	
<b>Work Status</b>					
Full-Time	30.2	75.0	25.0	80.0	
Part-Time	69.8	25.0	75.0	20.0	
Temporary	0.0	0.0	0.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	34.9	75.0	100.0	40.0	
Men	65.1	25.0	0.0	60.0	
Nonresidents <sup>b</sup>	0.0	0.0	0.0	0.0	
<b>Age</b>					
16-19	0.0	25.0	0.0	20.0	
20-24	8.5	0.0	50.0	20.0	
25-34	0.0	25.0	25.0	30.0	
35-44	0.0	25.0	0.0	20.0	
45-54	21.7	25.0	0.0	10.0	
55-64	69.8	0.0	25.0	0.0	
65+	0.0	0.0	0.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
<b>Turnover</b>					
% Working 1 Quarter After Hire	100.0	75.0	100.0	100.0	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>		<b>Slaughterers &amp; Meat Packers (51-3023)</b>	<b>Life, Physical &amp; Social Science Technicians, Other (19-4099)</b>	<b>Education Admin., Elementary &amp; Secondary (11-9032)</b>	<b>Petroleum Engineers (17-2171)</b>
<b>Occupation</b>					
	Typical Education Requirement	Less than high school	Associate's degree	Master's degree	Bachelor's degree
	N	67	67	67	66
	Median Hourly Wage	\$11.00	\$12.50	\$43.93	\$38.46
	% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	0.0	8.3	87.5	90.8
	Retirement	0.0	8.3	87.5	90.8
	Paid Leave	18.2	8.3	87.5	90.8
<b>Wait Time for Benefits</b>	Yes	18.2	0.0	0.0	90.8
	No	0.0	0.0	62.5	0.0
	Unknown	81.8	100.0	37.5	9.2
<b>Skills Selected as "Important" (%)</b>	Service Orientation	54.5	28.5	100.0	54.6
	Critical Thinking	27.3	100.0	100.0	100.0
	Reading Comprehension	72.7	91.0	100.0	100.0
	Technology Design	18.2	79.8	87.5	100.0
	Operation & Control	36.4	17.3	75.0	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	36.4	71.9	62.5	39.5
	Unsatisfied	9.1	0.0	0.0	0.0
	Neutral	9.1	0.0	0.0	0.0
	Other	45.5	28.1	37.5	60.5
<b>Average Weekly Hours Worked</b>	20 or Less	22.2	0.0	0.0	0.0
	21-35	11.1	0.0	0.0	0.0
	36+	66.7	100.0	100.0	100.0
<b>Work Status</b>	Full-Time	63.6	71.5	87.5	90.8
	Part-Time	27.3	0.0	0.0	9.2
	Temporary	9.1	28.5	12.5	0.0
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	18.2	62.8	37.5	0.0
	Men	63.6	19.1	62.5	69.7
	Nonresidents <sup>b</sup>	18.2	18.1	0.0	30.3
<b>Age</b>	16-19	18.2	8.3	0.0	0.0
	20-24	27.3	8.3	0.0	15.1
	25-34	18.2	46.2	0.0	54.6
	35-44	9.1	0.0	12.5	0.0
	45-54	0.0	0.0	75.0	0.0
	55-64	9.1	19.1	12.5	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	18.2	18.1	0.0	30.3
<b>Turnover</b>	% Working 1 Quarter After Hire	72.7	34.7	87.5	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

Occupation		Occupation & SOC <sup>a</sup> Code			
		Purchasing Agents, Exc Wholesale, Retail & Farm (13-1023)	Human Resources Specialists (13-1071)	Fitness Trainers & Aerobics Instructors (39-9031)	Helpers--Electricians (47-3013)
Total, All Industries		Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*			
Typical Education Requirement		High school diploma	Bachelor's degree	High school diploma	High school diploma
N		66	65	65	64
Median Hourly Wage		\$26.44	\$24.52	\$12.00	\$17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	58.6	0.0	0.0
	Retirement	100.0	34.0	0.0	0.0
	Paid Leave	100.0	58.6	0.0	39.2
Wait Time for Benefits	Yes	39.6	22.9	0.0	0.0
	No	60.4	35.7	8.7	39.2
	Unknown	0.0	41.4	82.6	60.8
Skills Selected as "Important" (%)	Service Orientation	90.7	81.5	82.6	100.0
	Critical Thinking	90.7	100.0	56.4	100.0
	Reading Comprehension	90.7	100.0	47.7	39.2
	Technology Design	35.0	51.3	26.2	78.3
	Operation & Control	65.3	44.8	43.6	39.2
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	45.2	37.6	43.6	100.0
	Unsatisfied	9.3	0.0	0.0	0.0
	Neutral	15.2	6.4	21.5	0.0
	Other	30.3	55.9	34.9	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	75.0	0.0
	21-35	0.0	0.0	25.0	21.7
	36+	100.0	100.0	0.0	78.3
Work Status	Full-Time	69.7	100.0	0.0	100.0
	Part-Time	0.0	0.0	91.3	0.0
	Temporary	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	39.6	52.7	65.1	0.0
	Men	45.2	47.3	34.9	100.0
	Nonresidents <sup>b</sup>	15.2	0.0	0.0	0.0
Age	16-19	15.2	0.0	8.7	0.0
	20-24	15.2	5.7	17.4	21.7
	25-34	29.1	31.9	47.7	39.2
	35-44	0.0	44.5	17.4	39.2
	45-54	25.4	0.0	0.0	0.0
	55-64	0.0	17.8	8.7	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	15.2	0.0	0.0	0.0
Turnover	% Working 1 Quarter After Hire	69.7	100.0	100.0	78.3

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Security &amp; Fire Alarm Systems Installers (49-2098)</b>	<b>Financial Managers (11-3031)</b>	<b>Surveyors (17-1022)</b>	<b>Personal Care &amp; Service Workers, All Other (39-9099)</b>
	Typical Education Requirement	High school diploma	Bachelor's degree	Bachelor's degree	High school diploma
	N	64	59	59	59
	Median Hourly Wage	\$22.00	\$55.29	\$23.50	\$10.81
	% Paid Piece Rate	0.0	14.2	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	100.0	89.8	59.2	0.0
	Retirement	100.0	89.8	49.0	14.1
	Paid Leave	100.0	89.8	59.2	14.1
<b>Wait Time for Benefits</b>	Yes	21.7	77.5	20.4	0.0
	No	0.0	12.3	28.6	0.0
	Unknown	78.3	10.2	51.0	100.0
<b>Skills Selected as "Important" (%)</b>	Service Orientation	100.0	74.3	60.0	100.0
	Critical Thinking	100.0	100.0	89.8	85.9
	Reading Comprehension	100.0	100.0	89.8	28.8
	Technology Design	100.0	12.9	89.8	28.8
	Operation & Control	100.0	28.5	79.6	28.8
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	60.8	48.0	89.8	57.1
	Unsatisfied	0.0	0.0	0.0	0.0
	Neutral	0.0	0.0	0.0	9.6
	Other	39.2	52.0	10.2	33.3
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	0.0	0.0	60.3
	21-35	0.0	13.0	0.0	39.7
	36+	100.0	87.0	100.0	0.0
<b>Work Status</b>	Full-Time	100.0	74.3	60.0	0.0
	Part-Time	0.0	10.2	19.6	71.7
	Temporary	0.0	15.5	20.4	28.3
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	0.0	43.3	0.0	37.9
	Men	100.0	42.5	96.1	62.1
	Nonresidents <sup>b</sup>	0.0	14.2	3.9	0.0
<b>Age</b>	16-19	0.0	0.0	0.0	9.6
	20-24	0.0	0.0	20.4	23.7
	25-34	60.8	14.2	20.4	52.5
	35-44	39.2	23.3	20.4	14.1
	45-54	0.0	14.6	15.4	0.0
	55-64	0.0	23.6	19.6	0.0
	65+	0.0	10.2	0.0	0.0
	Unknown	0.0	14.2	3.9	0.0
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	100.0	85.9	71.7

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Packaging &amp; Filling Machine Operators &amp; Tenders (51-9111)</b>	<b>Ushers, Lobby Attendants, &amp; Ticket Takers (39-3031)</b>	<b>Graphic Designers (27-1024)</b>	<b>Spec Ed Teachers, Kindergarten &amp; Elem. (25-2052)</b>
Typical Education Requirement		High school diploma	Less than high school	Bachelor's degree	Bachelor's degree
N		59	59	58	58
Median Hourly Wage		\$12.00	\$9.00	\$16.83	\$25.39
% Paid Piece Rate		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	10.4	0.0	72.8	71.4
	Retirement	31.2	0.0	52.0	71.4
	Paid Leave	41.5	0.0	68.7	71.4
<b>Wait Time for Benefits</b>	Yes	31.2	0.0	72.8	14.3
	No	10.4	9.7	0.0	42.9
	Unknown	58.5	90.3	27.2	42.9
<b>Skills Selected as "Important" (%)</b>	Service Orientation	62.3	100.0	83.2	71.4
	Critical Thinking	89.6	12.8	100.0	100.0
	Reading Comprehension	62.3	12.8	89.6	100.0
	Technology Design	72.7	6.4	100.0	100.0
	Operation & Control	100.0	12.8	68.9	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	68.8	69.9	68.9	71.4
	Unsatisfied	0.0	0.0	0.0	0.0
	Neutral	0.0	0.0	0.0	0.0
	Other	31.2	30.1	31.1	28.6
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	100.0	6.4	0.0
	21-35	35.5	0.0	10.4	0.0
	36+	64.5	0.0	83.2	100.0
<b>Work Status</b>	Full-Time	62.3	0.0	83.2	71.4
	Part-Time	20.8	100.0	16.8	0.0
	Temporary	16.9	0.0	0.0	28.6
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	31.2	52.5	41.7	42.9
	Men	68.8	47.5	37.6	42.9
	Nonresidents <sup>b</sup>	0.0	0.0	20.7	14.3
<b>Age</b>	16-19	20.8	23.7	10.5	0.0
	20-24	16.9	6.4	10.5	42.9
	25-34	20.8	23.7	37.5	14.3
	35-44	20.8	16.0	20.8	0.0
	45-54	0.0	6.4	0.0	0.0
	55-64	20.8	0.0	0.0	14.3
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	23.7	20.7	28.6
<b>Turnover</b>	% Working 1 Quarter After Hire	89.6	60.2	89.5	71.4

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>		<b>Travel Guides (39-7012)</b>	<b>Protective Service Workers, All Other (33- 9099)</b>	<b>Mail Clerks &amp; Mail Machine Operators, Except Pos (43-9051)</b>	<b>Chefs &amp; Head Cooks (35-1011)</b>
<b>Occupation</b>					
Typical Education Requirement		High school diploma	High school diploma	High school diploma	High school diploma
N		58	58	57	56
Median Hourly Wage		\$20.00	\$6.73	\$9.00	\$28.85
% Paid Piece Rate		9.7	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	0.0	0.0	0.0	100.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	11.7	0.0	100.0
<b>Wait Time for Benefits</b>	Yes	0.0	11.7	0.0	100.0
	No	27.7	88.3	73.6	0.0
	Unknown	72.3	0.0	26.4	0.0
<b>Skills Selected as "Important" (%)</b>	Service Orientation	100.0	100.0	73.6	100.0
	Critical Thinking	90.3	100.0	93.4	0.0
	Reading Comprehension	90.3	100.0	80.2	0.0
	Technology Design	27.7	0.0	73.6	0.0
	Operation & Control	90.3	0.0	93.4	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	76.4	11.7	0.0	25.0
	Unsatisfied	0.0	29.4	0.0	0.0
	Neutral	0.0	0.0	31.1	0.0
	Other	23.6	58.9	68.9	75.0
<b>Average Weekly Hours Worked</b>	20 or Less	41.5	0.0	7.6	0.0
	21-35	21.6	0.0	7.6	0.0
	36+	36.9	100.0	84.8	0.0
<b>Work Status</b>	Full-Time	33.3	100.0	73.6	100.0
	Part-Time	47.2	0.0	26.4	0.0
	Temporary	9.7	0.0	0.0	0.0
	Unknown	9.7	0.0	0.0	0.0
<b>Gender</b>	Women	23.6	70.6	37.7	0.0
	Men	66.7	29.4	62.3	75.0
	Nonresidents <sup>b</sup>	9.7	0.0	0.0	25.0
<b>Age</b>	16-19	19.5	0.0	6.6	0.0
	20-24	0.0	0.0	62.3	0.0
	25-34	61.0	70.6	6.6	50.0
	35-44	0.0	0.0	0.0	0.0
	45-54	9.7	0.0	0.0	25.0
	55-64	0.0	0.0	24.5	0.0
	65+	0.0	29.4	0.0	0.0
	Unknown	9.7	0.0	0.0	25.0
<b>Turnover</b>	% Working 1 Quarter After Hire	90.3	100.0	100.0	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.



Occupation		Occupation & SOC <sup>a</sup> Code			
		Police, Fire, & Ambulance Dispatchers (43-5031)	Brickmasons & Blockmasons (47-2021)	Control & Valve Installers & Repairers (49-9012)	Mixing & Blending Machine Setters, Operators (51-9023)
Total, All Industries		Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*			
Typical Education Requirement		High school diploma	High school diploma	High school diploma	High school diploma
N		56	55	53	53
Median Hourly Wage		\$13.50	\$23.00	\$19.00	\$17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	80.0	0.0	58.0	100.0
	Retirement	80.0	0.0	58.0	42.1
	Paid Leave	80.0	0.0	58.0	69.5
Wait Time for Benefits	Yes	40.0	0.0	23.2	65.2
	No	40.0	0.0	34.8	23.2
	Unknown	20.0	100.0	42.0	11.6
Skills Selected as "Important" (%)	Service Orientation	80.0	46.0	91.3	23.2
	Critical Thinking	80.0	91.9	100.0	53.7
	Reading Comprehension	80.0	46.0	53.6	100.0
	Technology Design	70.0	0.0	17.4	34.8
	Operation & Control	80.0	46.0	56.5	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	40.0	54.0	82.6	69.5
	Unsatisfied	0.0	0.0	4.3	0.0
	Neutral	20.0	0.0	0.0	0.0
	Other	40.0	46.0	13.0	30.5
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36+	100.0	100.0	100.0	100.0
Work Status	Full-Time	80.0	100.0	95.7	100.0
	Part-Time	20.0	0.0	0.0	0.0
	Temporary	0.0	0.0	4.3	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	80.0	0.0	4.3	18.9
	Men	20.0	100.0	87.0	81.1
	Nonresidents <sup>b</sup>	0.0	0.0	8.7	0.0
Age	16-19	10.0	0.0	0.0	11.6
	20-24	10.0	0.0	8.7	11.6
	25-34	60.0	46.0	21.7	23.2
	35-44	10.0	46.0	0.0	30.5
	45-54	10.0	0.0	33.4	0.0
	55-64	0.0	8.1	27.5	23.2
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	8.7	0.0
Turnover	% Working 1 Quarter After Hire	90.0	100.0	100.0	88.4

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Paving, Surfacing, &amp; Tamping Equip. Ops. (47-2071)</b>	<b>Coating, Painting, &amp; Spraying Machine Setters (51-9121)</b>	<b>Cost Estimators (13-1051)</b>	<b>Library Technicians (25-4031)</b>
Typical Education Requirement		High school diploma	High school diploma	Bachelor's degree	Postsecondary non-degree award
N		53	52	52	51
Median Hourly Wage		\$18.00	\$15.00	\$20.00	\$11.92
% Paid Piece Rate		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	37.9	64.9	100.0	21.9
	Retirement	0.0	64.9	100.0	45.4
	Paid Leave	0.0	64.9	51.8	29.2
<b>Wait Time for Benefits</b>	Yes	37.9	64.9	100.0	21.9
	No	0.0	0.0	0.0	30.8
	Unknown	62.1	35.1	0.0	47.3
<b>Skills Selected as "Important" (%)</b>	Service Orientation	0.0	0.0	100.0	92.7
	Critical Thinking	52.2	88.3	100.0	89.2
	Reading Comprehension	0.0	35.1	100.0	100.0
	Technology Design	37.9	0.0	48.2	21.9
	Operation & Control	52.2	53.2	48.2	29.2
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	45.1	11.7	61.1	74.6
	Unsatisfied	0.0	0.0	0.0	0.0
	Neutral	0.0	38.3	0.0	0.0
	Other	54.9	50.0	38.9	25.4
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	0.0	0.0	70.8
	21-35	14.3	0.0	0.0	21.9
	36+	85.7	100.0	100.0	7.3
<b>Work Status</b>	Full-Time	37.9	64.9	100.0	7.3
	Part-Time	14.3	0.0	0.0	74.6
	Temporary	47.8	35.1	0.0	18.1
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	0.0	26.6	38.9	67.3
	Men	92.9	61.7	61.1	32.7
	Nonresidents <sup>b</sup>	7.1	11.7	0.0	0.0
<b>Age</b>	16-19	0.0	0.0	0.0	0.0
	20-24	19.0	38.3	0.0	7.3
	25-34	47.8	26.6	38.9	49.0
	35-44	0.0	23.4	13.0	21.9
	45-54	19.0	0.0	48.2	14.6
	55-64	7.1	0.0	0.0	0.0
	65+	0.0	0.0	0.0	7.3
	Unknown	7.1	11.7	0.0	0.0
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Family &amp; General Practitioners (29-1062)</b>	<b>Obstetricians &amp; Gynecologists (29-1064)</b>	<b>Medical &amp; Clinical Lab. Technologists (29-2011)</b>	<b>Licensed Practical &amp; Licensed Vocational Nurses (29-2061)</b>
Typical Education Requirement	Doctoral or professional degree	Doctoral or professional degree	Bachelor's degree	Postsecondary non-degree award
N	51	51	51	51
Median Hourly Wage	\$72.50	\$8.75	\$13.64	\$18.00
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	66.7	66.7	33.3	100.0
Retirement	66.7	0.0	33.3	100.0
Paid Leave	66.7	100.0	33.3	100.0
<b>Wait Time for Benefits</b>				
Yes	0.0	33.3	33.3	100.0
No	100.0	66.7	0.0	0.0
Unknown	0.0	0.0	66.7	0.0
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	100.0	100.0	33.3	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	66.7	33.3	33.3
Operation & Control	100.0	100.0	33.3	33.3
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	100.0	66.7	0.0	33.3
Unsatisfied	0.0	0.0	0.0	0.0
Neutral	0.0	0.0	33.3	0.0
Other	0.0	33.3	66.7	66.7
<b>Average Weekly Hours Worked</b>				
20 or Less	0.0	0.0	0.0	0.0
21-35	33.3	100.0	0.0	0.0
36+	66.7	0.0	100.0	100.0
<b>Work Status</b>				
Full-Time	100.0	100.0	33.3	100.0
Part-Time	0.0	0.0	66.7	0.0
Temporary	0.0	0.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	33.3	100.0	66.7	100.0
Men	66.7	0.0	33.3	0.0
Nonresidents <sup>b</sup>	0.0	0.0	0.0	0.0
<b>Age</b>				
16-19	0.0	0.0	0.0	0.0
20-24	0.0	0.0	33.3	0.0
25-34	0.0	100.0	0.0	66.7
35-44	66.7	0.0	33.3	33.3
45-54	0.0	0.0	0.0	0.0
55-64	0.0	0.0	33.3	0.0
65+	33.3	0.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0
<b>Turnover</b>				
% Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Athletic Trainers (29-9091)</b>	<b>Phlebotomists (31-9097)</b>	<b>Entertainment Attendants &amp; Related Workers, Other (39-3099)</b>	<b>Construction Managers (11- 9021)</b>
Typical Education Requirement	Bachelor's degree	Postsecondary non-degree award	High school diploma	Bachelor's degree
N	51	51	51	50
Median Hourly Wage	\$19.23	\$12.00	\$8.00	\$44.62
% Paid Piece Rate	0.0	0.0	10.9	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	100.0	33.3	0.0	50.0
Retirement	100.0	33.3	0.0	50.0
Paid Leave	100.0	33.3	0.0	50.0
<b>Wait Time for Benefits</b>				
Yes	100.0	33.3	0.0	50.0
No	0.0	0.0	22.3	0.0
Unknown	0.0	66.7	77.7	50.0
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	100.0	100.0	66.8	50.0
Critical Thinking	100.0	66.7	77.7	100.0
Reading Comprehension	0.0	100.0	0.0	100.0
Technology Design	100.0	0.0	0.0	100.0
Operation & Control	100.0	66.7	66.8	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	0.0	33.3	55.5	50.0
Unsatisfied	0.0	0.0	0.0	0.0
Neutral	0.0	0.0	0.0	50.0
Other	100.0	66.7	44.5	0.0
<b>Average Weekly Hours Worked</b>				
20 or Less	0.0	0.0	14.1	0.0
21-35	0.0	0.0	85.9	0.0
36+	100.0	100.0	0.0	100.0
<b>Work Status</b>				
Full-Time	100.0	33.3	0.0	100.0
Part-Time	0.0	33.3	89.1	0.0
Temporary	0.0	0.0	10.9	0.0
Unknown	0.0	33.3	0.0	0.0
<b>Gender</b>				
Women	66.7	66.7	66.6	0.0
Men	33.3	33.3	33.4	100.0
Nonresidents <sup>b</sup>	0.0	0.0	0.0	0.0
<b>Age</b>				
16-19	0.0	33.3	22.3	0.0
20-24	33.3	0.0	0.0	0.0
25-34	66.7	66.7	44.3	50.0
35-44	0.0	0.0	0.0	50.0
45-54	0.0	0.0	33.4	0.0
55-64	0.0	0.0	0.0	0.0
65+	0.0	0.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0
<b>Turnover</b>				
% Working 1 Quarter After Hire	100.0	100.0	66.8	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>					
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>					
<b>Occupation &amp; SOC<sup>a</sup> Code</b>					
<b>Occupation</b>	<b>Glaziers (47-2121)</b>	<b>Correctional Officers &amp; Jailers (33-3012)</b>	<b>Middle School Teachers, Except Special &amp; Vocatio (25-2022)</b>	<b>Gas Plant Operators (51-8092)</b>	
Typical Education Requirement	High school diploma	High school diploma	Bachelor's degree	High school diploma	
N	50	50	50	50	
Median Hourly Wage	\$16.00	\$16.00	\$25.57	\$26.50	
% Paid Piece Rate	0.0	0.0	0.0	0.0	
<b>% Offered Selected Benefits</b>					
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	
<b>Wait Time for Benefits</b>					
Yes	100.0	77.8	0.0	80.0	
No	0.0	22.2	83.3	0.0	
Unknown	0.0	0.0	16.7	20.0	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	100.0	88.9	100.0	20.0	
Critical Thinking	100.0	88.9	100.0	20.0	
Reading Comprehension	100.0	88.9	100.0	0.0	
Technology Design	100.0	66.7	83.3	20.0	
Operation & Control	100.0	77.8	66.7	20.0	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	0.0	55.6	66.7	0.0	
Unsatisfied	0.0	0.0	0.0	0.0	
Neutral	50.0	22.2	0.0	0.0	
Other	50.0	22.2	33.3	100.0	
<b>Average Weekly Hours Worked</b>					
20 or Less	0.0	0.0	0.0	0.0	
21-35	0.0	0.0	0.0	0.0	
36+	100.0	100.0	100.0	100.0	
<b>Work Status</b>					
Full-Time	100.0	100.0	100.0	100.0	
Part-Time	0.0	0.0	0.0	0.0	
Temporary	0.0	0.0	0.0	0.0	
Unknown	0.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	0.0	11.1	50.0	0.0	
Men	50.0	88.9	50.0	100.0	
Nonresidents <sup>b</sup>	50.0	0.0	0.0	0.0	
<b>Age</b>					
16-19	0.0	0.0	0.0	0.0	
20-24	0.0	33.3	0.0	20.0	
25-34	50.0	44.4	16.7	40.0	
35-44	0.0	22.2	50.0	20.0	
45-54	0.0	0.0	33.3	0.0	
55-64	0.0	0.0	0.0	20.0	
65+	0.0	0.0	0.0	0.0	
Unknown	50.0	0.0	0.0	0.0	
<b>Turnover</b>					
% Working 1 Quarter After Hire	100.0	88.9	100.0	100.0	

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Total, All Industries</b>		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>		<b>Cabinetmakers &amp; Bench Carpenters (51-7011)</b>	<b>Mechanical Engineers (17-2141)</b>	<b>Market Research Analysts &amp; Market (13-1161)</b>	<b>Tax Preparers (13-2082)</b>
<b>Occupation</b>					
	Typical Education Requirement	High school diploma	Bachelor's degree	Bachelor's degree	High school diploma
	N	50	49	49	48
	Median Hourly Wage	\$15.00	\$42.47	\$19.71	\$13.00
	% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	12.3	100.0	62.3	0.0
	Retirement	12.3	100.0	100.0	0.0
	Paid Leave	49.3	100.0	100.0	12.5
<b>Wait Time for Benefits</b>	Yes	12.3	49.9	87.6	0.0
	No	12.3	50.1	0.0	12.5
	Unknown	75.3	0.0	12.4	87.5
<b>Skills Selected as "Important" (%)</b>	Service Orientation	12.3	75.1	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	49.3	100.0	100.0	100.0
	Technology Design	0.0	100.0	37.7	37.5
	Operation & Control	100.0	87.5	37.7	87.5
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	87.7	62.5	50.0	62.5
	Unsatisfied	0.0	0.0	0.0	0.0
	Neutral	0.0	0.0	0.0	12.5
	Other	12.3	37.5	50.0	25.0
<b>Average Weekly Hours Worked</b>	20 or Less	50.7	0.0	0.0	33.3
	21-35	24.7	0.0	0.0	33.3
	36+	24.7	100.0	100.0	33.3
<b>Work Status</b>	Full-Time	37.0	100.0	87.4	0.0
	Part-Time	63.0	0.0	0.0	62.5
	Temporary	0.0	0.0	12.6	37.5
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	12.3	25.1	50.0	62.5
	Men	87.7	74.9	37.6	37.5
	Nonresidents <sup>b</sup>	0.0	0.0	12.4	0.0
<b>Age</b>	16-19	0.0	0.0	0.0	0.0
	20-24	12.3	12.5	12.6	12.5
	25-34	24.7	50.0	37.4	62.5
	35-44	0.0	12.4	25.0	12.5
	45-54	12.3	25.1	12.6	12.5
	55-64	50.7	0.0	0.0	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	12.4	0.0
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

Occupation		Occupation & SOC <sup>a</sup> Code			
		Septic Tank Servicers & Sewer Pipe Cleaners (47- 4071)	Automotive Body & Related Repairers (49- 3021)	Butchers & Meat Cutters (51-3021)	Executive Secretaries & Admin. Assistants (43-6011)
Total, All Industries		Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*			
Typical Education Requirement		Less than high school	High school diploma	Less than high school	High school diploma
N		47	47	46	46
Median Hourly Wage		\$18.00	\$20.00	\$10.00	\$26.92
% Paid Piece Rate		0.0	14.3	0.0	0.0
% Offered Selected Benefits	Health Insurance	11.8	42.9	6.7	65.2
	Retirement	11.8	0.0	6.7	0.0
	Paid Leave	11.8	42.9	6.7	79.9
Wait Time for Benefits	Yes	11.8	57.1	6.7	65.2
	No	0.0	0.0	0.0	0.0
	Unknown	88.2	42.9	93.3	34.8
Skills Selected as "Important" (%)	Service Orientation	70.6	42.9	73.4	100.0
	Critical Thinking	70.6	100.0	100.0	34.8
	Reading Comprehension	41.2	85.7	100.0	100.0
	Technology Design	70.6	100.0	26.6	34.8
	Operation & Control	100.0	85.7	100.0	0.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	58.8	57.1	80.0	28.4
	Unsatisfied	0.0	14.3	6.7	0.0
	Neutral	0.0	14.3	0.0	14.7
	Other	41.2	14.3	13.3	56.9
Average Weekly Hours Worked	20 or Less	29.4	14.3	9.1	0.0
	21-35	58.8	0.0	0.0	18.4
	36+	11.8	85.7	90.9	81.6
Work Status	Full-Time	70.6	100.0	93.3	79.9
	Part-Time	29.4	0.0	6.7	20.1
	Temporary	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	0.0	14.3	13.3	35.1
	Men	41.2	85.7	86.7	43.1
	Nonresidents <sup>b</sup>	58.8	0.0	0.0	21.7
Age	16-19	0.0	0.0	0.0	0.0
	20-24	0.0	28.6	66.7	0.0
	25-34	0.0	28.6	26.6	28.1
	35-44	29.4	14.3	6.7	43.5
	45-54	0.0	28.6	0.0	0.0
	55-64	11.8	0.0	0.0	6.7
	65+	0.0	0.0	0.0	0.0
	Unknown	58.8	0.0	0.0	21.7
Turnover	% Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.