

Estimates of New Hires and New Hires Job Characteristics in Utilities (NAICS 22) in Wyoming, 2010Q4-2012Q3

Occupation		Education	New Hires and Wages		Benefits			Job Skills					Hours Worked			Demographics										Turnover			
SOC Code	Occupation	Educational Requirement	New Hires	Average Hourly Wage (\$)	Health Insurance	Retirement	Paid Time Off	% of Employers Identifying Each Skill as Important for that Particular Occupation					On Average During Each Week of the Reference Period			Gender			Age Group										% Still Employed 1 Quarter Later
								Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation and Control	20 or Less	21-35	36 or More	Female	Male	Nonresident	16-20	20-24	25-34	35-44	45-54	55-64	65 and Older	Unknown			
00-0000	Total All Occupations (00-0000)	N/A	481	20.40	61.5	69.9	65.0	55.2	78.3	86.0	55.9	79.0	9.3	2.3	88.4	18.2	75.5	6.3	3.5	14.7	28.7	23.8	12.6	7.7	2.1	7.0	91.6		
43-9061	Office Clerks, General(43-9061)	High School Diploma	64	14.00	78.9	73.7	31.6	78.9	94.7	100.0	57.9	47.4	11.1	11.1	77.8	36.8	57.9	5.3	5.3	15.8	31.6	10.5	21.1	10.5		5.3	68.4		
49-9051	Electrical Power-Line Installers and Repairers(49-9051)	High School Diploma	n.d.	36.70	76.9	69.2	53.8	69.2	100.0	100.0	84.6	100.0	7.7		92.3			7.7	7.7	38.5	38.5	7.7				7.7	100.0		
49-9071	Maintenance and Repair Workers, Gen(49-9071)	Post Secondary	n.d.	24.42	90.0	90.0	90.0	10.0	100.0	100.0	90.0	90.0	10.0		90.0	30.0	70.0		40.0	20.0	20.0	10.0	10.0				100.0		
43-5041	Meter Readers, Utilities(43-5041)	High School Diploma	n.d.	14.00	11.1	55.6	55.6	66.7	77.8	88.9	88.9	77.8	25.0		75.0	22.2	77.8		11.1	11.1	33.3	22.2	11.1		11.1		100.0		
51-8031	Water & Liquid Waste Treatment Plant & System Oper(51-8031)	High School Diploma	n.d.	18.00	25.0	50.0	87.5	75.0	75.0	75.0	75.0	75.0			100.0		100.0		12.5	12.5	50.0	12.5		12.5			100.0		
51-8013	Power Plant Operators(51-8013)	Associates	n.d.	23.94	100.0	100.0	100.0	14.3	42.9	100.0	14.3	100.0			100.0		100.0		14.3	28.6	28.6	28.6					100.0		
49-9098	Helpers--Installation, Maint., & Repair Workers(49-9098)	Post Secondary	n.d.	20.40	83.3	83.3	83.3	66.7		66.7		0.0	20.0		80.0	50.0	50.0		16.7	50.0		33.3					100.0		
45-2092	Farmworkers & Laborers, Crop, Nursery & Greenhouse(45-2092)	High School Diploma	n.d.	14.00	60.0	80.0	60.0	80.0	100.0	60.0	60.0	100.0	20.0		80.0	20.0	60.0	20.0		20.0		20.0	40.0		20.0		80.0		
47-2073	Operating Engineers and Other Construction Equipme(47-2073)	Post Secondary	n.d.	23.12		100.0	100.0		100.0	100.0		100.0			100.0		100.0		20.0		40.0	40.0					100.0		
37-3011	Landscaping and Groundskeeping Workers(37-3011)	Less than High School Diploma	n.d.	11.00					25.0	50.0		100.0			100.0	25.0	75.0		25.0	25.0				25.0	25.0		75.0		
47-2061	Construction Laborers(47-2061)	High School Diploma	n.d.	11.80	25.0	25.0	25.0	50.0	50.0	25.0	25.0	50.0	50.0		50.0		100.0		25.0		75.0						50.0		
47-2151	Pipelayers(47-2151)	Less than High School Diploma	n.d.	12.00					75.0	75.0	25.0	75.0			100.0		75.0	25.0	25.0		25.0		25.0		25.0		100.0		
47-2152	Plumbers, Pipefitters, and Steamfitters(47-2152)	High School Diploma	n.d.	19.10	75.0	75.0	75.0	25.0	25.0	25.0		100.0			100.0		100.0				50.0	25.0	25.0				100.0		
49-3023	Automotive Service Technicians and Mechanics(49-3023)	Post Secondary	n.d.	23.97	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0			100.0							100.0		
53-7032	Excavating & Loading Machine & Dragline Operators(53-7032)	High School Diploma	n.d.	24.32	100.0	100.0	100.0			100.0		100.0			100.0	33.3	33.3	33.3		33.3	33.3				33.3		100.0		
99-9999	Unable to Assign Based on Title(99-9999)	High School Diploma	n.d.	15.00				100.0	100.0	100.0	100.0	100.0			100.0		100.0		33.3	66.7							100.0		
11-1021	General and Operations Managers(11-1021)	Associates	n.d.	68.40	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0		50.0		50.0						100.0		
37-2011	Janitors and Cleaners, Except Maids and Housekeepi(37-2011)	High School Diploma	n.d.	20.40	100.0	100.0	100.0		100.0	100.0	100.0	100.0			100.0	50.0	50.0		50.0		50.0						100.0		
43-3031	Bookkeeping, Accounting, and Auditing Clerks(43-3031)	High School Diploma	n.d.	14.50	50.0	50.0	50.0	50.0	100.0	100.0	50.0	50.0	50.0		50.0	100.0				50.0		50.0					100.0		
47-2111	Electricians(47-2111)	Post Secondary	n.d.		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0			100.0							100.0		
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists(49-3031)	High School Diploma	n.d.	35.26	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0		100.0								100.0		
49-9012	Control and Valve Installers and Repairers, Except(49-9012)	High School Diploma	n.d.	16.67	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0		50.0	50.0							100.0		
51-1011	First-Line Supervisors/Managers of Production and(51-1011)	High School Diploma	n.d.	50.14	100.0	100.0	100.0	100.0	100.0	100.0	50.0	100.0			100.0		50.0	50.0					50.0		50.0		100.0		

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Occupation		Education	New Hires and Wages		Benefits			Job Skills					Hours Worked			Demographics							Turnover					
SOC Code	Occupation	Educational Requirement	New Hires	Average Hourly Wage (\$)	% Offered			% of Employers Identifying Each Skill as Important for that Particular Occupation					On Average During Each Week of the Reference Period			Gender			Age Group							% Still Employed 1 Quarter Later		
					Health Insurance	Retirement	Paid Time Off	Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation and Control	20 or Less	21-35	36 or More	Female	Male	Nonresident	16-20	20-24	25-34	35-44	45-54	55-64	65 and Older		Unknown	
00-0000	Total All Occupations (00-0000)	N/A	481	20.40	61.5	69.9	65.0	55.2	78.3	86.0	55.9	79.0	9.3	2.3	88.4	18.2	75.5	6.3	3.5	14.7	28.7	23.8	12.6	7.7	2.1	7.0	91.6	
51-4121	Welders, Cutters, Solderers, and Brazers(51-4121)	Post Secondary	n.d.	35.00	100.0	100.0	100.0	50.0	100.0	100.0	50.0	100.0			100.0		100.0				100.0							100.0
13-2011	Accountants and Auditors(13-2011)	Bachelors	n.d.	43.35	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0	100.0					100.0							100.0
15-1142	Network and Computer Systems Admini(15-1142)	Bachelors	n.d.	35.10	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0	100.0					100.0							100.0
17-2071	Electrical Engineers(17-2071)	Bachelors	n.d.	29.28	100.0	100.0	100.0		100.0	100.0	100.0	100.0			100.0		100.0									100.0		100.0
17-2199	Engineers, All Other(17-2199)	Bachelors	n.d.	20.45	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0									100.0		100.0
29-9011	Occupational Health and Safety Specialists(29-9011)	Bachelors	n.d.	44.51	100.0	100.0	100.0	100.0	100.0	100.0		0.0			100.0	100.0					100.0							100.0
37-3012	Pesticide Handlers Sprayers & Applicators, Vegi(37-3012)	High School Diploma	n.d.	8.50	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0		100.0										100.0
43-3011	Bill and Account Collectors(43-3011)	High School Diploma	n.d.	12.00		100.0	100.0	100.0	100.0	100.0		0.0			100.0	100.0							100.0					100.0
43-4051	Customer Service Representatives(43-4051)	High School Diploma	n.d.	20.50		100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0	100.0					100.0							100.0
43-5081	Stock Clerks and Order Fillers(43-5081)	High School Diploma	n.d.	19.00	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0	100.0					100.0							100.0
45-2099	Agricultural Workers, All Other(45-2099)	High School Diploma	n.d.	14.03				100.0	100.0	100.0	100.0	100.0			100.0	100.0							100.0					100.0
47-1011	First-Line Supervisors/Managers of Construction Tr(47-1011)	High School Diploma	n.d.	18.00				100.0	100.0	100.0	100.0	100.0				100.0							100.0					100.0
47-2011	Boilermakers(47-2011)	High School Diploma	n.d.	14.65				100.0	100.0	100.0	100.0	100.0	100.0			100.0					100.0							100.0
47-3019	Helpers, Construction Trades, All Other(47-3019)	High School Diploma	n.d.	13.00								0.0			100.0		100.0								100.0			100.0
47-4011	Construction and Building Inspectors(47-4011)	Bachelors	n.d.	17.00	100.0	100.0	100.0	100.0	100.0			0.0			100.0	100.0					100.0							100.0
49-2095	Electrical and Electronics Repairers, Powerhouse,(49-2095)	Post Secondary	n.d.	36.21	100.0	100.0	100.0		100.0	100.0	100.0	100.0			100.0	100.0					100.0							100.0
49-3041	Farm Equipment Mechanics(49-3041)	High School Diploma	n.d.	12.98		100.0	100.0				100.0	100.0				100.0					100.0							100.0
49-9041	Industrial Machinery Mechanics(49-9041)	Post Secondary	n.d.	37.26	100.0	100.0	100.0		100.0			100.0			100.0	100.0					100.0							100.0
49-9042	Maintenance and Repair Workers, General(49-9042)	Post Secondary	n.d.	16.63	100.0		100.0	100.0	100.0	100.0	100.0	100.0				100.0					100.0							100.0
51-9198	Helpers--Production Workers(51-9198)	High School Diploma	n.d.	20.10	100.0	100.0	100.0	100.0	100.0			0.0			100.0	100.0					100.0							100.0
53-3031	Driver/Sales Workers(53-3031)	High School Diploma	n.d.	12.50	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			100.0	100.0					100.0							100.0

Research & Planning, Wyoming Department of Workforce Services
<http://doe.state.wy.us/LMI/newhires.htm>

n.d. = Not discloseable due to confidentiality.

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Definitions

New Hire : A person who was hired by a firm for which he or she had not worked since 1992, the time frame for which R&P has Unemployment Insurance (UI) wage records (Knapp, 2011).

Nonresident: "individuals without a Wyoming-issued driver's license or at least four quarters of work history in Wyoming" (Jones, 2002).