

Estimates of New Hires and New Hires Job Characteristics in Finance and Insurance (NAICS 52) 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 (\$) | % 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 | 2,497 | 11.00 | 67.2 | 55.7 | 68.7 | 94.9 | 88.5 | 90.2 | 44.5 | 49.6 | 11.7 | 14.6 | 73.7 | 73.6 | 21.8 | 4.6 | 4.4 | 24.0 | 32.3 | 15.4 | 11.2 | 6.1 | 1.0 | 5.6 | 86.6 | |
| 43-3071 | Tellers(43-3071) | High School Diploma | 916 | 10.50 | 80.0 | 74.7 | 85.3 | 100.0 | 91.3 | 87.3 | 44.0 | 45.3 | 13.5 | 13.5 | 73.0 | 82.0 | 15.3 | 2.7 | 5.3 | 32.7 | 32.0 | 15.3 | 8.7 | 3.3 | | 2.7 | 90.0 | |
| 43-4051 | Customer Service Representatives(43-4051) | High School Diploma | 287 | 11.00 | 57.4 | 31.9 | 59.6 | 100.0 | 78.7 | 95.7 | 55.3 | 61.7 | 15.9 | 25.0 | 59.1 | 85.1 | 10.6 | 4.3 | 2.1 | 27.7 | 36.2 | 21.3 | 4.3 | 2.1 | | 6.4 | 93.6 | |
| 43-9061 | Office Clerks, General(43-9061) | High School Diploma | 220 | 12.50 | 27.8 | 36.1 | 44.4 | 91.7 | 75.0 | 94.4 | 44.4 | 38.9 | 2.9 | 32.4 | 64.7 | 80.6 | 16.7 | 2.8 | 2.8 | 22.2 | 30.6 | 19.4 | 13.9 | 2.8 | 5.6 | 2.8 | 77.8 | |
| 41-3021 | Insurance Sales Agents(41-3021) | Bachelors | 110 | 15.42 | 50.0 | 33.3 | 38.9 | 100.0 | 100.0 | 100.0 | 44.4 | 50.0 | 12.5 | 18.8 | 68.8 | 66.7 | 33.3 | | | 16.7 | 33.3 | 5.6 | 27.8 | 16.7 | | | 94.4 | |
| 43-4171 | Receptionists and Information Clerks(43-4171) | High School Diploma | 110 | 10.00 | 5.6 | | 5.6 | 100.0 | 88.9 | 88.9 | 16.7 | 27.8 | 77.8 | | 22.2 | 88.9 | 11.1 | | 5.6 | 22.2 | 33.3 | 16.7 | 11.1 | 11.1 | | | 33.3 | |
| 13-2072 | Loan Officers(13-2072) | High School Diploma | 104 | 19.27 | 100.0 | 52.9 | 100.0 | 100.0 | 88.2 | 100.0 | 64.7 | 58.8 | | | 100.0 | 58.8 | 35.3 | 5.9 | 5.9 | 11.8 | 41.2 | 17.6 | 5.9 | 11.8 | | 5.9 | 100.0 | |
| 11-3031 | Financial Managers(11-3031) | Bachelors | 92 | 22.12 | 100.0 | 73.3 | 73.3 | 80.0 | 100.0 | 73.3 | 33.3 | 64.7 | | | 100.0 | 53.3 | 46.7 | | 6.7 | 33.3 | 20.0 | 13.3 | 13.3 | 6.7 | 6.7 | | 93.3 | |
| 43-4131 | Loan Interviewers and Clerks(43-4131) | Associates | 92 | 14.18 | 93.3 | 73.3 | 93.3 | 80.0 | 93.3 | 93.3 | 53.3 | 46.7 | | | 100.0 | 93.3 | 6.7 | | 13.3 | 40.0 | 13.3 | 20.0 | 6.7 | | 6.7 | | 100.0 | |
| 11-1021 | General and Operations Managers(11-1021) | Associates | 67 | 28.90 | 100.0 | 36.4 | 54.5 | 90.9 | 90.9 | 90.9 | 81.8 | 90.9 | | | 100.0 | 18.2 | 54.5 | 27.3 | | 27.3 | 18.2 | 9.1 | 9.1 | 9.1 | | 27.3 | 54.5 | |
| 43-3099 | All Other Financial Clerks(43-3099) | High School Diploma | n.d. | 12.23 | 33.3 | 33.3 | 33.3 | 100.0 | 66.7 | 100.0 | 33.3 | 66.7 | | | 100.0 | 83.3 | | 16.7 | | 33.3 | 16.7 | | 33.3 | | | 16.7 | 100.0 | |
| 13-1032 | Insurance Appraisers, Auto Damage(13-1032) | Bachelors | n.d. | 21.63 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 0.0 | | | 100.0 | 40.0 | 60.0 | | | 60.0 | 20.0 | 20.0 | | | | | 60.0 | |
| 13-2052 | Personal Financial Advisors(13-2052) | Bachelors | n.d. | 48.17 | 80.0 | 80.0 | 80.0 | 100.0 | 100.0 | 100.0 | | 0.0 | | | 100.0 | 60.0 | 40.0 | | | | 40.0 | 20.0 | 20.0 | 20.0 | | | | 100.0 |
| 41-2031 | Retail Salespersons(41-2031) | High School Diploma | n.d. | 9.00 | | | | 100.0 | 100.0 | 100.0 | | 20.0 | | 20.0 | 80.0 | 20.0 | 60.0 | 20.0 | | 20.0 | | 20.0 | 40.0 | | 20.0 | | 60.0 | |
| 23-2093 | Title Examiners, Abstractors, and Searchers(23-2093) | High School Diploma | n.d. | 13.87 | 100.0 | 25.0 | 100.0 | 75.0 | 100.0 | 100.0 | 100.0 | 100.0 | | | 100.0 | 75.0 | | 25.0 | 25.0 | | 50.0 | | | | | 25.0 | 100.0 | |
| 43-1011 | First-Line Supervisors/Managers of Office and Administrative(43-1011) | High School Diploma | n.d. | 21.39 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 50.0 | 50.0 | | | 100.0 | 100.0 | | | | | 25.0 | | 75.0 | | | | | 100.0 |
| 43-6014 | Secretaries, Except Legal, Medical, and Executive(43-6014) | High School Diploma | n.d. | 15.39 | 50.0 | 50.0 | 75.0 | 100.0 | 50.0 | 100.0 | 25.0 | 0.0 | | | 100.0 | 75.0 | | 25.0 | | 25.0 | 25.0 | | 25.0 | | 25.0 | | 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 | 2,497 | 11.00 | 67.2 | 55.7 | 68.7 | 94.9 | 88.5 | 90.2 | 44.5 | 49.6 | 11.7 | 14.6 | 73.7 | 73.6 | 21.8 | 4.6 | 4.4 | 24.0 | 32.3 | 15.4 | 11.2 | 6.1 | 1.0 | 5.6 | 86.6 | |
| 51-4121 | Welders, Cutters, Solderers, and Brazers(51-4121) | Post Secondary | n.d. | 26.42 | | | | 100.0 | 100.0 | 75.0 | 75.0 | 100.0 | | | 100.0 | | | | 25.0 | | 50.0 | | 25.0 | | | | | 75.0 |
| 11-1011 | Chief Executives(11-1011) | Bachelors | n.d. | 36.13 | 33.3 | 33.3 | 33.3 | 66.7 | 66.7 | 66.7 | | 66.7 | | | 100.0 | | | 100.0 | | | | | | | | 100.0 | | |
| 37-3011 | Landscaping and Groundskeeping Workers(37-3011) | Less than High School Diploma | n.d. | 7.50 | | | | | 100.0 | | | 0.0 | | 100.0 | | 66.7 | 33.3 | | 33.3 | | 66.7 | | | | | | | 100.0 |
| 11-9013 | Farmers, Ranchers, and Other Agricu(11-9013) | Bachelors | n.d. | | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | | | | 100.0 | 50.0 | 50.0 | | | | 50.0 | | 50.0 | | | | | 100.0 |
| 13-2041 | Credit Analysts(13-2041) | Bachelors | n.d. | 27.64 | 100.0 | 100.0 | 100.0 | | | | | 0.0 | | | | 50.0 | 50.0 | | | | 50.0 | | 50.0 | | | | | 100.0 |
| 15-1142 | Network and Computer Systems Admini(15-1142) | Bachelors | n.d. | 25.51 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | | 100.0 | | | | 50.0 | | 50.0 | | | | | | | 100.0 |
| 15-1151 | Computer User Support Specialists(15-1151) | Associates | n.d. | 26.97 | 50.0 | 50.0 | 50.0 | 50.0 | 100.0 | 100.0 | 100.0 | 100.0 | 50.0 | | 50.0 | | | 100.0 | | 50.0 | | 50.0 | | | | | | 100.0 |
| 21-1091 | Health Educators(21-1091) | Bachelors | n.d. | 15.00 | | | | 100.0 | 100.0 | 100.0 | | 0.0 | | | | 100.0 | | | | | 100.0 | | | | | | | 100.0 |
| 35-3022 | Counter Attendants, Cafeteria, Food Concession, an(35-3022) | Less than High School Diploma | n.d. | 6.75 | | | | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | | 100.0 | | | 100.0 | | 100.0 | | | | | | | 100.0 |
| 41-2011 | Cashiers(41-2011) | Less than High School Diploma | n.d. | 9.00 | | | | 100.0 | 100.0 | 100.0 | | 0.0 | | 100.0 | | 50.0 | 50.0 | | 50.0 | | | | 50.0 | | 50.0 | | | |
| 41-3031 | Securities, Commodities, and Financial Services Sa(41-3031) | Bachelors | n.d. | 17.31 | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | | 100.0 | | | 100.0 | 100.0 | | | 50.0 | | 50.0 | | | | | | | 100.0 |
| 43-3021 | Billing and Posting Clerks and Machine Operators(43-3021) | High School Diploma | n.d. | 15.03 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 0.0 | | | 100.0 | 50.0 | 50.0 | | | | 100.0 | | | | | | | 100.0 |
| 43-4141 | New Accounts Clerks(43-4141) | High School Diploma | n.d. | 12.25 | 100.0 | 50.0 | 100.0 | 100.0 | 50.0 | 100.0 | 50.0 | 50.0 | | | 100.0 | 100.0 | | | | 100.0 | | | | | | | | 100.0 |
| 43-5071 | Shipping, Receiving, and Traffic Clerks(43-5071) | High School Diploma | n.d. | 10.40 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | | | 100.0 | 100.0 | | | | | 50.0 | | | | | 50.0 | | 100.0 |

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| 00-0000 | Total All Occupations (00-0000) | N/A | 2,497 | 11.00 | 67.2 | 55.7 | 68.7 | 94.9 | 88.5 | 90.2 | 44.5 | 49.6 | 11.7 | 14.6 | 73.7 | 73.6 | 21.8 | 4.6 | 4.4 | 24.0 | 32.3 | 15.4 | 11.2 | 6.1 | 1.0 | 5.6 | 86.6 |
| 43-9041 | Insurance Claims and Policy Processing Clerks(43-9041) | High School Diploma | n.d. | 11.68 | 100.0 | 100.0 | 50.0 | 100.0 | 100.0 | 100.0 | 50.0 | 50.0 | | | 100.0 | 100.0 | | | | 50.0 | | | 50.0 | | | | 100.0 |
| 99-9999 | Unable to Assign Based on Title(99-9999) | High School Diploma | n.d. | 22.93 | 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 |
| 13-1031 | Claims Adjusters, Examiners, and Investigators(13-1031) | Bachelors | n.d. | 22.50 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 0.0 | | | 100.0 | | 100.0 | | | | | | 100.0 | | | | 100.0 |
| 13-1161 | Market Research Analysts and Market(13-1161) | Bachelors | n.d. | 27.40 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 0.0 | | | 100.0 | | 100.0 | | | | | | 100.0 | | | | 100.0 |
| 13-1199 | Business Operations Specialists, All Other(13-1199) | Bachelors | n.d. | 17.58 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | 0.0 | | | 100.0 | 100.0 | | | | | | | 100.0 | | | | 100.0 |
| 13-2011 | Accountants and Auditors(13-2011) | Bachelors | n.d. | 30.00 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | | 100.0 | | | | | | | 100.0 | | | | 100.0 |
| 13-2021 | Appraisers and Assessors of Real Estate(13-2021) | Bachelors | n.d. | 22.00 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | | 100.0 | | 100.0 | | | | | | 100.0 | | | | 100.0 |
| 13-2099 | Financial Specialists, All Other(13-2099) | Bachelors | n.d. | 18.27 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | | 100.0 | 100.0 | | | | | | | 100.0 | | | | 100.0 |
| 15-2011 | Actuaries(15-2011) | Bachelors | n.d. | 19.31 | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | 100.0 | 100.0 | | | 100.0 | 100.0 | | | | 100.0 | | | | | | | 100.0 |
| 23-1011 | Lawyers(23-1011) | 07-Doctorate | n.d. | 28.90 | | | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | | | 100.0 | 100.0 | | | | | | | 100.0 | | | | 100.0 |
| 29-1141 | Registered Nurses(29-1141) | Associates | n.d. | 27.00 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 100.0 | | 100.0 | | | | | | | 100.0 | | | | 100.0 |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks(43-3031) | High School Diploma | n.d. | 10.00 | | | 100.0 | 100.0 | 100.0 | | 100.0 | 100.0 | | | 100.0 | | 100.0 | | | | | | | 100.0 | | | 100.0 |
| 43-6011 | Executive Secretaries & Administrative Assistants(43-6011) | Post Secondary | n.d. | 18.50 | | | | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | | 100.0 | 100.0 | | | | | | | 100.0 | | | | 100.0 |
| 43-9199 | Office and Administrative Support Workers, Other(43-9199) | High School Diploma | n.d. | 17.00 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | 0.0 | | | 100.0 | 100.0 | | | | | | | 100.0 | | | | 100.0 |

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| 00-0000 | Total All Occupations (00-0000) | N/A | 2,497 | 11.00 | 67.2 | 55.7 | 68.7 | 94.9 | 88.5 | 90.2 | 44.5 | 49.6 | 11.7 | 14.6 | 73.7 | 73.6 | 21.8 | 4.6 | 4.4 | 24.0 | 32.3 | 15.4 | 11.2 | 6.1 | 1.0 | 5.6 | 86.6 |
| 49-9071 | Maintenance and Repair Workers, Gen(49-9071) | Post Secondary | n.d. | 18.50 | 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.

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).