

Estimates of New Hires and New Hires Job Characteristics in Accommodation and Food Services (NAICS 72) 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	45,551	8.00	13.3	5.6	13.0	83.8	57.7	52.8	20.6	46.5	36.4	41.9	21.7	49.3	33.3	17.4	19.4	21.3	18.6	10.1	7.5	3.4	0.7	19.0	74.7		
35-3021	Combined Food Preparation and Serving Workers, Inc(35-3021)	Less than High School Diploma	5,860	8.00	20.5	4.5	9.1	87.5	52.3	56.8	19.3	51.1	46.3	47.8	6.0	55.7	33.0	11.4	22.7	26.1	17.0	11.4	4.5	5.7		12.5	69.3		
37-2012	Maids and Housekeeping Cleaners(37-2012)	High School Diploma	5,328	8.00	18.8	2.5	23.8	90.0	42.5	36.3	17.5	23.8	28.3	45.0	26.7	56.3	13.8	30.0	11.3	20.0	13.8	16.3	2.5	1.3	1.3	33.8	60.0		
35-3031	Waiters and Waitresses(35-3031)	High School Diploma	4,462	3.38	7.5	3.0	10.4	82.1	49.3	49.3	7.5	14.9	50.0	47.9	2.1	65.7	19.4	14.9	23.9	22.4	17.9	10.4	9.0	1.5		14.9	77.6		
35-2014	Cooks, Restaurant(35-2014)	High School Diploma	4,062	9.00	8.2	1.6	13.1	73.8	73.8	65.6	19.7	72.1	30.2	46.5	23.3	24.6	49.2	26.2	13.1	18.0	19.7	6.6	13.1	3.3		26.2	75.4		
35-3011	Bartenders(35-3011)	High School Diploma	3,529	7.25			3.8	92.5	60.4	58.5	22.6	37.7	28.6	71.4		62.3	28.3	9.4	7.5	20.8	28.3	22.6	5.7	1.9	1.9	11.3	94.3		
35-9021	Dishwashers(35-9021)	Less than High School Diploma	3,330	8.50	18.0	12.0	22.0	30.0	32.0	10.0	6.0	52.0	42.4	48.5	9.1	30.0	46.0	24.0	32.0	18.0	12.0	4.0	4.0	6.0		24.0	70.0		
43-4081	Hotel, Motel, and Resort Desk Clerks(43-4081)	High School Diploma	3,130	8.50	12.8	10.6	10.6	100.0	87.2	78.7	42.6	83.3	24.2	36.4	39.4	46.8	42.6	10.6	17.0	19.1	17.0	12.8	14.9	6.4	2.1	10.6	78.7		
35-2011	Cooks, Fast Food(35-2011)	Less than High School Diploma	2,397	8.00	11.1	11.1	8.3	97.2	50.0	72.2	19.4	25.0	32.3	48.4	19.4	36.1	44.4	19.4	30.6	8.3	25.0	8.3	2.8	2.8		22.2	77.8		
35-9011	Dining Room and Cafeteria Attendants and Bartender(35-9011)	Less than High School Diploma	1,798	8.00	7.4	7.4	11.1	100.0	11.1	18.5		7.4	76.5	17.6	5.9	48.1	29.6	22.2	22.2	22.2	18.5		3.7			33.3	66.7		
41-2011	Cashiers(41-2011)	Less than High School Diploma	1,465	8.00			4.5	90.9	68.2	77.3	40.9	68.2	56.3	25.0	18.8	50.0	36.4	13.6	18.2	27.3	22.7	4.5	13.6			13.6	72.7		
35-3022	Counter Attendants, Cafeteria, Food Concession, ar(35-3022)	Less than High School Diploma	1,199	7.25	11.1			94.4	77.8	33.3	27.8	94.4	26.7	60.0	13.3	83.3	16.7		33.3	44.4	5.6	5.6	5.6			5.6	66.7		
35-9031	Host & Hostess, Restaurant, Lounge & Coffee Shop(35-9031)	Less than High School Diploma	1,132	8.50	29.4	5.9	11.8	82.4	64.7	29.4	29.4	41.2	69.2	23.1	7.7	76.5	17.6	5.9	35.3	17.6	11.8	11.8	11.8	5.9		5.9	88.2		
53-3031	Driver/Sales Workers(53-3031)	High School Diploma	999	7.25	6.7		6.7	93.3	73.3	86.7	6.7	73.3	66.7	33.3		20.0	73.3	6.7	13.3	60.0	6.7	6.7	6.7			6.7	53.3		
35-1012	First-Line Supervisors/Managers of Food Preparatio(35-1012)	High School Diploma	733	11.19	63.6	36.4	63.6	100.0	100.0	72.7	9.1	72.7	30.0		70.0	63.6	27.3	9.1	18.2	18.2	18.2	18.2	9.1		9.1	9.1	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 (\$)	Health Insurance	Retirement	Paid Time Off	Service Orientation	Critical Thinking	Reading Comprehension	Technology Design	Operation and Control	On Average During Each Week of the Reference Period			Gender			Age Group										% Still Employed 1 Quarter Later
													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	45,551	8.00	13.3	5.6	13.0	83.8	57.7	52.8	20.6	46.5	36.4	41.9	21.7	49.3	33.3	17.4	19.4	21.3	18.6	10.1	7.5	3.4	0.7	19.0	74.7		
35-2021	Food Preparation Workers(35-2021)	Less than High School Diploma	666	7.25				90.0	90.0	70.0		60.0	44.4	55.6		90.0	10.0		30.0	20.0	10.0	10.0	10.0	10.0		10.0	90.0		
49-9071	Maintenance and Repair Workers, Gen(49-9071)	Post Secondary	599	11.00	33.3	33.3	33.3	88.9	88.9	55.6	55.6	88.9		71.4	28.6	33.3	44.4	22.2	11.1	11.1	22.2		11.1	22.2		22.2	100.0		
39-3091	Amusement and Recreation Attendants(39-3091)	High School Diploma	466	8.25				42.9	85.7	100.0	85.7	100.0			100.0	14.3	42.9	42.9	14.3	14.3	28.6					42.9	100.0		
35-2015	Cooks, Short Order(35-2015)	High School Diploma	400	8.00				100.0	83.3	83.3		33.3		100.0		33.3	66.7		16.7	16.7	50.0		16.7				33.3		
37-2011	Janitors and Cleaners, Except Maids and Housekeep(37-2011)	High School Diploma	333	9.00				20.0		20.0		20.0	20.0	80.0		40.0	60.0				100.0						40.0		
35-3041	Food Servers, Nonrestaurant(35-3041)	Less than High School Diploma	266	7.25			50.0	100.0	50.0	100.0	50.0	50.0	100.0			100.0			50.0	25.0					25.0		100.0		
39-2021	Nonfarm Animal Caretakers(39-2021)	High School Diploma	266	8.04				100.0	100.0			0.0		100.0		75.0	25.0	25.0	25.0	25.0	25.0	25.0			25.0		100.0		
43-9061	Office Clerks, General(43-9061)	High School Diploma	266	9.00				100.0	100.0	100.0	100.0	50.0		100.0		75.0	25.0		25.0		50.0	25.0					100.0		
39-1021	First-Line Super./Manag., Personal Service Workers(39-1021)	Bachelors	200					100.0	100.0	100.0		0.0		100.0		33.3	33.3	33.3	33.3	33.3					33.3		100.0		
39-9032	Recreation Workers(39-9032)	Bachelors	200	7.51				100.0	100.0			0.0		100.0			66.7	33.3	66.7						33.3		100.0		
11-3031	Financial Managers(11-3031)	Bachelors	133	20.23	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		
11-9081	Lodging Managers(11-9081)	Bachelors	133	8.33				100.0	100.0	100.0	100.0	100.0		100.0			100.0		100.0								100.0		
31-9092	Medical Assistants(31-9092)	High School Diploma	133	9.39				100.0		100.0	100.0	0.0		100.0				100.0							100.0		100.0		
33-9032	Security Guards(33-9032)	High School Diploma	133	10.00				100.0	100.0			0.0		100.0			100.0		50.0	50.0							100.0		
37-3011	Landscaping and Groundskeeping Workers(37-3011)	Less than High School Diploma	133									0.0					100.0		50.0			50.0					100.0		
39-7012	Travel Guides(39-7012)	Post Secondary	133	9.25				100.0	100.0			0.0		100.0			100.0				50.0	50.0							
41-3099	Sales Representatives, Services, All Other(41-3099)	High School Diploma	133	16.00	100.0			100.0	100.0	100.0		0.0		100.0		100.0					50.0	50.0					100.0		

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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	45,551	8.00	13.3	5.6	13.0	83.8	57.7	52.8	20.6	46.5	36.4	41.9	21.7	49.3	33.3	17.4	19.4	21.3	18.6	10.1	7.5	3.4	0.7	19.0	74.7		
45-2093	Farmworkers, Farm and Ranch Animals(45-2093)	Less than High School Diploma	133	6.94								0.0		100.0		50.0	50.0									50.0	100.0		
51-3011	Bakers(51-3011)	High School Diploma	133	12.28				50.0	100.0	100.0	50.0	100.0		100.0		50.0	50.0									50.0	50.0		
51-6011	Laundry and Dry-Cleaning Workers(51-6011)	High School Diploma	133	9.00				100.0	100.0	100.0	100.0	100.0		100.0			100.0									100.0			
99-9999	Unable to Assign Based on Title(99-9999)	High School Diploma	133		100.0		100.0	100.0			100.0	100.0				50.0	50.0		100.0								100.0		
11-1021	General and Operations Managers(11-1021)	Associates	67	26.97	100.0			100.0		100.0		100.0		100.0		100.0				100.0							100.0		
11-9013	Farmers, Ranchers, and Other Agricu(11-9013)	Bachelors	67	8.67				100.0	100.0	100.0		100.0		100.0			100.0									100.0			
13-1071	Employment, Recruitment & Placement Specialists(13-1071)	Bachelors	67	7.25			100.0	100.0				100.0		100.0		100.0				100.0							100.0		
13-1121	Meeting and Convention Planners(13-1121)	Bachelors	67	12.00				100.0	100.0	100.0		0.0	100.0			100.0				100.0							100.0		
17-2051	Civil Engineers(17-2051)	Bachelors	67	23.50								0.0		100.0		100.0				100.0							100.0		
31-9011	Massage Therapists(31-9011)	Post Secondary	67	6.00				100.0	100.0	100.0	100.0	100.0	100.0		100.0					100.0							100.0		
35-2012	Cooks, Institution and Cafeteria(35-2012)	High School Diploma	67	7.50								0.0	100.0		100.0					100.0							100.0		
37-1011	First-Line Supervisors/Managers of Housekeeping an(37-1011)	High School Diploma	67	11.00				100.0				0.0	100.0				100.0									100.0	100.0		
39-3093	Locker Room, Coatroom, & Dressing Room Attendants(39-3093)	High School Diploma	67	9.99				100.0				0.0		100.0		100.0				100.0							100.0		
39-6012	Concierges(39-6012)	High School Diploma	67	15.00	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0				100.0			100.0								100.0		
41-2012	Gaming Change Persons and Booth Cashiers(41-2012)	High School Diploma	67	8.00	100.0			100.0	100.0	100.0		0.0	100.0		100.0				100.0										
41-2021	Counter and Rental Clerks(41-2021)	Less than High School Diploma	67	7.50				100.0		100.0		100.0		100.0			100.0									100.0			

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43-1011	First-Line Supervisors/Managers of Office and Admi(43-1011)	High School Diploma	67					100.0	100.0		100.0	100.0				100.0								100.0			100.0
43-4080	Hotel, Motel, and Resort Desk Clerks(43-4080)		67			100.0	100.0			100.0	100.0			100.0					100.0								100.0
47-2061	Construction Laborers(47-2061)	High School Diploma	67					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).