

Wholesale Trade

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Total, All Occupations	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Truck Drivers, Heavy and Tractor-Trailer (53-3032)	Sales Representatives, Wholesale and Manufacturing (41-4012)
Typical Education ^a		N/A	High School Diploma	High School Diploma	Post Secondary
N		5,294	796	663	625
Average Hourly Wage (\$)		15.00	13.00	17.00	19.00
% Paid Piece Rate		3.6	0.0	5.7	12.1
% Offered Selected Benefits	Health Insurance	70.7	65.5	77.1	75.8
	Retirement	60.5	50.0	67.1	63.6
	Paid Leave	66.5	66.7	68.6	74.2
Skills Selected as "Important" (%)	Service Orientation	78.0	67.9	88.6	92.4
	Critical Thinking	80.7	72.6	70.0	86.4
	Reading Comprehension	79.1	58.3	71.4	97.0
	Technology Design	43.8	19.0	10.0	65.2
	Operation and Control	70.8	67.9	75.7	57.6
Employers' Satisfaction with New Hires' Skills	Satisfied	69.2	63.1	64.3	84.8
	Not Satisfied	7.2	3.6	0.0	0.0
	Neither	13.4	17.9	18.6	13.6
	Other	10.2	15.5	17.1	1.5
Average Weekly Hours	20 or Less	2.9	2.7	2.0	1.9
	21-35	8.9	5.5	8.0	7.4
	36 or More	88.2	91.8	90.0	90.7
Gender	Female	13.6	4.8	10.0	15.2
	Male	80.0	91.7	82.9	80.3
	Nonresident	6.4	3.6	7.1	4.5
Age Group	19 and Younger	5.9	9.5	4.3	4.5
	20-24	15.9	27.4	5.7	6.1
	25-34	26.7	15.5	24.3	30.3
	35-44	20.2	19.0	25.7	24.2
	45-54	15.9	16.7	18.6	18.2
	55-64	7.5	8.3	8.6	9.1
	65 and Older	1.4	0.0	5.7	3.0
Unknown (Nonresidents)	6.4	3.6	7.1	4.5	
Turnover	% Still Working 1 Quarter After Hire	86.6	86.9	77.1	90.9

Source: Research Planning, WY DWS
New Hires Job Skills Survey
<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable due to confidentiality.

^aSource: O*Net ONline
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Job Characteristics		Occupation and SOC Code			
		Driver/Sales Workers (53-3031)	Industrial Machinery Mechanics (49-9041)	General and Operations Managers (11-1021)	Stock Clerks and Order Fillers (43-5081)
Typical Education ^a		High School Diploma	Post Secondary	Associates	High School Diploma
N		284	246	199	180
Average Hourly Wage (\$)		16.09	20.00	18.75	14.00
% Paid Piece Rate		20.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	73.3	92.3	71.4	63.2
	Retirement	56.7	73.1	61.9	52.6
	Paid Leave	70.0	92.3	66.7	42.1
Skills Selected as "Important" (%)	Service Orientation	96.7	96.2	95.2	73.7
	Critical Thinking	90.0	100.0	100.0	68.4
	Reading Comprehension	96.7	65.4	100.0	89.5
	Technology Design	33.3	50.0	90.5	31.6
	Operation and Control	76.7	96.2	100.0	78.9
Employers' Satisfaction with New Hires' Skills	Satisfied	63.3	46.2	81.0	68.4
	Not Satisfied	6.7	42.3	0.0	0.0
	Neither	16.7	7.7	4.8	10.5
	Other	13.3	3.8	14.3	21.1
Average Weekly Hours	20 or Less	5.3	0.0	0.0	0.0
	21-35	26.3	8.3	0.0	17.6
	36 or More	68.4	91.7	100.0	82.4
Gender	Female	6.7	7.7	9.5	15.8
	Male	86.7	84.6	81.0	78.9
	Nonresident	6.7	7.7	9.5	5.3
Age Group	19 and Younger	0.0	3.8	4.8	15.8
	20-24	13.3	3.8	4.8	15.8
	25-34	20.0	38.5	33.3	36.8
	35-44	36.7	23.1	38.1	15.8
	45-54	20.0	11.5	4.8	5.3
	55-64	3.3	11.5	4.8	5.3
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	6.7	7.7	9.5	5.3	
Turnover	% Still Working 1 Quarter After Hire	100.0	76.9	90.5	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Job Characteristics		Occupation and SOC Code			
		Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Truck Drivers, Light or Delivery Services (53-3033)	Office Clerks, General (43-9061)
Typical Education ^a		High School Diploma	Post Secondary	High School Diploma	High School Diploma
N		152	142	142	123
Average Hourly Wage (\$)		22.50	20.00	11.00	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	46.7	76.9
	Retirement	93.8	93.3	40.0	53.8
	Paid Leave	93.8	93.3	66.7	69.2
Skills Selected as "Important" (%)	Service Orientation	75.0	73.3	73.3	92.3
	Critical Thinking	93.8	100.0	93.3	69.2
	Reading Comprehension	81.3	100.0	100.0	100.0
	Technology Design	81.3	100.0	20.0	23.1
	Operation and Control	68.8	100.0	80.0	38.5
Employers' Satisfaction with New Hires' Skills	Satisfied	68.8	73.3	60.0	69.2
	Not Satisfied	0.0	0.0	13.3	23.1
	Neither	12.5	26.7	20.0	7.7
	Other	18.8	0.0	6.7	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	7.1	0.0	8.3	23.1
	36 or More	92.9	100.0	91.7	76.9
Gender	Female	6.3	13.3	6.7	69.2
	Male	93.8	80.0	93.3	30.8
	Nonresident	0.0	6.7	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	7.7
	20-24	12.5	26.7	13.3	23.1
	25-34	31.3	46.7	33.3	23.1
	35-44	25.0	6.7	13.3	15.4
	45-54	18.8	13.3	13.3	15.4
	55-64	12.5	0.0	26.7	15.4
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	6.7	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	93.8	100.0	80.0	69.2

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Job Characteristics		Occupation and SOC Code			
		Industrial Truck and Tractor Operators (53-7051)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Sales Managers (11-2022)	Cashiers (41-2011)
Typical Education ^a		High School Diploma	High School Diploma	Bachelors	Less than High School Diploma
N		123	104	85	85
Average Hourly Wage (\$)		14.50	13.00	37.08	9.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	69.2	63.6	100.0	22.2
	Retirement	69.2	54.5	100.0	22.2
	Paid Leave	61.5	54.5	100.0	55.6
Skills Selected as "Important" (%)	Service Orientation	53.8	36.4	100.0	88.9
	Critical Thinking	61.5	90.9	100.0	44.4
	Reading Comprehension	76.9	63.6	100.0	22.2
	Technology Design	15.4	63.6	55.6	11.1
	Operation and Control	92.3	45.5	22.2	55.6
Employers' Satisfaction with New Hires' Skills	Satisfied	69.2	100.0	77.8	88.9
	Not Satisfied	0.0	0.0	0.0	11.1
	Neither	23.1	0.0	0.0	0.0
	Other	7.7	0.0	22.2	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	11.1
	21-35	10.0	0.0	0.0	22.2
	36 or More	90.0	100.0	100.0	66.7
Gender	Female	7.7	54.5	0.0	33.3
	Male	84.6	27.3	100.0	11.1
	Nonresident	7.7	18.2	0.0	55.6
Age Group	19 and Younger	15.4	0.0	0.0	0.0
	20-24	30.8	0.0	0.0	11.1
	25-34	7.7	27.3	33.3	11.1
	35-44	15.4	18.2	44.4	0.0
	45-54	23.1	27.3	11.1	11.1
	55-64	0.0	9.1	11.1	11.1
	65 and Older	0.0	0.0	0.0	0.0
Unknown (Nonresidents)	7.7	18.2	0.0	55.6	
Turnover	% Still Working 1 Quarter After Hire	84.6	72.7	100.0	77.8

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Job Characteristics		Occupation and SOC Code			
		Installation, Maintenance & Repair Workers, Other (49-9099)	Pesticide Handlers Sprayers & Applicators, Vegi (37-3012)	Shipping, Receiving, and Traffic Clerks (43-5071)	Team Assemblers (51-2092)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	High School Diploma
N		85	66	66	66
Average Hourly Wage (\$)		18.50	14.00	13.50	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	85.7	100.0
	Retirement	0.0	0.0	85.7	100.0
	Paid Leave	0.0	0.0	85.7	14.3
Skills Selected as "Important" (%)	Service Orientation	77.8	100.0	42.9	0.0
	Critical Thinking	55.6	100.0	42.9	100.0
	Reading Comprehension	55.6	100.0	71.4	100.0
	Technology Design	55.6	42.9	42.9	85.7
	Operation and Control	77.8	100.0	57.1	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	77.8	100.0	71.4	14.3
	Not Satisfied	22.2	0.0	0.0	85.7
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	28.6	0.0
Average Weekly Hours	20 or Less	0.0	28.6	0.0	0.0
	21-35	0.0	0.0	14.3	0.0
	36 or More	100.0	71.4	85.7	100.0
Gender	Female	11.1	0.0	14.3	14.3
	Male	77.8	85.7	71.4	85.7
	Nonresident	11.1	14.3	14.3	0.0
Age Group	19 and Younger	0.0	14.3	14.3	0.0
	20-24	22.2	42.9	28.6	14.3
	25-34	22.2	28.6	42.9	14.3
	35-44	0.0	0.0	0.0	28.6
	45-54	44.4	0.0	0.0	28.6
	55-64	0.0	0.0	0.0	14.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	11.1	14.3	14.3	0.0
Turnover	% Still Working 1 Quarter After Hire	77.8	42.9	85.7	100.0

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Job Characteristics		Occupation and SOC Code			
		Parts Salespersons (41-2022)	Retail Salespersons (41-2031)	Customer Service Representatives (43-4051)	Secretaries, Except Legal, Medical, and Executive (43-6014)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		57	57	57	57
Average Hourly Wage (\$)		10.00	10.82	10.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	16.7	100.0	83.3
	Retirement	50.0	16.7	100.0	50.0
	Paid Leave	66.7	16.7	100.0	16.7
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	66.7
	Critical Thinking	66.7	16.7	66.7	100.0
	Reading Comprehension	100.0	66.7	100.0	100.0
	Technology Design	50.0	33.3	50.0	33.3
	Operation and Control	66.7	66.7	33.3	83.3
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	33.3	83.3	83.3
	Not Satisfied	33.3	50.0	0.0	0.0
	Neither	0.0	16.7	16.7	0.0
	Other	16.7	0.0	0.0	16.7
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	16.7	50.0	50.0
	Male	100.0	83.3	50.0	33.3
	Nonresident	0.0	0.0	0.0	16.7
Age Group	19 and Younger	16.7	33.3	0.0	0.0
	20-24	33.3	16.7	0.0	16.7
	25-34	16.7	33.3	66.7	16.7
	35-44	16.7	0.0	16.7	33.3
	45-54	0.0	0.0	16.7	16.7
	55-64	16.7	16.7	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	16.7
Turnover	% Still Working 1 Quarter After Hire	100.0	66.7	100.0	100.0

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Job Characteristics		Occupation and SOC Code			
		First-Line Supervis./Managers of Retail Sales Work (41-1011)	Counter and Rental Clerks (41-2021)	Farm Equipment Mechanics (49-3041)	Electrical Engineers (17-2071)
Typical Education ^a		High School Diploma	Less than High School Diploma	High School Diploma	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		13.00	14.00	20.00	60.10
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	20.0	100.0
	Retirement	100.0	100.0	40.0	100.0
	Paid Leave	100.0	100.0	40.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	80.0	80.0	100.0
	Critical Thinking	100.0	80.0	100.0	100.0
	Reading Comprehension	100.0	80.0	40.0	100.0
	Technology Design	20.0	80.0	80.0	100.0
	Operation and Control	20.0	80.0	20.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	80.0	0.0	100.0	100.0
	Not Satisfied	20.0	0.0	0.0	0.0
	Neither	0.0	40.0	0.0	0.0
	Other	0.0	60.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	60.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	40.0	0.0
Gender	Female	20.0	20.0	0.0	0.0
	Male	80.0	80.0	100.0	50.0
	Nonresident	0.0	0.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	40.0	0.0	0.0
	25-34	20.0	20.0	60.0	0.0
	35-44	40.0	20.0	0.0	25.0
	45-54	0.0	20.0	40.0	25.0
	55-64	20.0	0.0	0.0	0.0
	65 and Older	20.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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Job Characteristics		Occupation and SOC Code			
		First-Line Super./Manag., Non-Retail Sales Workers (41-1012)	Farmworkers, Farm and Ranch Animals (45-2093)	Computer User Support Specialists (15-1151)	Janitors and Cleaners, Except Maids and Housekeepi (37-2011)
Typical Education ^a		Masters	Less than High School Diploma	Associates	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		21.45	11.25	16.15	16.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	66.7
	Retirement	50.0	0.0	100.0	66.7
	Paid Leave	100.0	0.0	100.0	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	66.7
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	50.0	75.0	100.0	100.0
	Technology Design	100.0	50.0	100.0	0.0
	Operation and Control	50.0	50.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	75.0	100.0	66.7
	Not Satisfied	0.0	25.0	0.0	0.0
	Neither	0.0	0.0	0.0	33.3
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	50.0	0.0	100.0
	36 or More	100.0	50.0	100.0	0.0
Gender	Female	0.0	0.0	66.7	0.0
	Male	100.0	100.0	33.3	66.7
	Nonresident	0.0	0.0	0.0	33.3
Age Group	19 and Younger	0.0	50.0	0.0	33.3
	20-24	25.0	25.0	0.0	0.0
	25-34	0.0	0.0	33.3	0.0
	35-44	25.0	0.0	0.0	33.3
	45-54	50.0	25.0	66.7	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	33.3
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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Job Characteristics		Occupation and SOC Code			
		Agricultural Equipment Operators (45-2091)	Automotive Body and Related Repairers (49-3021)	Wind Turbine Service Technicians (49-9081)	Welders, Cutters, Solderers, and Brazers (51-4121)
Typical Education ^a		High School Diploma	High School Diploma	Post Secondary	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.00	16.00	25.00	14.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	66.7	100.0	100.0	33.3
	Retirement	66.7	100.0	100.0	66.7
	Paid Leave	66.7	100.0	100.0	33.3
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	33.3
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	33.3	100.0	100.0	66.7
	Technology Design	66.7	100.0	100.0	100.0
	Operation and Control	66.7	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	66.7
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	33.3
	36 or More	100.0	100.0	100.0	66.7
Gender	Female	0.0	0.0	0.0	0.0
	Male	66.7	100.0	100.0	100.0
	Nonresident	33.3	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	33.3	33.3
	20-24	66.7	0.0	0.0	0.0
	25-34	0.0	66.7	66.7	66.7
	35-44	0.0	33.3	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	33.3	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	66.7	100.0	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>

Wholesale Trade

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Geological and Petroleum Technicians (19-4041)	Public Relations Specialists (27-3031)	Billing and Posting Clerks and Machine Operators (43-3021)	Maintenance and Repair Workers, Gen (49-9071)
Typical Education ^a		Associates	Bachelors	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.56	12.50	14.00	14.50
% Paid Piece Rate		100.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	50.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	50.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	100.0	0.0
	Critical Thinking	100.0	0.0	100.0	50.0
	Reading Comprehension	0.0	0.0	100.0	0.0
	Technology Design	100.0	0.0	0.0	50.0
	Operation and Control	100.0	0.0	0.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	100.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	100.0	50.0	0.0
	Male	100.0	0.0	50.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	50.0	50.0	100.0
	25-34	0.0	0.0	0.0	0.0
	35-44	50.0	0.0	0.0	0.0
	45-54	0.0	0.0	50.0	0.0
	55-64	50.0	0.0	0.0	0.0
	65 and Older	0.0	50.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
<http://doe.state.wy.us/LMI/newhires.htm>

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^aSource: O*Net ONline
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Wholesale Trade

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the
Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Cutting, Punching, and Press Machine Setters, Oper (51-4031)	Furniture Finishers (51- 7021)	Mixing and Blending Machine Setters, Operators, an (51-9023)	Employment, Recruitment & Placement Specialists (13- 1071)
Typical Education ^a		High School Diploma	Less than High School Diploma	High School Diploma	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		11.25	10.00	16.00	22.78
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	100.0
	Retirement	100.0	0.0	100.0	100.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	100.0	100.0
	Critical Thinking	50.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	100.0
	Operation and Control	50.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	0.0	100.0	100.0
	Not Satisfied	0.0	100.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	50.0	0.0	50.0	0.0
	Male	50.0	100.0	50.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	50.0	0.0	0.0	0.0
	20-24	50.0	50.0	0.0	0.0
	25-34	0.0	0.0	50.0	100.0
	35-44	0.0	50.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	50.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	0.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Wholesale Trade

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Computer Network Support Specialist (15-1152)	Graphic Designers (27-1024)	Merchandise Displayers and Window Trimmers (27-1026)	Veterinarians (29-1131)
Typical Education ^a		Associates	Bachelors	High School Diploma	Doctorate
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		34.68	20.09	10.00	48.08
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	100.0	100.0	100.0	0.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0	0.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	100.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	100.0	100.0	0.0
	Male	100.0	0.0	0.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	0.0
	25-34	0.0	100.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	100.0	0.0	0.0	100.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
<http://doe.state.wy.us/LMI/newhires.htm>

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Wholesale Trade

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Landscaping and Groundskeeping Workers (37-3011)	Sales Representative, Wholesale & Manufacturing (41-4011)	First-Line Supervisors/Managers of Office and Administrative (43-1011)	Dispatchers, Except Police, Fire, and Ambulance (43-5032)
Typical Education ^a		Less than High School Diploma	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	28.85	24.04	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	100.0
	Retirement	0.0	100.0	100.0	100.0
	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	0.0	100.0	100.0	0.0
	Operation and Control	0.0	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	100.0
	Male	100.0	100.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	100.0	0.0	0.0	0.0
	25-34	0.0	100.0	100.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Wholesale Trade

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Production, Planning, and Expediting Clerks (43-5061)	First-Line Supervisors/Managers of Construction Trades (47-1011)	Construction Laborers (47-2061)	Operating Engineers and Other Construction Equipment (47-2073)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		21.00	33.35	12.50	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	100.0
	Retirement	100.0	100.0	0.0	100.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	0.0	0.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	0.0	0.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	100.0
	25-34	0.0	0.0	0.0	0.0
	35-44	100.0	0.0	0.0	0.0
	45-54	0.0	100.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
<http://doe.state.wy.us/LMI/newhires.htm>

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Wholesale Trade

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Pipelayers (47-2151)	Plumbers, Pipefitters, and Steamfitters (47-2152)	Fence Erectors (47-4031)	Earth Drillers, Except Oil and Gas (47-5021)
Typical Education ^a		Less than High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.00	.	10.00	32.69
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	100.0	0.0	0.0	100.0
	Operation and Control	100.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	100.0	0.0	0.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	0.0	100.0
	Nonresident	0.0	0.0	100.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	100.0	100.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	100.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Wholesale Trade

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Telecommunica tions Equipment Installers and Repair (49- 2022)	Heating, Air Conditioning, and Refrigeration Mecha (49- 9021)	Maintenance Workers, Machinery (49- 9043)	Precision Instrument & Equipment Repairers, Other (49-9069)
Typical Education ^a		Post Secondary	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.00	20.00	.	15.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	0.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	0.0	100.0
	Technology Design	100.0	100.0	100.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	0.0	100.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	100.0	100.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	0.0
	25-34	100.0	0.0	0.0	100.0
	35-44	0.0	100.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	0.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
<http://doe.state.wy.us/LMI/newhires.htm>

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Wholesale Trade

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Assemblers and Fabricators, All Other (51-2099)	Grinding, Lapping, Polishing, and Buffing Machine (51-4033)	Machinists (51-4041)	Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.00	17.40	28.50	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	100.0	100.0	100.0	0.0
	Paid Leave	100.0	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	0.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	100.0	0.0
	Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	100.0	0.0	0.0	100.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	100.0
	25-34	100.0	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	100.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	0.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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<http://www.onetonline.org/>

Wholesale Trade

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) Ranked by the Estimated Number of New Hires

Job Characteristics		Occupation and SOC Code			
		Helpers-- Production Workers (51- 9198)	First-Line Supervisors/Ma nagers of Transportation (53-1031)	Service Station Attendants (53- 6031)	Packers and Packagers, Hand (53-7064)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.00	.	.	8.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	0.0
	Retirement	100.0	100.0	0.0	0.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
	Operation and Control	0.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	100.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	0.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	0.0	0.0	0.0	100.0
Gender	Female	0.0	0.0	0.0	100.0
	Male	100.0	100.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	0.0
	25-34	100.0	100.0	0.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	0.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable
due to confidentiality.

^aSource: O*Net ONline
<http://www.onetonline.org/>