

Finance and Insurance

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 (00-0000)	Tellers (43-3071)	Customer Service Representatives (43-4051)	Insurance Sales Agents (41-3021)
Typical Education ^a		N/A	High School Diploma	High School Diploma	Bachelors
N		2,698	916	280	223
Average Hourly Wage (\$)		12.54	10.50	12.00	21.64
% Paid Piece Rate		1.7	0.0	2.3	11.4
% Offered Selected Benefits	Health Insurance	81.1	88.9	68.2	60.0
	Retirement	73.8	87.5	63.6	48.6
	Paid Leave	84.0	90.3	72.7	68.6
Skills Selected as "Important" (%)	Service Orientation	95.8	100.0	100.0	88.6
	Critical Thinking	92.0	89.6	97.7	100.0
	Reading Comprehension	92.5	87.5	100.0	100.0
	Technology Design	42.7	40.3	54.5	34.3
	Operation and Control	50.2	43.8	61.4	34.3
Employers' Satisfaction with New Hires' Skills	Satisfied	74.1	77.8	61.4	62.9
	Not Satisfied	6.8	2.1	13.6	11.4
	Neither	7.1	4.9	18.2	5.7
	Other	12.0	15.3	6.8	20.0
Average Weekly Hours Worked	20 or Less	2.1	2.3	2.7	6.7
	21-35	9.9	15.3	8.1	20.0
	36 or More	88.1	82.4	89.2	73.3
Gender	Female	72.4	80.6	86.4	48.6
	Male	22.6	13.2	11.4	42.9
	Nonresident	5.0	6.3	2.3	8.6
Age Group	19 and Younger	2.6	5.6	0.0	0.0
	20-24	20.8	30.6	22.7	2.9
	25-34	32.3	29.9	38.6	34.3
	35-44	16.0	13.9	15.9	11.4
	45-54	15.1	11.8	13.6	25.7
	55-64	7.1	1.4	6.8	17.1
	65 and Older	0.5	0.0	0.0	0.0
	Unknown (Nonresidents)	5.7	6.9	2.3	8.6
Turnover	% Still Working 1 Quarter After Hire	90.8	90.3	90.9	91.4

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			
		Office Clerks, General (43- 9061)	Financial Managers (11- 3031)	Loan Officers (13-2072)	Loan Interviewers and Clerks (43- 4131)
Typical Education ^a		High School Diploma	Bachelors	High School Diploma	Associates
N		197	159	153	127
Average Hourly Wage (\$)		14.00	22.12	19.27	14.18
% Paid Piece Rate		3.2	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	45.2	100.0	100.0	95.0
	Retirement	54.8	84.0	66.7	75.0
	Paid Leave	67.7	84.0	100.0	95.0
Skills Selected as "Important" (%)	Service Orientation	96.8	88.0	100.0	90.0
	Critical Thinking	83.9	100.0	91.7	95.0
	Reading Comprehension	96.8	84.0	100.0	95.0
	Technology Design	35.5	48.0	50.0	55.0
	Operation and Control	48.4	76.0	45.8	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	71.0	88.0	75.0	75.0
	Not Satisfied	25.8	0.0	12.5	0.0
	Neither	0.0	12.0	4.2	10.0
	Other	3.2	0.0	8.3	15.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	10.3	0.0	0.0	10.0
	36 or More	89.7	100.0	100.0	90.0
Gender	Female	83.9	56.0	50.0	95.0
	Male	12.9	40.0	45.8	5.0
	Nonresident	3.2	4.0	4.2	0.0
Age Group	19 and Younger	0.0	0.0	4.2	0.0
	20-24	25.8	16.0	12.5	15.0
	25-34	25.8	28.0	37.5	35.0
	35-44	19.4	12.0	12.5	20.0
	45-54	12.9	20.0	12.5	30.0
	55-64	9.7	12.0	16.7	0.0
	65 and Older	3.2	4.0	0.0	0.0
	Unknown (Nonresidents)	3.2	8.0	4.2	0.0
Turnover	% Still Working 1 Quarter After Hire	77.4	96.0	87.5	100.0

Source: Research Planning, WY DWS
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Job Characteristics		Occupation and SOC Code			
		Title Examiners, Abstractors, and Searchers (23-2093)	New Accounts Clerks (43- 4141)	Personal Financial Advisors (13- 2052)	Network and Computer Systems Admini (15- 1142)
Typical Education ^a		High School Diploma	High School Diploma	Bachelors	Bachelors
N		95	51	N/D	N/D
Average Hourly Wage (\$)		18.27	14.00	48.17	22.84
% Paid Piece Rate		0.0	0.0	16.7	0.0
% Offered Selected Benefits	Health Insurance	86.7	87.5	83.3	100.0
	Retirement	66.7	50.0	83.3	33.3
	Paid Leave	86.7	87.5	83.3	100.0
Skills Selected as "Important" (%)	Service Orientation	93.3	100.0	100.0	100.0
	Critical Thinking	100.0	75.0	100.0	100.0
	Reading Comprehension	100.0	62.5	100.0	100.0
	Technology Design	40.0	37.5	0.0	100.0
	Operation and Control	40.0	62.5	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	87.5	100.0	33.3
	Not Satisfied	0.0	0.0	0.0	66.7
	Neither	0.0	12.5	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	12.5	0.0	0.0
	36 or More	100.0	87.5	100.0	100.0
Gender	Female	66.7	75.0	50.0	50.0
	Male	20.0	12.5	50.0	50.0
	Nonresident	13.3	12.5	0.0	0.0
Age Group	19 and Younger	6.7	12.5	0.0	0.0
	20-24	0.0	37.5	0.0	16.7
	25-34	26.7	12.5	33.3	33.3
	35-44	33.3	12.5	16.7	16.7
	45-54	6.7	12.5	33.3	0.0
	55-64	13.3	0.0	16.7	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	13.3	12.5	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	62.5	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Job Characteristics		Occupation and SOC Code			
		Insurance Appraisers, Auto Damage (13-1032)	First-Line Supervisors/Managers of Office and Administrative (43-1011)	Receptionists and Information Clerks (43-4171)	Secretaries, Except Legal, Medical, and Executive (43-6014)
Typical Education ^a		Bachelors	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		21.64	21.39	13.50	15.39
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	80.0	60.0	80.0
	Retirement	100.0	80.0	60.0	80.0
	Paid Leave	100.0	80.0	60.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	80.0	60.0	100.0
	Critical Thinking	100.0	80.0	100.0	60.0
	Reading Comprehension	100.0	80.0	100.0	100.0
	Technology Design	0.0	40.0	40.0	40.0
	Operation and Control	0.0	40.0	100.0	40.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	40.0	60.0	40.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	20.0
	Other	0.0	60.0	40.0	40.0
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 or More	100.0	100.0	100.0	100.0
Gender	Female	40.0	80.0	80.0	80.0
	Male	60.0	20.0	20.0	20.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	60.0	0.0	40.0	0.0
	25-34	20.0	20.0	20.0	40.0
	35-44	20.0	20.0	20.0	40.0
	45-54	0.0	60.0	0.0	20.0
	55-64	0.0	0.0	20.0	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	60.0	100.0	100.0	100.0

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Job Characteristics		Occupation and SOC Code			
		Accountants and Auditors (13-2011)	Securities, Commodities, and Financial Services Sa (41-3031)	All Other Financial Clerks (43-3099)	Insurance Claims and Policy Processing Clerks (43-9041)
Typical Education ^a		Bachelors	Bachelors	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		30.00	17.00	12.23	12.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	50.0	100.0
	Retirement	100.0	100.0	50.0	100.0
	Paid Leave	100.0	100.0	50.0	75.0
Skills Selected as "Important" (%)	Service Orientation	50.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	50.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	50.0	0.0	50.0	25.0
	Operation and Control	50.0	100.0	50.0	25.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	0.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	0.0	100.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	25.0	0.0	0.0	0.0
	36 or More	75.0	100.0	100.0	100.0
Gender	Female	50.0	100.0	100.0	75.0
	Male	50.0	0.0	0.0	25.0
	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	25.0	50.0	25.0
	25-34	75.0	25.0	25.0	50.0
	35-44	0.0	25.0	0.0	0.0
	45-54	25.0	0.0	25.0	25.0
	55-64	0.0	25.0	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

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Job Characteristics		Occupation and SOC Code			
		Computer User Support Specialists (15- 1151)	Chief Executives (11- 1011)	Registered Nurses (29- 1141)	First-Line Supervis./Man agers of Retail Sales Work (41- 1011)
Typical Education ^a		Associates	Bachelors	Associates	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.42	20.46	24.76	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	0.0
	Retirement	100.0	0.0	100.0	0.0
	Paid Leave	100.0	0.0	100.0	100.0
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	100.0	100.0	100.0	100.0
	Technology Design	100.0	0.0	50.0	100.0
	Operation and Control	100.0	50.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	50.0	100.0
	Not Satisfied	0.0	0.0	50.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	0.0	0.0
	21-35	0.0	0.0	50.0	0.0
	36 or More	100.0	0.0	50.0	100.0
Gender	Female	33.3	50.0	50.0	0.0
	Male	66.7	0.0	50.0	100.0
	Nonresident	0.0	50.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	33.3	0.0	0.0	0.0
	25-34	66.7	0.0	50.0	100.0
	35-44	0.0	0.0	50.0	0.0
	45-54	0.0	50.0	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	50.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	50.0	100.0	100.0

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Job Characteristics		Occupation and SOC Code			
		Billing and Posting Clerks and Machine Operators (43-3021)	Shipping, Receiving, and Traffic Clerks (43-5071)	Unable to Assign Based on Title (99-9999)	General and Operations Managers (11-1021)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.03	10.41	22.93	.
% 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	100.0
	Paid Leave	100.0	100.0	100.0	100.0
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	100.0	100.0	0.0	100.0
	Technology Design	0.0	0.0	100.0	0.0
	Operation and Control	0.0	100.0	100.0	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 Worked	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	50.0	100.0	50.0	0.0
	Male	50.0	0.0	0.0	100.0
	Nonresident	0.0	0.0	50.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	100.0	50.0	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	50.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	50.0	50.0	0.0
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			
		Marketing Managers (11-2021)	Market Research Analysts and Market (13-1161)	Business Operations Specialists, All Other (13-1199)	Appraisers and Assessors of Real Estate (13-2021)
Typical Education ^a		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		26.37	27.40	17.58	22.00
% 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	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	100.0
	Operation and Control	100.0	0.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	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 Worked	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	100.0	0.0	100.0	0.0
	Male	0.0	100.0	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	0.0	0.0
	25-34	100.0	0.0	0.0	100.0
	35-44	0.0	100.0	100.0	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	100.0

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Job Characteristics		Occupation and SOC Code			
		Credit Analysts (13-2041)	Financial Specialists, All Other (13- 2099)	Actuaries (15- 2011)	First-Line Super./Manag. , Personal Service Workers (39- 1021)
Typical Education ^a		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		21.64	18.27	19.31	.
% 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	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	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	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 Worked	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	100.0	100.0	100.0	100.0
	Male	0.0	0.0	0.0	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	0.0	0.0	0.0	0.0
	35-44	0.0	100.0	0.0	100.0
	45-54	100.0	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	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/>

Finance and Insurance

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			
		Retail Salespersons (41-2031)	Bill and Account Collectors (43-3011)	Executive Secretaries & Administrative Assistants (43-6011)	Data Entry Keyers (43-9021)
Typical Education ^a		High School Diploma	High School Diploma	Post Secondary	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		15.00	.	18.50	10.91
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	100.0
	Retirement	0.0	0.0	0.0	100.0
	Paid Leave	0.0	100.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	0.0	100.0	0.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	0.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	0.0	100.0	100.0
Gender	Female	0.0	100.0	100.0	100.0
	Male	100.0	0.0	0.0	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	0.0	0.0
	25-34	0.0	0.0	100.0	0.0
	35-44	0.0	0.0	0.0	100.0
	45-54	0.0	100.0	0.0	0.0
	55-64	100.0	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
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Finance and Insurance

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	
		Maintenance and Repair Workers, Gen (49-9071)	Welders, Cutters, Solderers, and Brazers (51-4121)
Typical Education ^a		Post Secondary	Post Secondary
N		N/D	N/D
Average Hourly Wage (\$)		18.50	21.00
% Paid Piece Rate		0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0
	Retirement	100.0	0.0
	Paid Leave	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0
	Critical Thinking	100.0	100.0
	Reading Comprehension	100.0	0.0
	Technology Design	0.0	0.0
	Operation and Control	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0
	Not Satisfied	0.0	0.0
	Neither	0.0	0.0
	Other	100.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0
	21-35	0.0	0.0
	36 or More	100.0	100.0
Gender	Female	0.0	0.0
	Male	100.0	100.0
	Nonresident	0.0	0.0
Age Group	19 and Younger	0.0	0.0
	20-24	0.0	0.0
	25-34	0.0	100.0
	35-44	100.0	0.0
	45-54	0.0	0.0
	55-64	0.0	0.0
	65 and Older	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	0.0

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

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