

# Professional, Scientific, and Technical Services

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	Office Clerks, General (43-9061)	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	Inspectors, Testers, Sorters, Samplers & Weighers (51-9061)
Typical Education <sup>a</sup>		N/A	High School Diploma	High School Diploma	High School Diploma
N		5,263	523	393	280
Average Hourly Wage (\$)		17.00	14.71	15.38	18.23
% Paid Piece Rate		0.5	1.8	0.0	0.0
% Offered Selected Benefits	Health Insurance	48.8	53.6	66.7	63.3
	Retirement	38.5	37.5	64.3	36.7
	Paid Leave	50.3	48.2	73.8	63.3
Skills Selected as "Important" (%)	Service Orientation	76.4	85.7	90.5	66.7
	Critical Thinking	90.8	91.1	92.9	100.0
	Reading Comprehension	90.9	96.4	100.0	76.7
	Technology Design	59.7	53.6	54.8	66.7
	Operation and Control	59.9	62.5	38.1	90.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.8	87.5	88.1	76.7
	Not Satisfied	7.1	1.8	4.8	0.0
	Neither	7.8	3.6	4.8	0.0
	Other	9.2	7.1	2.4	23.3
Average Weekly Hours Worked	20 or Less	8.5	15.6	2.4	0.0
	21-35	10.3	11.1	16.7	0.0
	36 or More	81.2	73.3	81.0	100.0
Gender	Female	42.5	62.5	71.4	23.3
	Male	44.6	30.4	26.2	53.3
	Nonresident	13.0	7.1	2.4	23.3
Age Group	19 and Younger	2.7	0.0	0.0	6.7
	20-24	16.3	19.6	21.4	10.0
	25-34	25.8	16.1	23.8	23.3
	35-44	15.6	23.2	14.3	13.3
	45-54	15.5	21.4	23.8	6.7
	55-64	8.3	10.7	7.1	6.7
	65 and Older	2.5	1.8	2.4	10.0
	Unknown (Nonresidents)	13.3	7.1	7.1	23.3
Turnover	% Still Working 1 Quarter After Hire	86.7	85.7	100.0	83.3

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

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<sup>a</sup>Source: O\*Net ONline  
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		Surveying and Mapping Technicians (17-3031)	Secretaries, Except Legal, Medical, and Executive (43-6014)	Accountants and Auditors (13-2011)	Legal Secretaries (43-6012)
Typical Education <sup>a</sup>		Associates	High School Diploma	Bachelors	High School Diploma
N		262	262	224	187
Average Hourly Wage (\$)		16.00	10.50	22.02	12.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	35.7	17.9	70.8	50.0
	Retirement	14.3	21.4	62.5	30.0
	Paid Leave	28.6	25.0	58.3	55.0
Skills Selected as "Important" (%)	Service Orientation	35.7	100.0	79.2	85.0
	Critical Thinking	89.3	82.1	100.0	100.0
	Reading Comprehension	92.9	92.9	100.0	100.0
	Technology Design	89.3	53.6	33.3	70.0
	Operation and Control	78.6	67.9	50.0	60.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.7	64.3	83.3	50.0
	Not Satisfied	25.0	21.4	4.2	20.0
	Neither	0.0	0.0	12.5	15.0
	Other	14.3	14.3	0.0	15.0
Average Weekly Hours Worked	20 or Less	4.5	17.4	12.5	0.0
	21-35	0.0	4.3	4.2	61.5
	36 or More	95.5	78.3	83.3	38.5
Gender	Female	25.0	67.9	41.7	70.0
	Male	42.9	28.6	58.3	25.0
	Nonresident	32.1	3.6	0.0	5.0
Age Group	19 and Younger	0.0	3.6	0.0	0.0
	20-24	25.0	14.3	16.7	25.0
	25-34	14.3	35.7	41.7	40.0
	35-44	14.3	7.1	16.7	20.0
	45-54	10.7	21.4	12.5	10.0
	55-64	0.0	14.3	12.5	0.0
	65 and Older	3.6	0.0	0.0	0.0
	Unknown (Nonresidents)	32.1	3.6	0.0	5.0
Turnover	% Still Working 1 Quarter After Hire	71.4	78.6	100.0	85.0

Source: Research Planning, WY DWS  
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Job Characteristics		Occupation and SOC Code			
		Lawyers (23-1011)	Tax Preparers (13-2082)	Architectural and Civil Drafters (17-3011)	Civil Engineers (17-2051)
Typical Education <sup>a</sup>		Doctorate	High School Diploma	Post Secondary	Bachelors
N		150	131	131	122
Average Hourly Wage (\$)		31.25	10.00	25.00	23.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	75.0	0.0	57.1	69.2
	Retirement	75.0	0.0	50.0	69.2
	Paid Leave	87.5	0.0	64.3	69.2
Skills Selected as "Important" (%)	Service Orientation	93.8	78.6	78.6	61.5
	Critical Thinking	100.0	92.9	100.0	100.0
	Reading Comprehension	100.0	92.9	100.0	100.0
	Technology Design	25.0	28.6	92.9	100.0
	Operation and Control	43.8	35.7	64.3	92.3
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	71.4	92.9	76.9
	Not Satisfied	18.8	0.0	0.0	0.0
	Neither	6.3	14.3	7.1	0.0
	Other	0.0	14.3	0.0	23.1
Average Weekly Hours Worked	20 or Less	16.7	25.0	0.0	0.0
	21-35	0.0	25.0	0.0	0.0
	36 or More	83.3	50.0	100.0	100.0
Gender	Female	37.5	78.6	21.4	15.4
	Male	43.8	14.3	57.1	61.5
	Nonresident	18.8	7.1	21.4	23.1
Age Group	19 and Younger	0.0	0.0	7.1	0.0
	20-24	0.0	7.1	0.0	23.1
	25-34	43.8	14.3	35.7	15.4
	35-44	25.0	21.4	14.3	23.1
	45-54	12.5	28.6	14.3	15.4
	55-64	0.0	14.3	0.0	0.0
	65 and Older	0.0	7.1	7.1	0.0
	Unknown (Nonresidents)	18.8	7.1	21.4	23.1
Turnover	% Still Working 1 Quarter After Hire	81.3	100.0	92.9	100.0

Source: Research Planning, WY DWS  
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Job Characteristics		Occupation and SOC Code			
		Environmental Science and Protection Technicians, (19- 4091)	General and Operations Managers (11- 1021)	Paralegals and Legal Assistants (23-2011)	Receptionists and Information Clerks (43- 4171)
Typical Education <sup>a</sup>		Bachelors	Associates	Bachelors	High School Diploma
N		112	103	84	84
Average Hourly Wage (\$)		15.00	25.24	17.17	10.75
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	8.3	54.5	66.7	11.1
	Retirement	8.3	36.4	33.3	55.6
	Paid Leave	33.3	63.6	44.4	55.6
Skills Selected as "Important" (%)	Service Orientation	33.3	81.8	88.9	100.0
	Critical Thinking	83.3	90.9	88.9	100.0
	Reading Comprehension	100.0	81.8	88.9	88.9
	Technology Design	75.0	45.5	33.3	88.9
	Operation and Control	50.0	81.8	66.7	88.9
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	81.8	77.8	88.9
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	25.0	0.0	11.1	11.1
	Other	0.0	18.2	11.1	0.0
Average Weekly Hours Worked	20 or Less	11.1	0.0	0.0	0.0
	21-35	11.1	20.0	0.0	37.5
	36 or More	77.8	80.0	100.0	62.5
Gender	Female	25.0	45.5	44.4	77.8
	Male	50.0	36.4	55.6	22.2
	Nonresident	25.0	18.2	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	41.7	0.0	55.6	22.2
	25-34	33.3	0.0	11.1	66.7
	35-44	0.0	18.2	11.1	11.1
	45-54	0.0	36.4	11.1	0.0
	55-64	0.0	27.3	11.1	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	25.0	18.2	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	66.7	90.9	77.8	88.9

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
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Job Characteristics		Occupation and SOC Code			
		Construction and Building Inspectors (47-4011)	Computer User Support Specialists (15-1151)	Geological and Petroleum Technicians (19-4041)	Occupational Health and Safety Specialists (29-9011)
Typical Education <sup>a</sup>		Bachelors	Associates	Associates	Bachelors
N		84	75	75	75
Average Hourly Wage (\$)		19.00	30.53	16.50	26.49
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	77.8	75.0	0.0	50.0
	Retirement	66.7	50.0	0.0	37.5
	Paid Leave	88.9	100.0	0.0	50.0
Skills Selected as "Important" (%)	Service Orientation	66.7	100.0	87.5	100.0
	Critical Thinking	77.8	100.0	100.0	100.0
	Reading Comprehension	77.8	100.0	87.5	100.0
	Technology Design	77.8	100.0	87.5	50.0
	Operation and Control	66.7	100.0	87.5	62.5
Employers' Satisfaction with New Hires' Skills	Satisfied	77.8	100.0	100.0	75.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	12.5
	Other	22.2	0.0	0.0	12.5
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	11.1	25.0	25.0	12.5
	Male	77.8	62.5	62.5	50.0
	Nonresident	11.1	12.5	12.5	37.5
Age Group	19 and Younger	22.2	0.0	12.5	0.0
	20-24	22.2	37.5	12.5	12.5
	25-34	11.1	12.5	25.0	12.5
	35-44	11.1	0.0	25.0	25.0
	45-54	0.0	12.5	12.5	12.5
	55-64	11.1	25.0	0.0	0.0
	65 and Older	11.1	0.0	0.0	0.0
	Unknown (Nonresidents)	11.1	12.5	12.5	37.5
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	37.5	100.0

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Job Characteristics		Occupation and SOC Code			
		Construction Laborers (47-2061)	Cartographers and Photogrammetrists (17-1021)	Mechanical Engineers (17-2141)	Veterinary Asst. and Laboratory Animal Caretakers (31-9096)
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Bachelors	High School Diploma
N		75	65	65	65
Average Hourly Wage (\$)		12.00	20.00	75.00	10.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	12.5	14.3	42.9	0.0
	Retirement	12.5	14.3	42.9	0.0
	Paid Leave	12.5	14.3	42.9	0.0
Skills Selected as "Important" (%)	Service Orientation	25.0	100.0	0.0	100.0
	Critical Thinking	50.0	100.0	57.1	100.0
	Reading Comprehension	25.0	100.0	57.1	100.0
	Technology Design	12.5	100.0	57.1	71.4
	Operation and Control	50.0	85.7	0.0	85.7
Employers' Satisfaction with New Hires' Skills	Satisfied	12.5	85.7	57.1	71.4
	Not Satisfied	12.5	0.0	0.0	28.6
	Neither	62.5	14.3	0.0	0.0
	Other	12.5	0.0	42.9	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	57.1	14.3
	21-35	28.6	0.0	0.0	14.3
	36 or More	71.4	100.0	42.9	71.4
Gender	Female	12.5	28.6	0.0	85.7
	Male	87.5	42.9	100.0	0.0
	Nonresident	0.0	28.6	0.0	14.3
Age Group	19 and Younger	12.5	0.0	0.0	0.0
	20-24	37.5	0.0	14.3	28.6
	25-34	25.0	14.3	14.3	14.3
	35-44	25.0	0.0	28.6	14.3
	45-54	0.0	42.9	0.0	0.0
	55-64	0.0	14.3	42.9	28.6
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	28.6	0.0	14.3
Turnover	% Still Working 1 Quarter After Hire	62.5	100.0	42.9	85.7

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Job Characteristics		Occupation and SOC Code			
		Legal Support Workers, All Other (23-2099)	Veterinarians (29-1131)	First-Line Supervisors/Managers of Construction Trades (47-1011)	Life, Physical & Social Science Technicians, Other (19-4099)
<b>Typical Education<sup>a</sup></b>		High School Diploma	Doctorate	High School Diploma	Associates
<b>N</b>		56	56	56	N/D
<b>Average Hourly Wage (\$)</b>		12.00	28.85	55.39	15.00
<b>% Paid Piece Rate</b>		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	100.0	66.7	66.7	0.0
	<b>Retirement</b>	100.0	16.7	66.7	0.0
	<b>Paid Leave</b>	100.0	83.3	0.0	20.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	33.3	60.0
	<b>Critical Thinking</b>	66.7	100.0	33.3	40.0
	<b>Reading Comprehension</b>	100.0	100.0	0.0	100.0
	<b>Technology Design</b>	33.3	100.0	33.3	0.0
	<b>Operation and Control</b>	16.7	100.0	33.3	20.0
<b>Employers' Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	50.0	100.0	100.0	20.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	0.0
	<b>Neither</b>	0.0	0.0	0.0	60.0
	<b>Other</b>	50.0	0.0	0.0	20.0
<b>Average Weekly Hours Worked</b>	<b>20 or Less</b>	0.0	0.0	0.0	0.0
	<b>21-35</b>	0.0	0.0	0.0	0.0
	<b>36 or More</b>	100.0	100.0	100.0	100.0
<b>Gender</b>	<b>Female</b>	66.7	50.0	16.7	20.0
	<b>Male</b>	16.7	50.0	66.7	60.0
	<b>Nonresident</b>	16.7	0.0	16.7	20.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	0.0	20.0
	<b>20-24</b>	16.7	16.7	0.0	20.0
	<b>25-34</b>	16.7	66.7	33.3	20.0
	<b>35-44</b>	33.3	0.0	16.7	0.0
	<b>45-54</b>	16.7	16.7	33.3	20.0
	<b>55-64</b>	0.0	0.0	0.0	0.0
	<b>65 and Older</b>	0.0	0.0	0.0	0.0
	<b>Unknown (Nonresidents)</b>	16.7	0.0	16.7	20.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	66.7	100.0	100.0	60.0

Source: Research Planning, WY DWS  
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		Technical Writers (27-3042)	Nonfarm Animal Caretakers (39-2021)	Computer Network Support Specialist (15-1152)	Architects, Except Landscape and Naval (17-1011)
Typical Education <sup>a</sup>		Bachelors	High School Diploma	Associates	Masters
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	9.75	18.56	26.71
% Paid Piece Rate		0.0	20.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	20.0	75.0	75.0
	Retirement	0.0	40.0	75.0	75.0
	Paid Leave	40.0	40.0	50.0	75.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	80.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	60.0	40.0	75.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	50.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	50.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	60.0	33.3	0.0	0.0
	21-35	0.0	33.3	25.0	0.0
	36 or More	40.0	33.3	75.0	100.0
Gender	Female	0.0	80.0	25.0	25.0
	Male	80.0	0.0	75.0	50.0
	Nonresident	20.0	20.0	0.0	25.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	25.0	0.0
	25-34	20.0	40.0	50.0	50.0
	35-44	0.0	40.0	25.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	40.0	0.0	0.0	25.0
	65 and Older	20.0	0.0	0.0	0.0
	Unknown (Nonresidents)	20.0	20.0	0.0	25.0
Turnover	% Still Working 1 Quarter After Hire	60.0	100.0	100.0	100.0

Source: Research Planning, WY DWS  
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Job Characteristics		Occupation and SOC Code			
		Photographers (27-4021)	Roustabouts, Oil and Gas (47- 5071)	Chief Executives (11- 1011)	Financial Managers (11- 3031)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.00	14.00	74.52	.
% Paid Piece Rate		25.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	25.0	25.0	100.0	100.0
	Retirement	25.0	25.0	66.7	33.3
	Paid Leave	0.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	75.0	25.0	100.0	100.0
	Critical Thinking	50.0	25.0	100.0	100.0
	Reading Comprehension	50.0	25.0	100.0	100.0
	Technology Design	25.0	0.0	33.3	100.0
	Operation and Control	50.0	25.0	33.3	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	100.0
	Not Satisfied	25.0	0.0	0.0	0.0
	Neither	25.0	0.0	0.0	0.0
	Other	50.0	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	25.0	0.0	33.3
	Male	25.0	50.0	66.7	66.7
	Nonresident	25.0	25.0	33.3	0.0
Age Group	19 and Younger	25.0	25.0	0.0	0.0
	20-24	25.0	0.0	0.0	0.0
	25-34	0.0	50.0	0.0	33.3
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	66.7	66.7
	55-64	0.0	0.0	0.0	0.0
	65 and Older	25.0	0.0	0.0	0.0
	Unknown (Nonresidents)	25.0	25.0	33.3	0.0
Turnover	% Still Working 1 Quarter After Hire	50.0	100.0	33.3	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
		Employment, Recruitment & Placement Specialists (13-1071)	Software Developers, Systems Softwa (15-1133)	Network and Computer Systems Admini (15-1142)	Surveyors (17-1022)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		19.00	21.65	18.03	28.90
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	33.3
	Retirement	100.0	33.3	100.0	66.7
	Paid Leave	100.0	100.0	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	100.0	66.7	100.0	100.0
	Technology Design	0.0	100.0	100.0	100.0
	Operation and Control	0.0	0.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	100.0	66.7
	Not Satisfied	0.0	0.0	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 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	33.3	0.0	33.3	0.0
	Male	66.7	66.7	66.7	100.0
	Nonresident	0.0	33.3	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	66.7	66.7	33.3	33.3
	35-44	33.3	0.0	33.3	0.0
	45-54	0.0	0.0	33.3	33.3
	55-64	0.0	0.0	0.0	33.3
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	33.3	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	66.7

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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
		Mining and Geological Engineers, Including Mining (17-2151)	Environmental Scientists and Specialists, Including (19-2041)	Veterinary Technologists and Technicians (29-2056)	Occupational Health and Safety Technicians (29-9012)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Associates	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		60.21	32.69	13.00	22.73
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	33.3	100.0
	Retirement	0.0	100.0	33.3	100.0
	Paid Leave	100.0	100.0	33.3	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	66.7	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	66.7	66.7	0.0
	Operation and Control	100.0	100.0	66.7	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	100.0
	Not Satisfied	100.0	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	0.0	0.0	100.0	66.7
	Male	66.7	33.3	0.0	33.3
	Nonresident	33.3	66.7	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	33.3	0.0
	25-34	0.0	0.0	33.3	33.3
	35-44	0.0	0.0	33.3	33.3
	45-54	33.3	33.3	0.0	0.0
	55-64	0.0	0.0	0.0	33.3
	65 and Older	33.3	0.0	0.0	0.0
	Unknown (Nonresidents)	33.3	66.7	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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)	Advertising Sales Agents (41-3011)	Human Resources Assistants, Except Payroll and Tim (43-4161)	Radio Mechanics (49-2021)
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Associates	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.00	12.82	15.75	21.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	33.3	0.0	100.0	100.0
	Retirement	33.3	0.0	0.0	0.0
	Paid Leave	0.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	66.7	100.0	100.0	100.0
	Reading Comprehension	66.7	100.0	100.0	100.0
	Technology Design	33.3	100.0	100.0	100.0
	Operation and Control	33.3	100.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	100.0	0.0	0.0
	Not Satisfied	33.3	0.0	0.0	100.0
	Neither	33.3	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	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	66.7	66.7	0.0
	Male	66.7	33.3	33.3	100.0
	Nonresident	33.3	0.0	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	33.3
	25-34	33.3	66.7	0.0	33.3
	35-44	0.0	33.3	66.7	0.0
	45-54	0.0	0.0	33.3	33.3
	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	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  
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<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
		First-Line Supervisors/Managers of Production and (51-1011)	Production Workers, All Other (51-9199)	Sales Managers (11-2022)	Market Research Analysts and Market (13-1161)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		23.00	18.00	60.10	20.23
% 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	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	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	100.0	0.0
	Operation and Control	0.0	100.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	100.0	100.0
	Not Satisfied	0.0	66.7	0.0	0.0
	Neither	0.0	33.3	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	0.0	0.0
Gender	Female	33.3	0.0	0.0	100.0
	Male	66.7	100.0	50.0	0.0
	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	33.3	0.0	0.0
	25-34	33.3	33.3	0.0	0.0
	35-44	0.0	0.0	0.0	50.0
	45-54	0.0	33.3	50.0	50.0
	55-64	66.7	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	50.0	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
		Business Operations Specialists, All Other (13-1199)	Petroleum Engineers (17-2171)	Civil Engineering Technicians (17-3022)	Electrical and Electronic Engineering Technicians (17-3023)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Post Secondary	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		33.28	48.12	17.50	17.01
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	100.0	50.0	100.0
	Retirement	0.0	100.0	0.0	100.0
	Paid Leave	0.0	50.0	50.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	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	100.0	100.0	50.0	100.0
	Operation and Control	100.0	100.0	50.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	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	0.0	0.0	0.0	0.0
	Male	100.0	0.0	100.0	100.0
	Nonresident	0.0	100.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	50.0	0.0
	25-34	50.0	0.0	50.0	50.0
	35-44	0.0	0.0	0.0	50.0
	45-54	50.0	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	100.0	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
		Mechanical Engineering Technicians (17-3027)	Zoologists and Wildlife Biologists (19-1023)	Geoscientists, Except Hydrologists & Geographers (19-2042)	Anthropologists and Archeologists (19-3091)
Typical Education <sup>a</sup>		High School Diploma	Masters	Bachelors	Masters
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	19.06	19.50	15.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	50.0	0.0
	Retirement	0.0	50.0	50.0	0.0
	Paid Leave	0.0	50.0	50.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	0.0	50.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	50.0	100.0
	Technology Design	100.0	100.0	0.0	50.0
	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	0.0	50.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	50.0	100.0
Gender	Female	0.0	50.0	0.0	50.0
	Male	50.0	50.0	50.0	50.0
	Nonresident	50.0	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	50.0
	25-34	0.0	50.0	50.0	0.0
	35-44	50.0	50.0	0.0	50.0
	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)	50.0	0.0	50.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	50.0	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
		Biological Technicians (19-4021)	Chemical Technicians (19-4031)	Janitors and Cleaners, Except Maids and Housekeeping Workers (37-3011)	Landscaping and Groundskeeping Workers (37-3011)
Typical Education <sup>a</sup>		Bachelors	High School Diploma	High School Diploma	Less than High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.75	9.00	9.00	14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	50.0	0.0	0.0	0.0
	Paid Leave	50.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	50.0	100.0	50.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	100.0	0.0	0.0	0.0
	Operation and Control	100.0	0.0	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	50.0	0.0
	Neither	0.0	0.0	50.0	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	50.0	0.0	50.0	0.0
	36 or More	50.0	100.0	50.0	100.0
Gender	Female	50.0	0.0	0.0	50.0
	Male	50.0	50.0	50.0	0.0
	Nonresident	0.0	50.0	50.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	50.0	50.0	0.0
	25-34	100.0	0.0	0.0	0.0
	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	50.0
	Unknown (Nonresidents)	0.0	50.0	50.0	50.0
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.

<sup>a</sup>Source: O\*Net ONline  
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# Professional, Scientific, and Technical Services

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			
		Personal and Home Care Aides (39-9021)	Sales Representatives, Services, All Other (41-3099)	Sales Representatives, Wholesale & Manufacturing (41-4011)	Billing and Posting Clerks and Machine Operators (43-3021)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Bachelors	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		16.00	15.00	18.77	15.00
% 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	0.0	50.0	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	50.0	100.0
	Technology Design	0.0	100.0	50.0	100.0
	Operation and Control	0.0	0.0	50.0	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	100.0	100.0	50.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	0.0	50.0	0.0
Gender	Female	50.0	50.0	0.0	100.0
	Male	50.0	50.0	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	50.0	0.0	0.0	0.0
	25-34	0.0	100.0	0.0	0.0
	35-44	50.0	0.0	50.0	0.0
	45-54	0.0	0.0	50.0	50.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	50.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
		Medical Secretaries (43-6013)	Farmworkers & Laborers, Crop, Nursery & Greenhouse (45-2092)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Maintenance and Repair Workers, Gen (49-9071)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Post Secondary	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.50	12.50	20.00	.
% 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	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	100.0
	Critical Thinking	100.0	0.0	100.0	100.0
	Reading Comprehension	100.0	0.0	100.0	100.0
	Technology Design	50.0	0.0	0.0	0.0
	Operation and Control	50.0	0.0	100.0	0.0
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	100.0	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	50.0	100.0	0.0	0.0
	36 or More	50.0	0.0	100.0	0.0
Gender	Female	100.0	50.0	50.0	0.0
	Male	0.0	50.0	50.0	50.0
	Nonresident	0.0	0.0	0.0	50.0
Age Group	19 and Younger	0.0	50.0	0.0	0.0
	20-24	50.0	50.0	0.0	0.0
	25-34	0.0	0.0	50.0	0.0
	35-44	0.0	0.0	0.0	50.0
	45-54	50.0	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	50.0
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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
	First-Line Supervisors/Managers of Transportation (53-1031)	Construction Managers (11-9021)	Engineering Managers (11-9041)	Property, Real Estate & Community Association Mgr (11-9141)
Typical Education <sup>a</sup>	High School Diploma	Bachelors	Bachelors	Post Secondary
N	N/D	N/D	N/D	N/D
Average Hourly Wage (\$)	36.75	55.00	38.46	19.23
% 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	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	100.0
Operation and Control	100.0	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills				
Satisfied	0.0	100.0	100.0	100.0
Not Satisfied	0.0	0.0	0.0	0.0
Neither	0.0	0.0	0.0	0.0
Other	100.0	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	0.0	100.0
Gender				
Female	50.0	0.0	0.0	0.0
Male	50.0	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	0.0
25-34	0.0	0.0	0.0	100.0
35-44	50.0	0.0	0.0	0.0
45-54	0.0	0.0	0.0	0.0
55-64	50.0	100.0	100.0	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
		Loan Officers (13-2072)	Computer Programmers (15-1131)	Chemists (19- 2031)	Economists (19- 3011)
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Bachelors	Masters
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		38.46	20.00	20.70	45.00
% 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	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	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	100.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	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	100.0	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	0.0	100.0
	36 or More	100.0	0.0	100.0	0.0
Gender	Female	0.0	0.0	100.0	100.0
	Male	100.0	0.0	0.0	0.0
	Nonresident	0.0	100.0	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	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	100.0	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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<sup>a</sup>Source: O\*Net ONline  
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# Professional, Scientific, and Technical Services

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			
		Clinical, Counseling, and School Psychologists (19-3031)	Community and Social Service Specialists, Other (21-1099)	Title Examiners, Abstractors, and Searchers (23-2093)	Education, Training, & Library Workers, All Other (25-9099)
Typical Education <sup>a</sup>		Doctorate	High School Diploma	High School Diploma	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		18.00	12.50	13.00	14.25
% 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	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	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	0.0	100.0	100.0	0.0
	Operation and Control	0.0	0.0	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	100.0	0.0	0.0
	25-34	100.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	100.0	0.0
	55-64	0.0	0.0	0.0	100.0
	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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<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
		Graphic Designers (27-1024)	Reporters and Correspondents (27-3022)	Public Relations Specialists (27-3031)	Registered Nurses (29-1141)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		16.83	14.42	18.30	25.00
% 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	0.0	0.0	0.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	0.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	0.0
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	100.0
	36 or More	100.0	100.0	100.0	0.0
Gender	Female	100.0	100.0	0.0	100.0
	Male	0.0	0.0	0.0	0.0
	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	0.0	0.0	0.0
	25-34	0.0	100.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	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	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  
<http://doe.state.wy.us/LMI/newhires.htm>

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<sup>a</sup>Source: O\*Net ONline  
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# Professional, Scientific, and Technical Services

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			
		Procurement Clerks (43-3061)	File Clerks (43-4071)	Interviewers, Except Eligibility and Loan (43-4111)	Shipping, Receiving, and Traffic Clerks (43-5071)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		18.23	8.50	9.90	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	100.0
	Retirement	100.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	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	100.0	0.0	100.0
	Operation and Control	0.0	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	0.0	0.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	100.0	100.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	0.0	100.0
Gender	Female	100.0	100.0	100.0	0.0
	Male	0.0	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	100.0	0.0	0.0
	25-34	0.0	0.0	0.0	100.0
	35-44	100.0	0.0	0.0	0.0
	45-54	0.0	0.0	100.0	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  
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<sup>a</sup>Source: O\*Net ONline  
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# Professional, Scientific, and Technical Services

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			
		Stock Clerks and Order Fillers (43- 5081)	Executive Secretaries & Administrative Assistants (43- 6011)	Mail Clerks and Mail Machine Operators, Except Pos (43- 9051)	Electricians (47- 2111)
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	Less than High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		8.50	12.00	10.00	27.50
% 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	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	0.0	100.0
	Operation and Control	0.0	0.0	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	100.0	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	100.0	0.0
	21-35	100.0	100.0	0.0	0.0
	36 or More	0.0	0.0	0.0	100.0
Gender	Female	100.0	100.0	100.0	0.0
	Male	0.0	0.0	0.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	100.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	0.0	0.0	100.0
	55-64	100.0	0.0	100.0	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	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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>



# Professional, Scientific, and Technical Services

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, Construction Trades, All Other (47-3019)	Earth Drillers, Except Oil and Gas (47-5021)	Extraction Workers, All Other (47-5099)	Electronic Home Entertainment Equipment Installers (49- 2097)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		10.75	25.00	25.00	12.00
% 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	0.0	100.0	100.0	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	100.0
	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	0.0	0.0	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	100.0
	20-24	0.0	0.0	0.0	0.0
	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	100.0

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

N/D = Not dicloseable  
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<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

# Professional, Scientific, and Technical Services

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			
		Lathe and Turning Machine Tool Setters, Operators, (51-4034)	Commercial Pilots (53-2012)	Industrial Truck and Tractor Operators (53-7051)	Wellhead Pumpers (53-7073)
Typical Education <sup>a</sup>		High School Diploma	Post Secondary	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	20.00	14.00	.
% 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	0.0	0.0	0.0	0.0
	Paid Leave	0.0	100.0	100.0	0.0
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	0.0	100.0	100.0	100.0
	Operation and Control	100.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	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	100.0	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	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	100.0
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	0.0
	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	100.0
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.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>