

Other Services (except Public Administration)

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)	Office Clerks, General (43-9061)	Automotive Service Technicians and Mechanics (49-3023)	Service Station Attendants (53-6031)
Typical Education ^a		N/A	High School Diploma	Post Secondary	High School Diploma
N		6,996	405	358	347
Average Hourly Wage (\$)		12.00	12.00	10.93	9.25
% Paid Piece Rate		4.5	0.0	12.9	0.0
% Offered Selected Benefits	Health Insurance	35.2	34.3	25.8	13.3
	Retirement	22.3	40.0	9.7	13.3
	Paid Leave	35.7	62.9	32.3	26.7
Skills Selected as "Important" (%)	Service Orientation	71.9	97.1	83.9	90.0
	Critical Thinking	80.2	71.4	100.0	90.0
	Reading Comprehension	65.6	82.9	90.3	73.3
	Technology Design	43.3	60.0	96.8	43.3
	Operation and Control	60.7	40.0	96.8	73.3
Employers' Satisfaction with New Hires' Skills	Satisfied	47.4	65.7	58.1	26.7
	Not Satisfied	7.8	5.7	6.5	30.0
	Neither	11.7	0.0	6.5	16.7
	Other	33.1	28.6	29.0	26.7
Average Weekly Hours	20 or Less	17.6	16.0	17.2	4.0
	21-35	20.7	28.0	0.0	24.0
	36 or More	61.8	56.0	82.8	72.0
Gender	Female	40.8	65.7	12.9	13.3
	Male	48.8	20.0	67.7	80.0
	Nonresident	10.4	14.3	19.4	6.7
Age Group	19 and Younger	10.6	8.6	9.7	6.7
	20-24	17.7	22.9	6.5	30.0
	25-34	23.5	22.9	25.8	30.0
	35-44	17.2	14.3	19.4	13.3
	45-54	11.2	2.9	16.1	6.7
	55-64	6.8	14.3	0.0	3.3
	65 and Older	2.0	0.0	0.0	3.3
	Unknown (Nonresidents)	11.1	14.3	22.6	6.7
Turnover	% Still Working 1 Quarter After Hire	79.0	82.9	90.3	63.3

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

<http://doe.state.wy.us/LMI/newhires.htm>

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Job Characteristics		Occupation and SOC Code			
		Hairdressers, Hairstylists, and Cosmetologists (39-5012)	Industrial Machinery Mechanics (49- 9041)	Personal and Home Care Aides (39-9021)	Welders, Cutters, Solderers, and Brazers (51- 4121)
Typical Education ^a		Post Secondary	Post Secondary	High School Diploma	Post Secondary
N		278	278	254	254
Average Hourly Wage (\$)		9.00	18.00	10.00	19.00
% Paid Piece Rate		33.3	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	54.2	70.8	0.0	81.8
	Retirement	20.8	29.2	0.0	22.7
	Paid Leave	37.5	66.7	4.5	59.1
Skills Selected as "Important" (%)	Service Orientation	95.8	79.2	100.0	45.5
	Critical Thinking	83.3	87.5	81.8	100.0
	Reading Comprehension	50.0	66.7	31.8	72.7
	Technology Design	50.0	45.8	27.3	72.7
	Operation and Control	58.3	70.8	18.2	95.5
Employers' Satisfaction with New Hires' Skills	Satisfied	58.3	29.2	36.4	31.8
	Not Satisfied	4.2	0.0	4.5	9.1
	Neither	8.3	16.7	9.1	22.7
	Other	29.2	54.2	50.0	36.4
Average Weekly Hours	20 or Less	20.0	0.0	42.9	5.3
	21-35	40.0	11.1	9.5	0.0
	36 or More	40.0	88.9	47.6	94.7
Gender	Female	83.3	8.3	86.4	22.7
	Male	12.5	70.8	9.1	72.7
	Nonresident	4.2	20.8	4.5	4.5
Age Group	19 and Younger	8.3	0.0	9.1	4.5
	20-24	37.5	8.3	22.7	13.6
	25-34	25.0	29.2	13.6	40.9
	35-44	12.5	25.0	27.3	18.2
	45-54	0.0	16.7	4.5	13.6
	55-64	8.3	0.0	13.6	4.5
	65 and Older	4.2	0.0	0.0	0.0
	Unknown (Nonresidents)	4.2	20.8	9.1	4.5
Turnover	% Still Working 1 Quarter After Hire	100.0	66.7	72.7	63.6

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

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Job Characteristics		Occupation and SOC Code			
		Cleaners of Vehicles and Equipment (53-7061)	Landscaping and Groundskeeping Workers (37-3011)	Laundry and Dry-Cleaning Workers (51-6011)	Helpers-- Installation, Maint., & Repair Workers (49-9098)
Typical Education ^a		Less than High School Diploma	Less than High School Diploma	High School Diploma	Post Secondary
N		243	231	208	197
Average Hourly Wage (\$)		9.00	12.00	8.50	10.25
% Paid Piece Rate		4.8	5.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	9.5	5.0	50.0	11.8
	Retirement	0.0	5.0	44.4	0.0
	Paid Leave	23.8	5.0	55.6	23.5
Skills Selected as "Important" (%)	Service Orientation	85.7	40.0	22.2	35.3
	Critical Thinking	52.4	60.0	38.9	82.4
	Reading Comprehension	19.0	50.0	33.3	52.9
	Technology Design	33.3	45.0	11.1	23.5
	Operation and Control	71.4	80.0	50.0	58.8
Employers' Satisfaction with New Hires' Skills	Satisfied	52.4	55.0	38.9	35.3
	Not Satisfied	9.5	15.0	16.7	29.4
	Neither	23.8	0.0	11.1	11.8
	Other	14.3	30.0	33.3	23.5
Average Weekly Hours	20 or Less	30.8	0.0	9.1	10.0
	21-35	30.8	10.5	36.4	20.0
	36 or More	38.5	89.5	54.5	70.0
Gender	Female	14.3	35.0	55.6	0.0
	Male	76.2	65.0	22.2	82.4
	Nonresident	9.5	0.0	22.2	17.6
Age Group	19 and Younger	47.6	25.0	5.6	29.4
	20-24	4.8	25.0	16.7	11.8
	25-34	14.3	5.0	22.2	17.6
	35-44	14.3	20.0	0.0	5.9
	45-54	4.8	15.0	11.1	11.8
	55-64	0.0	10.0	11.1	0.0
	65 and Older	4.8	0.0	5.6	5.9
	Unknown (Nonresidents)	9.5	0.0	27.8	17.6
Turnover	% Still Working 1 Quarter After Hire	76.2	90.0	61.1	64.7

Source: Research Planning, WY DWS
New Hires Job Skills Survey
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Job Characteristics		Occupation and SOC Code			
		Janitors and Cleaners, Except Maids and Housekeepi (37-2011)	Nonfarm Animal Caretakers (39-2021)	Counter and Rental Clerks (41-2021)	Home Health Aides (31-1011)
Typical Education^a		High School Diploma	High School Diploma	Less than High School Diploma	High School Diploma
N		162	162	150	127
Average Hourly Wage (\$)		11.00	8.25	9.00	12.50
% Paid Piece Rate		0.0	14.3	15.4	0.0
% Offered Selected Benefits	Health Insurance	28.6	14.3	38.5	0.0
	Retirement	7.1	0.0	30.8	9.1
	Paid Leave	7.1	0.0	38.5	9.1
Skills Selected as "Important" (%)	Service Orientation	57.1	100.0	100.0	90.9
	Critical Thinking	42.9	64.3	53.8	90.9
	Reading Comprehension	28.6	21.4	76.9	90.9
	Technology Design	14.3	14.3	53.8	9.1
	Operation and Control	57.1	35.7	84.6	27.3
Employers' Satisfaction with New Hires' Skills	Satisfied	21.4	57.1	38.5	45.5
	Not Satisfied	28.6	7.1	15.4	0.0
	Neither	21.4	7.1	23.1	18.2
	Other	28.6	28.6	23.1	36.4
Average Weekly Hours	20 or Less	46.2	9.1	9.1	11.1
	21-35	7.7	54.5	45.5	11.1
	36 or More	46.2	36.4	45.5	77.8
Gender	Female	57.1	50.0	61.5	100.0
	Male	42.9	35.7	30.8	0.0
	Nonresident	0.0	14.3	7.7	0.0
Age Group	19 and Younger	21.4	0.0	15.4	0.0
	20-24	0.0	21.4	7.7	18.2
	25-34	35.7	28.6	7.7	27.3
	35-44	14.3	14.3	46.2	9.1
	45-54	7.1	14.3	15.4	9.1
	55-64	21.4	7.1	0.0	18.2
	65 and Older	0.0	0.0	0.0	18.2
	Unknown (Nonresidents)	0.0	14.3	7.7	0.0
Turnover	% Still Working 1 Quarter After Hire	57.1	100.0	76.9	100.0

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New Hires Job Skills Survey

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Job Characteristics		Occupation and SOC Code			
		Bartenders (35-3011)	Child Care Workers (39-9011)	Automotive Body and Related Repairers (49-3021)	Helpers-- Production Workers (51-9198)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		127	116	104	104
Average Hourly Wage (\$)		8.00	10.00	20.00	12.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	33.3
	Retirement	0.0	10.0	0.0	11.1
	Paid Leave	9.1	10.0	33.3	11.1
Skills Selected as "Important" (%)	Service Orientation	90.9	70.0	22.2	44.4
	Critical Thinking	72.7	70.0	100.0	55.6
	Reading Comprehension	27.3	60.0	55.6	66.7
	Technology Design	0.0	10.0	77.8	55.6
	Operation and Control	54.5	10.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	36.4	50.0	33.3	55.6
	Not Satisfied	18.2	10.0	11.1	0.0
	Neither	27.3	0.0	11.1	22.2
	Other	18.2	40.0	44.4	22.2
Average Weekly Hours	20 or Less	25.0	50.0	0.0	12.5
	21-35	75.0	16.7	14.3	12.5
	36 or More	0.0	33.3	85.7	75.0
Gender	Female	81.8	70.0	22.2	22.2
	Male	0.0	20.0	66.7	55.6
	Nonresident	18.2	10.0	11.1	22.2
Age Group	19 and Younger	0.0	20.0	22.2	0.0
	20-24	45.5	30.0	11.1	33.3
	25-34	9.1	20.0	11.1	22.2
	35-44	0.0	0.0	22.2	11.1
	45-54	18.2	10.0	11.1	11.1
	55-64	9.1	10.0	11.1	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	18.2	10.0	11.1	22.2
Turnover	% Still Working 1 Quarter After Hire	90.9	80.0	77.8	77.8

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Job Characteristics		Occupation and SOC Code			
		Bookkeeping, Accounting, and Auditing Clerks (43- 3031)	Bus & Truck Mechanics & Diesel Engine Specialists (49- 3031)	Secretaries, Except Legal, Medical, and Executive (43- 6014)	Control and Valve Installers and Repairers, Except (49- 9012)
Typical Education ^a		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		93	93	81	81
Average Hourly Wage (\$)		12.73	16.50	11.50	15.00
% Paid Piece Rate		0.0	0.0	14.3	0.0
% Offered Selected Benefits	Health Insurance	25.0	87.5	71.4	0.0
	Retirement	25.0	25.0	57.1	0.0
	Paid Leave	37.5	87.5	71.4	0.0
Skills Selected as "Important" (%)	Service Orientation	75.0	75.0	85.7	0.0
	Critical Thinking	100.0	100.0	85.7	100.0
	Reading Comprehension	100.0	87.5	100.0	100.0
	Technology Design	37.5	75.0	14.3	0.0
	Operation and Control	75.0	100.0	42.9	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	50.0	57.1	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	12.5	12.5	14.3	14.3
	Other	12.5	37.5	28.6	85.7
Average Weekly Hours	20 or Less	25.0	0.0	28.6	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	75.0	100.0	71.4	0.0
Gender	Female	75.0	0.0	42.9	42.9
	Male	25.0	100.0	28.6	57.1
	Nonresident	0.0	0.0	28.6	0.0
Age Group	19 and Younger	0.0	12.5	0.0	0.0
	20-24	12.5	0.0	0.0	42.9
	25-34	25.0	25.0	14.3	14.3
	35-44	50.0	25.0	14.3	42.9
	45-54	12.5	25.0	28.6	0.0
	55-64	0.0	0.0	14.3	0.0
	65 and Older	0.0	12.5	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	28.6	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			
		Production Workers, All Other (51-9199)	Maids and Housekeeping Cleaners (37-2012)	Tire Repairers and Changers (49-3093)	General and Operations Managers (11-1021)
Typical Education ^a		High School Diploma	High School Diploma	Post Secondary	Associates
N		81	69	69	58
Average Hourly Wage (\$)		15.00	15.00	10.00	28.85
% Paid Piece Rate		0.0	0.0	16.7	0.0
% Offered Selected Benefits	Health Insurance	100.0	33.3	50.0	60.0
	Retirement	100.0	0.0	50.0	60.0
	Paid Leave	100.0	16.7	50.0	60.0
Skills Selected as "Important" (%)	Service Orientation	0.0	66.7	50.0	60.0
	Critical Thinking	100.0	33.3	100.0	100.0
	Reading Comprehension	0.0	33.3	83.3	100.0
	Technology Design	0.0	33.3	50.0	80.0
	Operation and Control	0.0	33.3	66.7	60.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	16.7	66.7	80.0
	Not Satisfied	14.3	16.7	16.7	0.0
	Neither	0.0	33.3	0.0	0.0
	Other	85.7	33.3	16.7	20.0
Average Weekly Hours	20 or Less	0.0	25.0	0.0	0.0
	21-35	100.0	25.0	40.0	0.0
	36 or More	0.0	50.0	60.0	100.0
Gender	Female	42.9	66.7	16.7	0.0
	Male	42.9	16.7	83.3	60.0
	Nonresident	14.3	16.7	0.0	40.0
Age Group	19 and Younger	0.0	33.3	33.3	0.0
	20-24	0.0	0.0	33.3	0.0
	25-34	28.6	16.7	16.7	20.0
	35-44	14.3	33.3	0.0	0.0
	45-54	28.6	0.0	16.7	0.0
	55-64	14.3	0.0	0.0	20.0
	65 and Older	0.0	0.0	0.0	20.0
	Unknown (Nonresidents)	14.3	16.7	0.0	40.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

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Job Characteristics		Occupation and SOC Code			
		Artists and Related Workers, All Other (27-1019)	Recreation Workers (39-9032)	Maintenance and Repair Workers, Gen (49-9071)	Machinists (51-4041)
Typical Education^a		High School Diploma	Bachelors	Post Secondary	High School Diploma
N		58	58	58	58
Average Hourly Wage (\$)		.	8.00	16.54	20.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	20.0	0.0	60.0	100.0
	Retirement	0.0	0.0	60.0	80.0
	Paid Leave	0.0	0.0	60.0	40.0
Skills Selected as "Important" (%)	Service Orientation	20.0	100.0	80.0	60.0
	Critical Thinking	20.0	40.0	100.0	100.0
	Reading Comprehension	0.0	80.0	60.0	100.0
	Technology Design	20.0	0.0	40.0	80.0
	Operation and Control	20.0	0.0	60.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	20.0	80.0	60.0	60.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	20.0	20.0
	Other	80.0	20.0	20.0	20.0
Average Weekly Hours	20 or Less	0.0	50.0	25.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	50.0	75.0	100.0
Gender	Female	20.0	40.0	0.0	20.0
	Male	80.0	40.0	100.0	80.0
	Nonresident	0.0	20.0	0.0	0.0
Age Group	19 and Younger	0.0	20.0	0.0	20.0
	20-24	20.0	40.0	0.0	0.0
	25-34	60.0	0.0	60.0	40.0
	35-44	20.0	20.0	40.0	0.0
	45-54	0.0	0.0	0.0	40.0
	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	20.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	20.0	40.0	100.0

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Job Characteristics		Occupation and SOC Code			
		Welding, Soldering, and Brazing Machine Setters, O (51- 4122)	Pressers, Textile, Garment, and Related Materials (51- 6021)	Managers, All Other (11- 9199)	Public Relations Specialists (27- 3031)
Typical Education ^a		High School Diploma	Less than High School Diploma	Bachelors	Bachelors
N		58	58	N/D	N/D
Average Hourly Wage (\$)		18.00	9.00	31.05	17.07
% Paid Piece Rate		0.0	0.0	0.0	50.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	100.0	50.0
	Retirement	80.0	0.0	100.0	25.0
	Paid Leave	100.0	0.0	100.0	50.0
Skills Selected as "Important" (%)	Service Orientation	20.0	100.0	100.0	0.0
	Critical Thinking	100.0	40.0	100.0	100.0
	Reading Comprehension	20.0	0.0	100.0	100.0
	Technology Design	80.0	100.0	50.0	50.0
	Operation and Control	20.0	40.0	0.0	25.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.0	20.0	50.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	20.0	20.0	0.0	25.0
	Other	20.0	60.0	50.0	25.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	50.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	50.0
Gender	Female	0.0	40.0	50.0	75.0
	Male	80.0	40.0	25.0	25.0
	Nonresident	20.0	20.0	25.0	0.0
Age Group	19 and Younger	0.0	20.0	0.0	0.0
	20-24	20.0	0.0	25.0	25.0
	25-34	40.0	20.0	25.0	25.0
	35-44	0.0	20.0	0.0	25.0
	45-54	0.0	20.0	25.0	0.0
	55-64	20.0	0.0	0.0	25.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	20.0	20.0	25.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	40.0	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/>

Other Services (except Public Administration)

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			
		Registered Nurses (29-1141)	Nursing Assistants (31-1014)	Waiters and Waitresses (35-3031)	First-Line Super./Manag., Personal Service Workers (39-1021)
Typical Education ^a		Associates	Post Secondary	High School Diploma	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		30.00	15.00	6.75	20.19
% Paid Piece Rate		0.0	0.0	25.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	100.0
	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	75.0	100.0	100.0
	Critical Thinking	100.0	75.0	75.0	100.0
	Reading Comprehension	100.0	75.0	100.0	100.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	100.0	25.0	25.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	75.0	75.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	25.0
	Other	50.0	25.0	25.0	75.0
Average Weekly Hours	20 or Less	0.0	100.0	0.0	0.0
	21-35	100.0	0.0	33.3	0.0
	36 or More	0.0	0.0	66.7	100.0
Gender	Female	50.0	100.0	50.0	0.0
	Male	50.0	0.0	25.0	75.0
	Nonresident	0.0	0.0	25.0	25.0
Age Group	19 and Younger	0.0	25.0	25.0	25.0
	20-24	25.0	25.0	0.0	0.0
	25-34	0.0	25.0	25.0	50.0
	35-44	0.0	25.0	0.0	0.0
	45-54	50.0	0.0	25.0	0.0
	55-64	25.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	0.0	25.0	25.0
Turnover	% Still Working 1 Quarter After Hire	100.0	75.0	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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Other Services (except Public Administration)

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			
		Cashiers (41-2011)	Parts Salespersons (41-2022)	Receptionists and Information Clerks (43-4171)	Operating Engineers and Other Construction Equipme (47-2073)
Typical Education ^a		Less than High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	18.50	12.50	18.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	25.0	100.0	0.0	50.0
	Retirement	25.0	100.0	0.0	50.0
	Paid Leave	25.0	75.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	75.0	0.0
	Critical Thinking	100.0	100.0	25.0	100.0
	Reading Comprehension	50.0	100.0	75.0	25.0
	Technology Design	25.0	0.0	0.0	0.0
	Operation and Control	25.0	0.0	50.0	75.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	0.0	50.0	50.0
	Not Satisfied	25.0	0.0	25.0	0.0
	Neither	0.0	25.0	25.0	0.0
	Other	25.0	75.0	0.0	50.0
Average Weekly Hours	20 or Less	50.0	0.0	75.0	66.7
	21-35	25.0	0.0	0.0	0.0
	36 or More	25.0	100.0	25.0	33.3
Gender	Female	50.0	0.0	100.0	25.0
	Male	25.0	75.0	0.0	75.0
	Nonresident	25.0	25.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	25.0	0.0	0.0	0.0
	25-34	25.0	0.0	50.0	25.0
	35-44	0.0	25.0	25.0	0.0
	45-54	25.0	25.0	0.0	25.0
	55-64	0.0	0.0	25.0	50.0
	65 and Older	0.0	25.0	0.0	0.0
	Unknown (Nonresidents)	25.0	25.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	25.0	50.0	50.0

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

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Other Services (except Public Administration)

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			
		Radio Mechanics (49- 2021)	Automotive Glass Installers and Repairers (49-3022)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Maintenance Workers, Machinery (49- 9043)
Typical Education ^a		Associates	High School Diploma	Post Secondary	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		16.00	10.00	19.50	21.19
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	50.0	100.0	100.0
	Retirement	100.0	50.0	0.0	0.0
	Paid Leave	100.0	25.0	75.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	75.0	100.0
	Critical Thinking	100.0	25.0	100.0	100.0
	Reading Comprehension	100.0	50.0	100.0	100.0
	Technology Design	100.0	50.0	100.0	0.0
	Operation and Control	100.0	75.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	50.0	100.0	25.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	25.0	25.0	0.0	0.0
	Other	75.0	25.0	0.0	75.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	50.0	0.0	0.0
	36 or More	100.0	50.0	100.0	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	25.0	50.0	25.0	0.0
	25-34	25.0	50.0	25.0	50.0
	35-44	25.0	0.0	50.0	0.0
	45-54	25.0	0.0	0.0	25.0
	55-64	0.0	0.0	0.0	25.0
	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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Other Services (except Public Administration)

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			
		Installation, Maintenance & Repair Workers, Other (49-9099)	Employment, Recruitment & Placement Specialists (13- 1071)	Fundraisers (13- 1131)	Teachers and Instructors, All Other (25- 3099)
Typical Education ^a		Post Secondary	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		12.00	23.12	13.00	19.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	100.0	66.7	33.3
	Retirement	0.0	100.0	33.3	33.3
	Paid Leave	75.0	100.0	33.3	33.3
Skills Selected as "Important" (%)	Service Orientation	25.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	33.3
	Reading Comprehension	50.0	100.0	100.0	33.3
	Technology Design	100.0	100.0	66.7	100.0
	Operation and Control	100.0	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	33.3	66.7	100.0
	Not Satisfied	25.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	25.0	66.7	33.3	0.0
Average Weekly Hours	20 or Less	0.0	0.0	66.7	33.3
	21-35	0.0	0.0	33.3	0.0
	36 or More	100.0	100.0	0.0	66.7
Gender	Female	25.0	33.3	66.7	66.7
	Male	75.0	66.7	33.3	33.3
	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	33.3	66.7	66.7
	35-44	25.0	33.3	0.0	0.0
	45-54	25.0	33.3	33.3	0.0
	55-64	0.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	33.3
	Unknown (Nonresidents)	0.0	0.0	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

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Other Services (except Public Administration)

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			
		Lifeguards, Ski Patrol, and Other Recreational Pro (33-9092)	Electricians (47-2111)	Glaziers (47-2121)	Roustabouts, Oil and Gas (47-5071)
Typical Education ^a		Less than High School Diploma	Post Secondary	High School Diploma	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		8.00	30.00	10.00	17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	33.3
	Retirement	0.0	100.0	0.0	33.3
	Paid Leave	0.0	100.0	0.0	33.3
Skills Selected as "Important" (%)	Service Orientation	100.0	33.3	100.0	33.3
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	33.3
	Technology Design	33.3	100.0	0.0	33.3
	Operation and Control	33.3	100.0	0.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	66.7	66.7	33.3	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	33.3
	Other	33.3	33.3	66.7	33.3
Average Weekly Hours	20 or Less	100.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	66.7	33.3	33.3	33.3
	Male	33.3	66.7	66.7	66.7
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	66.7	0.0	33.3	33.3
	20-24	0.0	33.3	0.0	66.7
	25-34	0.0	33.3	33.3	0.0
	35-44	33.3	33.3	33.3	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	33.3	100.0	100.0	66.7

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

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Other Services (except Public Administration)

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			
		Tailors, Dressmakers, and Custom Sewers (51- 6052)	Inspectors, Testers, Sorters, Samplers & Weighers (51- 9061)	Marketing Managers (11- 2021)	Public Relations Managers (11- 2031)
Typical Education ^a		Less than High School Diploma	High School Diploma	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		9.00	8.50	17.60	29.12
% 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	0.0	50.0	100.0
	Paid Leave	0.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	100.0	50.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	66.7	0.0	100.0	100.0
	Operation and Control	66.7	100.0	100.0	50.0
Employers' Satisfaction with New Hires' Skills	Satisfied	33.3	33.3	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	33.3	0.0	0.0	0.0
	Other	33.3	66.7	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	100.0	0.0	0.0	0.0
	36 or More	0.0	100.0	100.0	100.0
Gender	Female	33.3	66.7	100.0	50.0
	Male	33.3	33.3	0.0	0.0
	Nonresident	33.3	0.0	0.0	50.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	50.0	0.0
	25-34	33.3	33.3	0.0	0.0
	35-44	0.0	0.0	50.0	50.0
	45-54	0.0	33.3	0.0	0.0
	55-64	33.3	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	50.0
Turnover	% Still Working 1 Quarter After Hire	33.3	0.0	100.0	100.0

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

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Other Services (except Public Administration)

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			
		Compliance Officers, Except Agriculture, Construct (13- 1041)	Market Research Analysts and Market (13- 1161)	Computer User Support Specialists (15- 1151)	Child, Family, and School Social Workers (21-1021)
Typical Education ^a		Bachelors	Bachelors	Associates	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	.	18.00	18.27
% 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	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	0.0	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	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	50.0	50.0	50.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	50.0	50.0	50.0
Average Weekly Hours	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	0.0	50.0	50.0	50.0
	Male	100.0	0.0	50.0	50.0
	Nonresident	0.0	50.0	0.0	0.0
Age Group	19 and Younger	50.0	0.0	0.0	0.0
	20-24	0.0	0.0	50.0	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	50.0	0.0	0.0
	55-64	50.0	0.0	0.0	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

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

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Other Services (except Public Administration)

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			
		Lawyers (23-1011)	Coaches and Scouts (27-2022)	Host & Hostess, Restaurant, Lounge & Coffee Shop (35-9031)	Skin Care Specialists (39-5094)
Typical Education ^a		Doctorate	Bachelors	Less than High School Diploma	Post Secondary
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		36.06	.	8.00	.
% Paid Piece Rate		0.0	0.0	0.0	100.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	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	0.0
	Technology Design	0.0	0.0	100.0	0.0
	Operation and Control	0.0	0.0	100.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	50.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	50.0	50.0	50.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	100.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	0.0	0.0	0.0
Gender	Female	0.0	50.0	100.0	50.0
	Male	100.0	50.0	0.0	50.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	50.0	0.0
	20-24	0.0	50.0	50.0	0.0
	25-34	0.0	0.0	0.0	50.0
	35-44	100.0	50.0	0.0	0.0
	45-54	0.0	0.0	0.0	50.0
	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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