

# Utilities

Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Total, All Occupations	Occupation and SOC Code		
			Electrical Power-Line Installers & Repairers (49-9051)	Maintenance & Repair Workers, Gen (49-9071)	Office Clerks, General (43-9061)
Typical Education <sup>a</sup>		N/A	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		213	N/D	N/D	N/D
Average Hourly Wage (\$)		20.42	33.84	17.17	16.00
% Paid Piece Rate		1.68	0.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	74.8	100.0	75.0	80.0
	Retirement	76.5	82.4	75.0	70.0
	Paid Leave	76.5	94.1	75.0	70.0
Skills Selected as "Important" (%)	Service Orientation	63.0	70.6	66.7	80.0
	Critical Thinking	69.7	76.5	66.7	40.0
	Reading Comprehension	84.0	76.5	100.0	100.0
	Technology Design	47.9	64.7	66.7	20.0
	Operation and Control	59.7	76.5	91.7	20.0
Employer's Satisfaction with New Hires' Skills	Satisfied	47.9	29.4	58.3	40.0
	Not Satisfied	1.7	0.0	0.0	0.0
	Neither	4.2	0.0	0.0	0.0
	Other	46.2	70.6	41.7	60.0
Average Weekly Hours Worked	20 or Less	1.9	0.0	18.2	0.0
	21-35	1.0	0.0	0.0	0.0
	36 or More	97.1	100.0	81.8	100.0
Gender	Female	14.3	5.9	8.3	40.0
	Male	77.3	82.4	91.7	60.0
	Nonresident	8.4	11.8	0.0	0.0
Age Group	19 and Younger	4.2	5.9	0.0	10.0
	20-24	10.1	17.6	8.3	10.0
	25-34	33.6	23.5	58.3	30.0
	35-44	26.1	35.3	16.7	20.0
	45-54	11.8	5.9	16.7	0.0
	55-64	5.0	0.0	0.0	30.0
	65 and Older	0.8	0.0	0.0	0.0
	Unknown (Nonresidents)	8.4	11.8	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	95.8	100.0	83.3	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Construction Laborers (47-2061)	Electrical & Electronics Repairers, Powerhouse, (49-2095)	Helpers-- Installation, Maint., & Repair Workers (49-9098)	Electrical Engineers (17-2071)
Typical Education <sup>a</sup>		High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		14.00	38.32	21.23	40.46
% Paid Piece Rate		0.00	0.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	12.5	100.0	100.0	100.0
	Retirement	12.5	85.7	100.0	100.0
	Paid Leave	12.5	100.0	100.0	80.0
Skills Selected as "Important" (%)	Service Orientation	25.0	0.0	57.1	40.0
	Critical Thinking	75.0	57.1	0.0	40.0
	Reading Comprehension	100.0	57.1	85.7	40.0
	Technology Design	25.0	57.1	0.0	40.0
	Operation and Control	25.0	57.1	0.0	40.0
Employer's Satisfaction with New Hires' Skills	Satisfied	37.5	42.9	71.4	40.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	12.5	0.0	0.0	0.0
	Other	50.0	57.1	28.6	60.0
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	12.5	0.0	28.6	0.0
	Male	62.5	85.7	71.4	80.0
	Nonresident	25.0	14.3	0.0	20.0
Age Group	19 and Younger	12.5	0.0	0.0	0.0
	20-24	12.5	0.0	14.3	0.0
	25-34	12.5	42.9	57.1	60.0
	35-44	25.0	28.6	14.3	20.0
	45-54	0.0	0.0	14.3	0.0
	55-64	0.0	14.3	0.0	0.0
	65 and Older	12.5	0.0	0.0	0.0
	Unknown (Nonresidents)	25.0	14.3	0.0	20.0
Turnover	% Still Working 1 Quarter After Hire	87.5	100.0	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Bookkeeping, Accounting, & Auditing Clerks (43-3031)	Customer Service Representative s (43-4051)	Water & Liquid Waste Treatment Plant & System Oper (51-8031)	Occupational Health & Safety Specialists (29- 9011)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		20.91	16.00	18.00	33.66
% Paid Piece Rate		0.00	0.00	40.00	0.00
% Offered Selected Benefits	Health Insurance	60.0	100.0	20.0	100.0
	Retirement	100.0	100.0	100.0	50.0
	Paid Leave	100.0	60.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	60.0	100.0
	Critical Thinking	100.0	100.0	60.0	100.0
	Reading Comprehension	100.0	100.0	60.0	100.0
	Technology Design	60.0	100.0	20.0	50.0
	Operation and Control	60.0	80.0	60.0	50.0
Employer's Satisfaction with New Hires' Skills	Satisfied	40.0	60.0	20.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	40.0	0.0
	Other	60.0	40.0	40.0	50.0
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	40.0	0.0	25.0
	Male	60.0	40.0	100.0	75.0
	Nonresident	0.0	20.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	20.0	0.0
	20-24	20.0	0.0	20.0	0.0
	25-34	20.0	40.0	20.0	50.0
	35-44	20.0	0.0	40.0	25.0
	45-54	40.0	40.0	0.0	25.0
	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	100.0	100.0	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2014\*

Job Characteristics		Occupation and SOC Code			
		Control & Valve Installers & Repairers, Except (49-9012)	General & Operations Managers (11-1021)	Janitors & Cleaners, Except Maids & Housekeepi (37-2011)	Power Plant Operators (51-8013)
Typical Education <sup>a</sup>		High School Diploma or Less	Bachelors	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.69	60.10	15.94	25.41
% Paid Piece Rate		0.00	0.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	100.0	66.7	0.0	66.7
	Retirement	100.0	66.7	0.0	66.7
	Paid Leave	100.0	66.7	0.0	66.7
Skills Selected as "Important" (%)	Service Orientation	100.0	66.7	0.0	33.3
	Critical Thinking	100.0	100.0	0.0	33.3
	Reading Comprehension	100.0	66.7	0.0	100.0
	Technology Design	25.0	100.0	0.0	33.3
	Operation and Control	25.0	100.0	0.0	66.7
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	66.7	0.0	66.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	33.3
	Other	50.0	33.3	100.0	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	66.7	0.0
	Male	100.0	66.7	33.3	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	50.0	0.0	66.7	0.0
	35-44	25.0	33.3	33.3	66.7
	45-54	25.0	33.3	0.0	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)	0.0	33.3	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	66.7	100.0	100.0

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

N/D = Not discloseable due to confidentiality.

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

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<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Gas Plant Operators (51-8092)	Business Operations Specialists, All Other (13-1199)	Computer User Support Specialists (15-1151)	Engineering Technicians, Exc. Drafters, All Other (17-3029)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	Some College, No Degree	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		19.24	34.02	27.40	20.00
% Paid Piece Rate		0.00	0.00	0.00	0.00
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	0.0
	Retirement	100.0	100.0	100.0	100.0
	Paid Leave	100.0	100.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	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	100.0	0.0	100.0	100.0
	Operation and Control	100.0	100.0	100.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	66.7	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	33.3	50.0	50.0	50.0
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	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	0.0	0.0
	20-24	0.0	0.0	0.0	50.0
	25-34	66.7	0.0	0.0	50.0
	35-44	0.0	50.0	50.0	0.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	50.0	50.0	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

\*Based on 8-quarter estimates, 2012Q3-2014Q2.

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<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Plumbers, Pipefitters, & Steamfitters (47-2152)	Plant & System Operators, All Other (51- 8099)	Network & Computer Systems Admini (15- 1142)	Stock Clerks & Order Fillers (43-5081)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less	Bachelors	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		17.62	13.26	35.10	19.00
% Paid Piece Rate		0.00	0.00	0.00	0.00
% 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	50.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	50.0	50.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	50.0	50.0	100.0	100.0
	Technology Design	0.0	0.0	100.0	0.0
	Operation and Control	100.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	100.0	100.0
	Not Satisfied	50.0	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	50.0	0.0	0.0
	36 or More	100.0	50.0	100.0	100.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	50.0	100.0	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	50.0	0.0	0.0	0.0
	25-34	0.0	0.0	0.0	0.0
	35-44	50.0	0.0	100.0	100.0
	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

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
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Source: Research Planning, WY DWS  
New Hires Job Skills Survey

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<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Secretaries, Except Legal, Medical, & Executive (43- 6014)	Operating Engineers & Other Construction Equipme (47- 2073)	Helpers-- Pipelayers, Plumbers, Pipefitters, & St (47-3015)	Mobile Heavy Equipment Mechanics, Except Engines (49-3042)
<b>Typical Education<sup>a</sup></b>		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
<b>N</b>		N/D	N/D	N/D	N/D
<b>Average Hourly Wage (\$)</b>		13.94	18.00	13.00	.
<b>% Paid Piece Rate</b>		0.00	0.00	0.00	0.00
<b>% Offered Selected Benefits</b>	<b>Health Insurance</b>	100.0	0.0	0.0	0.0
	<b>Retirement</b>	100.0	100.0	0.0	0.0
	<b>Paid Leave</b>	100.0	0.0	0.0	0.0
<b>Skills Selected as "Important" (%)</b>	<b>Service Orientation</b>	100.0	100.0	0.0	100.0
	<b>Critical Thinking</b>	100.0	100.0	100.0	100.0
	<b>Reading Comprehension</b>	100.0	100.0	100.0	100.0
	<b>Technology Design</b>	0.0	100.0	0.0	100.0
	<b>Operation and Control</b>	100.0	100.0	100.0	100.0
<b>Employer's Satisfaction with New Hires' Skills</b>	<b>Satisfied</b>	100.0	100.0	0.0	0.0
	<b>Not Satisfied</b>	0.0	0.0	0.0	100.0
	<b>Neither</b>	0.0	0.0	100.0	0.0
	<b>Other</b>	0.0	0.0	0.0	0.0
<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>	100.0	0.0	0.0	0.0
	<b>Male</b>	0.0	100.0	100.0	100.0
	<b>Nonresident</b>	0.0	0.0	0.0	0.0
<b>Age Group</b>	<b>19 and Younger</b>	0.0	0.0	100.0	0.0
	<b>20-24</b>	0.0	0.0	0.0	0.0
	<b>25-34</b>	100.0	0.0	0.0	0.0
	<b>35-44</b>	0.0	100.0	0.0	0.0
	<b>45-54</b>	0.0	0.0	0.0	100.0
	<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>	0.0	0.0	0.0	0.0
<b>Turnover</b>	<b>% Still Working 1 Quarter After Hire</b>	100.0	100.0	100.0	100.0

\*Based on 8-quarter  
estimaes, 2012Q3-2014Q2.

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

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

<sup>a</sup>Source: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code	
		Welders, Cutters, Solderers, & Brazers (51- 4121)	Production Workers, All Other (51- 9199)
Typical Education <sup>a</sup>		High School Diploma or Less	High School Diploma or Less
N		N/D	N/D
Average Hourly Wage (\$)		21.54	17.69
% Paid Piece Rate		0.00	0.00
% Offered Selected Benefits	Health Insurance	100.0	100.0
	Retirement	100.0	100.0
	Paid Leave	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0
	Critical Thinking	100.0	100.0
	Reading Comprehension	100.0	100.0
	Technology Design	100.0	100.0
	Operation and Control	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	100.0
	Not Satisfied	0.0	0.0
	Neither	0.0	0.0
	Other	0.0	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	100.0	0.0
	25-34	0.0	100.0
	35-44	0.0	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	100.0

\*Based on 8-quarter  
estimates, 2012Q3-2014Q2.

N/D = Not discloseable  
due to confidentiality.

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

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<sup>a</sup>Source: U.S. Bureau of Labor Statistics.