

Transportation and Warehousing

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

Job Characteristics		Occupation and SOC Code			
		Total, All Occupations	Truck Drivers, Heavy & Tractor-Trailer (53-3032)	Laborers & Freight, Stock & Material Movers, Hand (53-7062)	Truck Drivers, Light or Delivery Services (53-3033)
Typical Education ^a		N/A	Postsecondary Non-Degree Award	High School Diploma or Less	High School Diploma or Less
N		3,731	2,036	271	132
Average Hourly Wage (\$)		\$18.00	\$20.00	\$14.51	\$12.00
% Paid Piece Rate		16.9	24.1	0.0	0.0
% Offered Selected Benefits	Health Insurance	48.3	42.7	65.1	23.8
	Retirement	35.5	25.7	46.5	23.8
	Paid Leave	41.6	34.1	51.2	71.4
Skills Selected as "Important" (%)	Service Orientation	67.7	67.8	44.2	100.0
	Critical Thinking	85.8	89.2	60.5	100.0
	Reading Comprehension	72.0	75.2	37.2	38.1
	Technology Design	42.4	41.8	11.6	33.3
	Operation and Control	86.3	96.6	48.8	85.7
Employer's Satisfaction with New Hires' Skills	Satisfied	39.4	38.7	27.9	28.6
	Not Satisfied	7.1	9.0	2.3	14.3
	Neither	10.1	11.5	11.6	9.5
	Other	43.4	40.9	58.1	47.6
Average Weekly Hours	20 or Less	6.1	3.7	16.7	0.0
	21-35	12.1	5.5	30.6	15.0
	36 or More	81.8	90.8	52.8	85.0
Gender	Female	12.5	5.0	18.6	23.8
	Male	75.8	84.2	69.8	66.7
	Nonresident	11.7	10.8	11.6	9.5
Age Group	19 and Younger	2.9	1.5	11.6	0.0
	20-24	10.0	5.3	14.0	14.3
	25-34	24.3	22.3	25.6	23.8
	35-44	22.3	23.2	18.6	23.8
	45-54	16.4	20.4	14.0	19.0
	55-64	10.8	13.9	4.7	9.5
	65 and Older	1.7	2.5	0.0	0.0
	Unknown (Nonresidents)	11.7	10.8	11.6	9.5
Turnover	% Still Working 1 Quarter After Hire	78.0	74.3	83.7	90.5

*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>

^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Taxi Drivers & Chauffeurs (53-3041)	Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)	Dispatchers, Except Police, Fire, & Ambulance (43-5032)	Office Clerks, General (43-9061)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		120	113	63	63
Average Hourly Wage (\$)		\$9.18	\$18.00	\$12.00	\$12.00
% Paid Piece Rate		57.9	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	84.2	61.1	40.0	40.0
	Retirement	57.9	44.4	70.0	40.0
	Paid Leave	57.9	38.9	70.0	50.0
Skills Selected as "Important" (%)	Service Orientation	89.5	55.6	100.0	90.0
	Critical Thinking	89.5	94.4	100.0	60.0
	Reading Comprehension	89.5	72.2	100.0	100.0
	Technology Design	21.1	77.8	70.0	50.0
	Operation and Control	89.5	94.4	50.0	50.0
Employer's Satisfaction with New Hires' Skills	Satisfied	15.8	38.9	40.0	40.0
	Not Satisfied	5.3	11.1	0.0	10.0
	Neither	10.5	11.1	0.0	0.0
	Other	68.4	38.9	60.0	50.0
Average Weekly Hours	20 or Less	0.0	7.7	0.0	12.5
	21-35	42.9	7.7	0.0	12.5
	36 or More	57.1	84.6	100.0	75.0
Gender	Female	21.1	11.1	30.0	70.0
	Male	57.9	72.2	40.0	20.0
	Nonresident	21.1	16.7	30.0	10.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	5.3	5.6	0.0	10.0
	25-34	15.8	33.3	20.0	30.0
	35-44	21.1	38.9	30.0	30.0
	45-54	10.5	5.6	10.0	10.0
	55-64	21.1	0.0	0.0	10.0
	65 and Older	5.3	0.0	10.0	0.0
	Unknown (Nonresidents)	21.1	16.7	30.0	10.0
Turnover	% Still Working 1 Quarter After Hire	68.4	83.3	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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^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Janitors & Cleaners, Except Maids & Housekeepi (37-2011)	Bus Drivers, Transit & Intercity (53-3021)	Roustabouts, Oil & Gas (47-5071)	Industrial Machinery Mechanics (49-9041)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		44	44	N/D	N/D
Average Hourly Wage (\$)		\$12.00	\$11.00	\$15.50	\$25.72
% Paid Piece Rate		57.1	28.6	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	14.3	50.0	100.0
	Retirement	0.0	14.3	66.7	83.3
	Paid Leave	0.0	57.1	16.7	100.0
Skills Selected as "Important" (%)	Service Orientation	42.9	100.0	33.3	66.7
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	50.0	100.0
	Technology Design	0.0	71.4	50.0	66.7
	Operation and Control	14.3	100.0	66.7	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	42.9	57.1	33.3	66.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	33.3	0.0
	Other	57.1	42.9	33.3	33.3
Average Weekly Hours	20 or Less	85.7	14.3	0.0	0.0
	21-35	0.0	42.9	0.0	0.0
	36 or More	14.3	42.9	100.0	100.0
Gender	Female	28.6	28.6	0.0	0.0
	Male	42.9	57.1	83.3	100.0
	Nonresident	28.6	14.3	16.7	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	14.3	0.0	16.7	50.0
	25-34	14.3	0.0	50.0	16.7
	35-44	28.6	14.3	16.7	16.7
	45-54	14.3	42.9	0.0	16.7
	55-64	0.0	28.6	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	28.6	14.3	16.7	0.0
Turnover	% Still Working 1 Quarter After Hire	42.9	85.7	66.7	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>

^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Driver/Sales Workers (53-3031)	General & Operations Managers (11-1021)	Sales Representatives, Services, All Other (41-3099)	Helpers-- Installation, Maint., & Repair Workers (49-9098)
Typical Education^a		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 (\$)		\$14.46	\$28.85	\$31.25	\$10.00
% Paid Piece Rate		33.3	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	66.7	100.0	40.0	20.0
	Retirement	66.7	40.0	40.0	0.0
	Paid Leave	83.3	40.0	40.0	0.0
Skills Selected as "Important" (%)	Service Orientation	66.7	60.0	80.0	40.0
	Critical Thinking	83.3	80.0	100.0	80.0
	Reading Comprehension	50.0	80.0	100.0	60.0
	Technology Design	16.7	40.0	0.0	60.0
	Operation and Control	83.3	80.0	60.0	60.0
Employer's Satisfaction with New Hires' Skills	Satisfied	66.7	60.0	40.0	60.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	20.0
	Other	33.3	40.0	60.0	20.0
Average Weekly Hours	20 or Less	50.0	0.0	0.0	0.0
	21-35	25.0	0.0	0.0	0.0
	36 or More	25.0	100.0	100.0	100.0
Gender	Female	16.7	0.0	0.0	20.0
	Male	83.3	100.0	100.0	60.0
	Nonresident	0.0	0.0	0.0	20.0
Age Group	19 and Younger	0.0	0.0	0.0	20.0
	20-24	16.7	20.0	0.0	40.0
	25-34	33.3	0.0	40.0	0.0
	35-44	16.7	40.0	60.0	20.0
	45-54	16.7	40.0	0.0	0.0
	55-64	16.7	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	20.0
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

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^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Industrial Truck & Tractor Operators (53-7051)	Retail Salespersons (41-2031)	Bookkeeping, Accounting, & Auditing Clerks (43-3031)	Reservation & Transportation Ticket Agents & T (43-4181)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$16.07	\$8.25	\$18.13	\$9.25
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	25.0	75.0
	Retirement	100.0	0.0	25.0	75.0
	Paid Leave	20.0	0.0	25.0	75.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	75.0	100.0
	Critical Thinking	20.0	100.0	100.0	75.0
	Reading Comprehension	20.0	100.0	100.0	100.0
	Technology Design	20.0	75.0	75.0	75.0
	Operation and Control	20.0	75.0	100.0	75.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	25.0	75.0	0.0
	Not Satisfied	0.0	0.0	0.0	25.0
	Neither	0.0	0.0	25.0	0.0
	Other	100.0	75.0	0.0	75.0
Average Weekly Hours	20 or Less	0.0	25.0	0.0	0.0
	21-35	0.0	75.0	25.0	0.0
	36 or More	100.0	0.0	75.0	100.0
Gender	Female	0.0	25.0	75.0	25.0
	Male	100.0	75.0	25.0	25.0
	Nonresident	0.0	0.0	0.0	50.0
Age Group	19 and Younger	0.0	25.0	0.0	0.0
	20-24	0.0	0.0	25.0	0.0
	25-34	60.0	75.0	50.0	25.0
	35-44	20.0	0.0	25.0	25.0
	45-54	20.0	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	50.0
Turnover	% Still Working 1 Quarter After Hire	100.0	75.0	100.0	0.0

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

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

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^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Highway Maintenance Workers (47-4051)	Aircraft Mechanc & Serv Tech, FAA (49-3012)	Occupational Health & Safety Technicians (29-9012)	Customer Service Representatives (43-4051)
Typical Education^a		High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$15.45	\$23.00	\$15.00	\$10.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	25.0	0.0	33.3
	Retirement	0.0	25.0	0.0	100.0
	Paid Leave	0.0	25.0	0.0	33.3
Skills Selected as "Important" (%)	Service Orientation	0.0	25.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	100.0
	Technology Design	0.0	75.0	100.0	100.0
	Operation and Control	100.0	75.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	50.0	33.3	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	25.0	0.0	0.0
	Other	100.0	25.0	66.7	66.7
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	100.0
	36 or More	100.0	100.0	0.0	0.0
Gender	Female	25.0	25.0	66.7	33.3
	Male	50.0	75.0	33.3	33.3
	Nonresident	25.0	0.0	0.0	33.3
Age Group	19 and Younger	0.0	0.0	0.0	33.3
	20-24	25.0	25.0	0.0	0.0
	25-34	25.0	50.0	66.7	33.3
	35-44	25.0	0.0	0.0	0.0
	45-54	0.0	0.0	33.3	0.0
	55-64	0.0	25.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	25.0	0.0	0.0	33.3
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	66.7

*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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^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		First-Line Supervisors/Managers of Construction Trades (47-1011)	Aircraft Mechanics & Service Technicians (49-3011)	Locomotive Engineers (53-4011)	Transportation Workers, All Other (53-6099)
Typical Education^a		High School Diploma or Less	Postsecondary Non-Degree Award	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$28.00	\$37.78	\$14.00	\$8.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	66.7	100.0	33.3
	Retirement	100.0	66.7	100.0	0.0
	Paid Leave	100.0	100.0	100.0	33.3
Skills Selected as "Important" (%)	Service Orientation	100.0	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	100.0	100.0	33.3
	Operation and Control	100.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	33.3	33.3	66.7	66.7
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	66.7	66.7	33.3	33.3
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	66.7
	36 or More	100.0	100.0	100.0	33.3
Gender	Female	0.0	0.0	33.3	0.0
	Male	100.0	0.0	66.7	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	66.7	66.7
	25-34	0.0	0.0	33.3	33.3
	35-44	66.7	0.0	0.0	0.0
	45-54	0.0	0.0	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)	0.0	100.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	33.3	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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^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Gas Compressor & Gas Pumping Station Operators (53-7071)	Compliance Officers, Except Agriculture, Construct (13-1041)	Mechanical Engineers (17-2141)	Electrical & Electronic Engineering Technicians (17-3023)
Typical Education ^a		High School Diploma or Less	Bachelors	Bachelors	Associates
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$23.94	\$13.00	\$31.25	\$29.50
% 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	0.0	100.0	100.0
	Paid Leave	100.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	33.3	100.0	100.0	100.0
	Operation and Control	100.0	0.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	66.7	50.0	100.0	100.0
	Not Satisfied	33.3	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	50.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	100.0	0.0	0.0
	36 or More	100.0	0.0	100.0	100.0
Gender	Female	0.0	50.0	0.0	0.0
	Male	100.0	50.0	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	50.0	0.0	0.0
	25-34	100.0	0.0	50.0	0.0
	35-44	0.0	0.0	50.0	50.0
	45-54	0.0	0.0	0.0	0.0
	55-64	0.0	50.0	0.0	50.0
	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	66.7	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

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^aSource: U.S. Bureau of Labor Statistics.

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Job Characteristics		Occupation and SOC Code			
		Environmental Scientists & Specialists, Including (19-2041)	Tour Guides & Escorts (39-7011)	Cashiers (41-2011)	Farmworkers, Farm & Ranch Animals (45-2093)
Typical Education^a		Bachelors	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$33.65	.	\$12.00	\$12.50
% Paid Piece Rate		0.0	100.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	0.0	0.0	0.0
	Retirement	100.0	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	0.0
	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	0.0	100.0
	Operation and Control	0.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	50.0	100.0	50.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	50.0	0.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	0.0	100.0	0.0
Gender	Female	0.0	0.0	50.0	0.0
	Male	100.0	50.0	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	0.0	0.0	0.0	50.0
	25-34	0.0	50.0	50.0	0.0
	35-44	50.0	0.0	0.0	50.0
	45-54	50.0	0.0	50.0	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	100.0	50.0	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>

^aSource: U.S. Bureau of Labor Statistics.

Transportation and Warehousing

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

Job Characteristics		Occupation and SOC Code			
		Operating Engineers & Other Construction Equipme (47-2073)	Rail Car Repairers (49-3043)	Maintenance Workers, Machinery (49-9043)	Gas Plant Operators (51-8092)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$21.29	\$16.92	\$14.00	\$28.08
% 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	50.0	100.0	100.0
	Paid Leave	0.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	50.0	50.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	50.0	0.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	50.0	0.0
	Not Satisfied	50.0	50.0	0.0	0.0
	Neither	0.0	0.0	0.0	50.0
	Other	0.0	0.0	50.0	50.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	0.0	0.0	50.0	50.0
	Male	100.0	100.0	50.0	50.0
	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	50.0	50.0
	25-34	0.0	100.0	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	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	50.0	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>

^aSource: U.S. Bureau of Labor Statistics.

Transportation and Warehousing

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

Job Characteristics		Occupation and SOC Code			
		Petroleum Pump System Operators, Refinery Operator (51-8093)	First-Line Supervisors/Managers of Transportation (53-1031)	Commercial Pilots (53-2012)	Service Station Attendants (53-6031)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	Post Secondary	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$26.76	\$15.00	.	\$18.50
% Paid Piece Rate		0.0	0.0	50.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	50.0	0.0	50.0
	Retirement	100.0	100.0	0.0	50.0
	Paid Leave	100.0	0.0	0.0	50.0
Skills Selected as "Important" (%)	Service Orientation	50.0	100.0	50.0	50.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	0.0
	Technology Design	100.0	0.0	100.0	50.0
	Operation and Control	100.0	50.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	50.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	100.0
	Other	50.0	50.0	0.0	0.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	50.0	0.0	0.0
	36 or More	100.0	50.0	100.0	100.0
Gender	Female	0.0	50.0	50.0	0.0
	Male	100.0	50.0	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	50.0	50.0	0.0	50.0
	25-34	50.0	0.0	0.0	0.0
	35-44	0.0	0.0	0.0	50.0
	45-54	0.0	50.0	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	50.0	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 due to confidentiality.

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

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

^aSource: U.S. Bureau of Labor Statistics.

Transportation and Warehousing

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

Job Characteristics		Occupation and SOC Code			
		Cleaners of Vehicles & Equipment (53-7061)	Tank Car, Truck, & Ship Loaders (53-7121)	Chief Executives (11-1011)	Financial Managers (11-3031)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$10.50	\$17.00	\$65.00	\$30.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	100.0	100.0	100.0
	Retirement	50.0	0.0	100.0	100.0
	Paid Leave	50.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	50.0	0.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	0.0	0.0	100.0	100.0
	Technology Design	50.0	0.0	100.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	50.0	0.0	100.0	100.0
	Not Satisfied	50.0	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	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	50.0	0.0	0.0	100.0
	Male	50.0	100.0	100.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	50.0	0.0	0.0	0.0
	20-24	0.0	100.0	0.0	0.0
	25-34	0.0	0.0	0.0	100.0
	35-44	50.0	0.0	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	50.0	50.0	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>

^aSource: U.S. Bureau of Labor Statistics.

Transportation and Warehousing

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

Job Characteristics		Occupation and SOC Code			
		Human Resources Specialists (13-1071)	Fire Fighters (33-2011)	Transportation Security Screeners (33-9093)	Baggage Porters & Bellhops (39-6011)
Typical Education ^a		Bachelors	Postsecondary Non-Degree Award	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$28.88	\$18.23	\$14.50	\$12.00
% 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	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	100.0	0.0	100.0
	Reading Comprehension	100.0	100.0	0.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
	Operation and Control	100.0	100.0	100.0	100.0
Employer's 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	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	100.0
	36 or More	100.0	100.0	100.0	0.0
Gender	Female	0.0	0.0	0.0	0.0
	Male	100.0	100.0	100.0	100.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	100.0	0.0
	25-34	100.0	100.0	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	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

*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>

^aSource: U.S. Bureau of Labor Statistics.

Transportation and Warehousing

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

Job Characteristics		Occupation and SOC Code			
		Counter & Rental Clerks (41-2021)	Billing & Posting Clerks & Machine Operators (43-3021)	Payroll & Timekeeping Clerks (43-3051)	Shipping, Receiving, & Traffic Clerks (43-5071)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$10.00	\$12.50	\$18.51	\$9.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	100.0	0.0
	Retirement	0.0	100.0	100.0	0.0
	Paid Leave	0.0	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	0.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	0.0	0.0	0.0
	Operation and Control	100.0	0.0	0.0	100.0
Employer's 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	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	100.0
	Male	100.0	100.0	0.0	0.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	100.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	100.0
	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	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	0.0	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>

^aSource: U.S. Bureau of Labor Statistics.

Transportation and Warehousing

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

Job Characteristics		Occupation and SOC Code			
		Stock Clerks & Order Fillers (43-5081)	Secretaries, Except Legal, Medical, & Executive (43-6014)	Helpers--Carpenters (47-3012)	Extraction Workers, All Other (47-5099)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$16.45	\$11.29	\$12.00	\$17.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	0.0	0.0
	Retirement	100.0	0.0	0.0	0.0
	Paid Leave	100.0	0.0	0.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	0.0	100.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0	0.0
	Technology Design	0.0	100.0	0.0	0.0
	Operation and Control	100.0	100.0	0.0	0.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	100.0	0.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	100.0	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	100.0	0.0
	36 or More	100.0	100.0	0.0	100.0
Gender	Female	0.0	100.0	0.0	0.0
	Male	100.0	0.0	0.0	100.0
	Nonresident	0.0	0.0	100.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	100.0
	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	100.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	100.0	0.0

*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>

^aSource: U.S. Bureau of Labor Statistics.

Transportation and Warehousing

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

Job Characteristics		Occupation and SOC Code			
		Tire Repairers & Changers (49-3093)	Maintenance & Repair Workers, Gen (49-9071)	Riggers (49-9096)	Welders, Cutters, Solderers, & Brazers (51-4121)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$10.00	\$13.00	\$18.00	.
% 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	0.0	100.0
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	0.0	100.0	0.0	100.0
	Technology Design	0.0	100.0	0.0	100.0
	Operation and Control	100.0	100.0	0.0	0.0
Employer's 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	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	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	100.0	0.0	0.0	100.0
	20-24	0.0	100.0	0.0	0.0
	25-34	0.0	0.0	100.0	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	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

*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>

^aSource: U.S. Bureau of Labor Statistics.

Transportation and Warehousing

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

Job Characteristics		Occupation and SOC Code		
		Bus Drivers, School (53- 3022)	Railroad Brake, Signal, & Switch Operators (53- 4021)	Crane & Tower Operators (53- 7021)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D
Average Hourly Wage (\$)		\$17.50	\$17.00	.
% Paid Piece Rate		0.0	0.0	0.0
% Offered	Health Insurance	0.0	100.0	0.0
Selected	Retirement	0.0	100.0	0.0
Benefits	Paid Leave	0.0	100.0	0.0
Skills Selected as "Important" (%)	Service Orientation	0.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0
	Reading Comprehension	0.0	0.0	100.0
	Technology Design	0.0	0.0	100.0
	Operation and Control	100.0	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	0.0	0.0
	Not Satisfied	0.0	0.0	0.0
	Neither	0.0	100.0	0.0
	Other	0.0	0.0	100.0
Average Weekly Hours	20 or Less	0.0	0.0	0.0
	21-35	0.0	0.0	0.0
	36 or More	100.0	100.0	0.0
Gender	Female	0.0	100.0	0.0
	Male	0.0	0.0	100.0
	Nonresident	100.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0
	20-24	0.0	0.0	0.0
	25-34	0.0	0.0	0.0
	35-44	0.0	0.0	0.0
	45-54	0.0	100.0	0.0
	55-64	0.0	0.0	100.0
	65 and Older	0.0	0.0	0.0
	Unknown (Nonresidents)	100.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0	100.0	0.0

*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>

^aSource: U.S. Bureau of Labor Statistics.