

Finance and Insurance

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

Job Characteristics		Occupation and SOC Code			
		Total All Occupations (00-0000)	Tellers (43-3071)	Customer Service Representatives (43-4051)	Insurance Sales Agents (41-3021)
Typical Education ^a		N/A	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		1,322	416	164	139
Average Hourly Wage (\$)		\$12.70	\$10.82	\$12.00	\$16.83
% Paid Piece Rate		2.2	0.0	0.0	9.3
% Offered Selected Benefits	Health Insurance	72.0	85.3	72.5	39.5
	Retirement	70.0	85.3	62.7	32.6
	Paid Leave	78.5	88.4	72.5	48.8
Skills Selected as "Important" (%)	Service Orientation	94.1	97.7	100.0	90.7
	Critical Thinking	88.8	86.0	98.0	97.7
	Reading Comprehension	93.7	88.4	100.0	100.0
	Technology Design	44.9	45.0	54.9	37.2
	Operation and Control	49.3	49.6	56.9	32.6
Employer's Satisfaction with New Hires' Skills	Satisfied	43.2	44.2	43.1	30.2
	Not Satisfied	3.2	1.6	7.8	4.7
	Neither	5.9	3.1	7.8	4.7
	Other	47.8	51.2	41.2	60.5
Average Weekly Hours Worked	20 or Less	1.7	0.9	2.4	5.3
	21-35	13.4	20.4	17.1	18.4
	36 or More	84.9	78.8	80.5	76.3
Gender	Female	71.0	80.6	82.4	51.2
	Male	23.7	11.6	13.7	39.5
	Nonresident	5.4	7.8	3.9	9.3
Age Group	19 and Younger	2.7	7.0	0.0	2.3
	20-24	21.2	31.0	25.5	7.0
	25-34	28.0	27.9	33.3	34.9
	35-44	16.8	10.1	15.7	14.0
	45-54	16.1	12.4	13.7	18.6
	55-64	9.0	3.1	7.8	14.0
	65 and Older	0.5	0.0	0.0	0.0
	Unknown (Nonresidents)	5.6	8.5	3.9	9.3
Turnover	% Still Working 1 Quarter After Hire	91.5	88.4	90.2	93.0

*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			
		Office Clerks, General (43- 9061)	Loan Interviewers & Clerks (43- 4131)	Financial Managers (11- 3031)	New Accounts Clerks (43- 4141)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	Bachelors	High School Diploma or Less
N		113	48	45	45
Average Hourly Wage (\$)		\$13.40	\$14.50	\$24.04	\$14.00
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	34.3	93.3	100.0	92.9
	Retirement	45.7	86.7	92.9	57.1
	Paid Leave	65.7	93.3	92.9	92.9
Skills Selected as "Important" (%)	Service Orientation	85.7	86.7	100.0	100.0
	Critical Thinking	80.0	93.3	100.0	71.4
	Reading Comprehension	91.4	93.3	100.0	78.6
	Technology Design	28.6	66.7	78.6	21.4
	Operation and Control	40.0	60.0	100.0	35.7
Employer's Satisfaction with New Hires' Skills	Satisfied	42.9	60.0	42.9	50.0
	Not Satisfied	5.7	0.0	0.0	0.0
	Neither	5.7	13.3	14.3	7.1
	Other	45.7	26.7	42.9	42.9
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	6.1	13.3	0.0	7.1
	36 or More	93.9	86.7	100.0	92.9
Gender	Female	88.6	93.3	57.1	78.6
	Male	8.6	6.7	35.7	14.3
	Nonresident	2.9	0.0	7.1	7.1
Age Group	19 and Younger	0.0	0.0	0.0	7.1
	20-24	25.7	13.3	21.4	28.6
	25-34	22.9	6.7	21.4	21.4
	35-44	14.3	26.7	7.1	21.4
	45-54	20.0	40.0	28.6	7.1
	55-64	14.3	13.3	7.1	7.1
	65 and Older	0.0	0.0	7.1	0.0
	Unknown (Nonresidents)	2.9	0.0	7.1	7.1
Turnover	% Still Working 1 Quarter After Hire	94.3	93.3	92.9	78.6

*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			
		Loan Officers (13-2072)	Title Examiners, Abstractors, & Searchers (23- 2093)	First-Line Supervisors/M anagers of Office & Admi (43-1011)	Receptionists & Information Clerks (43- 4171)
Typical Education^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		42	42	N/D	N/D
Average Hourly Wage (\$)		\$28.90	\$18.27	\$16.60	\$13.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	84.6	66.7	33.3
	Retirement	100.0	76.9	66.7	33.3
	Paid Leave	100.0	84.6	66.7	33.3
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	88.9	77.8
	Critical Thinking	100.0	100.0	88.9	66.7
	Reading Comprehension	100.0	100.0	88.9	88.9
	Technology Design	15.4	30.8	22.2	33.3
	Operation and Control	15.4	30.8	44.4	55.6
Employer's Satisfaction with New Hires' Skills	Satisfied	61.5	30.8	44.4	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	11.1
	Other	38.5	69.2	55.6	55.6
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	23.1	61.5	66.7	88.9
	Male	76.9	30.8	33.3	11.1
	Nonresident	0.0	7.7	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	7.7	0.0	22.2	33.3
	25-34	15.4	15.4	11.1	22.2
	35-44	23.1	46.2	55.6	33.3
	45-54	30.8	15.4	11.1	0.0
	55-64	23.1	15.4	0.0	11.1
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	0.0	7.7	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	76.9	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.

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

Job Characteristics		Occupation and SOC Code			
		Secretaries, Except Legal, Medical, & Executive (43- 6014)	Accountants & Auditors (13- 2011)	Claims Adjusters, Examiners, & Investigators (13-1031)	Network & Computer Systems Admini (15- 1142)
Typical Education^a		High School Diploma or Less	Bachelors	High School Diploma or Less	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$13.00	\$26.92	.	\$22.84
% Paid Piece Rate		0.0	0.0	100.0	0.0
% Offered Selected Benefits	Health Insurance	75.0	100.0	0.0	100.0
	Retirement	75.0	100.0	100.0	0.0
	Paid Leave	87.5	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	75.0	66.7	100.0	100.0
	Critical Thinking	50.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	37.5	33.3	80.0	100.0
	Operation and Control	37.5	33.3	0.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	25.0	50.0	40.0	0.0
	Not Satisfied	12.5	0.0	20.0	25.0
	Neither	12.5	16.7	0.0	0.0
	Other	50.0	33.3	40.0	75.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	28.6	16.7	100.0	0.0
	36 or More	71.4	83.3	0.0	100.0
Gender	Female	75.0	50.0	0.0	75.0
	Male	25.0	50.0	100.0	25.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	12.5	33.3	0.0	0.0
	25-34	37.5	50.0	40.0	25.0
	35-44	37.5	0.0	40.0	25.0
	45-54	12.5	16.7	0.0	0.0
	55-64	0.0	0.0	0.0	50.0
	65 and Older	0.0	0.0	20.0	0.0
	Unknown (Nonresidents)	0.0	0.0	0.0	0.0
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
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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			
		Retail Salespersons (41-2031)	Securities, Commodities, & Financial Services Sa (41-3031)	General & Operations Managers (11-1021)	Marketing Managers (11-2021)
Typical Education^a		High School Diploma or Less	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$11.00	\$17.00	\$41.65	\$60.10
% 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	75.0	100.0	100.0	100.0
	Paid Leave	75.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	75.0	0.0	33.3	100.0
	Operation and Control	100.0	100.0	66.7	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	25.0	0.0	100.0	33.3
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	33.3
	Other	75.0	100.0	0.0	33.3
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	25.0	0.0	0.0	0.0
	36 or More	75.0	100.0	100.0	100.0
Gender	Female	25.0	100.0	33.3	33.3
	Male	50.0	0.0	66.7	66.7
	Nonresident	25.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	25.0	0.0	0.0
	25-34	25.0	25.0	66.7	33.3
	35-44	0.0	25.0	33.3	0.0
	45-54	25.0	0.0	0.0	0.0
	55-64	25.0	25.0	0.0	66.7
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresidents)	25.0	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.

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Job Characteristics		Occupation and SOC Code			
		Human Resources Specialists (13-1071)	Computer User Support Specialists (15-1151)	Chief Executives (11-1011)	Computer & Information Systems Managers (11-3021)
Typical Education ^a		Bachelors	Some College, No Degree	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$26.01	\$17.42	\$20.46	\$34.93
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	100.0	0.0	100.0
	Retirement	100.0	100.0	0.0	50.0
	Paid Leave	100.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	100.0	0.0	100.0
	Operation and Control	0.0	100.0	50.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	0.0	66.7	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	33.3	0.0	0.0	0.0
	Other	66.7	33.3	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	100.0	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	66.7	33.3	50.0	0.0
	Male	33.3	66.7	0.0	100.0
	Nonresident	0.0	0.0	50.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	33.3	0.0	0.0
	25-34	66.7	66.7	0.0	50.0
	35-44	0.0	0.0	0.0	50.0
	45-54	0.0	0.0	50.0	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	0.0	50.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	50.0	100.0

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

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

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Job Characteristics		Occupation and SOC Code			
		First-Line Supervis./Managers of Retail Sales Work (41-1011)	Bill & Account Collectors (43-3011)	Bookkeeping, Accounting, & Auditing Clerks (43-3031)	Insurance Claims & Policy Processing Clerks (43-9041)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		.	\$15.24	\$16.75	\$13.01
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	0.0	50.0	50.0	100.0
	Retirement	0.0	0.0	50.0	100.0
	Paid Leave	100.0	100.0	50.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	50.0	50.0	100.0
	Critical Thinking	100.0	50.0	50.0	100.0
	Reading Comprehension	100.0	50.0	50.0	100.0
	Technology Design	100.0	50.0	0.0	0.0
	Operation and Control	100.0	50.0	0.0	0.0
Employer's 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 Worked	20 or Less	0.0	50.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	50.0	100.0	100.0
Gender	Female	0.0	100.0	100.0	50.0
	Male	100.0	0.0	0.0	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	0.0	50.0	0.0	0.0
	25-34	100.0	0.0	0.0	100.0
	35-44	0.0	0.0	0.0	0.0
	45-54	0.0	50.0	50.0	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	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

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

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Job Characteristics		Occupation and SOC Code			
		Managers, All Other (11-9199)	Credit Analysts (13-2041)	Personal Financial Advisors (13-2052)	Financial Specialists, All Other (13-2099)
Typical Education^a		High School Diploma or Less	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$43.27	\$21.64	.	\$18.27
% 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	0.0	100.0	100.0	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	0.0	100.0	0.0	100.0
	Operation and Control	100.0	0.0	0.0	100.0
Employer's 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	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	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	0.0	100.0	0.0	100.0
Gender	Female	0.0	100.0	0.0	100.0
	Male	100.0	0.0	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	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	100.0
	45-54	100.0	100.0	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

*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			
		Actuaries (15-2011)	Registered Nurses (29-1141)	Cashiers (41-2011)	Data Entry Keyers (43-9021)
Typical Education^a		Bachelors	Associates	High School Diploma or Less	High School Diploma or Less
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		\$19.31	\$22.53	.	\$10.91
% 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	0.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	0.0	100.0	0.0
	Operation and Control	100.0	0.0	100.0	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 Worked	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	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	100.0	0.0	0.0	0.0
	25-34	0.0	0.0	100.0	0.0
	35-44	0.0	100.0	0.0	100.0
	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.

Finance and Insurance

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

Job Characteristics		Occupation and SOC Code	
		First-Line Supervisors/Managers of Construction Tr (47-1011)	Industrial Machinery Mechanics (49-9041)
Typical Education ^a		High School Diploma or Less	High School Diploma or Less
N		N/D	N/D
Average Hourly Wage (\$)		\$23.00	\$24.04
% Paid Piece Rate		0.0	0.0
% 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	100.0	100.0
	Critical Thinking	100.0	100.0
	Reading Comprehension	100.0	100.0
	Technology Design Operation and Control	100.0	100.0
Employer's Satisfaction with New Hires' Skills	Satisfied	100.0	0.0
	Not Satisfied	0.0	0.0
	Neither	0.0	0.0
	Other	0.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0
	21-35	0.0	0.0
	36 or More	100.0	100.0
Gender	Female	0.0	0.0
	Male	100.0	100.0
	Nonresident	0.0	0.0
Age Group	19 and Younger	0.0	0.0
	20-24	0.0	0.0
	25-34	0.0	100.0
	35-44	0.0	0.0
	45-54	100.0	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.

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