

**Admin. & Support & Waste Management & Remediation Services (NAICS 56)****Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016\***

		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Total All Occupations (00-0000)</b>	<b>Landscaping &amp; Groundskeeping Workers (37-3011)</b>	<b>Janitors &amp; Cleaners, Except Maids &amp; Housekeepi (37-2011)</b>	<b>Office Clerks, General (43-9061)</b>
	Typical Education Requirement	N/A	Less than high school	Less than high school	High school diploma
	N	7,207	1,875	1,125	292
	Median Hourly Wage	\$14.00	\$14.00	\$11.00	\$13.00
	% Paid Piece Rate	1.9	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	23.9	8.9	14.8	28.6
	Retirement	17.5	3.0	11.1	4.8
	Paid Leave	21.2	5.9	6.2	14.3
<b>Wait Time for Benefits</b>	Yes	20.4	9.6	8.6	33.3
	No	7.1	6.7	6.2	0.0
	Unknown	70.9	82.2	81.5	66.7
<b>Skills Selected as "Important" (%)</b>	Service Orientation	70.5	54.1	66.7	100.0
	Critical Thinking	71.9	67.4	58.0	90.5
	Reading Comprehension	53.8	30.4	35.8	85.7
	Technology Design	35.8	32.6	18.5	19.0
	Operation & Control	66.1	73.3	60.5	47.6
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	36.2	33.3	25.9	42.9
	Unsatisfied	5.4	7.4	9.9	4.8
	Neutral	9.8	15.6	7.4	0.0
	Other	48.6	43.7	56.8	52.4
<b>Average Weekly Hours Worked</b>	20 or Less	22.7	21.1	43.5	21.1
	21-35	24.2	31.6	29.0	52.6
	36+	53.1	47.4	27.4	26.3
<b>Work Status</b>	Full-Time	50.1	50.4	23.5	52.4
	Part-Time	31.0	27.4	56.8	28.6
	Temporary	17.7	20.7	16.0	19.0
	Unknown	0.2	0.0	1.2	0.0
<b>Gender</b>	Women	30.4	20.7	48.1	57.1
	Men	55.9	65.2	45.7	33.3
	Nonresidents <sup>b</sup>	13.7	14.1	6.2	9.5
<b>Age</b>	16-19	7.9	12.6	13.6	4.8
	20-24	16.6	20.0	17.3	9.5
	25-34	21.4	21.5	21.0	9.5
	35-44	12.7	9.6	11.1	23.8
	45-54	16.4	12.6	22.2	28.6
	55-64	8.5	8.1	4.9	9.5
	65+	2.1	0.7	2.5	4.8
	Unknown	14.5	14.8	7.4	9.5
<b>Turnover</b>	% Working 1 Quarter After Hire	71.5	64.4	72.8	95.2

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

<sup>a</sup>Standard Occupational Classification.

<sup>b</sup>Nonresidents are individuals for whom demographic data are not available.

Source: Wyoming New Hires Job Skills Survey.

Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 5/18/18.

<b>Admin. &amp; Support &amp; Waste Management &amp; Remediation Services (NAICS 56)</b>				
<b>Estimates of Private Sector New Hires and New Hires Job Characteristics in Wyoming, 2016*</b>				
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>		
<b>Occupation</b>	<b>Laborers &amp; Freight, Stock &amp; Material Movers (53-7062)</b>	<b>Crossing Guards (33-9091)</b>	<b>Security Guards (33-9032)</b>	<b>Trimmers &amp; Pruners (37-3013)</b>
Typical Education Requirement	Less than high school	High school diploma	High school diploma	High school diploma
N	264	222	208	194
Median Hourly Wage	\$11.25	\$16.26	\$11.80	\$11.00
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	26.3	0.0	26.7	0.0
Retirement	26.3	0.0	66.7	0.0
Paid Leave	26.3	0.0	26.7	0.0
<b>Wait Time for Benefits</b>				
Yes	26.3	0.0	13.3	0.0
No	5.3	0.0	0.0	0.0
Unknown	68.4	100.0	86.7	100.0
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	63.2	93.8	86.7	85.7
Critical Thinking	68.4	100.0	86.7	100.0
Reading Comprehension	57.9	56.3	80.0	92.9
Technology Design	10.5	0.0	26.7	28.6
Operation & Control	57.9	56.3	33.3	50.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	26.3	12.5	33.3	35.7
Unsatisfied	0.0	0.0	0.0	0.0
Neutral	21.1	12.5	0.0	0.0
Other	52.6	75.0	66.7	64.3
<b>Average Weekly Hours Worked</b>				
20 or Less	41.2	0.0	16.7	42.9
21-35	52.9	31.3	0.0	0.0
36+	5.9	68.8	83.3	57.1
<b>Work Status</b>				
Full-Time	42.1	0.0	26.7	7.1
Part-Time	26.3	68.8	73.3	42.9
Temporary	31.6	31.3	0.0	50.0
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	31.6	50.0	33.3	14.3
Men	68.4	50.0	53.3	57.1
Nonresidents <sup>b</sup>	0.0	0.0	13.3	28.6
<b>Age</b>				
16-19	21.1	6.3	0.0	0.0
20-24	15.8	6.3	13.3	0.0
25-34	10.5	18.8	26.7	35.7
35-44	15.8	31.3	13.3	7.1
45-54	21.1	25.0	20.0	28.6
55-64	10.5	6.3	6.7	0.0
65+	5.3	6.3	6.7	0.0
Unknown	0.0	0.0	13.3	28.6
<b>Turnover</b>				
% Working 1 Quarter After Hire	89.5	43.8	86.7	64.3

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

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		Occupation & SOC <sup>a</sup> Code			
Occupation	Truck Drivers, Heavy & Tractor-Trailer (53-3032)	Registered Nurses (29-1141)	Maids & Housekeeping Cleaners (37-2012)	Retail Salespersons (41- 2031)	
Typical Education Requirement	Postsecondary non-degree award	Associate's degree	Less than high school	Less than high school	
N	194	181	181	153	
Median Hourly Wage	\$16.00	\$28.25	\$12.75	\$15.00	
% Paid Piece Rate	7.1	23.1	0.0	0.0	
<b>% Offered Selected Benefits</b>					
Health Insurance	28.6	84.6	0.0	0.0	
Retirement	7.1	76.9	0.0	0.0	
Paid Leave	57.1	53.8	0.0	0.0	
<b>Wait Time for Benefits</b>					
Yes	42.9	46.2	0.0	0.0	
No	7.1	7.7	7.7	0.0	
Unknown	50.0	46.2	92.3	100.0	
<b>Skills Selected as "Important" (%)</b>					
Service Orientation	78.6	92.3	76.9	100.0	
Critical Thinking	85.7	92.3	92.3	72.7	
Reading Comprehension	28.6	100.0	61.5	72.7	
Technology Design	35.7	100.0	30.8	45.5	
Operation & Control	100.0	76.9	46.2	72.7	
<b>Employer's Satisfaction with New Hires' Skills (%)</b>					
Satisfied	50.0	69.2	46.2	36.4	
Unsatisfied	7.1	0.0	0.0	0.0	
Neutral	7.1	0.0	7.7	9.1	
Other	35.7	30.8	46.2	54.5	
<b>Average Weekly Hours Worked</b>					
20 or Less	0.0	16.7	30.0	33.3	
21-35	0.0	0.0	60.0	33.3	
36+	100.0	83.3	10.0	33.3	
<b>Work Status</b>					
Full-Time	100.0	61.5	46.2	54.5	
Part-Time	0.0	0.0	38.5	18.2	
Temporary	0.0	38.5	15.4	27.3	
Unknown	0.0	0.0	0.0	0.0	
<b>Gender</b>					
Women	0.0	30.8	61.5	45.5	
Men	100.0	23.1	7.7	36.4	
Nonresidents <sup>b</sup>	0.0	46.2	30.8	18.2	
<b>Age</b>					
16-19	0.0	0.0	7.7	0.0	
20-24	14.3	7.7	15.4	27.3	
25-34	28.6	15.4	30.8	18.2	
35-44	14.3	15.4	7.7	9.1	
45-54	28.6	0.0	7.7	18.2	
55-64	14.3	15.4	0.0	9.1	
65+	0.0	0.0	0.0	0.0	
Unknown	0.0	46.2	30.8	18.2	
<b>Turnover</b>					
% Working 1 Quarter After Hire	78.6	84.6	84.6	72.7	

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<b>Occupation &amp; SOC<sup>a</sup> Code</b>				
<b>Occupation</b>	<b>Pest Control Workers (37-2021)</b>	<b>Pesticide Handlers Sprayers &amp; Applicators (37-3012)</b>	<b>Child Care Workers (39-9011)</b>	<b>Sales Representatives, Services, All Other (41-3099)</b>
Typical Education Requirement	High school diploma	High school diploma	High school diploma	High school diploma
N	111	111	97	97
Median Hourly Wage	\$17.50	\$15.00	\$15.00	\$21.68
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	75.0	0.0	0.0	71.4
Retirement	87.5	0.0	100.0	28.6
Paid Leave	87.5	0.0	42.9	100.0
<b>Wait Time for Benefits</b>				
Yes	87.5	0.0	0.0	100.0
No	0.0	0.0	0.0	0.0
Unknown	12.5	100.0	100.0	0.0
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	87.5	25.0	100.0	100.0
Critical Thinking	100.0	25.0	0.0	85.7
Reading Comprehension	50.0	37.5	0.0	100.0
Technology Design	100.0	12.5	0.0	85.7
Operation & Control	100.0	37.5	0.0	57.1
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	37.5	25.0	14.3	28.6
Unsatisfied	0.0	12.5	0.0	0.0
Neutral	12.5	25.0	0.0	14.3
Other	50.0	37.5	85.7	57.1
<b>Average Weekly Hours Worked</b>				
20 or Less	0.0	0.0	100.0	0.0
21-35	0.0	0.0	0.0	0.0
36+	100.0	100.0	0.0	100.0
<b>Work Status</b>				
Full-Time	87.5	87.5	0.0	100.0
Part-Time	12.5	0.0	100.0	0.0
Temporary	0.0	12.5	0.0	0.0
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	12.5	12.5	42.9	0.0
Men	75.0	75.0	57.1	57.1
Nonresidents <sup>b</sup>	12.5	12.5	0.0	42.9
<b>Age</b>				
16-19	0.0	0.0	14.3	0.0
20-24	0.0	25.0	28.6	14.3
25-34	50.0	37.5	0.0	0.0
35-44	0.0	25.0	0.0	14.3
45-54	12.5	0.0	42.9	14.3
55-64	12.5	0.0	14.3	14.3
65+	12.5	0.0	0.0	0.0
Unknown	12.5	12.5	0.0	42.9
<b>Turnover</b>				
% Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

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Occupation	Occupation & SOC <sup>a</sup> Code			
	Bookkeeping, Accounting, & Auditing Clerks (43-3031)	Refuse & Recyclable Material Coll. (53-7081)	Bill & Account Collectors (43-3011)	Operating Engineers & Other Construction (47-2073)
Typical Education Requirement	High school diploma	Less than high school	High school diploma	High school diploma
N	97	83	69	69
Median Hourly Wage	\$25.00	\$12.00	\$12.07	\$15.38
% Paid Piece Rate	0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>				
Health Insurance	0.0	66.7	80.0	60.0
Retirement	0.0	33.3	100.0	40.0
Paid Leave	0.0	66.7	100.0	80.0
<b>Wait Time for Benefits</b>				
Yes	0.0	66.7	80.0	60.0
No	0.0	0.0	20.0	20.0
Unknown	100.0	33.3	0.0	20.0
<b>Skills Selected as "Important" (%)</b>				
Service Orientation	42.9	100.0	60.0	100.0
Critical Thinking	100.0	50.0	80.0	100.0
Reading Comprehension	100.0	33.3	100.0	80.0
Technology Design	100.0	16.7	40.0	40.0
Operation & Control	100.0	100.0	20.0	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>				
Satisfied	28.6	50.0	20.0	60.0
Unsatisfied	0.0	0.0	40.0	20.0
Neutral	0.0	33.3	20.0	0.0
Other	71.4	16.7	20.0	20.0
<b>Average Weekly Hours Worked</b>				
20 or Less	57.1	0.0	0.0	0.0
21-35	0.0	0.0	0.0	0.0
36+	42.9	100.0	100.0	100.0
<b>Work Status</b>				
Full-Time	42.9	83.3	100.0	80.0
Part-Time	57.1	16.7	0.0	0.0
Temporary	0.0	0.0	0.0	20.0
Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>				
Women	42.9	0.0	100.0	20.0
Men	14.3	83.3	0.0	60.0
Nonresidents <sup>b</sup>	42.9	16.7	0.0	20.0
<b>Age</b>				
16-19	0.0	0.0	0.0	0.0
20-24	0.0	0.0	20.0	0.0
25-34	28.6	0.0	20.0	60.0
35-44	0.0	16.7	40.0	0.0
45-54	14.3	33.3	0.0	0.0
55-64	14.3	33.3	20.0	20.0
65+	0.0	0.0	0.0	0.0
Unknown	42.9	16.7	0.0	20.0
<b>Turnover</b>				
% Working 1 Quarter After Hire	42.9	100.0	100.0	60.0

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		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>Maintenance &amp; Repair Workers, Gen (49-9071)</b>	<b>General &amp; Operations Managers (11-1021)</b>	<b>Chefs &amp; Head Cooks (35-1011)</b>	<b>Extraction Workers, All Other (47-5099)</b>
Typical Education Requirement		High school diploma	Bachelor's degree	High school diploma	High school diploma
N		69	56	56	56
Median Hourly Wage		\$12.00	\$45.21	\$28.85	\$18.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
<b>% Offered Selected Benefits</b>	Health Insurance	0.0	25.0	100.0	75.0
	Retirement	0.0	25.0	0.0	50.0
	Paid Leave	0.0	50.0	100.0	75.0
<b>Wait Time for Benefits</b>	Yes	0.0	25.0	100.0	50.0
	No	20.0	25.0	0.0	25.0
	Unknown	80.0	50.0	0.0	25.0
<b>Skills Selected as "Important" (%)</b>	Service Orientation	80.0	100.0	100.0	25.0
	Critical Thinking	80.0	100.0	0.0	75.0
	Reading Comprehension	100.0	100.0	0.0	50.0
	Technology Design	20.0	75.0	0.0	75.0
	Operation & Control	40.0	75.0	100.0	75.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	60.0	75.0	25.0	25.0
	Unsatisfied	0.0	0.0	0.0	25.0
	Neutral	0.0	0.0	0.0	0.0
	Other	40.0	25.0	75.0	50.0
<b>Average Weekly Hours Worked</b>	20 or Less	20.0	0.0	0.0	0.0
	21-35	40.0	0.0	0.0	0.0
	36+	40.0	100.0	0.0	100.0
<b>Work Status</b>	Full-Time	60.0	75.0	100.0	100.0
	Part-Time	20.0	0.0	0.0	0.0
	Temporary	20.0	25.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	20.0	0.0	0.0	0.0
	Men	80.0	100.0	75.0	100.0
	Nonresidents <sup>b</sup>	0.0	0.0	25.0	0.0
<b>Age</b>	16-19	0.0	0.0	0.0	25.0
	20-24	60.0	0.0	0.0	50.0
	25-34	20.0	25.0	50.0	0.0
	35-44	0.0	25.0	0.0	25.0
	45-54	0.0	50.0	25.0	0.0
	55-64	20.0	0.0	0.0	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	25.0	0.0
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	100.0	100.0	75.0

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

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		Occupation & SOC <sup>a</sup> Code			
Occupation		Installation, Maintenance & Repair Workers, Other (49-9099)	Welders, Cutters, Solderers, & Brazers (51-4121)		
	Typical Education Requirement	High school diploma	High school diploma		
	N	56	56		
	Median Hourly Wage	\$16.00	\$24.00		
	% Paid Piece Rate	0.0	0.0		
<b>% Offered Selected Benefits</b>	Health Insurance	75.0	100.0		
	Retirement	0.0	25.0		
	Paid Leave	0.0	75.0		
<b>Wait Time for Benefits</b>	Yes	0.0	75.0		
	No	0.0	25.0		
	Unknown	100.0	0.0		
<b>Skills Selected as "Important" (%)</b>	Service Orientation	75.0	75.0		
	Critical Thinking	0.0	75.0		
	Reading Comprehension	75.0	100.0		
	Technology Design	100.0	75.0		
	Operation & Control	100.0	100.0		
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	50.0	25.0		
	Unsatisfied	0.0	0.0		
	Neutral	0.0	0.0		
	Other	50.0	75.0		
<b>Average Weekly Hours Worked</b>	20 or Less	25.0	0.0		
	21-35	0.0	0.0		
	36+	75.0	100.0		
<b>Work Status</b>	Full-Time	75.0	100.0		
	Part-Time	25.0	0.0		
	Temporary	0.0	0.0		
	Unknown	0.0	0.0		
<b>Gender</b>	Women	0.0	25.0		
	Men	100.0	50.0		
	Nonresidents <sup>b</sup>	0.0	25.0		
<b>Age</b>	16-19	0.0	0.0		
	20-24	50.0	0.0		
	25-34	25.0	25.0		
	35-44	0.0	0.0		
	45-54	0.0	25.0		
	55-64	25.0	25.0		
	65+	0.0	0.0		
	Unknown	0.0	25.0		
<b>Turnover</b>	% Working 1 Quarter After Hire	25.0	25.0		

\*The 2016 estimates are based on an 8-quarter period from 2014Q3 to 2016Q2.

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