

Occupation		Occupation & SOC <sup>a</sup> Code			
		Total All Occupations (00-0000)	Waiters & Waitresses (35-3031)	Combined Food Preparation & Serving Workers, Inc (35-3021)	Hotel, Motel, & Resort Desk Clerks (43-4081)
	Typical Education Requirement	N/A	Less than high school	Less than high school	High school diploma or equivalent
	N	23,885	4,719	3,394	2,194
	Median Hourly Wage	8.50	3.25	8.50	9.00
<b>% Offered Selected Benefits</b>	Health Insurance	8.0	3.5	4.9	15.1
	Retirement	3.8	0.0	3.7	1.9
	Paid Leave	8.1	5.3	6.1	11.3
<b>Wait Time for Benefits</b>	Yes	11.6	7.9	12.2	9.4
	No	4.9	2.6	0.0	11.3
	Unknown	83.0	89.5	87.8	77.4
<b>Skills Selected as "Important" (%)</b>	Service Orientation	84.4	94.7	89.0	90.6
	Critical Thinking	64.1	78.1	53.7	86.8
	Reading Comprehension	58.2	71.9	59.8	81.1
	Technology Design	19.8	12.3	8.5	43.4
	Operation & Control	41.9	19.3	42.7	47.2
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	34.7	28.9	29.3	39.6
	Unsatisfied	6.4	3.5	6.1	9.4
	Neutral	12.5	15.8	11.0	13.2
	Other	46.4	51.8	53.7	37.7
<b>Average Weekly Hours Worked</b>	20 or Less	47.0	57.6	32.1	38.1
	21-35	36.8	35.3	60.7	38.1
	36+	16.2	7.1	7.1	23.8
<b>Work Status</b>	Full-Time	18.0	7.9	14.6	15.1
	Part-Time	77.3	88.6	79.3	77.4
	Temporary	4.0	3.5	3.7	5.7
	Unknown	0.5	0.0	2.4	0.0
<b>Gender</b>	Women	55.8	64.0	42.7	69.8
	Men	38.8	29.8	50.0	17.0
	Nonresidents <sup>b</sup>	5.4	6.1	7.3	13.2
<b>Age</b>	16-19	22.5	19.3	35.4	20.8
	20-24	20.1	25.4	19.5	15.1
	25-34	21.5	21.1	18.3	22.6
	35-44	12.1	14.9	7.3	13.2
	45-54	9.2	8.8	4.9	1.9
	55-64	5.0	2.6	3.7	7.5
	65+	1.4	0.0	0.0	5.7
	Unknown	8.1	7.9	11.0	13.2
<b>Turnover</b>	% Working 1 Quarter After Hire	74.7	67.5	69.5	86.8

\*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

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

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

<b>Accommodation &amp; Food Services (NAICS 72)</b>		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*</b>					
<b>Occupation</b>		<b>Cooks, Restaurant (35-2014)</b>	<b>Maids &amp; Housekeeping Cleaners (37-2012)</b>	<b>Bartenders (35-3011)</b>	<b>Dishwashers (35-9021)</b>
	Typical Education Requirement	Less than high school	Less than high school	Less than high school	Less than high school
	N	1,987	1,780	1,242	1,200
	Median Hourly Wage	10.00	9.50	7.50	8.50
<b>% Offered Selected Benefits</b>	Health Insurance	10.4	14.0	0.0	0.0
	Retirement	10.4	4.7	0.0	0.0
	Paid Leave	10.4	9.3	3.3	0.0
<b>Wait Time for Benefits</b>	Yes	14.6	14.0	0.0	0.0
	No	2.1	0.0	23.3	3.4
	Unknown	83.3	86.0	76.7	96.6
<b>Skills Selected as "Important" (%)</b>	Service Orientation	81.3	74.4	73.3	41.4
	Critical Thinking	62.5	39.5	66.7	31.0
	Reading Comprehension	64.6	46.5	53.3	6.9
	Technology Design	18.8	9.3	16.7	13.8
	Operation & Control	52.1	25.6	43.3	44.8
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	31.3	30.2	40.0	34.5
	Unsatisfied	10.4	11.6	10.0	6.9
	Neutral	14.6	14.0	10.0	13.8
	Other	43.8	44.2	40.0	44.8
<b>Average Weekly Hours Worked</b>	20 or Less	27.0	62.9	52.2	55.0
	21-35	62.2	28.6	26.1	30.0
	36+	10.8	8.6	21.7	15.0
<b>Work Status</b>	Full-Time	22.9	20.9	23.3	6.9
	Part-Time	77.1	69.8	76.7	93.1
	Temporary	0.0	9.3	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	45.8	72.1	76.7	31.0
	Men	52.1	23.3	20.0	69.0
	Nonresidents <sup>b</sup>	2.1	4.7	3.3	0.0
<b>Age</b>	16-19	12.5	11.6	13.3	37.9
	20-24	22.9	18.6	20.0	13.8
	25-34	31.3	23.3	30.0	6.9
	35-44	12.5	14.0	20.0	10.3
	45-54	8.3	11.6	6.7	13.8
	55-64	8.3	11.6	3.3	6.9
	65+	2.1	0.0	3.3	0.0
	Unknown	2.1	9.3	3.3	10.3
<b>Turnover</b>	% Working 1 Quarter After Hire	83.3	55.8	80.0	89.7

\*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

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

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Occupation		Occupation & SOC <sup>a</sup> Code			
		Counter Attendants, Cafeteria, Food Concession, (35-3022)	Food Preparation Workers (35-2021)	Maintenance & Repair Workers, Gen (49-9071)	Host & Hostess, Restaurant, Lounge & Coffee Shop (35-9031)
Typical Education Requirement		Less than high school	Less than high school	High school diploma or equivalent	Less than high school
N		1,076	786	786	580
Median Hourly Wage		8.13	8.75	10.00	8.16
% Offered Selected Benefits	Health Insurance	0.0	0.0	10.5	0.0
	Retirement	0.0	0.0	10.5	0.0
	Paid Leave	0.0	5.3	15.8	7.1
Wait Time for Benefits	Yes	11.5	5.3	10.5	7.1
	No	0.0	0.0	0.0	21.4
	Unknown	88.5	89.5	89.5	71.4
Skills Selected as "Important" (%)	Service Orientation	96.2	63.2	89.5	100.0
	Critical Thinking	38.5	57.9	78.9	78.6
	Reading Comprehension	38.5	63.2	63.2	42.9
	Technology Design	23.1	21.1	47.4	57.1
	Operation & Control	84.6	5.3	63.2	64.3
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	34.6	31.6	26.3	42.9
	Unsatisfied	0.0	5.3	5.3	0.0
	Neutral	11.5	10.5	15.8	14.3
	Other	53.8	52.6	52.6	42.9
Average Weekly Hours Worked	20 or Less	63.2	64.3	7.7	100.0
	21-35	36.8	21.4	15.4	0.0
	36+	0.0	14.3	76.9	0.0
Work Status	Full-Time	0.0	21.1	52.6	7.1
	Part-Time	92.3	78.9	36.8	92.9
	Temporary	7.7	0.0	10.5	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	73.1	47.4	36.8	92.9
	Men	26.9	47.4	63.2	7.1
	Nonresidents <sup>b</sup>	0.0	5.3	0.0	0.0
Age	16-19	34.6	26.3	5.3	64.3
	20-24	26.9	15.8	21.1	7.1
	25-34	23.1	10.5	15.8	21.4
	35-44	7.7	15.8	21.1	0.0
	45-54	7.7	5.3	21.1	0.0
	55-64	0.0	10.5	5.3	7.1
	65+	0.0	5.3	0.0	0.0
	Unknown	0.0	10.5	10.5	0.0
Turnover	% Working 1 Quarter After Hire	73.1	47.4	94.7	100.0

\*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

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

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

Accommodation & Food Services (NAICS 72)		Occupation & SOC <sup>a</sup> Code			
Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*					
Occupation		Cashiers (41-2011)	Cooks, Fast Food (35-2011)	Dining Room & Cafeteria Attendants & Bartender (35-9011)	General & Operations Managers (11-1021)
	Typical Education Requirement	Less than high school	Less than high school	Less than high school	Bachelor's degree
	N	538	497	497	248
	Median Hourly Wage	10.00	8.50	8.25	20.00
% Offered Selected Benefits	Health Insurance	0.0	8.3	41.7	16.7
	Retirement	0.0	0.0	41.7	0.0
	Paid Leave	0.0	0.0	75.0	50.0
Wait Time for Benefits	Yes	0.0	41.7	75.0	33.3
	No	0.0	8.3	0.0	16.7
	Unknown	100.0	50.0	25.0	50.0
Skills Selected as "Important" (%)	Service Orientation	92.3	91.7	91.7	100.0
	Critical Thinking	46.2	33.3	75.0	100.0
	Reading Comprehension	61.5	25.0	41.7	50.0
	Technology Design	46.2	0.0	8.3	33.3
	Operation & Control	38.5	25.0	33.3	100.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	46.2	33.3	33.3	83.3
	Unsatisfied	7.7	8.3	0.0	0.0
	Neutral	7.7	8.3	0.0	0.0
	Other	38.5	50.0	66.7	16.7
Average Weekly Hours Worked	20 or Less	33.3	18.2	80.0	25.0
	21-35	16.7	36.4	20.0	0.0
	36+	50.0	45.5	0.0	75.0
Work Status	Full-Time	0.0	41.7	16.7	83.3
	Part-Time	100.0	58.3	83.3	0.0
	Temporary	0.0	0.0	0.0	16.7
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	46.2	33.3	75.0	50.0
	Men	53.8	58.3	16.7	50.0
	Nonresidents <sup>b</sup>	0.0	8.3	8.3	0.0
Age	16-19	15.4	25.0	8.3	0.0
	20-24	15.4	8.3	33.3	33.3
	25-34	7.7	33.3	16.7	0.0
	35-44	15.4	16.7	8.3	16.7
	45-54	30.8	0.0	16.7	33.3
	55-64	0.0	0.0	0.0	16.7
	65+	7.7	0.0	0.0	0.0
	Unknown	7.7	16.7	16.7	0.0
Turnover	% Working 1 Quarter After Hire	61.5	50.0	100.0	66.7

\*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

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

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

<b>Accommodation &amp; Food Services (NAICS 72)</b>					
<b>Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*</b>					
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>			
<b>Occupation</b>		<b>First-Line Supervisors/Managers of Food Prep. (35-1012)</b>	<b>Driver/Sales Workers (53-3031)</b>	<b>Public Address System &amp; Other Announcers (27-3012)</b>	<b>Security Guards (33-9032)</b>
	Typical Education Requirement	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent	High school diploma or equivalent
	N	207	207	166	166
	Median Hourly Wage	13.50	6.00	31.25	10.00
<b>% Offered Selected Benefits</b>	Health Insurance	60.0	0.0	0.0	25.0
	Retirement	0.0	0.0	0.0	25.0
	Paid Leave	0.0	0.0	0.0	25.0
<b>Wait Time for Benefits</b>	Yes	0.0	0.0	0.0	25.0
	No	0.0	40.0	0.0	0.0
	Unknown	100.0	60.0	100.0	75.0
<b>Skills Selected as "Important" (%)</b>	Service Orientation	100.0	100.0	0.0	100.0
	Critical Thinking	100.0	20.0	0.0	100.0
	Reading Comprehension	40.0	40.0	0.0	100.0
	Technology Design	20.0	0.0	0.0	25.0
	Operation & Control	100.0	20.0	0.0	25.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	40.0	20.0	0.0	75.0
	Unsatisfied	20.0	0.0	0.0	25.0
	Neutral	0.0	20.0	25.0	0.0
	Other	40.0	60.0	75.0	0.0
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	0.0	100.0	100.0
	21-35	100.0	100.0	0.0	0.0
	36+	0.0	0.0	0.0	0.0
<b>Work Status</b>	Full-Time	100.0	20.0	0.0	0.0
	Part-Time	0.0	80.0	100.0	100.0
	Temporary	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	60.0	20.0	50.0	25.0
	Men	40.0	80.0	50.0	50.0
	Nonresidents <sup>b</sup>	0.0	0.0	0.0	25.0
<b>Age</b>	16-19	0.0	40.0	0.0	0.0
	20-24	40.0	20.0	25.0	25.0
	25-34	40.0	20.0	25.0	25.0
	35-44	0.0	0.0	25.0	0.0
	45-54	20.0	20.0	25.0	25.0
	55-64	0.0	0.0	0.0	0.0
	65+	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	25.0
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	100.0	100.0	75.0

\*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

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

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

<b>Accommodation &amp; Food Services (NAICS 72)</b>					
<b>Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*</b>					
<b>Occupation &amp; SOC<sup>a</sup> Code</b>					
<b>Occupation</b>		<b>Cooks, Short Order (35-2015)</b>	<b>Tour Guides &amp; Escorts (39-7011)</b>	<b>Food &amp; Tobacco Roasting, Baking, &amp; Drying Mach (51-3091)</b>	<b>Customer Service Representatives (43-4051)</b>
Typical Education Requirement		Less than high school	High school diploma or equivalent	Less than high school	High school diploma or equivalent
N		166	166	166	124
Median Hourly Wage		8.00	20.00	.	12.00
<b>% Offered Selected Benefits</b>	Health Insurance	0.0	0.0	0.0	0.0
	Retirement	0.0	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0	0.0
<b>Wait Time for Benefits</b>	Yes	0.0	0.0	0.0	0.0
	No	0.0	0.0	0.0	0.0
	Unknown	75.0	100.0	100.0	100.0
<b>Skills Selected as "Important" (%)</b>	Service Orientation	50.0	100.0	100.0	100.0
	Critical Thinking	50.0	100.0	100.0	100.0
	Reading Comprehension	50.0	100.0	0.0	100.0
	Technology Design	25.0	0.0	0.0	33.3
	Operation & Control	50.0	100.0	100.0	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	50.0	25.0	25.0	66.7
	Unsatisfied	25.0	0.0	0.0	0.0
	Neutral	25.0	0.0	0.0	0.0
	Other	0.0	75.0	75.0	33.3
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	0.0	100.0	100.0
	21-35	0.0	0.0	0.0	0.0
	36+	100.0	100.0	0.0	0.0
<b>Work Status</b>	Full-Time	50.0	0.0	0.0	66.7
	Part-Time	50.0	100.0	100.0	33.3
	Temporary	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
<b>Gender</b>	Women	25.0	25.0	50.0	66.7
	Men	75.0	75.0	50.0	0.0
	Nonresidents <sup>b</sup>	0.0	0.0	0.0	33.3
<b>Age</b>	16-19	25.0	25.0	25.0	66.7
	20-24	0.0	25.0	0.0	0.0
	25-34	50.0	25.0	50.0	0.0
	35-44	0.0	0.0	25.0	0.0
	45-54	25.0	0.0	0.0	0.0
	55-64	0.0	0.0	0.0	0.0
	65+	0.0	25.0	0.0	0.0
	Unknown	0.0	0.0	0.0	33.3
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	0.0	100.0	100.0

\*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

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

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

**Accommodation & Food Services (NAICS 72)****Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017\***

Occupation		Occupation & SOC <sup>a</sup> Code			
		Receptionists & Information Clerks (43-4171)	Bakers (51-3011)	Food Service Managers (11-9051)	Landscaping & Groundskeeping Workers (37-3011)
Typical Education Requirement		High school diploma or equivalent	Less than high school	High school diploma or equivalent	Less than high school
N		124	124	83	83
Median Hourly Wage		9.50	8.50	13.75	10.00
% Offered Selected Benefits	Health Insurance	0.0	33.3	50.0	0.0
	Retirement	0.0	33.3	0.0	0.0
	Paid Leave	0.0	0.0	50.0	0.0
Wait Time for Benefits	Yes	0.0	33.3	50.0	0.0
	No	0.0	0.0	0.0	0.0
	Unknown	100.0	66.7	50.0	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	50.0	50.0
	Technology Design	0.0	0.0	50.0	0.0
	Operation & Control	66.7	100.0	100.0	50.0
Employer's Satisfaction with New Hires' Skills (%)	Satisfied	66.7	33.3	100.0	100.0
	Unsatisfied	0.0	0.0	0.0	0.0
	Neutral	0.0	33.3	0.0	0.0
	Other	33.3	33.3	0.0	0.0
Average Weekly Hours Worked	20 or Less	66.7	66.7	50.0	0.0
	21-35	33.3	33.3	0.0	100.0
	36+	0.0	0.0	50.0	0.0
Work Status	Full-Time	0.0	33.3	100.0	50.0
	Part-Time	100.0	66.7	0.0	50.0
	Temporary	0.0	0.0	0.0	0.0
	Unknown	0.0	0.0	0.0	0.0
Gender	Women	66.7	66.7	50.0	0.0
	Men	33.3	33.3	50.0	100.0
	Nonresidents <sup>b</sup>	0.0	0.0	0.0	0.0
Age	16-19	33.3	0.0	50.0	0.0
	20-24	0.0	0.0	50.0	0.0
	25-34	33.3	66.7	0.0	0.0
	35-44	0.0	33.3	0.0	0.0
	45-54	33.3	0.0	0.0	50.0
	55-64	0.0	0.0	0.0	50.0
	65+	0.0	0.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0	
Turnover	% Working 1 Quarter After Hire	0.0	100.0	100.0	100.0

\*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

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

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.

<b>Accommodation &amp; Food Services (NAICS 72)</b>				
<b>Estimates of New Hires and New Hires Job Characteristics in Wyoming, 2017*</b>				
		<b>Occupation &amp; SOC<sup>a</sup> Code</b>		
<b>Occupation</b>		<b>Personal Care &amp; Service Workers, All Other (39-9099)</b>	<b>Retail Salespersons (41-2031)</b>	<b>Truck Drivers, Light or Delivery Services (53-3033)</b>
	Typical Education Requirement	High school diploma or equivalent	Less than high school	High school diploma or equivalent
	N	83	83	83
	Median Hourly Wage	.	10.00	7.50
<b>% Offered Selected Benefits</b>	Health Insurance	0.0	0.0	100.0
	Retirement	0.0	0.0	0.0
	Paid Leave	0.0	0.0	0.0
<b>Wait Time for Benefits</b>	Yes	0.0	0.0	100.0
	No	100.0	0.0	0.0
	Unknown	0.0	100.0	0.0
<b>Skills Selected as "Important" (%)</b>	Service Orientation	100.0	100.0	100.0
	Critical Thinking	0.0	100.0	100.0
	Reading Comprehension	0.0	100.0	100.0
	Technology Design	100.0	100.0	50.0
	Operation & Control	0.0	100.0	100.0
<b>Employer's Satisfaction with New Hires' Skills (%)</b>	Satisfied	50.0	0.0	100.0
	Unsatisfied	0.0	0.0	0.0
	Neutral	0.0	50.0	0.0
	Other	50.0	50.0	0.0
<b>Average Weekly Hours Worked</b>	20 or Less	0.0	100.0	0.0
	21-35	0.0	0.0	100.0
	36+	0.0	0.0	0.0
<b>Work Status</b>	Full-Time	0.0	0.0	0.0
	Part-Time	0.0	0.0	50.0
	Temporary	100.0	100.0	0.0
	Unknown	0.0	0.0	50.0
<b>Gender</b>	Women	50.0	0.0	0.0
	Men	50.0	50.0	100.0
	Nonresidents <sup>b</sup>	0.0	50.0	0.0
<b>Age</b>	16-19	50.0	0.0	0.0
	20-24	0.0	0.0	100.0
	25-34	0.0	50.0	0.0
	35-44	50.0	0.0	0.0
	45-54	0.0	0.0	0.0
	55-64	0.0	0.0	0.0
	65+	0.0	0.0	0.0
	Unknown	0.0	50.0	0.0
<b>Turnover</b>	% Working 1 Quarter After Hire	100.0	100.0	100.0

\*The 2017 estimates are based on an 8-quarter period from 2015Q3 to 2017Q2.

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

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

Note: Percentages may not sum to 100.0 due to rounding.

Source: Wyoming New Hires Job Skills Survey. Prepared by L. Knapp and M. Moore, Research & Planning, WY DWS, 11/15/19.