

Graduate Survey Results 2017-2018
Wisconsin Indianhead Technical College



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Graduate Survey Results 2017-2018

Prepared by
Institutional Research
May 2019



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Administrative Office
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Introduction

The Graduate Follow Up Survey (Appendix A) is conducted annually by the WITC Office of Institutional Research at the request of the Wisconsin Technical College System (WTCS). The primary objective of the survey, developed by the WTCS, is to identify and measure the success of recent WITC graduates. This report contains the results of the responses from WITC 2017-2018 graduates.

WTCS uses statewide results to create the “Graduate Outcomes” report ([available on their website](#)) which is used as a career planning tool for students and provides data for program planning and evaluation.

One thousand, five hundred and forty-two (1,542) individuals who graduated from WITC associate degree, one- and two-year technical, and short-term technical diploma programs during the period of June 1, 2017 through May 31, 2018 were included in the study. From November 2018 through February 2019, graduate responses were obtained through first-class mailings, email and text messages containing an online survey link, and telephone calls.

Summary

WITC 2018 Key Measures of Success

Measure	2015 Rate	2016 Rate	2017 Rate	2018 Rate
Response	89%	84%	85%	76%
Employed	95%	93%	93%	94%
Employed Related*	79%	72%	77%	76%
Satisfied with Training	98%	97%	96%	98%
Median Salary**	\$34,000	\$33,769	\$35,851	\$37,437

Table 1: Summary of Key Measures of Success

**WTCS Median Salaries for WITC

WITC received responses from 1,169 graduates resulting in a response rate of 76%.

The graduate counts and response rates by campus are included in Table II.

Campus	Number Surveyed	Percent of Total	Number Responding	Percent Responding
Ashland	177	11%	136	77%
New Richmond	436	28%	332	76%
Online	65	4%	60	92%
Rice Lake	545	35%	414	76%
Superior	323	21%	231	72%
TOTAL*	1,542	100%	1,169	76%

Table II: Number of Graduates Surveyed and Number Responding by Campus including graduates from programs offered on campus and at outreach locations.

*Unduplicated

The number of graduates employed total 851 or 94% of the 902 that are available for employment. Of those employed, 651 or 76%, are employed in jobs related to their training at WITC. Fifty-one graduates, or 6%, are unemployed and indicated they are seeking employment.

Table III below shows the number and percentage of graduates employed and the number employed in occupations related to their technical training by campus.

Campus	Graduates In the Labor Market*	Employed		Employed in Occupations Related to Training**	
		Number	Percent	Number	Percent
Ashland	96	93	97%	67	72%
New Richmond	255	244	96%	179	73%
Online	49	47	96%	36	77%
Rice Lake	320	302	94%	238	79%
Superior	185	168	91%	133	79%
TOTAL***	902	851	94%	651	76%

Table III: Number of Graduates in the Labor Market, Number and Percent Employed, and Number and Percent Employed Related by Campus

*Includes graduates who are employed or seeking employment.

**Percent employed related of all employed.

***Unduplicated.

For additional follow-up information by program and campus, refer to the charts in Appendix B.

Employment by College Division

The 2017-2018 graduates represent 88 programs in six college divisions. Table IV indicates the number of graduates and programs in each college division and the number of respondents and the response rate obtained for each.

Division	Number of Programs*	Number of Graduates	Percent of Total	Number and Percent Responding	
Business	20	215	14%	186	87%
Family and Consumer Services	8	163	11%	133	82%
Nursing and Allied Health	12	713	46%	478	67%
Public Safety	4	43	3%	35	81%
Technology and Industry	38	355	23%	292	82%
Workforce Development and Advancement	6	59	4%	49	83%

Table IV: Number of Programs, Graduates, and Responses by College Division

*Includes embedded certificates.

Division	Number in Labor Market	Employed Related	Seeking Employment
Business	145	61%	4%
Family and Consumer Services	102	76%	4%
Nursing and Allied Health	353	79%	4%
Public Safety	31	55%	16%
Technology and Industry	247	68%	7%
Workforce Development and Advancement	27	81%	7%

Table V: Percent Employed in Occupations Related to Training and Seeking Employment by College Division

Employment information by division and program is provided in Appendix C.

Employment by Degree Level

Of the 1,542 graduates, 53% received short-term technical diplomas, 21% associate degrees, 21% one-year technical diplomas, 4% received two-year technical diplomas, and 2% received embedded certificates.

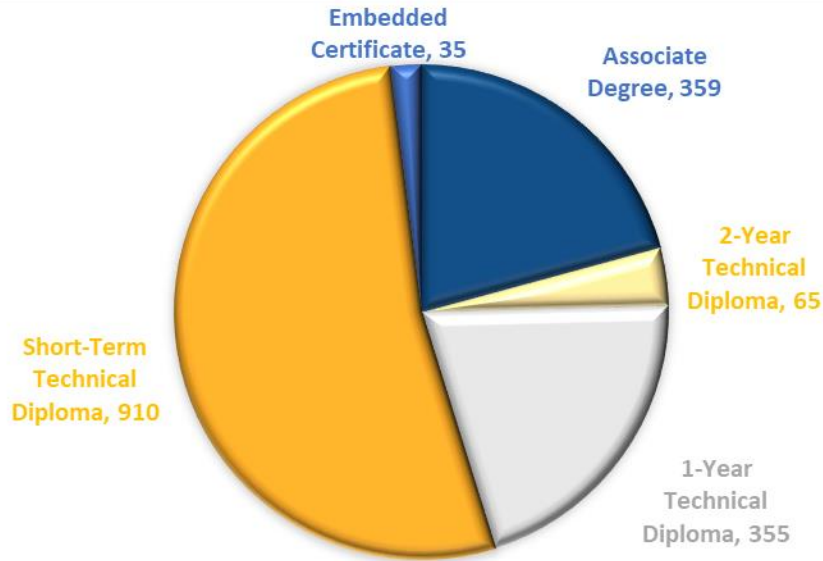


Figure 1: Graduates by Degree Level

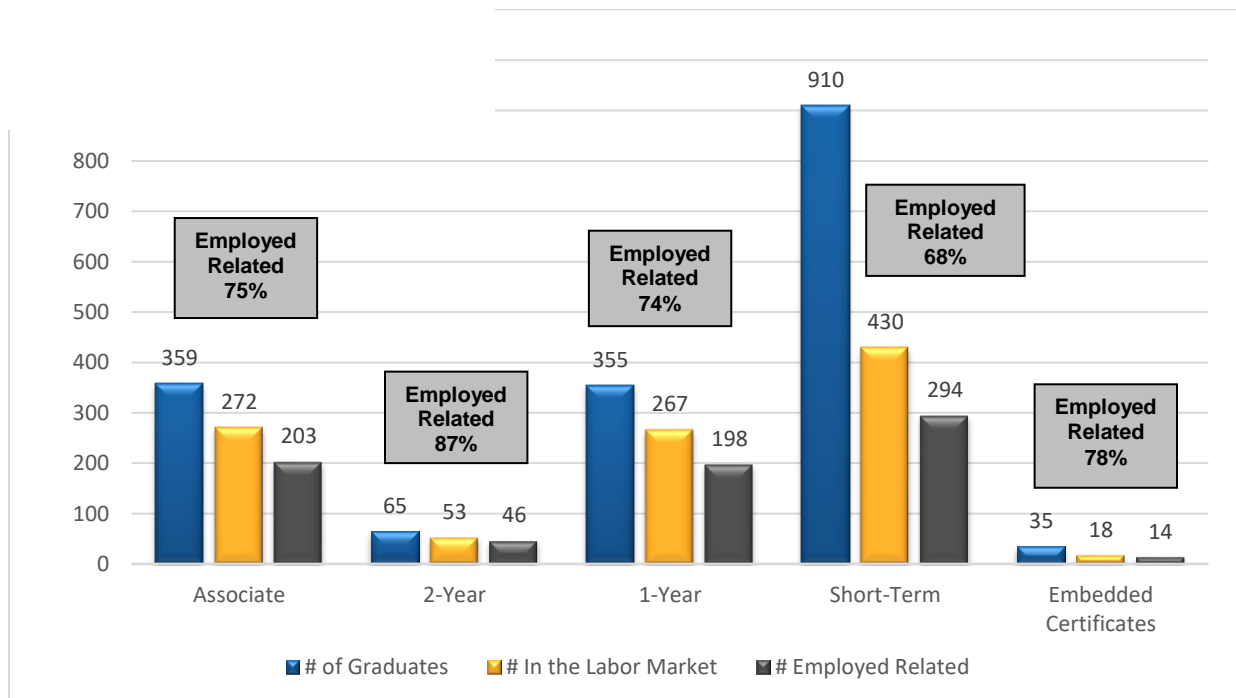


Figure 2: Number in the Labor Market and Number Employed in Related Occupations

Employment information by degree level is provided in Appendix D.

Satisfaction with Training

Graduates were asked to indicate their satisfaction with the training at WITC. Of the 1,042 graduates who responded to this question, 645 (62%) indicated they were very satisfied with their training and 376 (36%) indicated that they were satisfied. Only 21 graduates, or 2%, were unsatisfied or very unsatisfied with the training they received at WITC.

Graduates were also asked if they would recommend WITC to a friend or family member. Of the 998 graduates who responded to this question, 976 (98%) indicated they would recommend WITC to a friend or family member compared to only 22 (2%) who would not recommend WITC.

Graduate satisfaction with training for each instructional division, degree level and campus is provided in the charts in Appendix E.

Reasons for Attending WITC

Graduates indicated their primary reason for attending WITC in response to question two of the survey. Of the 1,047 graduates who responded, 395 (38%) selected “preparation for getting a job” as the primary reason and 223 (21%) selected “career change.” One hundred sixty-one (161) graduates, or 15%, indicated “improvement of existing job skills” and 154 graduates (15%) selected “preparation for further education”. Eighty-eight (88) graduates or 8% indicated “personal interest” and 26 or (2%), attended WITC for “other” reasons.

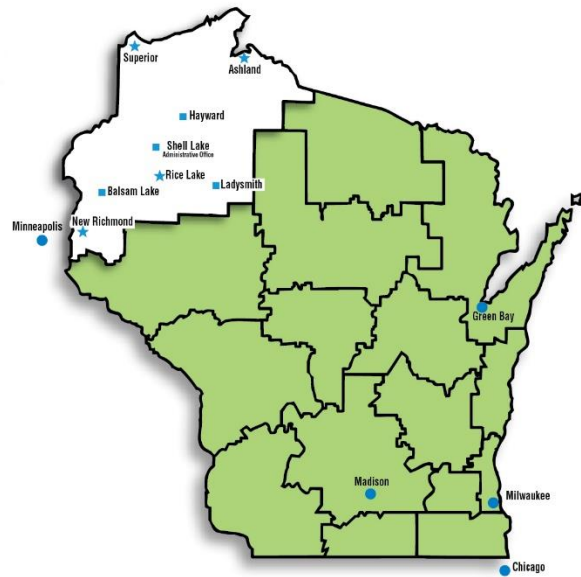
Primary reasons for enrolling at WITC can be found by campus in Table VI. Responses regarding educational intent by instructional division, degree level, and campus are provided in the charts found in Appendix E.

	Ashland		New Richmond		Online		Rice Lake		Superior		Total*	
Preparation for Employment	45	38%	112	38%	13	24%	122	33%	105	49%	395	38%
Career Change	25	21%	64	22%	15	27%	76	21%	43	20%	223	21%
Improve Existing Job Skills	20	17%	37	13%	14	25%	67	18%	24	11%	161	15%
Prepare for Further Education	15	13%	39	13%	11	20%	65	18%	25	12%	154	15%
Personal Interest	14	12%	31	11%	2	4%	30	8%	11	5%	88	8%
Other	0	0%	9	3%	0	0%	9	2%	8	4%	26	2%

Table VI: Primary Reasons for Enrolling at WITC by Campus
 *Unduplicated.

Location of Employment

Of the 726 graduates who reported their job location, 478 or 66% were employed in the WITC District, 165 or 23% in other states, and 83 or 11% in Wisconsin outside the WITC District. For graduates employed and employed in jobs related to their technical training, employment location percentage results were very similar with comparisons of 64% employed in the District, 24% out of state, and 13% in Wisconsin outside the WITC District. The percentage of graduates employed (related) in the District is greatest in Ashland with 81% and Rice Lake with 74% of graduates working in the 11-county area. Fifty-eight percent (58%) of Superior graduates and 25% of New Richmond graduates are employed (related) out-of-state. The percent of graduates employed related in Wisconsin but out of the WITC District is lowest for graduates from Superior (2%) compared to 13% for both Ashland and New Richmond graduates, 16% for Rice Lake, and 29% for Online graduates. Appendix F contains a list of the employers and position titles for those graduates who are employed in jobs related to their WITC education. Table VII shows employment location for each campus.



Campus	Employed			Employed Related		
	In District	WI Out of District	Out of State	In District	WI Out of District	Out of State
Ashland	83%	12%	5%	81%	13%	6%
New Richmond	63%	11%	26%	63%	13%	25%
Online	62%	29%	10%	62%	29%	9%
Rice Lake	77%	14%	9%	74%	16%	10%
Superior	44%	2%	54%	40%	2%	58%
TOTAL	66%	11%	23%	64%	13%	24%

Table VII: Employment Location by Campus

Salary

Graduates were asked to provide salary information based on hourly, monthly, or yearly wages. Regardless of the wage base used, individual responses are converted to a monthly salary, and an average monthly wage is reported for each program. These averages are calculated for full-time (35 hours or more per week) employment for training-related jobs and are based on a minimum of three reported salaries.

The average monthly salary for 2017-2018 graduates is \$3,393 or \$40,668 annually. There is a relationship between the length of training and salary.

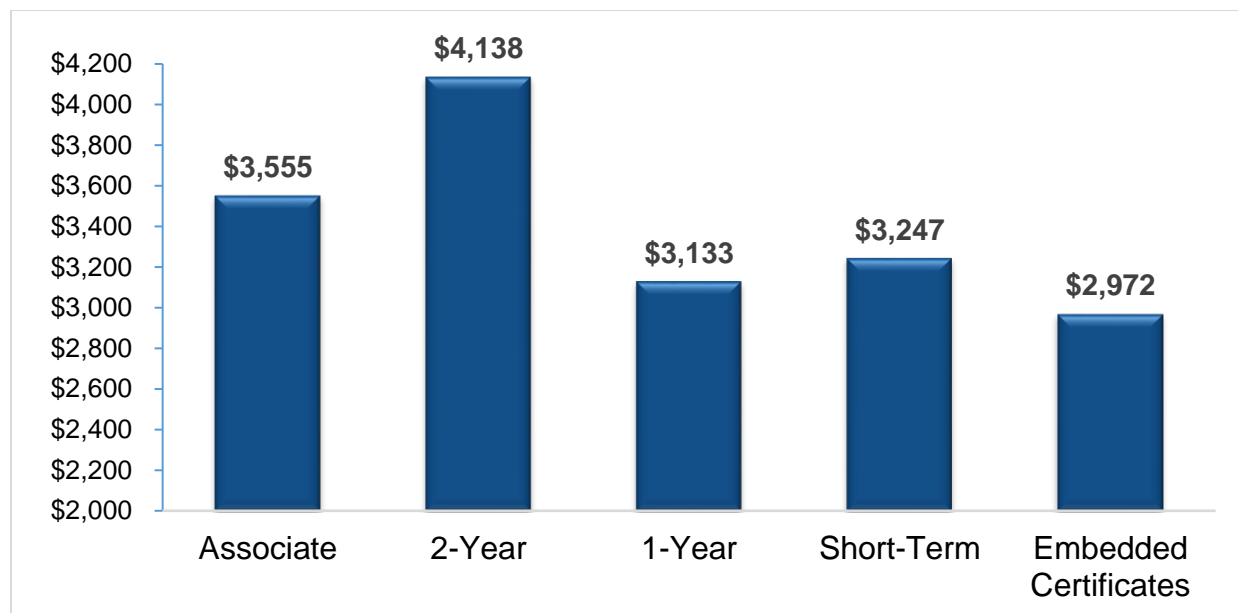
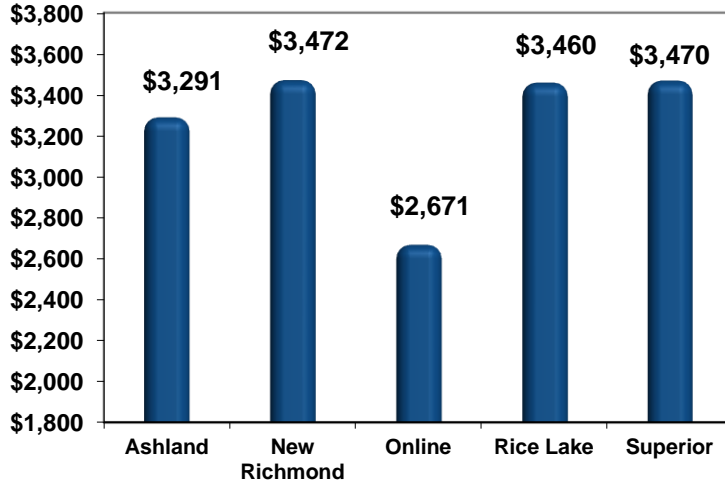


Figure 3: Average Monthly Salary by Degree Level

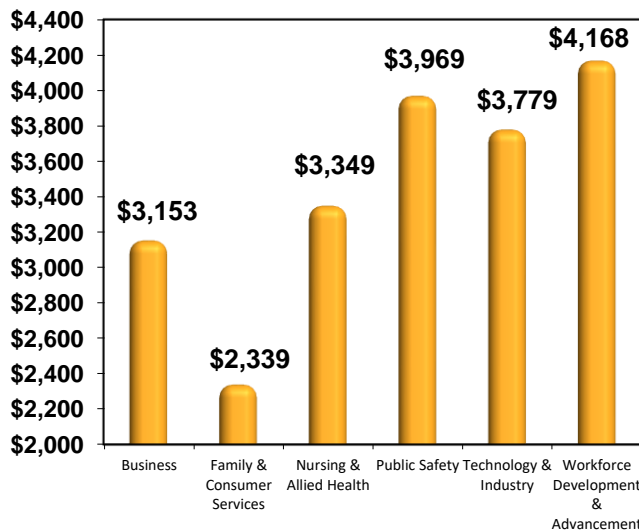
Figures 4 and 5 show average monthly and yearly salaries by campus and division.

Average Monthly Salary for Full-Time Training-Related Employment



<u>Annual Salary</u>	
Ashland	\$39,492
New Richmond	\$41,664
Online	\$32,057
Rice Lake	\$41,386
Superior	\$41,635

Figure 4: Average Monthly Salary by Campus



<u>Annual Salary</u>	
Business	\$37,834
Family and Consumer Services	\$28,063
Nursing and Allied Health	\$40,188
Public Safety	\$46,718
Technology and Industry	\$45,297
Workforce Development and Advancement	\$50,018

Figure 5: Average Monthly Salary by College Division

Graduates Not In the Labor Market

Two hundred sixty-seven (267) of the 1,169 graduates who completed the survey were not available for employment. As indicated in Table VIII below, 234 graduates are continuing their education and 17 are unavailable due to family responsibilities. Ten graduates are not in the labor market due to “other” reasons, and six graduates indicated they are disabled. Of the 234 graduates who are continuing their education, 81 graduated from the Rice Lake campus, 72 from New Richmond, 37 from Superior, 34 from Ashland and 10 were Online.

Campus	Graduates	Respondents	Reason Not In Labor Market			
			Student	Family Responsibilities	Disabled	Other
Ashland	177	136	34	3	2	1
New Richmond	436	332	72	1	1	3
Online	65	60	10	1	0	0
Rice Lake	545	414	81	9	2	2
Superior	323	231	37	4	1	4
TOTALS*	1,542	1,169	234	17	6	10

Table VIII: Reasons Not In The Labor Market

*Unduplicated

APPENDIX A

2017-2018 Graduate Follow-Up Study

PLEASE CHECK ONE RESPONSE FOR EACH QUESTION

1. How do you feel about the training you received at WITC?

- Very Satisfied
- Satisfied
- Unsatisfied
- Very Unsatisfied

2. What was your primary reason for attending WITC?

- Preparation for getting a job
- Career change
- Improvement of existing job skills
- Preparation for further education
- Personal interest
- Other: _____

3. Which one of the following best describes your present status?

- Employed (including active military service)
 - Not employed, but seeking
 - Not available for employment, student
 - Not available for employment, family responsibilities
 - Not available for employment, disabled
 - Not available for employment (please list reason)
- _____
- _____

NOTE: IF YOU ARE CURRENTLY EMPLOYED, PLEASE GO ON TO QUESTION 4. IF NOT EMPLOYED, PLEASE SKIP TO QUESTION 7.

4. When did you start working in your present occupation?

- Before enrolling at WITC
- While attending WITC
- After leaving WITC

5. Is your job related to the training you received at WITC?

- Yes
- No

6. Please list the following job information:

A. Job Title: _____

B. Name/Address of Employer:

Company _____

Supervisor Name _____

Address _____

City _____ State _____ Zip _____

Telephone _____

C. What is your present wage, BEFORE DEDUCTIONS?

DO NOT INCLUDE OVERTIME. Please give one:

\$ _____ /Hour \$ _____ /Month \$ _____ /Year

D. How many hours do you work during an average work week?

_____ Hours per week

E. How many weeks in the year do you work?

_____ Weeks per year

7. Which WITC services helped you to seek and/or obtain employment? (Check all that apply.)

- Classroom instruction on job search techniques
- Special workshops involving employers and guest speakers
- Internet job banks (WITC Employment Services/Tech Connect and other Internet job banks).
- On-campus interviews
- Instructor referrals and references
- Job shadowing
- Other (please specify) _____

8. Are you interested in being an active member of the WITC Alumni Association?

- Yes (If yes, Alumni Association will contact you)
- No

9. Would you recommend WITC to a friend or family member?

- Yes
- No

10. Did you achieve your educational objective at WITC?

- Yes, fully
- Yes, partially
- No

11. Please tell us how WITC has helped you and give us your suggestions for improving the programs and services we offer.

To be included in results, any comments provided should be pertinent to the topic and constructively useful for the purpose of continuous improvement and be in keeping with the goals of WITC's Mission, Vision, Values, and Tenets. <https://www.witc.edu/about-witc/mission-and-vision>

***Thank you for your cooperation.
Please fold and mail as soon as possible.***

TO BE COMPLETED BY WITC

Type of Contact:

- Telephone, talked with _____
- Personal interview with _____
- School Record

Telephone Number of Respondent: _____

Date Verified By:

Signature _____ Date _____

WITC is an Equal Opportunity/Access/Affirmative Action/
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Do you have e-mail access? Yes No
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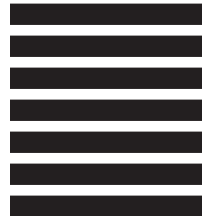
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APPENDIX B

**SUMMARY OF GRADUATE FOLLOW-UP STUDY
OF 2017-2018 GRADUATES BY CAMPUS**

	Ashland	New Richmond	Online	Rice Lake	Superior
Graduates	177	436	65	545	323
Responses	136 77%	332 76%	60 92%	414 76%	231 72%
In the Labor Market	96	255	49	320	185
Employed	93 97%	244 96%	47 96%	302 94%	168 91%
Related	67	179	36	238	133
Unrelated	20	57	10	52	33
Unknown	6	8	1	12	2
Seeking Employment	3 3%	11 4%	2 4%	18 6%	17 9%
Average Monthly Salary	\$3,291	\$3,472	\$2,671	\$3,460	\$3,470

Location of Employment

Location	Employed		Employed Related to Training	
	Count	Percentage	Count	Percentage
In District	478	66%	379	64%
Wisconsin (Out of District)	83	11%	75	13%
Out of State	165	23%	140	24%
Total Employed	726		594	

**SUMMARY OF GRADUATE FOLLOW-UP OF 2017-2018 GRADUATES
ASHLAND CAMPUS**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES			IN LABOR MARKET	TOTAL EMPLOYED			EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Business</i>											
31-101-1 Accounting Assistant	4	3	75%		2	2	100%	1	50%		NA
10-106-6 Administrative Professional	2	2	100%		2	2	100%	1	50%		NA
30-101-4 Billing and Posting Clerk	3	2	67%		1	1	100%	0	0%		NA
10-102-3 Business Management	5	4	80%		4	4	100%	3	75%		\$2,494
30-114-1 Financial Services Customer Representative	2	2	100%		2	2	100%	1	50%		NA
31-160-1 Health Office Professional	6	5	83%		3	3	100%	1	33%		NA
30-160-2 Healthcare Receptionist	9	8	89%		3	3	100%	0	0%		NA
10-116-2 Human Resource Management	1	1	100%		1	1	100%	0	0%		NA
30-196-6 Leadership Essentials	1	1	100%		1	1	100%	0	0%		NA
10-160-2 Medical Administrative Professional	1	0	0%		0	0	0%	0	0%		NA
30-160-5 Medical Billing Specialist	2	1	50%		1	1	100%	0	0%		NA
30-106-6 Microsoft Office	6	6	100%		6	6	100%	4	67%		NA
31-106-8 Office Support Specialist	7	6	86%		6	6	100%	4	67%		NA
30-106-1 Office Technology Assistant	5	5	100%		5	5	100%	4	80%		NA
61-101-2 Tax Preparer Assistant	1	1	100%		0	0	0%	0	0%		NA
TOTAL BUSINESS+	30	25	83%		18	18	100%	7	39%		\$2,625
<i>Family & Consumer Services</i>											
61-544-2 Dementia Care	2	1	50%		0	0	0%	0	0%		NA
10-307-1 Early Childhood Education	5	5	100%		5	5	100%	4	80%		NA
31-307-1 E-Connect - Child Care Services	4	4	100%		4	4	100%	3	75%		NA
10-544-1 Gerontology - Aging Services Professional	4	3	75%		2	2	100%	2	100%		NA
TOTAL FAMILY & CONSUMER SERVICES+	11	9	82%		7	7	100%	6	86%		NA
<i>Nursing and Allied Health</i>											
30-531-3 Emergency Medical Technician	14	11	79%		10	9	90%	9	90%		\$3,028
31-531-1 Emergency Medical Technician – Paramedic	1	1	100%		1	1	100%	1	100%		NA
31-509-1 Medical Assistant	6	6	100%		6	6	100%	5	83%		\$2,542
30-543-1 Nursing Assistant	51	26	51%		15	15	100%	11	73%		\$2,801
10-543-1 Nursing-Associate Degree	9	8	89%		8	8	100%	8	100%		\$4,679
10-514-1 Occupational Therapy Assistant	5	4	80%		3	3	100%	3	100%		NA
30-509-2 Patient Services Specialist	5	5	100%		5	5	100%	5	100%		NA
TOTAL NURSING AND ALLIED HEALTH+	86	56	65%		43	42	98%	37	86%		\$3,493

**SUMMARY OF GRADUATE FOLLOW-UP OF 2017-2018 GRADUATES
ASHLAND CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES	IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
Public Safety						
10-504-5 Criminal Justice Studies	1	1 100%	1	1 100%	0 0%	NA
TOTAL PUBLIC SAFETY+	1	1 100%	1	1 100%	0 0%	NA
Technology and Industry						
10-150-2 Information Technology - Network Specialist	3	3 100%	3	3 100%	3 100%	\$2,981
10-154-7 Information Technology - Systems Administration Specialist	1	1 100%	1	1 100%	1 100%	NA
30-150-4 IT Network Technician	4	4 100%	1	0 0%	0 0%	NA
31-420-1 Machine Tool Operation	2	2 100%	2	2 100%	1 50%	NA
61-461-1 Marine Repair Essentials	11	11 100%	5	5 100%	4 80%	\$2,903
31-461-4 Marine Repair Technician	5	5 100%	3	3 100%	1 33%	NA
31-442-1 Welding	10	8 80%	7	7 100%	4 57%	\$4,205
TOTAL TECHNOLOGY AND INDUSTRY+	36	34 94%	22	21 95%	14 64%	\$3,508
Workforce Development and Advancement						
30-410-3 Construction Essentials	15	11 73%	5	4 80%	3 60%	\$3,315
TOTAL WORKFORCE DEVELOPMENT AND ADVANCEMENT+	15	11 73%	5	4 80%	3 60%	\$3,315
TOTAL ASHLAND CAMPUS+	177	136 77%	96	93 97%	67 70%	\$3,291

*Based on those in the labor market.

+Totals are unduplicated counts – not a summary of the program numbers.

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES
NEW RICHMOND CAMPUS**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED			EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Business</i>										
10-101-1 Accounting	5	4	80%	4	4	100%	4	100%		\$3,351
31-101-1 Accounting Assistant	8	7	88%	6	5	83%	4	67%		NA
10-106-6 Administrative Professional	3	3	100%	3	2	67%	2	67%		NA
30-101-4 Billing and Posting Clerk	15	11	73%	9	8	89%	5	56%		\$3,173
10-102-3 Business Management	12	9	75%	8	8	100%	5	63%		\$3,496
10-114-2 Finance	2	1	50%	1	1	100%	0	0%		NA
30-114-1 Financial Services Customer Representative	1	1	100%	1	1	100%	0	0%		NA
31-160-1 Health Office Professional	5	5	100%	5	3	60%	2	40%		NA
30-160-2 Healthcare Receptionist	4	3	75%	2	2	100%	2	100%		NA
10-196-1 Leadership Development	3	2	67%	2	2	100%	0	0%		NA
30-196-6 Leadership Essentials	1	1	100%	0	0	0%	0	0%		NA
10-104-3 Marketing	1	1	100%	1	1	100%	1	100%		NA
10-160-2 Medical Administrative Professional	5	5	100%	5	5	100%	5	100%		\$2,792
30-160-5 Medical Billing Specialist	3	3	100%	3	2	67%	2	67%		NA
31-106-2 Medical Office Specialist	1	0	0%	0	0	0%	0	0%		NA
30-106-6 Microsoft Office	10	10	100%	9	7	78%	5	56%		NA
31-106-8 Office Support Specialist	8	7	88%	7	6	86%	4	57%		NA
30-106-1 Office Technology Assistant	6	6	100%	6	4	67%	4	67%		NA
61-101-2 Tax Preparer Assistant	5	4	80%	3	3	100%	3	100%		NA
TOTAL BUSINESS+	63	52	83%	45	40	89%	27	60%		\$3,417
<i>Family and Consumer Services</i>										
30-544-2 Community-Based Residential Facility (CBRF) Caregiver	12	11	92%	5	5	100%	3	60%		NA
61-544-2 Dementia Care	5	5	100%	3	2	67%	2	67%		NA
10-307-1 Early Childhood Education	11	9	82%	8	8	100%	5	63%		\$1,911
31-307-1 E-Connect - Child Care Services	11	8	73%	7	7	100%	4	57%		NA
61-544-1 Gerontology for Healthcare Professionals	3	3	100%	1	1	100%	1	100%		NA
10-520-3 Human Services Associate	13	10	77%	8	8	100%	6	75%		\$2,763
TOTAL FAMILY AND CONSUMER SERVICES+	41	34	83%	23	22	96%	16	70%		\$2,384

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES
NEW RICHMOND CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES	IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
<i>Nursing and Allied Health</i>						
30-531-6 Advanced EMT	10	9 90%	8	8 100%	7 88%	\$2,394
30-531-3 Emergency Medical Technician	10	6 60%	5	5 100%	5 100%	NA
31-531-1 Emergency Medical Technician – Paramedic	1	1 100%	1	1 100%	1 100%	NA
31-509-1 Medical Assistant	10	10 100%	9	9 100%	8 89%	\$2,653
30-543-1 Nursing Assistant	130	76 58%	48	46 96%	30 63%	\$3,034
10-543-1 Nursing - Associate Degree	16	14 88%	14	14 100%	13 93%	\$5,465
10-514-1 Occupational Therapy Assistant	6	5 83%	5	5 100%	4 80%	NA
30-509-2 Patient Services Specialist	12	12 100%	9	9 100%	8 89%	NA
TOTAL NURSING AND ALLIED HEALTH+	184	122 66%	90	88 98%	68 76%	\$3,275
<i>Public Safety</i>						
10-504-5 Criminal Justice Studies	5	5 100%	4	3 75%	0 0%	NA
TOTAL PUBLIC SAFETY+	5	5 100%	4	3 75%	0 0%	NA
<i>Technology and Industry</i>						
32-070-1 Agricultural Power and Equipment Technician	13	12 92%	12	12 100%	10 83%	\$3,504
10-614-4 Architectural Commercial Design	2	2 100%	2	2 100%	2 100%	NA
32-454-1 Automated Packaging Systems Technician	9	7 78%	6	6 100%	6 100%	\$5,165
10-631-2 Automation for Industrial Systems	7	7 100%	7	7 100%	4 57%	\$4,170
31-420-6 Entry Level Machining	6	5 83%	5	5 100%	4 80%	\$3,817
30-442-6 Flux Cored Arc Welding (FCAW)	2	0 0%	0	0 0%	0 0%	NA
30-442-5 Gas Metal Arc Welding (GMAW)	16	11 69%	5	5 100%	1 20%	NA
30-442-7 Gas Tungsten Arc Welding (GTAW)	3	1 33%	1	1 100%	1 100%	NA
31-631-1 Industrial Systems Specialist	7	7 100%	7	7 100%	4 57%	NA
10-150-2 Information Technology - Network Specialist	3	3 100%	3	3 100%	2 67%	NA
10-154-7 Information Technology - Systems Administration Specialist	2	2 100%	2	2 100%	2 100%	NA
10-152-7 Information Technology - Web and Software Developer	2	2 100%	2	2 100%	1 50%	NA
30-150-4 IT Network Technician	21	19 90%	12	11 92%	6 50%	\$3,318
32-420-5 Machine Tooling Technics	14	11 79%	10	10 100%	9 90%	\$3,583
30-420-3 Multi Axis CNC Milling	1	1 100%	1	1 100%	0 0%	NA
31-461-3 Power Sports Technician	6	6 100%	5	5 100%	3 60%	\$2,950
30-442-4 Shielded Metal Arc Welding (SMAW)	16	11 69%	5	5 100%	1 20%	NA

*Based on those in the labor market.

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES
NEW RICHMOND CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED		EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Technology and Industry (continued)</i>									
31-442-1 Welding	27	18	67%	18	17	94%	15	83%	\$3,673
30-442-2 Welding/Maintenance and Fabrication	3	1	33%	1	1	100%	1	100%	NA
TOTAL TECHNOLOGY AND INDUSTRY+	129	105	81%	89	87	98%	64	72%	\$3,728
<i>Workforce Development and Advancement</i>									
30-410-3 Construction Essentials	4	4	100%	1	1	100%	1	100%	NA
30-454-1 Mechatronics Basics	10	10	100%	3	3	100%	3	100%	NA
TOTAL WORKFORCE DEVELOPMENT AND ADVANCEMENT+	14	14	100%	4	4	100%	4	100%	NA
TOTAL NEW RICHMOND CAMPUS+	436	332	76%	255	244	96%	179	70%	\$3,472

+Totals are unduplicated counts – not a summary of the program numbers.

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES
ONLINE CAMPUS**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED		EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Business</i>									
10-101-1 Accounting Online	7	5	71%	4	4	100%	3	75%	NA
31-101-1 Accounting Assistant	1	0	0%	0	0	0%	0	0%	NA
10-106-6 Administrative Professional Online	5	5	100%	5	5	100%	3	60%	\$2,539
30-101-4 Billing and Posting Clerk	1	0	0%	0	0	0%	0	0%	NA
TOTAL BUSINESS+	12	10	83%	9	9	100%	6	67%	\$3,111
<i>Family and Consumer Services</i>									
10-307-1 E-CHILD	10	9	90%	8	8	100%	8	100%	\$2,306
31-307-1 E-Connect - Child Care Services	19	17	89%	11	11	100%	11	100%	\$2,098
TOTAL FAMILY AND CONSUMER SERVICES+	27	25	93%	18	18	100%	18	100%	\$2,167
<i>Nursing and Allied Health</i>									
10-530-1 Health Information Technology	10	10	100%	9	9	100%	9	100%	\$3,222
31-530-2 Medical Coding Specialist Online	18	17	94%	16	14	88%	7	44%	NA
TOTAL NURSING AND ALLIED HEALTH+	22	21	95%	20	18	90%	11	55%	\$3,166
<i>Technology and Industry</i>									
10-152-7 Information Technology - Web and Software Developer	4	4	100%	2	2	100%	1	50%	NA
TOTAL TECHNOLOGY AND INDUSTRY+	4	4	100%	2	2	100%	1	50%	NA
TOTAL ONLINE+	65	60	92%	49	47	96%	36	73%	\$2,671

*Based on those in the labor market.

+Totals are unduplicated counts – not a summary of the program numbers.

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES
RICE LAKE CAMPUS**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES	IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
<i>Business</i>						
10-101-1 Accounting	6	6 100%	6	6 100%	4 67%	NA
31-101-1 Accounting Assistant	14	12 86%	11	11 100%	6 55%	NA
10-106-6 Administrative Professional	6	4 67%	3	3 100%	3 100%	NA
30-101-4 Billing and Posting Clerk	23	22 96%	14	14 100%	6 43%	NA
10-102-3 Business Management	5	5 100%	5	5 100%	4 80%	\$2,533
10-114-2 Finance	3	2 67%	2	2 100%	0 0%	NA
30-114-1 Financial Services Customer Representative	7	5 71%	5	5 100%	2 40%	NA
31-160-1 Health Office Professional	4	3 75%	1	1 100%	1 100%	NA
30-160-2 Healthcare Receptionist	10	9 90%	5	4 80%	3 60%	NA
10-116-2 Human Resource Management	5	4 80%	4	4 100%	4 100%	\$4,031
10-196-1 Leadership Development	6	6 100%	5	5 100%	2 40%	NA
30-196-6 Leadership Essentials	1	1 100%	1	1 100%	1 100%	NA
10-160-2 Medical Administrative Professional	5	4 80%	3	3 100%	3 100%	NA
30-160-5 Medical Billing Specialist	5	5 100%	3	3 100%	3 100%	NA
31-106-2 Medical Office Specialist	2	1 50%	1	1 100%	1 100%	NA
30-106-6 Microsoft Office	9	8 89%	4	4 100%	4 100%	NA
31-106-8 Office Support Specialist	8	6 75%	4	4 100%	4 100%	NA
30-106-1 Office Technology Assistant	11	9 82%	6	6 100%	6 100%	\$2,499
61-101-2 Tax Preparer Assistant	7	6 86%	3	3 100%	2 67%	NA
TOTAL BUSINESS+	84	75 89%	53	52 98%	35 66%	\$3,051
<i>Family and Consumer Services</i>						
30-544-2 Community-Based Residential Facility (CBRF) Caregiver	11	10 91%	6	4 67%	4 67%	NA
31-502-1 Cosmetology	15	10 67%	10	10 100%	8 80%	\$3,197
10-307-1 Early Childhood Education	11	7 64%	6	6 100%	3 50%	NA
31-307-1 E-Connect - Child Care Services	10	5 50%	4	4 100%	2 50%	NA
10-544-1 Gerontology – Aging Services Professional	4	4 100%	4	4 100%	2 50%	NA
TOTAL FAMILY AND CONSUMER SERVICES+	43	32 74%	27	25 93%	17 63%	\$2,811

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES
RICE LAKE CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED		EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Nursing and Allied Health</i>									
30-531-6 Advanced EMT	12	12	100%	11	11	100%	11	100%	\$3,011
31-508-1 Dental Assistant	15	12	80%	11	11	100%	11	100%	\$2,729
30-531-3 Emergency Medical Technician	21	11	52%	9	9	100%	6	67%	NA
31-531-1 Emergency Medical Technician - Paramedic	7	7	100%	7	7	100%	6	86%	\$3,702
31-509-1 Medical Assistant	9	8	89%	8	8	100%	7	88%	\$2,649
30-543-1 Nursing Assistant	175	111	63%	64	61	95%	50	78%	\$2,418
10-543-1 Nursing-Associate Degree	21	17	81%	17	16	94%	16	94%	\$4,846
10-514-1 Occupational Therapy Assistant	7	7	100%	7	6	86%	5	71%	NA
10-531-1 Paramedic Technician	2	2	100%	2	2	100%	2	100%	NA
30-509-2 Patient Services Specialist	7	6	86%	6	6	100%	6	100%	NA
TOTAL NURSING AND ALLIED HEALTH+	268	186	69%	135	130	96%	113	84%	\$3,207
<i>Public Safety</i>									
10-504-1 Criminal Justice - Law Enforcement	1	1	100%	1	1	100%	0	0%	NA
30-504-2 Criminal Justice - Law Enforcement 720 Academy	18	16	89%	16	14	88%	13	81%	\$4,375
10-504-5 Criminal Justice Studies	7	4	57%	3	3	100%	2	67%	NA
TOTAL PUBLIC SAFETY+	26	21	81%	20	18	90%	15	75%	\$4,052
<i>Technology and Industry</i>									
10-614-4 Architectural Commercial Design	6	5	83%	5	4	80%	4	80%	\$3,442
30-404-1 Automotive Maintenance and Light Repair Technician	12	11	92%	9	8	89%	4	44%	NA
31-404-3 Automotive Maintenance Technician	8	7	88%	6	6	100%	5	83%	\$2,560
31-404-2 Automotive Service Technician	1	1	100%	1	1	100%	1	100%	NA
31-451-1 Broadband Internet Technician	2	2	100%	2	2	100%	2	100%	NA
32-451-1 Broadband Technologies	2	2	100%	2	2	100%	2	100%	NA
30-444-2 CNC Technician	2	2	100%	2	2	100%	2	100%	NA
32-410-2 Construction and Cabinetmaking	3	2	67%	2	1	50%	1	50%	NA
30-091-1 Dairy Feeding Management	1	0	0%	0	0	0%	0	0%	NA
31-091-1 Dairy Herd Management	11	9	82%	9	8	89%	5	56%	\$3,312
30-090-1 Farm Business and Production Management	6	3	50%	3	3	100%	2	67%	NA
30-442-6 Flux Cored Arc Welding (FCAW)	4	2	50%	1	1	100%	0	0%	NA
30-442-5 Gas Metal Arc Welding (GMAW)	4	2	50%	1	1	100%	0	0%	NA

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES
RICE LAKE CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES	IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
<i>Technology and Industry (continued)</i>						
30-442-7 Gas Tungsten Arc Welding (GTAW)	4	2 50%	1	1 100%	0 0%	NA
10-150-2 Information Technology - Network Specialist	4	4 100%	3	2 67%	2 67%	NA
10-154-7 Information Technology - Systems Administration Specialist	5	4 80%	4	3 75%	0 0%	NA
30-150-4 IT Network Technician	7	7 100%	4	4 100%	2 50%	NA
31-444-1 Machine Tool Operation - CNC	4	4 100%	4	4 100%	4 100%	\$3,659
30-444-3 Manufacturing Production Technician	4	3 75%	2	1 50%	1 50%	NA
30-442-4 Shielded Metal Arc Welding (SMAW)	4	2 50%	1	1 100%	0 0%	NA
31-442-1 Welding	18	14 78%	14	14 100%	12 86%	\$4,119
30-442-2 Welding/Maintenance/Fabrication	4	2 50%	1	1 100%	0 0%	NA
TOTAL TECHNOLOGY AND INDUSTRY+	95	77 81%	68	61 90%	44 65%	\$3,904
<i>Workforce Development and Advancement</i>						
30-451-1 Broadband Customer Service Specialist	16	12 75%	11	11 100%	10 91%	\$4,437
30-451-2 Broadband Installer	1	1 100%	1	1 100%	0 0%	NA
30-410-3 Construction Essentials	11	10 91%	5	5 100%	5 100%	NA
30-454-1 Mechatronics Basics	1	0 0%	0	0 0%	0 0%	NA
30-458-1 Truck Driving	2	1 50%	1	0 0%	0 0%	NA
TOTAL WORKFORCE DEVELOPMENT AND ADVANCEMENT+	29	23 79%	17	16 94%	14 82%	\$4,171
TOTAL RICE LAKE CAMPUS+	545	414 76%	320	302 94%	238 74%	\$3,460

*Based on those in the labor market.

+Totals are unduplicated counts – not a summary of the program numbers.

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES
SUPERIOR CAMPUS**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED			EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Business</i>										
10-101-1 Accounting	3	3	100%	2	2	100%	2	100%	NA	
31-101-1 Accounting Assistant	3	3	100%	2	2	100%	2	100%	NA	
10-106-6 Administrative Professional	1	1	100%	1	1	100%	1	100%	NA	
30-101-4 Billing and Posting Clerk	6	6	100%	4	4	100%	3	75%	NA	
10-102-3 Business Management	7	5	71%	5	5	100%	3	60%	NA	
10-114-2 Finance	1	1	100%	1	1	100%	0	0%	NA	
30-160-2 Healthcare Receptionist	3	3	100%	1	1	100%	0	0%	NA	
10-196-1 Leadership Development	2	2	100%	2	2	100%	2	100%	NA	
10-160-2 Medical Administrative Professional	2	2	100%	2	2	100%	2	100%	NA	
30-160-5 Medical Billing Specialist	1	1	100%	1	1	100%	1	100%	NA	
30-106-6 Microsoft Office	4	4	100%	4	4	100%	4	100%	NA	
31-106-8 Office Support Specialist	1	1	100%	1	1	100%	1	100%	NA	
30-106-1 Office Technology Assistant	1	1	100%	1	1	100%	1	100%	NA	
61-101-2 Tax Preparer Assistant	1	1	100%	1	1	100%	0	0%	NA	
TOTAL BUSINESS+	26	24	92%	20	20	100%	14	70%	\$3,160	
<i>Family and Consumer Services</i>										
30-544-2 Community-Based Residential Facility (CBRF) Cregiver	2	2	100%	2	2	100%	2	100%	NA	
31-502-1 Cosmetology	17	13	76%	13	12	92%	11	85%	\$1,794	
61-544-2 Dementia Care	3	3	100%	3	3	100%	3	100%	NA	
10-307-1 Early Childhood Education	6	4	67%	4	3	75%	1	25%	NA	
31-307-1 E-Connect - Child Care Services	6	4	67%	3	2	67%	1	33%	NA	
10-544-1 Gerontology - Aging Services Professional	2	1	50%	1	1	100%	1	100%	NA	
61-544-1 Gerontology for Healthcare Professionals	2	2	100%	2	2	100%	2	100%	NA	
10-520-3 Human Services Associate	9	9	100%	4	4	100%	3	75%	\$2,333	
TOTAL FAMILY AND CONSUMER SERVICES+	41	33	80%	27	25	93%	21	78%	\$2,049	
<i>Nursing and Allied Health</i>										
30-531-3 Emergency Medical Technician	6	5	83%	3	2	67%	1	33%	NA	
31-509-1 Medical Assistant	6	6	100%	6	6	100%	6	100%	\$2,925	
30-543-1 Nursing Assistant	108	59	55%	33	30	91%	22	67%	\$2,446	
10-543-1 Nursing-Associate Degree	32	23	72%	23	22	96%	22	96%	\$4,982	
30-509-2 Patient Services Specialist	7	6	86%	6	6	100%	6	100%	NA	
TOTAL NURSING AND ALLIED HEALTH+	152	93	61%	65	60	92%	51	78%	\$3,843	

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES
SUPERIOR (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES	IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
Public Safety						
10-504-2 Criminal Justice - Corrections	1	0 0%	0	0 0%	0 0%	NA
10-504-5 Criminal Justice Studies	10	8 80%	6	4 67%	2 33%	NA
TOTAL PUBLIC SAFETY+	11	8 73%	6	4 67%	2 33%	NA
Technology and Industry						
30-404-1 Automotive Maintenance and Light Repair Technician	11	10 91%	10	9 90%	8 80%	NA
31-404-2 Automotive Service Technician	5	4 80%	4	4 100%	3 75%	NA
10-630-4 Composite Technology	3	2 67%	1	1 100%	1 100%	NA
30-442-6 Flux Cored Arc Welding (FCAW)	2	0 0%	0	0 0%	0 0%	NA
30-442-5 Gas Metal Arc Welding (GMAW)	16	9 56%	7	4 57%	1 14%	NA
30-442-7 Gas Tungsten Arc Welding (GTAW)	2	0 0%	0	0 0%	0 0%	NA
32-601-1 Heating, Ventilation, and Air Conditioning/Refrigeration (HVAC/R)	11	9 82%	9	9 100%	7 78%	\$3,594
32-462-1 Industrial Maintenance Technician	8	8 100%	8	8 100%	8 100%	\$5,081
10-150-2 Information Technology – Network Specialist	5	3 60%	3	3 100%	2 67%	NA
30-150-4 IT Network Technician	10	9 90%	7	6 86%	1 14%	NA
32-420-1 Machine Tool Technician	5	4 80%	4	4 100%	3 75%	\$4,737
30-442-4 Shielded Metal Arc Welding (SMAW)	2	0 0%	0	0 0%	0 0%	NA
31-442-1 Welding	18	15 83%	14	11 79%	11 79%	\$3,292
30-442-2 Welding/Maintenance/Fabrication	2	0 0%	0	0 0%	0 0%	NA
TOTAL TECHNOLOGY AND INDUSTRY+	91	72 79%	66	58 88%	44 67%	\$3,843
Workforce Development and Advancement						
30-312-9 Dietary Manager	1	1 100%	1	1 100%	1 100%	NA
TOTAL WORKFORCE DEVELOPMENT AND ADVANCEMENT+	1	1 100%	1	1 100%	1 100%	NA
TOTAL SUPERIOR CAMPUS+	323	231 72%	185	168 91%	133 72%	\$3,470

*Based on those in the labor market

+Totals are unduplicated counts – not a summary of the program numbers.

APPENDIX C

**SUMMARY OF GRADUATE FOLLOW-UP STUDY
OF 2017-2018 GRADUATES BY COLLEGE DIVISION**

	Business	Family and Consumer Services	Nursing and Allied Health	Public Safety	Technology and Industry	Workforce Development and Advancement
Graduates	215	163	713	43	355	59
Responses	186 87%	133 82%	478 67%	35 81%	292 82%	49 83%
In the Labor Market	145	102	353	31	247	27
Employed	139 96%	97 95%	338 96%	26 84%	229 93%	25 93%
Related	89	78	280	17	167	22
Unrelated	42	15	50	8	55	2
Unknown	8	4	8	1	7	1
Seeking Employment	6 4%	5 5%	15 4%	5 16%	18 7%	2 7%
Average Monthly Salary	\$3,153	\$2,339	\$3,349	\$3,969	\$3,779	\$4,168

SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES (Continued)

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED		EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Business</i>									
10-101-1 Accounting	21	18	86%	16	16	100%	13	81%	\$3,332
31-101-1 Accounting Assistant	30	25	83%	21	20	95%	13	62%	NA
10-106-6 Administrative Professional	17	15	88%	14	13	93%	10	71%	\$2,447
30-101-4 Billing and Posting Clerk	48	41	85%	28	27	96%	14	50%	\$2,910
10-102-3 Business Management	29	23	79%	22	22	100%	15	68%	\$2,948
10-114-2 Finance	6	4	67%	4	4	100%	0	0%	NA
30-114-1 Financial Services Customer Representative	10	8	80%	8	8	100%	3	38%	\$2,580
31-160-1 Health Office Professional	15	13	87%	9	7	78%	4	44%	NA
30-160-2 Healthcare Receptionist	26	23	88%	11	10	91%	5	45%	NA
10-116-2 Human Resource Management	6	5	83%	5	5	100%	4	80%	\$4,031
10-196-1 Leadership Development	11	10	91%	9	9	100%	4	44%	\$4,008
30-196-6 Leadership Essentials	3	3	100%	2	2	100%	1	50%	NA
10-104-3 Marketing	1	1	100%	1	1	100%	1	100%	NA
10-160-2 Medical Administrative Professional	13	11	85%	10	10	100%	10	100%	\$2,817
30-160-5 Medical Billing Specialist	11	10	91%	8	7	88%	6	75%	NA
31-106-2 Medical Office Specialist	3	1	33%	1	1	100%	1	100%	NA
30-106-6 Microsoft Office	29	28	97%	23	21	91%	17	74%	\$3,697
31-106-8 Office Support Specialist	24	20	83%	18	17	94%	13	72%	NA
30-106-1 Office Technology Assistant	23	21	91%	18	16	89%	15	83%	\$2,740
61-101-2 Tax Preparer Assistant	14	12	86%	7	7	100%	5	71%	\$3,108
TOTAL BUSINESS+	215	186	87%	145	139	96%	89	61%	\$3,153
<i>Family and Consumer Services</i>									
30-544-2 Community-Based Residential Facility (CBRF) Caregiver	25	23	92%	13	11	85%	9	69%	\$2,161
31-502-1 Cosmetology	32	23	72%	23	22	96%	19	83%	\$2,559
61-544-2 Dementia Care	10	9	90%	6	5	83%	5	83%	NA
10-307-1 Early Childhood Education	43	34	79%	31	30	97%	21	68%	\$2,046
31-307-1 E-Connect - Child Care Services	50	38	76%	29	28	97%	21	72%	\$2,177
10-544-1 Gerontology - Aging Services Professional	10	8	80%	7	7	100%	5	71%	NA
61-544-1 Gerontology for Healthcare Professionals	5	5	100%	3	3	100%	3	100%	NA
10-520-3 Human Services Associate	22	19	86%	12	12	100%	9	75%	\$2,602
TOTAL FAMILY AND CONSUMER SERVICES+	163	133	82%	102	97	95%	78	76%	\$2,339
<i>Nursing and Allied Health</i>									
30-531-6 Advanced EMT	22	21	95%	19	19	100%	18	95%	\$2,805
31-508-1 Dental Assistant	15	12	80%	11	11	100%	11	100%	\$2,729
30-531-3 Emergency Medical Technician	51	33	65%	27	25	93%	21	78%	\$2,706
31-531-1 Emergency Medical Technician - Paramedic	9	9	100%	9	9	100%	8	89%	\$3,825

SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES (Continued)

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES	IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
<i>Nursing and Allied Health (continued)</i>						
10-530-1 Health Information Technology	10	10 100%	9	9 100%	9 100%	\$3,222
31-509-1 Medical Assistant	31	30 97%	29	29 100%	26 90%	\$2,670
31-530-2 Medical Coding Specialist	18	17 94%	16	14 88%	7 44%	NA
30-543-1 Nursing Assistant	464	272 59%	160	152 95%	113 71%	\$2,612
10-543-1 Nursing-Associate Degree	78	62 79%	62	60 97%	59 95%	\$4,928
10-514-1 Occupational Therapy Assistant	18	16 89%	15	14 93%	12 80%	\$3,802
10-531-1 Paramedic Technician	2	2 100%	2	2 100%	2 100%	NA
30-509-2 Patient Services Specialist	31	29 94%	26	26 100%	25 96%	NA
TOTAL NURSING AND ALLIED HEALTH+	713	478 67%	353	338 96%	280 79%	\$3,349
<i>Public Safety</i>						
10-504-2 Criminal Justice - Corrections	1	1 100%	0	0 0%	0 0%	NA
10-504-1 Criminal Justice - Law Enforcement	1	1 100%	1	1 100%	0 0%	NA
30-504-2 Criminal Justice - Law Enforcement 720 Academy	18	16 89%	16	14 88%	13 81%	\$4,375
10-504-5 Criminal Justice Studies	23	18 78%	14	11 79%	4 29%	\$2,855
TOTAL PUBLIC SAFETY+	43	35 81%	31	26 84%	17 55%	\$3,969
<i>Technology and Industry</i>						
32-070-1 Agricultural Power and Equipment Technician	13	12 92%	12	12 100%	10 83%	\$3,504
10-614-4 Architectural Commercial Design	8	7 88%	7	6 86%	6 86%	\$3,715
32-454-1 Automated Packaging Systems Technician	9	7 78%	6	6 100%	6 100%	\$5,165
10-631-2 Automation for Industrial Systems	7	7 100%	7	7 100%	4 57%	\$4,170
30-404-1 Automotive Maintenance and Light Repair Technician	23	21 91%	19	17 89%	12 63%	NA
31-404-3 Automotive Maintenance Technician	8	7 88%	6	6 100%	5 83%	\$2,560
31-404-2 Automotive Service Technician	6	5 83%	5	5 100%	4 80%	NA
31-451-1 Broadband Internet Technician	2	2 100%	2	2 100%	2 100%	NA
32-451-1 Broadband Technologies	2	2 100%	2	2 100%	2 100%	NA
30-444-2 CNC Technician	2	2 100%	2	2 100%	2 100%	NA
10-630-4 Composite Technology	3	2 67%	1	1 100%	1 100%	NA
32-410-2 Construction and Cabinetmaking	3	2 67%	2	1 50%	1 50%	NA
30-091-1 Dairy Feeding Management	1	0 0%	0	0 0%	0 0%	NA
31-091-1 Dairy Herd Management	11	9 82%	9	8 89%	5 56%	\$3,312
31-420-6 Entry Level Machining	6	5 83%	5	5 100%	4 80%	\$3,817
30-090-1 Farm Business and Production Management	6	3 50%	3	3 100%	2 67%	NA
30-442-6 Flux Cored Arc Welding (FCAW)	8	2 25%	1	1 100%	0 0%	NA
30-442-5 Gas Metal Arc Welding (GMAW)	36	22 61%	13	10 77%	2 15%	NA

SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2017-2018 GRADUATES (Continued)

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES	IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
<i>Technology and Industry (continued)</i>						
30-442-7 Gas Tungsten Arc Welding (GTAW)	9	3 33%	2	2 100%	1 50%	NA
32-601-1 Heating, Ventilation, and Air Conditionist/Refrigeration (HVAC/R)	11	9 82%	9	9 100%	7 78%	\$3,594
32-462-1 Industrial Maintenance Technician	8	8 100%	8	8 100%	8 100%	\$5,081
31-631-1 Industrial Systems Specialist	7	7 100%	7	7 100%	4 57%	NA
10-150-2 Information Technology - Network Specialist	15	13 87%	12	11 92%	9 75%	\$3,339
10-154-7 Information Technology - Systems Administration Specialist	8	7 88%	7	6 86%	3 43%	\$2,983
10-152-7 Information Technology - Web and Software Developer	6	6 100%	4	4 100%	2 50%	NA
30-150-4 IT Network Technician	42	39 93%	24	21 88%	9 38%	\$3,384
31-420-1 Machine Tool Operation	2	2 100%	2	2 100%	1 50%	NA
31-444-1 Machine Tool Operation - CNC	4	4 100%	4	4 100%	4 100%	\$3,659
32-420-1 Machine Tool Technician	5	4 80%	4	4 100%	3 75%	\$4,737
32-420-5 Machine Tooling Technics	14	11 79%	10	10 100%	9 90%	\$3,583
30-444-3 Manufacturing Production Technician	4	3 75%	2	1 50%	1 50%	NA
61-461-1 Marine Repair Essentials	11	11 100%	5	5 100%	4 80%	\$2,903
31-461-4 Marine Repair Technician	5	5 100%	3	3 100%	1 33%	NA
30-420-3 Multi Axis CNC Milling	1	1 100%	1	1 100%	0 0%	NA
31-461-3 Power Sports Technician	6	6 100%	5	5 100%	3 60%	\$2,950
30-442-4 Shielded Metal Arc Welding (SMAW)	22	13 59%	6	6 100%	1 17%	NA
31-442-1 Welding	73	55 75%	53	49 92%	42 79%	\$3,753
30-442-2 Welding/Maintenance/Fabrication	9	3 33%	2	2 100%	1 50%	NA
TOTAL TECHNOLOGY AND INDUSTRY+	355	292 82%	247	229 93%	167 68%	\$3,779
<i>Workforce Development and Advancement</i>						
30-451-1 Broadband Customer Service Specialist	16	12 75%	11	11 100%	10 91%	\$4,437
30-451-2 Broadband Installer	1	1 100%	1	1 100%	0 0%	NA
30-410-3 Construction Essentials	30	25 83%	11	10 91%	9 82%	\$3,124
30-312-9 Dietary Manager	1	1 100%	1	1 100%	1 100%	NA
30-454-1 Mechatronics Basics	11	10 91%	3	3 100%	3 100%	NA
30-458-1 Truck Driving	2	1 50%	1	0 0%	0 0%	NA
TOTAL WORKFORCE DEVELOPMENT AND ADVANCEMENT+	59	49 83%	27	25 93%	22 81%	\$4,168
TOTAL+	1,542	1,169 76%	902	851 94%	651 72%	\$3,393

*Based on those in the labor market.

+Totals are unduplicated counts – not a summary of the program numbers.

APPENDIX D

**SUMMARY OF GRADUATE FOLLOW-UP STUDY
OF 2017-2018 GRADUATES BY DEGREE LEVEL**

	Associate Degree	Two-Year Technical	One-Year Technical	Short-Term Technical	Embedded Certificates
Graduates	359	65	355	910	35
Responses	299 83%	55 85%	395 83%	643 71%	32 91%
In the Labor Market	272	53	267	430	18
Employed	261 96%	52 98%	254 95%	400 93%	17 94%
Related	203	46	198	294	14
Unrelated	48	5	45	92	3
Unknown	10	1	11	14	0
Seeking Employment	11 4%	1 2%	13 5%	30 7%	1 6%
Average Monthly Salary	\$42,665	\$49,659	\$37,530	\$38,853	\$35,666

APPENDIX E

2017-2018 Follow-Up Study – Satisfaction With Training and Reason for Attending (Results by College Division)

Division	Graduates	Respondents	Satisfaction With Training				Reason for Attending WITC				
			VS	S	US	VU	Job Prep.	Career Change	Improve Job Skills	Prep. For Educ.	Personal Interest/ Other
Business	215	186	102	67	0	0	39	48	41	27	13
Family and Consumer Services	163	133	96	27	1	1	41	25	14	27	17
Nursing and Allied Health	713	478	231	157	8	9	148	95	49	84	35
Public Safety	43	35	22	12	0	0	26	4	1	0	3
Technology and Industry	355	292	173	96	1	1	127	49	41	13	41
Workforce Development and Advancement	59	49	24	18	0	0	14	4	17	2	5
TOTALS*	1,542	1,169	645 62%	376 36%	10 1%	11 1%	395 38%	223 21%	161 15%	154 15%	114 11%

*Unduplicated

Satisfaction With Training Key

VS = Very Satisfied
 S = Satisfied
 US = Unsatisfied
 VU = Very Unsatisfied

2017-2018 Follow-Up Study – Satisfaction With Training and Reason for Attending (Results by Degree Level)

Division	Graduates	Respondents	Satisfaction With Training				Reason for Attending WITC				
			VS	S	US	VU	Job Prep.	Career Change	Improve Job Skills	Prep. For Educ.	Personal Interest/ Other
Associate	359	299	171	116	2	2	109	81	42	45	19
Two-Year Technical	65	55	38	16	0	0	32	8	9	1	4
One-Year Technical	355	295	187	90	2	2	102	78	40	27	35
Short-Term Technical	910	643	332	197	6	8	186	97	96	99	64
Embedded Certificates	35	32	19	4	0	0	7	7	3	3	3
TOTALS*	1,542	1,169	645 62%	376 36%	10 1%	11 1%	395 38%	223 21%	161 15%	154 15%	114 11%

*Unduplicated

Satisfaction With Training Key

VS = Very Satisfied
 S = Satisfied
 US = Unsatisfied
 VU = Very Unsatisfied

2017-2018 Follow-Up Study – Satisfaction With Training and Reason for Attending

(Results by Campus)

Location	Graduates	Respondents	Would Recommend WITC		Satisfaction With Training				Reason for Attending WITC				
			Yes	No	VS	S	US	VU	Job Prep.	Career Change	Improve Job Skills	Prep. For Educ.	Personal Interest/ Other
Ashland	177	136	108	3	75	41	2	1	45	25	20	15	14
New Richmond	436	332	272	5	178	104	2	5	112	64	37	39	40
Online	65	60	55	0	32	23	0	0	13	15	14	11	2
Rice Lake	545	414	338	11	217	143	4	4	122	76	67	65	39
Superior	323	231	207	3	144	68	2	1	105	46	24	25	19
TOTALS*	1,542	1,169	976 98%	22 2%	645 62%	376 36%	10 1%	11 1%	395 38%	223 21%	161 15%	154 15%	114 11%

*Unduplicated

Satisfaction With Training Key

- VS = Very Satisfied
- S = Satisfied
- US = Unsatisfied
- VU = Very Unsatisfied

APPENDIX F

WISCONSIN INDIANHEAD TECHNICAL COLLEGE
Employers of WITC Graduates and Position Titles Related to Program
(2017-2018)

TWO-YEAR ASSOCIATE DEGREE PROGRAMS

ACCOUNTING

<i>EMPLOYER</i>	<i>TITLE</i>
American Distribution and Manufacturing-Cottage Grove-MN	Accounting Clerk
Brown Wilbert-Roseville-MN	Accounts Payable Associate
CESA #11-Turtle Lake	Accountant
Impact Seven-Rice Lake	Accounts Receivable
Interstate Companies, Inc.-Minneapolis-MN	Staff Accountant
Midwest Editions-Minneapolis-MN	Full Charge Bookkeeper
Odyssey Development & Resorts-Duluth-MN	Accounting Assistant
Sterling Bank-Chetek	Bank Teller
Thirsty Pagan Brewing/Winter St. LLC-Superior	Manager/HR/Bookkeeper/Partner
US Bank-Hudson	Universal Banker
USDA-Rural Development-Spooner	Area Technician
Vermeer Ag Equipment-Hammond	Bookkeeper

ADMINISTRATIVE PROFESSIONAL

<i>EMPLOYER</i>	<i>TITLE</i>
All Exteriors, LLC-New Richmond	Lead Scheduler/Executive Assistant
Archer Restoration-St. Croix Falls	Office Coordinator
Bad River Tribe-Odanah	Outreach Coordinator
Bio Active Nutrients-Spooner	Customer Service/Call Center
Cabaret Cabinetry-Hayward	Production Designer
Kevin Kallinen Contracting-Silver Bay-MN	Office Manager
Lawinger Consulting-St. Paul-MN	Lead Logistics Coordinator
Lein Law Offices-Hayward	File Retention/Closed Files Clerk
Rural Mutual Insurance-Rice Lake	Agent Assistant

ARCHITECTURAL COMMERCIAL DESIGN

<i>EMPLOYER</i>	<i>TITLE</i>
Anning-Johnson-Stillwater-MN	BIM Specialist
Anson Industries/Anning Johnson Company-Stillwater-MN	BIM Specialist
APPRO Development-CERRON Commercial Properties-Lakeville-MN	Revit Technician
Life Time Corporate-Chanhassen-MN	Revit Technician II
LTC Associate-Columbia-SC	Intern Architect

Nelson Lumber-Hayward

Designer

AUTOMATION FOR INDUSTRIAL SYSTEMS

EMPLOYER

Catalytic Combustion Company-Bloomer
Metropolitan Council-St. Paul-MN
Norado Contour-Baldwin
Telemetry and Process Controls, Inc.-Oakdale-MN

TITLE

Electronics Technician
Industrial Automation Trainee
Automation Technician
Service Engineer

BUSINESS MANAGEMENT

EMPLOYER

Ashland County Clerk of Courts-Ashland
Auto Care Collision Center-Hermantown-MN
Badger State Recovery-New Auburn
Cintas-Brooklyn Park-MN
East west property management-Duluth-MN
Econolodge-Hurley
H & R Block-Superior
Nemec Insurance Agency-Ashland
New Richmond Insurance Agency-New Richmond
River Falls Tire-River falls
Riverbrook Bike & Ski-Hayward
Stein Brother Steel-Rice Lake
Straus Knitting Mills, Inc.-St. Croix Falls
Super America-New Richmond

TITLE

Deputy Financial/Traffic Clerk
Office assistant
Office Worker (Billing)
Sales & Service Representative
Property Manager
Assistant General Manager
Customer Service Personnel
Office Manager
Insurance Agent
Service Advisor
Sales Manager
Office Manager
Territory Sales Manager
Assistant Manager

COMPOSITE TECHNOLOGY

EMPLOYER

Cirrus Aircraft-Hermantown-MN

TITLE

Experimental Composite Technician

CRIMINAL JUSTICE STUDIES

EMPLOYER

Cumberland Police Department-Cumberland
Douglas County DA's Office-Superior
ParMar Security-Balsam Lake
Superior Police Department-Superior

TITLE

Police Officer
Discovery Specialist/Clerk
Security
Police Officer

EARLY CHILDHOOD EDUCATION

EMPLOYER

Preschool-Glenwood City

TITLE

Lead Teacher

Bear Buddies Child Development Center-New Richmond	Daycare Teacher
Chetek-Weyerhaeuser School District-Chetek	Lead Teacher
Four Seasons Child Care-Somerset	Lead Teacher
Grandma's Daycare-Hayward	Teacher
Happy Hearts-Superior	Assistant Teacher
Head Start-Family Forum-Bayfield	Teacher's Assistant
Heart of the North Learning Center-Poplar	Lead Toddler Teacher
Hudson School District-Hudson	ParaProfessional
Kid's Club-Chetek	Assistant Teacher
Kid's Club Learning Center-Orfordville	Early Childhood Teacher
Kids View Learning Center-Woodville	Lead Infant/Toddler Teacher
Little Hands Childcare-Hubertus	Teacher
New Horizon Academy-Rochester-MN	Lead Infant Teacher
Newborn 2 School Education-Superior	Floating Teacher
Rice Lake School District-Rice Lake	Substitute Teacher
Somerset School District-Somerset	Paraprofessional
St. Mary's School-New Richmond	Preschool Teacher
YMCA-Marshfield	Child Care Program Director
YMCA Pabst Farm Daycare-Oconomowoc	Teacher

GERONTOLOGY – AGING SERVICES PROFESSIONAL

<i>EMPLOYER</i>	<i>TITLE</i>
Barron Care and Rehab-Barron	Activity Director
Benedictine Health Center-Duluth-MN	LPN
Essenia Health-Ashland	Registered Nurse
Northern Lights Services-Washburn	Director
Woodstone Senior Living-Rice Lake	Care Provider

HEALTH INFORMATION TECHNOLOGY

<i>EMPLOYER</i>	<i>TITLE</i>
Chippewa Valley Orthopedics-Altoona	Billing Specialist
Marshfield Clinic-Rice Lake	Release of Information Specialist
Mayo Clinic-Bloomer	CDS
Mayo Clinic-Barron	Denials Management HB Coder
Monarch Healthcare Management-Stillwater-MN	Scheduler/HUC/HIM
Northwest Passage-Frederic	Medical Coordinator
St. Croix County Human Health Services-New Richmond	Records Technician
Western Wisconsin Urology-Eau Claire	HIM Manager

HUMAN RESOURCE MANAGEMENT

<i>EMPLOYER</i>	<i>TITLE</i>
Catalytic Combustion-Bloomer	HR Assistant

Chisago Lakes School District-Lindstrom-MN
Cray Inc (Through Flex-Staff)-Chippewa Falls
DCA Manufacturing-Cumberland

Director of Human Resources
Human Resource Coordinator
Human Resource Manager and Customer
Service

HUMAN SERVICES ASSOCIATE

EMPLOYER

Benjamin's House Emergency Shelter-Rice Lake
Community Referral Agency-Milltown
MAC-V-Minneapolis-MN
Minnesota Assistance Council for Veterans-
Minneapolis-MN
Northwest Transitions-New Richmond
Northwest Transitions and Whole Life Services-
New Richmond and Spooner
Rise-New Richmond
Safe Transition-Cloquet-MN
Superior Rehab-Superior

TITLE

Program Lead
Sexual Assault Victims Advocate
Case Manager
Intake Coordinator

Mental Health Technician
Mental Health Technician and Substance Abuse
Counselor in Training
DVR Job Coach/Direct Support Professional
Program Coordinator
Health Unit Coordinator

INFORMATION TECHNOLOGY – NETWORK SPECIALIST

EMPLOYER

Bailiwick-Chaska-MN
Baldwin Light Stream-Baldwin
C.G. Bretting Manufacturing-Ashland
Miners, Inc.-Hermantown-MN
Mosaic-Cameron
RMM Solutions-Wauwautosa
Wisconsin Indianhead Technical College-Superior

TITLE

Technical Support Specialist
Network Technician
IT Technician
Network Specialist
Network Engineer
Systems Analyst
User and Desktop Services Technician

INFORMATION TECHNOLOGY – SYSTEMS ADMINISTRATION SPECIALIST

EMPLOYER

Ayres Associates-Eau Claire
Bending Branches-Osceola
Osceola Medical Center-New Richmond

TITLE

IT Technician
Technical Support
Helpdesk Specialist

INFORMATION TECHNOLOGY – WEB AND SOFTWARE DEVELOPER

EMPLOYER

School Dist. Of New Richmond-New Richmond

TITLE

Technology Technician

LEADERSHIP DEVELOPMENT

EMPLOYER

TITLE

Breakwater Restaurant-Superior
Holland L.P.-Crete-IL
Nexen-Webster
Uhc-Duluth-MN

Manager
Supervisor
Area Manager
Supervisor

MARKETING

EMPLOYER

Andersen Windows-Bayport-MN

TITLE

Project Manager

MEDICAL ADMINISTRATIVE SPECIALIST

EMPLOYER

Aurora Community Services-Ladysmith
Essentia Health-Duluth-MN
Health Partners-Woodbury-MN
Hudson Physicians-Hudson
Marshfield Medical Center-Ladysmith-Ladysmith
St. Luke's-Duluth-MN
Vantage Point Clinic-Eau Claire
Westfield's Hospital-New Richmond
WITC-New Richmond

TITLE

Administrative Support
Professional Coder
Dental Receptionist
Patient Care Coordinator
Appointment Coordinator
Patient Billing Specialist
Receptionist
Patient Access Representative
Student Services Assistant

NURSING – ASSOCIATE DEGREE

EMPLOYER

Allina Health-River Falls-River Falls
Amery Hospital and Clinic-Amery
Breakwater Restaurant-Superior
Care Wisconsin-Eau Claire
Court Manor-Ashland
Cumberland Healthcare-Cumberland
Dove Healthcare-Bloomer
Ebenezer-Lakeville-MN
Edgewood-Hermantown-MN
Essentia Health-Duluth-MN
Essentia Health-Miller Dwan-Duluth-MN
Essentia Health SMMC-Duluth-MN
Indianhead Medical Center-Shell Lake
Kindred-Roseville-MN
Ladd Memorial Hospital-Osceola
Marshfield Medical Center-Rice Lake
Mayo Clinic Health System-Luther Campus-Eau
Claire
Mayo Clinic Health System-Northland-Barron
Memorial Medical Center-Ashland
Memorial Medical Center-Ashland

TITLE

Registered Nurse - ER
Registered Nurse (2)
Manager
RN Case Manager
Registered Nurse
Registered Nurse
Registered Nurse Case Manager
Support Nurse
RN Manager
Registered Nurse (3)
Registered Nurse
Registered Nurse
Registered Nurse (2)
Registered Nurse
Registered Nurse
Registered Nurse (4)
Registered Nurse

Registered Nurse
Registered Nurse (4)
Registered Nurse-Behavioral Health Unit

Memorial Medical Center-Ashland
 Osceolas Medical Center-Osceola
 Spooner Health-Spooner
 Spooner Health-Spooner
 St. Croix Regional Medical Center-St.Croix Falls
 St. Luke's Hospital-Duluth-MN
 St. Luke's Hospital-Duluth-MN
 St. Luke's Hospital-Duluth-MN
 Superior Rehab-Superior
 Superior School District-Superior
 Twin Ports Health Services-Superior
 University of MN, ED-Minneapolis-MN
 Westfield's Hospital-New Richmond

Registered Nurse-Periop
 Clinic Supervisor
 Registered Nurse (2)
 Registered Nurse, Inpatient Unit
 Registered Nurse (3)
 Cardiac RN
 Staff RN
 Registered Nurse (5)
 Director of Nursing
 School Nurse
 Registered Nurse (3)
 Registered Nurse
 Registered Nurse

OCCUPATIONAL THERAPY ASSISTANT

EMPLOYER

Aegis Therapies-Faribault-MN
 Cumberland Healthcare-Cumberland
 Dove Healthcare-Chippewa Falls
 Dove Healthcare-Rice Lake
 Northern Lights Services-Washburn
 Rehab Care
 Therapies Plus, LLC.-Wisconsin Rapids

TITLE

Certified Occupational Therapy Assistant
 Certified Occupational Therapy Assistant
 Certified Occupational Therapy Assistant
 PRN Casual
 Certified Occupational Therapy Assistant
 Occupational Therapy Assistant-TA
 Certified Occupational Therapy Assistant

TWO-YEAR TECHNICAL DIPLOMA PROGRAMS

AGRICULTURE POWER AND EQUIPMENT TECHNICIAN

EMPLOYER

Air Tech Sports-Hudson
 Cabin Hill Custom Services-Boyceville
 Fielder Dairy-Prescott
 Flagship Ford-Baldwin
 Frontier Ag & Turf-New Richmond
 Frontier Ag & Turf-Turtle Lake
 Shady Creek Dairy-Menomonie
 Swedes Service-River Falls
 Valu Implement
 Ziegler Caterpillar-Columbus-MN

TITLE

Service Center
 Owner
 Herdsmans
 Technician
 Technician
 Salesman
 Farm Hand
 Mechanic
 Service Technician
 Mechanic

AUTOMATED PACKAGING SYSTEMS TECHNICIAN

EMPLOYER

Baldinger Bakery-St. Paul-MN

TITLE

Maintenance Technician

Boston Scientific-Maple Grove-MN
BW Papersystems-Phillips
Delkor Systems-Arden Hills-MN
Nela USA-River Falls
Triangle Packaging Machinery Company-Chicago-IL

Manufacturing Engineering Technician
Field Service Engineer
Machine Builder
PLC Programmer 2
Field Service Technician

BROADBAND TECHNOLOGIES

EMPLOYER

CentruyLink-Prescott
Charter Spectrum-Wilson-NC

TITLE

Technician
Field Technician

HEATING, VENTILATION, AND AIR CONDITIONING/REFRIGERATION (HVAC/R)

EMPLOYER

AG O'Brien Plumbing & Heating-Hermantown-MN
Carlson Refrigeration-Superior
Falcon Mechanical-Kimball-MN
Gustave A. Larson Co.-Duluth-MN
Johnson Controls-Duluth-MN
Stack Bros-Superior
UHL-Duluth-MN

TITLE

Sheet Metal Worker
Service Technician
HVAC/R Technician
Counter Sales Representative
HVAC Technician
Service Technician
Apprentice

INDUSTRIAL MAINTENANCE TECHNICIAN

EMPLOYER

3M-Hutchinson-MN
BendTee-Duluth-MN
Canadian National Railway-Superior
Cirrus Aircraft-Hermantown-MN
Conagra Foods-Menomonie
Jessie Jones Construction-Holcombe
Local 11 Union-Duluth-MN

TITLE

Systems Multi-Skill Maintenance
Maintenance Worker
Conductor
Manufacturing Engineering Technician
Industrial Maintenance Technician
Millwright

MACHINE TOOL TECHNICIAN

EMPLOYER

Cragin Machine shop-Superior
Genesis-Superior
Gerdau Steel-Duluth-MN

TITLE

Machinist
Setup Machinist
Machinist 2

MACHINE TOOLING TECHNICS

EMPLOYER

Abbott Laboratories-MN

TITLE

Machinist

Bosch Packaging Technologies-New Richmond	Machinist
Henkel-Prescott	Machinist
Henkel-Prescott	Production Supervisor
Isometric Tool and Design-New Richmond	EOM Wire Operator
McNally Industries-Grantsburg	Machinist
MRL Manufacturing-Amery	Machinist
Sanmina-Turtle Lake	Entry Level Tool Maker
Wipaire-St Paul-MN	Machinist

ONE-YEAR TECHNICAL DIPLOMA PROGRAMS

ACCOUNTING ASSISTANT

<i>EMPLOYER</i>	<i>TITLE</i>
American Distribution and Manufacturing-Cottage Grove-MN	Accounting Clerk
Brown Wilbert-Roseville-MN	Accounts Payable Associate
Care and Rehab-Barron	Certified Nursing Assistant
CESA #11-Turtle Lake	Accountant
Cray Inc (Through Flex-Staff)-Chippewa Falls	Human Resource Coordinator
Impact Seven-Rice Lake	Accounts Receivable
Midwest Editions-Minneapolis-MN	Full Charge Book Keeper
Odyssey Development & Resorts-Duluth-MN	Accounting Assistant
Sterling Bank-Chetek	Bank Teller
Thirsty Pagan Brewing/Winter St. LLC-Superior	Manager/HR/Bookkeeper/Partner
USDA-Rural Development-Spooner	Area Technician
Vermeer Ag Equipment-Hammond	Bookkeeper

AUTOMOTIVE MAINTENANCE TECHNICIAN

<i>EMPLOYER</i>	<i>TITLE</i>
Auto Zone-Rice Lake	Parts and Maintenance Technician
Deny's Auto-Osceola	Automotive Technician
Frontier Ag & Turf-Turtle Lake	Part Department
Skyway-Chetek	Automotive Technician
Zimbrick Nissan-Madison	Technician

AUTOMOTIVE SERVICE TECHNICIAN

<i>EMPLOYER</i>	<i>TITLE</i>
Benna Ford-Superior	Technician
Dave's Automotive and Towing-Duluth-MN	Automotive Service Technician
Northstar Ford-Duluth-MN	Automotive Service Technician

BROADBAND INTERNET TECHNICIAN

<i>EMPLOYER</i>	<i>TITLE</i>
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CenturyLink-Prescott
Charter Spectrum-Wilson-NC

Technician
Field Technician

COSMETOLOGY

EMPLOYER

506 Salon-Duluth-MN
a Le' Salon-Hermantown-MN
Amery Barber Shop LLC-Amery
Change it up-Almena
Colour Lounge-Duluth-MN
Cost Cutters-Cloquet-MN
Cost Cutter's-Rice Lake
Crimpers Hair and Nail Design-Colfax
Fantastic Sams-Hudson
Great Clips-Superior
Hair Tactics Salon-Superior
La Peinado-Superior
New Look Salon-Cloquet-MN
Nouveau Salon and Spa-Siren

Rue 48-Duluth-MN
Self-employed-Spooner
Serenity Spa and Salon/Twin Port Laser-Superior
Sports Clip-Duluth-MN

TITLE

Cosmetologist
Stylist
Barber-owner
Self-employed Stylist
Hair Stylist
Stylist
Stylist
Cosmetologist
Stylist
Stylist
Cosmetologist
Cosmetologist
Stylist
Cosmetologist and Eyelash Extension
Technician
Stylist/Cosmetologist
Stylist
Cosmetologist/Medical Esthetician
Stylist

DAIRY HERD MANAGEMENT

EMPLOYER

Fornell Dairy-Barron
Fornell Dairy-Barron
Self-employed-Spooner
Ulrich Farms-Dresser

TITLE

Farm Hand
Parlor Technician
Dairy Farmer
Feeder/Milker

DENTAL ASSISTANT

EMPLOYER

Arrowhead Family Dentistry-Rice Lake
DPS, Inc.-Newport News-VA
Kara Conry Dentistry-Duluth-MN
Lake Superior Community Health Center-Superior
Lakeview Dental Center-Ashland
Luck Dental Clinic-Luck
Maple Ridge Dental-Eau Claire
River Birch Dental-Centuria
Riverstreet Dental-Spooner
Twin Ports Dental-Superior

TITLE

Certified Dental Assistant
Dental Assistant
Dental Assistant
Dental Assistant
Certified Dental Assistant
Certified Dental Assistant
Dental Assistant
Certified Dental Assistant
Dental Assistant
Certified Dental Assistant

E-CONNECT – CHILD CARE SERVICES

EMPLOYER

A Preschool-Glenwood City
Bear Buddies Child Development Center-New
Richmond
Bear Buddies Child Development Center-New
Richmond
Cameron Elementary-Cameron
Creative Kids Learning Center-Spooner
Grandma's Daycare-Hayward
Happy Hearts-Superior
Hudson High School-Hudson
Jacob's Ladder Preschool-River Falls
Jewish Beginnings-Milwaukee
Lil' Blessings-Adams
Little Hands Childcare-Hubertus
Little Sprouts Academy-Menomonie
New Horizon Academy-Rochester-MN
Newborn to School Education-Superior
Primrose School of Apple Valley-Apple Valley-MN
Red Cliff Child Care Center-Bayfield
Somerset School District-Somerset
St. Mary's School-New Richmond
YMCA Superior-Superior

TITLE

Lead Teacher
4K Teacher

Daycare Teacher

4K Instructor
Teacher
Teacher (2)
Assistant teacher
Paraprofessional
Teacher
Early Childhood Educator
Daycare Provider (Owner)
Teacher
Asisstant Teacher
Lead Infant Teacher
Floating Teacher
Preschool Teacher
Assistant Teacher - Headstart
JK Wrap Lead Teacher
Preschool Teacher
Teacher

EMT - PARAMEDIC

EMPLOYER

Birchwood Ambulance Service-Birchwood
Great Divide Ambulance-Cable
Great Divide Ambulance-Cable
Lakes Region EMS-North Branch-MN
Maplewood Fire Department-Maplewood-MN
North Memorial
North Memorial Health Care-Webster
Sawyer County Ambulance-Hayward

TITLE

Emergency Medical Technician
EMT - Paramedic
Advanced EMT
Paramedic
Firefighter/Paramedic
Paramedic
Paramedic
Paramedic

ENTRY LEVEL MACHINING

EMPLOYER

McNally Industries-Grantsburg
SMC LTD Amery-Amery
Willson Tool-White Bear Lake-MN
Wipaire-St Paul-MN

TITLE

Machinist
Toolmaker
Machinist
Machinist

HEALTH OFFICE PROFESSIONAL

EMPLOYER

Aspirus Inc-Ironwood-MI
HCL/ 3M-St. Paul-MN
Hudson Physicians-Hudson
Vantage Point Clinic-Eau Claire

TITLE

Billing Specialist
3M
Patient Care Coordinator
Receptionist

INDUSTRIAL SYSTEMS SPECIALIST

EMPLOYER

Catalytic Combustion Company-Bloomer
Metropolitan Council-St. Paul-MN
Norado Contour-Baldwin
Telemetry and Process Controls Inc.-Oakdale-MN

TITLE

Electronics Tech
Industrial Automation Trainee
Automation Technician
Service Engineer

MACHINE TOOL OPERATION

EMPLOYER

C.G Bretting Manufacturing Co. Inc.-Ashland
C.G Bretting Manufacturing Co. Inc.-Ashland

TITLE

Specialist in Training
Machinist

MACHINE TOOL OPERATION - CNC

EMPLOYER

Brandjen & Klugy-St.Croix Falls
Nexen-Webster
Parker Hannifin-Chetek
Pro-cise, Inc.-Eau Claire

TITLE

CNC Machine Operator
Machinist
CNC Machinist
CNC Machinist

MARINE REPAIR TECHNICIAN

EMPLOYER

Mac Sport & Marine-Superior

TITLE

Marine Technician

MEDICAL ASSISTANT

EMPLOYER

Amery Hospital and Clinic-Amery
Amery Hospital and Clinic-Amery
Aurora-Milwaukee
Burnett Medical Center-Grantsburg
Chequamegon Clinic-Ashland

TITLE

Certified Medical Assistant
Medical Assistant
Medical Assistant
Medical Assistant
Certified Medical Assistant/Clinical Assistant

Cumberland Healthcare-Cumberland
 Essentia Health-Superior
 Essentia Health-Duluth-MN
 Essentia Health-Ashland
 Essentia Health-Integrative Health-Duluth-MN
 HealthEast Heart Care-Maplewood-MN
 Indianhead Medical Center-Shell Lake
 Marshfield Clinic-Rice Lake
 Marshfield Clinic-Rice Lake
 Marshfield Clinic-Wausau
 Memorial Medical Center-Ashland
 Oakleaf Clinic - Eau Claire Medical Center-Eau
 Claire
 Shell Lake Clinic-Shell Lake
 St. Luke's-Denfeld Clinic-Duluth-MN
 St. Luke's Pulmonary Medicine-Duluth-MN
 St. Luke's Orthopedics-Duluth-MN
 Stillwater Medical Group-Stillwater-MN
 Vibrant Health Family Clinics-River Falls
 Westfield's Hospital and Clinic-New Richmond

Certified Medical Assistant (2)
 Certified Medical Assistant
 Clinical Assistant, Audiology Assistant
 Medical Assistant
 Clinical Assistant
 Certified Medical Assistant
 Certified Medical Assistant
 Certified Medical Assistant
 Certified Medical Assistant Float
 Medical Assistant
 Medical Assistant

 Certified Medical Assistant

 Certified Medical Assistant
 Medical Assistant
 Medical Assistant
 Certified Medical Assistant
 Primary Care Assistant - Float
 Certified Medical Assistant
 Certified Medical Assistant

MEDICAL CODING SPECIALIST

EMPLOYER

Hayward Area Memorial Hospital-Hayward-
 Marshfield Clinic-Rice Lake
 Monarch Healthcare Management-Stillwater-MN
 Northwest Passage-Frederic
 St. Croix County Human Health Services-New
 Richmond
 United Health Care-Eau Claire
 Western Wisconsin Urology-Eau Claire

TITLE

Medical Coder
 Release of Information Specialist
 Scheduler/HUC/HIM
 Medical Coordinator
 Records Technician

 Medical Billing Specialist
 HIM Manager

MEDICAL OFFICE SPECIALIST

EMPLOYER

Marshfield Medical Center-Rice Lake

TITLE

Appointment Coordinator

OFFICE SUPPORT SPECIALIST

EMPLOYER

All Exteriors, LLC-New Richmond
 Archer Restoration-St. Croix Falls
 Ashland Memorial Medical Center-Ashland
 Bad River Tribe-Odanah
 Bio Active Nutrients-Spooner
 Cabaret Cabinetry-Hayward

TITLE

Lead Scheduler/Executive Assistant
 Office Coordinator
 Patient Business Services
 Outreach Coordinator
 Customer Service/Call Center
 Production Designer

Dirks Heating & Cooling, Inc.-Barron
Kevin Kallinen Contracting-Silver Bay-MN
Lawinger Consulting-St. Paul-MN
Lein Law Offices-Hayward
Plural Mutaul Insurance-Rice Lake
St. Croix Chiropractic-New Richmond

Office Assistant
Office Manager
Lead Logistics Coordinator
File Retention/Closed Files Clerk
Agent Assistant
Office Assistant/Chiropractor Assistant

POWER SPORTS TECHNICIAN

EMPLOYER

Drinken Customs-St. Croix Falls
Lone Wolf Marine & Recreational-Mason

TITLE

Mechanic
Technician

WELDING

EMPLOYER

AJ Manufacturing-Bloomer
Altec HiLine-Duluth-MN
American Structural Metals-Somerset
API Construction-St. Paul-MN
Arcosa, Inc.-Hager City
C.G. Bretting Manufacturing Co. Inc.-Ashland
C.G. Bretting Manufacturing Co. Inc.-Ashland
Catalytic Combustion-Bloomer
Curt Manufacturing-Eau Claire
Cutting Edge Metals-Superior
Dadson's Machining-Hammond
Derosier Machine, LLC-Clayton
Donaldson Company, Inc.-Baldwin
Donaldson Company, Inc.-Baldwin
Egan Company-Brooklyn Park-MN
Fusion Metal Products-New Richmond
GEA-Hudson
GEA-Hudson
Genesis Attachments-Superior
Kage Innovation-Osceola
Kapco-Grafton
Kobra Molds-Hudson
Local 614 Union-Ramsey-MN
Millwrights Local 548-St. Paul-MN
Moline Machinery, LLC-Duluth-MN
Northern Engineering-Superior
Northern Engineering-Superior
Oxbo International-Clear Lake

TITLE

Welder
Welder
Welder
Union Millwright
Welder
Machinist
Shop Worker
Welder
Welder
Welder/Fabricator
Head Welder
TIG Welder
Welder
Fabricator
Millwright Apprentice
Welder
Temp Service
Welder Fitter
Welder (3)
Welding Tech
Welder
Assembler
Apprentice Boilermaker
Millwright
Welder 2
Machinist
Mechanic
Welder

Oxbo International-Clear Lake	Welder/Fitter
Premier Electric-MN	Electrician
Rose Bauer-Wyoming-MN	Pipe Welder
The Jamar Company-Duluth-MN	Pipefitter
The Jamar Company-Duluth-MN	Welder (2)
Trinity Meyer Utility Structures, LLC -Hager City	Welder
TTX Company-St. Paul -MN	Welder
USG Interiors, LLC-Cloquet-MN	Maintenance
Wisconsin Structural Steel Company-Barronett	Welder/Fitter (3)

SHORT-TERM TECHNICAL DIPLOMA PROGRAMS

ADVANCED EMT

EMPLOYER

3 Lakes Region-North Branch-MN
 Aspirus Medford Hospital-Medford
 Clear Lake Ambulance-Clear Lake
 Cumberland HealthCare-Cumberland
 Cumberland HealthCare-Cumberland
 Gold Cross EMT-Superior
 Lakes Region EMS-North Branch-MN
 North Land Municipal Ambulance-Luck

 North Memorial Ambulance-Spooner
 North Memorial Ambulance-Webster
 North Memorial Ambulance
 North Memorial Ambulance-Webster
 Sawyer County Ambulance-Hayward
 Westfield's Hospital-New Richmond

TITLE

Emergency Medical Technician - Basic
 Advance EMT
 EMT - Basic
 Emergency Medical Technician
 Advance EMT (2)
 Emergency Medical Technician
 Emergency Medical Technician
 Emergency Medical Technician-Basic/Office
 Assistant
 Advanced EMT
 Emergency Medical Technician - Basic
 Emergency Medical Technician
 Emergency Medical Technician
 Advance EMT (2)
 Emergency Medical Technician/ER Technician

AUTOMOTIVE MAINTENANCE AND LIGHT REPAIR TECHNICIAN

EMPLOYER

ABC Trust-Chetek
 Advance Auto Parts-Rice Lak
 Benna Ford-Superior
 Dave's Automotive and Towing-Duluth-MN
 Douglas Tire Service-Barron
 Jeff Foster Trucking-Superior
 Karl Hansen Trucking-Superior
 Lakeside Township-Poplar
 Morgan Family Auto-Cameron
 Northstar Ford-Duluth-MN

TITLE

Machine Maintenance
 Retail/Parts Personnel
 Technician
 Automotive Service Technician
 Maintenance Specialist
 Diesel Mechanic
 Mechanic
 Heavy Machine Operator
 Mechanic
 Automotive Service Technician (3)

BILLING AND POSTING CLERK

EMPLOYER

Apple Valley Agri-Chetek
ARCO Coffee-Superior
Badger State Recovery-New Auburn
Cray, Inc. (Through Flex-Staff)-Chippewa Falls
Darrin Powers-New Richmond
Donatell & Company LLC-Whitehall
Duke Boys Auto-Duluth-MN
H & R Block-Hayward
Impact Seven-Rice Lake
Jack Links Beef Jerky-Minong
Marque HR Management-Woodbury-MN
Midwest Editions-Minneapolis-MN
Odyssey Development & Resorts-Duluth-MN
Vermeer Ag Equipment-Hammond

TITLE

Business Manager
Accountant (A/R) HR Assistant Office Manager
Office Worker (Billing)
Human Resource Coordinator
Accountant
Bookkeeper/Tax Preparer
Accounts Receivables
Bookkeeper
Accounts Receivable
Senior Credit Analyst
Property Accountant
Full Charge Bookkeeper
Accounting Assistant
Bookkeeper

BROADBAND CUSTOMER SERVICE SPECIALIST

EMPLOYER

Baldwin LightStream-Baldwin
Baldwin Telecom-Baldwin
Comtec Engineering-Arden hills-MN
KM Telecom-Kasson-MN
Mosaic Telecom-Cameron
Ntec-Durand
Pine Drive Telephone Company-Beulah-CO
Vernon Communications-Westby
Vernon Communications Cooperative-Westby

TITLE

Customer Service Representative (2)
Chief Financial Officer
Engineer
Technician
Technical Support Representative II
Customer Service Billing
Human Resource Manager
Installation and repair technician
Plan and Facilities Administrator

COMMUNITY-BASED RESIDENTIAL FACILITY (CBRF) CAREGIVER

EMPLOYER

Comforts of Home-Hudson
Home Sweet Home-Rice Lake
MAC-V-Minneapolis-MN
Northern Residence-Hawthorne
Positive Alternatives-Amery
Superior Rehab-Superior
Ventures Unlimited, Inc.-Hayward
Washburn County-Shell Lake
Woodstone Senior Living-Rice Lake

TITLE

Caregiver
Home Health Aide
Case Manager
CBRF
Resident Counselor
Health Unit Coordinator
Skills Instructor
Aging Director
Care Provider

CNC TECHNICIAN

EMPLOYER

TITLE

Brandjen & Klugy-St.Croix Falls
Nexen-Webster
Parker Hannifin-Chetek

CNC Machine Operator
Machinist
CNC Machinist

CONSTRUCTION ESSENTIALS

EMPLOYER

Aaron Guski Construction-Ashland
Beaver Built Construction-Prairie Farm
Bretting-Ashland
Focht Custom Homes-Spooner
Laughing Viking Construction-Spooner
Schneider Construction-Rice Lake

TITLE

Carpenter
Carpenter
Specialist in training
Carpenter
Owner
Construction Worker

Work Force
Zac Myers Construction-Rice Lake

LTE, Carpenter
Carpenter

CRIMINAL JUSTICE – LAW ENFORCEMENT 720 ACADEMY

EMPLOYER

Cameron Police Department-Cameron
City of Ashland-Ashland
City of St. Croix Falls and Polk County Sheriff
Dept.-St. Croix Falls
Douglas County Sheriff Office-Superior
Lake Hallie Police Department-Lake Hallie
Oregon Police Department-Oregon
Red Cliff Police Dept-Bayfield
Rice Lake Police Department-Rice Lake
Rusk County Sheriffs Office-Ladysmith
St. Croix County Sheriff's Office-Hudson
Star Prairie Police Department-Star Prairie
Watertown Police Department-Watertown

TITLE

Patrolman
Law Enforcement Officer
Police Officer & Sherriff Deputy

Deputy
Police Officer
Law Enforcement Officer
Patrol Officer
Police Officer (2)
Patrol Deputy
Deputy Sheriff
Police Office
Police Officer

EMERGENCY MEDICAL TECHNICIAN

EMPLOYER

Bayfield Community Ambulance-Bayfield
Gordon Wascott EMS-Gordon
Great Divide Ambulance Service-Cable
Iron River Police Dept.-Iron River
New Richmond Fire Dept.-New Richmond
North Memorial-Spooner
North Memorial Ambulance-Spooner
Osceola Area Ambulance Service-Osceola
South Shore Area Ambulance-Herbster

TITLE

Emergency Medical Technician
Emergency Medical Technician
Emergency Medical Technician (2)
Police Officer
Firefighter
Advanced EMT
Emergency Medical Technician
Emergency Medical Technician
Emergency Medical Technician

FARM BUSINESS AND PRODUCTION MANAGEMENT

EMPLOYER

Self-employed-Milltown
Twin Oaks Dairy-Rice Lake

TITLE

Dairy Farmer
Dairy Farmer

FINANCIAL SERVICES CUSTOMER REPRESENTATIVE

EMPLOYER

Ashland County Clerk of Courts-Ashland
CCFBank-Spooner

TITLE

Deputy Financial/Traffic Clerk
Teller

GAS METAL ARC WELDING (GMAW)

EMPLOYER

Gardner Cranberry, LLC-Gordon
ITS - Conglobal-St. Paul-MN

TITLE

Fabricator/Heavy Equipment Operator
Welding/Mechanic

GAS TUNGSTEN ARC WELDING (GTAW)

EMPLOYER

ITS - Conglobal -St. Paul-MN

TITLE

Welding/Mechanic

HEALTHCARE RECEPTIONIST

EMPLOYER

HCL/ 3M-St. Paul-MN
Hudson Physicians-Hudson
Rice lake Auto Supply-Rice Lake
Vantage Point Clinic-Eau Claire

TITLE

3M
Patient Care Coordinator
Administration
Receptionist

IT NETWORK TECHNICIAN

EMPLOYER

Ayres Associates-Eau Claire
IBM-Baldwin
Laptop Chips, Inc.-Robert
Laptop Chips LLC.-Roberts
Miners, Inc.-Hermantown-MN
MP Nexlevel-Maple Lake-MN
Nolato Contour-Baldwin
Progressive Rail, Inc.-Lakeville-MN
Spring Valley School District-Spring Valley

TITLE

IT Technician
Computer and Hardware Technician
Projects Manager
Data Sanitation Technician
Network Specialist
Telecommunications Laborer
IT - Intern
Senior Associate IT
IT Administrator

Wisconsin Independent Network-Eau Claire

Networking Intern

LEADERSHIP ESSENTIALS

EMPLOYER

WITC-Rice Lake

TITLE

Facilities Maintenance Supervisor

MANUFACTURING PRODUCTION TECHNICIAN

EMPLOYER

Nexen-Webster
Parker Hannifin-Chetek
Pro-cise, Inc.-Eau Claire

TITLE

Machinist
CNC Machinist
CNC Machinist

MECHATRONICS BASICS

EMPLOYER

Walmart-Menomonie
Wilson Tool International-Hugo-MN

TITLE

Electromechanic Technician
Electrical Maintenance

MEDICAL BILLING SPECIALIST

EMPLOYER

Aurora Community Services-Ladysmith
HCL/ 3M-St. Paul-MN
Hudson Physicians-Hudson
Marshfield Medical Center-Ladysmith-Ladysmith
St. Luke's-Duluth-MN
Vantage Point Clinic-Eau Claire

TITLE

Administrative Support
3M
Patient Care Coordinator
Appointment Coordinator
Patient Billing Specialist
Receptionist

MICROSOFT OFFICE

EMPLOYER

All Exteriors, LLC-New Richmond
Bad River Tribe-Odanah
Bayfield County-Washburn
Bio Active Nutrients-Spooner
Cabaret Cabinetry-Hayward
Canal Park Brewery-Duluth-MN
H & R Block-Superior
Kevin Kallinen Contracting-Silver Bay-MN
Lawinger Consulting-St. Paul-MN
Lein Law Offices-Hayward
Northwood School-Minong
Plural Mutual Insurance-Rice Lake

TITLE

Lead Scheduler/Executive Assistant
Outreach Coordinator
UW - Extension Office Manager
Customer Service/Call Center
Production Designer
Executive Chef
Customer Service Personnel
Office Manager
Lead Logistics Coordinator
File Retention/Closed Files Clerk
Special Education Secretary
Agent Assistant

St. Croix Chiropractic-New Richmond
Westfield's Hospital and Clinic-New Richmond
Wisconsin Early Autism Project-Eau Claire

Office Assistant/Chiropractor Assistant
Clinical Quality Coordinator
Office Administrator/Funding Coordinator

MULTI AXIS CNC MILLING

EMPLOYER

Abbott Laboratories-MN
Henkel-Prescott
Henkel-Prescott
Isometric Tool and Design-New Richmond
McNally Industries-Grantsburg
MRL Manufacturing-Amery
Sanmina-Turtle Lake
Wipaire-St Paul-MN

TITLE

Machinist
Machinist
Production Supervisor
EOM Wire Operator
Machinist
Machinist
Entry Level Tool Maker
Machinist

NURSING ASSISTANT

EMPLOYER

ACR Homes-MN
Amery Hospital & Clinic-Amery
Amery Hospital & Clinic-Amery
Ashland Health & Rehabilitation-Ashland
Aspen Acres-Hayward
Avinity Assisted Living-Hermantown-MN
Baldwin Care Center and Western WI Health-
Baldwin
Benedictine Health Center-Duluth-MN
Benedictine Health Center-Duluth-MN
Bethany Lutheran Home-Lacrosse
Birch Haven Senior Living-Ashland
Birch Haven Assisted Living-Baldwin
Boyceville Gratus-Menomonie
Brentwood Senior Living-Rice Lake
Brentwood Senior Living-Rice Lake
Burnett Medical Center-Grantsburg
Capes Lakeside Assisted Living-Siren
Challenge Center-Superior
Chris Jenson-Duluth-MN
Christian Community Homes and Services-Hudson
Christian Community Homes and Services-
Osceola
Cil Western Wisconsin-Menomonie
Columbine Health-Fort Collins-CO
Country Villa Assisted Living-Freedom
Dove Healthcare-Bloomer
Dove Healthcare
Ebenezer-Lake Elmo-MN

TITLE

Direct Care Professional
Certified Nursing Assistant
Mental Health Technician
Certified Nursing Assistant (3)
Assistant Administrator
Certified Nursing Assistant
Certified Nursing Assistant
Certified Nursing Assistant
Resident Assistant/CNA
Nurse Tech
Certified Nursing Assistant - Caregiver
Certified Nursing Assistant
Personal Care Attendant
Certified Nursing Assistant
Care Manager
Certified Nursing Assistant (2)
Certified Nursing Assistant
Personal Care Attendant
Certified Nursing Assistant
Certified Nursing Assistant (2)
Certified Nursing Assistant
Home Aide
Certified Nursing Assistant
Care Giver
Certified Nursing Assistant
Certified Nursing Assistant
Certified Nursing Assistant

Essentia Health	Certified Nursing Assistant
Frederic Nursing and Rehab-Frederic	Certified Nursing Assistant
Glenhaven, Inc.-Glenwood City	Certified Nursing Assistant
Golden LivingCenter-Court Manor-Ashland	Certified Nursing Assistant
Good Samaritan Society-St. Croix Falls	Certified Nursing Assistant
Good Samaritan Society - St. Croix Valley-St. Croix Falls	Certified Nursing Assistant
Hammond Health Services-Hammond	Certified Nursing Assistant
Hayward Area Memorial Hospital and Water's Edge-Hayward	Certified Nursing Assistant (7)
Hudson Hospital-Hudson	Patient Care Technician
I WISH Home Health	Certified Nursing Assistant
Kinnic Health and Rehab-River Falls	Certified Nursing Assistant
Ladysmith Care Community-Ladysmith	Certified Nursing Assistant (6)
Legacy Home Health Care-Golden Valley-MN	Certified Nursing Assistant
Maple Ridge Care Center-Spooner	Certified Nursing Assistant (4)
Marshfield Clinic Health System-Rice Lake	Clinical Care Technican
Marshfield Medical Center-Rice Lake	Med/Surg CCT
Marshfield Medical Center-Ladysmith	Certified Nursing Assistant/HUC
Mayo Clinic Health System	Certified Nursing Assistant
Mayo Clinic Health System	Certified Medical Assistant
Memorial Medical Center-Ashland	Certified Nursing Assistant (3)
Middle River Health and Rehab-South Range	Certified Nursing Assistant (3)
Neighbors of Dunn County-Menomonie	Certified Nursing Assistant
New Perspective Senior Living-Superior	Certified Nursing Assistant (2)
New Perspective Senior Living-Superior	Caregiver/Medpasser
New Perspective Senior Living-Twin Ports-Superior	Certified Nursing Assistant
Northern Wisconsin Center for the Developmently Disabled-Chippewa Falls	Resident Care Technician
Northwood Gables-Rice Lake	Care Worker
Oak Park Senior Living-Oak Park Hights-MN	Certified Nursing Assistant
Osceola Medical Center-Osceola	Certified Nursing Assistant/ED Tech
Park View Community Home-Woodville Campus	Certified Nursing Assistant (2)
Presbyterian Homes Services/Boutwells Landing-Stillwater-MN	Certified Nursing Assistant
Quality Care Solutions-Rice Lake	Temporary Worker
Quality Care Solutions-Rice Lake	Certified Nursing Assistant
REM-Superior	Certified Nursing Assistant
REM Arrowhead, Inc.-Duluth-MN	Care Giver
Self-employed-Hayward	Certified Nursing Assistant
St. Croix Country Health and Rehab Center	Certified Nursing Assistant
St. Croix Regional Medical Center-St. Croix Falls	Certified Nursing Assistant
St. Luke's Hospital-Duluth-MN	Nursing Assistant
Superior Rehabilitation Center-Superior	Certified Nursing Assistant
The Deerfield-New Richmond	Certified Nursing Assistant
Traditions of Frederic-Frederic	Caregiver
United Pioneer Home-Luck	Certified Nursing Assistant (3)
Villa Marina Health & Rehab Center-Superior	Certified Nursing Assistant (2)
Walken Manor Assisted Living-Winona-MN	Certified Nursing Assistant

Westfield's Hospital-New Richmond
Willow Ridge Health Care-Amery
Winona Health-Winona-MN
Wisconsin Veteran's Home-Chippewa Falls

Patient Access Rep
Certified Nursing Assistant
Certified Nursing Assistant
Certified Nursing Assistant

OFFICE TECHNOLOGY ASSISTANT

EMPLOYER

All Exteriors, LLC-New Richmond
Apple Award-Hayward
Archer Restoration-St. Croix Falls
Bad River Tribe-Odanah
Bayfield County-Washburn
Bio Active Nutrients-Spooner
Cabaret Cabinetry-Hayward
Dirks Heating & Cooling, Inc.-Barron
Kevin Kallinen Contracting-Silver Bay-MN
Lawinger Consulting-St. Paul-MN
Lein Law Offices-Hayward
Rural Mutual Insurance-Rice Lake
St. Croix Chiropractic-New Richmond
Wisconsin Early Autism Project-Eau Claire

TITLE

Lead Scheduler/Executive Assistant
Executive Assistant
Office Coordinator
Outreach Coordinator
UW - Extension Office Manager
Customer Service/Call Center
Production Designer
Office Assistant
Office Manager
Lead Logistics Coordinator
File Retention/Closed Files Clerk
Agent Assistant
Office Assistant/Chiropractor Asst
Office Administrator/Funding Coordinator

PATIENT SERVICES SPECIALIST

EMPLOYER

Amery Hospital and Clinic-Amery
Amery Hospital and Clinic-Amery
Aurora-Milwaukee
Burnett Medical Center-Grantsburg
Chequamegon Clinic-Ashland
Cumberland Healthcare-Cumberland
Essentia Health-Ashland
Essentia Health-Duluth-MN
Essentia Health-Superior
Essentia Health-Integrative Health-Duluth-MN
HealthEast Heart Care-Maplewood-MN
Indianhead Medical Center-Shell Lake
Marshfield Clinic-Rice Lake
Marshfield Clinic-Rice Lake
Marshfield Clinic-Wausau
Memorial Medical Center-Ashland
Oakleaf Clinic - Eau Claire Medical Center-Eau
Claire
Shell Lake Clinic-Shell Lake
St. Luke's - Denfeld Clinic-Duluth-MN
St. Luke's - Pulmonary Medicine-Duluth-MN
St. Luke's Orthopedics-Duluth-MN

TITLE

Certified Medical Assistant
Medical Assistant
Medical Assistant
Medical Assistant
Certified Medical Assistant/Clinical Assistant
Certified Medical Assistant
Medical Assistant
Clinical Assistant, Audiology Assistant
Certified Medical Assistant
Clinical Assistant
Certified Medical Assistant
Certified Medical Assistant
Certified Medical Assistant
Certified Medical Assistant
Certified Medical Assistant Float
Medical Assistant
Medical Assistant
Certified Medical Assistant

Certified Medical Assistant
Medical Assistant
Medical Assistant
Certified Medical Assistant

Stillwater Medical Group-Stillwater-MN
Vibrant Health Family Clinics-River Falls
Westfield's Hospital and Clinic-New Richmond

Primary Care Assistant - Float
Certified Medical Assistant
Certified Medical Assistant

SHIELDED METAL ARC WELDING (SMAW)

EMPLOYER
ITS - Conglobal -St. Paul-MN

TITLE
Welding/Mechanic

WELDING/MAINTENANCE AND FABRICATION

EMPLOYER
ITS - Conglobal-St. Paul-MN

TITLE
Welding/Mechanic

EMBEDDED CERTIFICATES

DEMENTIA CARE

EMPLOYER
Barron Care and Rehab-Barron
Challenge Center Inc.-Superior
Lutheran Social Services
Northern Residence-Hawthorne
Senior LinkAge Line-Duluth-MN
The Deerfield-New Richmond
Washburn County-Shell Lake
Woodstone Senior Living-Rice Lake

TITLE
Activity Director
Program Manager
HUD Services Coordinator
CBRF
Program Assistant/Case Aide
Resident Aide
Aging Director
Care Provider

GERONTOLOGY FOR HEALTHCARE PROFESSIONAL

EMPLOYER
Barron Care and Rehab-Barron
Challenge Center Inc.-Superior
Senior LinkAge Line-Duluth-MN
The Deerfield-New Richmon
Washburn County-Shell Lake
Woodstone Senior Living-Rice Lake

TITLE
Activity Director
Program Manager
Program Assistant/Case Aide
Resident Aide
Aging Director
Care Provider

MARINE REPAIR ESSENTIALS

EMPLOYER

Bridgeport Marine-Houlton
Mac Sport and Marine-Superior
Outer Island Excursions-Eastsound-WA
Pike's Bay Marina-Bayfield

TITLE

Lead Outboard Service Technician
Marine Technician
Captain
Small Engine Mechanic

TAX PREPARER ASSISTANT

EMPLOYER

Badger State Recovery-New Auburn
Brown wilbert-Roseville-MN
CESA #11-Turtle Lake
Cray, Inc. (Through Flex-Staff)-Chippewa Falls
Darrin Powers-New Richmond
Don Johnson Motors-Rice Lake
Donatell & Company LLC-Whitehall
Duke Boys Auto-Duluth-MN
H & R Block-Hayward
Impact Seven-Rice Lake
Jack Links Beef Jerky-Minong
Marque HR Management-Woodbury-MN
Midwest Editions-Minneapolis-MN
Nextgen Powersports-Clear Lake
Odyssey Development & Resorts-Duluth-MN
Skoglund Oil Co.-New Richmond
Thirsty Pagan Brewing/Winter St. LLC-Superior
US Bank-Rice Lake
USDA-Rural Development-Spooner
Vermeer Ag Equipment-Hammond

TITLE

Office Worker (Billing)
Accounts Payable Associate
Accountant
Human Resource Coordinator
Accountant
Office Manager
Bookkeeper/Tax Preparer
Accounts Receivables
Bookkeeper
Accounts Receivable
Senior Credit Analyst
Property Accountant
Full Charge Book Keeper
Office Manager/Controller
Accounting Assistant
Account Receivable
Manager/HR/Bookkeeper/Partner
Bank Teller
Area Technician
Bookkeeper