



Northwood
Technical College

Graduate Follow up Report

2020-2021

Table of Contents

Introduction	1
Northwood Tech Key Measures of Success, Five Year Summary.....	1
Present Status and Related Employment.....	2
2020-21 Northwood Tech Graduates in the Labor Market.....	2
Salary	3
Location of Employment	3
Reasons for Attending Northwood Tech.....	4
Satisfaction With and Recommendation of Northwood Tech.....	4
2020-21 Graduate Follow-Up Survey	Appendix A
Summary by Campus	Appendix B
and Location of Employment by Campus	
Summary by Career Cluster and Program	Appendix C
Summary by Degree Level.....	Appendix D
Satisfaction with Training and Reason for Attending by Degree Level.....	Appendix E
and Satisfaction with Training and Reason for Attending by Campus and Recommendation of Northwood Tech by Campus	
Historical Summary with WI Unemployment Comparison.....	Appendix F
and Average Annual Salary by Location of Employment Compared to County Wage Data and Summary by WTCS District	

Introduction

The Graduate Follow Up Survey is conducted annually by Northwood Technical College’s Institutional Research Office at the request of the Wisconsin Technical College System (WTCS). The primary objective of the survey is to “identify the current status of WTCS program graduates, and to determine the extent to which this current status is related to the graduates’ educational programs.”

WTCS produces the statewide Graduate Outcomes Report from data collected at all sixteen WTCS institutions across Wisconsin as a career planning tool for prospective students and for program planning and evaluation.

Northwood Tech graduates from the 2020-21 academic year, who earned their credential between June 1, 2020 and May 31, 2021 in 79 core programs, were selected by WTCS to be included in the survey. From November 2021 through February 2022, responses were obtained through email, mail, and phone calls. A sample of the survey can be found in Appendix A of this report.

Northwood Tech Key Measures of Success, Five Year Summary

	2016-17	2017-18	2018-19	2019-2020	2020-21
Surveys Sent	1,438	1,542	1,535	1,397	989¹
Surveys Returned <i>n = Surveys Sent</i>	85% (1,220)	76% (1,169)	70% (1,073)	53% (742)	77% (763)
Current Students <i>n = Surveys Returned</i>	24% (290)	20% (234)	22% (231)	47% (346)	40% (307)
Employed <i>n = In the Labor Market</i>	93% (825) <i>n = 884</i>	94% (851) <i>n = 902</i>	92% (755) <i>n = 820</i>	95% (369) <i>n = 389</i>	93% (405) <i>n = 435</i>
Employed Full-Time in a Related Field <i>n = Employed Related</i>	82% (418) <i>n = 507</i>	84% (462) <i>n = 553</i>	86% (377) <i>n = 440</i>	74% (205) <i>n = 277</i>	76% (234) <i>n = 309</i>
Satisfied with Training <i>n = Graduates who responded to question</i>	96% (1026) <i>n = 1,070</i>	98% (1,021) <i>n = 1,042</i>	96% (912) <i>n = 947</i>	96% (456) <i>n = 474</i>	96% (527) <i>n = 547</i>
Average Monthly Salary*	\$3,151	\$3,393	\$3,671	\$3,573	\$3,871
Average Annual Salary*	\$37,818	\$40,668	\$44,046	\$42,878	\$46,453

(¹) There were 244 Nursing Assistant – Limited Term (17-543-1) graduates who were separately surveyed and reported on as graduate outcomes for aid code 17 programs are not reported to WTCS.

(*) Average monthly salaries are reported for graduates employed full-time in a field related to their training

Present Status and Related Employment

Northwood Tech’s EVOLVE XXIII strategic plan identifies graduate placement as a College Effectiveness Measure. Graduate placement is calculated using the sum of graduates who indicated “I am employed” or “I am a student” in their present status response. 712 graduates (93 percent of responding graduates, n = 763) indicated that they were placed six months after graduation.

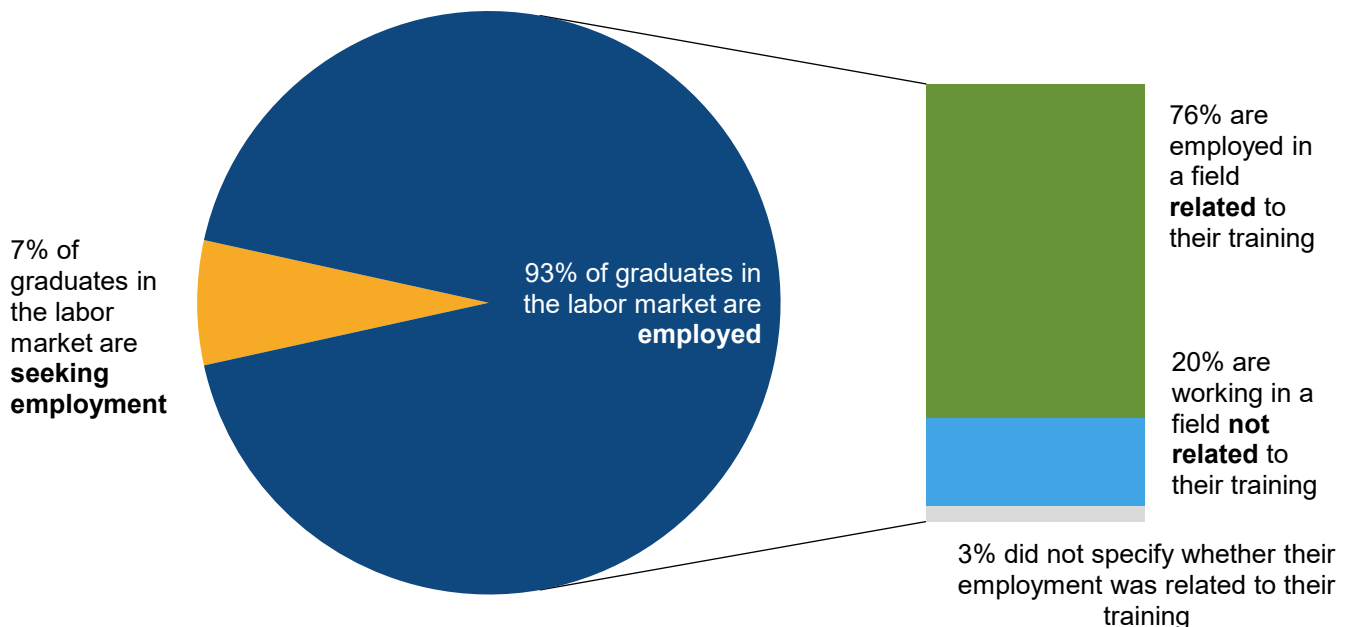
Just over half of Northwood Tech’s 2020-21 graduates were in the labor market. Almost all graduates who are not in the labor market were students who were continuing their education.

Which one of the below best describes you?		
In the Labor Market	435	57% (n = 763)
I am employed. I may also be taking courses, but my job is my main focus.	405	93% (n = 435)
I am not employed but am looking for a job.	30	7%
I am on active duty in the military.	0	-
Not in the Labor Market	328	43% (n = 763)
I am a student. I may also have one or more jobs but attending school/college is my main focus.	307	94% (n = 328)
I am not employed and not looking for a job.	21	6%

About three quarters of graduates who indicated they were employed were working in jobs related to their training.

Is your job related to the training you received at Northwood Tech?		
Yes	309	76% (n = 405)
No	82	20%
Did not provide response	14	3%

2020-21 Northwood Tech Graduates in the Labor Market



Over half employed graduates indicated that they began working in their present occupation after graduating from Northwood Tech.

When did you start working in your present occupation?		
Before enrolling at our college	74	18% (n = 405)
While attending our college	85	21%
After leaving our college	232	57%
Did not provide response	14	3%

Employment information by campus is provided in Appendix B, by career cluster and program in Appendix C, and by degree level in Appendix D.

Salary

Graduates were asked to provide salary information based on hourly, monthly, or yearly wages. Regardless of the type of wage reported by the graduate, individual responses were converted to a monthly salary. Salary information is reported for graduates who reported working full-time (35 or more hours) and in a job related to their field (n = 234).

The average salary of 2020-21 Northwood Tech graduates who reported working full-time in a job related to their field is \$3,871 monthly (\$46,453 annually).

The top five earning programs by average salary, where there were three or more graduates who were employed full-time in a related field and reported their salaries, were:

1. Nursing-Associate Degree (\$6,185 per month/\$74,226 per year)
2. Truck Driving (\$4,804 per month/\$57,654 per year)
3. Welding/Maintenance and Fabrication (\$4,461 per month/\$53,530 per year)
4. Architectural Commercial Design (\$4,059 per month/\$48,703 per year)
5. EMT-Paramedic (\$4,053 per month/\$48,634 per year)

Average monthly and annual salaries are available by campus in Appendix B and degree level in Appendix D. For average monthly salaries by program, see Appendix C.

Location of Employment

Employed graduates were asked for job information, including their job title, company or organization name, and company/organization address. Institutional Research staff reviewed employer addresses and categorized them.

64% of 2020-21 graduates were employed in Wisconsin; the majority of whom were working in Northwood Tech's eleven-county service area.

In Wisconsin, In Northwood Tech District	218	54% (n = 405)
In Wisconsin, Outside Northwood Tech District	41	10%
Outside Wisconsin	75	19%
Not able to determine	71	18%

For information on job location by graduates' campus, see Appendix B.

Reason for Attending Northwood Tech

Preparation for getting a job was the most chosen reason for 2020-21 graduates' attending Northwood Tech, followed by *Career change*.

What was your primary reason for attending Northwood Tech?		
Preparation for getting a job	193	35% (n = 547)
Career change	150	27%
Improvement of existing job skills	63	12%
Preparation for further education	67	12%
Personal interest	57	10%
Other	17	3%

Responses regarding educational intent by career cluster, degree level, and campus are provided in Appendix E.

Satisfaction With and Recommendation of Northwood Tech

The majority of 2020-21 Northwood Tech graduates were either *very satisfied* or *satisfied* with their training from Northwood Tech, and almost all graduates would recommend Northwood Tech to a friend or family member.

How do you feel about the training you received at Northwood Tech?		
Very Satisfied	299	55% (n = 547)
Satisfied	228	42%
Unsatisfied	14	3%
Very Unsatisfied	6	1%

Would you recommend Northwood Tech to a friend or family member?		
Yes	501	97% (n = 519)
No	18	3%

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

Appendix A

- How do you feel about the training you received at WITC?
 - Very Satisfied
 - Satisfied
 - Unsatisfied
 - Very Unsatisfied
- 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: _____

- Which one of the below best describes you? Please read through each choice and choose the best option for your situation.
 - I am employed. I may also be taking courses, but my job is my main focus.
 - I am a student. I may also have one or more jobs but attending school/college is my main focus.
 - I am not employed but am looking for a job.
 - I am not employed and not looking for a job.
 - I am on active duty in the military.

If you are employed or on active duty in the military, continue with question 4. If you are not employed, skip to question 11.

- When did you start working in your present occupation?
 - Before enrolling at our college
 - While attending our college
 - After leaving our college
- Is your job related to the training you received at WITC?
 - Yes
 - No

- Please list the following job information:

Job Title: _____

Company or Organization Name: _____

Address: _____

City, State, and ZIP: _____

- Please list the following supervisor information:

Supervisor's First and Last Name: _____

Department Name (if applicable): _____

Supervisor's E-mail Address: _____

- What is your present wage before deductions? Do not include overtime. Please provide one:

\$ _____ per hour

\$ _____ per week

\$ _____ per month

\$ _____ per year
- How many hours do you work during an average work week?

_____ hours per week
- Occasionally, Northwood Tech will contact employers for input on programs or to serve on advisory committees. In larger organizations, it can be very difficult unless we can address the request to a specific person.
 - If you do not want Northwood Tech to contact your employer, please check this box.
- Are you interested in receiving the Northwood Tech Alumni Newsletter?
 - Yes
 - No
- Would you recommend Northwood Tech to a friend or family member?
 - Yes
 - No
- Please tell us how our college 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 Northwood Tech's Mission, Vision, Values, and Tenets.

«First_Name» «Last_Name»
Access Code: «Survey_Access_Code»
Program: «Academic_Plan_Ldesc»

Appendix B

Summary by Campus

	Ashland		New Richmond		Online		Rice Lake		Superior	
Surveys Sent	115		352		61		291		170	
Surveys Returned	88	77%	263	75%	49	80%	230	79%	133	78%
Current Student	35	40%	122	46%	17	35%	73	32%	60	45%
In the Labor Market	51	58%	137	52%	31	63%	148	64%	68	51%
Employed	50	57%	124	47%	30	61%	138	60%	63	47%
Related	33	66%	98	79%	18	60%	102	74%	58	92%
Related – Full-Time	24	73%	78	80%	16	89%	76	75%	40	69%
Not Related	14	28%	24	19%	8	27%	33	24%	3	5%
Unknown	3	6%	2	2%	4	13%	3	2%	2	3%
Seeking Employment	1	1%	13	5%	1	2%	10	4%	5	4%
Average Monthly Salary	\$3,404		\$4,272		\$3,057		\$3,992		\$3,535	
Average Annual Salary	\$40,845		\$51,260		\$36,683		\$47,909		\$42,424	

Location of Employment by Campus

Campus	Employed								Employed Full-Time, Related to Training							
	In Northwood Tech District		In WI, Outside Northwood Tech District		Outside Wisconsin		Cannot Determine		In District		WI Out of District		Out of State		Cannot Determine	
Ashland	34	68%	3	6%	3	6%	10	20%	17	71%	3	13%	2	8%	2	8%
New Richmond	66	53%	9	7%	27	22%	22	18%	43	55%	2	3%	25	32%	8	10%
Online	13	43%	4	13%	6	20%	7	23%	9	56%	4	25%	3	19%	-	-
Rice Lake	84	61%	25	18%	7	5%	22	16%	46	61%	18	24%	5	7%	7	9%
Superior	21	33%	-	-	32	51%	10	16%	19	48%	-	-	19	48%	2	5%
Totals	218	54%	41	10%	75	19%	71	18%	134	57%	27	12%	54	23%	19	8%

Appendix C

2020-21 Graduate Follow-Up Survey Summary by Career Cluster and Program

Agriculture, Food and Natural Resources																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
31-091-1	Dairy Herd Management	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	\$4,277*
31-080-4	Farm Operation	4	4	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	\$4,831*
TOTAL – Ag, Food & Natural Resources		5	5	100%	2	40%	2	40%	-	-	2	100%	2	100%	-	-	#	

Architecture and Construction																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
31-409-1	Arch Woodworking & Cabinet	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
10-614-4	Architectural Commercial Design <i>Unique in Wisconsin</i>	8	6	75%	2	33%	3	50%	-	-	3	100%	3	100%	-	-	-	\$4,059
32-410-2	Construction and Cabinetmaking <i>Unique in Wisconsin</i>	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
30-410-3	Construction Essentials <i>(Construction Essentials)</i> <i>(Construction Essentials HSAC)</i>	38 (16) (22)	30 (14) (16)	79% (88%) (73%)	26 (10) (16)	87% (71%) (100%)	2 (2) (-)	14% (14%) (-)	1 (1) (-)	7% (7%) (-)	1 (1) (-)	50% (50%) (-)	1 (1) (-)	100% (100%) (-)	1 (1) (-)	50% (50%) (-)	#	#
32-601-1	Heating, Vent, & Air Cond/Refr	9	4	44%	-	-	3	75%	1	25%	3	100%	3	100%	-	-	-	\$3,553
31-601-2	HVAC Installation Technician <i>(HVAC Installation Technician)</i> <i>(HVAC Installation Technician EVG)</i>	12 (11) (1)	10 (9) (1)	83% (82%) (100%)	10 (9) (1)	100% (100%) (100%)	-	-	-	-	-	-	-	-	-	-	-	\$4,177*
30-601-1	Refrigeration Essentials	4	4	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
31-476-2	Utility Construction Technician <i>Unique in Wisconsin</i>	2	1	50%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
TOTAL – Architecture and Construction		76	58	76%	41	71%	13	22%	#	#	11	85%	11	100%	#	#	#	\$4,251

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(3) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2020-21 Graduate Follow-Up Survey Summary by Career Cluster and Program

Business Management, Administration and Finance																	
Program Number and Title		Surveys Sent	Surveys Returned		Current Students		In Labor Market				Employment Related to Training ³					Average Monthly Salary ²	
							Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		Not Related		
10-101-1	Accounting	30	18	60%	1	6%	16	89%	1	6%	13	81%	9	69%	3	19%	\$3,305
31-101-1	Accounting Assistant	6	5	83%	3	60%	2	40%	-	-	2	100%	2	100%	-	-	\$3,705*
10-106-6	Administrative Professional	11	9	82%	1	11%	7	78%	1	11%	5	71%	5	100%	2	29%	\$2,867
30-101-4	Billing and Posting Clerk	20	20	100%	13	65%	6	30%	1	5%	3	50%	2	67%	3	50%	\$3,144*
10-102-3	Business Management	19	12	63%	-	-	11	92%	-	-	11	100%	9	82%	-	-	\$3,926
31-102-9	Customer Service Manager	13	9	69%	9	100%	-	-	-	-	-	-	-	-	-	-	#
10-114-2	Finance	3	2	67%	#	#	#	#	#	#	#	#	#	#	#	#	\$3,343*
30-114-1	Financial Services Customer Rep	9	4	44%	3	75%	1	25%	-	-	1	100%	1	100%	-	-	#
	<i>(Financial Services Customer Rep)</i>	<i>(3)</i>	<i>(3)</i>	<i>(100%)</i>	<i>(2)</i>	<i>(67%)</i>	<i>(1)</i>	<i>(33%)</i>	-	-	<i>(1)</i>	<i>(100%)</i>	<i>(1)</i>	<i>(100%)</i>	-	-	
	<i>(Financial Services...HSAC)</i>	<i>(6)</i>	<i>(1)</i>	<i>(17%)</i>	<i>(1)</i>	<i>(100%)</i>	-	-	-	-	-	-	-	-	-	-	
31-160-1	Health Office Professional	9	8	89%	4	50%	3	38%	-	-	3	100%	3	100%	-	-	\$2,903
30-160-2	Healthcare Receptionist	18	16	89%	10	63%	6	38%	-	-	3	50%	2	67%	3	50%	\$3,265*
31-116-2	Human Resource & Payroll Generalist	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$5,569*
10-116-2	Human Resource Management	7	4	57%	1	25%	3	75%	-	-	3	100%	3	100%	-	-	\$4,378*
30-196-6	Leadership Essentials	8	4	50%	3	75%	1	25%	-	-	1	100%	-	-	-	-	#
10-160-2	Medical Administrative Professional	8	8	100%	-	-	5	63	2	25%	4	80%	2	50%	1	20%	\$3,396*
30-160-5	Medical Billing Specialist <i>One graduate was listed as 31-160-5 Medical Billing</i>	3	1	33%	#	#	#	#	#	#	#	#	#	#	#	#	#
30-106-6	Microsoft Office	5	5	100%	1	20%	4	80%	-	-	1	25%	-	-	3	75%	\$5,500*
31-106-8	Office Support Specialist	3	3	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$2,597*
30-106-1	Office Technology Assistant	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
TOTAL – Business Mgmt, Admin and Finance		175	131	75%	52	40%	69	53%	5	4%	53	77%	40	75%	16	23%	\$3,498

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(3) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2020-21 Graduate Follow-Up Survey Summary by Career Cluster and Program

Family and Consumer																	
Program Number and Title		Surveys Sent	Surveys Returned		Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²		
							Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹			Not Related	
30-544-2	Community-Based Residential Facility (CBRF) Caregiver	8	7	88%	5	71%	2	29%	-	-	1	50%	1	100%	1	50%	#
30-575-1	Community-Based Residential Facility (CBRF) Caregiver	28	25	89%	21	84%	3	12%	-	-	-	-	-	-	3	100%	#
31-307-1	Child Care Services E-Connect <i>(Child Care Services E-Connect)</i> <i>(Online Child Care E-Connect)</i>	22 (9) (13)	18 (8) (10)	82% (89%) (77%)	12 (7) (5)	(67%) (88%) (50%)	6 (1) (5)	33% (13%) (50%)	-	-	5 (-) (5)	83% (-) (100%)	3 (-) (3)	60% (-) (60%)	1 (1) (-)	17% (100%) (-)	\$2,586*
31-502-1	Cosmetology	29	23	79%	4	17%	16	70%	2	9%	13	81%	6	46%	3	19%	\$2,519*
10-307-1	Early Childhood Education <i>(Early Childhood Education)</i> <i>(E-CHILD ONLN)</i>	38 (23) (15)	23 (15) (8)	61% (65%) (53%)	3 (1) (2)	13% (7%) (25%)	19 (13) (6)	83% (87%) (75%)	-	-	15 (9) (6)	79% (69%) (100%)	12 (6) (6)	80% (67%) (100%)	3 (3) (-)	16% (23%) (-)	\$2,406
10-544-1	Gerontology	7	5	71%	2	40%	3	60%	-	-	2	67%	2	100%	1	33%	\$4,301*
10-520-3	Human Services Associate	23	10	43%	4	40%	6	60%	-	-	4	67%	4	100%	2	33%	\$3,085
31-550-1	Substance Abuse Counselor	16	13	81%	7	54%	6	46%	-	-	4	67%	3	75%	2	33%	\$3,912*
TOTAL – Family and Consumer		171	124	73%	58	47%	61	49%	2	2%	44	72%	31	70%	16	26%	\$2,873

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(3) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2020-21 Graduate Follow-Up Survey Summary by Career Cluster and Program

Health Science																	
Program Number and Title		Surveys Sent	Surveys Returned		Current Students		In Labor Market				Employment Related to Training ³					Average Monthly Salary ²	
							Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		Not Related		
31-508-1	Dental Assistant	8	7	88%	-	-	7	100%	-	-	6	86%	5	83%	1	14%	\$3,310
10-530-1	Health Information Tech Online	10	9	90%	1	11%	8	89%	-	-	3	38%	3	100%	3	38%	\$3,467
31-509-1	Medical Assistant	28	21	75%	-	-	18	86%	3	14%	18	100%	13	72%	-	-	\$3,348
31-530-2	Medical Coding Spec Online	24	23	96%	10	43%	11	48%	1	4%	4	36%	4	100%	5	45%	\$3,515
10-543-1	Nursing - Associate Degree	69	47	68%	13	28%	32	68%	2	4%	31	97%	12	39%	-	-	\$6,185
30-543-1	Nursing Assistant 2020-21 graduates of 17-543-1 Nursing Assistant – Limited Term are listed in a separate report.	21	12	57%	12	100%	-	-	-	-	-	-	-	-	-	-	\$3,031*
10-514-1	Occupational Therapy Asst	24	20	83%	-	-	19	95%	1	5%	12	63%	7	58%	6	32%	\$3,719
30-509-2	Patient Services Specialist	5	4	80%	1	25%	3	75%	-	-	1	33%	1	100%	2	67%	#
31-536-1	Pharmacy Technician	5	5	100%	1	20%	4	80%	-	-	4	100%	4	100%	-	-	\$2,950
TOTAL – Health Science		194	148	76%	38	26%	102	69%	7	5%	79	77%	49	62%	17	17%	\$3,997

Hospitality and Tourism																	
Program Number and Title		Surveys Sent	Surveys Returned		Current Students		In Labor Market				Employment Related to Training ³					Average Monthly Salary ²	
							Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		Not Related		
30-109-2	Hospitality Foundations Unique in Wisconsin	13	12	92%	5	42%	5	42%	1	8%	4	80%	-	-	-	-	#
TOTAL – Hospitality and Tourism		13	12	92%	5	42%	5	42%	1	8%	4	80%	-	-	-	-	#

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(3) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2020-21 Graduate Follow-Up Survey Summary by Career Cluster and Program

Information Technology																		
Program Number and Title		Surveys Sent	Surveys Returned		Current Students		In Labor Market				Employment Related to Training ³					Average Monthly Salary ²		
							Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		Not Related			
10-150-2	IT - Network Specialist	4	3	75%	#	#	#	#	#	#	#	#	#	#	#	#	#	\$4,028*
30-150-4	IT Network Technician	30	29	97%	24	83%	1	3%	2	7%	1	100%	-	-	-	-	-	#
10-154-7	IT- System Administration Spec	12	10	83%	1	10%	9	90%	-	-	6	67%	6	100%	2	22%		\$3,537
10-152-7	IT- Web and Software Developer	9	6	67%	1	17%	3	50%	2	33%	3	100%	3	100%	-	-		\$4,717*
10-151-2	IT-Cybersecurity Specialist	8	7	88%	2	29%	4	57%	1	14%	2	50%	2	100%	1	25%		\$4,885*
TOTAL – Information Technology		63	55	87%	30	55%	17	31%	6	11%	12	71%	11	92%	3	18%		\$3,537

IT Manufacturing																		
Program Number and Title		Surveys Sent	Surveys Returned		Current Students		In Labor Market				Employment Related to Training ³					Average Monthly Salary ²		
							Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		Not Related			
32-454-1	Automated Packaging Systems Tech Unique in Wisconsin	6	4	67%	1	25%	3	75%	-	-	3	100%	3	100%	-	-		#
10-631-2	Automation for Industrial Systems Unique in Wisconsin	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
30-454-1	Mechatronics Basics	8	8	100%	6	75%	1	13%	1	13%	-	-	-	-	1	100%		-
TOTAL – IT Manufacturing		16	14	88%	7	50%	5	36%	2	14%	4	80%	4	100%	1	20%		#

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(3) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2020-21 Graduate Follow-Up Survey Summary by Career Cluster and Program

Law, Public Safety and Security																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
30-531-6	Advanced EMT	5	2	40%	-	-	2	100%	-	-	1	50%	1	100%	1	50%	\$3,378*	
30-504-2	Criminal Justice - LE 720 Academy	12	8	67%	2	25%	6	75%	-	-	6	100%	5	83%	-	-	\$4,978*	
10-504-5	Criminal Justice Studies	20	15	75%	7	47%	7	47%	-	-	3	43%	3	100%	4	57%	\$4,225*	
30-531-3	Emergency Medical Technician	61	50	82%	21	42%	28	56%	-	-	15	54%	8	53%	12	43%	\$3,297	
31-531-1	EMT - Paramedic	7	7	100%	-	-	6	86%	-	-	6	100%	5	83%	-	-	\$4,053	
10-531-1	Paramedic Technician	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$5,199*	
TOTAL – Law, Public Safety and Security		106	82	77%	30	37%	49	59%	-	-	31	63%	22	71%	17	35%	\$3,955	

Manufacturing																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
31-444-1	CNC Machine Tool Operation	4	2	50%	#	#	#	#	#	#	#	#	#	#	#	#	#	\$3,639*
31-420-6	Entry Level Machining	5	5	100%	4	80%	1	20%	-	-	1	100%	1	100%	-	-	-	N/A
30-442-5	Gas Metal Arc Welding (GMAW)	16	13	81%	9	69%	3	23%	1	8%	1	33%	-	-	2	67%	\$3,900*	
32-462-1	Industrial Maintenance Tech	4	2	50%	#	#	#	#	#	#	#	#	#	#	#	#	#	\$4,713*
31-420-1	Machine Tool Operation	8	7	88%	4	57%	3	43%	-	-	2	67%	2	100%	1	33%	\$4,447*	
32-420-1	Machine Tool Technician	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	\$4,717*
32-420-5	Machine Tooling Technics	5	4	80%	-	-	4	100%	-	-	4	100%	4	100%	-	-	-	\$3,993
31-442-1	Welding	37	32	86%	11	34%	21	66%	-	-	20	95%	17	85%	-	-	-	\$3,667
	(Welding)	(26)	(24)	(92%)	(11)	(46%)	(13)	(54%)	(-)	(-)	(12)	(92%)	(11)	(92%)	(-)	(-)	(-)	
	(Welding EVG)	(11)	(8)	(73%)	(-)	(-)	(8)	(100%)	(-)	(-)	(8)	(100%)	(6)	(75%)	(-)	(-)	(-)	
30-442-2	Welding/Maintenance/Fabrication	13	8	62%	1	13%	5	63%	1	13%	4	80%	4	100%	1	20%	\$4,461	
TOTAL – Manufacturing		94	75	80%	31	41%	41	55%	2	3%	35	85%	31	89%	5	12%	\$3,927	

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(3) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2020-21 Graduate Follow-Up Survey Summary by Career Cluster and Program

Transportation, Distribution and Logistics																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
32-070-1	Agricultural Power/Equip Tech	6	3	50%	1	33%	2	67%	-	-	2	100%	2	100%	-	-	\$3,652*	
30-404-1	Auto Maint and Light Repair Tech	3	2	67%	#	#	#	#	#	#	#	#	#	#	#	#	N/A	
31-404-2	Automotive Service Technician	4	3	75%	#	#	#	#	#	#	#	#	#	#	#	#	\$3,430*	
32-404-2	Automotive Technician	7	4	57%	-	-	3	75%	1	25%	2	67%	2	100%	1	33%	\$3,971*	
32-412-4	Diesel Equipment Technician	5	3	60%	-	-	3	100%	-	-	3	100%	2	67%	-	-	\$3,604*	
31-461-4	Marine Repair Technician <i>Unique in Wisconsin</i>	4	1	25%	#	#	#	#	#	#	#	#	#	#	#	#	N/A	
31-461-3	Outdoor Power Equipment Tech	4	4	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$3,230*	
TOTAL – Transport, Distribution and Logistics		33	20	61%	6	30%	12	60%	1	5%	10	83%	9	90%	2	17%	\$4,239	

Workforce and Community Development																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
30-451-2	Broadband Installer	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	N/A	
30-458-1	Truck Driving	42	38	90%	6	16%	29	76%	2	5%	24	83%	24	100%	3	10%	\$4,804	
TOTAL – Workforce and Community Develop		43	39	91%	7	18%	29	74%	2	5%	24	83%	24	100%	3	10%	\$4,804	

Collegewide (All Career Clusters)																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
TOTAL – Collegewide		989	763	77%	307	40%	405	53%	30	4%	309	76%	234	76%	82	20%	\$3,871	

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(3) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

Appendix D

Summary by Degree Level

	Associate Degree		Two-Year Technical Diploma		One-Year Technical Diploma		Short-Term Technical Diploma	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Surveys Sent	313	32%	45	5%	266	27%	360	36%
Surveys Returned	216	69%	28	62%	222	83%	297	83%
Current Student	41	19%	4	14%	93	42%	169	57%
In the Labor Market	170	79%	24	86%	123	55%	118	40%
Employed	158	73%	22	79%	116	52%	109	37%
Related	123	78%	21	95%	95	82%	70	64%
Related – Full-Time	87	71%	20	95%	75	79%	52	74%
Unrelated	28	18%	1	5%	18	16%	35	32%
Unknown	7	4%	#	#	3	3%	4	4%
Seeking Employment	12	6%	2	7%	7	3%	9	3%
Average Monthly Salary	\$3,866		\$4,335		\$3,457		\$4,357	
Average Annual Salary	\$46,388		\$52,025		\$41,487		\$52,281	

Appendix E

**2020-21 Graduate Follow-Up Survey
Satisfaction with Training and Reason for Attending by Career Cluster**

Career Cluster	Surveys Sent	Surveys Returned		Satisfaction With Training								Reason for Attending Northwood Tech									
				Very Satisfied		Satisfied		Unsatisfied		Very Unsatisfied		Job Prep		Career Change		Improve Job Skills		Prep for Additional Education		Personal Interest/ Other	
Agriculture, Food and Natural Resources	5	5	100%	2	67%	1	33%	-	-	-	-	-	-	1	33%	2	67%	-	-	-	-
Architecture and Construction	76	58	76%	17	68%	6	24%	1	4%	1	4%	10	40%	8	32%	2	8%	3	12%	2	8%
Business Management, Administration and Finance	175	131	75%	53	56%	39	41%	1	1%	2	2%	25	26%	31	33%	18	19%	9	9%	12	13%
Family and Consumer	171	124	73%	57	63%	30	33%	2	2%	1	1%	28	31%	23	26%	11	12%	17	19%	11	12%
Health Science	194	148	76%	50	42%	64	53%	5	4%	1	1%	33	28%	45	38%	5	4%	22	18%	15	13%
Hospitality and Tourism	13	12	92%	5	71%	2	29%	-	-	-	-	2	29%	-	-	5	71%	-	-	-	-
Information Technology	63	55	87%	17	50%	17	50%	-	-	-	-	17	50%	8	24%	2	6%	6	18%	1	3%
IT Manufacturing	16	14	88%	5	56%	3	33%	1	11%	-	-	6	67%	2	22%	-	-	1	11%	-	-
Law, Public Safety and Security	106	82	77%	32	52%	26	43%	3	5%	-	-	32	52%	6	10%	4	7%	2	3%	17	28%
Manufacturing	94	75	80%	32	62%	20	38%	-	-	-	-	24	46%	10	19%	9	17%	3	6%	6	12%
Transportation, Distribution and Logistics	33	20	61%	8	44%	8	44%	1	6%	1	6%	7	39%	1	6%	1	6%	-	-	9	50%
Workforce and Community Development	43	39	91%	21	64%	12	36%	-	-	-	-	9	27%	15	45%	4	12%	4	12%	1	3%
TOTALS	989	763	77%	299	55%	228	42%	14	3%	6	1%	193	35%	150	27%	63	12%	67	12%	74	14%

**2020-21 Graduate Follow-Up Survey
Satisfaction with Training and Reason for Attending by Degree Level**

Degree Level	Surveys Sent	Surveys Returned		Satisfaction With Training								Reason for Attending Northwood Tech									
				Very Satisfied		Satisfied		Unsatisfied		Very Unsatisfied		Job Prep		Career Change		Improve Job Skills		Prep for Additional Education		Personal Interest/ Other	
Associate	313	216	69%	99	51%	85	44%	7	4%	2	1%	66	34%	55	28%	22	11%	26	13%	24	12%
Two-Year Technical	45	28	62%	17	68%	6	24%	1	4%	1	4%	10	40%	5	20%	3	12%	-	-	7	28%
One-Year Technical	266	222	83%	92	59%	60	38%	4	3%	1	1%	55	35%	53	34%	15	10%	14	9%	20	13%
Short-Term Technical	360	297	83%	91	53%	77	45%	2	1%	2	1%	62	36%	37	22%	23	13%	27	16%	23	13%
TOTALS	989	763	77%	299	55%	228	42%	14	3%	6	1%	193	35%	150	27%	63	12%	64	12%	74	14%

Satisfaction With Training and Reason for Attending by Campus

Campus	Surveys Sent	Surveys Returned		Satisfaction With Training								Reason for Attending Northwood Tech									
				Very Satisfied		Satisfied		Unsatisfied		Very Unsatisfied		Job Prep		Career Change		Improve Job Skills		Prep for Additional Education		Personal Interest/ Other	
Ashland	115	88	77%	32	50%	29	45%	3	5%	-	-	24	38%	17	27%	6	9%	3	5%	14	22%
New Richmond	352	263	75%	97	54%	76	43%	4	2%	1	1%	65	37%	40	22%	18	10%	28	16%	27	15%
Online	61	49	80%	19	56%	14	41%	-	-	1	3%	7	21%	14	41%	8	24%	4	12%	1	3%
Rice Lake	291	230	79%	102	57%	72	40%	4	2%	2	1%	59	33%	49	27%	25	14%	21	12%	26	14%
Superior	170	133	78%	49	54%	37	41%	3	3%	2	2%	38	42%	30	33%	6	7%	11	12%	6	7%
TOTALS	989	763	77%	299	55%	228	42%	14	3%	6	1%	193	35%	150	27%	63	12%	64	12%	74	14%

Recommendation of Northwood Tech by Campus*

Location	Would Recommend Northwood Tech			
	Yes		No	
Ashland	58	98%	1	2%
New Richmond	168	98%	4	2%
Online	30	100%	-	-
Rice Lake	164	95%	8	5%
Superior	81	94%	5	6%
TOTALS	501	97%	18	3%

(*) 244 graduates did not respond to this question and were excluded.

Appendix F

Graduate Follow-Up Historical Summary with Wisconsin Unemployment Comparison 1993 through 2021

Year of Graduation	Number of Graduates	Percent Employed Related	Wisconsin State Unemployment*	Average Yearly Salary (Employed Related)
1992-93	879	83%	4.5%	\$16,656
1993-94	973	84%	4.3%	\$18,768
1994-95	989	83%	3.7%	\$18,900
1995-96	1,010	80%	3.6%	\$19,992
1996-97	930	84%	3.5%	\$21,336
1997-98	840	87%	3.3%	\$23,856
1998-99	955	84%	3.1%	\$24,492
1999-00	1,011	83%	3.4%	\$25,615
2000-01	1,153	77%	4.4%	\$26,147
2001-02	1,118	75%	5.3%	\$27,469
2002-03	1,533	77%	5.6%	\$26,535
2003-04	1,469	76%	5.0%	\$26,932
2004-05	1,482	74%	4.8%	\$28,252
2005-06	1,553	75%	4.7%	\$28,851
2006-07	1,629	74%	4.8%	\$30,507
2007-08	1,697	75%	4.8%	\$30,171
2008-09	1,732	70%	8.5%	\$30,517
2009-10	1,665	75%	8.3%	\$30,198
2010-11	1,696	72%	7.5%	\$33,670
2011-12	1,625	73%	6.9%	\$33,800
2012-13	1,560	73%	6.7%	\$35,072
2013-14	1,445	78%	5.5%	\$35,795
2014-15	1,550	79%	4.6%	\$37,938
2015-16	1,361	72%	4.1%	\$37,829
2016-17	1,438	72%	3.3%	\$37,818
2017-18	1,542	72%	3.0%	\$40,668
2018-19	1,535	70%	3.5%	\$44,046
2019-20	1,397	53%	6.3%	\$43,258
2020-21	989	77%	3.8%	\$46,453

*Data Source: U.S. Bureau of Labor Statistics – LAUS Annual Average

Average Annual Salary by Location of Employment Compared to County Wage Data

Wisconsin Annual Average Wage = \$55,593*

Location of Employment	Northwood Tech Graduates Employed Related, Full-Time ¹	Northwood Tech Graduates' Average Annual Salary ²	2020 Average Annual Wage of County Residents*
In Wisconsin, In Northwood Tech District	134	\$45,000	\$50,920
Ashland	18	\$41,040	\$44,520
Barron	17	\$40,992	\$53,179
Bayfield	6	\$41,505	\$53,369
Burnett	6	\$65,003	\$48,574
Douglas	18	\$45,013	\$45,962
Iron	0	#	\$53,164
Polk	21	\$49,486	\$50,730
Rusk	1	#	\$48,292
Sawyer	6	#	\$50,276
St. Croix	30	\$46,422	\$59,602
Washburn	11	\$38,760	\$52,457
In Wisconsin, Outside Northwood Tech District	28	\$48,229	
Outside Wisconsin	54	\$45,969	
Michigan	2	#	
Minnesota	46	\$45,268	
Other States	6	#	
TOTAL – Collegewide	234	\$46,453	

*Source: U.S. Bureau of Economic Analysis – Regional Data – CA1NC1

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

Summary by WTCS District

WTCS District	Response Rate	Employed Related	Median Related Salary	Mean Related Salary
Blackhawk (674)	58%	87%	\$44,457	\$46,324
Chippewa Valley (2,154)	71%	81%	\$46,000	\$49,365
Fox Valley (2,545)	70%	81%	\$46,796	\$49,531
Gateway (1,770)	73%	68%	\$45,756	\$50,802
Lakeshore (652)	50%	73%	\$47,628	\$50,455
Madison (2,952)	67%	79%	\$47,212	\$50,344
Mid-State (788)	79%	77%	\$41,328	\$42,079
Milwaukee (2,066)	59%	68%	\$48,940	\$51,205
Moraine Park (1,288)	70%	82%	\$46,484	\$48,183
Nicolet (421)	66%	68%	\$50,000	\$52,043
Northcentral (1,320)	51%	77%	\$49,991	\$50,136
Northeast (2,520)	68%	77%	\$46,796	\$49,331
Southwest (800)	65%	83%	\$45,756	\$48,457
Waukesha (1,787)	49%	73%	\$50,000	\$51,711
Western (1,141)	45%	79%	\$46,235	\$49,045
Northwood Tech (989)	65%	74%	\$41,597	\$44,871
WTCS TOTAL (23,887)	64%	77%	\$46,796	\$49,446

Source: WTCS FLW300 (VE211300)