

# Graduate Survey Results 2015-2016

Wisconsin Indianhead Technical College



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[witc.edu](http://witc.edu)

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## Summary of Follow-Up Results

The Graduate Follow-Up Study of 2015-2016 graduates was conducted from November 2016 through February 2017. One thousand, three hundred and sixty-one (1,361) individuals who graduated from associate degree, one- and two-year technical, and short-term technical diploma programs during the period of June 1, 2015 through May 31, 2016 were included in the study.

Graduate responses were obtained through three first-class mailings, email requests initiated from the Administrative Office and text messages containing survey link. The survey instrument was also available to graduates via the Internet.

Staff from the Office of Research and Data made telephone contacts to obtain additional responses from

graduates who did not respond to the mailings, email, or text link option.

The survey instrument used for the study was developed for statewide reporting of follow-up data and can be found in Appendix A.



Of the 1,361 graduates included in the study, responses were obtained from 1,142 individuals for a response rate of 84%. Included in the survey were 188 graduates from Ashland, 395 from New Richmond, 474 from Rice Lake, 287 from Superior, and 44 Online. (These numbers include graduates from programs offered on campus and at outreach locations.) Response rates by campus were New Richmond – 86%, Ashland, Online, and Rice Lake – 84%, and Superior – 82%.

Table I  
Number of Graduates Surveyed and Number Responding by Campus

Campus	Number Surveyed	Percent of Total	Number Responding	Percent Responding
Ashland	188	14%	157	84%
New Richmond	395	29%	338	86%
Online	44	3%	37	84%
Rice Lake	474	35%	398	84%
Superior	287	21%	235	82%
TOTAL	1,361*	100%	1,142	84%

\*Unduplicated

The number of graduates employed total 821 or 93% of the 882 that are available for employment. Of those employed, 594 or 72%, are employed in jobs related to their training at WITC.

Sixty-one graduates, or 7%, are unemployed and indicated they are seeking employment.

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

Table II  
Number of Graduates in the Labor Market,  
Number and Percent Employed,  
And Number and Percent Employed Related by Campus

Campus	Graduates In the Labor Market*	Employed		Employed in Occupations Related to Training**	
		Number	Percent	Number	Percent
Ashland	116	108	93%	71	66%
New Richmond	261	245	94%	190	78%
Online	35	33	94%	25	76%
Rice Lake	302	276	91%	190	69%
Superior	190	180	95%	133	74%
<b>TOTAL ***</b>	<b>882</b>	<b>821</b>	<b>93%</b>	<b>594</b>	<b>72%</b>

\*Includes graduates who are employed or seeking employment.

\*\*Percent employed related of all employed.

\*\*\*Unduplicated between campuses.

A high percentage of graduates are employed and do not vary much from campus to campus with Superior at 95%, New Richmond and Online at 94%, Ashland at 93%, and 91% for Rice Lake campus graduates.

Lake campus graduates, and 66% of Ashland graduates.

For additional follow-up information by program and campus, refer to the charts in Appendix B starting on Page 19.

Seventy-eight percent (78%) of New Richmond graduates are working in training-related jobs as well as 76% of Online graduates, 74% of Superior campus graduates, 69% for Rice

## Employment by College Division

The 2015-2016 graduates represent 66 programs in seven college divisions. Table III indicates the number of graduates

and programs in each college division and the number of respondents and the response rate obtained for each.

Table III  
Number of Programs, Graduates, and Responses by College Division

Division	Number of Programs*	Number of Graduates	Percent of Total	Number and Percent Responding	
Allied Health	6	92	7%	90	98%
Business	11	153	11%	132	86%
Family and Consumer Services	5	137	10%	111	81%
General Studies	1	2	<1%	2	100%
Nursing	2	548	40%	441	80%
Public Safety	7	106	8%	85	80%
Trade and Technical	34	329	24%	285	87%

\*Includes embedded certificates.

Nursing division graduates represent 40% of all graduates. Trade and Technical graduates represent 24% and Business represents 11% followed closely by Family and Consumer Services at 10%. The Public Safety division represents 8% of the total graduates followed closely by 7% in the Allied Health division. General Studies division had less than 1% represented.

One hundred percent (100%) of graduates in the General Studies division are employed in training-related occupations. Seventy-two percent (72%) of Allied Health and 70% of Nursing division graduates are employed in occupations related to their WITC training, as are sixty-eight percent (68%)

of Family and Consumer Services and 67% of Business division graduates. Sixty-four percent (64%) of Trade and Technical division graduates had jobs related to their program as well as 63% of Public Safety graduates.

Graduates seeking employment is the highest in the Trade and Technical division at 11%, followed by 8% of Business, 6% of Family and Consumer Services, 5% of Allied Health and Nursing, and 3% of Public Safety divisions. General Studies division had no graduates seeking employment.

For additional follow-up information by division and program, refer to the chart in Appendix C on page 33.

**Figure 1**  
**Percent Employed in Occupations Related to Training, Employed Unrelated,**  
**and Seeking Employment by College Division**  
**N=Number in the Labor Market**

**ALLIED HEALTH**

(N=83)

- 72% Employed Related
- 22% Employed Unrelated
- 5% Seeking Employment
- 1% Employed (Related Unknown)



**BUSINESS**

(N=119)



- 67% Employed Related
- 24% Employed Unrelated
- 8% Seeking Employment
- 2% Employed (Related Unknown)

**FAMILY AND CONSUMER SERVICES**

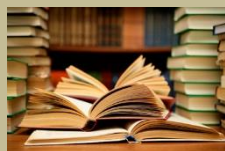
(N=93)

- 68% Employed Related
- 20% Employed Unrelated
- 6% Seeking Employment
- 5% Employed (Related Unknown)



**GENERAL STUDIES**

(N=2)



- 100% Employed Related
- 0% Employed Unrelated
- 0% Seeking Employment

**NURSING**

(N=284)

- 70% Employed Related
- 24% Employed Unrelated
- 5% Seeking Employment
- 1% Employed (Related Unknown)



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## PUBLIC SAFETY

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(N=72)



63% Employed Related  
32% Employed Unrelated  
3% Seeking Employment  
3% Employed (Related Unknown)

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## TRADE AND TECHNICAL

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(N=232)

64% Employed Related  
25% Employed Unrelated  
11% Seeking Employment  
<1% Employed (Related Unknown)



## Employment by Degree Level

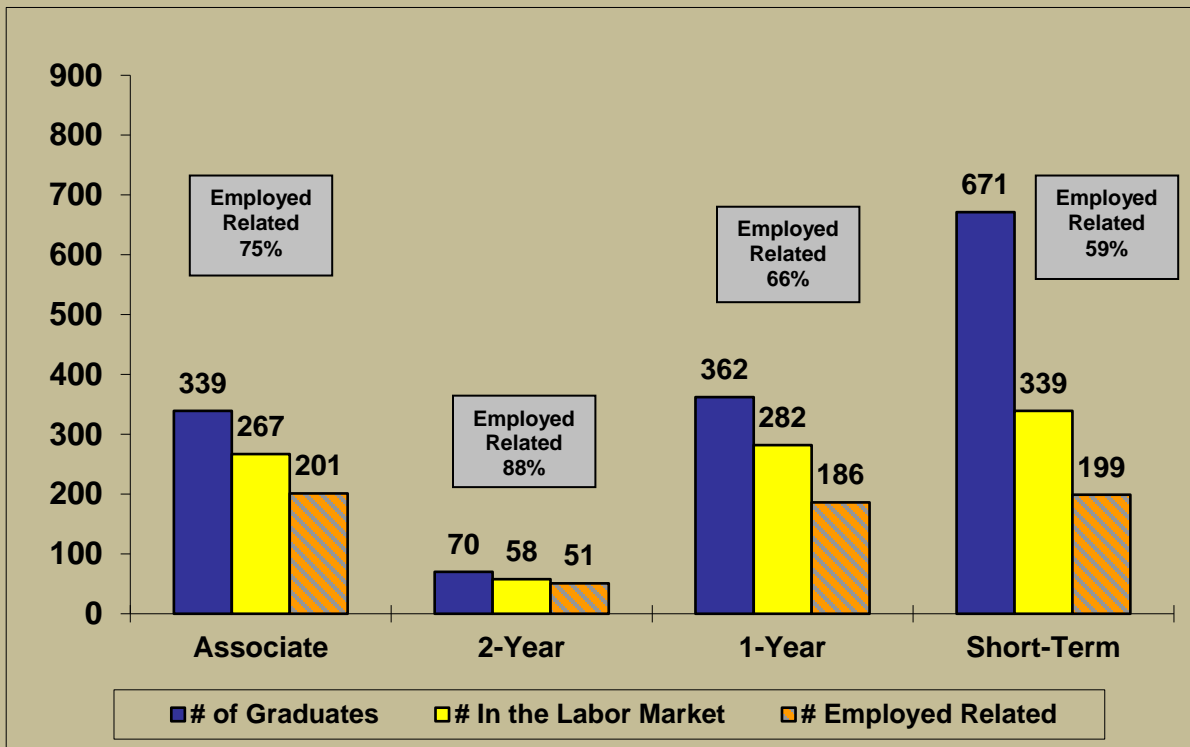
Of the 1,361 graduates of 2015-2016, 70 (5%) are graduates of two-year technical diploma programs, 339 (24%) of associate degree programs, 362 (25%) of one-year technical diploma programs, and 671 (47%) of short-term technical diploma programs. There is duplication among degree levels due to graduates earning multiple degrees.

Graduates employed in related jobs totaled 637, or 67% of those available for employment.

Employment in a position related to the WITC training graduates received was relatively high at 88% of two-year technical diploma, 75% of associate degree, 66% of one-year technical diploma, and 59% of short-term technical diploma graduates.

Detailed placement information by degree level is provided in Appendix D on page 41.

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





## Satisfaction with Training

On Question One of the follow-up survey, graduates were asked to indicate their satisfaction with the training at WITC. Of the 1,036 graduates who responded to this question, 618 (60%) indicated they were very satisfied with their training and 382 (37%) indicated that they were satisfied. Only 36 graduates, or 3%, were unsatisfied or very unsatisfied with the training they received at WITC.

Question nine of the follow-up survey asked graduates if they would recommend WITC to a friend or family member. Of the 1,006 graduates who responded to this question, 984 (97%) indicated they would recommend WITC to a friend or family member compared to only 32 (3%) 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 starting on page 45.

Figure 3  
Percent Satisfied or Unsatisfied  
With WITC Training

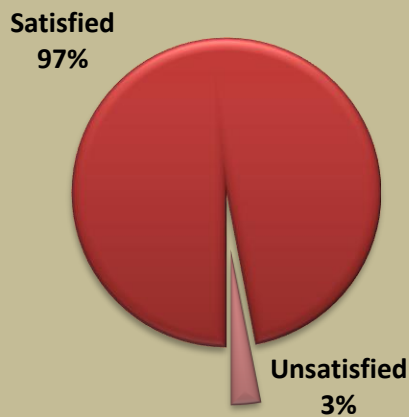
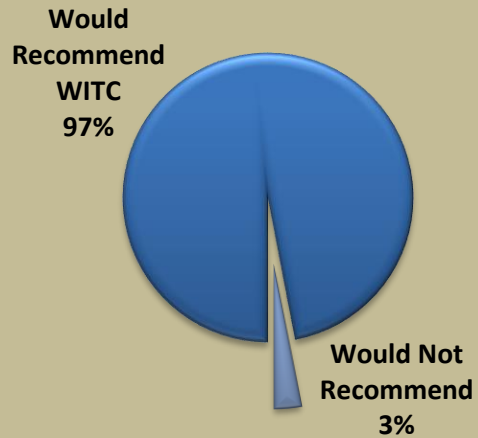


Figure 4  
Percent that Would or Would Not  
Recommend WITC to a Friend or  
Family Member



# Reasons for Attending WITC

Graduates indicated their primary reason for attending WITC in response to Question Two of the survey. Of the 1,043 graduates who responded, 408 (39%) selected “preparation for getting a job” as the primary reason and 211 (20%) selected “career change.” One hundred ninety-nine (199) graduates, or 19%, indicated “preparation for further education” and 117 graduates (11%) selected



“improvement of existing job skills”. Seventy-seven (77) graduates or 7% indicated “personal interest” and 31 or (3%), attended WITC for “other” reasons.

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

Table IV  
Primary Reasons for Enrolling at WITC by Campus

	Ashland		New Richmond		Online		Rice Lake		Superior		Total	
Preparation for Employment	47	38%	130	42%	4	11%	136	38%	91	43%	408	39%
Career Change	20	16%	68	22%	15	41%	65	18%	43	20%	211	20%
Improve Existing Job Skills	13	10%	32	10%	11	30%	45	13%	16	8%	117	11%
Prepare for Further Education	29	23%	54	17%	3	8%	69	19%	44	21%	199	19%
Personal Interest	10	8%	20	6%	1	3%	34	9%	12	6%	77	7%
Other	6	5%	7	2%	3	8%	9	3%	6	3%	31	3%

## Location of Employment

Of the 718 graduates who reported their job location, 459 or 64% were employed in the WITC District, 174 or 24% in other states, and 85 or 12% in Wisconsin outside the WITC District. For graduates employed and employed in jobs related to their technical training, employment location percentage results were nearly identical with comparisons of 61% employed in the District, 26% 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 85% and Rice Lake with 77% of graduates working in the 11-county area.

Sixty-three percent (63%) of Superior graduates and 27% 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 (3%) and 5% for Ashland graduates compared to 21% for Online, 18% for Rice Lake graduates, and 16% for New Richmond 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 V below shows employment location for each campus.

Table V  
Employment Location by Campus

Campus	<u>Employed</u>			<u>Employed Related</u>		
	In District	WI Out of District	Out of State	In District	WI Out of District	Out of State
Ashland	85%	5%	10%	85%	5%	10%
New Richmond	59%	14%	27%	57%	16%	27%
Online	66%	21%	14%	67%	21%	13%
Rice Lake	78%	17%	5%	77%	18%	5%
Superior	38%	3%	59%	34%	3%	63%
TOTAL	64%	12%	24%	61%	13%	26%

# Salary

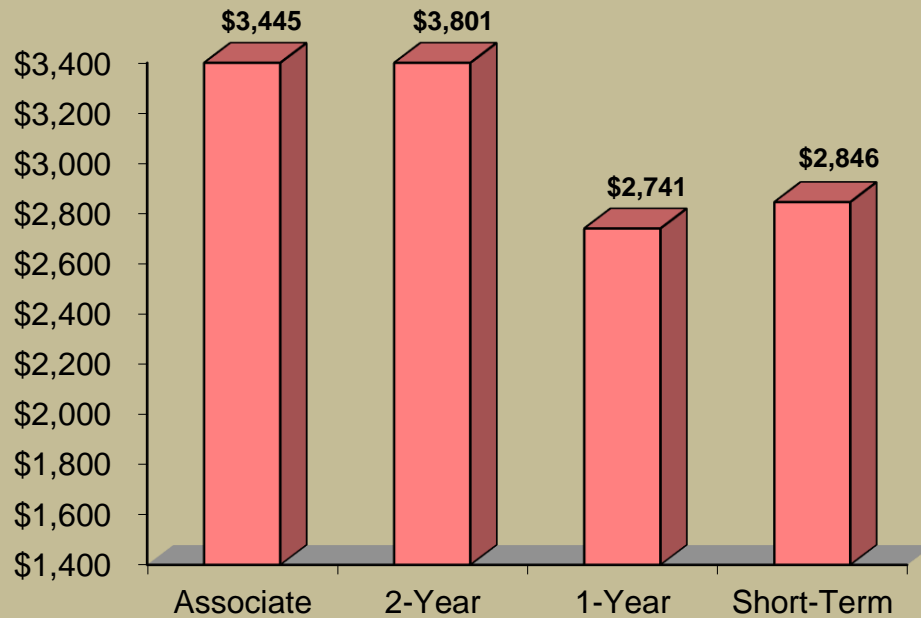
Graduates are asked to provide salary information based on hourly, weekly, monthly, or yearly wages. Regardless of the wage base used, individual responses are converted to a monthly salary and an average monthly wage is reported for each program. These averages are calculated for full-time (35 hours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

The average monthly salary for 2015-2016 graduates is \$3,152 or

\$37,829 annually. There is a relationship between the length of training and salary. Two-year technical degree graduates earn \$3,801 a month followed closely by associate degree graduates - \$3,445. Short-term program graduates earn an average of \$2,846 each month and one-year technical certificate graduates earn an average of \$2,741 per month.

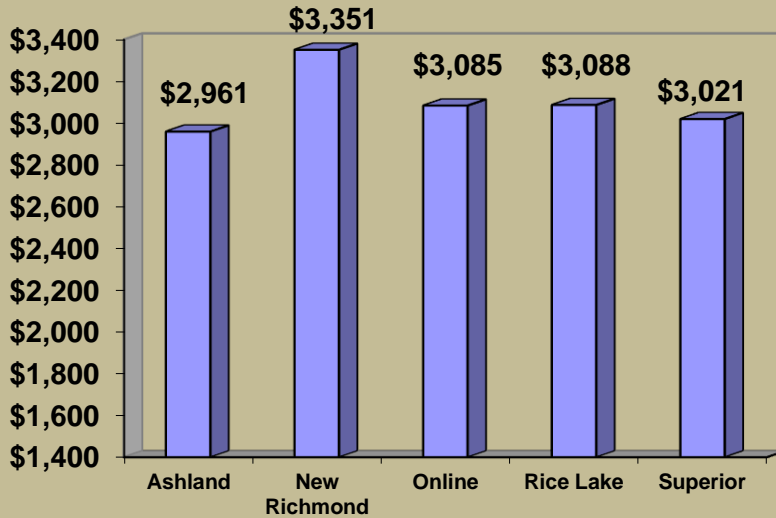
Figures 5 and 6 on the following page show average monthly and yearly salaries by campus and division.

Figure 4  
Average Monthly Salary by Degree Level



## Average Monthly Salary for Full-Time Training-Related Employment

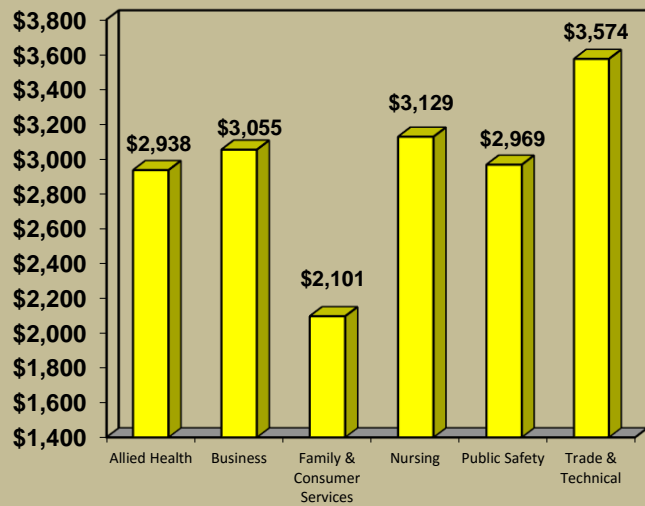
Figure 5  
Average Monthly Salary by Campus



<u>Annual Salary</u>	
Ashland	\$35,530
New Richmond	\$40,213
Online	\$37,022
Rice Lake	\$37,061
Superior	\$36,258

Figure 6  
Average Monthly Salary by College Division

<u>Annual Salary</u>	
Allied Health	\$35,257
Business	\$36,657
Family and Consumer Services	\$25,207
Nursing	\$37,551
Public Safety	\$35,630
Trade and Technical	\$42,894



## Graduates Not In the Labor Market

Two hundred sixty (260) of the 1,142 graduates who completed the survey were not available for employment. As indicated in Table VI below, 232 graduates are continuing their education and 13 are unavailable due to family responsibilities.



Eleven graduates are not in the labor market due to “other” reasons, and 4 graduates indicated they are disabled. Of the 232 graduates who are continuing their education, 83 graduated from the Rice Lake campus, 72 from New Richmond, 40 from Superior, 36 from Ashland and 1 Online.

Table VI  
Reasons Not In The Labor Market

Campus	Graduates	Respondents	Reason Not In Labor Market			
			Student	Family Responsibilities	Disabled	Other
Ashland	188	157	36	1	1	2
New Richmond	395	338	72	2	1	2
Online	44	37	1	1	0	0
Rice Lake	474	398	83	7	1	5
Superior	287	235	40	2	1	2
<b>TOTALS*</b>	<b>1,361</b>	<b>1,142</b>	<b>232</b>	<b>13</b>	<b>4</b>	<b>11</b>

\*Unduplicated

# APPENDIX A

# 2015-2016 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

**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. <http://www.witc.edu/witc/mvv.htm>

***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 \_\_\_\_\_



FOLD THIS SECTION IN FIRST

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Do you have e-mail access?  Yes  No  
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**Thanks for keeping in touch!**



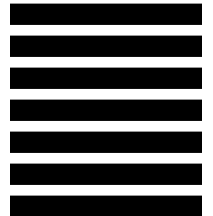
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# APPENDIX B

**SUMMARY OF GRADUATE FOLLOW-UP STUDY  
OF 2015-2016 GRADUATES BY CAMPUS**

	<u>Ashland</u>	<u>New Richmond</u>	<u>Online</u>	<u>Rice Lake</u>	<u>Superior</u>
<b>Graduates</b>	188	395	44	474	287
<b>Responses</b>	157 84%	338 86%	37 84%	398 84%	235 82%
<b>In the Labor Market</b>	116	261	35	302	190
<b>Employed</b>	108 93%	245 94%	33 94%	276 91%	180 95%
Related	71	190	25	190	133
Unrelated	34	53	8	78	45
Unknown	3	2	-	8	2
<b>Seeking Employment</b>	8 7%	16 6%	2 6%	26 9%	10 5%
<b>Average Monthly Salary</b>	\$2,961	\$3,351	\$3,085	\$3,088	\$3,021

**Location of Employment**

	<u>Employed</u>	<u>Employed Related to Training</u>
In District	459    64%	341    61%
Wisconsin (Out of District)	85    12%	72    13%
Out of State	<u>174</u> 781    24%	<u>144</u> 557    26%

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2015-2016 GRADUATES  
ASHLAND CAMPUS**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><u>Allied Health</u></b>									
31-509-1 Medical Assistant	3	3	100%	3	3	100%	2	67%	NA
31-530-2 Medical Coding Specialist	1	1	100%	1	1	100%	1	100%	NA
10-514-1 Occupational Therapy Assistant	6	6	100%	6	5	83%	4	67%	\$3,849
<b>TOTAL ALLIED HEALTH+</b>	<b>10</b>	<b>10</b>	<b>100%</b>	<b>10</b>	<b>9</b>	<b>90%</b>	<b>7</b>	<b>70%</b>	<b>\$3,613</b>
<b><u>Business</u></b>									
31-101-1 Accounting Assistant	11	10	91%	9	9	100%	6	67%	NA
10-106-6 Administrative Professional	4	4	100%	3	3	100%	2	67%	NA
10-102-3 Business Management	6	5	83%	5	4	80%	3	60%	NA
10-114-2 Finance	1	1	100%	1	1	100%	1	100%	NA
10-116-2 Human Resource Management	1	0	0%	0	0	0%	0	0%	NA
31-106-2 Medical Office Specialist	3	3	100%	3	2	67%	2	67%	NA
31-106-8 Office Support Specialist	13	13	100%	12	11	92%	9	75%	NA
<b>TOTAL BUSINESS+</b>	<b>20</b>	<b>18</b>	<b>90%</b>	<b>16</b>	<b>14</b>	<b>88%</b>	<b>12</b>	<b>75%</b>	<b>\$2,608</b>
<b><u>Family &amp; Consumer Services</u></b>									
30-554-2 Community-Based Residential Facility (CBRF) Caregiver	22	19	86%	9	7	78%	4	44%	NA
10-307-1 Early Childhood Education	5	3	60%	2	2	100%	1	50%	NA
31-307-1 E-Connect – Child Care Services	8	7	88%	5	5	100%	4	80%	NA
<b>TOTAL FAMILY &amp; CONSUMER SERVICES+</b>	<b>28</b>	<b>23</b>	<b>82%</b>	<b>12</b>	<b>10</b>	<b>83%</b>	<b>5</b>	<b>42%</b>	<b>NA</b>
<b><u>Nursing</u></b>									
30-543-1 Nursing Assistant	62	48	77%	31	30	97%	17	55%	\$2,323
10-543-1 Nursing-Associate Degree	7	4	57%	3	3	100%	3	100%	\$4,449
<b>TOTAL NURSING+</b>	<b>69</b>	<b>52</b>	<b>75%</b>	<b>34</b>	<b>33</b>	<b>97%</b>	<b>20</b>	<b>59%</b>	<b>\$3,031</b>
<b><u>Public Safety</u></b>									
30-531-3 Emergency Medical Technician	13	12	92%	10	10	100%	7	70%	NA
<b>TOTAL PUBLIC SAFETY+</b>	<b>13</b>	<b>12</b>	<b>92%</b>	<b>10</b>	<b>10</b>	<b>100%</b>	<b>7</b>	<b>70%</b>	<b>NA</b>

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2015-2016 GRADUATES  
ASHLAND CAMPUS (Continued)**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><u>Trade and Technical</u></b>									
30-442-6 Flux Cored Arc Welding (FCAW)	1	0	0%	0	0	0%	0	0%	NA
30-442-5 Gas Metal Arc Welding (GMAW)	1	0	0%	0	0	0%	0	0%	NA
30-442-7 Gas Tungsten Arc Welding (GTAW)	1	0	0%	0	0	0%	0	0%	NA
10-150-2 Information Technology - Network Specialist	5	5	100%	4	4	100%	4	100%	\$3,031
10-154-7 Information Technology - Systems Administration Specialist	1	1	100%	1	1	100%	1	100%	NA
30-150-4 IT Network Technician	5	5	100%	0	0	0%	0	0%	NA
31-420-1 Machine Tool Operation	5	3	60%	2	1	50%	1	50%	NA
31-461-4 Marine Repair Technician	4	4	100%	4	4	100%	2	50%	NA
30-442-4 Shielded Metal Arc Welding (SMAW)	1	0	0%	0	0	0%	0	0%	NA
31-442-1 Welding	10	9	90%	9	8	89%	3	33%	NA
<b>TOTAL TRADE AND TECHNICAL+</b>	31	26	84%	19	17	89%	10	53%	\$3,102
<b>TOTAL ASHLAND CAMPUS+</b>	188	157	84%	116	108	93%	71	61%	\$2,961

\*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 2015-2016 GRADUATES  
NEW RICHMOND CAMPUS**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>	<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>	<b>EMPLOYED RELATED*</b>	<b>AVERAGE MONTHLY SALARY</b>
<b><u>Allied Health</u></b>						
10-530-1 Health Information Technology	2	2 100%	2	1 50%	1 50%	NA
31-509-1 Medical Assistant	18	18 100%	16	16 100%	15 94%	\$2,719
31-530-2 Medical Coding Specialist	9	9 100%	8	7 88%	5 63%	\$2,975
10-514-1 Occupational Therapy Assistant	7	7 100%	6	6 100%	5 83%	NA
<b>TOTAL ALLIED HEALTH+</b>	<b>34</b>	<b>34 100%</b>	<b>30</b>	<b>29 97%</b>	<b>25 83%</b>	<b>\$2,892</b>
<b><u>Business</u></b>						
10-101-1 Accounting	5	5 100%	2	2 100%	2 100%	NA
31-101-1 Accounting Assistant	8	8 100%	5	5 100%	4 80%	NA
10-106-6 Administrative Professional	1	1 100%	1	1 100%	0 0%	NA
10-102-3 Business Management	7	6 86%	6	6 100%	6 100%	\$3,803
10-114-2 Finance	2	2 100%	2	2 100%	1 50%	NA
10-116-2 Human Resource Management	1	1 100%	1	1 100%	0 0%	NA
10-106-4 Medical Administrative Specialist	9	7 78%	7	6 86%	5 71%	\$2,772
31-106-2 Medical Office Specialist	7	5 71%	5	3 60%	2 40%	NA
31-106-8 Office Support Specialist	3	3 100%	3	3 100%	3 100%	NA
10-196-1 Supervisory Management	1	1 100%	1	1 100%	1 100%	NA
<b>TOTAL BUSINESS+</b>	<b>32</b>	<b>29 91%</b>	<b>26</b>	<b>24 92%</b>	<b>19 73%</b>	<b>\$3,492</b>
<b><u>Family and Consumer Services</u></b>						
10-307-1 Early Childhood Education	11	10 91%	10	10 100%	8 80%	\$1,838
31-307-1 E-Connect – Child Care Services	1	1 100%	1	1 100%	1 100%	NA
10-520-3 Human Services Associate	9	8 89%	8	7 88%	6 75%	\$2,728
<b>TOTAL FAMILY AND CONSUMER SERVICES+</b>	<b>21</b>	<b>19 90%</b>	<b>19</b>	<b>18 95%</b>	<b>15 79%</b>	<b>\$2,275</b>
<b><u>General Studies</u></b>						
10-825-1 Individualized Technical Studies	1	1 100%	1	1 100%	1 100%	NA
<b>TOTAL GENERAL STUDIES+</b>	<b>1</b>	<b>1 100%</b>	<b>1</b>	<b>1 100%</b>	<b>1 100%</b>	<b>NA</b>

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2015-2016 GRADUATES  
NEW RICHMOND CAMPUS (Continued)**

PROGRAM NUMBER/TITLE		GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED		EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<b><u>Nursing</u></b>										
30-543-1	Nursing Assistant	113	86	76%	40	37	93%	25	63%	\$2,159
10-543-1	Nursing-Associate Degree	30	28	93%	28	27	96%	25	89%	\$4,692
<b>TOTAL NURSING+</b>		143	114	80%	68	64	94%	50	74%	\$3,566
<b><u>Public Safety</u></b>										
10-504-2	Criminal Justice - Corrections	4	4	100%	2	2	100%	2	100%	NA
30-312-9	Dietary Manager	3	2	67%	2	2	100%	1	50%	NA
30-531-3	Emergency Medical Technician	17	15	88%	14	14	100%	10	71%	NA
31-531-1	Emergency Medical Technician - Paramedic	1	1	100%	1	1	100%	1	100%	NA
<b>TOTAL PUBLIC SAFETY+</b>		25	22	88%	19	19	100%	14	74%	\$3,462
<b><u>Trade and Technical</u></b>										
32-070-1	Agricultural Power and Equipment Technician	18	15	83%	15	15	100%	13	87%	\$3,389
10-614-4	Architectural Commercial Design	4	3	75%	3	3	100%	3	100%	\$3,398
32-454-1	Automated Packaging Systems Technician	10	8	80%	8	8	100%	7	88%	\$4,651
31-420-6	Entry Level Machining	13	11	85%	10	9	90%	7	70%	\$3,604
30-090-1	Farm Business and Production Management	1	1	100%	1	1	100%	1	100%	NA
30-442-5	Gas Metal Arc Welding (GMAW)	15	13	87%	11	10	91%	4	36%	NA
10-631-2	Industrial Automation, Controls, and Networking	4	3	75%	3	3	100%	3	100%	\$4,071
10-150-2	Information Technology - Network Specialist	10	7	70%	5	5	100%	3	60%	\$3,112
10-152-7	Information Technology - Web and Software Developer	5	3	60%	2	1	50%	0	0%	NA
30-150-4	IT Network Technician	13	13	100%	6	5	83%	1	17%	NA
32-420-5	Machine Tooling Technics	11	8	73%	8	8	100%	7	88%	\$3,711
31-461-2	Motorcycle, Marine, and Outdoor Power Products Technician	4	4	100%	3	3	100%	3	100%	\$2,591
30-442-4	Shielded Metal Arc Welding (SMAW)	15	13	87%	11	10	91%	4	36%	NA
31-442-1	Welding	32	31	97%	24	20	83%	15	63%	\$3,167
<b>TOTAL TRADE AND TECHNICAL+</b>		140	120	86%	99	91	92%	67	68%	\$3,529
<b>TOTAL NEW RICHMOND CAMPUS+</b>		395	338	86%	261	245	94%	190	73%	\$3,351

\*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 2015-2016 GRADUATES  
ONLINE CAMPUS**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><u>Allied Health</u></b>									
31-530-2 Medical Coding Specialist Online	2	2	100%	2	2	100%	1	50%	NA
<b>TOTAL ALLIED HEALTH+</b>	2	2	100%	2	2	100%	1	50%	NA
<b><u>Business</u></b>									
10-101-1 Accounting Online	18	15	83%	15	14	93%	9	60%	\$3,435
10-106-6 Administrative Professional Online	7	5	71%	5	5	100%	3	60%	NA
10-104-3 Marketing Online	5	4	80%	4	4	100%	4	100%	\$3,243
<b>TOTAL BUSINESS+</b>	30	24	80%	24	23	96%	16	67%	\$3,307
<b><u>Family and Consumer Services</u></b>									
10-307-1 E-CHILD	7	7	100%	6	6	100%	6	100%	\$2,065
31-307-1 E-Connect – Child Care Services	2	2	100%	1	1	100%	1	100%	NA
<b>TOTAL FAMILY AND CONSUMER SERVICES+</b>	9	9	100%	7	7	100%	7	100%	\$2,226
<b><u>Trade and Technical</u></b>									
10-152-7 Information Technology – Web and Software Developer	3	2	67%	2	1	50%	1	50%	NA
<b>TOTAL TRADE AND TECHNICAL+</b>	3	2	67%	2	1	50%	1	50%	NA
<b>TOTAL ONLINE+</b>	44	37	84%	35	33	94%	25	71%	\$3,085

\*Based on those in the labor market.

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



**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2015-2016 GRADUATES  
RICE LAKE CAMPUS**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>	<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>	<b>EMPLOYED RELATED*</b>	<b>AVERAGE MONTHLY SALARY</b>
<b><u>Allied Health</u></b>						
31-508-1 Dental Assistant	9	9 100%	9	9 100%	5 56%	\$2,266
10-530-1 Health Information Technology	6	6 100%	5	4 80%	3 60%	\$4,528
31-509-1 Medical Assistant	8	7 88%	7	7 100%	7 100%	\$2,423
31-530-2 Medical Coding Specialist	14	13 93%	11	9 82%	5 45%	\$2,695
10-514-1 Occupational Therapy Assistant	1	1 100%	1	1 100%	1 100%	NA
30-509-2 Patient Services Specialist	1	1 100%	1	1 100%	0 0%	NA
<b>TOTAL ALLIED HEALTH+</b>	<b>35</b>	<b>33 94%</b>	<b>31</b>	<b>29 94%</b>	<b>20 65%</b>	<b>\$2,857</b>
<b><u>Business</u></b>						
31-101-1 Accounting Assistant	18	16 89%	15	13 87%	10 67%	\$2,167
10-106-6 Administrative Professional	9	8 89%	8	8 100%	5 63%	\$2,106
10-102-3 Business Management	16	12 75%	11	10 91%	8 73%	\$2,903
10-114-2 Finance	6	5 83%	3	3 100%	3 100%	\$2,427
10-116-2 Human Resource Management	5	4 80%	4	4 100%	3 75%	\$3,616
10-106-4 Medical Administrative Specialist	3	3 100%	2	0 0%	0 0%	NA
31-106-2 Medical Office Specialist	5	5 100%	4	2 50%	2 50%	NA
31-106-8 Office Support Specialist	12	10 83%	10	9 90%	4 40%	NA
10-196-1 Supervisory Management	5	4 80%	3	3 100%	2 67%	NA
<b>TOTAL BUSINESS+</b>	<b>54</b>	<b>46 85%</b>	<b>39</b>	<b>35 90%</b>	<b>24 62%</b>	<b>\$2,634</b>
<b><u>Family and Consumer Services</u></b>						
30-544-2 Community-Based Residential Facility (CBRF) Caregiver	11	6 55%	6	6 100%	2 33%	NA
31-502-1 Cosmetology	24	18 75%	17	16 94%	13 76%	\$1,540
10-307-1 Early Childhood Education	2	2 100%	2	2 100%	2 100%	NA
31-307-1 E-Connect – Child Care Services	9	8 89%	8	8 100%	6 75%	NA
<b>TOTAL FAMILY AND CONSUMER SERVICES+</b>	<b>43</b>	<b>31 72%</b>	<b>30</b>	<b>29 97%</b>	<b>20 67%</b>	<b>\$1,671</b>
<b><u>General Studies</u></b>						
10-825-1 Individualized Technical Studies	1	1 100%	1	1 100%	1 100%	NA
<b>TOTAL GENERAL STUDIES+</b>	<b>1</b>	<b>1 100%</b>	<b>1</b>	<b>1 100%</b>	<b>1 100%</b>	<b>NA</b>

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2015-2016 GRADUATES  
RICE LAKE CAMPUS (Continued)**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>			<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><u>Nursing</u></b>										
30-543-1 Nursing Assistant	161	138	86%	79	73	92%	47	59%	\$2,319	
10-543-1 Nursing-Associate Degree	20	15	75%	15	14	93%	14	93%	\$4,656	
<b>TOTAL NURSING+</b>	<b>181</b>	<b>153</b>	<b>85%</b>	<b>94</b>	<b>87</b>	<b>93%</b>	<b>61</b>	<b>65%</b>	<b>\$3,070</b>	
<b><u>Public Safety</u></b>										
10-504-1 Criminal Justice – Law Enforcement	15	13	87%	13	12	92%	5	38%	\$3,258	
30-504-1 Criminal Justice – Law Enforcement Academy	10	8	80%	8	7	88%	4	50%	NA	
30-531-3 Emergency Medical Technician	39	27	69%	21	20	95%	13	62%	\$2,440	
31-531-1 Emergency Medical Technician - Paramedic	1	1	100%	0	0	0%	0	0%	NA	
10-531-1 Paramedic Technician	2	2	100%	2	2	100%	1	50%	NA	
<b>TOTAL PUBLIC SAFETY+</b>	<b>58</b>	<b>44</b>	<b>76%</b>	<b>37</b>	<b>35</b>	<b>95%</b>	<b>20</b>	<b>54%</b>	<b>\$2,768</b>	
<b><u>Trade and Technical</u></b>										
10-614-4 Architectural Commercial Design	2	2	100%	2	2	100%	2	100%	NA	
31-405-1 Auto Collision Repair & Refinish Technician	2	2	100%	1	1	100%	1	100%	NA	
31-404-3 Automotive Maintenance Technician	8	5	63%	4	4	100%	4	100%	\$3,140	
31-451-1 Broadband Technician	10	10	100%	2	2	100%	0	0%	NA	
32-451-1 Broadband Technologies	4	4	100%	3	3	100%	3	100%	NA	
30-442-2 CNC Technician	2	2	100%	2	0	0%	0	0%	NA	
30-091-2 Dairy Genetics and Reproduction	1	1	100%	1	1	100%	0	0%	NA	
31-091-1 Dairy Herd Management	3	3	100%	3	3	100%	3	100%	NA	
30-090-1 Farm Business and Production Management	11	11	100%	10	10	100%	7	70%	\$10,817	
30-442-6 Flux Cored Arc Welding (FCAW)	1	1	100%	1	0	0%	0	0%	NA	
30-442-5 Gas Metal Arc Welding (GMAW)	2	1	50%	1	0	0%	0	0%	NA	
30-442-7 Gas Tungsten Arc Welding (GTAW)	3	2	67%	1	0	0%	0	0%	NA	
10-150-2 Information Technology – Network Specialist	3	3	100%	3	2	67%	1	33%	NA	
10-154-7 Information Technology – Systems Administration Specialist	3	3	100%	3	2	67%	2	67%	NA	
30-150-4 IT Network Technician	8	8	100%	2	2	100%	0	0%	NA	
31-444-1 Machine Tool Operation - CNC	4	4	100%	4	4	100%	3	75%	NA	
30-444-3 Manufacturing Production Technician	4	4	100%	3	1	33%	0	0%	NA	
10-606-1 Mechanical Design Technology	2	2	100%	2	2	100%	2	100%	NA	

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2015-2016 GRADUATES  
RICE LAKE CAMPUS (Continued)**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
32-410-2 Residential Construction and Cabinetmaking	5	5	100%	4	3	75%	3	75%	NA
30-442-4 Shielded Metal Arc Welding (SMAW)	5	2	40%	1	0	0%	0	0%	NA
31-442-1 Welding	23	18	78%	18	15	83%	11	61%	\$3,033
30-442-2 Welding/Maintenance/Fabrication	1	1	100%	1	0	0%	0	0%	NA
<b>TOTAL TRADE AND TECHNICAL+</b>	97	86	89%	65	56	86%	41	63%	\$4,003
<b>TOTAL RICE LAKE CAMPUS+</b>	474	398	84%	302	276	91%	190	63%	\$3,088

\*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 2015-2016 GRADUATES  
SUPERIOR CAMPUS**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>	<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>	<b>EMPLOYED RELATED*</b>	<b>AVERAGE MONTHLY SALARY</b>
<b><u>Allied Health</u></b>						
31-509-1 Medical Assistant	9	9 100%	8	8 100%	7 88%	\$2,671
31-530-2 Medical Coding Specialist	2	2 100%	2	2 100%	1 50%	NA
30-509-2 Patient Services Specialist	1	1 100%	1	1 100%	0 0%	NA
<b>TOTAL ALLIED HEALTH+</b>	<b>11</b>	<b>11 100%</b>	<b>10</b>	<b>10 100%</b>	<b>7 70%</b>	<b>\$2,671</b>
<b><u>Business</u></b>						
10-101-1 Accounting	3	2 67%	2	2 100%	1 50%	NA
31-101-1 Accounting Assistant	2	1 50%	0	0 0%	0 0%	NA
10-106-6 Administrative Professional	2	2 100%	2	2 100%	2 100%	NA
10-102-3 Business Management	4	3 75%	3	3 100%	2 67%	NA
10-114-2 Finance	1	1 100%	1	1 100%	0 0%	NA
10-116-2 Human Resource Management	2	2 100%	2	2 100%	2 100%	NA
10-106-4 Medical Administrative Specialist	2	2 100%	2	2 100%	1 50%	NA
31-106-2 Medical Office Specialist	4	4 100%	4	4 100%	2 50%	NA
31-106-8 Office Support Specialist	1	1 100%	1	1 100%	1 100%	NA
10-196-1 Supervisory Management	1	1 100%	1	1 100%	0 0%	NA
<b>TOTAL BUSINESS+</b>	<b>17</b>	<b>15 88%</b>	<b>14</b>	<b>14 100%</b>	<b>9 64%</b>	<b>\$3,318</b>
<b><u>Family and Consumer Services</u></b>						
30-544-2 Community-Based Residential Facility (CBRF) Cregiver	12	12 100%	9	8 89%	6 67%	NA
31-502-1 Cosmetology	16	10 63%	9	8 89%	5 56%	NA
10-307-1 Early Childhood Education	3	2 67%	2	2 100%	2 100%	NA
31-307-1 E-Connect – Child Care Services	1	1 100%	1	1 100%	1 100%	NA
10-520-3 Human Services Associate	5	5 100%	5	5 100%	3 60%	NA
<b>TOTAL FAMILY AND CONSUMER SERVICES+</b>	<b>36</b>	<b>29 81%</b>	<b>25</b>	<b>23 92%</b>	<b>16 64%</b>	<b>\$2,128</b>

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2015-2016 GRADUATES  
SUPERIOR CAMPUS (Continued)**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>			<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><u>Nursing</u></b>										
30-543-1 Nursing Assistant	129	103	80%	69	66	96%	49	71%	\$2,324	
10-543-1 Nursing-Associate Degree	26	19	73%	19	19	100%	18	95%	\$4,671	
<b>TOTAL NURSING+</b>	<b>155</b>	<b>122</b>	<b>79%</b>	<b>88</b>	<b>85</b>	<b>97%</b>	<b>67</b>	<b>76%</b>	<b>\$2,932</b>	
<b><u>Public Safety</u></b>										
10-504-2 Criminal Justice – Corrections	2	2	100%	2	2	100%	2	100%	NA	
30-312-9 Dietary Manager	3	2	67%	2	2	100%	2	100%	NA	
30-531-3 Emergency Medical Technician	5	3	60%	2	2	100%	0	0%	NA	
<b>TOTAL PUBLIC SAFETY+</b>	<b>10</b>	<b>7</b>	<b>70%</b>	<b>6</b>	<b>6</b>	<b>100%</b>	<b>4</b>	<b>67%</b>	<b>\$3,341</b>	
<b><u>Trade and Technical</u></b>										
31-404-3 Automotive Maintenance Technician	5	5	100%	5	4	80%	1	20%	NA	
30-442-6 Flux Cored Arc Welding (FCAW)	3	0	0%	0	0	0%	0	0%	NA	
30-442-5 Gas Metal Arc Welding (GMAW)	3	0	0%	0	0	0%	0	0%	NA	
30-442-7 Gas Tungsten Arc Welding (GTAW)	3	0	0%	0	0	0%	0	0%	NA	
32-601-1 Heating, Ventilation, and Air Conditioning/Refrigeration (HVAC/R)	8	8	100%	8	8	100%	7	88%	\$2,831	
32-462-1 Industrial Maintenance Technician	8	7	88%	7	7	100%	6	86%	\$4,727	
10-150-2 Information Technology – Network Specialist	4	4	100%	4	3	75%	2	50%	NA	
10-154-7 Information Technology – Systems Administration Specialist	1	1	100%	1	1	100%	0	0%	NA	
30-150-4 IT Network Technician	5	5	100%	1	1	100%	0	0%	NA	
32-420-1 Machine Tool Technician	6	5	83%	5	5	100%	5	100%	\$3,788	
30-442-4 Shielded Metal Arc Welding (SMAW)	3	0	0%	0	0	0%	0	0%	NA	
31-442-1 Welding	19	17	89%	17	14	82%	9	53%	\$2,935	
30-442-2 Welding/Maintenance/Fabrication	1	0	0%	0	0	0%	0	0%	NA	
<b>TOTAL TRADE AND TECHNICAL+</b>	<b>58</b>	<b>51</b>	<b>88%</b>	<b>47</b>	<b>42</b>	<b>89%</b>	<b>30</b>	<b>64%</b>	<b>\$3,341</b>	
<b>TOTAL SUPERIOR CAMPUS+</b>	<b>287</b>	<b>235</b>	<b>82%</b>	<b>190</b>	<b>180</b>	<b>95%</b>	<b>133</b>	<b>70%</b>	<b>\$3,021</b>	

\*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 2015-2016 GRADUATES BY COLLEGE DIVISION**

	<u>Allied Health</u>	<u>Business</u>	<u>Family and Consumer Services</u>	<u>General Studies</u>	<u>Nursing</u>	<u>Public Safety</u>	<u>Trade and Technical</u>
<b>Graduates</b>	92	153	137	2	548	106	329
<b>Responses</b>	90 98%	132 86%	111 81%	2 100%	441 80%	85 80%	285 87%
<b>In the Labor Market</b>	83	119	93	2	284	72	232
<b>Employed</b>	79 95%	110 92%	87 94%	2 100%	269 95%	70 97%	207 89%
Related	60	80	63	2	198	45	149
Unrelated	18	28	19	-	67	23	57
Unknown	1	2	5	-	4	2	1
<b>Seeking Employment</b>	4 5%	9 8%	6 6%	- -	15 5%	2 3%	25 11%
<b>Average Monthly Salary</b>	\$2,938	\$3,055	\$2,101	-	\$3,129	\$2,969	\$3,574

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2015-2016 GRADUATES**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>	<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>	<b>EMPLOYED RELATED*</b>	<b>AVERAGE MONTHLY SALARY</b>
<b><u>Allied Health</u></b>						
31-508-1 Dental Assistant	9	9 100%	9	9 100%	5 56%	\$2,266
10-530-1 Health Information Technology	8	8 100%	7	5 71%	4 57%	\$4,490
31-509-1 Medical Assistant	38	37 97%	34	34 100%	31 91%	\$2,613
31-530-2 Medical Coding Specialist	28	27 96%	24	21 88%	13 54%	\$3,050
10-514-1 Occupational Therapy Assistant	14	14 100%	13	12 92%	10 77%	\$3,849
30-509-2 Patient Services Specialist	2	2 100%	2	2 100%	0 0%	NA
<b>TOTAL ALLIED HEALTH+</b>	<b>92</b>	<b>90 98%</b>	<b>83</b>	<b>79 95%</b>	<b>60 72%</b>	<b>\$2,938</b>
<b><u>Business</u></b>						
10-101-1 Accounting	26	22 85%	19	18 95%	12 63%	\$3,258
31-101-1 Accounting Assistant	39	35 90%	29	27 93%	20 69%	\$2,373
10-106-6 Administrative Professional	23	20 87%	19	19 100%	12 63%	\$2,451
10-102-3 Business Management	33	26 79%	25	23 92%	19 76%	\$3,412
10-114-2 Finance	10	9 90%	7	7 100%	5 71%	\$2,305
10-116-2 Human Resource Management	9	7 78%	7	7 100%	5 71%	\$3,962
10-104-3 Marketing	5	4 80%	4	4 100%	4 100%	\$3,243
10-106-4 Medical Administrative Specialist	14	12 86%	11	8 73%	6 55%	\$2,772
31-106-2 Medical Office Specialist	19	17 89%	16	11 69%	8 50%	\$2,108
31-106-8 Office Support Specialist	29	27 93%	26	24 92%	17 65%	NA
10-196-1 Supervisory Management	7	6 86%	5	5 100%	3 60%	\$3,835
<b>TOTAL BUSINESS+</b>	<b>153</b>	<b>132 86%</b>	<b>119</b>	<b>110 92%</b>	<b>80 67%</b>	<b>\$3,055</b>
<b><u>Family and Consumer Services</u></b>						
30-544-2 Community-Based Residential Facility (CBRF) Caregiver	45	37 82%	24	21 88%	12 50%	\$2,369
31-502-1 Cosmetology	40	28 70%	26	24 92%	18 69%	\$1,499
10-307-1 Early Childhood Education	28	24 86%	22	22 100%	19 86%	\$2,033
31-307-1 E-Connect – Child Care Services	21	19 90%	16	16 100%	13 81%	\$2,063
10-520-3 Human Services Associate	14	13 93%	13	12 92%	9 69%	\$2,667
<b>TOTAL FAMILY AND CONSUMER SERVICES+</b>	<b>137</b>	<b>111 81%</b>	<b>93</b>	<b>87 94%</b>	<b>63 68%</b>	<b>\$2,101</b>
<b><u>General Studies</u></b>						
10-825-1 Individualized Technical Studies	2	2 100%	2	2 100%	2 100%	NA
<b>TOTAL GENERAL STUDIES+</b>	<b>2</b>	<b>2 100%</b>	<b>2</b>	<b>2 100%</b>	<b>2 100%</b>	<b>NA</b>



**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2015-2016 GRADUATES (Continued)**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>	
<b><u>Nursing</u></b>										
30-543-1 Nursing Assistant	465	375	81%	219	206	94%	138	63%	\$2,297	
10-543-1 Nursing-Associate Degree	83	66	80%	65	63	97%	60	92%	\$4,650	
<b>TOTAL NURSING+</b>	<b>548</b>	<b>441</b>	<b>80%</b>	<b>284</b>	<b>269</b>	<b>95%</b>	<b>198</b>	<b>70%</b>	<b>\$3,129</b>	
<b><u>Public Safety</u></b>										
10-504-2 Criminal Justice – Corrections	6	6	100%	4	4	100%	4	100%	\$3,708	
10-504-1 Criminal Justice – Law Enforcement	15	13	87%	13	12	92%	5	38%	\$3,258	
30-504-1 Criminal Justice – Law Enforcement Academy	10	8	80%	8	7	88%	4	50%	NA	
30-312-9 Dietary Manager	6	4	67%	4	4	100%	3	75%	NA	
30-531-3 Emergency Medical Technician	74	57	77%	47	46	98%	30	64%	\$2,444	
31-531-1 Emergency Medical Technician – Paramedic	2	2	100%	1	1	100%	1	100%	NA	
10-531-1 Paramedic Technician	2	2	100%	2	2	100%	1	50%	NA	
<b>TOTAL PUBLIC SAFETY+</b>	<b>106</b>	<b>85</b>	<b>80%</b>	<b>72</b>	<b>70</b>	<b>97%</b>	<b>45</b>	<b>63%</b>	<b>\$2,969</b>	
<b><u>Trade and Technical</u></b>										
32-070-1 Agricultural Power and Equipment Technician	18	15	83%	15	15	100%	13	87%	\$3,389	
10-614-4 Architectural Commercial Design	6	5	83%	5	5	100%	5	100%	\$3,266	
31-405-1 Auto Collision Repair & Refinish Technician	2	2	100%	1	1	100%	1	100%	NA	
32-454-1 Automated Packaging Systems Technician	10	8	80%	8	8	100%	7	88%	\$4,651	
31-404-3 Automotive Maintenance Technician	13	10	77%	9	8	89%	5	56%	\$2,815	
31-451-1 Broadband Technician	10	10	100%	2	2	100%	0	0%	NA	
32-451-1 Broadband Technologies	4	4	100%	3	3	100%	3	100%	NA	
30-444-2 CNC Technician	2	2	100%	2	0	0%	0	0%	NA	
30-091-2 Dairy Genetics and Reproduction	1	1	100%	1	1	100%	0	0%	NA	
31-091-1 Dairy Herd Management	3	3	100%	3	3	100%	3	100%	NA	
31-420-6 Entry Level Machining	13	11	85%	10	9	90%	7	70%	\$3,604	
30-090-1 Farm Business and Production Management	12	12	100%	11	11	100%	8	73%	\$10,817	
30-442-6 Flux Cored Arc Welding (FCAW)	5	1	20%	1	0	0%	0	0%	NA	
30-442-5 Gas Metal Arc Welding (GMAW)	21	14	67%	12	10	83%	4	33%	NA	
30-442-7 Gas Tungsten Arc Welding (GTAW)	7	2	29%	1	0	0%	0	0%	NA	
32-601-1 Heating, Ventilation, and Air Conditioning/Refrigeration (HVAC/R)	8	8	100%	8	8	100%	7	88%	\$2,831	
10-631-2 Industrial Automation, Controls, and Networking	4	3	75%	3	3	100%	3	100%	\$4,071	
32-462-1 Industrial Maintenance Technician	8	7	88%	7	7	100%	6	86%	\$4,727	
10-150-2 Information Technology - Network Specialist	22	19	86%	16	14	88%	10	63%	\$3,002	

**SUMMARY OF SIX-MONTH FOLLOW-UP STUDY OF 2015-2016 GRADUATES (Continued)**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>	<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>	<b>EMPLOYED RELATED*</b>	<b>AVERAGE MONTHLY SALARY</b>
<b>Trade and Technical (continued)</b>						
10-154-7 Information Technology - Systems Administration Specialist	5	5 100%	5	4 80%	3 60%	\$2,802
10-152-7 Information Technology - Web and Software Developer	8	5 63%	4	2 50%	1 25%	NA
30-150-4 IT Network Technician	31	31 100%	9	8 89%	1 11%	NA
31-420-1 Machine Tool Operation	5	3 60%	2	1 50%	1 50%	NA
31-444-1 Machine Tool Operation - CNC	4	4 100%	4	4 100%	3 75%	NA
32-420-1 Machine Tool Technician	6	5 83%	5	5 100%	5 100%	\$3,788
32-420-5 Machine Tooling Technics	11	8 73%	8	8 100%	7 88%	\$3,711
30-444-3 Manufacturing Production Technician	4	4 100%	3	1 33%	0 0%	NA
31-461-4 Marine Repair Technician	4	4 100%	4	4 100%	2 50%	NA
10-606-1 Mechanical Design Technology	2	2 100%	2	2 100%	2 100%	NA
31-461-2 Motorcycle, Marine, and Outdoor Power Products Technician	4	4 100%	3	3 100%	3 100%	\$2,591
32-410-2 Residential Construction and Cabinetmaking	5	5 100%	4	3 75%	3 75%	NA
30-442-4 Shielded Metal Arc Welding (SMAW)	24	15 63%	12	10 83%	4 33%	NA
31-442-1 Welding	84	75 89%	68	57 84%	38 56%	\$3,121
30-442-2 Welding/Maintenance/Fabrication	2	1 50%	1	0 0%	0 0%	NA
<b>TOTAL TRADE AND TECHNICAL+</b>	329	285 87%	232	207 89%	149 64%	\$3,574
<b>TOTAL+</b>	1,361	1,142 84%	882	821 93%	594 67%	\$3,152

\*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 2015-2016 GRADUATES BY DEGREE LEVEL**

	<u>Associate Degree</u>	<u>Two-Year Technical</u>	<u>One-Year Technical</u>	<u>Short-Term Technical</u>
<b>Graduates</b>	339	70	362	671
<b>Responses</b>	287 85%	60 86%	322 89%	544 81%
<b>In the Labor Market</b>	267	58	282	339
<b>Employed</b>	249 93%	57 98%	256 91%	316 93%
Related	201	51	186	199
Unrelated	45	6	66	109
Unknown	3	-	4	8
<b>Seeking Employment</b>	18 7%	1 2%	26 9%	23 7%
<b>Average Monthly Salary</b>	\$3,445	\$3,801	\$2,741	\$2,846

# APPENDIX E

## 2015-2016 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
Allied Health	92	90	55	25	3	0	26	41	8	6	7
Business	153	132	82	42	3	2	50	42	23	7	6
Family and Consumer Services	137	111	74	31	1	1	32	22	12	21	20
General Studies	2	2	0	2	0	0	0	0	0	0	2
Nursing	548	441	213	150	6	4	134	58	17	142	28
Public Safety	106	85	34	38	5	3	31	11	12	8	17
Trade and Technical	329	285	162	95	8	0	136	38	45	15	29
TOTALS*	1,361	1,142	618 60%	382 37%	26 3%	10 1%	408 39%	211 20%	117 11%	199 19%	108 10%

\*Unduplicated

#### Satisfaction With Training Key

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

# 2015-2016 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	339	287	150	113	12	1	109	95	31	32	14
Two-Year Technical	70	60	40	19	0	0	30	12	11	0	5
One-Year Technical	362	322	196	98	11	2	127	79	51	17	35
Short-Term Technical	671	544	277	172	6	8	168	49	37	153	57
TOTALS*	1,361	1,142	618 60%	382 37%	26 3%	10 1%	408 39%	211 20%	117 11%	199 19%	108 10%

\*Unduplicated

### Satisfaction With Training Key

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

# 2015-2016 Follow-Up Study – Satisfaction With Training and Reason for Attending

## (Results by Campus)

Location	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
Ashland	188	157	84	52	2	3	47	28	19	30	17
New Richmond	395	338	172	123	13	2	130	68	32	54	27
Online	44	37	25	12	0	0	4	15	11	3	4
Rice Lake	474	398	221	131	9	3	137	67	48	70	43
Superior	287	235	134	69	2	2	91	43	16	44	18
TOTALS*	1,361	1,142	618 60%	382 37%	26 3%	10 1%	408 39%	211 20%	117 11%	199 19%	108 10%

\*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  
(2015-2016)

**TWO-YEAR ASSOCIATE DEGREE PROGRAMS**

**ACCOUNTING**

*EMPLOYER*

Ladysmith Care Community-Ladysmith  
Smart Data Solutions-Superior  
Northwood Mechanical, Inc.-Hibbing-MN  
Rusk County Memorial Hospital-Ladysmith  
Midwest Stainless Technologies-Menomonie  
Wold Architects and Engineers-St. Paul-MN  
Bye, Goff & Rohde, Ltd.-River Falls  
Paul Davis-Bayfield  
Seneca Foods Corp.-Cumberland  
Weathershield Mfg., Inc.-Ladysmith  
Johnson Financial Group-Hayward  
Nor-Lake, Inc.-Hudson

*TITLE*

Accounts Receivable Clerk  
Quality Manager  
Office Manager/Bookkeeper  
Accounting Specialist  
Accounts Payable/Payroll Specialist  
Bookkeeper/Payroll Clerk  
Finance Manager  
Office Manager/Bookkeeper  
Payroll Administrator  
Plant Controller Accountant  
Relationship Banker  
Senior Accounting Clerk

**ADMINISTRATIVE PROFESSIONAL**

*EMPLOYER*

Aveda Corporate-Blaine-MN  
Dairyland Power Cooperative-LaCrosse  
Diocese of Superior-Haugen  
Essentia Health-Ashland  
Fastenal-Ashland  
Frederic Public Library-Frederic  
Laux Law Firm-Osceola  
Royal Credit Union-Rice Lake  
Rusk County Youth Council-Ladysmith  
St. Luke's-Duluth-MN  
The College of St. Scholastica-Duluth-MN  
UW-River Falls-River Falls

*TITLE*

Customer Relations Coordinator  
Administrative Specialist  
Administrative Assistant  
Patient Services Assistant  
Store Operations Manager  
Library Assistant  
Administrative Assistant  
Teller  
Program Assistant  
Patient Account Representative  
Administrative Assistant  
University Services Program Associate

**ARCHITECTURAL COMMERCIAL DESIGN**

*EMPLOYER*

CM Architecture-Minneapolis-MN  
Legacy Building Solutions-South Haven-MN  
BDH + Young-Edina-MN

*TITLE*

Project Coordinator/Draftsman  
Drafter/Detailer  
Technical Designer

Ross & Associates, LTD-River Falls  
VES Environment Solutions-Chippewa Falls

Drafting Technician/Assistant Estimator  
Design Specialist

### **BUSINESS MANAGEMENT**

#### *EMPLOYER*

Car Craft Auto Body-Ladysmith  
Carbone's Downtown-Hudson  
Elite-Rice Lake  
ESR, Inc.-Stillwater-MN  
Fastenal-Rice Lake  
Hoff Insurance Services-Rice Lake  
Johnson Bank-Rice Lake  
Jolma Electric, LLC-Marengo  
Norske Nook-Rice Lake  
Northern Clearing, Inc.-Ashland  
Northwood Serenity-Ashland  
Pioneer Bank of Wisconsin-Ladysmith  
Securian Life-St. Paul-MN  
Shopko-Rice Lake  
Superior Douglas County Family YMCA-Superior  
The Superior Douglas County Chamber of  
Commerce-Superior  
Thiel's American Pie-Osceola  
Walmart-Cambridge-MN  
Westfield's Hospital-New Richmond

#### *TITLE*

Secretary/Parts Manager  
General Manager  
Store Manager  
HR Recruiter  
Sales Representative  
Office Manager/Administrative Assistant  
Teller  
  
General Manager  
Field Office Manager  
Owner/Operator  
Universal Banker  
Plan Representative  
General Sales Floor Person  
Marketing Coordinator  
Chamber Foundation Education Director  
  
Assistant Manager  
Assistant Store Manager  
Executive Assistant/Project Manager

### **CRIMINAL JUSTICE - CORRECTIONS**

#### *EMPLOYER*

Price County Sheriff's Office-Phillips  
St. Croix County Sheriff's Office-Hudson  
Woodland Hills-Duluth-MN

#### *TITLE*

Deputy  
Corrections Officer (2)  
Youth Care Counselor

### **CRIMINAL JUSTICE - LAW ENFORCEMENT**

#### *EMPLOYER*

Cameron Municipalities-Cameron  
Hayward Police Dept.-Hayward  
Ladysmith Police Department-Ladysmith  
St. Croix County-Hudson

#### *TITLE*

Part-time Officer  
Patrol Officer  
Police Officer  
Deputy Sheriff

## **EARLY CHILDHOOD EDUCATION**

### *EMPLOYER*

Bright Horizons-Marshfield  
Chetek Kid's Club-Chetek  
Faith Lutheran Child Care-Cameron  
Hansen's Learning Center-New Richmond  
Hansen's Learning Center-New Richmond  
Jacob's Ladder-River Falls  
Kids View Learning Center-Woodville-MN  
Little Bear Daycare-Rice Lake  
Little Minds Learning Center-Hudson  
Little Minds Matter-Durand  
Minnie Mos-Duluth-MN  
New Adventures Learning Center-Prescott  
Private-Roberts  
Scibble Dibble Day Care-Colfax

Self-employed-Marengo  
Smiling Faces-Iron River  
Sunshine Christian Center-Ellsworth  
Trinity Family Center-Hudson

### *TITLE*

Early Childhood Teacher  
Teacher (Lead)  
Lead Teacher  
Assistant Director  
Director/Owner  
Teacher  
Childcare Teacher  
Lead Teacher in 2 Year Old room  
Lead Teacher  
Lead Teacher 3 and 4 Year Olds/Director  
Childcare Teacher  
Teachers Assistant  
Assistant Teacher  
Self-employed licensed Family Child Care  
Provider  
Certified Daycare Provider  
Lead Toddler Teacher  
Teacher  
Lead Teacher

## **FINANCE**

### *EMPLOYER*

Ditech-St. Paul-MN  
Edward Jones-Rice Lake  
Hoff Insurance Services-Rice Lake  
Pioneer Bank of Wisconsin-Ladysmith  
Royal Credit Union-Rice Lake

### *TITLE*

Loan Servicing  
Branch Office Administrator  
Office Manager/Administrative Assistant  
Universal Banker  
Teller

## **HEALTH INFORMATION TECHNOLOGY**

### *EMPLOYER*

Amery Hospital and Clinic-Amery  
Mayo Clinic Health System-Eau Claire  
Mayo Clinic Health System-Eau Claire  
Rusk County Memorial Hospital-Ladysmith

### *TITLE*

Manager - Health Information  
Clinic Coder  
Coding Technician II Lead  
RHIT

## **HUMAN RESOURCE MANAGEMENT**

### *EMPLOYER*

Alliance Home Health Care and Nursing Services-  
Duluth-MN  
Chronotype-Rice Lake  
Cumberland School District-Cumberland  
Med Express-Duluth-MN  
Push, Inc.-Rice Lake

### *TITLE*

Office Coordinator/Billing & Payroll Specialist  
Circulation Manager  
Payroll/Human Resources  
Center Manager  
Administrative Assistant/HR

## **HUMAN SERVICES ASSOCIATE**

### *EMPLOYER*

Community Action Duluth-Duluth-MN  
Community Referral Agency-Milltown  
Community Referral Agency-Milltown  
Northwoods Childrens' Services-Duluth-MN  
O-I-See Youth Strategies-Hudson  
Residential Services, Inc.-Duluth-MN  
Sonya's Employment Options-Wilson  
Turning Point for Victims of Domestic and Sexual  
Violence-River Falls  
Washington County-Stillwater-MN

### *TITLE*

Connect Forward Coach  
Child Advocate  
Domestic Violence Shelter Advocate  
Counselor  
Youth Support Manager  
Caregiver  
Job Developer  
Outreach Service Advocate  
Family Service Worker

## **INDUSTRIAL AUTOMATION, CONTROLS, AND NETWORKING**

### *EMPLOYER*

Harris Controls-St. Paul-MN  
Metropolitan Council Environmental Service-St.  
Paul-MN  
Sanmina-Turtle Lake

### *TITLE*

Control Systems Specialist  
Computer Systems Specialist Trainee  
Automation Technician

## **INFORMATION TECHNOLOGY – NETWORK SPECIALIST**

### *EMPLOYER*

Assurant-Woodbury-MN  
Corporate Technologies-Eden Prairie-MN  
Great Lakes Alarm-Hermantown-MN  
Laptop Chips, Inc.-Roberts  
LCO Community Health Center-Hayward  
Nolato Contour-Baldwin  
Northlakes Community Clinic-Ashland  
Omer Nelson Electric-Ashland  
Superior Connections-Odanah  
WI Independent Network-Eau Claire

### *TITLE*

Associate Enterprise Monitoring Analyst  
Remote Engineer  
Alarm Installation Technician  
Hardware Technician  
IT Technician  
IT Technical Support Specialist  
IT - Help Desk  
Computer Technician  
Network Field Technician  
Network Systems Technician Intern

**INFORMATION TECHNOLOGY – SYSTEMS ADMINISTRATION SPECIALIST**

*EMPLOYER*

Elim Care Corp.-Eden Prairie-MN  
LCO Community Health Center-Hayward  
Sugar and Spice, Inc.-Chetek

*TITLE*

Help Desk Technician  
IT Technician  
IT Administrator

**INFORMATION TECHNOLOGY – WEB AND SOFTWARE DEVELOPER**

*EMPLOYER*

Logging Creek Logistics-Grantsburg

*TITLE*

President

**MARKETING**

*EMPLOYER*

ALLETE, Inc.-Duluth-MN  
AT&T-Chippewa Falls  
Barron Public Library-Barron  
Sandbur Enterprises, LLC-St. Croix Falls

*TITLE*

Shareholder Account Representative  
Store Manager  
Library Director  
Owner/Operator

**MECHANICAL DESIGN TECHNOLOGY**

*EMPLOYER*

Grammer Ink-Hudson  
WITC-Rice Lake

*TITLE*

Mechanical Design Technician  
Instructor Assistant

**MEDICAL ADMINISTRATIVE SPECIALIST**

*EMPLOYER*

Bluestone Physician Services Stillwater-MN  
BMS Practice Solutions/Therapy Partners-St. Paul-  
MN  
Lakeview Hospital-Stillwater-MN  
Mayo Luther Hospital-Eau Claire  
St. Luke's Hospital-Duluth-MN

*TITLE*

Operations Associate/Team Coordinator  
Client Service Rep  
  
Communications  
Revenue Cycle  
Staffing/Scheduling Assistant

**NURSING - ASSOCIATE DEGREE**

*EMPLOYER*

American Heritage Care Center-Hammond  
Amery Hospital and Clinic-Amery  
Banner Health-Phoenix-AZ

*TITLE*

Registered Nurse  
Registered Nurse  
Registered Nurse

Cumberland Healthcare-Cumberland	Registered Nurse - Wound Care Clinical Coordinator
Cumberland Healthcare-ECU-Cumberland	Charge Nurse
Davita-Rivercenter Dialysis-San Antonio-TX	Dialysis Nurse
Ecumen-Duluth-MN	Licensed Practical Nurse
Essentia Health-Duluth-MN	Registered Nurse (3)
Essentia Health-Duluth-MN	Registered Nurse - Orthopedics
Essentia Health-Miller Dwan-Duluth-MN	Registered Nurse (2)
Essentia Health-St. Mary's-Duluth-MN	Registered Nurse (3)
Hayward Area Memorial Hospital-Hayward	Registered Nurse (2)
Hudson Hospital-Hudson	Registered Nurse
Hudson Hospital and Clinic-Hudson	Registered Nurse - OB
Lakeview Hospital-Stillwater-MN	Registered Nurse
Lakeview Medical Center-Rice Lake	ED Nurse
Lakeview Medical Center-Rice Lake	Registered Nurse (3)
Marshfield Clinic/Lakeview Medical Center-Rice Lake	Registered Nurse
Mayo Clinic Health System Chippewa Valley-Bloomer	Registered Nurse
Mayo Clinic Health System-Eau Claire	Registered Nurse - Med/Tech
Mayo Clinic Health System-Luther Hospital-Eau Claire	Registered Nurse - Behavioral Health
Mayo Clinic Health System-Red Cedar-Menomonie	Registered Nurse (2)
Mayo Clinic Health System-St. Mary's-Rochester-MN	Registered Nurse
Memorial Medical Center-Ashland	Registered Nurse - Behavior Health
Middle River Health and Rehab-South Range	Registered Nurse/Supervisor
Northern Lights Services, Inc.-Washburn	Nurse Charge/NOC Shift
Osceola Medical Center-Osceola	Registered Nurse - Med/Surg.
Presbyterian Homes and Services-Boutwells Landing-Stillwater-MN	Registered Nurse/Supervisor
Presbyterian Homes and Services-Boutwells Landing-Stillwater-MN	Licensed Practical Nurse
Sacred Heart Hospital-Eau Claire	Registered Nurse
Shell Lake Health Care-Shell Lake	Registered Nurse
Spooner Health-Spooner	Registered Nurse
St. Croix Regional Medical Center-St. Croix Falls	Registered Nurse (4)
St. Croix Regional Medical Center-St. Croix Falls	Registered Nurse - Surgery
St. Luke's-Duluth-MN	Registered Nurse
St. Luke's-Duluth-MN	Registered Nurse - General Surgery
St. Luke's-Duluth-MN	Registered Nurse/Critical Care
St. Luke's-Duluth-MN	Registered Nurse/Hospice-Oncology
Twin Port Health Services-Superior	Registered Nurse - Dementia
United Pioneer Home-Luck	LPN
United Pioneer Home-Luck	Registered Nurse
Villa Marina Health and Rehabilitation Center-Superior	RN Supervisor

**OCCUPATIONAL THERAPY ASSISTANT**

*EMPLOYER*

Baldwin-Woodville Area Schools-Baldwin  
Memorial Medical Center-Ashland  
Middle River Health and Rehab Center-South  
Range  
Midwest Physical Therapy-Eau Claire  
MJ Care-Milwaukee  
Presbyterian Homes-New Richmond  
  
Prescott School District-Prescott  
The Deerfield-New Richmond  
West Florida Rehabilitation Institute-Pensacola-FL

*TITLE*

Certified Occupational Therapy Assistant  
Certified Occupational Therapy Assistant  
Certified Occupational Therapy Assistant  
  
Certified Occupational Therapy Assistant  
Certified Occupational Therapy Assistant  
Certified Occupational Therapist/Life  
Enrichment Assistant  
Certified Occupational Therapy Assistant  
PT Activity Assistant  
Certified Occupational Therapy Assistant

**SUPERVISORY MANAGEMENT**

*EMPLOYER*

Northern Lakes Coop-Hayward  
Renewal By Andersen-Cottage Grove-MN  
Subway-Siren

*TITLE*

Receiving Clerk  
Lead Electromechanical Technician  
Assistant Manager/Inventory



## TWO-YEAR TECHNICAL DIPLOMA PROGRAMS

### AGRICULTURE POWER AND EQUIPMENT TECHNICIAN

<i>EMPLOYER</i>	<i>TITLE</i>
CLC Farm-Comstock	Farm Operator
Frontier Ag & Turf-Osceola	Service Technician
Luckwaldt Agriculturing, Inc.-Woodville	Cropping/Maintenance
Minnesota Ag Group-Hastings-Hastings-MN	Service Managers Assistant
Neiderland Dairy-New Richmond	Farmer
Northern Clearing, Inc.-Ashland	Tree Trimer/Moving Equipment
Polk County Recycling Center-St. Croix Falls	Mechanic
Scheil Construction-Prairie Farm	Heavy Equipment Operator
Shafer Contracting-Cushing	Mechanic
Sunnyside Farm-Mondovi	Farmer
Ulrich Farms-Dresser	Mechanic/Operator
Value Implement-Menomonie	Truck Driver

### AUTOMATED PACKAGING SYSTEMS TECHNICIAN

<i>EMPLOYER</i>	<i>TITLE</i>
Baldinger Bakery-St. Paul-MN	Maintenance Technician
Best Maid Cookie Co.-River Falls	Maintenance Technician
Bimbo Bakery USA-Roseville-MN	Engineer 2
Delkor-Arden Hills-MN	Field Service Technician
Fabio Perini North America-Green Bay	Field Service Technician
Optima-Green Bay	Field Service Technician
Renewal by Andersen-Siren	Maintenance Technician

### BROADBAND TECHNOLOGIES

<i>EMPLOYER</i>	<i>TITLE</i>
Advanced Engineering Concepts-Altoona	Outside Plant Technician
Midwest Fiber Solutions-New Richmond	Technician
NextGen Communications-Clear Lake	Broadband Technician

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

<i>EMPLOYER</i>	<i>TITLE</i>
City of Duluth-Duluth-MN	Utility Service Specialist Apprentice
Gartner Refrigeration-Duluth-MN	Service Technician
Gustale A. Larson-Duluth-MN	Customer Service Representative
Northstar Heating and Cooling-Duluth-MN	Installer
Summit Mechanical-Duluth-MN	Service Technician

The Jamar Company-Duluth-MN  
Twin Ports Custom Climate-Superior

Pre-Apprentice HVAC  
HVAC Technician

### **INDUSTRIAL MAINTENANCE TECHNICIAN**

*EMPLOYER*

3M  
Compass Minerals-Duluth-MN  
Montana Stone & Tile-Bozeman-MT  
Northshore Mining-Silver Bay-MN  
SMA Grain Elevator Construction-Monticello-MN  
TransCanada Pipeline-Bemidji-MN

*TITLE*

Multi Skilled Crafts Person  
Operator  
Granite Fabricator  
Operations  
Millwright  
Maintenance Mechanic

### **MACHINE TOOL TECHNICIAN**

*EMPLOYER*

Northern Engineering-Superior  
RevZero-Chanhassen-MN  
RevZero-Chanhassen-MN  
UW-Stout-Menomonie

*TITLE*

Machinist  
CNC Machinist  
Machinist  
Lab Assistant

### **MACHINE TOOLING TECHNICS**

*EMPLOYER*

Andersen Windows-Bayport-MN  
Bosch Packaging-New Richmond  
CPH Industries-North Branch-MN  
Henkel-Prescott  
Henkel Bergquist Co.-Prescott  
Hudson Machine and Tool-Hammond

*TITLE*

Machinist  
Toolmaker  
Machinist  
CNC Programmer  
CNC Machinist/CNC Programmer

### **RESIDENTIAL CONSTRUCTION AND CABINETMAKING**

*EMPLOYER*

Carson Builders-Spooner  
Larson's Custom Cabinets-Cornell  
Oak Ridge Builders-Menomonie

*TITLE*

Carpenter  
Cabinet Installer  
Carpenter

## ONE-YEAR TECHNICAL DIPLOMA PROGRAMS

### ACCOUNTING ASSISTANT

#### *EMPLOYER*

Bottom Line Bookkeeping-Hudson  
Bye, Goff & Rohde, Ltd.-River Falls  
Car Craft Auto Body-Ladysmith  
Deep Water-Ashland  
ESR, Inc.-Stillwater-MN  
Glenview Assisted Living-Shell Lake  
Hoff Insurance Services-Rice Lake  
Johnson Bank-Rice Lake  
Johnson Financial Group-Hayward  
Jolma Electric, LLC-Marengo  
Ladysmith Care Community-Ladysmith  
Midwest Stainless Technologies-Menomonie  
Nor-Lake, Inc.-Hudson  
Northwood Mechanical, Inc.-Hibbing-MN  
Pioneer Bank of Wisconsin-Ladysmith  
Rusk County Memorial Hospital-Ladysmith  
Seneca Foods Corp.-Cumberland  
Washburn County Highway Dept.-Spooner  
Wold Architects and Engineers-St. Paul-MN

#### *TITLE*

Bookkeeper  
Finance Manager  
Secretary/Parts Manager  
Manager  
HR Recruiter  
Administrative Assistant and Bookkeeper  
Office Manager/Administrative Assistant  
Teller  
Relationship Banker  
  
Accounts Receivable Clerk  
Accounts Payable/Payroll Specialist  
Senior Accounting Clerk  
Office Manager/Bookkeeper  
Universal Banker  
Accounting Specialist  
Payroll Administrator  
Account Technician  
Bookkeeper/Payroll Clerk

### AUTO COLLISION REPAIR AND REFINISH TECHNICIAN

#### *EMPLOYER*

Don Johnson-Rice Lake

#### *TITLE*

Auto Collision

### AUTOMOTIVE MAINTENANCE TECHNICIAN

#### *EMPLOYER*

Chrysler Dodge Ram-Forest Lake-MN  
Jiffy Lube-Duluth-MN  
Jock's Auto and Truck Repair-Spooner  
Johnson Ford-New Richmond  
Roseau County Ford-Roseau-MN

#### *TITLE*

Certified Service Technician  
Lube Deck  
Automotive Technician  
Automotive Technician  
Technician

**COSMETOLOGY**

*EMPLOYER*

Ala Mode-New Richmond  
Colour Lounge Salon and Spa-Duluth-MN  
Cost Cutters-Superior  
Cost Cutters-Rice Lake  
Fringe Aveda Salon-Rice Lake  
Fringe Aveda Salon-Rice Lake  
Hair Company-New Richmond  
Magic Salons LLC-Holcombe  
Mindy's Menagerie-Siren  
Nouveau-Siren  
Pro-Cuts-Rice Lake  
Pro-Cuts-Rice Lake  
Regis-Marshfield  
Regis-Rice Lake  
Regis-Rice Lake  
Smart Style-New Richmond  
Trends Day Spa and Salon-Superior  
Trends Day Spa and Salon-Superior

*TITLE*

Stylist  
Cosmetologist  
Cosmetologist  
Stylist  
Hair Stylist  
Stylist  
Cosmetologist  
Cosmetology  
Hair Stylist/Manicurist  
Cosmetologist  
Stylist  
Pro-Cuts Stylist  
Hair Stylist  
Stylist  
Cosmetologist  
Receptionist  
Cosmetologist  
Cosmetologist/Nail Technician

**DAIRY HERD MANAGEMENT**

*EMPLOYER*

Krowe Jersey-Granton  
Suncrest Dairy-Cushing  
Van-Kay Acres-Shell Lake

*TITLE*

Farmer  
Herdsman

**DENTAL ASSISTANT**

*EMPLOYER*

Marshfield Dental Center-Park Falls  
Northlakes Community Clinic-Minong  
Northlakes Community Clinic-Turtle Lake  
Paul J. Congdon, DDS-Hudson  
Riverstreet Dental-Spooner

*TITLE*

Dental Assistant  
Certified Dental Assistant  
Dental Assistant  
Dental Assistant  
Dental Assistant

**E-CONNECT – CHILD CARE SERVICES**

*EMPLOYER*

Bright Horizons-Marshfield  
Chetek Kid's Club-Chetek  
Chetek Weyerhaeuser Area School District-Chetek  
Faith Lutheran Child Care-Cameron

*TITLE*

Early Childhood Teacher  
Teacher (Lead)  
Lead Teacher  
Lead Teacher (2)

Faith Lutheran Child Care Center-Cameron  
First Lutheran Childcare-New Richmond  
Little Minds Learning Center-Hudson  
Self-employed-Marengo  
Self-employed-Ladysmith  
Smiling Faces-Iron River  
Trinity Family Center-Hudson

Center Administrator  
Teacher  
Lead Teacher  
Certified Daycare Provider  
Child Care Provider/Teacher  
Lead Toddler Teacher  
Lead Teacher

### **EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC**

#### *EMPLOYER*

Menomonie Fire/Rescue-Menomonie

#### *TITLE*

Firefighter/Paramedic

### **ENTRY LEVEL MACHINING**

#### *EMPLOYER*

Andersen Windows-Bayport-MN  
Henkel-Prescott  
Hinkley North America-Prescott  
Isometric Tool and Design-New Richmond  
K-TEK Corp.-Baldwin  
Phillips Medisize-New Richmond  
Wilson Tool International-White Bear Lake-MN

#### *TITLE*

Production  
Supervisor  
Machine Operator  
Tool Maker  
Part-time Toolmaker  
Toolroom Intern  
Machinist

### **MACHINE TOOL OPERATION**

#### *EMPLOYER*

B.G. Bretting Manufacturing Co., Inc.-Ashland

#### *TITLE*

Machine Operator

### **MACHINE TOOL OPERATION - CNC**

#### *EMPLOYER*

Thomas Precision, Inc.-Rice Lake  
WITC-Rice Lake

#### *TITLE*

CNC Machinist  
Instructor Assistant

### **MARINE REPAIR TECHNICIAN**

#### *EMPLOYER*

Shipyard Marine-Suamico  
Thomas Machine-Birchwood

#### *TITLE*

Marine Technician  
Marine Mechanic

## **MEDICAL ASSISTANT**

### *EMPLOYER*

Allina Health-Woodbury-MN  
Allina Health-Bloomington-MN  
Burnett Medical Center-Grantsburg  
Chequamegon Clinic-Ashland  
Essentia Health-Duluth-MN  
Essentia Health-Duluth Clinic-Duluth-MN  
Essentia Health-Memorial Medical Center-Ashland  
Essentia Health-Pediatrics-Duluth-MN  
Fairview Lakes Medical Center-Wyoming-MN  
Gundersen Health-LaCrosse  
Hudson Physicians-Hudson  
Hudson Physicians-Hudson  
IRIS  
Lake Superior Community Health Center-Duluth-MN  
Marshfield Clinic-Rice Lake  
Mayo Clinic Health System-Rice Lake  
Mayo Clinic Health System-Bloomer  
Mount Royal Medical Clinic (St. Luke's)-Duluth-MN  
Northlakes Community Clinic-Minong  
Northlakes Community Clinic-Hayward  
St. Luke's-Duluth-MN  
Stillwater Medical Group-Stillwater-MN  
Stillwater Medical Group-Stillwater-MN  
Western Wisconsin Health-Baldwin  
Westfield's Hospital-Specialty Clinic-New Richmond

### *TITLE*

Certified Medical Assistant  
Certified Medical Assistant  
Certified Medical Assistant  
Clinical Assistant  
Certified Medical Assistant (2)  
Certified Medical Assistant  
Certified Medical Assistant  
Certified Medical Assistant  
Certified Medical Assistant (2)  
Certified Medical Assistant  
Clinical Assistant/CMA  
Clinical Assistant  
Home Healthcare  
Certified Medical Assistant  
Certified Medical Assistant (3)  
Certified Medical Assistant  
Certified Medical Assistant  
Clinical Assistant  
Certified Medical Assistant  
Certified Medical Assistant  
Clinical Assistant  
Certified Medical Assistant/Provider Asst.  
Provider Assistant  
Certified Medical Assistant (2)  
Certified Medical Assistant

## **MEDICAL CODING SPECIALIST**

### *EMPLOYER*

Amery Hospital and Clinic-Amery  
BMS Practice Solutions/Therapy Partners-St. Paul-MN  
Hudson Physicians-Hudson  
Marshfield Clinic-Rice Lake  
Mayo Clinic Health System-Eau Claire  
Mayo Clinic Health System-Eau Claire  
Memorial Medical Center-Ashland  
Northern Waters Ophthalmology-Ashland  
RAD Billing, LLC-Plymouth-MN  
The Lutheran Home-River Falls

### *TITLE*

Manager - Health Information  
Client Service Rep  
Accounts Receivable Representative  
HIM/ROI Representative  
Clinic Coder  
Clinical Documentation Specialist  
Certified Coding Specialist  
Accounts Payable/Administrative Coord.  
Medical Coder  
Certified Nursing Assistant

## **MEDICAL OFFICE SPECIALIST**

### *EMPLOYER*

Bank Mutual-Spooner  
Ladysmith Care & Rehab-Ladysmith  
Lakeview Hospital-Stillwater-MN  
Redcliff-Bayfield  
St. Luke's-Chequamegon Clinic-Ashland  
St. Luke's Hospital-Duluth-MN

### *TITLE*

CSR  
Unit Clerk  
Communications  
Medical Records clerk  
Patient Service Representative  
Staffing/Scheduling Assistant

## **MOTORCYCLE, MARINE, AND OUTDOOR POWER PRODUCTS TECHNICIAN**

### *EMPLOYER*

St. Croix Marina-Hudson  
Stillwater Turf & Power-Stillwater-MN  
Wild River Sports and Marine-Trego

### *TITLE*

Marine Mechanic  
Technician  
Parts Advisor

## **OFFICE SUPPORT SPECIALIST**

### *EMPLOYER*

Ashland Area Chamber of Commerce-Ashland  
Associated Bank-Ashland  
Aveda Corporate-Blaine-MN  
Dairyland Power Cooperative-LaCrosse  
Diocese of Superior-Haugen  
Essentia Health-Ashland  
Fastenal-Ashland  
Glenview Assisted Living-Shell Lake  
  
Laux Law Firm-Osceola  
Plastic Products Company, Inc.-Lindstrom-MN  
Royal Credit Union-Rice Lake  
St. Luke's-Ashland  
The College of St. Scholastica-Duluth-MN  
Thrivent Financial-New Richmond  
UW-River Falls-River Falls  
Wisconsin Early Autism Project-DePere

### *TITLE*

Customer Service Representative  
Universal Banker  
Customer Relations Coordinator  
Administrative Specialist  
Administrative Assistant  
Patient Services Assistant  
Store Operations Manager  
Administrative Assistant and  
Bookkeeper  
Administrative Assistant  
Engineering and Sales Assistant  
Teller  
Patient Service Representative  
Administrative Assistant  
Office Professional  
University Services Program Associate  
Behavioral Treatment Technician

## **WELDING**

### *EMPLOYER*

Alpha Powersport-Houlton  
Altec-Duluth-MN  
Altec-Duluth-MN

### *TITLE*

Welder/Fabricator  
Assembly/Welder  
Welder

American Structural Metals, Inc.-Somerset	Welder
American Structural Metals, Inc.-Somerset	Welder/Fitter
Bendtec, Inc.-Duluth-MN	Welder/Laborer
Boilermaker's Union-Ramsey-MN	Welder
Catalytic Combustion Corp.-Bloomer	Fitter/Welder
CR Meyer-Oshkosh	Millwright
Curt Manufacturing-Eau Claire	Weld Associate
Del Zotto Products of Minnesota-Wrenshall-MN	Welder/Fabricator (2)
Deroshier Construction-Arland	Welder
DR Tech-Grantsburg	Stainless Steel Fabricator
Empire Bucket, Inc.-Hudson	Welder
Endurable Building Products-Brooklyn Park-MN	Welder Fabricator
Forsbergs, Inc.-Thief River Falls-MN	Welder Fabricator
Frasier Shipyards, Inc.-Superior	Welder
Henry of Wisconsin-Rice Lake	CNC Machinist
Japs-Olson-St. Louis Park-MN	Maintenance Technician
Jesse Jones Construction-Holcombe	Millwright
Kapco-Osceola	Resistance Welder
Larson Sign-St. Paul-MN	Welder/Fabricator
Loparex, LLC-Hammond	Welding Mechanic
Nor-Lake, Inc.-Hudson	Welder
North Shore Mining-Silver Bay-MN	Plant Technician
Northern Metal Fab, Inc.-Baldwin	Welder
Nyhus Erectors-Downing	Welder/Fabricator
Oxbo International Corp.-Clear Lake	Welder
Penokee Range Holsteins-Highbridge	Farmer
Premier Pontoons-Wyoming-MN	Transom Welder
Starcon-St. Paul Park-MN	Mechanic
Swanstrom Tools USA, Inc.-Superior	General Laborer
Swanstrom Tools USA, Inc.-Superior	CNC Machinist
Tenere, Inc.-Dresser	Tig Welder
Thomas Precision Machine, Inc.-Rice Lake	Welder (2)
Wisconsin Metal Fab-Chippewa Falls	Welder/Fabricator



## **SHORT-TERM TECHNICAL DIPLOMA PROGRAMS**

### **COMMUNITY BASED RESIDENTIAL FACILITY (CBRF CAREGIVER)**

#### *EMPLOYER*

Allina Health-St. Paul-MN  
Ashland Senior Community Center-Ashland  
Atrium Health-Chetek  
Expanding Horizons-Duluth-MN  
Foster Grandparent Program-Superior  
Northwest Wisconsin Community Services Agency, Inc.-  
Ashland  
Presbyterian Homes and Services-New Richmond  
Presbyterian Homes and Services-New Richmond  
REM Arrowhead-Duluth-MN  
Superior Treatment Center-Superior  
True North Americorps-Duluth-MN

#### *TITLE*

Hospice Home Health Aide  
Executive Director  
Certified Nursing Assistant  
  
Program Assistant  
Coordinator  
  
Server  
Resident Assistant  
Direct Support Professional  
Substance Abuse Counselor  
Americorps Member

### **CNC TECHNICIAN**

#### *EMPLOYER*

UDAC  
Thomas Precision, Inc.-Rice Lake  
WITC-Rice Lake

#### *TITLE*

Job Coach  
CNC Machinist  
Instructor Assistant

### **CRIMINAL JUSTICE – LE 520 ACADEMY**

#### *EMPLOYER*

Cameron Municipalities-Cameron  
Hayward Police Dept.-Hayward  
St. Croix County-Hudson

#### *TITLE*

Part-time Officer  
Patrol Officer  
Deputy Sheriff

### **DAIRY CATTLE MANAGEMENT** **DAIRY FEEDING MANAGEMENT** **DAIRY GENETICS & REPRODUCTION**

#### *EMPLOYER*

Krowe Jersey-Granton  
Suncrest Dairy-Cushing  
Van-Kay Acres-Shell Lake

#### *TITLE*

Farmer  
Herdsman

## **DIETARY MANAGER**

### *EMPLOYER*

Benedictine Living Community-Duluth-MN  
Franciscan Health Center-Duluth-MN  
Willow Ridge Healthcare-Amery

### *TITLE*

Chef  
Dietary Manager  
Certified Dietary Manager

## **EMERGENCY MEDICAL TECHNICIAN**

### *EMPLOYER*

Abbott Northwestern Hospital-Minneapolis-MN  
Allina Health EMS/Baldwin Area Ambulance-Baldwin  
Boyceville Community Ambulance-Boyceville  
Cumberland Healthcare-Cumberland  
Great Divide Ambulance-Cable  
Hayward Area Memorial Hospital and Edgewater-Hayward  
Mellen Fire Department-Mellen  
New Richmond Area Ambulance-New Richmond  
Northland Ambulance-Frederic  
Oakview Assisted Living-Spooner  
Osceola Area Ambulance Service-Osceola  
Osceola Area Ambulance Service-Osceola  
Rice Lake Fire Department-Rice Lake  
River Falls Ambulance Service-River Falls  
River Falls EMS-River Falls  
Rusk County Ambulance-Ladysmith  
Sawyer County Ambulance-Hayward  
St. Croix EMS-Hudson  
US Army-Ft. Leonardwood-KY  
Washburn Area Ambulance Services-Washburn

### *TITLE*

EMT/ER Tech  
Emergency Medical Technician  
Emergency Medical Technician (2)  
Emergency Medical Technician (3)  
Emergency Medical Technician (4)  
Certified Nursing Assistant  
Emergency Medical Technician  
Emergency Medical Technician  
Emergency Medical Technician-Basic  
Caregiver  
Emergency Medical Technician (2)  
Emergency Medical Technician Vol.  
Firefighter/EMT  
Emergency Medical Technician-Basic  
Volunteer EMT - Basic  
Emergency Medical Responder  
Emergency Medical Technician-Basic  
Emergency Medical Technician  
Soldier  
Emergency Medical Technician

## **FARM BUSINESS AND PRODUCTION MANAGEMENT**

### *EMPLOYER*

DL Grain-Amery  
Kevin Knauber-Frederic  
Self-employed-OK  
Self-employed-Cushing  
Self-employed-Amery  
Self-employed-Cumberland  
Self-employed-Ridgeland

### *TITLE*

Farmer  
Dairy Farm Manager  
Concrete and Seal Contractor  
Dairy Farmer  
Dairy Farmer  
Farm Owner  
Farmer

### **FLUX CORED ARC WELDING (FCAW)**

*EMPLOYER*

Larson Sign-St. Paul-MN

*TITLE*

Welder/Fabricator

### **GAS METAL ARC WELDING (GMAW)**

*EMPLOYER*

American Structural Metals-Somerset  
Anthem Custom Crushing-Forest Lake-MN  
Catalytic Combustion Corp.-Bloomer

*TITLE*

Welder  
Operator/Maintenance  
Fitter/Welder

### **NURSING ASSISTANT - BASIC**

*EMPLOYER*

Amery Memory Care-Amery  
Amery Memory Care-Amery  
Ashland Health and Rehabilitation Center-Ashland  
Atrium Post Acute Care of Chetek-Chetek  
Atrium Post Acute Care of Chetek-Chetek  
Barron Care and Rehab-Barron  
BeeHive Homes of Duluth-Duluth-MN  
Benedictine Health Center-Duluth-MN  
Birch Haven Senior Living-Ashland  
Burnett Medical Center-Grantsburg  
Cedar Ridge Assisted Living-Superior  
Chris Jensen Health and Rehab-Duluth-MN  
Christian Community Home-Hudson  
Christian Community Homes of Osceola-Osceola  
Cornell Area Care Center-Cornell  
Cornell Area Care Center-Cornell  
Cumberland Healthcare-Cumberland  
Dallas Care and Rehab-Dallas  
Dove HealthCare-Eau Claire  
Dove HealthCare-South-Eau Claire  
Ecumen Parmly LifePointes-Chisago City-MN  
Encompass Healthcare  
Essentia Health-Duluth-MN  
Essentia Health-Miller Dwan-Duluth-MN  
Glenhaven, Inc.-Glenwood City  
Golden Age Manor-Amery  
Golden LivingCenter-Ashland  
Golden LivingCenter-Superior  
Golden LivingCenter-Valley of Hayward-Hayward  
Good Samaritan Society, Corp.-Sioux Falls-SD  
Great Divide Ambulance-Cable

*TITLE*

Certified Nursing Assistant  
Resident Care Coordinator  
Certified Nursing Assistant (3)  
Certified Nursing Assistant (2)  
Licensed Practical Nursing  
Certified Nursing Assistant (3)  
Certified Nursing Assistant  
Certified Nursing Assistant  
Certified Nursing Assistant (2)  
Certified Nursing Assistant (2)  
Certified Nursing Assistant  
Certified Nursing Assistant (4)  
Certified Nursing Assistant  
Certified Nursing Assistant (4)  
Caregiver  
Certified Nursing Assistant  
Certified Nursing Assistant (3)  
Certified Nursing Assistant  
Certified Nursing Assistant  
Certified Nursing Assistant  
Certified Nursing Assistant  
Certified Nursing Assistant  
Certified Nursing Assistant  
Certified Nursing Assistant (2)  
Certified Nursing Assistant (2)  
Certified Nursing Assistant  
Emergency Medical Technician -

Hands On In Home Care-Ridgeland  
 Hayward Area Memorial Hospital-Hayward  
 Hayward Area Memorial Hospital-Hayward  
 Heritage Assisted Living-Eau Claire  
 Heritage Manor-Rice Lake  
 Hometown Senior Living-Woodbury-MN  
 I Wish Home Healthcare-Iron River  
 IRIS Healthcare-Hudson  
 IRIS Healthcare-Iron River  
 Keystone Bluff-Superior  
 Ladysmith Care and Rehab-Ladysmith  
 Ladysmith Care Community-Ladysmith  
 Lighthouse of Superior-Superior  
 Maple Ridge Care Center-Spooner  
 Memorial Medical Center-Ashland  
 Middle River Health and Rehab-Hawthorne  
 Milestone Senior Living-Woodruff  
 Monarch-Superior  
 Monarch-Superior  
 New Perspective Senior Living-Superior  
 North Country Independent Living-Superior  
 Northern Lights Services, Inc.-Washburn  
 Oscar G. Johnson VA Medical Center-Iron Mountain-MI  
 Park View Home-Woodville  
 Peace of Mind of Duluth, Inc.-Duluth-MN  
 Polk County Jail-Balsam Lake  
 Prairie Farm Nursing Home-Prairie Farm  
 Presbyterian Homes and Services-Oak Park Heights-  
 MN  
 Regional Pulmonary and Medicine-MD  
 Regions Hospital-St. Paul-MN  
 REM-Duluth-MN  
 Rice Lake Convalescent Center-Rice Lake  
 Rusk County Memorial Hospital-Ladysmith  
 Shell Lake Health Care Center-Shell Lake  
 Shore Health Care-Court Manor-Ashland  
 Specialized Medical Staffing-Eau Claire  
 Specialized Medical Staffing  
 St. Croix Falls Hospital-St. Croix Falls  
 St. Luke's-Superior  
 St. Luke's-Duluth-MN  
 Superior Nursing and Rehabilitation Center-Superior  
 Superior Rehabilitation Center-Superior  
 Talahi Care Center-St. Cloud-MN  
 The Deerfield-Presbyterian Homes & Services-New  
 Richmond  
 The Oaks at Northern Lights-Washburn  
 Traumatic Brain Injury-Duluth-MN

Basic  
 Certified Nursing Assistant  
 Certified Nursing Assistant/HUC  
 Certified Nursing Assistant (2)  
 Certified Nursing Assistant  
 Certified Nursing Assistant (2)  
 Certified Nursing Assistant  
 Personal Care Worker  
 Personal Care Attendant  
 Certified Nursing Assistant  
 Certified Nursing Assistant  
 Certified Nursing Assistant  
 Certified Nursing Assistant (6)  
 Caregiver (2)  
 Certified Nursing Assistant (5)  
 Health Unit Coordinator/CNA  
 Certified Nursing Assistant (2)  
 CBRF Memory Care  
 Certified Nursing Assistant (2)  
 Restorative Aide/CNA  
 Certified Nursing Assistant (2)  
 Care Worker  
 Certified Nursing Assistant (2)  
 Student Intern X-ray Technician  
 Certified Nursing Assistant (2)  
 Lead CNA  
 Correction Officer  
 Certified Nursing Assistant  
 Home Health Aide  
  
 Medical Assistant  
 Patient Care Assistant  
 Caretaker  
 Certified Nursing Assistant  
 Health Unit Coordinator  
 Certified Nursing Assistant  
 Certified Nursing Assistant  
 Certified Nursing Assistant  
 Certified Nursing Assistant  
 Certified Nursing Assistant  
 Certified Medical Assistant  
 Certified Nursing Assistant (6)  
 Certified Nursing Assistant  
 Certified Nursing Assistant (5)  
 Certified Nursing Assistant  
 Certified Nursing Assistant  
  
 Care Key Worker

United Pioneer Home-Luck  
Viewcrest Health Center-Duluth-MN  
Villa Marina Health & Rehabilitation Center-Superior  
Water's Edge Care Center-Hayward  
Westfield's Hospital-New Richmond  
Woodland Hill-Presbyterian Homes-Hudson

Behavioral Specialist  
Certified Nursing Assistant (2)  
Certified Nursing Assistant  
Certified Nursing Assistant (5)  
Certified Nursing Assistant  
Certified Nursing Assistant  
Lead Home Health Aid

**SHIELDED METAL ARC WELDING (SMAW)**

*EMPLOYER*

American Structural Metals, Inc.-Somerset  
Anthem Custom Crushing-Forest Lake-MN  
Catalytic Combustion Corp.-Bloomer

*TITLE*

Welder  
Operator/Maintenance  
Fitter/Welder