



Graduate Follow Up Report

2023-2024

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Executive Summary

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 16 WTCS institutions across Wisconsin as a career planning tool for prospective students and for program planning and evaluation.

Northwood Tech graduates from the 2023-24 academic year, who earned their credential between June 1, 2023 and May 31, 2024 in one of our programs, were selected by WTCS to be included in the survey. From September 2024 through February 2025, responses were obtained through email, mail, text messages, and phone calls. A sample of the survey can be found in Appendix A of this report.

Historical Trends

Northwood Tech has consistently received some of the highest response rates for the Graduate Follow-up survey compared to many of the WTCS colleges; specifically with the 2021-22 and 2022-23 graduates where the response rates were the highest in the state and in 2023-24 where our response rate was second highest overall. This allows the college to gain insight into what students are doing after graduation, where they are located, how they are contributing to the economy, and how satisfied graduates are with the training they receive at Northwood Tech.

The table below highlights the key measures of success from the annual Graduate Follow-Up survey across the last five years. Northwood Tech has consistently reported more than 90% of graduates are employed within six months of graduation. Our graduates report high levels of satisfaction with the training they receive at Northwood Tech, showing over 95% satisfaction over the last five years. Not only are graduates reporting high satisfaction with their training, more than 60% also report full-time employment in a field related to their training. Another key measure of success is wages earned by graduates; the average monthly and annual salaries continue to rise for Northwood Tech graduates.

Northwood Tech Key Measures of Success, Five Year Summary

	2019-2020	2020-21	2021-22	2022-23	2023-24
Surveys Sent	1,397	989¹	987²	1,260	1,289
Surveys Returned	53% (742)	77% (763)	79% (782)	80% (1,013)	71% (914)
Current Students <i>n = Surveys Returned</i>	47% (346) <i>n=742</i>	40% (307) <i>n=763</i>	29% (229) <i>n = 782</i>	41% (411) <i>n = 1,013</i>	38% (343) <i>n = 914</i>
Employed <i>n = In the Labor Market</i>	95% (369) <i>n = 389</i>	93% (405) <i>n = 435</i>	94% (495) <i>n = 526</i>	92% (538) <i>n = 583</i>	93% (512) <i>n = 548</i>
Employed Full-Time in a Related Field <i>n = Employed Related</i>	74% (205) <i>n = 277</i>	76% (234) <i>n = 309</i>	71% (275) <i>n = 388</i>	73% (298) <i>n = 407</i>	66% (258) <i>n = 393</i>
Satisfied with Training <i>n = Graduates who responded to question</i>	96% (456) <i>n = 474</i>	96% (527) <i>n = 547</i>	98% (634) <i>n = 650</i>	97% (762) <i>n = 787</i>	96% (730) <i>n = 757</i>
Average Monthly Salary*	\$3,573	\$3,871	\$4,315	\$4,337	\$4,553
Average Annual Salary*	\$42,878	\$46,453	\$51,781	\$52,045	\$54,641

(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.

(2) There were 277 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 XXVII 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. Among the graduates who responded, 855 out of 914 (94%) reported being placed with 6 months of graduation.

Of the 914 graduates who responded to the survey, 60% are in the labor market. To be in the labor market, graduates are either *employed* or *not employed, but looking for a job*. To break it down further, of the 548 graduates in the labor market, 93% of them are employed while 7% are not employed, but looking for a job. Of the 366 graduates who are not in the labor market, 94% are students who were continuing their education. The other 6% are not employed and not looking for a job.

Table 1
Graduate's Current Status

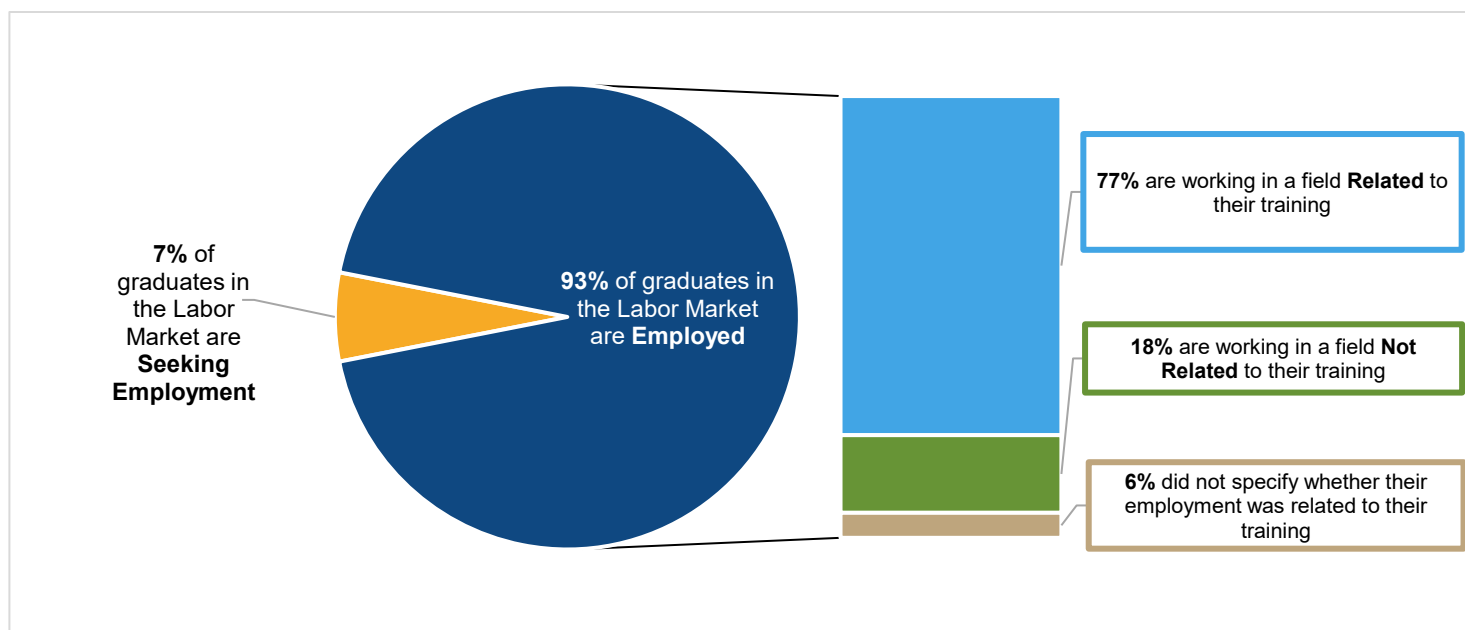
In the Labor Market	548	60%
I am employed. I may also be taking courses, but my job is my main focus.	512	93%
I am not employed but am looking for a job.	36	7%
Not in the Labor Market	366	40%
I am a student. I may also have one or more jobs but attending school is my main focus.	343	94%
I am not employed and not looking for a job.	23	6%

If graduates responded as currently employed, they were asked if their job is related to the training they received at Northwood Tech. Of the 512 graduates who were employed, 77% indicated they are employed in jobs related to their training, while 18% are employed in jobs unrelated to their training. See Figure 1 for more detailed information on Graduates in the Labor Market.

Table 2
Employment Status Related to Northwood Tech Training

Related	393	77%
Not Related	90	18%
Did not provide response	29	6%

Figure 1
Employment Status Related to Northwood Tech Training



Employed graduates were asked when they began working in their current occupation and 53% indicated they started after graduating from Northwood Tech. Almost a quarter of graduates were already working in their current occupation before enrolling at Northwood Tech and 18% started working while attending Northwood Tech.

Table 3
Present Occupation

Before enrolling at our college	123	24%
While attending our college	90	18%
After leaving our college	270	53%
Did not provide response	29	6%

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

Salary

Graduates were asked to provide salary information based on hourly or yearly wages. Based on the data graduates provided, individual responses were converted to a monthly salary. Salary information is reported for graduates who reported working full-time at 35 or more hours a week in a job related to their field. The percentage of graduates who met this requirement was 66%.

The average salary of 2023-24 Northwood Tech graduates who reported working full-time in a job related to their field is \$4,553 monthly or \$54,641 annually.

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

- EMT-Paramedic (\$6,995 per month and \$83,942 per year)
- Nursing – Associate Degree (\$6,557 per month and \$78,682 per year)
- Truck Driving (\$6,268 per month and \$75,216 per year)
- Automated Packaging Systems Technician (\$6,093 per month and \$73,113 per year)
- Criminal Justice Studies (\$5,532 per month and \$66,386 per year)

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

Location of Employment

Employed graduates are asked for job information, including their job title, company or organization name, and company or organization address. Based on the information provided by graduates, the Institutional Research team was able to place graduates in one of four categories: *In Wisconsin and in Northwood Tech's District*, *In Wisconsin but outside Northwood Tech's District*, *Outside Wisconsin*, and *Not able to Determine*. Of the 512 graduates who responded to this question, 64% are employed in Wisconsin with 56% working within Northwood Tech's District.

Table 4
Location of Employment

In Wisconsin, In Northwood Tech District	286	56%
In Wisconsin, Outside Northwood Tech District	40	8%
Outside Wisconsin	110	21%
Not able to determine	76	15%

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

Reason for Attending Northwood Tech

When graduates were asked their primary reason for attending Northwood Tech, *Preparation for getting a job* was the reason most 2023-24 graduates chose, followed by *Career Change*. See the breakdown by response in Table 5.

Table 5
Reason for Attending Northwood Tech

Preparation for getting a job	268	36%
Career Change	146	19%
Preparation for further education	133	18%
Improvement of existing job skills	88	12%
Personal interest	87	12%
Other	30	4%

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

Satisfaction of Training

When the 2023-24 Northwood Tech graduates were asked how they felt about the training they received, 96% responded *Very Satisfied* or *Satisfied* with their training. When asked if graduates would recommend Northwood Tech to a friend or family member, 96% said they would.

Table 6
Satisfaction with Northwood Tech Training

Very Satisfied	448	59%
Satisfied	282	37%
Unsatisfied	16	2%
Very Unsatisfied	11	1%

Table 7
Recommend Northwood Tech

Yes, would recommend Northwood Tech	690	96%
No, would not recommend Northwood Tech	26	4%

Graduate satisfaction with training for each instructional career cluster, degree level and campus and recommendation of Northwood Tech by campus are provided in the charts in Appendix E.



Appendix A: Survey Tool

1. How do you feel about the training you received at Northwood Tech?
- ☐ Very Satisfied
☐ Satisfied
☐ Unsatisfied
☐ Very Unsatisfied
2. What was your primary reason for attending Northwood Tech?
- ☐ Preparation for getting a job
☐ Career change
☐ Improvement of existing job skills
☐ Preparation for further education
☐ Personal interest
☐ Other: _____
3. 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 10.

4. When did you start working in your present occupation?
- ☐ Before enrolling at our college
☐ While attending our college
☐ After leaving our college
5. Is your job related to the training you received at Northwood Tech?
- ☐ Yes
☐ No
6. Please list the following job information:
- Job Title: _____
- Company or Organization Name: _____
- Address: _____
- City, State, and ZIP: _____
- County _____

7. Please list the following supervisor information:
- Supervisor's First and Last Name: _____

Department Name (if applicable): _____

Supervisor's E-mail Address: _____

8. What is your present wage? If available, please provide both.
- Hourly base wage: \$ _____
- Yearly Earnings: \$ _____
9. How many hours do you work during an average work week?
- _____ Hours per week
10. Are you interested in receiving the Northwood Tech Alumni Newsletter?
- ☐ Yes
☐ No
11. Would you recommend Northwood Tech to a friend or family member?
- ☐ Yes
☐ No
12. Please tell us how our college has helped you and give us your suggestions for improving the programs and services we offer.

Thank you for your cooperation. Please return this completed form in the postage-paid envelope as soon as possible.

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:
Program:



Appendix B: Campus Summary

Summary by Campus

	Ashland		New Richmond		Online		Rice Lake		Superior	
Surveys Sent	156		385		55		426		267	
Surveys Returned	103	66%	277	72%	31	56%	315	74%	188	70%
Current Student	43	42%	98	35%	8	26%	115	37%	79	42%
In the Labor Market	56	54%	176	64%	21	68%	191	61%	104	55%
Employed	49	48%	164	59%	20	65%	181	57%	98	52%
Related	33	67%	127	77%	15	75%	141	78%	77	79%
Related – Full-Time	21	64%	90	71%	10	67%	92	65%	45	58%
Not Related	12	24%	26	16%	4	20%	31	17%	17	17%
Unknown	4	8%	11	7%	1	5%	9	5%	4	4%
Seeking Employment	7	7%	12	4%	1	3%	10	3%	6	3%
Average Monthly Salary	\$4,142		\$4,620		\$3,467		\$4,725		\$4,508	
Average Annual Salary	\$49,710		\$55,442		\$41,599		\$56,696		\$54,101	

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	28	57%	6	12%	2	4%	13	27%	16	76%	3	14%	1	5%	1	5%
New Richmond	80	49%	20	12%	39	24%	25	15%	45	50%	15	17%	27	30%	3	3%
Online	10	50%	1	5%	5	25%	4	20%	6	60%	1	10%	3	30%	-	-
Rice Lake	129	71%	12	7%	15	8%	25	14%	72	78%	5	5%	10	11%	5	5%
Superior	39	40%	1	1%	49	50%	9	9%	19	42%	1	2%	25	56%	-	-
Totals	286	56%	40	8%	110	21%	76	15%	158	61%	25	10%	66	26%	9	3%



Appendix C: Summary by Career Cluster and Program

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		Not Related		
31-080-4	Farm Operation	3	2	67%	#	#	#	#	#	#	#	#	#	#	#	#	\$2,500*
10-091-1	Veterinary Technician	18	14	78%	1	7%	12	86%	1	7%	10	83%	8	80%	1	8%	\$3,781
TOTAL – Ag, Food & Natural Resources		21	16	76%	1	7%	12	86%	1	7%	10	83%	8	80%	1	8%	\$3,842

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		Not Related		
31-409-1	Arch Woodworking & Cabinet Unique in Wisconsin	1	0	0%	#	#	#	#	#	#	#	#	#	#	#	#	#
10-614-4	Architectural Commercial Design Unique in Wisconsin	6	4	67%	-	-	4	100%	-	-	4	100%	3	75%	-	-	\$4,902
32-410-2	Construction and Cabinetmaking Unique in Wisconsin	5	4	80%	-	-	4	100%	-	-	3	75%	2	67%	1	25%	#
30-410-3	Construction Essentials (Construction Essentials) (Construction Essentials HSAC)	28 (10) (18)	21 (5) (16)	75% (50%) (89%)	16 (5) (11)	76% (100%) (69%)	5 (-) (5)	24% (-) (31%)	- (-) (-)	- (-) (-)	2 (-) (2)	40% (-) (40%)	2 (-) (2)	100% (-) (100%)	3 (-) (3)	60% (-) (60%)	\$3,947*
31-614-3	Drafting Technician	6	5	83%	4	80%	1	20%	-	-	1	100%	-	-	-	-	#
32-601-1	Heating, Vent, & Air Conditioning and Refrigeration (Heating, Vent, & Air Condition/Refrig) (Heating, Vent, & Air Condition/Refrig Eve)	14 (12) (2)	8 (6) (2)	57% (50%) (100%)	1 (-) (1)	13% (-) (50%)	7 (6) (1)	88% (100%) (50%)	- (-) (-)	- (-) (-)	7 (6) (1)	100% (100%) (100%)	6 (5) (1)	86% (83%) (100%)	- (-) (-)	- (-) (-)	\$4,648
31-601-2	HVAC Installation Technician	15	15	100%	11	73%	3	20%	-	-	3	100%	3	100%	-	-	\$4,694
30-601-1	Refrigeration Essentials	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
31-476-2	Utility Construction Technician Unique in Wisconsin	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
TOTAL – Architecture and Construction		79	61	77%	34	56%	26	43%	0	0%	22	85%	18	82%	4	15%	\$4,790

(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

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	23	19	83%	2	11%	17	89%	-	-	12	71%	8	67%	3	18%	\$4,995
31-101-1	Accounting Assistant	14	13	93%	2	15%	9	69%	2	15%	4	44%	3	75%	4	44%	\$4,040
10-106-6	Administrative Professional	8	7	88%	-	-	6	86%	-	-	5	83%	3	60%	1	17%	\$3,564
30-101-4	Billing and Posting Clerk	26	22	85%	12	55%	10	45%	-	-	7	70%	6	86%	2	20%	\$4,032
10-102-3	Business Management	24	15	63%	3	20%	12	80%	-	-	5	42%	5	100%	4	33%	\$4,657
31-102-9	Customer Service Manager	7	7	100%	4	57%	2	29%	1	14%	-	-	-	-	2	100%	#
10-114-2	Finance	8	8	100%	1	13%	7	88%	-	-	4	57%	2	50%	2	29%	\$4,021*
30-114-1	Financial Services Customer Rep	12	11	92%	8	73%	2	18%	-	-	2	100%	-	-	-	-	#
	(Financial Services Customer Rep)	(8)	(8)	(100%)	(5)	(63%)	(2)	(25%)	(-)	(-)	(2)	(100%)	(-)	(-)	(-)	(-)	
	(Financial Services Customer Rep HSAC)	(4)	(3)	(75%)	(3)	(100%)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
31-160-1	Health Office Professional	5	4	80%	2	50%	1	25%	-	-	1	100%	1	100%	-	-	#
30-160-2	Healthcare Receptionist	5	4	80%	3	75%	1	25%	-	-	-	-	-	-	1	100%	#
31-116-2	HR and Payroll Generalist	6	5	83%	-	-	5	100%	-	-	3	60%	2	67%	2	40%	\$5,292*
10-116-2	Human Resource Management	8	4	50%	-	-	4	100%	-	-	3	75%	3	100%	1	25%	\$4,103
30-196-6	Leadership Essentials	4	4	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$5,165*
10-160-2	Medical Administrative Professional	3	2	67%	#	#	#	#	#	#	#	#	#	#	#	#	#
31-160-5	Medical Billing	5	5	100%	1	20%	3	60%	1	20%	1	33%	1	100%	2	67%	#
30-106-6	Microsoft Office	2	1	50%	#	#	#	#	#	#	#	#	#	#	#	#	#
31-196-3	Nonprofit Professional	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
31-106-8	Office Support Specialist	4	4	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$3,644*
30-106-1	Office Technology Assistant	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
TOTAL – Business Mgmt, Admin and Finance		168	139	83%	39	28%	90	65%	7	5%	57	63%	41	72%	25	28%	\$4,336

(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

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			
31-307-1	Child Care Services E-Connect (Child Care Services E-Connect) (Child Care Services E-Connect Online)	25 (12) (13)	21 (11) (10)	84% (92%) (77%)	10 (8) (2)	48% (73%) (20%)	11 (3) (8)	52% (27%) (80%)	- (-) (-)	- (-) (-)	8 (2) (6)	73% (67%) (75%)	5 (2) (3)	63% (100%) (50%)	2 (1) (1)	18% (33%) (13%)	\$2,973	
30-575-1	Community-Based Residential Facility Caregiver	13	13	100%	11	85%	1	8%	-	-	1	100%	1	100%	-	-	#	
31-502-1	Cosmetology	38	23	61%	2	9%	18	78%	2	9%	16	89%	2	13%	1	6%	\$3,217*	
61-544-2	Dementia Care**	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	
10-307-1	Early Childhood Education (Early Childhood Education) (E-Child Online)	28 (15) (13)	18 (13) (5)	64% (87%) (38%)	4 (2) (2)	22% (15%) (40%)	14 (11) (3)	78% (85%) (60%)	- (-) (-)	- (-) (-)	11 (8) (3)	79% (73%) (100%)	6 (4) (2)	55% (50%) (67%)	2 (2) (-)	14% (18%) (-)	\$3,120	
10-544-1	Gerontology	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	
61-544-1	Gerontology for Professionals**	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	
10-520-3	Human Services Associate	30	22	73%	7	32%	12	55%	-	-	11	92%	8	73%	1	8%	\$3,485	
31-550-1	Substance Abuse Counselor	18	16	89%	11	69%	4	25%	1	6%	3	75%	3	100%	1	25%	\$3,953	
TOTAL – Family and Consumer		157	118	75%	47	40%	62	53%	3	3%	51	82%	26	51%	8	13%	\$3,374	

(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

(**) Piloting a new process for the 2023-24 survey – The Graduate Follow-up report will move forward with reporting data on Northwood Tech's certificate completers moving forward

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	7	7	100%	-	-	7	100%	-	-	7	100%	5	71%	-	-	\$3,586	
10-530-1	Health Information Tech Online	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$4,469*	
31-509-1	Medical Assistant	15	13	87%	1	8%	11	85%	1	8%	10	91%	8	80%	1	9%	\$3,758	
31-530-2	Medical Coding Spec Online	27	14	52%	4	29%	7	50%	1	7%	4	57%	3	75%	3	43%	\$3,948	
10-543-1	Nursing - Associate Degree	61	41	67%	-	-	40	98%	1	2%	38	95%	18	47%	-	-	\$6,557	
	(Nursing – Associate Degree)	(59)	(40)	(68%)	(-)	(-)	(39)	(98%)	(1)	(3%)	(37)	(95%)	(18)	(49%)	(-)	(-)		
	(Nursing – Associate Degree EC)	(1)	(0)	(0%)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)		
	(Nursing – Associate Degree LPN)	(1)	(1)	(100%)	(-)	(-)	(1)	(100%)	(-)	(-)	(1)	(100%)	(-)	(-)	(-)	(-)		
30-543-1	Nursing Assistant	294	195	66%	119	61%	68	35%	6	3%	54	79%	25	46%	11	16%	\$3,504	
10-514-1	Occupational Therapy Asst	14	12	86%	-	-	10	83%	2	17%	9	90%	6	67%	1	10%	\$4,111	
30-509-2	Patient Services Specialist	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	
TOTAL – Health Science		422	286	68%	125	44%	146	51%	11	4%	125	86%	67	54%	16	11%	\$4,442	

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	20	11	55%	2	18%	6	55%	2	18%	6	100%	2	33%	-	-	\$2,687*	
TOTAL – Hospitality and Tourism		20	11	55%	2	18%	6	55%	2	18%	6	100%	2	33%	-	-	\$2,687*	

(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

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		
30-451-2	Broadband Installer	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
30-150-4	IT Network Technician	33	29	88%	26	90%	1	3%	1	3%	-	-	-	-	1	100%	#
10-154-7	IT- System Administration Spec	6	3	50%	-	-	3	100%	-	-	2	67%	2	100%	-	-	\$4,932*
10-152-7	IT- Web and Software Developer	8	6	75%	1	17%	5	83%	-	-	1	20%	1	100%	4	80%	\$4,822*
10-151-2	IT-Cybersecurity Specialist	9	4	44%	2	50%	2	50%	-	-	1	50%	1	100%	1	50%	\$5,320*
TOTAL – Information Technology		57	43	75%	29	67%	12	28%	1	2%	5	42%	5	100%	6	50%	\$4,461

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	7	4	57%	-	-	4	100%	-	-	4	100%	3	75%	-	-	\$6,093	
10-631-2	Automation for Industrial Systems Unique in Wisconsin	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	
30-454-1	Mechatronics Basics (<i>Mechatronics Basics</i>) (<i>Mechatronics Basics HSAC</i>) Unique in Wisconsin	22 (13) (9)	18 (11) (7)	82% (85%) (78%)	12 (8) (4)	67% (73%) (57%)	5 (2) (3)	28% (18%) (43%)	- (-) (-)	- (-) (-)	3 (2) (1)	60% (100%) (33%)	2 (1) (1)	67% (50%) (100%)	2 (-) (2)	40% (-) (67%)	\$4,664	
TOTAL – IT Manufacturing		31	24	77%	13	54%	10	42%	0	0%	8	80%	6	75%	2	20%	\$5,573	

(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

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		Not Related			
30-531-6	Advanced EMT	8	3	38%	-	-	3	100%	-	-	3	100%	2	67%	-	-	\$4,430	
30-504-2	Criminal Justice - LE 720 Academy	10	5	50%	-	-	5	100%	-	-	5	100%	5	100%	-	-	\$5,231	
10-504-5	Criminal Justice Studies	17	14	82%	2	14%	9	64%	2	14%	9	100%	7	78%	-	-	\$5,532	
30-531-3	Emergency Medical Technician	52	32	62%	7	22%	24	75%	-	-	11	46%	8	73%	12	50%	\$4,165	
31-531-1	EMT - Paramedic	4	4	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$6,995	
TOTAL – Law, Public Safety and Security		91	58	64%	9	16%	45	78%	2	3%	32	71%	26	81%	12	27%	\$5,194	

Liberal Arts																		
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			
20-800-1	Associate of Arts – Liberal Arts	6	5	83%	2	40%	3	60%	-	-	-	-	-	-	3	100%	\$3,994*	
20-800-2	Associate of Science – Liberal Arts	4	1	25%	#	#	#	#	#	#	#	#	#	#	#	#	\$3,478*	
TOTAL – Liberal Arts		10	6	60%	2	40%	3	60%	-	-	-	-	-	-	3	100%	\$3,640*	

(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

Summary by Career Cluster and Program

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			
30-444-2	CNC Technician (HSAC)	5	4	80%	4	100%	-	-	-	-	-	-	-	-	-	-	#	
31-420-6	Entry Level Machining	3	3	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	
30-442-5	Gas Metal Arc Welding (Gas Metal Arc Welding) (Gas Metal Arc Welding (HSAC))	32 (15) (17)	18 (5) (13)	56% (33%) (76%)	14 (5) (9)	78% (100%) (69%)	4 (-) (4)	22% (-) (31%)	-	-	1 (-) (1)	25% (-) (25%)	1 (-) (1)	100% (-) (100%)	2 (-) (2)	50% (-) (50%)	\$3,943*	
30-442-7	Gas Tungsten Arc Welding (GTAW)	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$4,201*	
32-462-1	Industrial Maintenance Tech	4	3	75%	#	#	#	#	#	#	#	#	#	#	#	#	\$4,201*	
31-420-1	Machine Tool Operation	5	2	40%	-	-	2	100%	-	-	2	100%	2	100%	-	-	\$4,373*	
32-420-1	Machine Tool Technician	8	4	50%	-	-	4	100%	-	-	2	50%	2	100%	1	25%	\$4,510*	
32-420-5	Machine Tooling Technics	11	5	45%	1	20%	3	60%	1	20%	3	100%	3	100%	-	-	\$4,824	
30-420-3	Multi Axis CNC Milling	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	
30-442-4	Shielded Metal Arc Welding MBL	2	1	50%	#	#	#	#	#	#	#	#	#	#	#	#	#	
31-442-1	Welding (Welding) (Welding EVG)	60 (55) (5)	38 (35) (3)	63% (64%) (60%)	3 (3) (-)	8% (9%) (-)	29 (26) (3)	76% (74%) (100%)	4 (4) (-)	11% (11%) (-)	22 (19) (3)	76% (73%) (100%)	19 (17) (2)	86% (89%) (67%)	3 (3) (-)	10% (12%) (-)	\$4,976	
30-442-2	Welding/Maintenance/Fabrication	5	5	100%	-	-	3	60%	1	20%	1	33%	-	-	2	67%	\$4,311*	
TOTAL – Manufacturing		137	85	62%	23	27%	51	60%	7	8%	37	73%	32	86%	8	16%	\$4,701	

(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

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		Not Related			
32-070-1	Agricultural Power/Equip Tech	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	\$4,204*
30-404-1	Auto Maint and Light Repair Tech	8	8	100%	6	75%	2	25%	-	-	2	100%	1	50%	-	-	-	\$3,303*
31-404-2	Automotive Service Technician	6	4	67%	3	75%	1	25%	-	-	1	100%	1	100%	-	-	-	\$3,713*
32-404-2	Automotive Technician	6	5	83%	2	40%	3	60%	-	-	2	67%	1	50%	1	33%	-	\$4,133*
32-412-4	Diesel Equipment Technician	5	2	40%	1	50%	1	50%	-	-	1	100%	-	-	-	-	-	#
31-461-4	Marine Repair Technician Unique in Wisconsin	5	5	100%	-	-	5	100%	-	-	4	80%	-	-	1	20%	-	#
31-461-3	Outdoor Power Equipment Tech	11	7	64%	-	-	6	86%	1	14%	4	67%	3	75%	1	17%	-	\$3,793
TOTAL – Transport, Distribution and Logistics		43	33	77%	12	36%	20	61%	1	3%	15	75%	7	47%	3	15%	-	\$3,518

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		Not Related		
30-458-1	Truck Driving	53	34	64%	5	15%	28	82%	1	3%	24	86%	19	79%	2	7%	\$6,268
TOTAL – Workforce and Community Develop		53	34	64%	5	15%	28	82%	1	3%	24	86%	19	79%	2	7%	\$6,268

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		Not Related			
TOTAL – Collegewide	1,289	914	71%	343	38%	512	56%	36	4%	393	77%	258	66%	90	18%	\$4,553	

(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: Degree Level

Summary by Degree Level

	Associate Degree		Two-Year Technical Diploma		One-Year Technical Diploma		Short-Term Technical Diploma	
Surveys Sent	286	22%	62	5%	294	23%	643	50%
Surveys Returned	204	71%	37	60%	221	75%	448	70%
Current Student	28	14%	5	14%	60	27%	249	56%
In the Labor Market	171	84%	32	86%	154	70%	189	42%
Employed	165	81%	30	81%	138	62%	177	40%
Related	130	79%	25	83%	106	77%	131	74%
Related – Full-Time	86	66%	19	76%	72	68%	80	61%
Unrelated	24	15%	3	10%	24	17%	38	21%
Unknown	11	7%	2	7%	8	6%	8	5%
Seeking Employment	6	3%	2	5%	16	7%	12	3%
Average Monthly Salary	\$4,723		\$4,928		\$4,316		\$4,472	
Average Annual Salary	\$56,672		\$59,136		\$51,792		\$53,668	



Appendix E: Satisfaction

Satisfaction with Training and Reason for Attending by Career Cluster

				Satisfaction With Training								Reason for Attending Northwood Tech									
Career Cluster	Surveys Sent	Surveys Returned		Very Satisfied		Satisfied		Unsatisfied		Very Unsatisfied		Job Prep		Career Change		Improve Job Skills		Prep for Additional Education		Personal Interest or Other	
Agriculture, Food and Natural Resources	21	16	76%	15	100%	-	-	-	-	-	-	5	33%	4	27%	4	27%	-	-	2	13%
Architecture and Construction	79	61	77%	22	50%	20	45%	2	5%	-	-	24	56%	5	12%	4	9%	-	-	10	23%
Business Management, Administration and Finance	168	139	83%	68	57%	49	41%	1	1%	2	2%	29	24%	38	32%	23	19%	16	13%	14	12%
Family and Consumer	157	118	75%	80	76%	21	20%	2	2%	2	2%	37	35%	20	19%	8	8%	23	22%	17	16%
Health Science	422	286	68%	129	59%	79	36%	5	2%	5	2%	64	30%	40	19%	16	7%	73	34%	23	11%
Hospitality and Tourism	20	11	55%	8	73%	3	27%	-	-	-	-	4	36%	1	9%	5	45%	-	-	1	9%
Information Technology	57	43	75%	13	37%	18	51%	3	9%	1	3%	12	34%	13	37%	2	6%	3	9%	5	14%
IT Manufacturing	31	24	77%	7	47%	8	53%	-	-	-	-	7	50%	1	7%	2	14%	1	7%	3	21%
Law, Public Safety and Security	91	58	64%	28	52%	24	44%	2	4%	-	-	19	36%	10	19%	6	11%	5	9%	13	25%
Liberal Arts	10	6	60%	2	52%	4	67%	-	-	-	-	-	-	-	-	-	-	6	100%	-	-
Manufacturing	137	85	62%	40	54%	34	46%	-	-	-	-	41	55%	4	5%	14	19%	2	3%	13	18%
Transportation, Distribution and Logistics	43	33	77%	13	50%	11	42%	1	4%	1	4%	11	39%	3	11%	3	11%	2	7%	9	32%
Workforce and Community Development	53	34	64%	23	68%	11	32%	-	-	-	-	15	47%	7	22%	1	3%	2	6%	7	22%
TOTALS	1,289	914	71%	448	59%	282	37%	16	2%	11	1%	268	36%	146	19%	88	12%	133	18%	117	16%

Satisfaction with Training and Reason for Attending by Degree Level

				Satisfaction With Training								Reason for Attending Northwood Tech									
Degree Level	Surveys Sent	Surveys Returned		Very Satisfied		Satisfied		Unsatisfied		Very Unsatisfied		Job Prep		Career Change		Improve Job Skills		Prep for Additional Education		Personal Interest or Other	
Associate	286	204	71%	129	64%	64	32%	4	2%	4	2%	65	32%	54	27%	17	8%	32	16%	34	17%
Two-Year Technical	62	37	60%	18	53%	16	47%	-	-	-	-	20	59%	1	3%	6	18%	2	6%	5	15%
One-Year Technical	294	221	75%	113	58%	76	39%	4	2%	3	2%	82	42%	41	21%	22	11%	24	12%	27	14%
Short-Term Technical	643	448	70%	185	57%	126	39%	8	2%	4	1%	100	32%	50	16%	41	13%	75	24%	51	16%
TOTALS	1,285	910	71%	445	59%	282	37%	16	2%	11	1%	267	36%	146	19%	86	11%	133	18%	117	16%

Satisfaction With Training and Reason for Attending by Campus

				Satisfaction With Training								Reason for Attending Northwood Tech									
Campus	Surveys Sent	Surveys Returned		Very Satisfied		Satisfied		Unsatisfied		Very Unsatisfied		Job Prep		Career Change		Improve Job Skills		Prep for Additional Education		Personal Interest or Other	
Ashland	156	103	66%	52	63%	28	34%	2	2%	-	-	24	30%	13	16%	9	11%	20	25%	15	19%
New Richmond	385	277	72%	133	57%	93	40%	3	1%	3	1%	85	37%	49	21%	34	15%	27	12%	36	16%
Online	55	31	56%	16	55%	10	34%	-	-	3	10%	7	24%	8	28%	4	14%	9	31%	1	3%
Rice Lake	426	315	74%	158	59%	100	37%	7	3%	2	1%	99	37%	46	17%	29	11%	51	19%	40	15%
Superior	267	188	70%	89	61%	51	35%	4	3%	3	2%	53	36%	30	21%	12	8%	26	18%	25	17%
TOTALS	1,289	914	71%	448	59%	282	37%	16	2%	11	1%	268	36%	146	19%	88	12%	133	18%	117	16%

Recommendation of Northwood Tech by Campus*

Location	Would Recommend Northwood Tech			
	Yes		No	
Ashland	72	92%	6	8%
New Richmond	210	96%	9	4%
Online	27	100%	-	-
Rice Lake	249	98%	4	2%
Superior	132	95%	7	5%
TOTALS	690	96%	26	4%

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



Appendix F: Unemployment and Wage Comparison

Graduate Follow-Up Historical Summary with Wisconsin Unemployment Comparison 1994 through 2024

Year of Graduation	Number of Graduates	Percent Employed Related	Wisconsin State Unemployment*	Average Yearly Salary (Employed Related)
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
2021-22	987	78%	2.9%	\$51,781
2022-23	1,260	73%	3.0%	\$52,045
2023-24	1,289	77%	3.0%	\$54,641

*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 = \$64,976***

Location of Employment	Northwood Tech Graduates Employed Related, Full-Time ¹	Northwood Tech Graduates' Average Annual Salary ²	2023 Average Annual Wage of County Residents*
In Wisconsin, In Northwood Tech District	158	\$53,568	\$56,580
Ashland	10	\$51,995	\$49,350
Barron	46	\$51,306	\$60,564
Bayfield	3	\$48,530	\$55,598
Burnett	9	\$62,222	\$51,815
Douglas	16	\$50,849	\$52,634
Iron	1	#	\$56,207
Polk	21	\$55,851	\$57,391
Rusk	6	\$59,372	\$55,836
St. Croix	30	\$53,524	\$70,354
Sawyer	12	\$52,961	\$54,542
Washburn	4	\$58,586	\$58,092
In Wisconsin, Outside Northwood Tech District	25	\$55,443	
Outside Wisconsin	66	\$56,416	
Michigan	1	#	
Minnesota	52	\$54,560	
Other States	13	\$63,240	
Unknown County	9	\$58,314	
TOTAL – Collegewide	258	\$54,641	

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

*Data Source: U.S. Bureau of Economic Analysis – Wisconsin – SAINC1

(1) Full-Time = 35 or more hours (Northwood Tech)

(2) Average monthly salaries are reported for graduates employed full-time (35+ hours per week) 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*	Surveys Mailed	Response Rate	Employed Related	Median Related Salary	Mean Related Salary
Blackhawk	769	54%	80%	\$53,000	\$56,427
Chippewa Valley	2,396	65%	82%	\$56,000	\$56,986
Fox Valley	2,467	37%	84%	\$57,400	\$60,556
Gateway	2,075	68%	67%	\$62,000	\$61,112
Lakeshore	523	47%	89%	\$54,076	\$58,311
Madison	3,213	61%	74%	\$54,554	\$57,097
Mid-State	900	74%	86%	\$46,276	\$51,846
Milwaukee	2,555	38%	77%	\$55,948	\$59,656
Moraine Park	1,138	65%	86%	\$65,995	\$65,518
Nicolet	307	42%	73%	\$57,000	\$58,312
Northcentral	1,349	61%	75%	\$55,060	\$55,796
Northeast	2,395	70%	76%	\$52,000	\$54,834
Northwood	1,289	71%	77%	\$49,916	\$53,925
Southwest	651	67%	86%	\$55,984	\$56,808
Waukesha	1,971	44%	81%	\$55,000	\$58,189
Western	1,255	33%	84%	\$53,408	\$55,333
WTCS TOTAL	25,253	56%	78%	\$55,000	\$57,674

*Data Source: WTCS FLW300 (VE211300)



Appendix G: Apprenticeship

Apprentice Completer Survey Summary

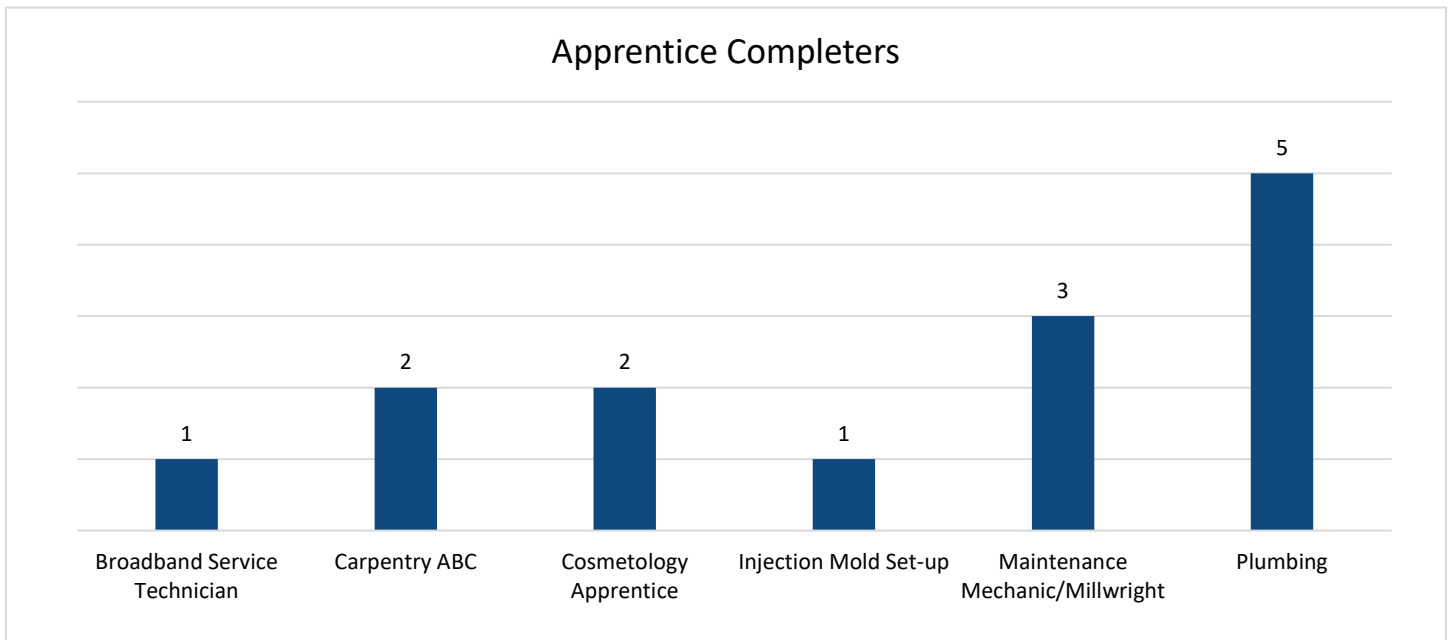
In coordination with the Wisconsin Department of Workforce Development (DWD) and Wisconsin Technical College System (WTCS), Northwood Technical College conducted an apprenticeship completer survey. The information received was reported to the DWD and WTCS.

This study is an important step in documenting student success through the entire apprenticeship experience. The following information regarding classroom training and on-the-job training, was received from 2022-2023 Northwood Tech Apprenticeship completers.

Northwood Technical College attempted to contact 14 completers from the following apprenticeship programs through email, mailings, and phone calls.

Responses were received from 8 of the 14 apprenticeship completers, representing a 57% response rate.

Figure 1



Satisfaction

All 14 apprenticeship completers indicated they were *Satisfied* or *Very Satisfied* with the paid- related instruction they received at Northwood Tech. Of the 14 completers, 88% were *Very Satisfied*, while 13% were *Very Unsatisfied* with the on-the-job training they received from their employers.

Figure 2

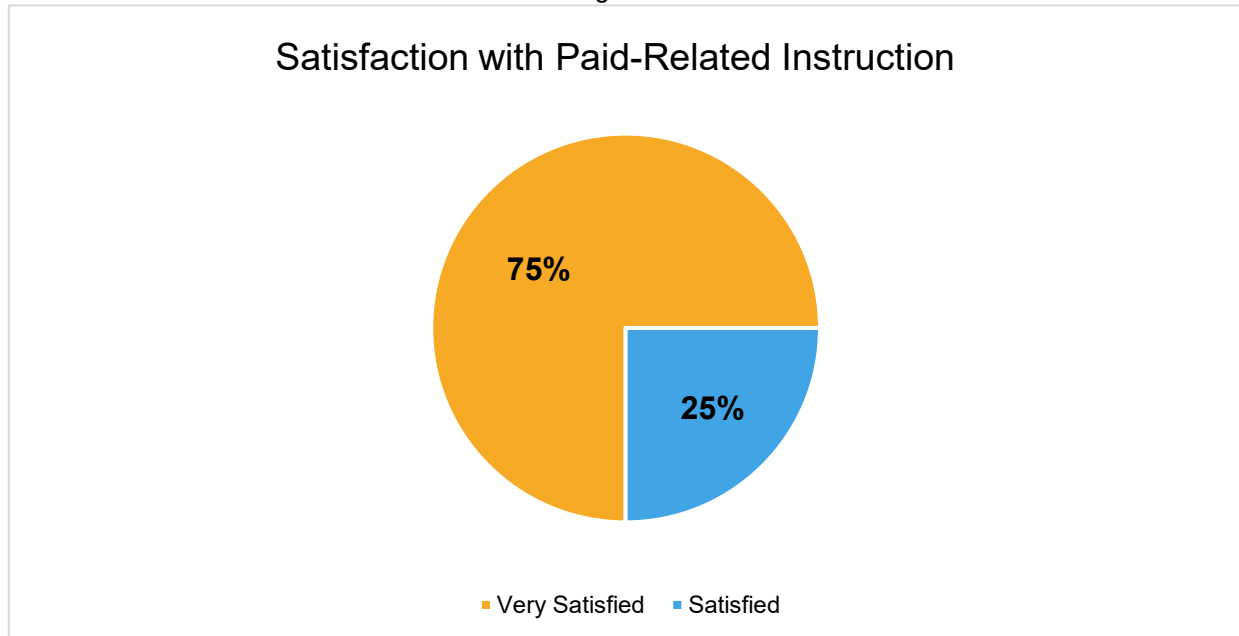
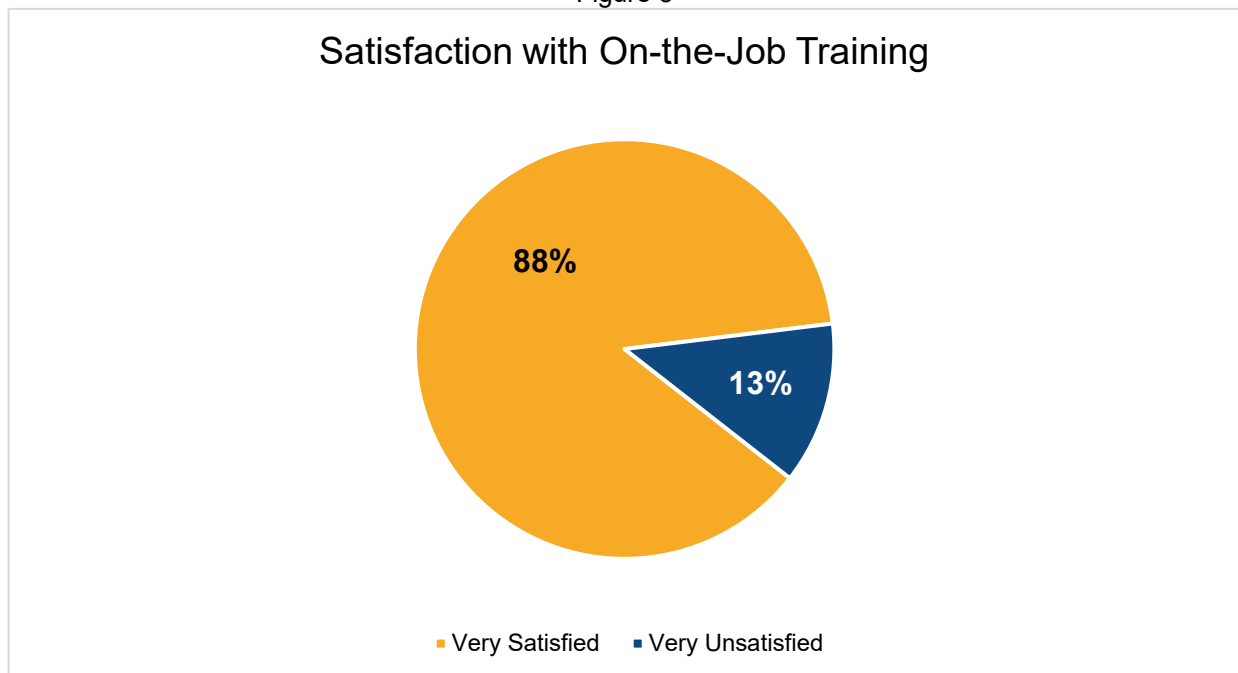


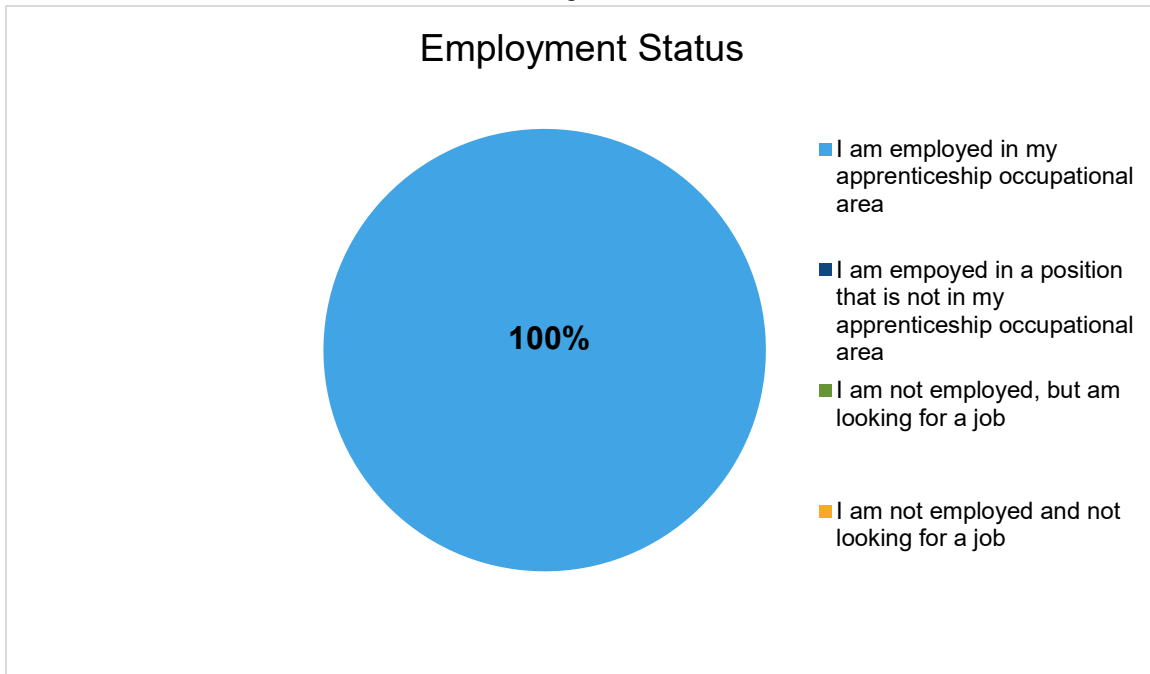
Figure 3



Employment

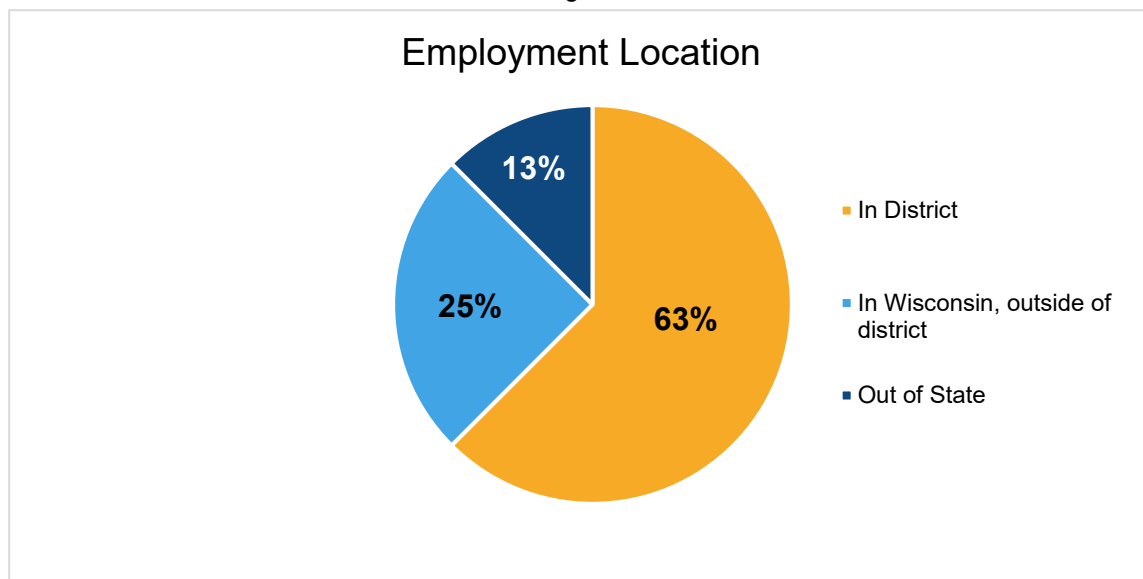
Of the apprenticeship completers who were asked to describe their current employment status, 100% stated they are *employed in my apprenticeship occupational area*.

Figure 4



When asked about their employment location, 88% of survey respondents indicated they are working in Wisconsin. Of these, 63% are employed within the Northwood Tech district, 25% are working outside the Northwood Tech district, and 13% are employed outside of Wisconsin.

Figure 5



Salary

Completers were also asked to provide salary information and average hours worked per week. Survey respondents reported an average hourly wage of \$39.53 per hour at an average of 41 hours a week and an average annual salary of \$89,195 per year.

Education

When asked if apprenticeship completers were interested in advancing their education after completing their apprenticeship, 25% expressed interest while the remaining 75% were not interested at the time of the survey.

Figure 6

