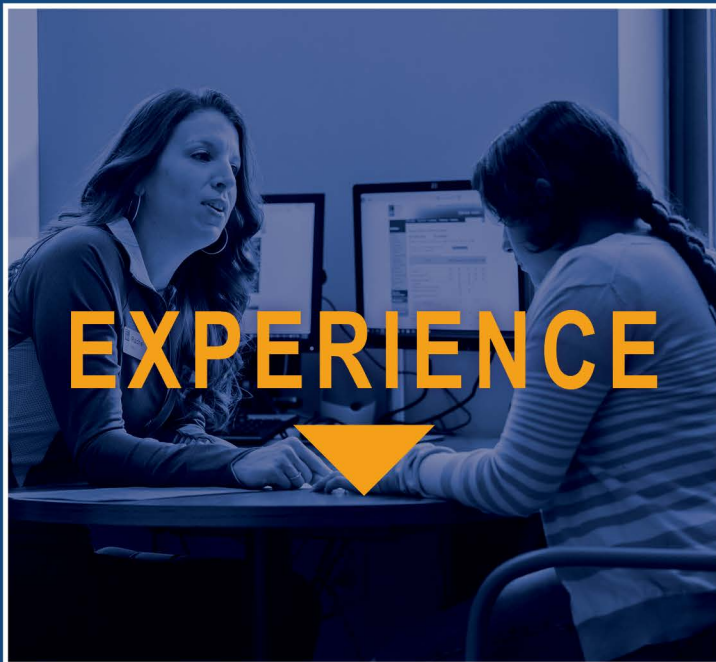


Graduate Survey Results 2016-2017

Wisconsin Indianhead Technical College



EXPERIENCE



SUCCESS

May 2018

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Summary of Follow-Up Results

The Graduate Follow-Up Study of 2016-2017 graduates was conducted from November 2017 through February 2018. One thousand, four hundred and thirty-eight (1,438) individuals who graduated from associate degree, one- and two-year technical, and short-term technical diploma programs during the period of June 1, 2016 through May 31, 2017 were included in the study.

Graduate responses were obtained through two first-class mailings, email requests initiated from the Administrative Office, and text messages containing the 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 1,438 graduates included in the study, responses were obtained from 1,220 individuals for a response rate of 85%. Included in the survey were 195 graduates from Ashland, 444 from New Richmond, 488 from Rice Lake, 280 from Superior, and 58 Online. (These numbers include graduates from programs offered on campus and at outreach locations.) Response rates by campus were Ashland – 88%, New Richmond – 86%, Online and Superior – 84%, and Rice Lake – 83%.

Table I
Number of Graduates Surveyed and Number Responding by Campus

Campus	Number Surveyed	Percent of Total	Number Responding	Percent Responding
Ashland	195	14%	171	88%
New Richmond	444	31%	382	86%
Online	58	4%	49	84%
Rice Lake	488	34%	406	83%
Superior	280	19%	236	84%
TOTAL*	1,438	100%	1,220	85%

*Unduplicated

The number of graduates employed total 825 or 93% of the 884 that are available for employment. Of those employed, 638 or 77%, are employed in jobs related to their training at WITC.

Fifty-nine 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	131	120	92%	86	72%
New Richmond	267	254	95%	197	78%
Online	42	41	98%	32	78%
Rice Lake	301	276	92%	222	80%
Superior	164	155	95%	119	77%
TOTAL ***	884	825	93%	638	77%

*Includes graduates who are employed or seeking employment.

**Percent employed related of all employed.

***Unduplicated.

A high percentage of graduates are employed and do not vary much from campus to campus with the exception of Online at 98%, New Richmond and Superior at 95%, Ashland and Rice Lake campus at 92%.

and 72% for Ashland campus graduates.

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

Eighty percent (80%) of Rice Lake graduates are working in training-related jobs as well as 78% of New Richmond and Online graduates, 77% of Superior campus graduates,

Employment by College Division

The 2016-2017 graduates represent 70 programs in six 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	
Business	16	146	10%	127	87%
Continuing Education	3	33	2%	20	61%
Family and Consumer Services	8	143	10%	123	86%
Nursing and Allied Health	8	713	50%	597	84%
Public Safety	5	91	6%	83	91%
Technology and Industry	30	314	22%	272	87%

*Includes embedded certificates.

Nursing and Allied Health division graduates represent 50% of all graduates. Technology and Industry graduates represent 22%, and Business and Family and Consumer Services each represent 10%. The Public Safety division represents 6% of the total graduates followed by 2% in the Continuing Education division.

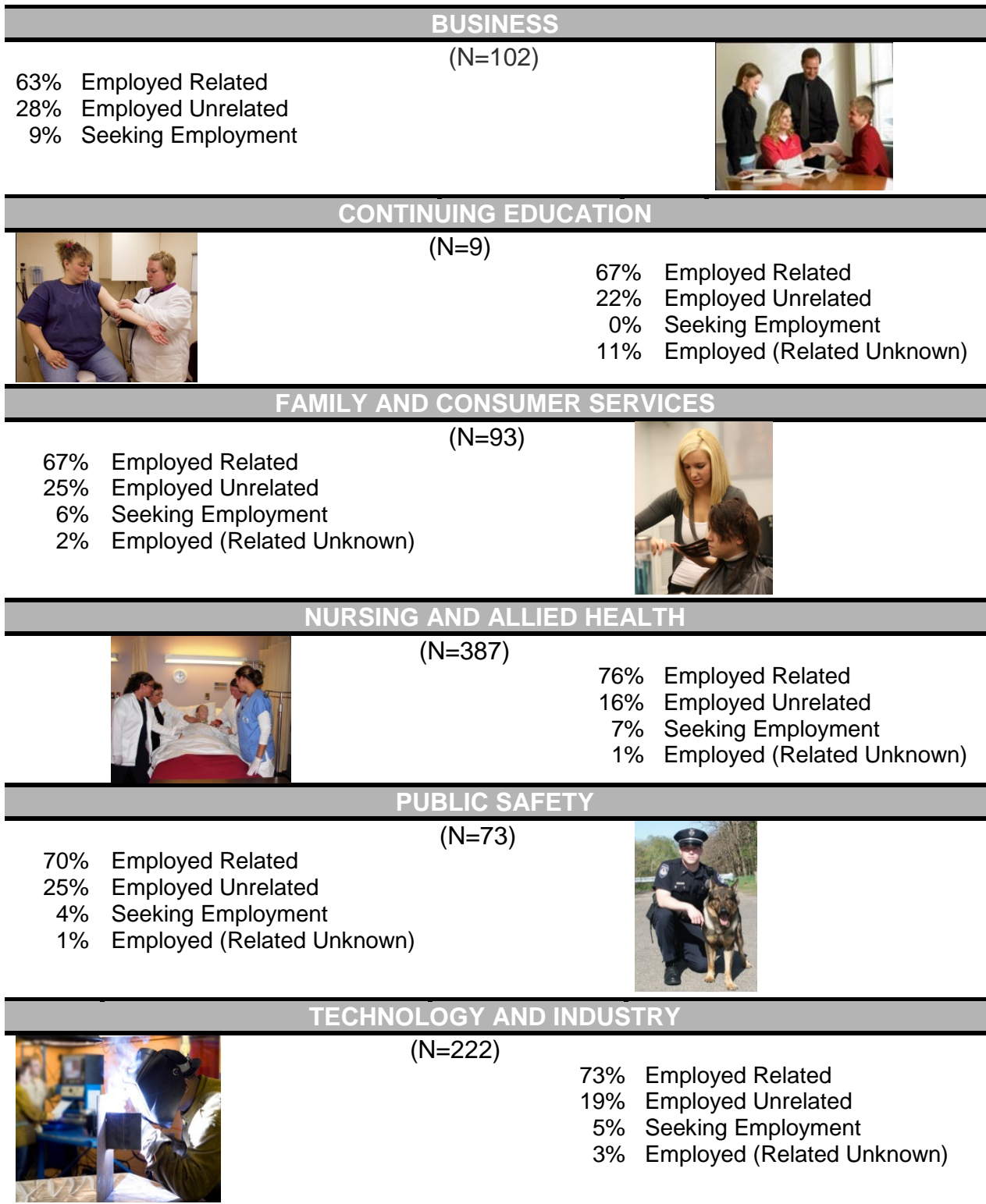
Seventy-six percent (76%) of graduates in the Nursing and Allied Health division are employed in training-related occupations. Seventy-three percent (73%) of Technology and Industry and 70% of Public Safety division graduates are employed in occupations related to

their WITC training, as are sixty-seven percent (67%) of Continuing Education and Family and Consumer Services graduates and 63% of Business division graduates.

Graduates seeking employment is the highest in the Business division at 9%, followed by 7% of Nursing and Allied Health, 6% of Family and Consumer Services, 5% of Technology and Industry, and 4% of Public Safety divisions.

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



Employment by Degree Level

Of the 1,438 2016-2017 graduates by degree level, 771 (49%) received short-term technical diplomas, 356 (23%) associate degrees, 349 (22%) one-year technical technical diplomas, 83 (5%) received two-year technical diplomas, and 10 (1%) received embedded certificates.

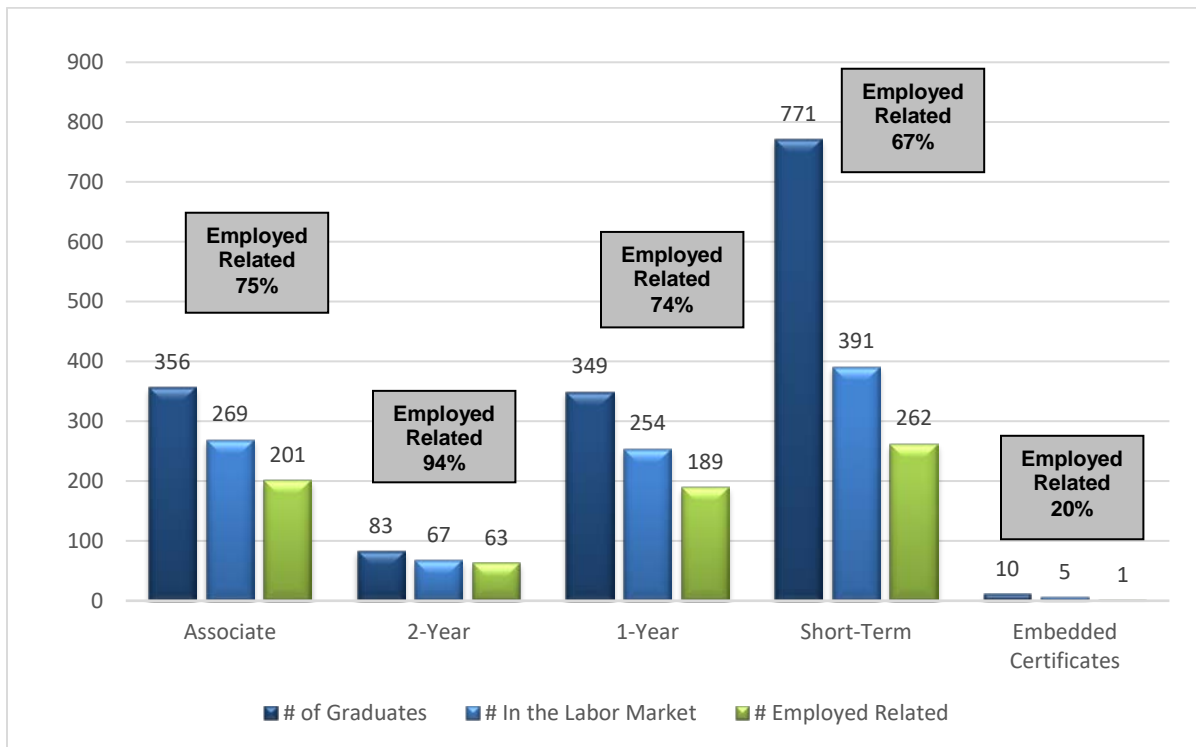
Graduates employed in related jobs totaled 716, or 73% of those available for employment. There is duplication among degree levels

due to graduates earning multiple degrees.

Employment in a position related to the WITC training graduates received was relatively high at 94% of two-year technical diploma, 75% of associate degree, 74% of one-year technical diploma, 67% of short-term technical diploma graduates, and only 20% of embedded certificates.

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 1,070 graduates who responded to this question, 603 (56%) indicated they were very satisfied with their training and 423 (40%) indicated that they were satisfied. Only 44 graduates, or 4%, 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 1,060 graduates who responded to this question, 1,023 (97%) indicated they would recommend WITC to a friend or family member compared to only 37 (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

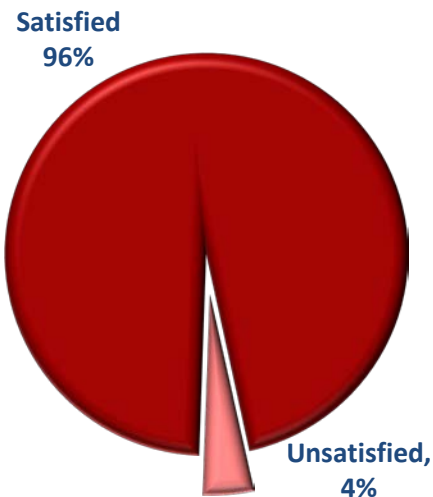
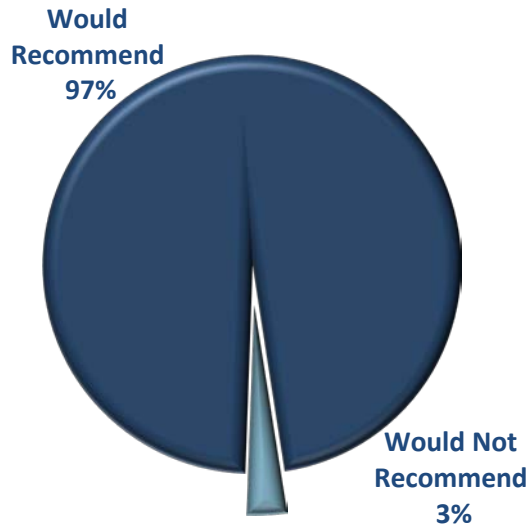


Figure 4
Percent that Would or Would Not
Recommend WITC to a Friend or
Family Member



Reasons for Attending WITC

Graduates indicated their primary reason for attending WITC in response to Question Two of the survey. Of the 1,081 graduates who responded, 459 (42%) selected “preparation for getting a job” as the primary reason and 207 (19%) selected “career change.” One hundred ninety-seven (197) graduates, or 18%, indicated “preparation for further education” and 106 graduates (10%) selected “improvement of existing job skills”. Eighty-six (86) graduates or 8% indicated “personal interest” and 26 or (2%), attended WITC for “other” reasons.



Primary reasons for enrolling at WITC can be found by campus in Table 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*	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Preparation for Employment	65	41%	135	41%	17	36%	167	46%	84	42%	459	42%
Career Change	31	20%	73	22%	14	30%	53	15%	42	21%	207	19%
Improve Existing Job Skills	20	13%	32	10%	10	21%	36	10%	11	5%	106	10%
Prepare for Further Education	17	11%	57	17%	2	4%	75	21%	48	24%	197	18%
Personal Interest	19	12%	29	9%	3	6%	25	7%	12	6%	86	8%
Other	6	4%	7	2%	1	2%	9	2%	4	2%	26	2%

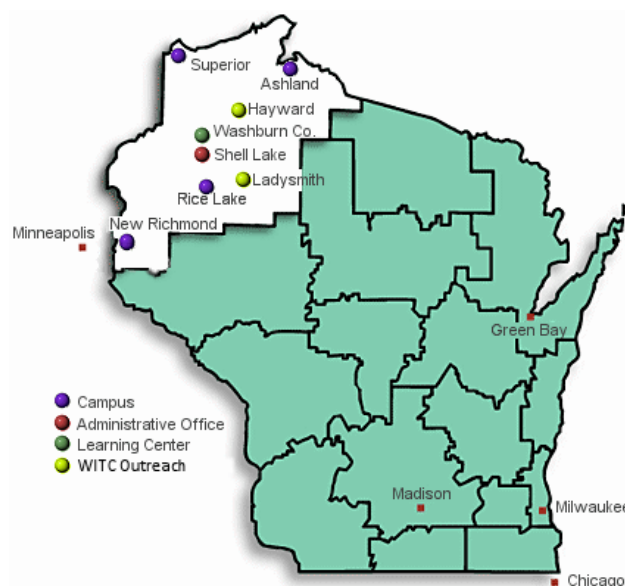
*Unduplicated.

Location of Employment

Of the 742 graduates who reported their job location, 505 or 68% were employed in the WITC District, 170 or 23% in other states, and 67 or 9% in Wisconsin outside the WITC District. For graduates employed and employed in jobs related to their technical training, employment location percentage results were very similar to comparisons of 66% employed in the District, 24% out of state, and 10% in Wisconsin outside the WITC District.

The percentage of graduates employed (related) in the District is greatest in Ashland with 87% and Rice Lake with 78% of graduates working in the 11-county area. Fifty-nine percent (59%) of Superior graduates and 28% 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 (1%) and 3% for Ashland graduates compared to

16% for Rice Lake, 13% for Online graduates, and 10% 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	83%	3%	14%	87%	3%	10%
New Richmond	64%	10%	26%	62%	10%	28%
Online	62%	14%	24%	61%	13%	26%
Rice Lake	80%	14%	6%	78%	16%	6%
Superior	44%	2%	54%	40%	1%	59%
TOTAL	68%	9%	23%	66%	10%	24%

Salary

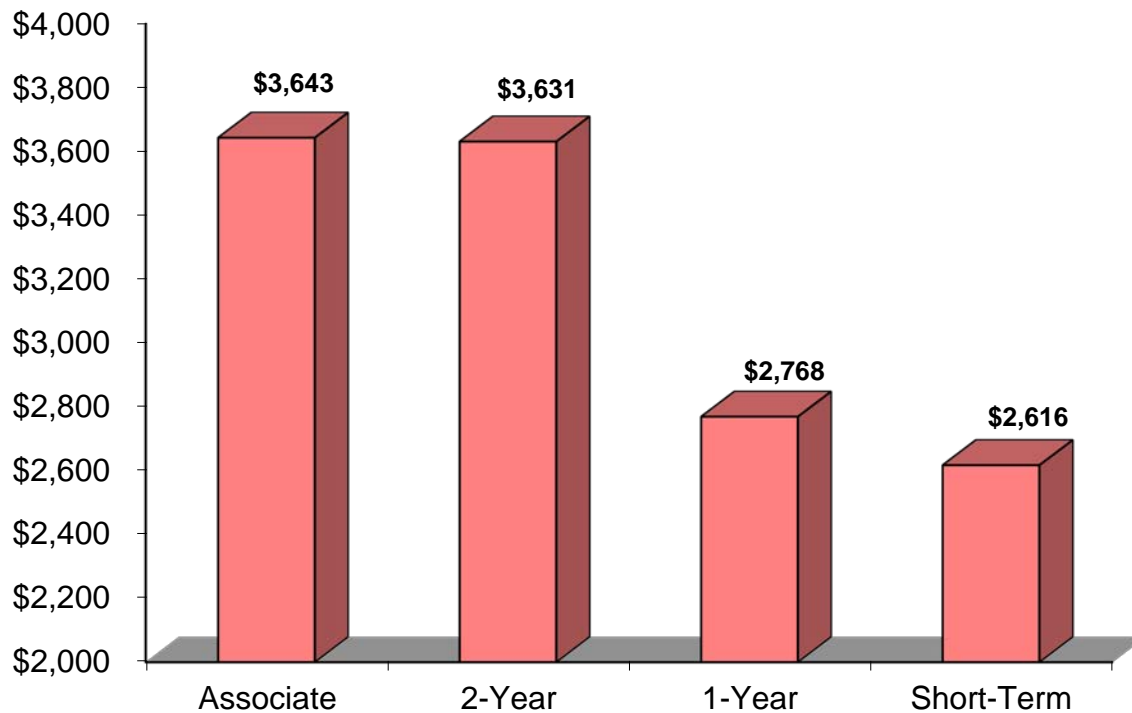
Graduates are asked to provide salary information based on hourly, weekly, monthly, or yearly wages. Regardless of the wage base used, individual responses are converted to a monthly salary and an average monthly wage is reported for each program. These averages are calculated for full-time (35 hours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

The average monthly salary for 2016-2017 graduates is \$3,151 or \$37,818 annually. There is a relationship between the length of

training and salary. Associate degree graduates earn \$3,643 a month followed closely by two-year technical diploma degree graduates - \$3,631. One-year technical diploma program graduates earn an average of \$2,768 each month and short-term technical certificate graduates earn an average of \$2,616 per month. Graduates of only embedded certificates did not have reportable salary information.

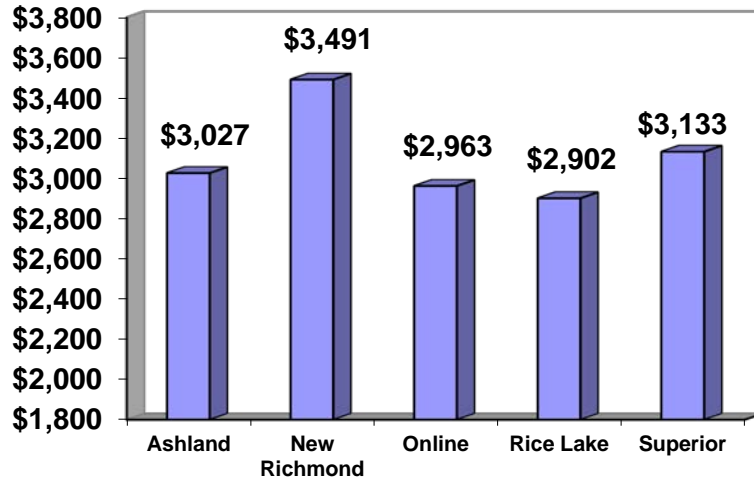
Figures 5 and 6 on the following page show average monthly and yearly salaries by campus and division.

Figure 4
Average Monthly Salary by Degree Level



Average Monthly Salary for Full-Time Training-Related Employment

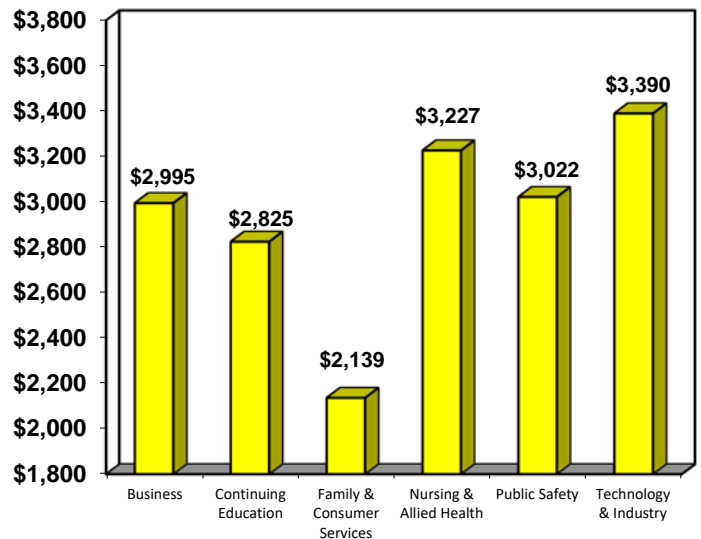
Figure 5
Average Monthly Salary by Campus



<u>Annual Salary</u>	
Ashland	\$36,327
New Richmond	\$41,891
Online	\$35,556
Rice Lake	\$34,818
Superior	\$37,594

Figure 6
Average Monthly Salary by College Division

<u>Annual Salary</u>	
Business	\$35,940
Continuing Education	\$33,905
Family and Consumer Services	\$25,673
Nursing and Allied Health	\$38,723
Public Safety	\$36,267
Technology and Industry	\$40,682



Graduates Not In the Labor Market

Three hundred thirty-six (336) of the 1,220 graduates who completed the survey were not available for employment. As indicated in Table VI below, 290 graduates are continuing their education and 23 are unavailable due to family responsibilities. Fifteen graduates are not in the labor market due to “other” reasons, and eight graduates indicated they are disabled. Of the 290 graduates who are continuing their education, 109 graduated from the New Richmond

campus, 88 from Rice Lake, 64 from Superior, 27 from Ashland and four Online.



Table VI
Reasons Not In The Labor Market

Campus	Graduates	Respondents	Reason Not In Labor Market			
			Student	Family Responsibilities	Disabled	Other
Ashland	195	171	27	8	3	2
New Richmond	444	382	109	1	2	3
Online	58	49	4	3	0	0
Rice Lake	488	406	88	8	2	7
Superior	280	236	64	4	1	3
TOTALS*	1,438	1,220	290	23	8	15

*Unduplicated

APPENDIX A

2016-2017 Graduate Follow-Up Study

PLEASE CHECK ONE RESPONSE FOR EACH QUESTION

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

- Very Satisfied
- Satisfied
- Unsatisfied
- Very Unsatisfied

2. What was your primary reason for attending WITC?

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

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

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

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

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

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

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

- Yes
- No

6. Please list the following job information:

A. Job Title: _____

B. Name/Address of Employer:

Company _____

Supervisor Name _____

Address _____

City _____ State _____ Zip _____

Telephone _____

C. What is your present wage, BEFORE DEDUCTIONS?

DO NOT INCLUDE OVERTIME. Please give one:

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

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

_____ Hours per week

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

_____ Weeks per year

F. If you do not want WITC to contact your employer, please check the box below.

- Do **NOT** contact my employer.

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 _____

WITC is an Equal Opportunity/Access/Affirmative Action/
Veterans/Disability Employer and Educator.

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Do you have e-mail access? Yes No
If yes, please share your e-mail address with us:

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New address? Please provide below.

Thanks for keeping in touch!



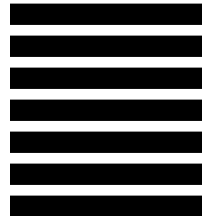
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APPENDIX B

**SUMMARY OF GRADUATE FOLLOW-UP STUDY
OF 2016-2017 GRADUATES BY CAMPUS**

	Ashland	New Richmond	Online	Rice Lake	Superior
Graduates	195	444	58	488	280
Responses	171 88%	382 86%	49 84%	406 83%	236 84%
In the Labor Market	131	267	42	301	164
Employed	120 92%	254 95%	41 98%	276 92%	155 95%
Related	86	197	32	222	119
Unrelated	32	54	9	49	33
Unknown	2	3	-	5	3
Seeking Employment	11 8%	13 5%	1 2%	25 8%	9 5%
Average Monthly Salary	\$3,027	\$3,491	\$2,963	\$2,902	\$3,133

Location of Employment

	Employed		Employed Related to Training	
In District	505	68%	394	66%
Wisconsin (Out of District)	67	9%	58	10%
Out of State	170	23%	142	24%
	742	100%	594	100%

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2016-2017 GRADUATES
ASHLAND CAMPUS**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES	IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
<i>Business</i>						
10-101-1 Accounting	1	1 100%	1	1 100%	1 100%	NA
31-101-1 Accounting Assistant	10	7 70%	7	7 100%	6 86%	\$3,055
10-106-6 Administrative Professional	1	1 100%	0	0 0%	0 0%	NA
10-102-3 Business Management	3	3 100%	3	3 100%	1 33%	NA
31-160-1 Health Office Professional	3	3 100%	3	3 100%	2 67%	NA
30-160-2 Healthcare Receptionist	3	3 100%	2	2 100%	1 50%	NA
10-116-2 Human Resource Management	2	2 100%	2	2 100%	1 50%	NA
10-106-4 Medical Administrative Specialist	1	1 100%	1	1 100%	1 100%	NA
30-106-6 Microsoft Office	7	7 100%	6	6 100%	6 100%	NA
31-106-8 Office Support Specialist	8	8 100%	5	5 100%	4 80%	\$2,272
30-106-1 Office Technology Assistant	7	7 100%	6	6 100%	6 100%	\$2,613
10-196-1 Supervisory Management	2	2 100%	1	1 100%	0 0%	NA
TOTAL BUSINESS+	16	16 100%	12	12 100%	7 58%	\$3,837
<i>Continuing Education</i>						
30-312-9 Dietary Manager	1	1 100%	1	1 100%	1 100%	NA
TOTAL CONTINUING EDUCATION+	1	1 100%	1	1 100%	1 100%	NA
<i>Family & Consumer Services</i>						
30-554-2 Community-Based Residential Facility (CBRF) Caregiver	8	8 100%	4	3 75%	1 25%	NA
61-544-2 Dementia Care	1	1 100%	1	1 100%	0 0%	NA
10-307-1 Early Childhood Education	5	5 100%	4	3 75%	2 50%	NA
31-307-1 E-Connect - Child Care Services	7	7 100%	6	6 100%	4 67%	\$2,175
10-544-1 Gerontology - Aging Services Professional	3	3 100%	3	3 100%	2 67%	NA
61-544-1 Healthcare and Service Provider	1	1 100%	1	1 100%	0 0%	NA
TOTAL FAMILY & CONSUMER SERVICES+	18	18 100%	12	10 83%	6 50%	\$2,025

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2016-2017 GRADUATES
ASHLAND CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
<i>Nursing and Allied Health</i>							
10-530-1 Health Information Technology	1	1	100%	1	1	100%	0 0% NA
31-509-1 Medical Assistant	9	8	89%	8	7	88%	7 88% \$2,538
31-530-2 Medical Coding Specialist	1	1	100%	1	1	100%	1 100% NA
30-543-1 Nursing Assistant	64	54	84%	32	28	88%	18 56% \$2,501
10-543-1 Nursing-Associate Degree	5	4	80%	4	3	75%	3 75% \$4,382
10-514-1 Occupational Therapy Assistant	3	3	100%	3	2	67%	2 67% NA
30-509-2 Patient Services Specialist	10	9	90%	9	8	89%	8 89% NA
TOTAL NURSING AND ALLIED HEALTH+	83	71	86%	49	42	86%	32 65% \$2,915
<i>Public Safety</i>							
10-504-5 Criminal Justice Studies	1	1	100%	1	1	100%	1 100% NA
30-531-3 Emergency Medical Technician	15	14	93%	13	13	100%	8 62% NA
TOTAL PUBLIC SAFETY+	16	15	94%	14	14	100%	9 64% NA
<i>Technology and Industry</i>							
30-442-6 Flux Cored Arc Welding (FCAW)	1	1	100%	1	1	100%	0 0% NA
30-442-5 Gas Metal Arc Welding (GMAW)	2	1	50%	1	1	100%	0 0% NA
30-442-7 Gas Tungsten Arc Welding (GTAW)	2	1	50%	1	1	100%	0 0% NA
10-150-2 Information Technology - Network Specialist	1	1	100%	1	1	100%	1 100% NA
10-154-7 Information Technology - Systems Administration Specialist	5	4	80%	4	4	100%	3 75% \$3,593
30-150-4 IT Network Technician	4	3	75%	1	1	100%	0 0% NA
31-420-1 Machine Tool Operation	7	5	71%	4	2	50%	2 50% NA
31-461-4 Marine Repair Technician	8	6	75%	4	4	100%	3 75% NA
30-442-4 Shielded Metal Arc Welding (SMAW)	2	1	50%	1	1	100%	0 0% NA
31-442-1 Welding	12	11	92%	11	11	100%	8 73% \$3,430
30-442-2 Welding/Maintenance and Fabrication	2	1	50%	1	1	100%	0 0% NA
TOTAL TECHNOLOGY AND INDUSTRY+	38	30	79%	25	23	92%	16 64% \$3,481
TOTAL ASHLAND CAMPUS+	195	171	88%	131	120	92%	86 66% \$3,027

*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 2016-2017 GRADUATES
NEW RICHMOND CAMPUS**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED			EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Business</i>										
10-101-1 Accounting	3	2	67%	2	2	100%	2	100%	NA	
31-101-1 Accounting Assistant	7	5	71%	3	3	100%	3	100%	NA	
10-102-3 Business Management	9	8	89%	5	4	80%	2	40%	NA	
31-160-1 Health Office Professional	1	1	100%	1	1	100%	1	100%	NA	
30-160-2 Healthcare Receptionist	3	3	100%	1	1	100%	1	100%	NA	
10-116-2 Human Resource Management	5	4	80%	3	3	100%	1	33%	NA	
10-106-4 Medical Administrative Specialist	4	4	100%	4	4	100%	1	25%	NA	
30-160-5 Medical Billing Specialist	1	1	100%	1	1	100%	1	100%	NA	
31-106-2 Medical Office Specialist	3	2	67%	1	1	100%	0	0%	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	0	0%	0	0%	NA	
TOTAL BUSINESS+	33	27	82%	18	16	89%	9	50%	\$2,769	
<i>Continuing Education</i>										
30-410-3 Construction Essentials	12	5	42%	2	2	100%	0	0%	NA	
30-312-9 Dietary Manager	1	0	0%	0	0	0%	0	0%	NA	
31-420-6 Entry Level Machining	12	12	100%	6	6	100%	5	83%	NA	
TOTAL CONTINUING EDUCATION+	25	17	68%	8	8	100%	5	63%	NA	
<i>Family and Consumer Services</i>										
30-544-2 Community-Based Residential Facility (CBRF) Caregiver	16	15	94%	8	8	100%	5	63%	NA	
10-307-1 Early Childhood Education	8	8	100%	7	7	100%	4	57%	\$2,049	
31-307-1 E-Connect - Child Care Services	7	7	100%	6	6	100%	3	50%	NA	
10-544-1 Gerontology - Aging Services Professional	1	1	100%	1	1	100%	1	100%	NA	
10-520-3 Human Services Associate	15	14	93%	5	4	80%	4	80%	NA	
TOTAL FAMILY AND CONSUMER SERVICES+	39	37	95%	21	20	95%	13	62%	\$2,271	

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2016-2017 GRADUATES
NEW RICHMOND CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED			EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Nursing and Allied Health</i>										
10-530-1 Health Information Technology	5	4	80%	4	3	75%	0	0%	NA	
31-509-1 Medical Assistant	13	11	85%	11	11	100%	11	100%	\$2,828	
31-530-2 Medical Coding Specialist	7	6	86%	6	5	83%	2	33%	NA	
30-543-1 Nursing Assistant	119	101	85%	51	47	92%	37	73%	\$2,746	
10-543-1 Nursing - Associate Degree	44	35	80%	35	34	97%	34	97%	\$5,116	
10-514-1 Occupational Therapy Assistant	8	8	100%	8	8	100%	8	100%	\$3,397	
30-509-2 Patient Services Specialist	12	10	83%	10	10	100%	10	100%	NA	
TOTAL NURSING AND ALLIED HEALTH+	191	161	84%	111	105	95%	92	83%	\$3,678	
<i>Public Safety</i>										
30-531-6 Advanced EMT	8	7	88%	6	6	100%	6	100%	\$2,314	
10-504-2 Criminal Justice - Corrections	2	2	100%	2	2	100%	2	100%	NA	
10-504-5 Criminal Justice Studies	4	4	100%	4	4	100%	1	25%	NA	
30-531-3 Emergency Medical Technician	14	14	100%	13	13	100%	8	62%	NA	
TOTAL PUBLIC SAFETY+	28	27	96%	25	25	100%	17	68%	\$2,733	
<i>Technology and Industry</i>										
32-070-1 Agricultural Power and Equipment Technician	16	16	100%	13	13	100%	13	100%	\$2,680	
10-614-4 Architectural Commercial Design	2	2	100%	2	2	100%	2	100%	NA	
32-454-1 Automated Packaging Systems Technician	10	9	90%	8	8	100%	8	100%	\$5,178	
10-631-2 Automation for Industrial Systems	3	2	67%	2	2	100%	1	50%	NA	
30-442-5 Gas Metal Arc Welding (GMAW)	17	16	94%	8	8	100%	3	38%	NA	
30-442-7 Gas Tungsten Arc Welding (GTAW)	1	1	100%	1	1	100%	1	100%	NA	
10-150-2 Information Technology - Network Specialist	5	4	80%	2	2	100%	2	100%	NA	
10-154-7 Information Technology - Systems Administration Specialist	1	1	100%	1	1	100%	0	0%	NA	
10-152-7 Information Technology - Web and Software Developer	5	5	100%	1	0	0%	0	0%	NA	
30-150-4 IT Network Technician	14	13	93%	7	5	71%	1	14%	NA	
32-420-5 Machine Tooling Technics	14	12	86%	12	12	100%	11	92%	\$4,140	
30-454-1 Mechatronics Basics	1	0	0%	0	0	0%	0	0%	NA	
31-461-2 Motorcycle, Marine, and Outdoor Power Products Technician	6	4	67%	4	4	100%	3	75%	\$2,169	
30-442-4 Shielded Metal Arc Welding (SMAW)	18	17	94%	8	8	100%	3	38%	NA	

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2016-2017 GRADUATES
NEW RICHMOND CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED		EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Technology and Industry (continued)</i>									
31-442-1 Welding	32	27	84%	23	22	96%	15	65%	\$3,505
30-442-2 Welding/Maintenance and Fabrication	1	1	100%	1	1	100%	1	100%	NA
TOTAL TECHNOLOGY AND INDUSTRY+	128	113	88%	84	80	95%	60	71%	\$3,673
TOTAL NEW RICHMOND CAMPUS+	444	382	86%	267	254	95%	197	74%	\$3,491

*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 2016-2017 GRADUATES
ONLINE CAMPUS**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED			EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Business</i>										
10-101-1 Accounting Online	12	9	75%	8	8	100%	7	88%	\$2,958	
31-101-1 Accounting Assistant	2	2	100%	1	1	100%	1	100%	NA	
10-106-6 Administrative Professional Online	15	14	93%	11	11	100%	9	82%	\$2,424	
10-104-3 Marketing Online	2	2	100%	1	1	100%	1	100%	NA	
30-106-6 Microsoft Office	4	3	75%	2	2	100%	1	50%	NA	
31-106-8 Office Support Specialist	7	6	86%	5	5	100%	4	80%	NA	
30-106-1 Office Technology Assistant	4	3	75%	2	2	100%	1	50%	NA	
TOTAL BUSINESS+	29	25	86%	20	20	100%	17	85%	\$2,798	
<i>Family and Consumer Services</i>										
10-307-1 E-CHILD	8	8	100%	8	8	100%	6	75%	\$2,696	
31-307-1 E-Connect - Child Care Services	11	7	64%	6	6	100%	6	100%	\$2,272	
TOTAL FAMILY AND CONSUMER SERVICES+	16	12	75%	12	12	100%	10	83%	\$2,536	
<i>Nursing and Allied Health</i>										
10-530-1 Health Information Technology	1	1	100%	1	1	100%	0	0%	NA	
31-530-2 Medical Coding Specialist Online	5	4	80%	4	4	100%	1	25%	NA	
TOTAL NURSING AND ALLIED HEALTH+	6	5	83%	5	5	100%	1	20%	NA	
<i>Technology and Industry</i>										
10-152-7 Information Technology - Web and Software Developer	5	5	100%	4	3	75%	3	75%	\$4,874	
TOTAL TECHNOLOGY AND INDUSTRY+	5	5	100%	4	3	75%	3	75%	\$4,874	
TOTAL ONLINE+	58	49	84%	42	41	98%	32	76%	\$2,963	

*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 2016-2017 GRADUATES
RICE LAKE CAMPUS**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED			EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Business</i>										
10-101-1 Accounting	14	10	71%	9	8	89%	7	78%	\$2,421	
31-101-1 Accounting Assistant	14	10	71%	9	8	89%	6	67%	NA	
10-106-6 Administrative Professional	6	6	100%	6	5	83%	4	67%	\$2,856	
10-102-3 Business Management	9	9	100%	7	5	71%	3	43%	NA	
10-114-2 Finance	6	5	83%	5	5	100%	4	80%	\$2,627	
31-160-1 Health Office Professional	3	3	100%	2	2	100%	1	50%	NA	
30-160-2 Healthcare Receptionist	4	3	75%	2	2	100%	1	50%	NA	
10-116-2 Human Resource Management	7	7	100%	6	5	83%	3	50%	\$4,461	
10-106-4 Medical Administrative Specialist	3	2	67%	2	2	100%	1	50%	NA	
30-160-5 Medical Billing Specialist	2	1	50%	1	1	100%	1	100%	NA	
31-106-2 Medical Office Specialist	8	6	75%	5	5	100%	2	40%	NA	
30-106-6 Microsoft Office	2	2	100%	2	2	100%	1	50%	NA	
31-106-8 Office Support Specialist	6	6	100%	6	5	83%	3	50%	NA	
30-106-1 Office Technology Assistant	1	1	100%	1	0	0%	0	0%	NA	
10-196-1 Supervisory Management	1	1	100%	1	1	100%	1	100%	NA	
TOTAL BUSINESS+	60	52	87%	46	40	87%	28	61%	\$2,946	
<i>Continuing Education</i>										
30-410-3 Construction Essentials	7	2	29%	0	0	0%	0	0%	NA	
TOTAL CONTINUING EDUCATION+	7	2	29%	0	0	0%	0	0%	NA	
<i>Family and Consumer Services</i>										
30-544-2 Community-Based Residential Facility (CBRF) Caregiver	4	4	100%	4	4	100%	3	75%	NA	
31-502-1 Cosmetology	16	13	81%	11	10	91%	9	82%	\$1,583	
61-544-2 Dementia Care	3	1	33%	1	0	0%	0	0%	NA	
10-307-1 Early Childhood Education	3	2	67%	2	2	100%	2	100%	NA	
31-307-1 E-Connect - Child Care Services	5	4	80%	3	3	100%	2	67%	NA	
61-544-1 Healthcare and Service Provider	5	2	40%	1	0	0%	0	0%	NA	
TOTAL FAMILY AND CONSUMER SERVICES+	31	24	77%	20	18	90%	15	75%	\$1,951	

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2016-2017 GRADUATES
RICE LAKE CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES	IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
<i>Nursing and Allied Health</i>						
31-508-1 Dental Assistant	6	6 100%	6	6 100%	6 100%	\$2,975
10-530-1 Health Information Technology	3	3 100%	3	3 100%	3 100%	NA
31-509-1 Medical Assistant	10	8 80%	8	8 100%	7 88%	\$2,589
31-530-2 Medical Coding Specialist	2	2 100%	2	2 100%	2 100%	NA
30-543-1 Nursing Assistant	201	165 82%	91	84 92%	65 71%	\$2,235
10-543-1 Nursing-Associate Degree	23	22 96%	21	20 95%	20 95%	\$4,390
10-514-1 Occupational Therapy Assistant	11	6 55%	5	4 80%	3 60%	NA
30-509-2 Patient Services Specialist	13	11 85%	11	10 91%	8 73%	NA
TOTAL NURSING AND ALLIED HEALTH+	257	213 83%	137	127 93%	105 77%	\$3,000
<i>Public Safety</i>						
30-531-6 Advanced EMT	7	5 71%	4	4 100%	4 100%	NA
10-504-5 Criminal Justice Studies	10	10 100%	8	7 88%	6 75%	\$2,938
30-531-3 Emergency Medical Technician	25	22 88%	19	17 89%	12 63%	\$2,916
31-531-1 Emergency Medical Technician - Paramedic	1	0 0%	0	0 0%	0 0%	NA
<i>Technology and Industry</i>						
10-614-4 Architectural Commercial Design	2	2 100%	2	2 100%	2 100%	NA
31-404-3 Automotive Maintenance Technician	11	10 91%	6	6 100%	4 67%	\$1,941
32-451-1 Broadband Technologies	7	5 71%	5	5 100%	4 80%	NA
31-091-1 Dairy Herd Management	5	5 100%	5	5 100%	4 80%	\$1,797
30-090-1 Farm Business and Production Management	5	5 100%	5	5 100%	5 100%	NA
10-150-2 Information Technology - Network Specialist	3	3 100%	3	3 100%	2 67%	NA
10-154-7 Information Technology - Systems Administration Specialist	3	2 67%	2	1 50%	1 50%	NA
30-150-4 IT Network Technician	9	8 89%	4	4 100%	0 0%	NA
31-444-1 Machine Tool Operation - CNC	7	5 71%	4	4 100%	4 100%	\$3,237
30-444-3 Manufacturing Production Technician	1	1 100%	1	0 0%	0 0%	NA

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2016-2017 GRADUATES
RICE LAKE CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED		EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Technology and Industry (continued)</i>									
32-410-2 Residential Construction and Cabinetmaking	13	12	92%	11	11	100%	11	100%	\$2,975
30-442-4 Shielded Metal Arc Welding (SMAW)	1	1	100%	1	0	0%	0	0%	NA
31-442-1 Welding	23	19	83%	18	17	94%	15	83%	\$3,141
TOTAL TECHNOLOGY AND INDUSTRY+	90	78	87%	67	63	94%	52	78%	\$2,965
TOTAL RICE LAKE CAMPUS+	488	406	83%	301	276	92%	222	74%	\$2,902

*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 2016-2017 GRADUATES
SUPERIOR CAMPUS**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED			EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Business</i>										
10-101-1 Accounting	1	1	100%	1	0	0%	0	0%	NA	
10-102-3 Business Management	2	2	100%	1	1	100%	0	0%	NA	
10-114-2 Finance	1	1	100%	1	1	100%	1	100%	NA	
31-160-1 Health Office Professional	1	1	100%	1	1	100%	0	0%	NA	
30-160-2 Healthcare Receptionist	1	1	100%	1	1	100%	0	0%	NA	
10-116-2 Human Resource Management	1	1	100%	1	1	100%	1	100%	NA	
10-106-4 Medical Administrative Specialist	1	0	0%	0	0	0%	0	0%	NA	
31-106-2 Medical Office Specialist	1	0	0%	0	0	0%	0	0%	NA	
10-196-1 Supervisory Management	1	1	100%	1	1	100%	1	100%	NA	
TOTAL BUSINESS+	8	7	88%	6	5	83%	3	50%	\$3,340	
<i>Family and Consumer Services</i>										
30-544-2 Community-Based Residential Facility (CBRF) Cregiver	6	6	100%	4	4	100%	1	25%	NA	
31-502-1 Cosmetology	19	13	68%	13	13	100%	10	77%	\$1,391	
61-544-2 Dementia Care	4	3	75%	3	2	67%	1	33%	NA	
10-307-1 Early Childhood Education	4	4	100%	3	3	100%	2	67%	NA	
31-307-1 E-Connect - Child Care Services	4	4	100%	4	4	100%	3	75%	NA	
61-544-1 Healthcare and Service Provider	3	2	67%	2	1	50%	0	0%	NA	
10-520-3 Human Services Associate	3	3	100%	2	2	100%	2	100%	NA	
TOTAL FAMILY AND CONSUMER SERVICES+	39	32	82%	28	27	96%	18	64%	\$1,993	
<i>Nursing and Allied Health</i>										
31-509-1 Medical Assistant	7	7	100%	7	7	100%	7	100%	\$2,764	
30-543-1 Nursing Assistant	137	116	85%	57	53	93%	38	67%	\$2,537	
10-543-1 Nursing-Associate Degree	31	23	74%	21	19	90%	19	90%	\$5,210	
30-509-2 Patient Services Specialist	7	7	100%	6	6	100%	6	100%	NA	
TOTAL NURSING AND ALLIED HEALTH+	176	147	84%	85	79	93%	64	75%	\$3,252	

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2016-2017 GRADUATES
SUPERIOR CAMPUS (Continued)**

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED			EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Public Safety</i>										
10-504-5 Criminal Justice Studies	3	3	100%	3	3	100%	3	100%		\$3,712
30-531-3 Emergency Medical Technician	2	2	100%	1	1	100%	1	100%		NA
TOTAL PUBLIC SAFETY+	5	5	100%	4	4	100%	4	100%		\$4,106
<i>Technology and Industry</i>										
31-404-3 Automotive Maintenance Technician	6	5	83%	4	3	75%	2	50%		NA
10-630-4 Composite Technology	3	3	100%	3	3	100%	2	67%		NA
30-442-5 Gas Metal Arc Welding (GMAW)	2	0	0%	0	0	0%	0	0%		NA
30-442-7 Gas Tungsten Arc Welding (GTAW)	2	0	0%	0	0	0%	0	0%		NA
32-601-1 Heating, Ventilation, and Air Conditioning/Refrigeration (HVAC/R)	10	8	80%	7	7	100%	7	100%		\$3,048
32-462-1 Industrial Maintenance Technician	5	5	100%	4	4	100%	2	50%		NA
10-150-2 Information Technology – Network Specialist	1	1	100%	1	1	100%	0	0%		NA
32-420-1 Machine Tool Technician	8	8	100%	7	7	100%	7	100%		\$3,610
30-442-4 Shielded Metal Arc Welding (SMAW)	2	0	0%	0	0	0%	0	0%		NA
31-442-1 Welding	18	16	89%	16	16	100%	11	69%		\$3,168
30-442-2 Welding/Maintenance/Fabrication	2	0	0%	0	0	0%	0	0%		NA
TOTAL TECHNOLOGY AND INDUSTRY+	53	46	87%	42	41	98%	31	74%		\$3,248
TOTAL SUPERIOR CAMPUS+	280	236	84%	164	155	95%	119	73%		\$3,133

*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 2016-2017 GRADUATES BY COLLEGE DIVISION**

	Business	Continuing Education	Family and Consumer Services	Nursing and Allied Health	Public Safety	Technology and Industry
Graduates	146	33	143	713	91	314
Responses	127 87%	20 61%	123 86%	597 84%	83 91%	272 87%
In the Labor Market	102	9	93	387	73	222
Employed	93 91%	9 100%	87 94%	358 93%	70 96%	210 95%
Related	64	6	62	294	51	162
Unrelated	29	2	23	61	18	42
Unknown	-	1	2	3	1	6
Seeking Employment	9 9%	- -	6 6%	29 7%	3 4%	12 5%
Average Monthly Salary	\$2,995	\$2,825	\$2,139	\$3,227	\$3,022	\$3,390

SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2016-2017 GRADUATES

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED		EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Business</i>									
10-101-1 Accounting	31	23	74%	21	19	90%	17	81%	\$2,893
31-101-1 Accounting Assistant	33	24	73%	20	19	95%	16	80%	\$2,671
10-106-6 Administrative Professional	22	21	95%	17	16	94%	13	76%	\$2,542
10-102-3 Business Management	23	22	96%	16	13	81%	6	38%	\$3,628
10-114-2 Finance	7	6	86%	6	6	100%	5	83%	\$2,612
31-160-1 Health Office Professional	8	8	100%	7	7	100%	4	57%	NA
30-160-2 Healthcare Receptionist	11	10	91%	6	6	100%	3	50%	NA
10-116-2 Human Resource Management	15	14	93%	12	11	92%	6	50%	\$3,894
10-104-3 Marketing	2	2	100%	1	1	100%	1	100%	NA
10-106-4 Medical Administrative Specialist	9	7	78%	7	7	100%	3	43%	NA
30-160-5 Medical Billing Specialist	3	2	67%	2	2	100%	2	100%	NA
31-106-2 Medical Office Specialist	12	8	67%	6	6	100%	2	33%	NA
30-106-6 Microsoft Office	13	12	92%	10	10	100%	8	80%	NA
31-106-8 Office Support Specialist	22	21	95%	17	16	94%	12	71%	NA
30-106-1 Office Technology Assistant	12	11	92%	9	8	89%	7	78%	NA
10-196-1 Supervisory Management	5	5	100%	4	3	75%	2	50%	NA
TOTAL BUSINESS+	146	127	87%	102	93	91%	64	63%	\$2,995
<i>Continuing Education</i>									
30-410-3 Construction Essentials	19	7	37%	2	2	100%	0	0%	NA
30-312-9 Dietary Manager	2	1	50%	1	1	100%	1	100%	NA
31-420-6 Entry Level Machining	12	12	100%	6	6	100%	5	83%	NA
TOTAL CONTINUING EDUCATION+	33	20	61%	9	9	100%	6	67%	\$2,825
<i>Family and Consumer Services</i>									
30-544-2 Community-Based Residential Facility (CBRF) Caregiver	34	33	97%	20	19	95%	10	50%	\$2,791
31-502-1 Cosmetology	35	26	74%	24	23	96%	19	79%	\$1,477
61-544-2 Dementia Care	8	5	63%	5	3	60%	1	20%	NA
10-307-1 Early Childhood Education	28	27	96%	24	23	96%	16	67%	\$2,214
31-307-1 E-Connect - Child Care Services	34	29	85%	25	25	100%	18	72%	\$2,214
10-544-1 Gerontology - Aging Services Professional	4	4	100%	4	4	100%	3	75%	NA
61-544-1 Healthcare and Service Provider	9	5	56%	4	2	50%	0	0%	NA
10-520-3 Human Services Associate	18	17	94%	7	6	86%	6	86%	\$2,911
TOTAL FAMILY AND CONSUMER SERVICES+	143	123	86%	93	87	94%	62	67%	\$2,139

SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2016-2017 GRADUATES (Continued)

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES	IN LABOR MARKET	TOTAL EMPLOYED	EMPLOYED RELATED*	AVERAGE MONTHLY SALARY
<i>Nursing and Allied Health</i>						
31-508-1 Dental Assistant	6	6 100%	6	6 100%	6 100%	\$2,975
10-530-1 Health Information Technology	10	9 90%	9	8 89%	3 33%	NA
31-509-1 Medical Assistant	39	34 87%	34	33 97%	32 94%	\$2,683
31-530-2 Medical Coding Specialist	15	13 87%	13	12 92%	6 46%	NA
30-543-1 Nursing Assistant	521	436 84%	231	212 92%	158 68%	\$2,440
10-543-1 Nursing-Associate Degree	103	84 82%	81	76 94%	76 94%	\$4,777
10-514-1 Occupational Therapy Assistant	22	17 77%	16	14 88%	13 81%	3,458
30-509-2 Patient Services Specialist	42	37 88%	36	34 94%	32 89%	NA
TOTAL NURSING AND ALLIED HEALTH+	713	597 84%	387	358 93%	294 76%	\$3,227
<i>Public Safety</i>						
30-531-6 Advanced EMT	15	12 80%	10	10 100%	10 100%	\$2,407
10-504-2 Criminal Justice - Corrections	2	2 100%	2	2 100%	2 100%	NA
10-504-5 Criminal Justice Studies	18	18 100%	16	15 94%	11 69%	\$3,308
30-531-3 Emergency Medical Technician	56	52 93%	46	44 96%	29 63%	\$3,123
31-531-1 Emergency Medical Technician - Paramedic	1	0 0%	0%	0 0%	0 0%	NA
TOTAL PUBLIC SAFETY+	91	83 91%	73	70 96%	51 70%	\$3,022
<i>Technology and Industry</i>						
32-070-1 Agricultural Power and Equipment Technician	16	16 100%	13	13 100%	13 100%	\$2,680
10-614-4 Architectural Commercial Design	4	4 100%	4	4 100%	4 100%	\$3,219
32-454-1 Automated Packaging Systems Technician	10	9 90%	8	8 100%	8 100%	\$5,178
10-631-2 Automation for Industrial Systems	3	2 67%	2	2 100%	1 50%	NA
31-404-3 Automotive Maintenance Technician	17	15 88%	10	9 90%	6 60%	\$2,070
32-451-1 Broadband Technologies	7	5 71%	5	5 100%	4 80%	NA
10-630-4 Composite Technology	3	3 100%	3	3 100%	2 67%	NA
31-091-1 Dairy Herd Management	5	5 100%	5	5 100%	4 80%	\$1,797
30-090-1 Farm Business and Production Management	5	5 100%	5	5 100%	5 100%	NA
30-442-6 Flux Cored Arc Welding (FCAW)	1	1 100%	1	1 100%	0 0%	NA
30-442-5 Gas Metal Arc Welding (GMAW)	21	17 81%	9	9 100%	3 33%	NA
30-442-7 Gas Tungsten Arc Welding (GTAW)	5	2 40%	2	2 100%	1 50%	NA
32-601-1 Heating, Ventilation, and Air Conditioning/Refrigeration (HVAC/R)	10	8 80%	7	7 100%	7 100%	\$3,048
32-462-1 Industrial Maintenance Technician	5	5 100%	4	4 100%	2 50%	NA
10-150-2 Information Technology - Network Specialist	10	9 90%	7	7 100%	5 71%	\$3,884

SUMMARY OF SIX-MONTH FOLLOW-UP STUDY OF 2016-2017 GRADUATES (Continued)

PROGRAM NUMBER/TITLE	GRADUATES	RESPONSES		IN LABOR MARKET	TOTAL EMPLOYED		EMPLOYED RELATED*		AVERAGE MONTHLY SALARY
<i>Technology and Industry (continued)</i>									
10-154-7 Information Technology - Systems Administration Specialist	9	7	78%	7	6	86%	4	57%	\$3,487
10-152-7 Information Technology - Web and Software Developer	10	10	100%	5	3	60%	3	60%	\$4,874
30-150-4 IT Network Technician	27	24	89%	12	10	83%	1	8%	NA
31-420-1 Machine Tool Operation	7	5	71%	4	2	50%	2	50%	NA
31-444-1 Machine Tool Operation - CNC	7	5	71%	4	4	100%	4	100%	\$3,237
32-420-1 Machine Tool Technician	8	8	100%	7	7	100%	7	100%	\$3,610
32-420-5 Machine Tooling Technics	14	12	86%	12	12	100%	11	92%	\$4,140
30-444-3 Manufacturing Production Technician	1	1	100%	1	0	0%	0	0%	NA
31-461-4 Marine Repair Technician	8	6	75%	4	4	100%	3	75%	NA
30-454-1 Mechatronics Basics	1	0	0%	0	0	0%	0	0%	NA
31-461-2 Motorcycle, Marine, and Outdoor Power Products Technician	6	4	67%	4	4	100%	3	75%	\$2,169
32-410-2 Residential Construction and Cabinetmaking	13	12	92%	11	11	100%	11	100%	\$2,975
30-442-4 Shielded Metal Arc Welding (SMAW)	23	19	83%	10	9	90%	3	30%	NA
31-442-1 Welding	85	73	86%	68	66	97%	49	72%	\$3,307
30-442-2 Welding/Maintenance/Fabrication	5	2	40%	2	2	100%	1	50%	NA
TOTAL TECHNOLOGY AND INDUSTRY+	314	272	87%	222	210	95%	162	73%	\$3,390
TOTAL+	1,438	1,220	85%	884	825	93%	638	72%	\$3,151

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*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 2016-2017 GRADUATES BY DEGREE LEVEL**

	Associate Degree	Two-Year Technical	One-Year Technical	Short-Term Technical	Embedded Certificates
Graduates	356	83	349	771	10
Responses	311 87%	75 90%	291 83%	650 84%	6 60%
In the Labor Market	269	67	254	391	5
Employed	248 92%	67 100%	244 96%	362 93%	3 60%
Related	201	63	189	262	1
Unrelated	46	3	48	96	2
Unknown	1	1	7	4	-
Seeking Employment	21 8%	- -	10 4%	29 7%	2 40%
Average Monthly Salary	\$3,643	\$3,631	\$2,768	\$2,616	NA

APPENDIX E

2016-2017 Follow-Up Study – Satisfaction With Training and Reason for Attending

(Results by College Division)

Division	Graduates	Respondents	Satisfaction With Training				Reason for Attending WITC				
			VS	S	US	VU	Job Prep.	Career Change	Improve Job Skills	Prep. For Educ.	Personal Interest/ Other
Business	146	127	85	35	2	0	59	31	13	11	7
Continuing Education	33	20	7	6	0	0	8	2	1	0	2
Family and Consumer Services	143	123	89	26	1	3	44	23	14	18	19
Nursing and Allied Health	713	597	247	225	13	1	183	101	22	155	37
Public Safety	91	83	23	38	9	8	29	6	21	3	19
Technology and Industry	314	272	154	93	4	3	136	44	35	11	29
TOTALS*	1,438	1,220	603 56%	423 40%	29 3%	15 1%	459 42%	207 19%	106 10%	197 18%	112 10%

*Unduplicated

Satisfaction With Training Key

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

2016-2017 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	356	311	142	132	8	6	129	92	27	32	18
Two-Year Technical	83	75	54	18	2	0	30	18	15	2	9
One-Year Technical	349	291	181	89	5	0	152	51	26	17	31
Short-Term Technical	771	650	302	208	16	9	199	72	43	159	62
Embedded Certificates	10	6	5	1	0	0	0	4	2	0	0
TOTALS*	1,438	1,220	603 56%	423 40%	29 3%	15 1%	459 42%	207 19%	106 10%	197 18%	112 10%

*Unduplicated

Satisfaction With Training Key

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

2016-2017 Follow-Up Study – Satisfaction With Training and Reason for Attending

(Results by Campus)

Location	Graduates	Respondents	Would Recommend WITC		Satisfaction With Training				Reason for Attending WITC				
			Yes	No	VS	S	US	VU	Job Prep.	Career Change	Improve Job Skills	Prep. For Educ.	Personal Interest/ Other
Ashland	195	171	153	3	91	57	5	3	65	31	20	17	25
New Richmond	444	382	309	17	172	141	10	6	135	73	32	57	36
Online	58	49	44	2	34	11	0	2	17	14	10	2	4
Rice Lake	488	406	345	12	206	141	11	3	167	53	36	75	34
Superior	280	236	194	3	115	81	3	1	84	42	11	48	16
TOTALS*	1,438	1,220	1023 97%	37 3%	603 56%	423 40%	29 3%	15 1%	459 42%	207 19%	106 10%	197 18%	112 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
(2016-2017)

TWO-YEAR ASSOCIATE DEGREE PROGRAMS

ACCOUNTING

EMPLOYER

Anderson, Hager & Moe-Spooner
Anderson, Hager & Moe-Hayward
Bottom Line Bookkeeping-Hudson
CESA #11-Turtle Lake-WI
Express Employment Professionals-Red Wing-MN
First Bank of Baldwin-Baldwin
Gordy's County Market-Ladysmith
Heartland Credit Union-Inver Grove Heights-MN
Indianhead Foodservice Distributor-Eau Claire
K-Sun Corporation-Somerset
MidWestOne Bank-Osceola
Northern Clearing, Inc.-Ashland
Pioneer Bank of Wisconsin-Ladysmith
Roberts Congregational United Church of Christ-
Roberts
Simmons & Simmons, Inc.-Larned-KS
St. Croix County-Hudson
Woita & Associates-Altoona

TITLE

CPA Professional
Paraprofessional
Bookkeeper
Accountant
Data Entry
Systems Coordinator
Department Manager
Accounting Specialist
Accounts Receivable Specialist
Accountant
Credit Analyst/Accounting Assistant
Field Office Manager
Loan Assistant
Office Administrator

Staff Accountant
Lead Finance Specialist
Intern

ADMINISTRATIVE PROFESSIONAL

EMPLOYER

Amery Community Center-Amery
Growing Opportunities and Resources-Rice Lake
Knight Barry Title-Green Bay
Ladysmith Care Community-Ladysmith
McCain Foods-Rice Lake
Mid-State Stainless, Inc.-Grantsburg
Next Energy Solution-Shell Lake
Northwest Regional Planning Commission-
Spooner
Real Estate Solutions-Rice Lake
Simply Giggle Childcare & Preschool-Hudson
Source Energy Services-Weyerhaeuser
United Health Care-Eau Claire
WITC-Shell Lake

TITLE

Director
Administrative Professional
Administrative Assistant
Administration/Accounts Payable
Manufacturing Lead
Officer Administrator
Office Manager
Administrative Specialist

Office Assistant
Director
Administrative Assistant
Enrollment Eligibility Representative
Financial Aid Assistant

ARCHITECTURAL COMMERCIAL DESIGN

EMPLOYER

3-D Design LLC-Deer Park
ABC Truss-Chetek
Nimsgern Steel-Minocqua
VAA-Plymouth-MN

TITLE

Drafting/Designer

Detailer
Technician

AUTOMATION FOR INDUSTRIAL SYSTEMS

EMPLOYER

Telemetry & Process Controls-Oakdale-MN

TITLE

Field Service Technician

BUSINESS MANAGEMENT

EMPLOYER

Catalyst Computers, LLC-Deer Park
Fastenal-Rice Lake
Luther Hudson Chevrolet GMC-Hudson
Property Management-Washburn
WITC-Shell Lake
WITC-Superior

TITLE

Owner/Operator
Branch Operations Manager
Sales Professional
Owner
Quality Improvement Coordinator
Teacher Assistant

COMPOSITE TECHNOLOGY

EMPLOYER

Cirrus Aircraft-Duluth-MN

TITLE

Repair Technician

CRIMINAL JUSTICE - CORRECTIONS

EMPLOYER

MN DOC Stillwater Prison-Bayport-MN
Somerset Police Department-Somerset

TITLE

Corrections Office
Police Officer

CRIMINAL JUSTICE – LAW ENFORCEMENT

EMPLOYER

Amery Police Department-Amery
Bayfield County Sheriff's Office-Washburn
Cameron Police Department-Cameron
City of Superior-Superior

TITLE

Patrol Officer
Correctional Officer
Police Officer
Police Officer

G4S Security-Chetek
Hayward Police Department-Hayward
Lake Hallie Police Department-Chippewa Falls
Washburn County Sheriff's Dept.-Shell Lake
Washburn County Sheriff's Dept.-Shell Lake
WI Dept of Corrections-Balsam Lake

Security Guard
Police Officer
Police Officer
Deputy Sheriff
Jailer
Probation Parole Agent

EARLY CHILDHOOD EDUCATION

EMPLOYER

Amery Clubhouse-Amery
Bad River Family Foundation-Ashland
Bloomington KinderCare-Bloomington-MN
Care For Kidz-Ladysmith
CESA 11 Head Start-Rice Lake
Family Forum Head Start Center #7-Ashland
Family Forum Head Start Center #8-Hurley
Minocqua Public Library-Minocqua
School District of Ashland-Ashland
Simply Giggle Child Care-Roberts
Sonshine Learning Center-New Richmond
St. Paul Lutheran School-Bloomer
Stillwater School District - Brookview Elementary-
Woodbury-MN
Superior School District-Superior
Private-MN

TITLE

Teacher
Program Manager
Teacher
Self-employed Caregiver
Teacher Assistant
Teacher Assistant
Teacher Assistant
Youth Services Coordinator
Playground/Literary Assistant/EBD Teacher
Head Teacher
3K Teacher
Preschool Teacher
Community Education Assistant

Child Educator
Nanny

FINANCE

EMPLOYER

Charter Bank-Eau Claire
Chippewa Valley Bank-Superior
Cumberland Federal Bank-Cumberland
General Beer Northwest-Chippewa Falls
State Farm-Rice Lake

TITLE

Deposit Operations Specialist
CSR - Assistant Loans Assistant
Loan Processor
Sales
Account Manager

HEALTH INFORMATION TECHNOLOGY

EMPLOYER

Cumberland Healthcare-Cumberland
Mayo Clinic Health System-Eau Claire
St. Croix Tribal Health and Human Services-
Webster

TITLE

Coder
Clinical Documentation Specialist
HIM Specialist

HUMAN RESOURCE MANAGEMENT

EMPLOYER

Chicago Iron and Supplies, Inc.-Ashland
FG Products-Rice Lake
Law Office of Stephen R. Zuber, S.C.-Superior
Leaf and Limb-Raleigh-NC
Northern Industrial Sands-New Auburn
Thomas Precision, Inc.-Rice Lake

TITLE

Bookkeeper, HR, AP, AR, etc.
HR Coordinator
Paralegal/Office Manager
Administrative Assistant
Quality Control Manager
Human Resources Manager

HUMAN SERVICES ASSOCIATE

EMPLOYER

AHL Healthcare Group-Fridley-MN
Christian Community Homes and Services-Hudson
Kinnic Falls ADA Services-River Falls
Positive Alternatives, Inc.-Amery
Positive Alternatives, Inc.-River Falls
WITC-Superior

TITLE

Program Coordinator
Recreational Therapist Assistant
SAC - IT
Residents Counselor
Lead Staff
Human Services Associate Degree Program/
Teacher's Assistant

INFORMATION TECHNOLOGY – NETWORK SPECIALIST

EMPLOYER

Gopher Resource-Eagan-MN
Marshfield Clinic Health System-Marshfield
Mosaic Telecom-Cameron
Northwire, Inc.-Osceola
Shared Medical Technology-Rice Lake

TITLE

IT Support Specialist
Systems Engineer Associate
Network Administrator
Help Desk Technician
Information Technologist

INFORMATION TECHNOLOGY – SYSTEMS ADMINISTRATION SPECIALIST

EMPLOYER

Barron Area School District-Barron
Marshfield Clinic Health System-Marshfield
Norvado-Cable
Regional Enterprises, Inc.-Ashland

TITLE

IT Technician
Systems Engineer Associate
IT Operations Specialist
Help Desk Technician

INFORMATION TECHNOLOGY – WEB AND SOFTWARE DEVELOPER

EMPLOYER

LeClair Group-St. Paul-MN
WI Dept. of Agriculture and Consumer Protection-
Madison

TITLE

Software Developer
Applications and GIS Developer

Lakeview Medical Center-Rice Lake	Registered Nurse (4)
Marshfield Clinic/Lakeview Medical Center-Rice Lake	Registered Nurse
Marshfield Medical Center-Marshfield	Registered Nurse - Float Pool
Mayo Clinic Health System-Eau Claire	Registered Nurse
Mayo Clinic Health System	Registered Nurse
Mayo Clinic Health System-Northland-Barron	Registered Nurse
Mayo Clinic Hospital, St. Mary's Campus-Rochester-MN	Registered Nurse
Memorial Medical Center-Neillsville	Nurse Tech
Memorial Medical Center-Ashland	Registered Nurse
Memorial Medical Center-Ashland	Registered Nurse - ER
Osceola Medical Center-Osceola	Registered Nurse (2)
Presbyterian Homes & Services-The Deerfield-New Richmond	Registered Nurse (2)
Regina Senior Living-Hastings-MN	Registered Nurse - Long Term Care
Region's Hospital-St. Paul-MN	Registered Nurse
St. Croix Regional Medical Center-St. Croix Falls	Registered Nurse (3)
St. John's Hospital-Maplewood-MN	Nurse
St. Luke's-Duluth-MN	Registered Nurse (4)
St. Luke's-Duluth-MN	Nurse
The Iowa Clinic - Johnston-Johnston-IA	Registered Nurse
The North Shore Estates-Duluth-MN	Registered Nurse
University of Minnesota Masonic Children's Hospital-Minneapolis-MN	Registered Nurse - Operating Room
Washington County - Public Health and Environment-Stillwater-MN	Public Health Nurse
Westfield's Hospital-New Richmond	Registered Nurse

OCCUPATIONAL THERAPY ASSISTANT

<i>EMPLOYER</i>	<i>TITLE</i>
Centrex Rehab-Maplewood Care Center-St. Paul-MN	Certified Occupational Therapy Assistant
Christian Community Homes & Services-Rehab Care-Osceola	Certified Occupational Therapy Assistant
Ellsworth School District-Ellsworth	Certified Occupational Therapy Assistant
Genesis Rehabilitation Services-Superior	Certified Occupational Therapy Assistant
Hammond Health Services-Hammond	Certified Occupational Therapy Assistant
Midwest Physical Therapy-Bloomer	Certified Occupational Therapy Assistant
Midwest Physical Therapy-Bloomer	Certified Occupational Therapy Assistant
MJ Care, Inc.-Milwaukee-WI	Certified Occupational Therapy Assistant
Natures Edge Therapy Center-Rice Lake	Certified Occupational Therapy Assistant
School District of Amery-Amery	Certified Occupational Therapy Assistant

SUPERVISORY MANAGEMENT

EMPLOYER

Thomson Township-Esko-MN
WITC-Rice Lake

TITLE

Assistant Road and Utility Supervisor
Lead Medical Assistant Instructor

TWO-YEAR TECHNICAL DIPLOMA PROGRAMS

AGRICULTURE POWER AND EQUIPMENT TECHNICIAN

EMPLOYER

AJ Holsteins-Glenwood City
Ellicott Dredging Company-New Richmond
Frontier Ag & Turf-New Richmond
Frontier Ag & Turf-Rosemount-MN
J & J Farms-Osceola
Mechtel Farms-Shell Lake
Mechtel Farms-Shell Lake
River Valley Dairy, LLC-Shell Lake
SEMA Equipment, Inc.-Northfield-MN
Stewardship Dairy-Glenwood City
Timm's Trucking and Excavating-Morsetown-MN
Tri-State Bobcat-Little Canada-MN
Value Implement-Baldwin

TITLE

Repairman
Hydraulics Tech
Service Technician
Technician
Owner/Operator
Farm Hand
Farm Mechanic
Farm Employee
Large Ag Service Technician
Mechanic
Mechanic

Service Technician

AUTOMATED PACKAGING SYSTEMS TECHNICIAN

EMPLOYER

Advanced Food Products-Clear Lake
Krones, Inc.-Franklin
Quanex Building Products-Mounds View-MN
Reiser-Canton-MA
Renewal by Andersen Corp.-Cottage Grove-MN
Triangle Package Machinery-Chicago-IL

TITLE

Maintenance Technician
Field Service Technician (2)
Controls Technician (C-Level)
Field Service Technician
Maintenance Technician 1
Field Service Technician

BROADBAND TECHNOLOGIES

EMPLOYER

Baldwin LightStream-Baldwin
Centurylink-Monroe-LA
Lakeland Communications, Inc.-Milltown
MP Nexlevel, LLC-Maple Lake-MN

TITLE

Field Technician
Plant Technician
Comprehensive Technician
Mobile Fiber Optic Technician

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

EMPLOYER

Aire Serv Heating and Air Conditioning-Cloquet-MN
Bernick's-Duluth-MN
Deans Professional Plumbing, Heating, Air Electric,
Drains-Maple Grove-MN
Gartner Refrigeration-Duluth-MN
Riverside Resort Hotel & Casino-Laughlin-NV
SCR-St. Cloud-MN

TITLE

Service Technician - training
Driver/Cooler Maintenance
Install Apprentice

HVAC Technician
HVAC/R Engineer
Controls Technician

INDUSTRIAL MAINTENANCE TECHNICIAN

EMPLOYER

Northern Natural Gas-Carlton-MN
Verso Corporation-Duluth-MN

TITLE

Operations & Maintenance Technician
Winder Support

MACHINE TOOL TECHNICIAN

EMPLOYER

Duluth Brass Manufacturing-Duluth-MN
Loll Designs-Duluth-MN
Mont du Lac Resort-Superior
Nexen Group, Inc.-Webster
Nexen Group, Inc.-Webster
Northern Metal Fab, Inc.-Baldwin
Ravin Crossbows-Superior

TITLE

Machinist
CNC Operations Coordinator
Maintenance
CNC Machinist
Machinist
Head Machinist
3rd Shift Supervisor

MACHINE TOOLING TECHNICS

EMPLOYER

Andersen Corporation-Bayport-MN
Andersen Corporation-Bayport-MN
Bosch Packaging Technology-New Richmond
Henkel Corp.-Prescott
Henkel Corp.-Prescott
Isometric Tool & Design-New Richmond
K-TEK Corp.-Baldwin
Loftech Prototype Manufacturing, LLC-Vadnais
Heights-MN
Phillips-Medisize Corp.-New Richmond
Wilson Tool International-St. Paul-MN

TITLE

Machinist (2)
Maintenance Machinist
Machinist
Machinist
Shift Supervisor
CNC Toolmaker
Tool Maker
Machinist

Apprentice Tool Maker
Machinist

RESIDENTIAL CONSTRUCTION AND CABINETMAKING

EMPLOYER

Cahill Construction-Spooner
Eclipse Custom Woodworking-Eau Claire
Kurt King Construction-Birchwood
Lampert Lumber-Rice Lake
Langer Farm and Home Building-Hudson
Northwest Builders, Inc.-Rice Lake
Phoenix Contractors-Ham Lake-MN
Quality Construction-Frederic
Quality Construction & Remodeling, LLC-Bloomer
St. Croix Custom Furniture-Webster

TITLE

Carpenter
Woodworker/Craftsman
Carpenter
Architectural Drafter
Carpenter
Carpenter
Foreman
Carpenter
Carpenter
Cabinet Craftsman

ONE-YEAR TECHNICAL DIPLOMA PROGRAMS

ACCOUNTING ASSISTANT

EMPLOYER

Anderson, Hager, & Moe-Hayward
CESA #11-Turtle Lake
Express Employment Professionals-Red Wing-MN
First Bank of Baldwin-Baldwin
Heartland Credit Union-Inver Grove Heights-MN
K-Sun Corporation-Somerset
KV Tech Construction-Mason
Mid-State Stainless, Inc.-Grantsburg
MidWestOne Bank-Osceola
Northern Clearing, Inc.-Ashland
Senior Resource Center-Hayward
St. Croix County-Hudson
Stillpoints, LLC-Hudson
WITC-Shell Lake
WITC-Rice Lake
Woit & Associates-Altoona

TITLE

Paraprofessional
Accountant
Data Entry
Systems Coordinator
Accounting Specialist
Accountant
Office Administrator/Accountant
Officer Administrator
Credit Analyst/Accounting Assistant
Field Office Manager
Administrative Assistant
Lead Finance Specialist
Office Manager
Financial Aid Assistant
Information Desk
Intern

AUTOMOTIVE MAINTENANCE TECHNICIAN

EMPLOYER

Duluth Dodge-Duluth-MN
Farm and Fleet-Rice Lake
Hometown Repair and Machine-New Auburn
Keyes Chevrolet-Menomonie
Miller Hill Subaru-Hermantown-MN
Rice Lake Diesel Service-Rice Lake

TITLE

Parts Counter Person
Service Technician
Auto Technician
Lube Technician
Technician
Diesel Technician

COMPOSITE TECHNICIAN

EMPLOYER

Cirrus Aircraft-Duluth-MN

TITLE

Repair Technician

COSMETOLOGY

EMPLOYER

A Le Salon-Hermantown-MN
Cost Cutters-Duluth-MN
Cost Cutters-Superior
Great Clips-St. Croix Falls
Great Clips-Clarksville-TN
Great Clips-Rice Lake
Great Clips-Duluth-MN
Headlines Styling Studio-Hurley
La Peinado Salon & Day Spa-Superior
ProCuts-Rice Lake
Regis Salon-Duluth-MN
Serenity Spa and Salon-Superior
Studio 1 Salon and Day Spa-Park Falls
Stylish Hair Salon, LLC-Hayward
Ulta Beauty Salon-Duluth-MN

TITLE

Cosmetologist
Receptionist
Stylist
Hair Stylist
Hair Stylist
Stylist
Stylist
Stylist
Cosmetologist
Cosmetologist
Cosmetologist
Stylist
Stylist
Cosmetologist
Cosmetologist

DAIRY HERD MANAGEMENT

EMPLOYER

Burch Haven Dairy-Sheldon
Clover Belt Lumber and Feed-Conrath
GC Dairy-Glenwood City
Milky Way Dairy Farms-Stone Lake

TITLE

Hired Hand
Feed Mill Assistant
Dairy Herdsman
Farmer

DENTAL ASSISTANT

EMPLOYER

Arrowhead Family Dental-Rice Lake
Dental Health Center-Cadott
Northwoods Dentistry-Ladysmith
Rice Lake Dental Care-Rice Lake
River Heights Endodontics-Hudson

TITLE

Dental Assistant
Dental Assistant
Dental Assistant
Dental Assistant
Dental Assistant

E-CONNECT – CHILD CARE SERVICES

EMPLOYER

Amery Clubhouse-Amery
Bad River Family Foundation-Ashland
Bear Buddies Child Development Center-Hudson
Bloomington KinderCare-Bloomington-MN
CESA 11 Head Start-Rice Lake
Chetek Kids Club-Chetek
Cumberland School District-Cumberland
Family Forum Head Start Center #7-Ashland
Kids Club-Osceola Elementary School-Osceola
Nativity Child and Family Center-Saint Anthony-MN
Our Lady of the Lake Catholic School-Ashland
Simply Giggle Childcare-Roberts
Sonshine Learning Center-New Richmond
St. Paul Lutheran School-Bloomer
Superior School District-Superior
Washburn School District-Washburn
WITC-Ashland

TITLE

Teacher
Program Manager
Assistant Director
Teacher
Teacher Assistant
Assistant Teacher
Early Childhood Paraprofessional
Teacher Assistant
Aide
Preschool Teacher
Preschool Aide
Head Teacher
3K Teacher
Preschool Teacher
Child Educator
Child Care Lead Teacher
Teaching Assistant

ENTRY LEVEL MACHINING

EMPLOYER

Andersen Corporation-Bayport-MN
Bosch Packaging Technology-New Richmond
Engineered Plastic Components, Inc.-Osceola
Henkel Corp.-Prescott
Isometric Tool & Design-New Richmond
Sanmina Corp.-Turtle Lake
Wilson Tool International, USA-St. Paul-MN

TITLE

Maintenance Machinist
Machinist
Tooling Engineer Apprentice
Drill Operator
Wire EDM
Entry Level Machinist
Machinist

HEALTH OFFICE PROFESSIONAL

EMPLOYER

Northern Waters Ophthalmology-Ashland
Owen's & Krisik Chiropractic-Rice Lake
State Historical Society - Northern Great Lakes Center-
Ashland
Vibrant Health Family Clinics-Ellsworth

TITLE

Medical Assistant
Chiropractic Assistant
Administration
Patient Services

MACHINE TOOL OPERATION

EMPLOYER

C.G. Bretting Mfg Co.-Ashland
C.G. Bretting Mfg Co.-Ashland

TITLE

CNC Machinist
Machinist

MACHINE TOOL OPERATION – CNC

EMPLOYER

Brandtjen & Kluge, Inc.-St. Croix Falls
Parker Hannifin Corp.-Chetek
Rapid Machining, LLC-Durand
Thomas Precision-Rice Lake

TITLE

CNC Machinist
CNC Operator
CNC Machinist
CNC Machinist

MARINE REPAIR TECHNICIAN

EMPLOYER

Runamuk Rides, LLC-Hayward
Skagit Mobile Marine Dr.-Mt Vernon-WA

TITLE

Marine Technician
Boat Builder

MEDICAL ASSISTANT

EMPLOYER

Amery Hospital and Clinic-Amery
Chequamegon Clinic-Ashland
Chequamegon Clinic-Ashland
Cumberland Healthcare-Cumberland
Essentia Health-Hermantown-MN
Essentia Health-Ashland
Essentia Health-Duluth-MN
Hudson Physicians-Hudson
Hudson Physicians-Hudson
Indianhead Medical Center-Shell Lake
Marshfield Clinic Health System-Rice Lake

TITLE

Certified Medical Assistant (2)
Clinical Assistant
Medical/Clinical Assistant
Certified Medical Assistant
Certified Medical Assistant
Clinical Assistant
Clinical Assistant (2)
Certified Medical Assistant
Clinical Assistant
Certified Medical Assistant
Certified Medical Assistant (2)

Northlakes Community Clinic-Ashland
 Redcliff Community Center-Bayfield
 Riverside Clinic-Ladysmith
 Rusk County Memorial Hospital-Riverside Clinic-
 Ladysmith
 Shell Lake Clinic-Shell Lake
 St. Luke's-Duluth-MN
 St. Luke's Chequamegon Clinic-Ashland
 St. Luke's Mariner Medical Clinic-Superior
 St. Luke's Medical Office Pavilion-Duluth-MN
 Stillwater Medical Group-Mahtomedi-MN
 Stillwater Medical Group-Stillwater-MN
 Stillwater Medical Group-Stillwater-MN
 Stillwater Medical Group-Stillwater-MN
 UW - Health Carbone Cancer Center-Madison
 Western WI Health-Baldwin

Certified Medical Assistant
 Medical Assistant
 Certified Medical Assistant
 Certified Medical Assistant (2)
 Certified Medical Assistant
 Medical Assistant
 Medical Assistant/Lab Tech.
 Medical Assistant
 Clinical Medical Assistant
 Certified Medical Assistant
 Certified Medical Assistant (2)
 Provider Assistant - Occupational
 Provider Assistant
 Certified Medical Assistant
 Certified Medical Assistant

MEDICAL CODING SPECIALIST

EMPLOYER

Allina Health-Minneapolis-MN
 Cumberland Healthcare-Cumberland
 Hayward Area Memorial Hospital-Hayward
 Hazeldon Betty Ford Foundation-Center City-MN
 Memorial Medical Center-Ashland

TITLE

Prior Authorization Specialist
 Coder
 Medical Coder
 Health Information Coder
 Coder

MEDICAL OFFICE SPECIALIST

EMPLOYER

Lakeview Medical Center-Rice Lake
 Marshfield Clinic Health System-Chippewa Falls

TITLE

Registrar
 Appointment Coordinator

MOTORCYCLE, MARINE, AND OUTDOOR POWER PRODUCTS TECHNICIAN

EMPLOYER

Adventure RV and Power Sports-Hayward
 Hayward Power Sports, Inc.-Hayward
 St. Croix Power Sports-New Richmond

TITLE

Service Manager
 Power Sports Technician
 Set Up Technician

OFFICE SUPPORT SPECIALIST

EMPLOYER

3M Center-St. Paul-MN
 Amery Community Center-Amery

TITLE

Senior Customer Support Executive
 Director

Growing Opportunities and Resources-Rice Lake
 Ladysmith Care Community-Ladysmith
 McCain Foods-Rice Lake
 Mid-State Stainless, Inc.-Grantsburg
 Next Energy Solution-Shell Lake
 Northwest Regional Planning Commission-Spooner
 Simply Giggle Childcare & Preschool-Hudson
 Source Energy Services-Weyerhaeuser
 United Health Care-Eau Claire
 WITC-Shell Lake

Administrative Professional
 Administration/Accounts Payable
 Manufacturing Lead
 Officer Administrator
 Office Manager
 Administrative Specialist
 Director
 Administrative Assistant
 Enrollment Eligibility Representative
 Financial Aid Assistant

WELDING

EMPLOYER

Altec Hiline, LLC-Duluth-MN
 American Excelsior Company-Rice Lake
 American Structural Metals, Inc.-Somerset
 American Structural Metals, Inc.-Somerset
 Andersen Corporation-Bayport-MN
 Ashland Industries-Ashland
 Catalytic Combustion Corporation-Bloomer
 Catalytic Combustion Corporation-Bloomer
 Catalytic Combustion Corporation-Bloomer
 CKRJ Welding-Meadowlands-MN
 Corullo Forest Products, Corp.-Bessemer
 Donaldson Company-Baldwin
 Donaldson Company-Baldwin
 EBJ Livestock Market-Rice Lake
 Empire Bucket, Inc.-Hudson
 Extreme Tool & Engineering-Wakesville-MI
 Fraiser Shipyard-Superior
 Genesis Attachments, LLC-Superior
 Global Finishing Solutions LLC-Osseo
 Hartwood Conference Center-Trego
 Johnson Truck Bodies-Rice Lake
 KBK Services, Inc.-Ashland
 Kobra Molds LLC-Hudson
 Lakeland Company, Inc.-Cumberland
 Midwest Stainless Technologies, LLC-Menomonie
 National Steel Fabricators-Rice Lake
 North Country Lumber Company-Mellen
 Northern Clearing, Inc.-Ashland
 Northern Engineering-Superior
 Northern Metal Fab, Inc.-Baldwin
 Northland Constructors of Duluth, LLC-Duluth-MN
 Power Step, Inc.-Superior
 Raveling Companies, LLC-Amery

TITLE

Welder/Fabricator
 Maintenance Technician
 Welder (2)
 Welder/Fabricator
 Welder/Technician
 Welder (2)
 Fab Welder
 Robotic Welder
 Welder
 Welder
 Welder/Fabricator
 TIG Welder
 Welder
 Maintenance Mechanic
 Welder
 Tool Maker/Laser Welder
 Welder
 Welder
 Lead Welder
 Maintenance
 Welder (2)
 Laborer - Journeyman
 Welder
 Welder
 Stainless Steel Tig Welder
 Cutter/Grinder
 Maintenance/Welder
 Laborer/Mechanic
 Mechanic
 Welder
 Welder/Fabricator
 Welder
 Welder

Samuel Pressure Vessel Group-Tomahawk
 Santikko Logging & Trucking-Iron River
 Schaffer Manufacturing-Milltown
 Smithco West, Inc.-Cameron
 Somerset Autobody-Somerset
 Spooner Machine, Inc.-Spooner
 Steamfitters Pipefitters-Local 455-St. Paul-MN
 The Jamar Company-Duluth-MN
 Wisconsin Structural Steel Corp.-Barronett

Welder Fabricator
 Shear and Skidder Operator
 Welder
 Welder/Fabricator
 Shop Worker
 Welder
 Welder
 Metal Trades
 Welder (2)

SHORT-TERM TECHNICAL DIPLOMA PROGRAMS

ADVANCED EMT

EMPLOYER

Clear Lake EMS-Clear Lake
 F-M Ambulance Service-Fargo-ND
 Lakes Region EMS-North Branch-MN
 Mayo Clinic Health System-Northland-Barron
 North Memorial Ambulance-Spooner
 Northland Municipal Ambulance-Luck
 Sawyer County Ambulance-Hayward

TITLE

Emergency Medical Technician - Basic (4)
 Emergency Medical Technician
 Emergency Medical Technician
 ED Tech
 Advanced EMT
 Emergency Medical Technician - Basic
 Advanced EMT

COMMUNITY-BASED RESIDENTIAL FACILITY (CBRF) CAREGIVER

EMPLOYER

Barron Care and Rehab-Barron
 Home Sweet Home-Rice Lake
 Lighthouse Center for Vision Loss-Duluth-MN
 New Beginnings of Barron County-Rice Lake
 Northern Lights Services - The Oaks Assisted Living-
 Washburn
 Northwest Transitions-New Richmond
 Positive Alternatives, Inc.-Amery
 Presbyterian Homes & Services-The Deerfield-New
 Richmond
 Presbyterian Homes & Services-The Deerfield-New
 Richmond

TITLE

Activity Director
 In-Home Caretaker
 Vision Rehab Instructor
 Caregiver
 Director
 Mental Health Technician
 Residents Counselor
 Certified Nursing Assistant
 Resident Assistant/Server

CNC TECHNICIAN

EMPLOYER

Brandtjen & Kluge, Inc.-St. Croix Falls
Parker Hannifin Corp.-Chetek
Rapid Machining, LLC-Durand
Thomas Precision, Inc.-Rice Lake

TITLE

CNC Machinist
CNC Operator
CNC Machinist
CNC Machinist

DIETARY MANAGER

EMPLOYER

Villa Marina Health and Rehap-Hurley

TITLE

Certified Dietary Mngr./Certified Food
Protection Professional

EMERGENCY MEDICAL TECHNICIAN

EMPLOYER

Allied Universal-Bloomington-MN
Bad River EMS-Odanah
Baldwin Ambulance Service-Baldwin
Bayfield Community Ambulance Service-Bayfield
Bayshore Health Center-Duluth-MN
Clear Lake EMS-Clear Lake
Cornell Area Ambulance-Cornell
Cumberland Healthcare-Cumberland
Iron River Ambulance Service-Iron River
Lakeview Medical Center-Rice Lake
Michel's Corp.-Lakeville-MN
New Richmond Area Ambulance-New Richmond
North Memorial Ambulance-Webster
Osceola Area Ambulance Service-Osceola
River Falls EMS-River Falls
Rusk County Ambulance Service-Ladysmith
South Shore Ambulance Service-Herbster
Westfield's Hospital-ER-New Richmond

TITLE

Security Officer
Emergency Medical Technician - Vol.
Emergency Medical Technician
Emergency Medical Technician - Basic
Registered Nurse
Emergency Medical Technician - Basic
Emergency Medical Technician (3)
Emergency Medical Technician - Basic
Emergency Medical Technician (2)
Emergency Medical Technician
HSE Safety Coordinator
Emergency Medical Technician (2)
Emergency Medical Technician - Basic
Emergency Medical Technician
Emergency Medical Technician - Basic
Emergency Medical Technician
Emergency Medical Technician
ER Tech/EMT

FARM BUSINESS AND PRODUCTION MANAGEMENT

EMPLOYER

Crisly Dairy Farm-Cumberland
Koehn Farms-Almena
Lone Pine View Farm-Grantsburg
Self-employed-Grantsburg
Self-employed Owner-Milltown

TITLE

Farmer
Owner/Operator
Owner/Operator
Farmer
Dairy Farmer

GAS METAL ARC WELDING (GMAW)

EMPLOYER

Donaldson Company-Baldwin
OEM Fabricators, Inc.-Woodville

TITLE

Welder (2)
Welder

GAS TUNGSTEN ARC WELDING (GTAW)

EMPLOYER

Hanson Custom Crushing-Forest Lake-MN

TITLE

Welder

IT NETWORK TECHNICIAN

EMPLOYER

Marshfield Clinic Health System-Marshfield
The Bergquist Company-Prescott

TITLE

Systems Engineer Associate
Technician

MANUFACTURING PRODUCTION TECHNICIAN

EMPLOYER

Brandtjen & Kluge, Inc.-St. Croix Falls
Rapid Machining, LLC-Durand
Thomas Precision-Rice Lake

TITLE

CNC Machinist
CNC Machinist
CNC Machinist

MECHATRONICS BASICS

EMPLOYER

Advanced Food Products-Clear Lake
Krones, Inc.-Franklin
Quanex Building Products-Mounds View-MN
Reiser-Canton-MA
Renewal by Andersen Corp.-Cottage Grove-MN
Triangle Package Machinery-Chicago-IL
Veeco MBE-St. Paul-MN

TITLE

Maintenance Technician
Field Service Technician (2)
Controls Technician (C-Level)
Field Service Technician
Maintenance Technician 1
Field Service Technician
RPA Electronics Technician

MEDICAL BILLING SPECIALIST

EMPLOYER

Lakeview Medical Center-Rice Lake
Vibrant Health Family Clinics-Ellsworth

TITLE

Registrar
Patient Services

MICROSOFT OFFICE

EMPLOYER

Amery Community Center-Amery
Dirk's Heating and Cooling, Inc.-Barron
Knight Barry Title-Green Bay
Ladysmith Care Community-Ladysmith
Next Energy Solution-Shell Lake
Simply Giggle Childcare & Preschool-Hudson
Source Energy Services-Weyerhauser
United Health Care-Eau Claire

TITLE

Director
Office Assistant
Administrative Assistant
Administration/Accounts Payable
Office Manager
Director
Administrative Assistant
Enrollment Eligibility Representative

NURSING ASSISTANT

EMPLOYER

Acumen-Duluth-MN
Arthur Rose Assisted Living-New Richmond
Ashland Health and Rehabilitation Center-Ashland
Aspen Acres-Hayward
Aspen Acres-Hayward
Aspen Acres-Hayward
Aspen Acres-Hayward
Atrium Senior Living of Chetek-Chetek
Baldwin Care Center-Baldwin
Barron Care and Rehab-Barron
Because There's No Place Like Home-Star Prairie
Benedictine Health Center-Duluth-MN
Benedictine Living Community of Duluth-Duluth-MN
Boutwell's Landing-Oak Park Heights-MN
Care Partners Assisted Living-Ladysmith
Christian Community Home of Osceola-Osceola
Christian Community Homes and Services-Hudson
Comfort Keepers-Hudson
Cumberland Healthcare-Cumberland
Dallas Care and Rehab-Dallas
Diamond Willow Assisted Living-Proctor-MN
Dove Healthcare-Bloomer-Bloomer
Dove Healthcare-Rice Lake-Rice Lake
Dycora Transitional Health-Abbotsford-Abbotsford
Ecumen-Two Harbors-MN
Essentia Health-Duluth-MN
Essentia Health-St. Mary's-Duluth-MN
Frederic Nursing Home-Frederic
Golden Age Manor-Amery
Golden LivingCenter-Valley of Hayward-Hayward
Golden LivingCenter-Court Manor-Ashland
Good Samaritan Society-St. Croix Falls

TITLE

Certified Nursing Assistant
Certified Nursing Assistant (2)
Certified Nursing Assistant (2)
Caregiver
Certified Nursing Assistant
Nursing Assistant
CNA/Caregiver
Certified Nursing Assistant
Certified Nursing Assistant (2)
Certified Nursing Assistant
Home Health Care
Certified Nursing Assistant (4)
Certified Nursing Assistant
Certified Nursing Assistant - Med Aide
Certified Nursing Assistant
Certified Nursing Assistant (4)
Certified Nursing Assistant (2)
Personal Care Assistant
Receptionist/CNA
Certified Nursing Assistant
Personal Care Assistant
Certified Nursing Assistant
Certified Nursing Assistant (9)
Certified Nursing Assistant
Certified Nursing Assistant
Certified Medical Assistant (2)
Cardiac Technician
Certified Nursing Assistant
Certified Nursing Assistant (4)
Certified Nursing Assistant (2)
Certified Nursing Assistant (3)
Certified Nursing Assistant

Grand Village-Grand Rapids-MN	Nursing Assistant - Registered
Hammond Health Services-Hammond	Certified Nursing Assistant
Hayward Area Memorial Hospital and Water's Edge-Hayward	Certified Nursing Assistant (3)
Hayward Area Memorial Hospital and Water's Edge-Hayward	Certified Nursing Assistant/HUC on Med Surg Floor
Hayward Health Services-Hayward	Certified Nursing Assistant
Heritage Haven-Duluth-MN	Certified Nursing Assistant
Hillside Center-Duluth-MN	Certified Nursing Assistant
Home Sweet Home-Rice Lake	Director/Owner
I Wish-Solon Springs	Certified Nursing Assistant
Integricare Assisted Living-Cameron	Certified Nursing Assistant
Jan's Daycare-Odanah	Family Childcare Provider
Keystone Bluffs-Duluth-MN	Certified Nursing Assistant
Ladysmith Care & Rehab-Ladysmith	Certified Nursing Assistant (2)
Ladysmith Care Community-Ladysmith	Certified Nursing Assistant (7)
Ladysmith Care Community-Ladysmith	Homemaker
Ladysmith Nursing Home-Ladysmith	Certified Nursing Assistant
Lawson Manor-Luck	Certified Nursing Assistant
Lori Knapp Companies-Ashland	Home Health Care Worker
Maple Ridge Care Center-Spooner	Certified Nursing Assistant (3)
Mellen Manor-Mellen	Certified Nursing Assistant
ME nD Correctional Care-Superior	Health Technician
Middle River Health & Rehabilitation Center-South Range	Certified Nursing Assistant (2)
Monarch Healthcare Management-Superior Rehab Center-Superior	Certified Nursing Assistant
Monroe Manor-Barron	Certified Nursing Assistant
Neighbors of Dunn County-Menomonie	Certified Nursing Assistant
New Perspective Senior Living-Superior	Caregiver (3)
New Perspective Senior Living-Superior	Certified Nursing Assistant (3)
New Perspectives-Twin Ports-Superior	Personal Care Assistant
Northern Lights Services, Inc.-Washburn	Certified Nursing Assistant (5)
Northern Residence-Hawthorne	Certified Nursing Assistant
Oak Park Senior Living-Oak Park Heights-MN	Certified Nursing Assistant
Our House Senior Living-Rice Lake	Resident Care Aide
Pioneer Health & Rehab-Prairie Farm	Certified Nursing Assistant
Presbyterian Homes	Nursing Assistant
Presbyterian Homes & Services-Boutwells Landing-Oak Park Heights-MN	Nursing Assistant
Presbyterian Homes & Services-The Deerfield-New Richmond	Certified Nursing Assistant
Presbyterian Homes & Services-Woodland Hill-Hudson	Certified Nursing Assistant
Prevea-Eau Claire	Medical Assistant
Regions-St. Paul-MN	Personal Care Assistant/CNA
Rice Lake Convalescent Center-Rice Lake	Certified Nursing Assistant
River Pointe of Moorhead-Moorhead-MN	Certified Nursing Assistant
River Valley Home Care-Osceola	Home Care Giver
Specialized Medical Staffing, Inc.-Bloomer	Certified Nursing Assistant

St. Ann's Residence-Duluth-MN
 St. Croix County-Public Health-New Richmond
 St. Croix Health Center-New Richmond
 St. Croix Regional Medical Center-St. Croix Falls
 St. John's Hospital-Maplewood-MN
 Superior Health and Rehab-Superior
 Superior Rehabilitation Center-Superior
 Superior School District-Superior
 TBI Residential and Community Services-Duluth-
 Hermantown-MN
 Trinity Care Center-Farmington-MN
 Twin Ports Health Services-Superior
 Udac-Duluth-MN
 United Pioneer Home-Luck
 VA Hospital-Madison
 Villa Marina Health and Rehab-Superior
 Vivage-Denver-CO
 Wisconsin Veterans Home At Chippewa Falls-Chippewa
 Falls

Residential Care
 Certified Medical Assistant
 Certified Nursing Assistant (3)
 Certified Nursing Assistant (2)
 Phlebotomist
 Certified Nursing Assistant
 Certified Nursing Assistant (2)
 Child Educator
 DSP

Certified Nursing Assistant
 Certified Nursing Assistant (4)
 Personal Care Assistant
 Certified Nursing Assistant
 Certified Nursing Assistant
 Certified Nursing Assistant (4)
 Certified Nursing Assistant
 Certified Nursing Assistant

OFFICE TECHNOLOGY ASSISTANT

EMPLOYER

Amery Community Center-Amery
 Knight Barry Title-Green Bay
 Ladysmith Care Community-Ladysmith
 Next Energy Solution-Shell Lake
 Simply Giggle Childcare & Preschool-Hudson
 Source Energy Services-Weyerhauser
 United Health Care-Eau Claire

TITLE

Director
 Administrative Assistant
 Administration/Accounts Payable
 Office Manager
 Director
 Administrative Assistant
 Enrollment Eligibility Representative

PATIENT SERVICES SPECIALIST

EMPLOYER

Amery Hospital and Clinic-Amery
 Chequamegon Clinic-Ashland
 Chequamegon Clinic-Ashland
 Cumberland Healthcare-Cumberland
 Essentia Health-Hermantown-MN
 Essentia Health-Ashland
 Essentia Health-Duluth-MN
 Hudson Physicians-Hudson
 Hudson Physicians-Hudson
 Indianhead Medical Center-Shell Lake
 Marshfield Clinic Health System-Rice Lake
 Northern Lights Services-The Oaks-Washburn

TITLE

Certified Medical Assistant (2)
 Clinical Assistant
 Medical/Clinical Assistant
 Certified Medical Assistant
 Certified Medical Assistant
 Clinical Assistant
 Clinical Assistant (2)
 Certified Medical Assistant
 Clinical Assistant
 Certified Medical Assistant
 Certified Medical Assistant (2)
 CTM/CNA

Northlakes Community Clinic-Ashland
Redcliff Community Center-Bayfield
Riverside Clinic-Ladysmith
Rusk County Memorial Hospital-Riverside Clinic-
Ladysmith
Shell Lake Clinic-Shell Lake
St. Luke's Chequamegon Clinic-Ashland
St. Luke's Mariner Medical Clinic-Superior
St. Luke's Medical Office Pavilion-Duluth-MN
Stillwater Medical Group-Stillwater-MN
Stillwater Medical Group-Stillwater-MN
Stillwater Medical Group-Stillwater-MN
Stillwater Medical Group-Stillwater-MN
UW - Health Carbone Cancer Center-Madison
Western WI Health-Baldwin

Certified Medical Assistant
Medical Assistant
Certified Medical Assistant
Certified Medical Assistant (2)

Certified Medical Assistant
Medical Assistant/Lab Tech.
Medical Assistant
Clinical Medical Assistant
Certified Medical Assistant
Certified Medical Assistant (2)
Provider Assistant - Occupational
Provider Assistant
Certified Medical Assistant
Certified Medical Assistant

SHIELDED METAL ARC WELDING

EMPLOYER

Donaldson Company-Baldwin
OEM Fabricators, Inc.-Woodville

TITLE

Welder (2)
Welder

WELDING/MAINTENANCE AND FABRICATION

EMPLOYER

Hanson Custom Crushing-Forest Lake-MN

TITLE

Welder