



# 2019-2020 Graduate Survey Results

## Wisconsin Indianhead Technical College



WISCONSIN  
INDIANHEAD  
TECHNICAL  
COLLEGE

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# Graduate Survey Results

## 2019-2020

Prepared by the  
**Office of Institutional Research**  
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# Introduction

The Graduate Follow Up Survey is conducted annually by the Wisconsin Indianhead Technical College (WITC) 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 Wisconsin Technical College System (WTCS) program graduates, and to determine the extent to which this current status is related to the graduates’ educational programs.” This report contains the results of the responses from 2019-2020 WITC graduates.

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

1,397 graduates from WITC Associate Degree, one- and two-year technical, and short-term technical diploma programs, who earned their credential between June 1, 2019 through May 31, 2020 were selected by WTCS to be included in the study. From November 2020 through February 2021, graduate responses were obtained through e-mail, mail, and phone calls. A sample of the survey can be found in Appendix A.

WITC received responses from 476 graduates (approximately 34 percent response rate). The graduate counts and response rates by campus are listed in Appendix B.

## WITC Key Measures of Success – Five Year Summary

Measure	2016 Rate	2017 Rate	2018 Rate	2019 Rate	2020 Rate
Response	84%	85%	76%	70%	34%
Employed in Labor Market	93%	93%	94%	92%	95%
Employed Full-Time in a Related Field	72%	77%	76%	73%	45%
Satisfied with Training	97%	96%	98%	96%	96%
College Median Salary (Data source: WTCS)	\$33,769	\$35,851	\$37,437	\$39,814	\$31,198

Table I: Five Year Summary of Key Measures of Success

## Graduates and Responses by Campus

	Ashland	New Richmond	Online	Rice Lake	Superior	Total
Graduates	143	462	70	445	277	1,397
Responses	53	139	31	150	103	476
	37%	30%	44%	34%	37%	34%

Table II: Number of graduates, number of responses, and percent of graduates responding by campus

# Present Employment Status

390 graduates (82 percent of all responding graduates) indicated that they were in the labor market. Of this, 369 graduates (95 percent) indicated that they were employed or were on active duty in the military and 20 graduates (5 percent) indicated that they were not employed but are looking for a job.

Of those who are employed, 276 graduates (73 percent) indicated that they are employed in a field related to their training. 59 graduates (19 percent) indicated that they are employed in a field not related to their training. 33 graduates (8 percent) did not specify whether their job was related to their training.

86 graduates (18 percent) indicated that they were not in the labor market. Of this, 79 graduates (92 percent) responded that they were a student. 7 graduates (8 percent) indicated that they were not employed and were not looking for a job.

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

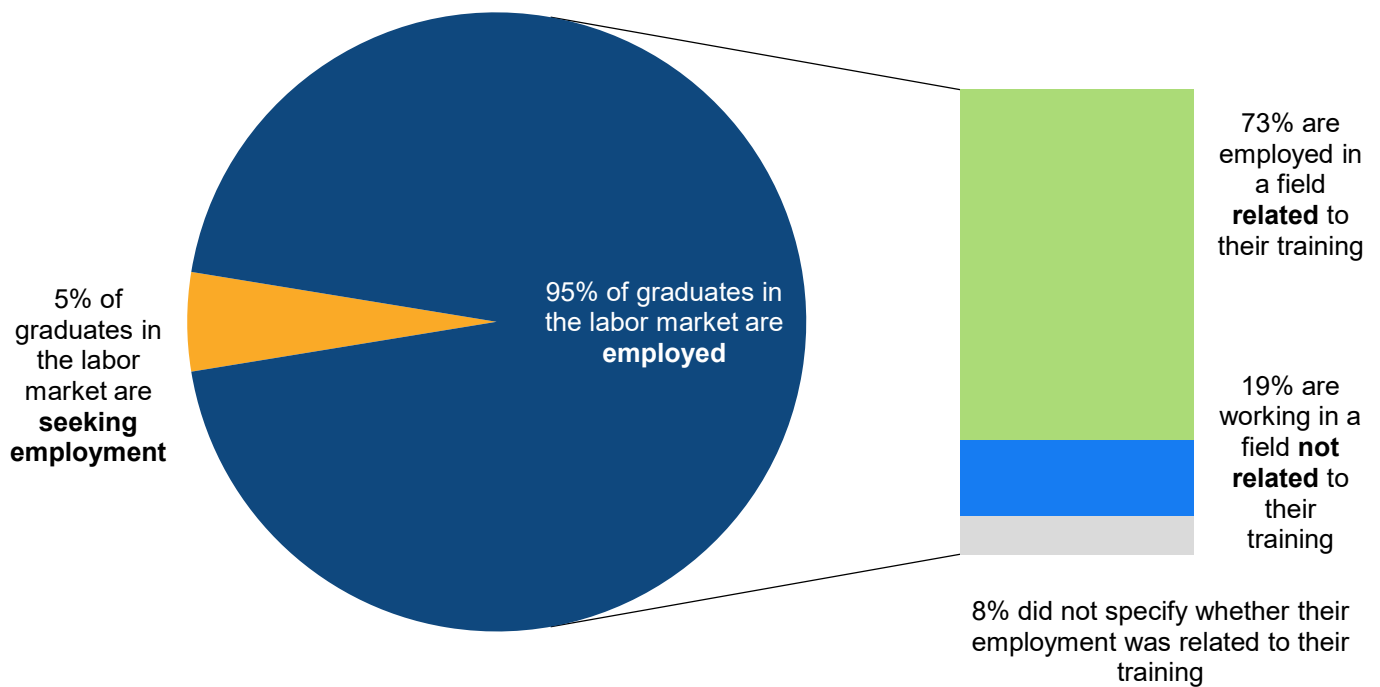


Figure 1: Summary of Graduates in the Labor Market

# Location of Employment

276 graduates reported the location of their employment. 169 graduates (61 percent) were employed in the WITC district, 29 graduates (11 percent) were employed in Wisconsin but outside the WITC district, and 78 graduates (28 percent) were employed outside Wisconsin.

For more information on where our graduates are working, refer to Appendix B.



# Salary

Graduates were asked to provide salary information based on hourly, monthly, or yearly wages. Regardless of the wage reported by the graduate, individual responses are converted to a monthly salary, and average monthly wages are reported for each program.

The average monthly salary for 2019-2020 graduates, who are working full-time and employed in a job related to their field, is \$3,605, or \$43,258 annually. Below provide breakdowns of monthly and annual salaries by degree level (Figure 3), campus (Figures 4 and 5), and division (Figures 6 and 7). For more information about graduates' reported salaries, refer to Appendix C.

Average Monthly Salary by Degree Level

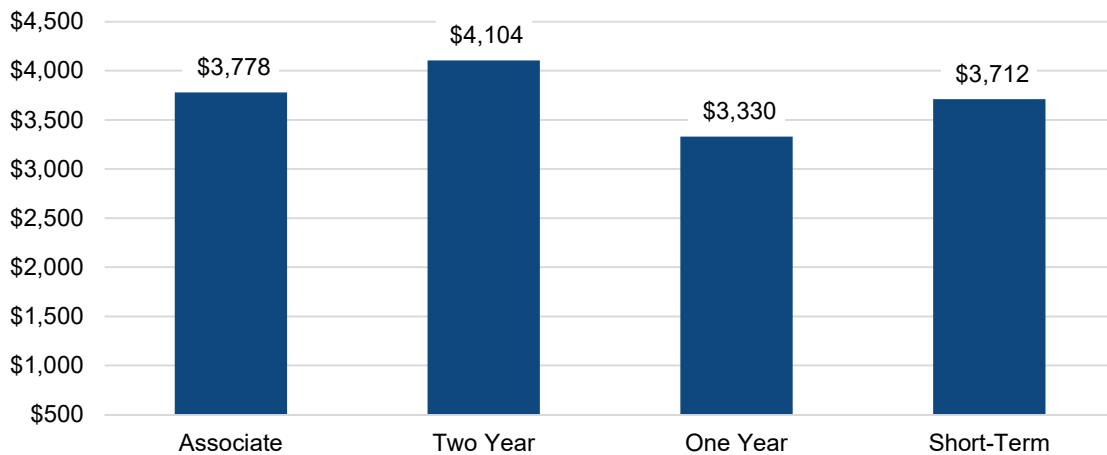


Figure 3: Average Monthly Salary by Degree Level

### Average Monthly Salary by Campus

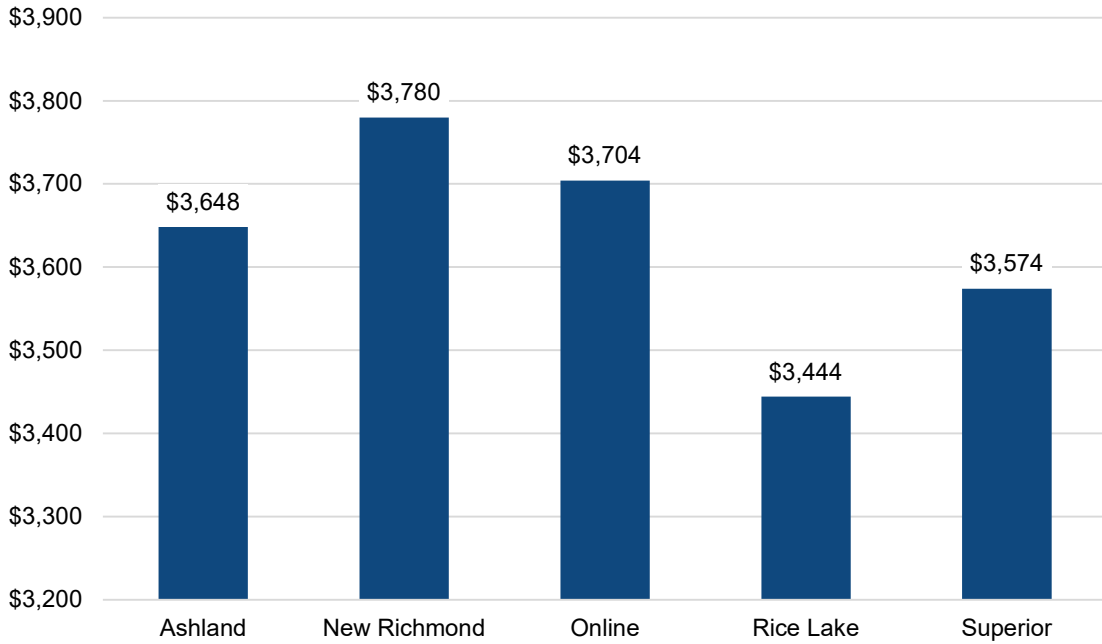


Figure 4: Average Monthly Salary by Campus

### Average Annual Salary by Campus

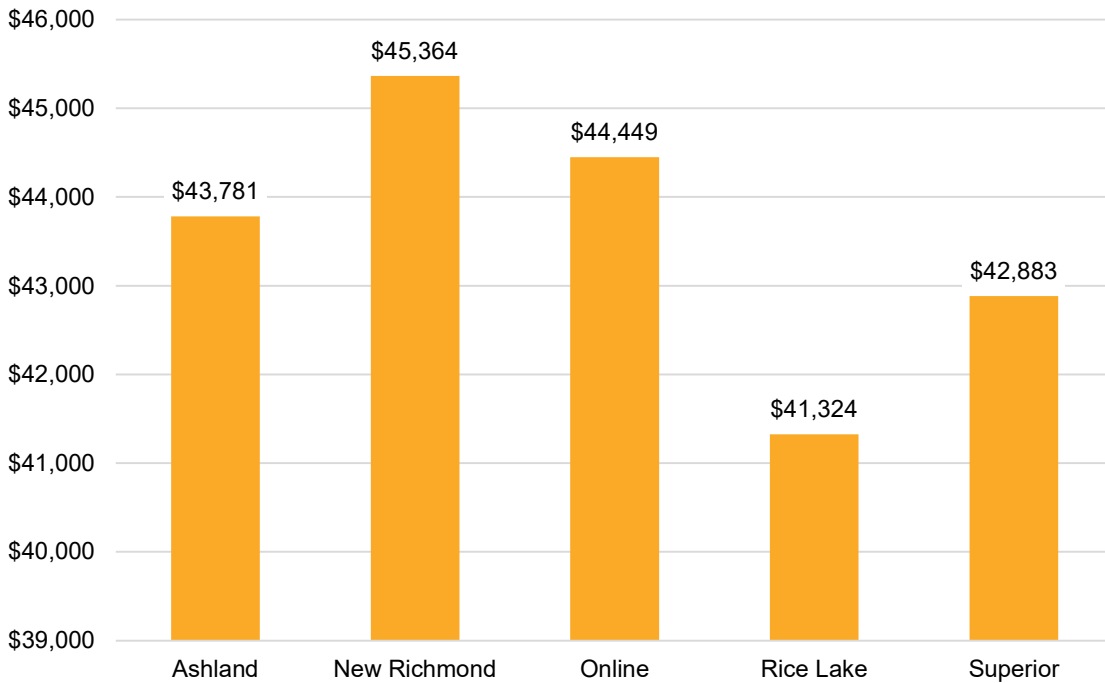


Figure 5: Average Annual Salary by Campus

## Average Monthly Salary by College Division

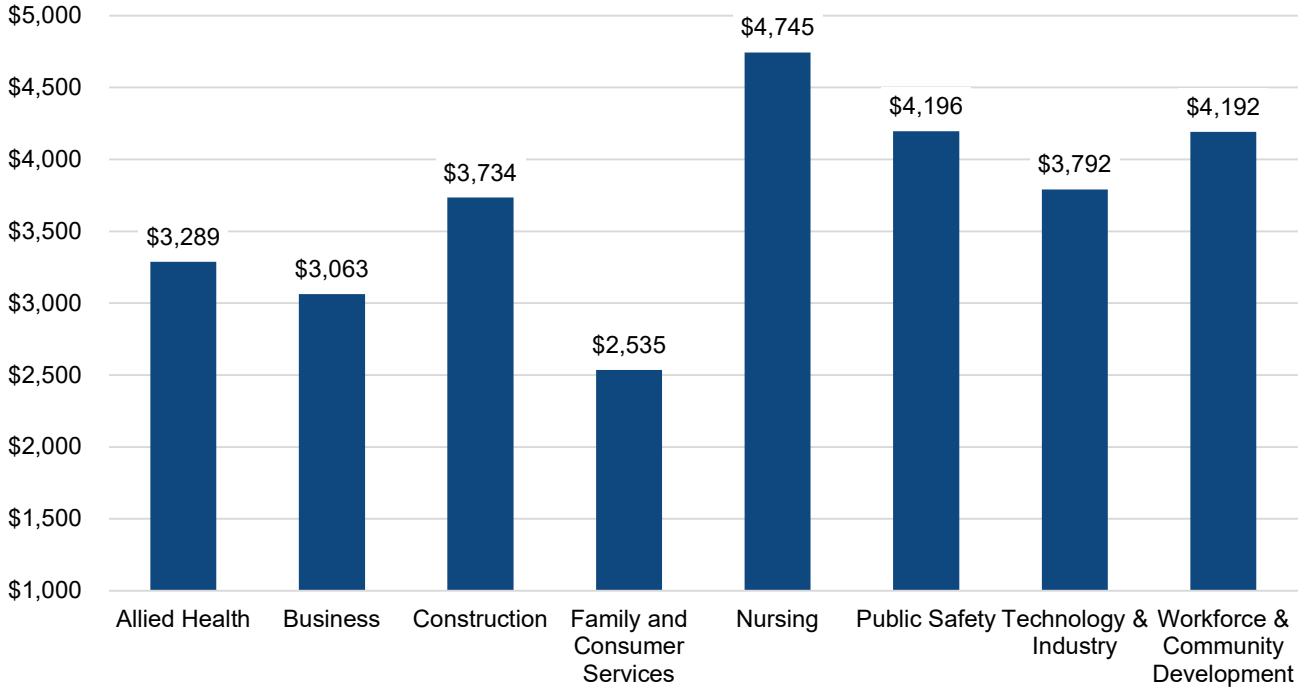


Figure 5: Average Monthly Salary by College Division

## Average Annual Salary by College Division

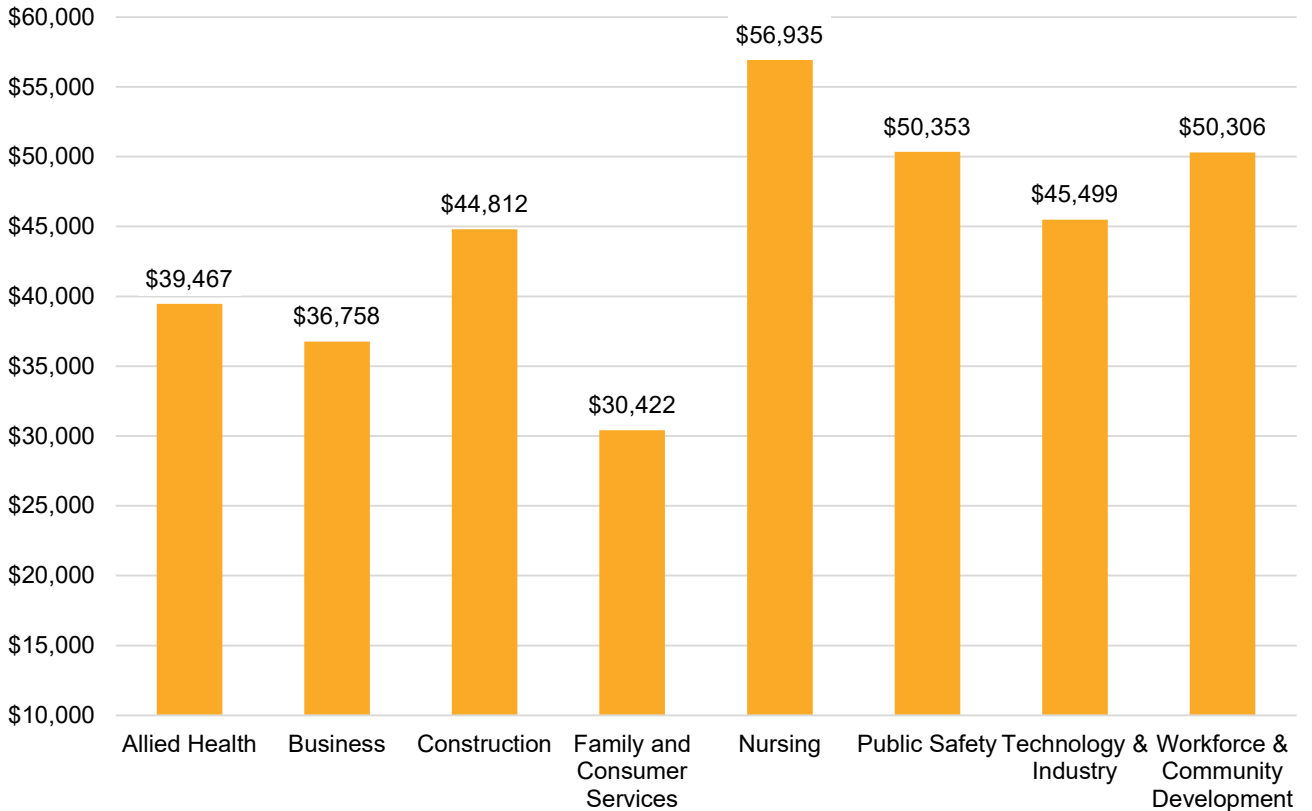


Figure 6: Average Annual Salary by College Division



# Reasons for Attending WITC

“Preparation for getting a job” was the most frequently indicated primary reason for attending WITC (166 graduates, 35 percent). This was followed by “career change” (128 graduates, 27 percent), “preparation for further education” (60 graduates, 13 percent), “improvement of existing job skills” (53 graduates, 11 percent), and “personal interest” (39 graduates, 8 percent). 30 graduates (6 percent) chose “other” as their primary reason for attending WITC.

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

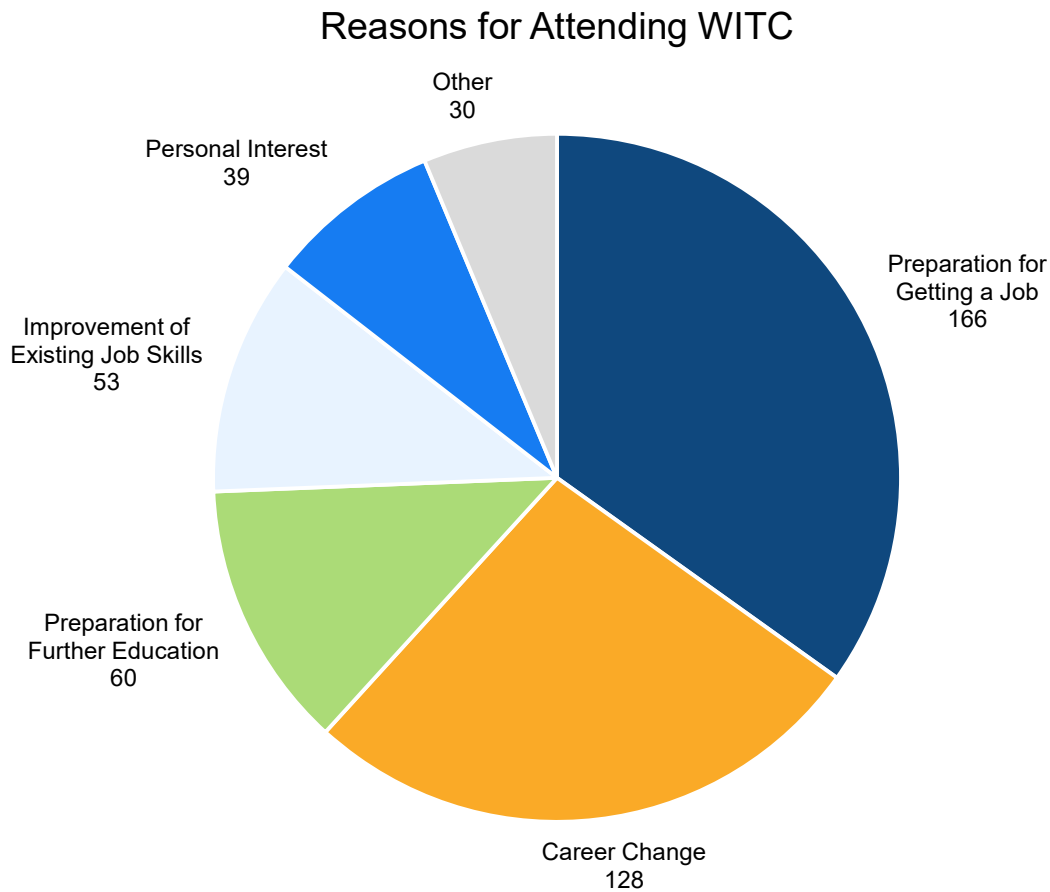


Figure 7: Reasons for Attending WITC

# Satisfaction with Training

458 graduates (96 percent) indicated that they were “very satisfied” or “satisfied” with the training that they received at WITC. 18 graduates (4 percent) indicated that they were “unsatisfied” or “very unsatisfied.”

406 graduates (85 percent) indicated that they would recommend WITC to a friend or family member. 18 graduates (4 percent) indicated that they would not recommend WITC to a friend or family member. 52 graduates (11 percent) did not respond to this question.

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

### Satisfaction with Training

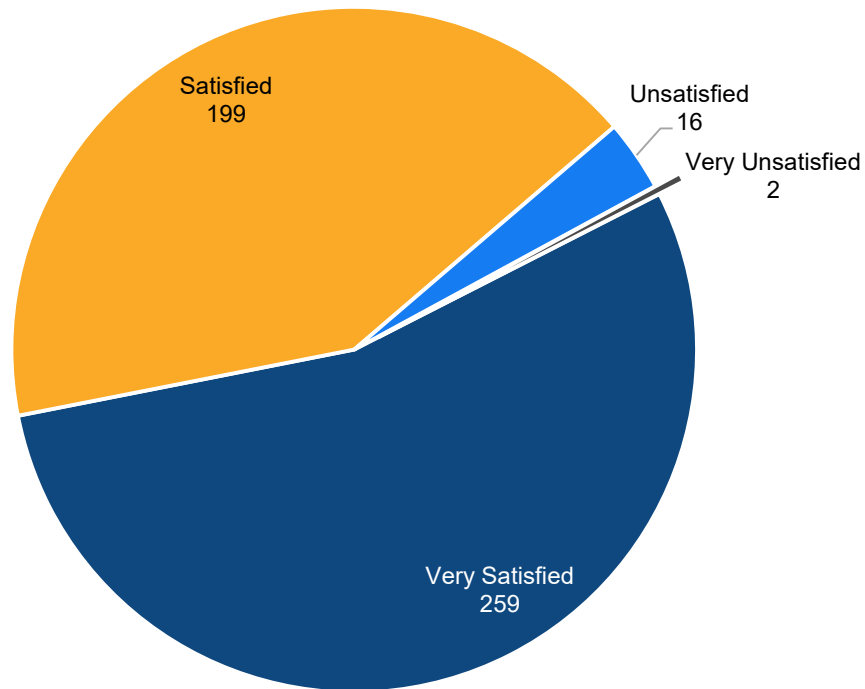


Figure 8: Satisfaction with Training

# APPENDIX A



# APPENDIX B



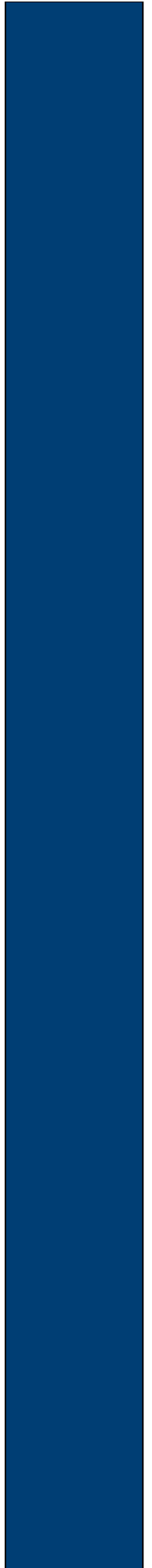
**SUMMARY OF GRADUATE FOLLOW-UP STUDY  
OF 2019-2020 GRADUATES BY CAMPUS**

	Ashland	New Richmond	Online	Rice Lake	Superior
<b>Graduates</b>	143	462	70	445	277
<b>Responses</b>	53	139	31	150	103
	37%	30%	44%	34%	37%
<b>In the Labor Market</b>	44	112	27	124	83
<b>Employed</b>	44	106	25	121	73
	100%	95%	93%	98%	88%
Related	31	82	15	91	57
Unrelated	7	18	7	17	10
Unknown	6	6	3	13	6
<b>Seeking Employment</b>	0	6	2	3	9
	<1%	5%	7%	<1%	11%
<b>Average Monthly Salary</b>	\$3,648	\$3,780	\$3,704	\$3,444	\$3,574

**Location of Employment – by Campus**

Campus	Employed				Employed Full-Time, Related to Training			
	In WITC District	In Wisconsin, Outside WITC District	Outside Wisconsin	Cannot Determine	In District	WI Out of District	Out of State	Cannot Determine
Ashland	27	5	2	10	17	4	1	2
New Richmond	48	8	27	23	27	5	21	7
Online	11	1	5	8	7	1	4	3
Rice Lake	69	14	5	33	48	7	5	9
Superior	14	1	39	19	9	1	24	3
Totals	169	29	78	93	108	18	55	24

# APPENDIX C



**SUMMARY OF GRADUATE FOLLOW-UP STUDY  
OF 2019-2020 GRADUATES BY COLLEGE DIVISION**

	Allied Health	Business	Construction	Family and Consumer Services	Nursing	Public Safety	Technology and Industry	Workforce Development and Advancement
<b>Graduates</b>	100	198	48	191	431	106	278	45
<b>Responses</b>	64	79	19	66	114	33	84	17
	64%	40%	40%	35%	26%	31%	30%	38%
<b>In the Labor Market</b>	61	69	16	47	80	26	77	14
<b>Employed</b>	57	65	15	44	77	24	75	12
	93%	94%	94%	94%	96%	92%	97%	86%
Related	43	42	11	32	61	18	58	11
Unrelated	11	18	2	7	5	3	13	0
Unknown	3	5	2	5	11	3	4	1
<b>Seeking Employment</b>	4	3	1	3	3	2	2	2
	7%	4%	6%	6%	<1%	8%	3%	17%
<b>Average Monthly Salary</b>	\$3,289	\$3,063	\$3,734	\$2,535	\$4,745	\$4,196	\$3,792	\$4,192

(\*) As much as possible, data for only WITC graduates is reported. However, average monthly salaries of programs that have less than five graduates at WITC, or less than five responding graduates from WITC, are reported using aggregated statewide data. The total average monthly salary for each division and the College includes salaries reported only by WITC graduates.





**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2019-2020 GRADUATES BY DIVISION & PROGRAM**

31-106-8	Office Support Specialist	#	#	#	#	#	#	#	#	#
30-106-1	Office Technology Assistant	#	#	#	#	#	#	#	#	#
<b>TOTAL – BUSINESS</b>		198	79	40%	69	65	94%	24	35%	\$3,063

<b>Construction</b>										
Program Number and Title		Graduates	Responses		In Labor Market	Total Employed		Employed Full-Time in Related Field		Average Monthly Salary*
10-614-4	Architectural Commercial Design	6	#	#	#	#	#	#	#	#
32-410-2	Construction and Cabinetmaking	6	#	#	#	#	#	#	#	#
32-601-1	Heating, Vent, & Air Cond/Refr	8	6	75%	6	6	100%	#	#	\$3,698*
31-601-2	HVAC Installation Technician	#	#	#	#	#	#	#	#	#
31-461-4	Marine Repair Technician	10	5	50%	5	5	100%	#	#	\$3,230*
30-601-1	Refrigeration Essentials	17	#	#	#	#	#	#	#	#
<b>TOTAL – CONSTRUCTION</b>		48	19	40%	16	15	94%	6	38%	\$3,734

<b>Family and Consumer Services</b>										
Program Number and Title		Graduates	Responses		In Labor Market	Total Employed		Employed Full-Time in Related Field		Average Monthly Salary*
30-544-2	CBRF Caregiver (Community-Based Residential Facility)	29	#	#	#	#	#	#	#	#
31-502-1	Cosmetology	37	15	41%	15	14	93%	#	#	\$2,647*
10-307-1	Early Childhood Education	12	6	50%	5	5	100%	#	#	\$2,510*
10-307-1	E-CHILD	11	8	73%	8	8	100%	6	75%	\$3,098
31-307-1	E-Connect - Child Care Services	23	6	26%	#	#	#	#	#	\$2,172*
10-544-1	Gerontology - Aging Services Professional	5	#	#	#	#	#	#	#	#
30-109-2	Hospitality Foundations	17	6	35%	6	#	#	#	#	\$1,907*
10-520-3	Human Services Associate	31	14	45%	10	10	100%	7	70%	\$2,617
31-307-1	Online Child Care E-Connect	11	#	#	#	#	#	#	#	\$2,172*
31-550-1	Substance Abuse Counselor	15	#	#	#	#	#	#	#	#
<b>TOTAL – FAMILY AND CONSUMER SERVICES</b>		191	66	35%	47	44	94%	21	45%	\$2,535

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2019-2020 GRADUATES BY DIVISION & PROGRAM**

<b>Nursing</b>										
Program Number and Title		Graduates	Responses		In Labor Market	Total Employed		Employed Full-Time in Related Field		Average Monthly Salary*
10-543-1	Nursing-Associate Degree	74	53	72%	51	50	98%	16	31%	\$5,263
30-543-1	Nursing Assistant	357	61	17%	29	27	93%	10	34%	\$3,561
<b>TOTAL – NURSING</b>		431	114	26%	80	77	96%	26	33%	\$4,745

<b>Public Safety</b>										
Program Number and Title		Graduates	Responses		In Labor Market	Total Employed		Employed Full-Time in Related Field		Average Monthly Salary*
30-531-6	Advanced EMT	9	#	#	#	#	#	#	#	\$3,371*
30-504-2	Criminal Justice – Law Enforcement 720 Academy	16	5	31%	5	5	100%	#	#	\$4,873*
10-504-5	Criminal Justice Studies	22	10	45%	5	#	#	#	#	\$3,881*
30-531-3	Emergency Medical Technician	50	10	20%	8	8	100%	#	#	\$3,218*
31-531-1	Emergency Medical Technician - Paramedic	8	6	75%	6	6	100%	#	#	\$4,151*
10-531-1	Paramedic Technician	#	#	#	#	#	#	#	#	\$4,770*
<b>TOTAL – PUBLIC SAFETY</b>		106	33	31%	26	24	92%	8	31%	\$4,196

<b>Technology and Industry</b>										
Program Number and Title		Graduates	Responses		In Labor Market	Total Employed		Employed Full-Time in Related Field		Average Monthly Salary*
32-070-1	Agricultural Power and Equipment Technician	7	#	#	#	#	#	#	#	\$4,639*
32-454-1	Automated Packaging Systems Technician	9	#	#	#	#	#	#	#	#
10-631-2	Automation for Industrial Systems	7	#	#	#	#	#	#	#	#
30-404-1	Automotive Maintenance and Light Repair Technician	10	#	#	#	#	#	#	#	#
31-404-2	Automotive Service Technician	22	7	32%	6	6	100	#	#	\$2,747*

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2019-2020 GRADUATES BY DIVISION & PROGRAM**

32-404-2	Automotive Technician	5	#	#	#	#	#	#	#	\$3,151*
31-091-1	Dairy Herd Management	5	#	#	#	#	#	#	#	\$2,389*
31-420-6	Entry Level Machining	7	#	#	#	#	#	#	#	#
31-080-4	Farm Operation	#	#	#	#	#	#	#	#	\$2,948*
30-442-5	Gas Metal Arc Welding	14	#	#	#	#	#	#	#	\$3,410*
32-462-1	Industrial Maintenance Technician	8	#	#	#	#	#	#	#	\$5,115*
10-150-2	Information Technology - Network Specialist	12	#	#	#	#	#	#	#	\$3,741*
10-154-7	Information Technology - Systems Administration Specialist	9	#	#	#	#	#	#	#	\$4,270*
10-152-7	Information Technology - Web and Software Developer	14	#	#	#	#	#	#	#	\$4,813*
30-150-4	IT - Network Technician	29	#	#	#	#	#	#	#	#
31-420-1	Machine Tool Operation	6	#	#	#	#	#	#	#	\$3,620*
31-444-1	Machine Tool Operation - CNC	6	#	#	#	#	#	#	#	\$3,579*
30-444-2	CNC Technician	#	#	#	#	#	#	#	#	#
32-420-1	Machine Tool Technician	#	#	#	#	#	#	#	#	\$3,696*
32-420-5	Machine Tooling Technics	8	5	63%	5	5	100	#	#	\$3,937*
30-444-3	Manufacturing Production Technician	#	#	#	#	#	#	#	#	#
31-461-3	Power Sports Technician	12	5	42%	5	5	100	#	#	\$3,207*
30-442-4	Shielded Metal Arc Welding (SMAW)	#	#	#	#	#	#	#	#	#
31-442-1	Welding	65	32	49%	30	29	97%	20	67%	\$3,777
30-442-2	Welding/Maintenance/Fabrication	14	#	#	#	#	#	#	#	\$3,571*
<b>TOTAL – TECHNOLOGY AND INDUSTRY</b>		278	84	30%	77	75	97%	45	58%	\$3,792

<b>Workforce and Community Development</b>										
Program Number and Title		Graduates	Responses		In Labor Market	Total Employed		Employed Full-Time in Related Field		Average Monthly Salary*
30-451-2	Broadband Installer	#	#	#	#	#	#	#	#	#
30-410-3	Construction Essentials	#	#	#	#	#	#	#	#	#
30-410-3	HSAC-Construction Essentials	13	#	#	#	#	#	#	#	#
30-454-1	Mechatronics Basics	8	#	#	#	#	#	#	#	#
30-458-1	Truck Driving	19	11	58%	11	10	91%	5	45%	\$3,861

**SUMMARY OF GRADUATE FOLLOW-UP STUDY OF 2019-2020 GRADUATES BY DIVISION & PROGRAM**

<b>TOTAL – WORKFORCE AND COMMUNITY DEVELOPMENT</b>	45	17	38%	14	12	86%	6	43%	\$4,192
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<b>Collegewide (All Divisions)</b>									
	Graduates	Responses	In Labor Market	Total Employed	Employed Full-Time in Related Field	Average Monthly Salary*			
<b>TOTAL – COLLEGEWIDE</b>	1,397	476	34%	390	369	95%	167	45%	\$3,605

(#) Data that represents less than five graduates must be suppressed in compliance with FERPA and Wisconsin Technical College System (WTCS) guidance.

(\*) As much as possible, data for only WITC graduates is reported. However, average monthly salaries of programs that have less than five graduates at WITC, or less than five responding graduates from WITC, are reported using aggregated statewide data. The total average monthly salary for each division and the College includes salaries reported only by WITC graduates.

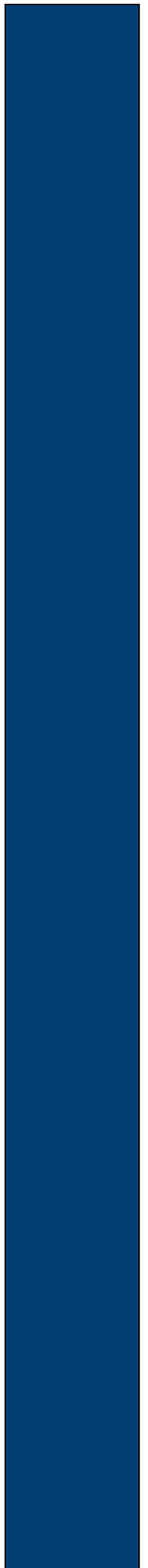
Totals are unduplicated counts – they are not a summary of the program numbers.

# APPENDIX D

**SUMMARY OF GRADUATE FOLLOW-UP STUDY  
OF 2019-2020 GRADUATES BY DEGREE LEVEL**

	<b>Associate Degree</b>	<b>Two-Year Technical</b>	<b>One-Year Technical</b>	<b>Short-Term Technical</b>
<b>Graduates</b>	333	53	348	663
<b>Responses</b>	165	24	154	133
	50%	45%	44%	20%
<b>In the Labor Market</b>	148	23	136	83
<b>Employed</b>	143	23	129	75
	97%	100%	95%	90%
Related	118	19	94	45
Unrelated	17	4	25	14
Unknown	8	0	10	16
<b>Seeking Employment</b>	5	0	7	8
	3%	<1%	5%	10%
<b>Average Monthly Salary</b>	\$3,778	\$4,104	\$3,330	\$3,712

# APPENDIX E





**2019-2020 Follow-Up Study – Satisfaction With Training and Reason for Attending  
by College Division**

Division	Graduates	Respondents	Satisfaction With Training				Reason for Attending WITC				
			Very Satisfied	Satisfied	Unsatisfied	Very Unsatisfied	Job Prep	Career Change	Improve Job Skills	Prep for Additional Education	Personal Interest/Other
Allied Health	100	64	28	32	4	0	22	24	6	7	5
Business	198	79	41	35	3	0	24	16	14	8	17
Construction	48	19	11	8	0	0	8	4	3	2	2
Family and Consumer Services	191	66	47	16	2	1	12	18	7	12	17
General Studies	0	0	0	0	0	0	0	0	0	0	0
Nursing	431	114	54	55	4	1	38	41	5	20	10
Public Safety	106	33	12	19	2	0	10	8	7	6	2
Technology and Industry	278	84	55	28	1	0	48	11	9	1	15
Workforce and Community Development	45	17	11	6	0	0	4	6	2	4	1
<b>TOTALS</b>	<b>1,397</b>	<b>476</b>	<b>259 54%</b>	<b>199 42%</b>	<b>16 3%</b>	<b>2 &lt;1%</b>	<b>166 35%</b>	<b>128 27%</b>	<b>53 11%</b>	<b>60 13%</b>	<b>69 15%</b>

**2019-2020 Follow-Up Study – Satisfaction With Training and Reason for Attending  
by Degree Level**

Degree Level	Graduates	Respondents	Satisfaction With Training				Reason for Attending WITC				
			Very Satisfied	Satisfied	Unsatisfied	Very Unsatisfied	Job Prep	Career Change	Improve Job Skills	Prep for Additional Education	Personal Interest/Other
Associate	333	165	79	80	4	2	48	48	27	21	21
Two-Year Technical	53	24	14	10	0	0	12	3	3	0	6
One-Year Technical	348	154	85	62	7	0	67	42	12	12	18
Short-Term Technical	663	133	81	47	5	0	39	35	11	27	21
<b>TOTALS</b>	<b>1397</b>	<b>476</b>	<b>259 54%</b>	<b>199 42%</b>	<b>16 3%</b>	<b>2 &lt;1%</b>	<b>166 35%</b>	<b>128 27%</b>	<b>53 11%</b>	<b>60 13%</b>	<b>66 14%</b>

**2019-2020 Follow-Up Study – Satisfaction With Training and Reason for Attending  
by Campus**

Campus	Graduates	Respondents	Satisfaction With Training				Reason for Attending WITC				
			Very Satisfied	Satisfied	Unsatisfied	Very Unsatisfied	Job Prep	Career Change	Improve Job Skills	Prep for Additional Education	Personal Interest/Other
Ashland	143	53	31	18	4	0	21	16	5	6	5
New Richmond	462	139	78	60	1	0	39	36	20	21	23
Online	70	31	18	10	3	0	5	13	7	2	4
Rice Lake	445	150	83	62	3	2	55	38	16	19	22
Superior	277	103	49	49	5	0	46	25	5	12	15
<b>TOTALS</b>	<b>1,397</b>	<b>476</b>	<b>259 54%</b>	<b>199 42%</b>	<b>16 3%</b>	<b>2 &lt;1%</b>	<b>166 38%</b>	<b>128 27%</b>	<b>53 11%</b>	<b>60 13%</b>	<b>69 15%</b>

### 2019-2020 Follow-Up Study – Recommend WITC by Campus

Location	Graduates	Respondents	Would Recommend WITC		
			Yes	No	Did not answer
Ashland	143	53	46	1	6
New Richmond	462	139	126	3	10
Online	70	31	25	1	5
Rice Lake	445	150	123	6	21
Superior	277	103	86	7	10
<b>TOTALS</b>	<b>1,397</b>	<b>476</b>	<b>406 85%</b>	<b>18 4%</b>	<b>52 11%</b>