

# Graduate Survey Results 2016-2017

Wisconsin Indianhead Technical College



**EXPERIENCE**



**SUCCESS**

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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%
<b>TOTAL ***</b>	<b>884</b>	<b>825</b>	<b>93%</b>	<b>638</b>	<b>77%</b>

\*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.

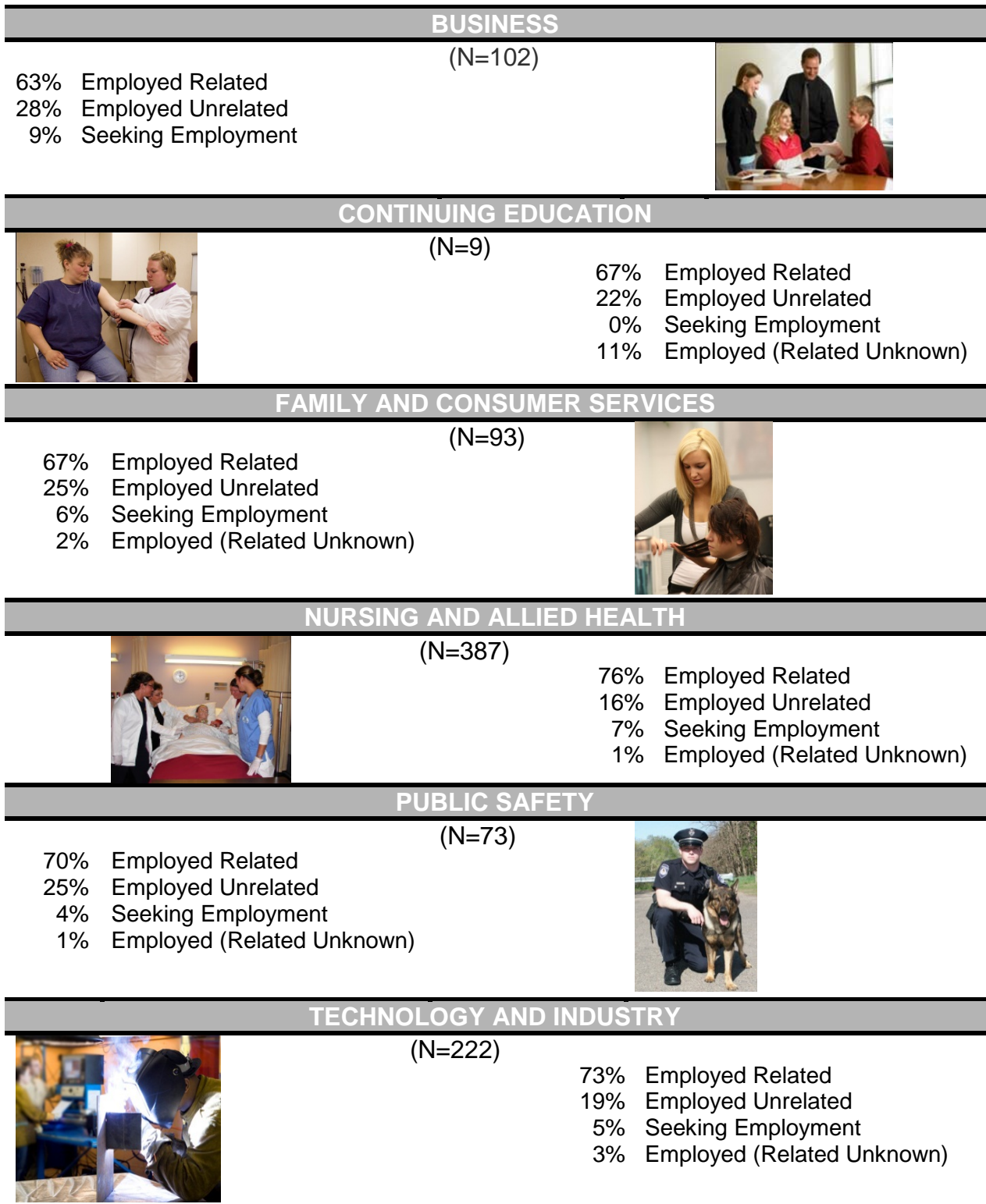
Seventy-six percent (76%) of graduates in the Nursing and Allied Health division are employed in training-related occupations. Seventy-three percent (73%) of Technology and Industry and 70% of Public Safety division graduates are employed in occupations related to

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.

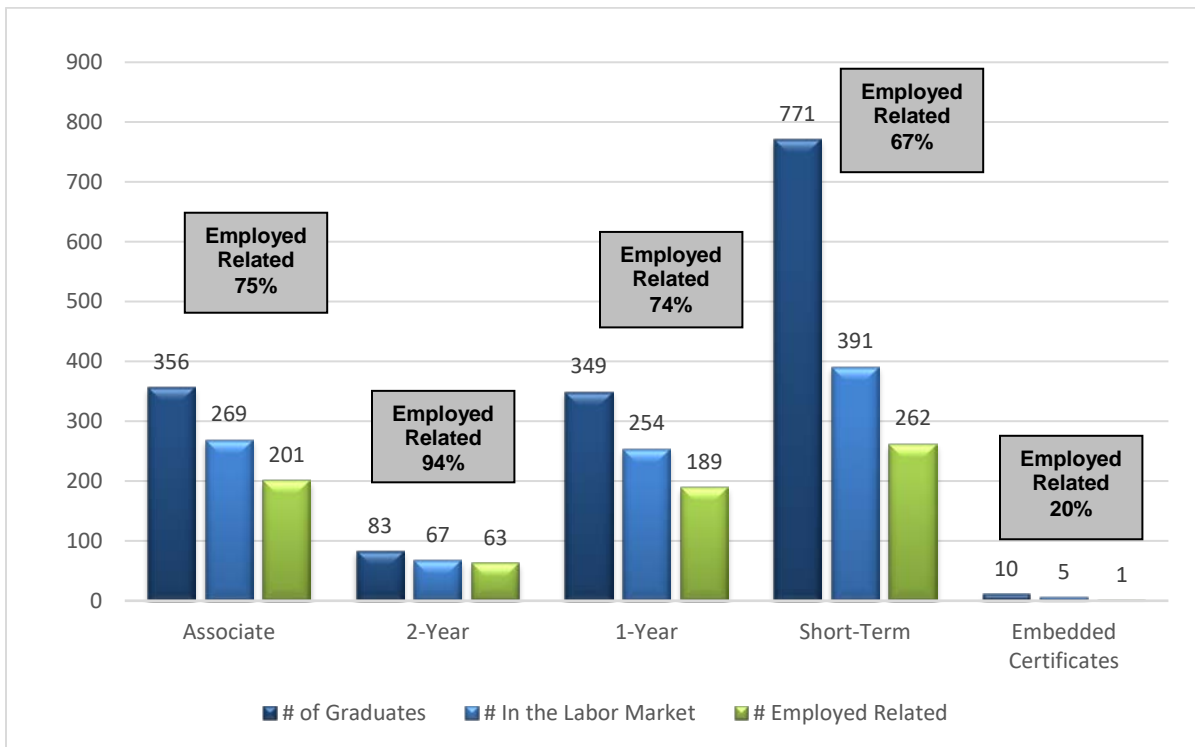
Graduates employed in related jobs totaled 716, or 73% of those available for employment. There is duplication among degree levels

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

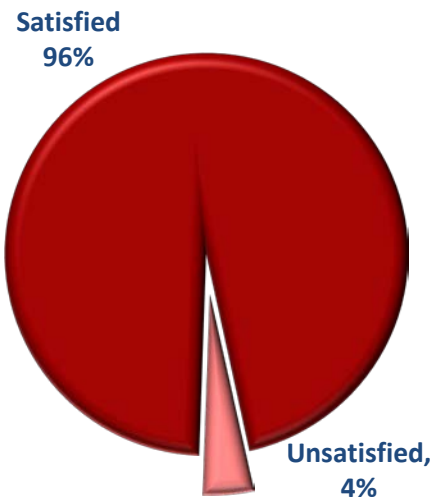
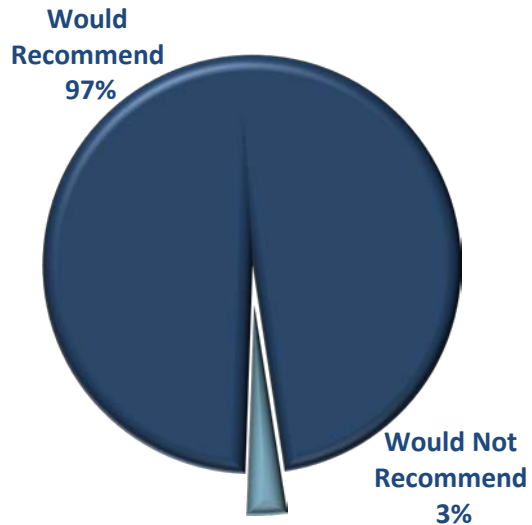


Figure 4  
Percent that Would or Would Not  
Recommend WITC to a Friend or  
Family Member





## Reasons for Attending WITC

**G**raduates 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%

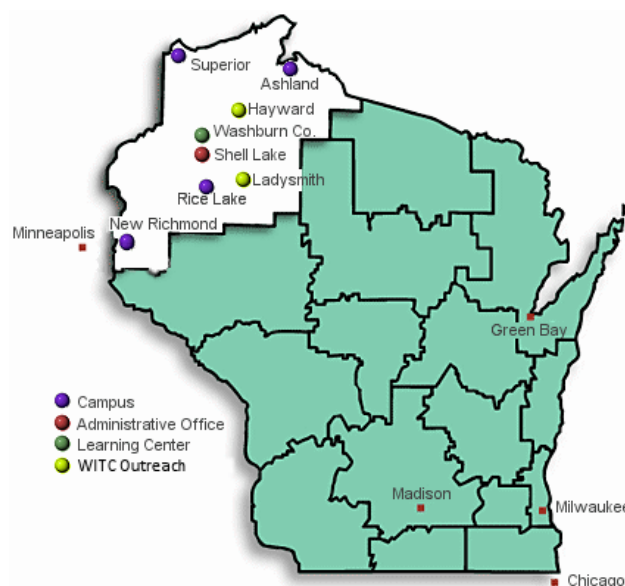
\*Unduplicated.

## 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%
<b>TOTAL</b>	<b>68%</b>	<b>9%</b>	<b>23%</b>	<b>66%</b>	<b>10%</b>	<b>24%</b>

# Salary

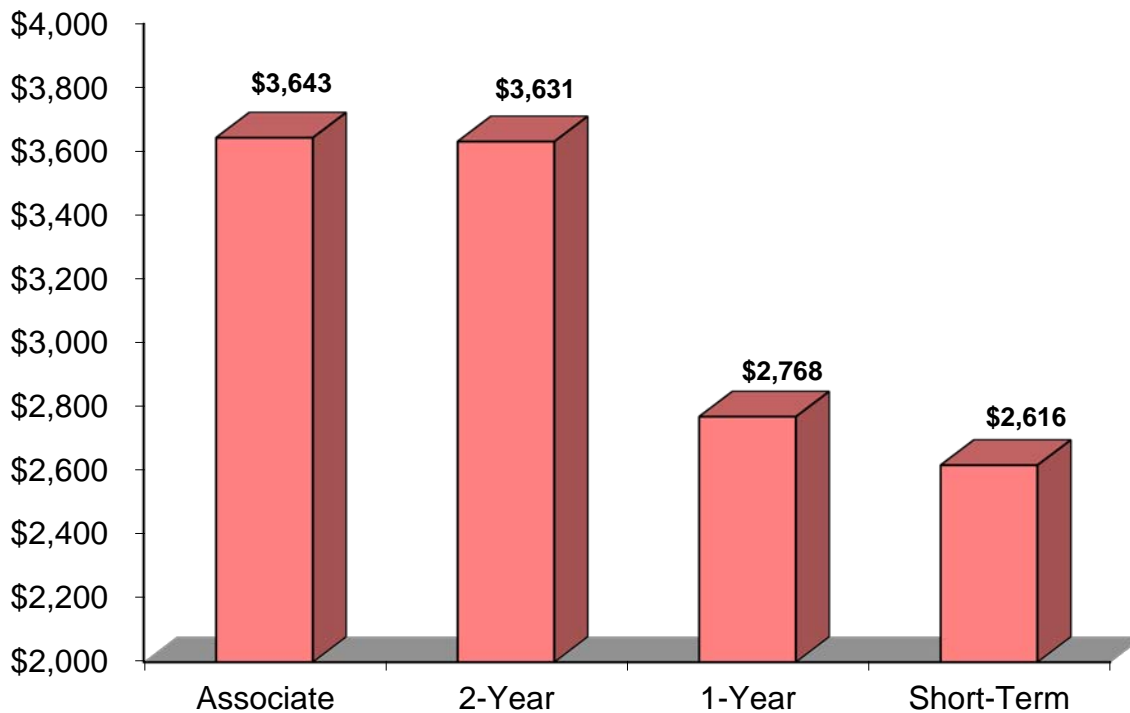
Graduates are asked to provide salary information based on hourly, weekly, monthly, or yearly wages. Regardless of the wage base used, individual responses are converted to a monthly salary and an average monthly wage is reported for each program. These averages are calculated for full-time (35 hours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

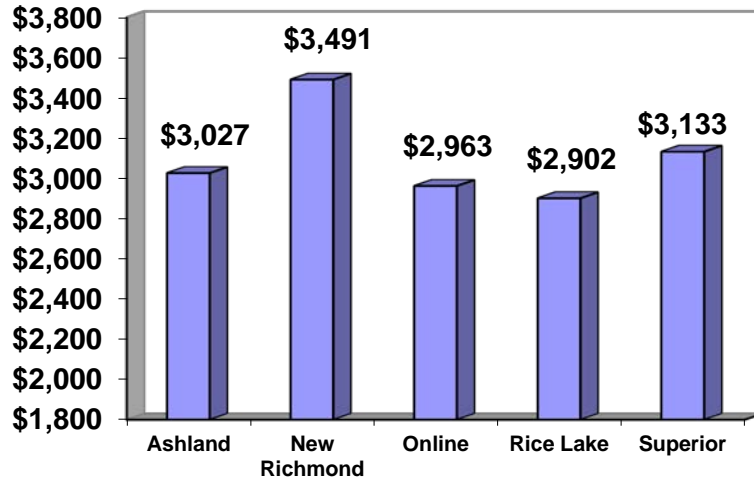
Figures 5 and 6 on the following page show average monthly and yearly salaries by campus and division.

Figure 4  
Average Monthly Salary by Degree Level



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

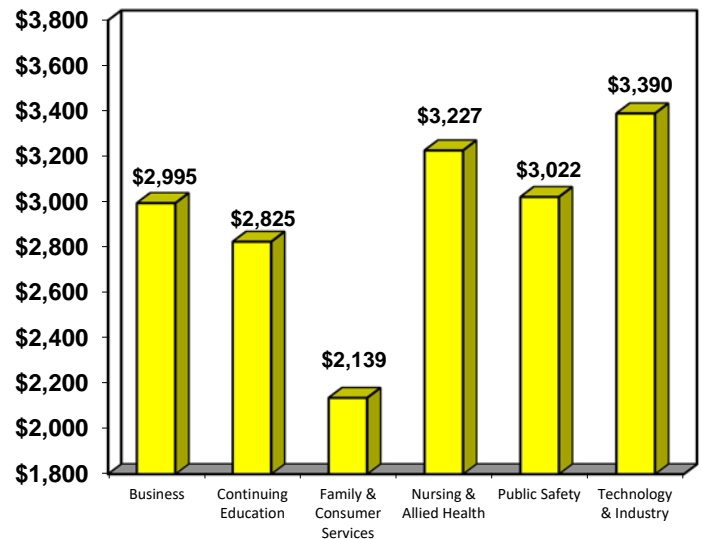
Figure 5  
Average Monthly Salary by Campus



<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

## Recommendations

Question ten of the Graduate Follow-Up Study provided 2016-2017 graduates with the opportunity to give recommendations for



improving the services offered at WITC and to indicate how WITC has helped them. Appendix G lists graduate comments by program and campus.

# 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!**



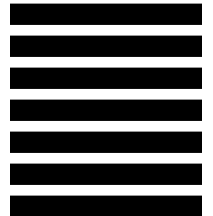
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# APPENDIX B

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

	<b>Ashland</b>	<b>New Richmond</b>	<b>Online</b>	<b>Rice Lake</b>	<b>Superior</b>
<b>Graduates</b>	195	444	58	488	280
<b>Responses</b>	171 88%	382 86%	49 84%	406 83%	236 84%
<b>In the Labor Market</b>	131	267	42	301	164
<b>Employed</b>	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
<b>Seeking Employment</b>	11 8%	13 5%	1 2%	25 8%	9 5%
<b>Average Monthly Salary</b>	\$3,027	\$3,491	\$2,963	\$2,902	\$3,133

**Location of Employment**

	<b>Employed</b>		<b>Employed Related to Training</b>	
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**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>	<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>	<b>EMPLOYED RELATED*</b>	<b>AVERAGE MONTHLY SALARY</b>
<b><i>Business</i></b>						
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
<b>TOTAL BUSINESS+</b>	<b>16</b>	<b>16 100%</b>	<b>12</b>	<b>12 100%</b>	<b>7 58%</b>	<b>\$3,837</b>
<b><i>Continuing Education</i></b>						
30-312-9 Dietary Manager	1	1 100%	1	1 100%	1 100%	NA
<b>TOTAL CONTINUING EDUCATION+</b>	<b>1</b>	<b>1 100%</b>	<b>1</b>	<b>1 100%</b>	<b>1 100%</b>	<b>NA</b>
<b><i>Family &amp; Consumer Services</i></b>						
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
<b>TOTAL FAMILY &amp; CONSUMER SERVICES+</b>	<b>18</b>	<b>18 100%</b>	<b>12</b>	<b>10 83%</b>	<b>6 50%</b>	<b>\$2,025</b>

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

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>	<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>	<b>EMPLOYED RELATED*</b>	<b>AVERAGE MONTHLY SALARY</b>
<b><i>Nursing and Allied Health</i></b>						
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
<b>TOTAL NURSING AND ALLIED HEALTH+</b>	<b>83</b>	<b>71 86%</b>	<b>49</b>	<b>42 86%</b>	<b>32 65%</b>	<b>\$2,915</b>
<b><i>Public Safety</i></b>						
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
<b>TOTAL PUBLIC SAFETY+</b>	<b>16</b>	<b>15 94%</b>	<b>14</b>	<b>14 100%</b>	<b>9 64%</b>	<b>NA</b>
<b><i>Technology and Industry</i></b>						
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
<b>TOTAL TECHNOLOGY AND INDUSTRY+</b>	<b>38</b>	<b>30 79%</b>	<b>25</b>	<b>23 92%</b>	<b>16 64%</b>	<b>\$3,481</b>
<b>TOTAL ASHLAND CAMPUS+</b>	<b>195</b>	<b>171 88%</b>	<b>131</b>	<b>120 92%</b>	<b>86 66%</b>	<b>\$3,027</b>

\*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**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>			<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><i>Business</i></b>										
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	
<b>TOTAL BUSINESS+</b>	<b>33</b>	<b>27</b>	<b>82%</b>	<b>18</b>	<b>16</b>	<b>89%</b>	<b>9</b>	<b>50%</b>	<b>\$2,769</b>	
<b><i>Continuing Education</i></b>										
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	
<b>TOTAL CONTINUING EDUCATION+</b>	<b>25</b>	<b>17</b>	<b>68%</b>	<b>8</b>	<b>8</b>	<b>100%</b>	<b>5</b>	<b>63%</b>	<b>NA</b>	
<b><i>Family and Consumer Services</i></b>										
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	
<b>TOTAL FAMILY AND CONSUMER SERVICES+</b>	<b>39</b>	<b>37</b>	<b>95%</b>	<b>21</b>	<b>20</b>	<b>95%</b>	<b>13</b>	<b>62%</b>	<b>\$2,271</b>	

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

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><i>Nursing and Allied Health</i></b>									
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
<b>TOTAL NURSING AND ALLIED HEALTH+</b>	<b>191</b>	<b>161</b>	<b>84%</b>	<b>111</b>	<b>105</b>	<b>95%</b>	<b>92</b>	<b>83%</b>	<b>\$3,678</b>
<b><i>Public Safety</i></b>									
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
<b>TOTAL PUBLIC SAFETY+</b>	<b>28</b>	<b>27</b>	<b>96%</b>	<b>25</b>	<b>25</b>	<b>100%</b>	<b>17</b>	<b>68%</b>	<b>\$2,733</b>
<b><i>Technology and Industry</i></b>									
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)**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<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
<b>TOTAL TECHNOLOGY AND INDUSTRY+</b>	128	113	88%	84	80	95%	60	71%	\$3,673
<b>TOTAL NEW RICHMOND CAMPUS+</b>	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**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>			<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><i>Business</i></b>										
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	
<b>TOTAL BUSINESS+</b>	29	25	86%	20	20	100%	17	85%	\$2,798	
<b><i>Family and Consumer Services</i></b>										
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	
<b>TOTAL FAMILY AND CONSUMER SERVICES+</b>	16	12	75%	12	12	100%	10	83%	\$2,536	
<b><i>Nursing and Allied Health</i></b>										
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	
<b>TOTAL NURSING AND ALLIED HEALTH+</b>	6	5	83%	5	5	100%	1	20%	NA	
<b><i>Technology and Industry</i></b>										
10-152-7 Information Technology - Web and Software Developer	5	5	100%	4	3	75%	3	75%	\$4,874	
<b>TOTAL TECHNOLOGY AND INDUSTRY+</b>	5	5	100%	4	3	75%	3	75%	\$4,874	
<b>TOTAL ONLINE+</b>	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**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><i>Business</i></b>									
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
<b>TOTAL BUSINESS+</b>	60	52	87%	46	40	87%	28	61%	\$2,946
<b><i>Continuing Education</i></b>									
30-410-3 Construction Essentials	7	2	29%	0	0	0%	0	0%	NA
<b>TOTAL CONTINUING EDUCATION+</b>	7	2	29%	0	0	0%	0	0%	NA
<b><i>Family and Consumer Services</i></b>									
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
<b>TOTAL FAMILY AND CONSUMER SERVICES+</b>	31	24	77%	20	18	90%	15	75%	\$1,951

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

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><i>Nursing and Allied Health</i></b>									
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
<b>TOTAL NURSING AND ALLIED HEALTH+</b>	<b>257</b>	<b>213</b>	<b>83%</b>	<b>137</b>	<b>127</b>	<b>93%</b>	<b>105</b>	<b>77%</b>	<b>\$3,000</b>
<b><i>Public Safety</i></b>									
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
<b><i>Technology and Industry</i></b>									
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)**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><i>Technology and Industry (continued)</i></b>									
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
<b>TOTAL TECHNOLOGY AND INDUSTRY+</b>	90	78	87%	67	63	94%	52	78%	\$2,965
<b>TOTAL RICE LAKE CAMPUS+</b>	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**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>			<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><i>Business</i></b>										
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	
<b>TOTAL BUSINESS+</b>	<b>8</b>	<b>7</b>	<b>88%</b>	<b>6</b>	<b>5</b>	<b>83%</b>	<b>3</b>	<b>50%</b>	<b>\$3,340</b>	
<b><i>Family and Consumer Services</i></b>										
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	
<b>TOTAL FAMILY AND CONSUMER SERVICES+</b>	<b>39</b>	<b>32</b>	<b>82%</b>	<b>28</b>	<b>27</b>	<b>96%</b>	<b>18</b>	<b>64%</b>	<b>\$1,993</b>	
<b><i>Nursing and Allied Health</i></b>										
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	
<b>TOTAL NURSING AND ALLIED HEALTH+</b>	<b>176</b>	<b>147</b>	<b>84%</b>	<b>85</b>	<b>79</b>	<b>93%</b>	<b>64</b>	<b>75%</b>	<b>\$3,252</b>	

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

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>			<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b>Public Safety</b>										
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
<b>TOTAL PUBLIC SAFETY+</b>	5	5	100%	4	4	100%	4	100%		\$4,106
<b>Technology and Industry</b>										
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
<b>TOTAL TECHNOLOGY AND INDUSTRY+</b>	53	46	87%	42	41	98%	31	74%		\$3,248
<b>TOTAL SUPERIOR CAMPUS+</b>	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**

	<b>Business</b>	<b>Continuing Education</b>	<b>Family and Consumer Services</b>	<b>Nursing and Allied Health</b>	<b>Public Safety</b>	<b>Technology and Industry</b>
<b>Graduates</b>	146	33	143	713	91	314
<b>Responses</b>	127 87%	20 61%	123 86%	597 84%	83 91%	272 87%
<b>In the Labor Market</b>	102	9	93	387	73	222
<b>Employed</b>	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
<b>Seeking Employment</b>	9 9%	- -	6 6%	29 7%	3 4%	12 5%
<b>Average Monthly Salary</b>	\$2,995	\$2,825	\$2,139	\$3,227	\$3,022	\$3,390

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

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><i>Business</i></b>									
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
<b>TOTAL BUSINESS+</b>	<b>146</b>	<b>127</b>	<b>87%</b>	<b>102</b>	<b>93</b>	<b>91%</b>	<b>64</b>	<b>63%</b>	<b>\$2,995</b>
<b><i>Continuing Education</i></b>									
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
<b>TOTAL CONTINUING EDUCATION+</b>	<b>33</b>	<b>20</b>	<b>61%</b>	<b>9</b>	<b>9</b>	<b>100%</b>	<b>6</b>	<b>67%</b>	<b>\$2,825</b>
<b><i>Family and Consumer Services</i></b>									
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
<b>TOTAL FAMILY AND CONSUMER SERVICES+</b>	<b>143</b>	<b>123</b>	<b>86%</b>	<b>93</b>	<b>87</b>	<b>94%</b>	<b>62</b>	<b>67%</b>	<b>\$2,139</b>



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

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>	<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>	<b>EMPLOYED RELATED*</b>	<b>AVERAGE MONTHLY SALARY</b>
<b><i>Nursing and Allied Health</i></b>						
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
<b>TOTAL NURSING AND ALLIED HEALTH+</b>	<b>713</b>	<b>597 84%</b>	<b>387</b>	<b>358 93%</b>	<b>294 76%</b>	<b>\$3,227</b>
<b><i>Public Safety</i></b>						
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
<b>TOTAL PUBLIC SAFETY+</b>	<b>91</b>	<b>83 91%</b>	<b>73</b>	<b>70 96%</b>	<b>51 70%</b>	<b>\$3,022</b>
<b><i>Technology and Industry</i></b>						
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)**

<b>PROGRAM NUMBER/TITLE</b>	<b>GRADUATES</b>	<b>RESPONSES</b>		<b>IN LABOR MARKET</b>	<b>TOTAL EMPLOYED</b>		<b>EMPLOYED RELATED*</b>		<b>AVERAGE MONTHLY SALARY</b>
<b><i>Technology and Industry (continued)</i></b>									
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
<b>TOTAL TECHNOLOGY AND INDUSTRY+</b>	314	272	87%	222	210	95%	162	73%	\$3,390
<b>TOTAL+</b>	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**

	<b>Associate Degree</b>	<b>Two-Year Technical</b>	<b>One-Year Technical</b>	<b>Short-Term Technical</b>	<b>Embedded Certificates</b>
<b>Graduates</b>	356	83	349	771	10
<b>Responses</b>	311 87%	75 90%	291 83%	650 84%	6 60%
<b>In the Labor Market</b>	269	67	254	391	5
<b>Employed</b>	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	-
<b>Seeking Employment</b>	21 8%	- -	10 4%	29 7%	2 40%
<b>Average Monthly Salary</b>	\$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
<b>TOTALS*</b>	<b>1,438</b>	<b>1,220</b>	<b>1023</b> 97%	<b>37</b> 3%	<b>603</b> 56%	<b>423</b> 40%	<b>29</b> 3%	<b>15</b> 1%	<b>459</b> 42%	<b>207</b> 19%	<b>106</b> 10%	<b>197</b> 18%	<b>112</b> 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**

*EMPLOYER*

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

*TITLE*

Certified Occupational Therapy Assistant  
 Certified Occupational Therapy Assistant  
 Certified Occupational Therapy Assistant  
 Certified Occupational Therapy Assistant  
 Certified Occupational Therapy Assistant  
 Certified Occupational Therapy Assistant  
 Certified Occupational Therapy Assistant  
 Certified Occupational Therapy Assistant  
 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

# APPENDIX G

## COMMENTS/RECOMMENDATIONS OF 2016-2017 GRADUATES

### BUSINESS

#### ACCOUNTING (10-101-1)

#### ASHLAND

1. Great online courses that made me feel like I was actually in the classroom. Good feedback and the courses challenged me academically. I felt prepared to venture off in the business world after obtaining my diploma.

#### NEW RICHMOND

1. Small class sizes provided one-on-one with instructors and advisors. Classes were all relevant and useful.

#### ONLINE

1. I graduated with an accounting degree. I had excellent grades but like I said earlier, most places only care about recent, relevant experience. I know you're small, but helping to connect students to internships or connections to small, part-time jobs to give relevant experience would be helpful. Also, I'm not sure why there is a blackout of jobs postings around Ellsworth, WI, Red Wing and Rochester, MN but there is. There is on the WITC website. Other areas in MN have jobs posted but not these. I hope through the employment agency I can gain the relevant experience and knowledge I need to pursue what I have a degree in.
2. I used in-class, ITV, and online to complete three Associate Degrees in Accounting, Business Management, and Finance. The variety of learning options give students the flexibility it takes in some situations.
3. WITC has helped me further my education and obtain a degree.
4. WITC helped me come out of my shell. I did online schooling but did come in for the NTA program. That was a great program which I am sad to see is no longer available. It helped me remember the importance to help our community. Since then I was voted on as VFW Aux President for Post 10818 and know more now than ever the need for services like VITA and many others.
5. WITC helped me further my education for not only this job, but also equipped me for many other fields now. One recommendation I have would be to stop using the teaching via ITV as it was very difficult to learn, especially with multiple campuses joined in.



## RICE LAKE

1. Loved WITC. I'm very proud to have graduated from there.
2. More opportunity for internships as most jobs want some experience.
3. Transferring to WITC was one of the best decisions I made. All of the help from counselors made my transition very easy. I mainly enjoyed the small class sizes, flexibility, and involvement with campus activities.
4. WITC was the best choice I ever made; the flexibility offered and the value of education for the price was amazing. Partnering with Lakeland was very helpful as all my credits transferred and I am enrolled full-time there. WITC has opened so many doors for me! Best choice I ever made.

## SUPERIOR

1. I believe I am incapable of working due to motor neuron issues. Due to the location of my issues, I believe I will never be hired for a job that I am certified in. I think that the school should try to prepare people in my situation.

## ACCOUNTING ASSISTANT (31-101-1)

### ASHLAND

1. Great online courses that made me feel like I was actually in classroom. Good feedback and the courses challenged me academically. I felt prepared to venture off in the business world after obtaining my diploma.
2. WITC helped me get my current job. Employer has emailed my instructor, Paul, who forwarded the email to me. WITC gives their students employment opportunities even before they graduate!

### NEW RICHMOND

1. I am an older returning-to-school student and I didn't have the typing or 10-key speed or data entry speed necessary, so I was at a disadvantage when applying for work. I suggest extra class or options to build that skill set for students that need it, especially older or out-of-the workforce students.
2. Small class sizes provided one-on-one with instructors and advisors. Classes were all relevant and useful.
3. WITC gave me the tools that I needed to make a career change. I completed most of my classes online and ITV but if I had to do it all over again, I would want to do them on campus because when you are a student at WITC you are part of

a family. Some suggestions I would offer are: Improve the ITV equipment being this is becoming a popular way of offering classes. Another thing, would be to offer more classes on campus - lets get the students back to campus. WITC is always adding programs and I feel this is important and should continue to grow.

### RICE LAKE

1. I absolutely love WITC! It was such a blessing to me in many ways. I gained the knowledge and skills that I needed to attain the job that I am currently in. WITC helped give me the confidence that I needed, and with that, I was able to get a job offer before graduation! I made lifelong friends during my time there, while learning what I needed to for my degree. I would advice against all classes going online, as I gained a lot of my skills in the face-to-face courses. I think there is a great benefit to having face-to-face courses as that interaction is not something that can be achieved through an online course. There are soft skills that I learned in my courses and interacting with my classmates that I wouldn't have learned had all my classes been online.
2. I am very fortunate to be employed with such a wonderful business.
3. The other instructors and staff were very encouraging and supportive. I love WITC.
4. WITC was the best choice I ever made; the flexibility offered and the value of education for the price was amazing. Partnering with Lakeland was very helpful as all my credits transferred and I am enrolled full-time there. WITC has opened so many doors for me! Best choice I ever made.

### ADMINISTRATIVE PROFESSIONAL (10-106-6)

#### ASHLAND

1. Great experience. Super hands-on experiences and the instructors made sure all students got what they needed from the program.

#### ONLINE

1. All instructors were very knowledgeable in the programs they taught and even after graduating I was able to contact them and ask any questions I may have needed answers to.
2. I enjoyed the ability to take classes online and am so appreciative that was offered. It's the only way I could attend classes, work my job, and still be mom to my three kids.
3. It was a good experience.

4. Received a great education all online. Great to have that option. Was disappointed I was never contacted to be able to walk in graduation ceremony since I graduated in January. My family and I were really looking forward to that final celebration.
5. WITC gave me the tools that I needed to make a career change. I completed most of my classes online and ITV but if I had to do it all over again, I would want to do them on campus because when you are a student at WITC you are part of a family. Some suggestions I would offer are: Improve the ITV equipment being this is becoming a popular way of offering classes. Another thing would be to offer more classes on campus – let's get the students back to campus. WITC is always adding programs and I feel this is important and should continue to grow.
6. WITC has helped me obtain skills that are very strong on the computer. Instructors who gave me skills I will forever be grateful for! They helped me make my resume desirable, a good understanding of the real life scenarios around me, and helped build confidence to land a job.

#### RICE LAKE

1. I absolutely love WITC! It was such a blessing to me in many ways. I gained the knowledge and skills that I needed to attain the job that I am currently in. WITC helped give me the confidence that I needed, and with that, I was able to get a job offer before graduation! I made lifelong friends during my time there, while learning what I needed to for my degree. I would advice against all classes going online, as I gained a lot of my skills in the face-to-face courses. I think there is a great benefit to having face-to-face courses as that interaction is not something that can be achieved through an online course. There are soft skills that I learned in my courses and interacting with my classmates that I wouldn't have learned had all my classes been online.
2. My instructors were amazing and the friends I made at WITC have become like family to me.
3. One of the best experiences that I had was having Barb Malom as an instructor. While I was in her classes with her I learned not just my field of interest but life skills. If I list everything Barb taught me, than you will be reading it for quite some time. Some of the faculty that I work with that was helpful and made my WITC experience a success: Hugh Harris, Linda Richie, Mike Miller, Tim McRaith, Heidi Diesterhaft, Sarah LaRose, Rachel Berg, Tammy Thome, Mary Alice Larson, Todd Larson, Aleesha Drost, Abby Holman, Karen Lutz, Ann Hanson, and Tammy Maruska.
4. WITC grew me in so many areas. The best part about WITC was that the instructors were dedicated to the student success and would work alongside of the student. Some improvements that can be made is to give the students more

practical experience in the field that they will be in. For my course in particular, I could have used more experience using the telephone and facilitating more group projects that you would actually see in an office as an administrative professional.

## BUSINESS MANAGEMENT (10-102-3)

### ASHLAND

1. I am still attending WITC. Make sure academic advisors contact students more than once in the beginning of the semester is something I would like to see improved.
2. More relaxed on due dates for assignments with lesser penalties.

### NEW RICHMOND

1. I am currently finishing a bachelor's degree at UW-Stout. I would recommend everyone start their schooling here because it is cheaper and easy to schedule around.
2. More time on some subjects.

### RICE LAKE

1. For improvements; I would look at some type of CRM software (Customer Relations Management).
2. I appreciated the flexible schedules and especially the online options. Excellent instructors.
3. The class sizes and instructors were super helpful. The instructors were knowledgeable and invested in the students. In fact, they were the reason I continued my education and earned another degree.
4. The teaching and assignments are very relevant to "the real world." This was important to me since I am a nontraditional student. Instructors are very reachable by email and helpful. Also, WITC seems to have a low cost per credit. This was definitely appreciated. The only suggestion I have would maybe be to add more options for completing a 4-year degree at WITC.
5. WITC provided me with many practical and useful skills as well as the knowledge I needed to confidently enter the workforce and pursue my interests. My instructors were amazing mentors and friends who continually guided me in the right direction. To improve class time, I suggest more hands-on work including

frequent refreshers or quizzes to help students of all learning styles better grasp their studies.

6. WITC should offer more help with choosing a successful career/education path. I don't feel I can easily use my degree here.

#### FINANCE (10-114-2)

##### RICE LAKE

1. Hugh prepared me to get a job in the insurance industry. He helped me get licensed and recommended that I apply at State Farm.
2. I enjoyed everything that WITC has to offer. Hugh was a great instructor and fully exceeded my expectations. He made class fun and I am glad I chose Finance.
3. This program helped me in so many ways for my future career along with building me as a person.
4. WITC has shown me there are so many jobs in one field and so many behind the scene jobs people don't think of and of course, all the information we learned about 'finance'.

#### HEALTH OFFICE PROFESSIONAL (31-160-1)

##### ASHLAND

1. I think WITC has been great. My advisor was the best thing about WITC. My flex lab teachers were very helpful and accommodating with my needs perfectly. The way they cared and helped me push forward was one of the best things and support systems to this day.
2. It's been an amazing process Sharon and Cathy P. are awesome mentors.
3. WITC gave me the tools to enter the work force in 1994 as a fully capable and prepared office employee. I have continued through the years to take courses to help improve my job skills, complete continuing education to retain license, and add more skills to my work portfolio. I am positive all of these skills will allow me many work options in the future, as I move into semi-retirement mode.

##### RICE LAKE

1. The entire staff at WITC helps you. There are no improvements that need to be made.

2. The health office professional program is well-rounded and geared to help students succeed in their profession. I found the instructors to be extremely helpful and willing to work with me on questions that I might have. I feel that the skills I gained have helped me in my current job: customer service skills, telephone technique, and my professional demeanor. As far as suggestions for improvements is concerned, there is nothing. I am very satisfied with the education I received and appreciated the goal oriented focus of the program.
3. The staff was very helpful with the extra help I need as being an older student. They never made me feel stupid. Thank you!

### SUPERIOR

1. Great experience.

### HEALTHCARE RECEPTIONIST (30-160-2)

#### ASHLAND

1. I think WITC has been great. My advisor was the best thing about WITC. My flex lab teachers were very helpful and accommodating with my needs perfectly. The way they cared and helped me push forward was one of the best things and support systems to this day.
2. It's been an amazing process Sharon and Cathy P. are awesome mentors.

#### NEW RICHMOND

1. You have prepared me to be employable in the "Map" field. I guess the only thing that I don't like is the 'elective' requirements. I would rather use the credits for a class that is directed at my degree.

#### RICE LAKE

1. The entire staff at WITC helps you. There are no improvements that need to be made.
2. The health office professional program is well-rounded and geared to help students succeed in their profession. I found the instructors to be extremely helpful and willing to work with me on questions that I might have. I feel that the skills I gained have helped me in my current job: customer service skills, telephone technique, and my professional demeanor. As far as suggestions for improvements is concerned, there is nothing. I am very satisfied with the education I received and appreciated the goal oriented focus of the program.
3. The staff was very helpful with the extra help I need as being an older student. They never made me feel stupid. Thank you!

## SUPERIOR

1. Great experience.

## HUMAN RESOURCE MANAGEMENT (10-116-2)

### ASHLAND

1. I was a nontraditional student and have been in the work world for many years. I came to WITC to find ways to use the knowledge I had in addition to gaining more. I found that while I may have known much of the material, the program helped me to organize that knowledge and apply it in constructive ways. I would like to particularly recognize Trudy Kroeger and Pete Ptacek for sharing their valuable life experiences with the students. Books are wonderful tools but life seldom reads those books. Having faculty with both intellectual knowledge and life experience made my experience at WITC not only valuable but also very, very enjoyable. I miss the conversations and having them to bounce ideas off of. As for improvements, I feel that HR needs to be a hands-on program. I understand the need for online courses but nothing can replace the face-to-face contact of the classroom especially for Human Resources. I know the students request the online courses but I don't think it will help them succeed in a career in HR. Not everyone has the people skills needed to succeed in HR. By doing only online programs, they may not realize that it's not a good fit until it's too late. The ITV is an excellent resource, it's not a perfect method but at least you can have interaction. The Flex Labs are also a good tool for the nontraditional students, giving them the additional help they may need. I hope both methods of delivery continue.

### NEW RICHMOND

1. Awesome campus, great staff!

### RICE LAKE

1. Program was great! Trudy was awesome!
2. WITC helped me improve my business skills and understanding business law.

### SUPERIOR

1. I really have no suggestions. I took online and evening courses full-time and I was able to work a full-time job while doing so. I loved WITC.

## MARKETING (10-104-3)

### ONLINE

1. I very much enjoyed my classes. I think my skills prepared me well and taught me the main fundamentals needed to be successful in my field. I'm open to being a part of your Career Impact magazine. Thank you!
2. The online program made it possible for me to attend college and I love it!

## MEDICAL ADMINISTRATIVE SPECIALIST (10-106-4)

### ASHLAND

1. The medical terminology and background was very helpful. I don't use it much in my role in Human Resources, but it helped me in the job initially. I think the program has changed since 2009, but I think there was too much transcription at the time, especially electronic medical records (and not enough hands-on electronic medical records training). I was able to transfer my credits to Capella to begin earning my Bachelor's degree and that has been helpful.

### NEW RICHMOND

1. Flexibility was very helpful like having the flex labs.

## MEDICAL BILLING SPECIALIST (30-160-5)

### RICE LAKE

1. Could have a two-week internship that would be nice!

## MEDICAL OFFICE SPECIALIST (31-106-2)

### NEW RICHMOND

1. Flexibility was very helpful like having the flex labs.
2. I thought WITC did a great job in preparing me for my next educational step. I had great instructors who really listened to my needs and helped me every step of the way. I thought WITC had a variety of study tools and personnel to help me with preparing for jobs and helping me find new ways to study.



## RICE LAKE

1. Could have a two-week internship that would be nice!

## MICROSOFT OFFICE (30-106-6)

### ASHLAND

1. I enjoyed the ability to take classes online and I am so appreciative that it was offered. It was the only way I could attend classes, work my job, and still be mom to my three kids.
2. It was a good experience.

### ONLINE

1. All instructors were very knowledgeable in the programs they taught and even after graduating I was able to contact them and ask any questions I may have needed answers to.
2. WITC has helped me obtain skills that are very strong on the computer. Instructors who gave me skills I will forever be grateful for! They helped me make my resume desirable, a good understanding of the real life scenarios around me, and helped build confidence to land a job.

## RICE LAKE

1. WITC has helped me in more ways than one. Too many to disclose. I am very happy with my education and the training that I received.

## OFFICE SUPPORT SPECIALIST (31-106-8)

### ASHLAND

1. Able to find work for what I was trained for.
2. It was a good experience.
3. Received a great education all online. Great to have that option. Was disappointed I was never contacted to be able to walk in graduation ceremony since I graduated in January. My family and I were really looking forward to that final celebration.
4. WITC gave me the tools that I needed to make a career change. I completed most of my classes online and ITV but if I had to do it all over again, I would want to do them on campus because when you are a student at WITC you are part of

a family. Some suggestions I would offer are: Improve the ITV equipment being this is becoming a popular way of offering classes. Another thing would be to offer more classes on campus – let's get the students back to campus. WITC is always adding programs and I feel this is important and should continue to grow.

### NEW RICHMOND

1. Let students move with new curriculum. If the curriculum changes while the student is in the program, allow them to follow the new curriculum instead of the previous one.

### ONLINE

1. All instructors were very knowledgeable in the programs they taught and even after graduating I was able to contact them and ask any questions I may have needed answers to.
2. I enjoyed the ability to take classes online and am so appreciative that it was offered. It's the only way I could attend classes, work my job, and still be mom to my three kids.
3. WITC has helped me obtain skills that are very strong on the computer. Instructors who gave me skills I will forever be grateful for! They helped me make my resume desirable, a good understanding of the real life scenarios around me, and helped build confidence to land a job.

### RICE LAKE

1. I absolutely love WITC! It was such a blessing to me in many ways. I gained the knowledge and skills that I needed to attain the job that I am currently in. WITC helped give me the confidence that I needed, and with that, I was able to get a job offer before graduation! I made lifelong friends during my time there, while learning what I needed to for my degree. I would advise against all classes going online, as I gained a lot of my skills in the face-to-face courses. I think there is a great benefit to having face-to-face courses as that interaction is not something that can be achieved through an online course. There are soft skills that I learned in my courses and interacting with my classmates that I wouldn't have learned had all my classes been online.
2. My instructors were amazing and the friends I made at WITC have become like family to me.
3. One of the best experiences that I had was having Barb Malom as an instructor. While I was in her classes with her I learned not just my field of interest but life skills. If I list everything Barb taught me, than you will be reading it for quite some time. Some of the faculty that I work with that was helpful and made my WITC experience a success: Hugh Harris, Linda Richie, Mike Miller, Tim McRaith, Heidi

Diesterhaft, Sarah LaRose, Rachel Berg, Tammy Thome, Mary Alice Larson, Todd Larson, Aleesha Drost, Abby Holman, Karen Lutz, Ann Hanson, and Tammy Maruska.

4. WITC has helped me in more ways than one. Too many to disclose. I am very happy with my education and the training that I received.

#### OFFICE TECHNOLOGY ASSISTANT (30-106-1)

##### ASHLAND

1. I enjoyed the ability to take classes online and am so appreciative that it was offered. It's the only way I could attend classes, work my job, and still be mom to my three kids.
2. It was a good experience.

##### ONLINE

1. All instructors were very knowledgeable in the programs they taught and even after graduating I was able to contact them and ask any questions I may have needed answers to.
2. WITC has helped me obtain skills that are very strong on the computer. Instructors who gave me skills I will forever be grateful for! They helped me make my resume desirable, a good understanding of the real life scenarios around me, and helped build confidence to land a job.

#### SUPERVISORY MANAGEMENT (10-196-1)

##### ASHLAND

1. Would be nice if there was a complete program and then job placement. I would suggest more focus on teaching students how to interview. It was briefly covered in one class, but more time and effort would have been very helpful.

##### SUPERIOR

1. The flexibility is what really made WITC appealing. During my time as a student at WITC, I was employed full-time. Being able to attend classes in the evening as well as online made my educational success possible. One thing I thought would be nice would be to attend an ITV class but from remote locations, such as an office or home, similar to Skype. Since many people may not live real close to a WITC campus, I believe this would increase enrollment and provide a better experience for the student. I can say from personal experience that I learned

better in an atmosphere that closely resembled traditional learning. There is something about the direct interaction with instructors and the ability to ask questions in real time that, in my opinion, allows for more thorough learning.

## **CONTINUING EDUCATION**

### **CONSTRUCTION ESSENTIALS (30-410-3)**

#### **NEW RICHMOND**

1. Pretty good program.
2. Would like to see more "real life" application or jobs as part of the program. I've since switched to a different job direction.

### **DIETARY MANAGER (30-312-9)**

#### **ASHLAND**

1. Suggestion - more hours on the floor or with preceptor. A lot is on the job. Some areas addressed better or more information given.

### **ENTRY LEVEL MACHINING (31-420-6)**

#### **NEW RICHMOND**

1. Make the elective classes more tailored to the people that are taking them. A full writing class (Communications) for a person going into the trade of machine tool, welding, or small engine is not needed. Communications should involve more of the other forms of communicating like person-to-person, phone etiquette, online interviewing skills. Leave the sentence structure and paragraph building to a small part of building a resume and not the weeks of ongoing English class that it is currently.
2. While I was both expecting and had my son, all instructors and counselors were very flexible with me. They helped me when I couldn't attend or assisted me in the physically challenging tasks for shop class, while I was pregnant or recovering from surgery. Very thankful for this program.
3. WITC makes every attempt to help students through every challenge they may face during enrollment. I have no complaints.

## FAMILY AND CONSUMER SERVICES

### COMMUNITY-BASED RESIDENTIAL FACILITY (CBRF) CAREGIVER (30-544-2)

#### ASHLAND

1. Check the registry before people take the class to make sure students aren't retaking courses they may have already completed.
2. I'm an older student and wanted to enter the workforce doing something meaningful.
3. Please contact me for this information.
4. WITC has helped by obtaining new skills and knowledge to seek job opportunities.

#### NEW RICHMOND

1. Great school. Helped a lot of people.
2. I'm a mother of four very active children and also struggle with Lupus. Without the flexible schedule at WITC, I would never have been able to attend college.
3. Pretty good program.
4. Taking a graphic arts route at the present time.
5. The great instructors I had at WITC helped me greatly to prepare for my bachelor's degree program. A suggestion would be to offer additional classes to obtain A.S. and A.A. degrees.
6. The instructor at Rice Lake was very good, Kimberly Hines (Renee).
7. The instructors were great, especially Joel!

#### RICE LAKE

1. Everything has been great.
2. Gerontology program is highly recommended. Instructor has been wonderful and very accommodating.
3. WITC is a great learning opportunity for everyone no matter what their interest is. All instructors are pretty laid back, very helpful and most of all, knowledgeable.

The only thing I would change is for WITC to offer more night classes and more programs.

### SUPERIOR

1. Make more availability in other locations.
2. Program was worthwhile, leave it as it is.
3. WITC's affordable tuition allowed me to attend college. They also provided me with a job that fits my schedule.

### COSMETOLOGY (31-502-1)

#### RICE LAKE

1. Carol Goodale and Jolie Losey helped me throughout the year with not just finding a job but with also gaining self-confidence. I do not think WITC needs any improvements.
2. I loved my cosmetology teachers and classes. They fully prepared me and I'm doing amazing because of them.
3. I thought the instructors were great and the program was very affordable and very structured.
4. The teachers were really awesome and I loved learning from them.
5. Would have liked more men's cuts and formulation of colors. Teachers were helpful and wanted you to succeed.

### SUPERIOR

1. I really enjoyed my training and feel like I got a lot out of it. It prepared me for my job.
2. Improved my skills, but I'm not sure I'm going to go with this career. Training was good. I wish there was more hands-on and visual training.
3. My education has helped me to a great start in my career, and I feel like I have a head start over other new stylists because of where I went to school. My suggestion would be to include barbering and more men's styling into the program, because in the salon world there is a lot more men than I would have expected coming into the salon. Also, adding more education on getting licensed in Minnesota, because I had to totally figure that out on My own without any idea of where I was headed.

4. The Cosmetology program and teachers were amazing and truly prepared me for everything I have experienced in the salon, my referral from one of my instructors truly helped and she was willing to write me a recommendation and help me look for a job. I don't think I would change anything about the program I was in and WITC in general because I thought everything was great.
5. Very good school.

#### DEMENTIA CARE (61-544-2)

##### ASHLAND

1. Check the registry before people take the class to make sure students aren't retaking courses they may have already completed.
2. I had a phenomenal experience at WITC and would highly recommend it to anyone, especially those working with the elderly population. I learned so much; it changed my world!
3. Please contact me for this information.
4. While at WITC I was able to learn more to help me in the job I had during this time. I was also able to begin working in another agency that serves the population that I was learning about. With the offer of the second job, I am now able to use what I have learned to better serve the aging population.

##### RICE LAKE

1. Coursework was a lot. The hybrid 8-week course was a bit much.

##### SUPERIOR

1. Program was worthwhile, leave it as it is.
2. Provide remedial help for weak students. Do away with video linking between campuses.

#### EARLY CHILDHOOD EDUCATION (10-307-1)

##### ASHLAND

1. I liked WITC and was sad to see Kari Merritt was leaving.

2. I would suggest getting rid of ITV, it's not going so well for training. You need to have one-on-one with this program. I took classes at Northland College and I have to say that I learned more at WITC and had more contact with information that I needed. Thanks!
3. Really good experience and made me feel welcome.
4. The school and instructors helped me do what I needed. They are very understanding.

### NEW RICHMOND

1. Amy (ECE program) was one of the greatest instructors I have ever had! I had such an amazing experience and graduated with friends I will have for a lifetime. Thank You!
2. Amy Pennington provided me with the best education I have ever received. She prepared me for real-world work and my career. I have no suggestions for improvement.
3. Amy Pennington was awesome!
4. Gave me a jump start and hands-on experience before transferring to UW-River Falls. Loved starting out my first two years at WITC.
5. Make more available math courses (preferably ones that are transferable and able to use in real life). The math course I had was easy because I get math, but none of it was hard enough, nor was it suited for the real life. It also made me VERY disappointed when finding out it was a nontransferable course. Otherwise, I feel that my instructors did a great job at providing the education I needed and strived for the students to succeed. WITC provides a lot of great resources, especially when in financial need.

Another thing that bothered me was finding out that after I graduated, they removed a difficult course from my major. I'm happy I had taken it, even though it was decided to be a more bachelors degree course; it was difficult nonetheless, and requirements always change.

Amy and Julie were two of my favorite teachers. Both very understanding women, very inclusive in the classroom, and great spirits. Those two women helped make my experience at WITC great.

### ONLINE

1. I thought the program was great and so was the instructor, Vicki Harmon.



2. My advisor and professor were very patient and helpful through my WITC experience. Having an online option helped me work full-time and still pursue my degree!
3. They gave me lots of helpful skills.
4. Worked well with online classes while working full-time. Teachers were understanding when issues occurred.

### RICE LAKE

1. Very good program. Lots of employees helped me when I needed it. Learned what I needed.
2. WITC has helped me gain job ready skills and achieve a job that I love doing every single day! I am completely satisfied with my experience and would like to give a huge shout out to Jamie Lynch - ECE Coordinator, who helped me both inside and outside of school.

### SUPERIOR

1. Helped me get further into my career path. The instructor, Nora Ulland, helped me the most.

### E-CONNECT – CHILD CARE SERVICES (31-307-1)

### ASHLAND

1. I would suggest getting rid of ITV, it's not going so well for training. You need to have one-on-one with this program. I took classes at Northland College and I have to say that I learned more at WITC and had more contact with information that I needed. Thanks!
2. My advisor and professor were very patient and helpful through my WITC experience. Having an online option helped me work full-time and still pursue my degree!
3. They gave me lots of helpful skills.
4. WITC helped me discover my passion for working with children in the classroom.

### NEW RICHMOND

1. Amy Pennington provided me with the best education I have ever received. She prepared me for real-world work and my career. I have no suggestions for improvement.

2. Gave me a jump start and hands-on experience before transferring to UW-River Falls. Loved starting out my first two years at WITC.
3. Make more available math courses (preferably ones that are transferable and able to use in real life). The math course I had was easy because I get math, but none of it was hard enough, nor was it suited for the real life. It also made me VERY disappointed when finding out it was a nontransferable course. Otherwise, I feel that my instructors did a great job at providing the education I needed and strived for the students to succeed. WITC provides a lot of great resources, especially when in financial need.

Another thing that bothered me was finding out that after I graduated, they removed a difficult course from my major. I'm happy I had taken it, even though it was decided to be a more bachelors degree course; it was difficult nonetheless, and requirements always change.

Amy and Julie were two of my favorite teachers. Both very understanding women, very inclusive in the classroom, and great spirits. Those two women helped make my experience at WITC great.

### ONLINE

1. An improvement would be less credits for degree, but I think they are already working on that. Learned a lot and it grew my skills and taught me how to be a better supervisor and teacher. Definitely helped me make more money. I'm the first in my family to get a degree, so that is very exciting.
2. I liked WITC and was sad to see Kari Merritt was leaving.
3. WITC offered relevant job training and knowledge. My instructor, Kari Merritt, was key to my success at WITC and my job!

### RICE LAKE

1. Jamie Lynch, our instructor, was amazing. She was there for me when I needed her.
2. WITC has helped me gain job ready skills and achieve a job that I love doing every single day! I am completely satisfied with my experience and would like to give a huge shout out to Jamie Lynch - ECE Coordinator, who helped me both inside and outside of school.

### SUPERIOR

1. Already very well done program. No improvements. It helped me with the knowledge I needed to help kids.

2. WITC helped me become the Early Childhood teacher I always thought I would be. I have one suggestion and that is to include a mental health class into the Early Childhood program curriculum.

### GERONTOLOGY (10-544-1)

#### ASHLAND

1. I had a phenomenal experience at WITC and would highly recommend it to anyone, especially those working with the elderly population. I learned so much; it changed my world!
2. While at WITC I was able to learn more to help me in the job I had during this time. I was also able to begin working in another agency that serves the population that I was learning about. With the offer of the second job, I am now able to use what I have learned to better serve the aging population.

### HEALTHCARE AND SERVICE PROVIDER (61-544-1)

#### ASHLAND

1. Check the registry before people take the class to make sure students aren't retaking courses they may have already completed.
2. I had a phenomenal experience at WITC and would highly recommend it to anyone, especially those working with the elderly population. I learned so much; it changed my world!
3. I'm an older student and wanted to enter the workforce doing something meaningful.
4. Please contact me for this information.
5. While at WITC I was able to learn more to help me in the job I had during this time. I was also able to begin working in another agency that serves the population that I was learning about. With the offer of the second job, I am now able to use what I have learned to better serve the aging population.

### RICE LAKE

1. Coursework was a lot. The hybrid 8-week course was a bit much.
2. I wish more classes were offered in-class instead of online. Need a full benefit of one-on-one.

## SUPERIOR

1. Provide remedial help for weak students. Do away with video linking between campuses.

## HUMAN SERVICES ASSOCIATE (10-520-3)

### NEW RICHMOND

1. I feel way ahead of my peers at UW - Superior who have the same education I do or who have been in the UWS Social Work program for 2 years.
2. No improvements needed in Human Services program. Tech and LRC was an awesome help too.
3. The great instructors I had at WITC helped me greatly to prepare for my bachelor's degree program. A suggestion would be to offer additional classes to obtain A.S. and A.A. degrees.
4. The teacher Joel Gibson gave descriptive details on expectations and assignments. That made my experience much more enjoyable.
5. WITC has helped me stand out in the interview process and in job possibilities. It has also allowed myself to continue my education and not be in a financial burden.
6. WITC helped me by providing me with an awesome instructor to help me learn. It was nothing less than an amazing experience.

## SUPERIOR

1. The HSA program was responsible for helping me to overcome speaking to audiences. The program helped me become a better support advocate for victims of DV/Homeless. I run a program at the UPCC church call "Now What?" I help people learn the life skills they need to succeed and connect them with services that can help them. Now speaking as a TA, the greatest need I see that is not being met at WITC is childcare services being available while students are studying or in class on campus.

## NURSING AND ALLIED HEALTH

### DENTAL ASSISTANT (31-508-1)

#### RICE LAKE

1. Loved the one-on-one time we could get when we were struggling with the new information/skills.
2. My counselor, Catrina Everitt, was terrific help to me with financial, books, and support. Mary Alice Larson in the LRC became one of my favorite people at WITC. So very helpful! Thanks to everyone that helped me!
3. They gave me the tools and training I needed to succeed.
4. WITC education has helped me become more professional in my everyday job. My instructors and classmates are just like employers! They have all taught me a lot; they were wonderful!

### HEALTH INFORMATION TECHNOLOGY (10-530-1)

#### ASHLAND

1. Help find graduates job after they graduate.

#### NEW RICHMOND

1. It would be much more beneficial if they helped with job placement after finishing the degree.

#### ONLINE

1. WITC was a great experience for me. I am not currently employed in my field of study, but my program prepared me well for my career path. I appreciate the instructors and staff and have only good things to say about people at WITC.

### MEDICAL ASSISTANT (31-509-1)

#### ASHLAND

1. I believe the MA program gave me a great foundation to be a medical assistant in the clinic setting.

2. I feel this program prepared me to be a Medical Assistant above expectations. I also feel it prepared me to pass my examination to become certified with the AAMA. I had a personal goal of working in a cancer center within 5 years of graduating. I believe that because of this program I was able to achieve this goal immediately out of school. I felt I had tremendous support from all of my instructors. This program did not only prepare me with my skills, but also with preparing for the interview. I often refer back to my time in the program when I am working with patients. I recently had my 6-month evaluation and was reviewed by my manager and my peers. In this evaluation I was informed my skills were very good. I am grateful to the WITC MA program for this! There are so many great things about this program! Thank you!
3. I loved the program and all of the teachers I had! It is a very caring community at WITC.
4. This program was outstanding. The hands-on learning was helpful in so many ways. The instructors were invested in our success. Because of that, we were pushed to go out of our comfort zones and learn with each other. During this program I grew both personally and professionally. I could not have been more satisfied.

#### NEW RICHMOND

1. Everyone at WITC is wonderful!
2. I would just tell them to never underestimate what you will do in a clinical setting. I thought I wouldn't use much in the means of insurance, finance, prior authorizations, etc., now I use those every day due to being with a doctor who does offsite procedures on a weekly basis. You never know what you are going to end up doing after school is done, so pay full attention, you might end up needing the information you never thought you would!
3. Kim and Tara are awesome! Have students do practicum here! We're hiring!
4. Study hard and only focus on school. I would not recommend working and going to school at the same time.
5. This program was great and the instructors were even better, they pushed you to be better and I learned a lot in this program.
6. Very proud to have completed the course for medical assisting at WITC, especially with Kim and Tara!

#### RICE LAKE

1. Be serious from the very beginning about studying all of your classes; your instructors are being truthful with you about needing medical terminology,

pharmacology, human body, administration, clinical, and lab, etc. I use all of it everyday. What you put into your education will reflect when you start working in the field. The WITC program (MA) goes above and beyond for preparation to work in the field. The education provided; the encouragement, and expectation in each class by each instructor gave me what I needed to be confident and skilled for my position.

2. I would highly suggest WITC's MA program to anyone wanting to enter the healthcare field. Melissa, Janel, and Kim are amazing instructors and truly care about their students and making sure they have the proper knowledge needed before practicum.
3. The clinical portion was extremely helpful. I feel more time should be put into the administrative side.

### SUPERIOR

1. I loved this program!
2. I thought it was perfect! If they put in the dedication and time, students will thrive.

### MEDICAL CODING SPECIALIST (31-530-2)

#### NEW RICHMOND

1. It would be much more beneficial if they helped with job placement after finishing the degree.
2. The online classes are very convenient. Online classes are the only way I am able to attend due to my commute and working full-time.

#### ONLINE

1. I left feeling like it could have been a 2-year course. It was extremely rushed.
2. Online course could have had better instruction on what was expected in assignments.
3. The classes I took were specifically geared toward the job I wanted. What more could I ask? It was a wonderful education and the instructors were top notch.
4. WITC has helped me learn new skills that I hope to eventually utilize in the field but I wish I had learned more hands on. My program is online, which is convenient in many ways but I wish at least some of the courses were offered in person so that it was more hands on. I believe that hands on learning helps to retain the information and a classroom setting could be set up more like an actual

work setting to get the feel for what it will be like in the field. I also wish there was more explanation and direction as to what to do for certification and other steps after graduation. Overall, most of my instructors have been great to work with and have been helpful but I wish there was more interaction (other than email) so that I felt more comfortable with them and actually could form a working relationship with them.

## NURSING ASSISTANT (30-543-1)

### ASHLAND

1. Carol was a good instructor.
2. English is my second language. WITC gave me confidence that I can study in a foreign language.
3. Good advisors, helpful staff; all is good in my part.
4. Hands-on with instructor was great!
5. Helped me get my first job and the program was all right, but I had difficulty listening to long lectures.
6. I appreciated the instruction I received and it definitely helped me obtain my current job and I am now set to attend graduate school.
7. I loved the program and all of the teachers I had! It is a very caring community at WITC.
8. I thought the program was good. Staff was great and was very helpful with all my questions.
9. Instructor was amazing.
10. Is it possible to get certification testing closer? I'm from Washburn, it was scheduled and then cancelled twice in Hayward, and I finally needed to go all the way to Rice Lake for testing.
11. It was a great program. Wendy and Carol were excellent instructors. I would have pursued the nursing degree, had I not moved out of state.
12. It was very helpful to have the classes online but a teacher that could help you with that in class.
13. No improvements needed.



14. PM classes were good.
15. Received training to achieve CNA licensure.
16. Suggestion: Please actively pursue eligibility of students for getting into the program before I waste my time and money.
17. The instructor came to us at Bad River and taught the class over a two-year time. It was smaller class size, so had more open discussion.
18. WITC has helped me prepare for the future. I would recommend more hands-on activities for a more fun experience.

### NEW RICHMOND

1. Carol did a great job and I passed the test. Good course.
2. Carol Poppy was wonderful!
3. Class was very good. The instructor was experienced in the field so that was very helpful.
4. Constructions was untimely, but everything else was good.
5. Enjoyed the Nursing Assistant program. The instructor was very good.
6. Everything was fine with the program.
7. Getting my CNA training was very helpful. I use everything that I learned from the class on a regular basis.
8. Had to switch instructors because I missed a few days; that went ok after the switch.
9. Helped me gain confidence that I can do this whole career change in my 30's thing and succeed.
10. Helped me gain the skills needed to do my job.
11. Helped me learn the things I needed to do my job.
12. I have only used WITC to obtain my certified Nursing Assistant certificate. I have not had trouble finding work. The class information was very important, but presented in a boring way.
13. I liked the instructor Julie.

14. I love my CNA instructor Jeanne Poppe.
15. I recommend the teachers keep reminding the students that they aren't going to learn all the skills they'll need in class and to know that each employer is going to expect different things from them.
16. I thought Jody Saliny was very helpful and so was my classroom instruction, Carol. She was fantastic and helped us a lot.
17. I would like to see more class offerings for nontraditional students that are trying to work full-time and also work on furthering their education. Online is nice, but some night classes would be helpful.
18. It gave me an option as a high school student to take a CNA class that fit with my schedule and gave me some college credit for the future.
19. It helped me get my current job and is helping with my further career pursuit.
20. It was a lot of fun.
21. Make class sizes bigger so more students can get in and begin their training and jobs in nursing.
22. My CNA instructor at WITC helped me master the 22 skills we had to learn in class by performing the tasks hands-on. WITC individually helps students be prepared to get a job and be the best they can be by offering constructive criticism. I wouldn't do anything to change the CNA program.
23. No improvements needed. Instructor, Carol Poppy, was phenomenal. She was very thorough and explained things well.
24. Not sure that it has yet.
25. Overall, good program. Definitely would recommend the CNA program.
26. Program was pretty good and I had no issues.
27. The instructor mostly taught what was on the test and not necessarily everything that was needed in the real world.
28. The nursing program could use some stream lining. It's not quite right to promote a 2-year program that takes 3-4 years to complete. Would love to see that improved.
29. The only thing that bothered me with the program was in clinicals because we had one instructor for eight or more students and we did a lot of just sitting around.

30. Excellent course work though; I would recommend to anyone.
31. The teacher I had - Jeanne Poppe - AWESOME!!
32. WITC has helped me become employed at two different nursing homes and make money to pay my bills.
33. WITC helped me get my current CNA job that I have in Hudson for almost two years now this coming spring.
34. WITC helped me to get started on my nursing classes. Our clinicals with Carol Poppy were wonderful and I wished she would have taught the class.
35. WITC was a very nice campus and offered a lot of information about CNA work. The teacher was wonderful and if she could teach more classes I would take hers. Overall, everything as awesome.

#### RICE LAKE

1. All went well. The teacher was knowledgeable and did a great job.
2. Because I lost my job, I was able to go to WITC to achieve a new goal in life. Now I have found the job of my dreams, taking care of people who need me. Thank you for the chance to get ahead in my life. I think the teachers you have in the WITC system are very caring and do a great job getting the students the education they need to move on.
3. CNA course needs more hands-on clinical time. Books for class are outdated with information. Need to be updated to reflect real healthcare setting information. Took CNA class only as a pre-req for further education.
4. CNA instructor, Mary Lippert-Wiley, was a perfect teacher. Efficient and easy to relate too. She made it easy to renew my certificate after a 10-year lapse.
5. Everything was good.
6. Fullfilled my goal of getting the skills needed to do this job.
7. Has helped me further my career goals.
8. Helped me become a CNA. I thought the program was good; no change needed.
9. I enjoyed my experience with WITC.
10. I felt like everyone was very professional and a great help.
11. I liked the program, but I decided it just wasn't for me.

12. I loved my CNA class with Flo last year. I had a blast learning with the group of people that I had. I think the biggest thing that could possibly be changed is the initial atmosphere for the class. I was rather scared going into the class and rather intimidated. By the end of the class, I felt completely comfortable. I think creating a less intimidating atmosphere from the beginning would be the only change.
13. I received my training which helped me become a full-time employee in two part-time spots for my training received. Also a recent job change closer to home.
14. I thought the program was helpful.
15. I was a really good price for the education I received. It was also close to home with excellent instructors and small classroom sizes that made it easier to learn.
16. I was at WITC for CNA. I would say that there should be more hands-on time so that people can really get their skills to the full potential.
17. I was confused on mailing information for testing and missed the dates, so I am not certified.
18. Include more clinical time in the CNA course.
19. Instructor was very professional in her teaching. Thank You!
20. Instructor, Lynne Mills, was awesome.
21. Loved my instructor Floreen. Very informative classroom instruction.
22. Loved the hands-on and training for the test.
23. Lynn Mills was a good instructor and my clinicals were also good at Dove Healthcare. Nice facility.
24. My instructor was great. Very helpful and encouraging to all of us.
25. My instructor was the best teacher of all.
26. My instructor, Cindy Krings, was wonderful; very knowledgeable and related her past nursing experiences to the content. I needed to take the CNA class as a pre-req for the AND program and WITC was a great choice!
27. Obtained my CNA so I could go onto RN.
28. Overall the program was good, no changes needed.

29. Overall, it was a great experience.
30. Prepared me for the job I was going into.
31. Program was good and made it easy to learn.
32. The program helped me to further my education.
33. The program helped me with some of the classes that I'm currently taking.
34. Very one-on-one quality education. If you needed extra help, you got it.
35. WITC has a very good program in regards to their CNA coursework. I feel like the Nursing Assistant class helped me to achieve my full potential in a 4-year nursing program.
36. WITC has helped me gain my CNA license and qualify for a CNA job. I would recommend making the class amount days longer meaning less hours per day for individuals with school.
37. WITC has helped me get one-step closer to figuring out what I want for my career.
38. WITC has helped me go back to school after 25 years. I am taking classes now and working toward a nursing degree.
39. WITC has helped me learn nursing skills.
40. WITC has helped my personal job as a CNA. I've learned valuable skills in both the classroom setting as well as clinicals.
41. WITC helped me become a CNA, giving me valuable work experience.
42. WITC helped me reach my goal of being trained as a CNA. I appreciate the program, and have a lot of respect for my instructor at WITC. I especially appreciated the hands-on learning they offered.
43. WITC helped me to excel further into the career that I want to be in the future. Being a nurse would be a great accomplishment to have at WITC.
44. WITC influenced a lot of classroom students to take the course.
45. WITC made it easy for me to attend school and have a steady job.
46. You helped me get my CNA Certification.

## SUPERIOR

1. Cheryl did a good job. Lots of hands-on skills that I learned and I passed my test.
2. Did very well in engaging with students and made my success the most important thing.
3. Enjoyed the program and it prepared me well for the test.
4. Great instructor and skills learned at WITC.
5. Great instructor, Cheryl! She was very nice and thorough with her instruction.
6. Helped me get on my feet and do something like this. Thanks!
7. Helped me pass the exam to become a nursing assistant.
8. Helped me to receive my CNA certification.
9. I am currently in the Nursing program and I am pleased with my training so far.
10. It helped me by giving me the education I needed to further my education at a different college. A suggestion would be to do clinicals at a different location.
11. It was more fun than I expected. Perfect.
12. My experience at WITC was very positive and I passed my certification exam.
13. My instructor, Deb Latscher was good.
14. Overall, very professional.
15. Prepared me for the job, no improvements needed.
16. Program was smooth, fast, and convenient. Glad I went through the program.
17. Still taking generals; applying for my program this spring for the fall. Everything is great so far!
18. The clinical training wasn't so good. People within the facility were not good to work with.
19. The hardest part was that there were a lot of changeover of instructors which made this program difficult.

20. The program I graduated in was great and very helpful; however, I am now going back to school to be a nurse (still at WITC). My other degree wasn't enough money to provide for myself.
21. Very hands-on instruction. It was a good course to take.
22. While a senior in high school, the CNA class was free to take and could be used for a senior project. I thought this was a good option to learn something that could be used personally, for school, and for a job.
23. WITC gave me a CNA certification which was a requirement to be accepted into the nursing program at College of St. Scholastica. Therefore, it was critical for my career!
24. WITC has helped me to dream and achieve more goals. It helped me decide to further my education as well.
25. WITC helped me find a job throughout my high school career. I took the CNA course during one of my summers and really enjoyed it and that made me decide that I truly do want to go into nursing for my future occupation.
26. WITC helped me get an education to become a CNA, which I am currently employed as.
27. WITC prepared me for the CNA test so that I was prepared for not only the test but for my job as a CNA.
28. WITC was a great help in achieving my goal.
29. WITC's CNA course was very helpful. I learned a lot and it prepared us for taking the actual Wisconsin CNA exams. My instructor, Deb Latscher, was an incredible teacher. She helped us not only learn all of the information in a short amount of time, but also helped us retain it all even a year after taking the class. I don't see any negatives in taking the class. It was a great and fun experience.
30. Would it be possible for WITC to help or find a way to provide help for high school students that have completed the course, but don't have the money to take the certification exam?

## NURSING (10-543-1)

### ASHLAND

1. Base of knowledge - pathophysiology. It wasn't emphasized enough the first year, so it made the second year very difficult. Could use some on-campus daycare. I went into a specialty area so my nursing education was very limited in

preparing me for my current job. I have had a LOT of on-the-job training and additional classes.

2. Far more hands-on clinical experience is needed in the program.
3. I think more clinical time on the floor is needed. Simulation is good, but it is definitely different in real life. Also, I feel student nurses need to have more clinical time in specialty areas, since there is a nursing shortage, more new graduates are being hired right to these areas. The more exposure, the better. I feel in the classroom setting, a lecture with real life scenarios/experiences are what helped me learn best. I know there are different teaching/learning skills, but "flipping" the classroom never seemed to work out. I know that technique did not help me and my classmates were not a fan either. Also, I feel the 3-day NCLEX review we took was VERY helpful!
4. More time on clinical hours. More lab hours. More hands-on training.

#### NEW RICHMOND

1. Due to issues with instructors, I was unable to have a mental health clinical rotation. Also more other things of clinical/observation opportunities.
2. I feel there were two nursing instructors there that actually knew the content and knew their job. I know it is hard to get nursing instructors, but I feel WITC could improve their program with better candidates.
3. I think having more opportunities for observation hours throughout the entire Nursing program would be beneficial.
4. I think that I was prepared on confidence. Instead of spending hours writing huge care plans, do them electronically. Overall, I was very happy with WITC. I would suggest teaching ways to answer NCLEX style questions right away and concept teaching. I think this helps to look at questions and see a patient.
5. I think time was divided well with training already. The overwhelming stress of deadlines, expectations, and workload prepared me for the stress of being a nurse. I am better able to handle stressful situations and can easily adapt. Continue to keep this program difficult and encourage pharm education throughout each semester. In addition, practice using more non-pharmaceutical approaches, especially with pain control, when it comes to SIM and clinical time.
6. I would pay for tutoring or option for more instruction one-on-one. Three day HESI at end of program didn't use, no one did, waste of time and money. I used Kaplan and Uworld.



7. More "thinking outside the box". Not to always focus on what is happening with a patient at the current time, but what could possibly happen and how to prepare for it. The teachers who had been there longer, were much better.
8. More time learning to lead and delegate. The review class was unnecessary; it should have been optional.
9. More time on Cardiac rhythms - telemetry strips. I was shocked at how sick I felt leaving my NCLEX appointment! I had no idea if I had passed or not!
10. More time on clinical skills. Check offs should be done individually, not with a group. You may not always have a group to fall back on for help. Each nurse should feel comfortable performing each skill independently. Pay very close attention during communication classes.
11. More time on job training, i.e., after school, license renewal, what to expect with training, etc. Future graduates need to be required to do resume building and interview prep.
12. More time on organizing the schedule and what is expected of each student. Future graduates should do lots of practice NCLEX questions.
13. Need more clinical opportunities.
14. Need more realistic situations that we see in the hospital setting. Situation - what to expect - s/sx - treatments. Have faith and confidence in your graduates. Test scores don't always prove your ability to perform. According to "standards" and "statistics", I should have failed the NCLEX but I didn't. I studied hard for everything and never felt like all faculty really believed in me or stood behind me in the end when it mattered.
15. Need more time on management and pharmacology. Have instructors that have actually worked in the setting that clinical provides. More one-on-one clinical opportunities.
16. Need to spend more time on helping students build confidence instead of, at times, tearing them down.
17. Need to spend more time on hiring qualified staff who know how to teach. Karen and Christine are great!! Make CNA work experience mandatory.
18. Need to spend more time on Pharmacology. Needs to be broken into two semesters for example: Intro to Pharmacology during generals. It is way too fast-paced. Need more critical thinking applications; maybe a class on that.
19. Need to spend more time on wound care. I'm finding medical doctors looking to nurses for wound care.

20. Skills and having the proper equipment for practicing nursing skills.
21. Spend more time on NCLEX courses.
22. You need more consistent nursing instructors, which equals less staff turnover.

### RICE LAKE

1. I feel it would have been beneficial to spend more time collaborating with health care professionals and working on admissions to get the whole picture as a student. Incorporating the entire nursing role instead of bits and pieces would have prepared me more for transitioning into being an RN. UWorld is a great resource for studying for NCLEX. Especially if the learner is a visual person and wants to work on content. Kaplan is an excellent resource for priority questions, seta questions, and critical thinking. I used both resources to study for my boards and was successful on my first attempt. 75 questions is one hour. :)
2. Jeanette Olson was the only instructor that was very knowledgeable in the content she taught.
3. For instructors to be prepared for class before the semester starts (class outline to have correct due dates and assignments). Care about the students studies. Instructors to review material before class has started, don't just read word-for-word from the power point, and know answers to review questions. When we get information from the instructors that is wrong that may be the answer we remember for NCLEX!
4. More simulations and time management practice. More actual clinical time. More critical thinking. Use the Kaplan program to prepare for NCLEX. The school should use it.
5. More time in clinicals. Less petty paperwork and more hands-on with the patient. Nursing is a hands-on and experienced-based career, with the small amount of clinical in school you do not get much time seeing and doing lots of different experiences.
6. More time on EKG: mock run through of a code situation. Writing a resume if you take management over summer, as it was recommended to us, you do not write a resume. I feel writing one should be a priority. I think that a run through of all previously learned skills at the beginning of each semester would be a great help. I also feel that during clinicals the focus should be on the RN role not skills that would be delegated to a CNA or LPN once working in the field. This would be especially helpful in the later semesters. Also, the opportunity to take more patients during clinicals to help with a realistic time management schedule.
7. More time on pediatrics.

8. More time on Public Health. If I wouldn't have had the opportunity for my transitions class in Public Health. I would never have considered it. We need more Public Health nurses. Future students need to know their meds, evidence-based interventions and how to find them and be flexible.
9. Need more time on helping the nursing students with the material instead of making all the courses self-taught. Need teachers that are more helpful and willing to help students pass class exams.
10. Need less care planning and more real life nursing.
11. Need more time in other clinical settings. Caring for diverse people across the lifespan. Staff to become knowledgeable and answer questions to the best of their abilities during class instead of telling students to google the answer.
12. Need more time on cardiac monitoring/telemetry education. Review material before attending lectures to better absorb information.
13. Need to provide more resources for information to help learn material, i.e. websites, printed information, games, etc.
14. Thank you.

### SUPERIOR

1. I wish there were more clinical hours. However, I know this is difficult given the clinical sites available versus how many students in area nursing programs there are. I believe the acuity levels in acute care have increased greatly; given all the patients needs, I question if a two-year program is adequately addressing those needs in our preparation. There is a lot of information "crammed" into the students, and retention is not the greatest, given all the information. I also think that there should be more NCLEX-style exams, or adaptive quizzes - something more realistic to what an LPN or RN student would experience at the testing center.
2. I'm currently seeking employment as a nurse since I just recently passed my boards. The hands-on clinicals are so helpful, to be put in real life situations with guidance of preceptors.
3. Less time on care planning vs. how they relate in the actual setting vs. writing a huge paper. There are other ways to study. Learn alternate study methods. Not having any sort of study guide is ridiculous.
4. More hands-on and less care plans.
5. More time on Code Blue.

6. More time on EKG interpretation. Future graduates need to study NCLEX style questions every week. Select a high-acuity transition location to optimize your preparedness and confidence going into your first nursing job.
7. More time on trauma, emergency care. The ADN program at WITC is very adult med surg focused program. More peds and ER/trauma experience would have been helpful, but it is a good foundation.
8. Need more clinical training.
9. Need more time on organizational - explaining reasons "why" we are doing what we're doing. More of Real World and less nursing school world. Need to spend more time on how to "answer" NCLEX questions. I bought Kaplan bundle after HESI and helped me tremendously taking my NCLEX second time.
10. Need more time on pediatrics and oncology. I think having clinicals in maternal child would be beneficial.
11. Need more time on skills and mental health. Kaplan test bank was far more useful than the Hesi review course. The booklet from Hesi had incorrect answers listed in the back of the book and was confusing to follow.
12. Need to improve on ITV placement. I received a great education and I think nursing school is all about the time you devote to it. I enjoyed all my instructors. Thank you.
13. Need to require/test knowledge in terms of auscultation (heart/lungs) as part of training in school. Ideally as part of each semester to build our confidence of what we're hearing, etc. Also, it might be nice to have a longer segment on reading ECGs, etc. Thanks!
14. Need to spend more time on Saba System at Essentia (charting) and pharmacology. Need less quizzes and case studies on Evolve and more time on content. Especially drugs, side effects and skills. NCLEX was more of content than Evolve type questions.

## OCCUPATIONAL THERAPY ASSISTANT (10-514-1)

### ASHLAND

1. I am just starting to figure out how to do continuing ed's as it is confusing to me and I wish they explained it better during school. Strengths are the hands-on and having good instructors. Suggestions would be not to make students spend so much money and do more on documentation and different ways of documenting such as for school setting vets skilled nursing setting now just soap notes. We

have to know a lot about insurance processes which I have to continue to learn about. Future students need to read all the material and don't just do it to get by because you will need to know this knowledge for your NBOCOT and for your future job.

2. Wonderful professor/student relationships. Fieldwork placements provide great experience. Class work well related to practice expectations. Need more experience with online/computer based documentation and more knowledge for co-treatment with other disciplines. Future graduates need to be confident in your abilities. Manage time well; some companies have productivity packages, time off, and pay rate. Don't be afraid to negotiate.

### NEW RICHMOND

1. I don't think we covered enough real life examples of what to expect once we start employment. Need to do less crafts because that is not done in many settings anymore. Need example of realistic interventions (not crafts). Need to be able to determine if a patient is ready to return home.
2. I feel like WITC could improve on treatment preparation. I don't feel very confident in this area. Strengths of the program were good overview of information. Strict on time in preparation for treatment times. Need to focus more on one-on-one treatment idea. Not so much group time. Prepare for more "on your feet thinking". I think it would be a good idea prior to joining the program to have so many job shadow hours. It would set the stage for everything you are about to learn. Also, don't pack so much in 2nd semester, space it out.
3. Kristen Roll was an amazing instructor. I was thankful to gain knowledge from her experience. Suggestion would be a less stressful learning environment with unrealistic standards for students. Need to add pediatric knowledge to the program.
4. LESS groups! Most places don't do such things. Suggestions: Make nurses aid (CNA) course mandatory pre-req. Helps prepare for what most OTA's experience. Go over medicare billing more. Explain billing times. Things to include in program would be knowing PAMS such as E-stim, diathermy, at least they expected me to be exposed to them. Knowing how billing times work. Need more hands-on sooner and not just with classmates. Make psychosocial rotation more in-depth.
5. Need more learning opportunities (classroom and in the field) to work with children. Provide students with opportunities to pursue specific areas of practice of their choice.
6. Need more time on computer-based documentation and more time on peds reflexes. Do not use The Deerfield for New Richmond.

7. Prepare us for the NBCOT. Labs gives us a hands-on experience. Need to work more on preparing us for applying for the state licensure/DPI and have more trips out into the community.

### RICE LAKE

1. One strength is the instructors all worked together to up students' knowledge. Presentations increased my work performance more than I thought it would. One suggestion is to have students complete more evidenced based projects. Interact more with the community. I have not yet come across any skills that were not included in the program yet, but I only work two days a week as a COTA. One thing that was difficult for me was the classes over ITV. I learned and could listen more in lab.
2. Pursuing a new career path in real estate.
3. Strengths of the program would be organization of the syllabus and the lab practical learning.

### PATIENT SERVICES SPECIALIST (30-509-2)

### ASHLAND

1. I believe the MA program gave me a great foundation to be a medical assistant in the clinic setting.
2. I feel this program prepared me to be a Medical Assistant above expectations. I also feel it prepared me to pass my examination to become certified with the AAMA. I had a personal goal of working in a cancer center within five years of graduating. I believe that because of this program I was able to achieve this goal immediately out of school. I felt I had tremendous support from all of my instructors. This program did not only prepare me with my skills, but also with preparing for the interview. I often refer back to my time in the program when I am working with patients. I recently had my six month evaluation and was reviewed by my manager and my peers. In this evaluation I was informed my skills were very good. I am grateful to the WITC MA program for this! There are so many great things about this program! Thank you!
3. I loved the program and all of the teachers I had! It is a very caring community at WITC.
4. This program was outstanding. The hands-on learning was helpful in so many ways. The instructors were invested in our success. Because of that, we were pushed to go out of our comfort zones and learn with each other. During this program I grew both personally and professionally. I could not have been more satisfied.

5. WITC has helped me become more confident in my skills, and has provided me with the knowledge to do the job I love. I have enjoyed my experience with WITC so far.

### NEW RICHMOND

1. Everyone at WITC is wonderful!
2. I would just tell them to never under estimate what you will do in a clinical setting. I thought I wouldn't use much in the means of insurance, finance, prior authorizations, etc., now I use those every day due to being with a doctor who does offsite procedures on a weekly basis. You never know what you are going to end up doing after school is done, so pay full attention, you might end up needing the information you never thought you would!
3. Kim and Tara are awesome! Have students do practicum here! We're hiring!
4. Study hard and only focus on school. I would not recommend working and going to school at the same time.
5. This program was great and the instructors were even better, they pushed you to be better and I learned a lot in this program.
6. Very proud to have completed the course for medical assisting at WITC, especially with Kim and Tara!

### RICE LAKE

1. Be serious from the very beginning about studying all of your classes; your instructors are being truthful with you about needing medical terminology, pharmacology, human body, administration, clinical, and lab, etc. I use all of it everyday. What you put into your education will reflect when you start working in the field.
2. I would highly suggest WITC's MA program to anyone wanting to enter the healthcare field. Melissa, Janel, and Kim are amazing instructors and truly care about their students and making sure they have the proper knowledge needed before practicum.
3. My favorite part was the LRC, the ladies in there were awesome.
4. Overall, I had a really good experience at WITC.
5. The clinical portion was extremely helpful. I feel more time should be put into the administrative side.

## SUPERIOR

1. I loved this program!
2. I thought it was perfect! If they put in the dedication and time, students will thrive.
3. The subjects covered in the Medical Assistant program are pertinent to the career, however, it would be less stressful and more helpful if the program was a two-year program and covered some of the skill sets in more depth.

## **PUBLIC SAFETY**

### ADVANCED EMT (30-531-6)

#### NEW RICHMOND

1. Advanced EMT program should include more on studies beyond enhanced skills to better prepare for national registry. The class was great for skills testing, but fell short for written test.

#### RICE LAKE

1. I was one of the lucky ones that passed. Need refresher courses in this area.

### CRIMINAL JUSTICE STUDIES (10-504-5)

#### ASHLAND

1. WITC gave me the training I needed to become successful in my career.

#### RICE LAKE

1. Get more teachers like Kristine Becker, she was awesome!
2. I felt I was trained in everything I needed to know for the job.
3. It helped me prepare for a law enforcement career.
4. Make the Law Enforcement Academy able to use financial aid, then students will be able to start their career sooner.



## SUPERIOR

1. Great instructors!
2. The flexible class schedules and online schooling allowed me to work full-time while attending school. Without the flexible schedules and online schooling I would not have been able to complete my degree.

## EMERGENCY MEDICAL TECHNICIAN (30-531-3)

### ASHLAND

1. I'm currently an ADN student at Ashland campus and have to say it's day and night from EMT program. Instructors are amazing. As are all the admin staff I see daily. Overall love WITC...would I recommend any of the EMS programs...no.
2. Did not like the ITV. Too many instructors and couldn't answer questions.
3. First six weeks were not good, but once that instructor retired, the replacement instructor was very good. If you know an instructor is leaving mid-program, don't have them even start teaching the course. One instructor throughout would be better.
4. For the EMT course it would be better to have an in-person teacher. Our class seemed disorganized and we were always getting things late.
5. Get a teacher in the classroom instead of the ITV stuff.
6. Instructors in-house were great. ITV had technical difficulties too many times. Program was good and instructors were good.
7. ITV is a great concept, but having an instructor in the room is more beneficial to the students.
8. Really good program.
9. The EMT program at WITC was flexible enough to accommodate my summer schedule and very professional to meet my goals. An in-person instructor for this program would have been helpful at the Ashland location.
10. We did not have an instructor for class except through ITV; there was no one-on-one. We had three different instructors and the scheduling with these instructors for classes was atrocious! A lot of technical problems and no support from instructors. Patient Care contacts did not get done along with ride alongs. Very disappointing.

## NEW RICHMOND

1. Helped me get a job.
2. I think the instructors were good and very interactive, Mary Kate and Matt Melby..
3. I was satisfied with the hands-on portion of the program.
4. I'd like to see more options for the Advanced - EMT course. Last time it was offered, it overlapped fire training and many of do that too, so we need it scheduled again.
5. My instructors, all three of them, were awesome.
6. No improvements needed. Quality instruction and it was a great experience.
7. WITC was great. The hands-on instructor, Matt, was awesome. He taught us a lot. However, the classroom instruction left me very unprepared for the state exam I needed to take and have yet to pass.

## RICE LAKE

1. I felt like the instructors wanted me to pass the course and felt like their priority was helping me all the way.
2. I have worked with WITC over the past 20 years between EMS and fire related classes. The only thing I would like to see is having more hands-on type classes. I know that with the new style classes there is not enough time put aside to some types of studies, but a little more instructor time would help the students. Tom Hall ROCKS!
3. I really appreciated the flexibility and satellite classrooms that WITC offered in order to achieve certification in a much needed service for my county. It allowed me to juggle a full time job and other life duties. In the rapidly changing world we live in, traditional education needs to be re-evaluated to optimize student performance and adaptively in a competitive work environment. I believe WITC has a good step up in this direction.
4. If I could go back and change one thing, I would've liked to have the option to take an extra class like art, history, philosophy, etc. This would've thrown an interesting variable in school-life. It would've stretched the mind's thoughts in different ways.
5. I'm currently in the Paramedic program full-time and I am looking forward to working as a medic down the road. Great program.
6. It was hard with so many changes that happened with personnel.

7. Labs for EMT could have been more hands-on. Lost an instructor, so it was hard.
8. WITC helped me figure out what I wanted to do as a career and how to make that career possible.
9. WITC really opened my eyes to the career and has shown me a different path that I want to take.

### SUPERIOR

1. I did find the class enjoyable and the partnering with the fire department for ride alongs was beneficial.

## TRADE AND TECHNICAL

### AGRICULTURAL POWER AND EQUIPMENT TECHNICIAN (32-070-1)

#### NEW RICHMOND

1. As an older student, I enjoyed the whole experience at WITC. Instructors and support staff at New Richmond were all very helpful. More student/instructor contact hours would be a benefit.
2. I had a successful job after graduation that WITC helped prepare me for, but I quit to pursue further education.
3. It was a really good program and helped me learn a lot about things I wanted to learn about.
4. Taught me how to do repair on equipment. Well worth my time.
5. The technical skills I received from Scott and Lee helped me accomplish my job. I also have the confidence to tackle any project. I also learned how to interview properly.
6. Very impressed with the program.
7. We covered GPS electronics and computer systems in our training, but it's something I had some trouble grasping in the limited time that was allotted to cover that topic. If more time could be given to that it would be helpful.

## AUTOMATED PACKAGING SYSTEMS TECHNICIAN (32-454-1)

### NEW RICHMOND

1. Both Joe and Charlie did a fantastic job preparing me for my career. I feel as though my employer is impressed with the skills I have (thanks to the staff at WITC). Thanks Guys!
2. Thanks! Everything has worked out well for me!
3. The Automated Packaging Systems Technician program has fully prepared me for my current career. The skills and knowledge, especially the hands-on aspect, I acquired at WITC has put me in an amazing position as I started my new job. I cannot thank Joe, Charlie and Rose enough for the priceless knowledge I was given. Some of the most applicable knowledge came from personal experiences they shared with our class. The things I learned in the auto pack program shocked my peers and supervisors tremendously. My only recommendations are to treat the current instructors very well. Good teachers are hard to find and the instructors I named above are phenomenal. Reach out further (as in surrounding states) for potential students. And my last recommendation is to keep up with technology. The company I work for has a very old equipment as well as state of the art, cutting edge equipment. As a technician, having a knowledge of new and old is very useful. Thanks!
4. WITC provided me with a platform of knowledge that has allowed me to specialize in a specific field in the packaging industry. The transition from school-life to work-life was seamless and I hit the ground running.
5. WITC provided me with the skills to excel in my chosen career path.
6. You shouldn't have entrance tests to tell people what program they CAN'T do. I had a low math score, and could only get into two programs. Kevin Salmon is such a good instructor, I ended up getting great grades and even aced some tests. "I shudder to think about the potential futures of young men and women that have been altered by the word - CAN'T."

## AUTOMATION FOR INDUSTRIAL SYSTEMS (10-631-2)

### NEW RICHMOND

1. Improvements: Better transfer of credits to UW schools. The Automation for Industry program was structured very well, but so far the IT SAS program has not been so good. Seems to be a hierarchy of staff that's not working so well.

2. WITC helped me prep for interview and gave me confidence. In the program, Industrial Automation helped me the most with the electrical wiring, reading prints, and more.

### AUTOMOTIVE MAINTENANCE TECHNICIAN (31-404-3)

#### RICE LAKE

1. Buy a Ford IDS Scan tool.
2. I have learned a lot more than what I knew before about vehicles and how they work. In the automotive program it would be nice if we could have covered more on turbo chargers and rotary engines.
3. The hands-on learning in the shop. The attention and precise instruction from Jeff and Rick was great.

#### SUPERIOR

1. Definitely helped me better understand the automotive industry. Helped out with my abilities and skills.

### BROADBAND TECHNOLOGIES (32-451-1)

#### RICE LAKE

1. Broadband Tech course gave me the education to get a career in my field of interest.
2. Everything was great. Amy and Karen were great help in LRC.

### CNC MACHINE TOOL OPERATION (31-444-1)

#### RICE LAKE

1. Helped me obtain my certificate which got me my job. I would have liked to have learned more for the time I was there. I feel a little robbed because I feel like there was a lot more to be learned while I was at WITC.
2. It gave me the knowledge I needed in the CNC world.
3. Pretty good program. Richard Becker taught me a lot.
4. Taught me the necessary skills to get a job.

CNC TECHNICIAN (30-444-2)

RICE LAKE

1. Helped me obtain my certificate which got me my job. I would have liked to have learned more for the time I was there. I feel a little robbed because I feel like there was a lot more to be learned while I was at WITC.
2. It gave me the knowledge I needed in the CNC world.
3. Pretty good program. Richard Becker taught me a lot.
4. Taught me the necessary skills to get a job.

COMPOSITE TECHNOLOGY (10-630-4)

COMPOSITE TECHNICIAN (31-630-1)

SUPERIOR

1. Reinstate the Composite program; many people are interested in learning.

DAIRY HERD MANAGEMENT (31-091-1)

DAIRY CATTLE MANAGEMENT (30-091-4)

DAIRY FEEDING MANAGEMENT (30-091-1)

DAIRY GENETICS & REPRODUCTION (30-091-2)

RICE LAKE

1. Good all around experience. Staff was helpful and knowledgeable in what they taught.
2. Keep Dairy Herd program going and separate from the Farm Business program. Dr. Jeff is awesome.
3. More hands-on training. Some of the things should have been learned in the class, like AI, but only half of the class learned it because the teacher had his favorites.
4. My WITC experience furthered my knowledge in the dairy industry.

## FARM BUSINESS AND PRODUCTION MANAGEMENT (30-090-1)

### RICE LAKE

1. Good program, no suggestions.
2. Very helpful program.

## GAS METAL ARC WELDING (GMAW) (30-442-5)

### NEW RICHMOND

1. Everybody was easy to work with and it was an awesome program.
2. Furthered my experience and skills needed to do my job.
3. Have higher standards on academics and higher standards for who you let in.
4. I did dual enrollment. I would recommend separating dual enrollment kids, or perhaps offering a summer session so there aren't so many breaks.
5. I really liked all the teachers and staff. I love all the student activities and I think WITC is a great school for anybody.
6. It helped me increase my welding skills and obtain my goal of getting a welding job.
7. It was a lot of fun.
8. Made my skills stronger and made me comfortable with what I do.

## GAS TUNGSTEN ARC WELDING (GTAW) (30-442-7)

### NEW RICHMOND

1. Satisfied with trainers and on the equipment we used, but some of the coursework fell short. We didn't use equipment to full potential. Dan was phenomenal!

HEATING, VENTILATION, AND AIR CONDITIONING/REFRIGERATION (HVAC/R)  
(32-601-1)

SUPERIOR

1. Frank Vidas was a very great instructor in the classroom and in the lab.
2. Had a good experience. Like the hands-on with instructor Frank Vidas.
3. Needs more of a focus on electrical. The basic electrical class was a joke.
4. WITC helped me to learn a valuable craft and to find a job where I could use what I learned.

INDUSTRIAL MAINTENANCE TECHNICIAN (32-462-1)

SUPERIOR

1. It helped me by giving me the training and hands-on learning that I need to excel in my job field.
2. Liked how WITC had small class sizes that made us have a better relationship with the instructors.
3. Not currently employed in maintenance, which I went to school for, but I am in the running for a maintenance position, as well as only finding this position due to a job fair through WITC. No suggestions. You have great instructors and are doing great.

INFORMATION TECHNOLOGY – NETWORK SPECIALIST (10-150-2)

ASHLAND

1. I am already a member of the WITC Ashland IT Advisory committee.

NEW RICHMOND

1. WITC was a huge help with me switching my career. The classes and instructors at WITC were very knowledgeable and helped me prepare myself with the information that is needed to succeed in the field that I joined.

SUPERIOR

1. Helped me learn about the IT program. Could maybe get more updated servers to work on.



## IT NETWORK TECHNICIAN (30-150-4)

### ASHLAND

1. I am already a member of the WITC Ashland IT Advisory committee.
2. Still attending WITC for associates in ITNS. Currently pleased with program.
3. WITC's focus on preparing me for the workplace, and not having me jump through academic hoops that don't directly serve that purpose has been what I appreciate the most about my experience.

### NEW RICHMOND

1. Hard to pick up classes when a person needs them. Instead you have to wait a whole extra year for class if you deviate suggested curriculum. Not many options. Transfer of credit is not very applicable and too much hype for actual classes that can transfer.
2. I knew next to nothing about the field before attending, so I've learned a lot since starting. A suggestion would be to have more classes in person. The classes for my program in the final semester are all online, and it would be nice to have the option to take them in person.
3. Program was good.
4. Still have one more semester left and will redo survey at the end.
5. The instructor, Rose Cibulka, has been great!

### RICE LAKE

1. Blackboard assignments could have been better. Hard to do four hour blocks.
2. Everything has gone really well and the instructors were awesome which is why I'm still attending there.
3. It has helped me a lot by teaching me the necessary skills to be an IT professional.
4. The instructor's helped the most.

INFORMATION TECHNOLOGY – SYSTEMS ADMINISTRATION SPECIALIST  
(10-154-7)

ASHLAND

1. I am already a member of the WITC Ashland IT Advisory committee.

RICE LAKE

1. My WITC instructor's helped me to learn the skills needed to further my education and learn important skills for my career.
2. The instructors helped the most.

INFORMATION TECHNOLOGY – WEB AND SOFTWARE DEVELOPER (10-152-7)

ONLINE

1. Everything I learned was dated and not up to speed in the real world.
2. I guess it made me complete the courses that I might not have taken the time to do on my own? I guess the most rewarding thing it has done was showing me that I can learn everything on my own that I need, as that was how the courses seemed to be structured. Diane P. was a great instructor and, I feel, she carried that program.
3. I had a fantastic experience at WITC and would definitely recommend their Web and Software Developer online program (and have recommended it). Because of the mix between my education at WITC and my previous education and five years professional GIS experience, I was able to get a job with the State of WI Department of Agriculture, Trade, and Consumer Protection resulting in about a 40% increase in pay. WITC helped prepare me for this career change, and I am grateful to the wonderful staff.

MACHINE TOOL OPERATION (31-420-1)

ASHLAND

1. For Machine Tool specifically, more time in the shop for more hands-on time running the machines and getting comfortable and gaining a more in-depth understanding could be helpful. I took the course provided through the Ashland High School prior to enrolling in the full course. The extra time in the shop helped myself and the other students who did the same tremendously. Overall, I feel that Carl Anderson does a great job with the time he's given with his students.

2. The Human Relations and Communications classes were useless to me.

### MACHINE TOOL TECHNICIAN (32-420-1)

#### SUPERIOR

1. Everyone at WITC did their job.
2. Helped improve my math, writing and mechanical skills. Also improved my social interactions.
3. Helped me gain the knowledge I needed to get into the workforce. Met lots of friends on the way. No suggestions.
4. Prepared me for what I needed for work.
5. The curriculum was a great starting point to a new job path. I liked how the instructor was continually trying to keep things fresh and up-to-date.
6. WITC gave me the skills and knowledge to acquire a good paying job.

### MACHINE TOOLING TECHNICICS (32-420-5)

#### NEW RICHMOND

1. By having a machining background I've been able to come up with solutions to different situations to keep product being made at a high quality.
2. Couldn't be more happy with the program and training I received.
3. Great program and instructors.
4. Improvements: I started in the spring semester doing generals and it was a little mixed up from the regular program, but otherwise, good experience.
5. They helped a lot.

### MANUFACTURING PRODUCTION TECHNICIAN (30-444-3)

#### RICE LAKE

1. Helped me obtain my certificate which got me my job. I would have liked to have learned more for the time I was there. I feel a little robbed because I feel like there was a lot more to be learned while I was at WITC.

2. I appreciated everybody at WITC. They were very encouraging.
3. It gave me the knowledge I needed in the CNC world.
4. Pretty good program. Richard Becker taught me a lot.
5. Taught me the necessary skills to get a job.

#### MARINE REPAIR TECHNICIAN (31-461-4)

##### ASHLAND

1. It helped me through the one-on-one time spent with my instructors, the hands-on learning, and the small class that I graduated with.
2. Program was run very effectively. The instructor was on-point with proper instruction.
3. Tim and Todd are great instructors they have helped me succeed in the career I have chosen. To improve the program more time is needed in the classroom and the shop area. Reason for that is that there is just so much to learn in a short period of time. But other than that the program is fantastic, both instructors are very knowledgeable and experienced.

#### MECHATRONICS BASICS (30-454-1)

##### NEW RICHMOND

1. Both Joe and Charlie did a fantastic job preparing me for my career. I feel as though my employer is impressed with the skills I have (thanks to the staff at WITC) Thanks Guys!
2. Thanks! Everything has worked out well for me!
3. The Automated Packaging Systems Technician program has fully prepared me for my current career. The skills and knowledge, especially the hands on aspect, I acquired at WITC has put me in an amazing position as I started my new job. I cannot thank Joe, Charlie and Rose enough for the priceless knowledge I was given. Some of the most applicable knowledge came from personal experiences they shared with our class. The things I learned in the auto pack program shocked my peers and supervisors tremendously. My only recommendations are to treat the current instructors very well. Good teachers are hard to find and the instructors I named above are phenomenal. Reach out further (as in surrounding states) for potential students. And my last recommendation is to keep up with

technology. The company I work for has a very old equipment as well as state of the art, cutting edge equipment. As a technician, having a knowledge of new and old is very useful. Thanks!

4. WITC provided me with a platform of knowledge that has allowed me to specialize in a specific field in the packaging industry. The transition from school-life to work-life was seamless and I hit the ground running.
5. WITC provided me with the skills to excel in my chosen career path.
6. You shouldn't have entrance tests to tell people what program they CAN'T do. I had a low math score, and could only get into two programs. Kevin Salmon is such a good instructor, I ended up getting great grades and even aced some tests. "I shudder to think about the potential futures of young men and women that have been altered by the word - CAN'T."

#### MOTORCYCLE, MARINE, AND OUTDOOR POWER PRODUCTS TECHNICIAN (31-461-2)

##### NEW RICHMOND

1. I learned how to work on small engines. I'm not sure what y'all can do. It was perfect for me.
2. Power Sports need newer equipment to work on to meet competencies currently evolving as technologies advance. More EFI and diagnostic equipment.

#### MULTI AXIS CNC MILLING (30-420-3)

##### NEW RICHMOND

1. By having a machining background I've been able to come up with solutions to different situations to keep product being made at a high quality.
2. Couldn't be more happy with the program and training I received.
3. Great program and instructors.
4. Improvements: I started in the spring semester doing generals and it was a little mixed up from the regular program, but otherwise, good experience.
5. They helped a lot.

## RESIDENTIAL CONSTRUCTION AND CABINETMAKING (32-410-2)

### RICE LAKE

1. Great in-class training; learned things for out in the field. Instructors were great with assisting getting a job for after graduation.
2. Instructors Chris and Scott were awesome and very patient.
3. It helped a lot because of all the hands-on training and the full come around on all aspects of construction and cabinet making.
4. No improvements needed, it was good enough. The program made me a more confident person.
5. Taught me many different methods of my trade. I wish there was a class about business management in my program.
6. The RCCM program gave me the skills and confidence I needed to take on all the projects that I am facing in retirement. Scott and Chris are exceptional instructors and I couldn't have been more pleased with the entire experience.
7. WITC helped me further my knowledge in my field of work. Cut funding to CAB, takes away available money for clubs or scholarships. Lower vending machine costs.

## SHIELDED METAL ARC WELDING (SMAW) (30-442-4)

### NEW RICHMOND

1. Everybody was easy to work with and it was a pretty awesome program.
2. Furthered my experience and skills needed to do my job.
3. Have higher standards on academics and higher standards for who you let in.
4. I did dual enrollment. I would recommend separating dual enrollment kids, or perhaps offering a summer session so there aren't so many breaks.
5. I really liked all the teachers and staff. I love all the student activities and I think WITC is a great school for anybody.
6. It helped me increase my welding skills and obtain my goal of getting a welding job.
7. It was a lot of fun.

8. Made my skills stronger and made me comfortable with what I do.

### WELDING (31-442-1)

#### ASHLAND

1. Good program.
2. The instructors were very good! Helpful with hands-on both in Welding and Ag Mechanics.
3. WITC has helped me get my HSED and further my education to acquire a better job. I think the staff and instructors were awesome at the Ashland campus in helping me with my goals.
4. WITC helped me gain employment in my field of study. I would not change a thing. Great experience. Wonderful, knowledgeable instructor who was very helpful.

#### NEW RICHMOND

1. Dan Wilkinson is a great instructor and the welding program is great. I would highly recommend WITC to anyone considering working in the welding field.
2. Fulfilled my expectations.
3. Hands-on training and shop time was the most helpful. Getting to the point of what welding shops are expecting and actually doing the work was helpful.
4. Helped me learn more about welding and I thought it was a good program.
5. I could have been better prepared for welding as a job. I learned it for the classroom and I earned my degree, but I worked a welding job shortly after graduation and feel there were a lot of things expected of me that I was not taught or wasn't covered as part of the program.
6. I would have enjoyed an additional semester to learn more about the trade.
7. Jesse Novak was awesome! He made sure I was doing what I needed to further my career.
8. Make it an optional 2-year course or not optional.
9. My instructor, Dan Wilkinson, was very good and very intelligent. His curriculum was phenomenal and I fully believe his teaching of the program is responsible for

my success. Suggest getting students into more workplaces like field trips to be exposed to welding environments at a job.

10. My welding professor, Jessie Novak, was a great teacher.
11. Pretty good program overall. No changes needed.
12. Probably need more training in the course for TIG welding.
13. Really great program and I enjoyed what I learned, just won't be using it at the moment.
14. Still a student at WITC. Two hour gaps between classes make it difficult to work anywhere while attending WITC, so possibly more online requisite classes.
15. The program helped me learn how to weld.
16. The teacher was a great help to us as students.
17. Welding instructor could have done a little better with checking up on students and providing a little more one-on-one guidance.

#### RICE LAKE

1. Helped me get into Johnson Truck Bodies. It was a direct hire and it was great!
2. Helped me get my life going in the right direction. Thank you!
3. I really learned a lot and the program helped me get into my new career.
4. I think WITC needs to hire an assistant for the welding instructor!
5. Run more metal core and flux core training.
6. The human relations class seems to be very unnecessary. That's my only negative input about my courses. WITC is a very good school.
7. The new welding shop was great.
8. The transition from the old shop to the new shop was kind of a pain, but we made it through.
9. WITC helped me to better myself as a welder and fabricator. The only thing I wish we did more of was stainless wire and tug as well had more fab projects.



## SUPERIOR

1. All great. Brand new shop was awesome!
2. Better internet connections (Wifi) throughout the school and in all classrooms.
3. Helped me get my job. I couldn't have gotten my job without the education. The shop in Superior was under construction the first two months and we couldn't use equipment. It was a waste of my money, but we still received what we needed to complete the program.
4. I am very satisfied at 110%, or 11 out of 10, or whatever scale you want to give!!
5. Instructors were incredible and unbelievable school. It was a good environment , but the shop was disgusting. We were assured it would be ready and available the first day of class. We paid good money for our education and the shop was a total disappointment that soured my educational experience there.
6. When I was in class there were a lot of issues with the CNC plasma cutter and it was not available much of the time I was there.
7. Would be good to start school after the remodeling/construction of the shop was complete. We had about 7-8 weeks wasted where we couldn't even get in the shop.

## WELDING/MAINTENANCE AND FABRICATION (30-442-2)

### NEW RICHMOND

1. Satisfied with trainers and on the equipment we used, but some of the coursework fell short. We didn't use equipment to full potential. Dan was phenomenal!