



Northwood
Technical College

Graduate Follow up Report

2021-2022

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Introduction

The Graduate Follow-Up Survey is conducted annually by Northwood Technical College’s Institutional Research Office at the request of the Wisconsin Technical College System (WTCS). The primary objective of the survey is to “identify the current status of WTCS program graduates, and to determine the extent to which this current status is related to the graduates’ educational programs.”

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

Northwood Tech graduates from the 2021-22 academic year, who earned their credential between June 1, 2021 and May 31, 2022 in 83 core programs, were selected by WTCS to be included in the survey. From November 2022 through February 2023, responses were obtained through email, mail, and phone calls. A sample of the survey can be found in Appendix A of this report.

Northwood Tech Key Measures of Success, Five Year Summary

	2017-18	2018-19	2019-2020	2020-21	2021-22
Surveys Sent	1,542	1,535	1,397	989¹	987²
Surveys Returned <i>n = Surveys Sent</i>	76% (1,169)	70% (1,073)	53% (742)	77% (763)	79% (782)
Current Students <i>n = Surveys Returned</i>	20% (234)	22% (231)	47% (346)	40% (307)	29% (229) <i>n = 782</i>
Employed <i>n = In the Labor Market</i>	94% (851) <i>n = 902</i>	92% (755) <i>n = 820</i>	95% (369) <i>n = 389</i>	93% (405) <i>n = 435</i>	94% (495) <i>n = 526</i>
Employed Full-Time in a Related Field <i>n = Employed Related</i>	84% (462) <i>n = 553</i>	86% (377) <i>n = 440</i>	74% (205) <i>n = 277</i>	76% (234) <i>n = 309</i>	71% (275) <i>n = 388</i>
Satisfied with Training <i>n = Graduates who responded to question</i>	98% (1,021) <i>n = 1,042</i>	96% (912) <i>n = 947</i>	96% (456) <i>n = 474</i>	96% (527) <i>n = 547</i>	98% (634) <i>n = 650</i>
Average Monthly Salary*	\$3,393	\$3,671	\$3,573	\$3,871	\$4,315
Average Annual Salary*	\$40,668	\$44,046	\$42,878	\$46,453	\$51,781

(1) There were 244 Nursing Assistant – Limited Term (17-543-1) graduates who were separately surveyed and reported on as graduate outcomes for aid code 17 programs are not reported to WTCS.

(2) There were 277 Nursing Assistant – Limited Term (17-543-1) graduates who were separately surveyed and reported on as graduate outcomes for aid code 17 programs are not reported to WTCS.

(*) Average monthly salaries are reported for graduates employed full-time in a field related to their training

Present Status and Related Employment

Northwood Tech's EVOLVE XXIII strategic plan identifies graduate placement as a College Effectiveness Measure. Graduate placement is calculated using the sum of graduates who indicated "I am employed" or "I am a student" in their present status response. 724 graduates (93 percent of responding graduates, n = 782) indicated they were placed six months after graduation.

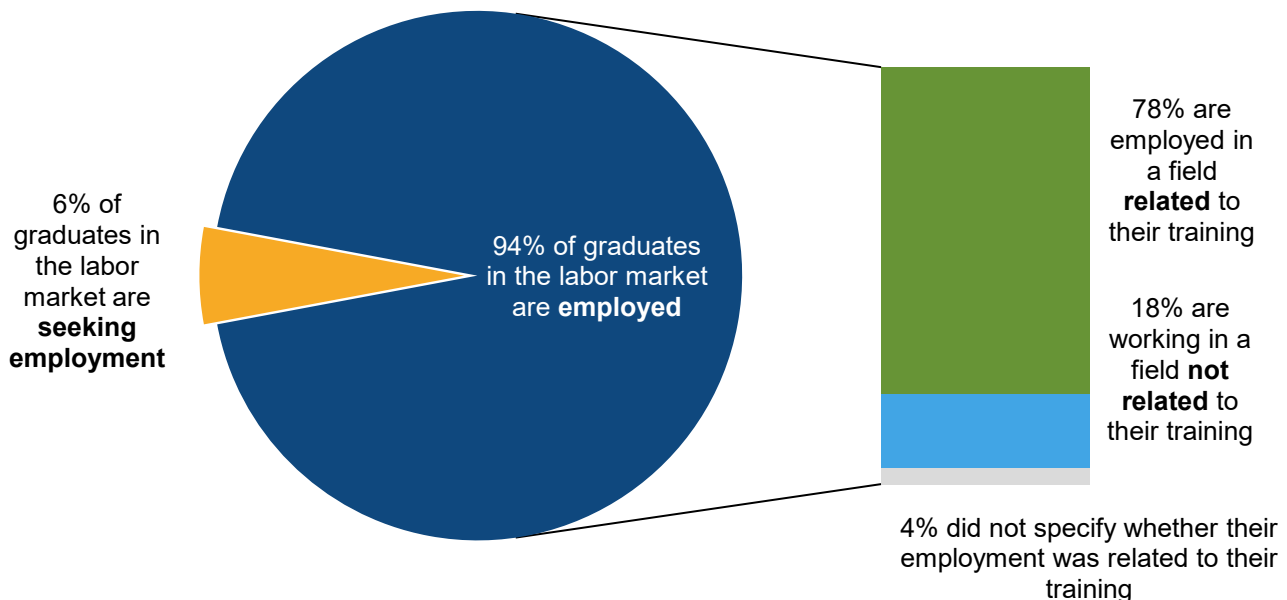
Just over two thirds of Northwood Tech's 2021-22 graduates were in the labor market. Almost all graduates who were not in the labor market were students who were continuing their education.

Which one of the below best describes you?		
In the Labor Market	526	67% (n = 782)
I am employed. I may also be taking courses, but my job is my main focus.	495	94% (n = 526)
I am not employed but am looking for a job.	31	6%
Not in the Labor Market	254	32% (n = 782)
I am a student. I may also have one or more jobs but attending school/college is my main focus.	229	90% (n = 254)
I am not employed and not looking for a job.	25	10%

About three quarters of graduates who indicated they were employed were working in jobs related to their training.

Is your job related to the training you received at Northwood Tech?		
Yes	388	78% (n = 495)
No	88	18%
Did not provide response	19	4%

2021-22 Northwood Tech Graduates in the Labor Market



Over half employed graduates indicated they began working in their present occupation after graduating from Northwood Tech.

When did you start working in your present occupation?		
Before enrolling at our college	110	22% (n = 495)
While attending our college	99	20%
After leaving our college	269	54%
Did not provide response	17	3%

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

Salary

Graduates were asked to provide salary information based on hourly, monthly, or yearly wages. Regardless of the type of wage reported by the graduate, individual responses were converted to a monthly salary. Salary information is reported for graduates who reported working full-time (35 or more hours) and in a job related to their field (n = 275).

The average salary of 2021-22 Northwood Tech graduates who reported working full-time in a job related to their field is \$4,315 monthly (\$51,781 annually).

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

1. Industrial Maintenance Technician (\$6,232 per month/\$74,788 per year)
2. Nursing – Associate Degree (\$5,891 per month/\$70,693 per year)
3. Truck Driving (\$5,561 per month/\$66,733 per year)
4. Automation for Industrial Systems (\$5,560 per month/\$66,722 per year)
5. Welding (\$5,018 per month/\$60,216 per year)

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

Location of Employment

Employed graduates were asked for job information, including their job title, company or organization name, and company/organization address. Institutional Research staff reviewed employer addresses and categorized them.

62% of 2021-22 graduates were employed in Wisconsin; the majority of whom were working in Northwood Tech's 11 county service area.

In Wisconsin, In Northwood Tech District	254	51% (n = 495)
In Wisconsin, Outside Northwood Tech District	53	11%
Outside Wisconsin	142	29%
Not able to determine	46	9%

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

Reason for Attending Northwood Tech

Preparation for getting a job was the most chosen reason for 2021-22 graduates' attending Northwood Tech, followed by *Career Change*.

What was your primary reason for attending Northwood Tech?		
Preparation for getting a job	238	37% (n = 649)
Career Change	159	24%
Improvement of existing job skills	82	13%
Preparation for further education	80	12%
Personal interest	71	11%
Other	19	3%

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

Satisfaction With and Recommendation of Northwood Tech

The majority of 2021-22 Northwood Tech graduates were either *very satisfied* or *satisfied* with their training from Northwood Tech and almost all graduates would recommend Northwood Tech to a friend or family member.

How do you feel about the training you received at Northwood Tech?		
Very Satisfied	351	54% (n = 650)
Satisfied	283	44%
Unsatisfied	15	2%
Very Unsatisfied	1	>1%

Would you recommend Northwood Tech to a friend or family member?		
Yes	603	96% (n = 625)
No	22	4%

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

Appendix A

1. How do you feel about the training you received at Northwood Tech?
 - Very Satisfied
 - Satisfied
 - Unsatisfied
 - Very Unsatisfied

2. What was your primary reason for attending Northwood Tech?
 - Preparation for getting a job
 - Career change
 - Improvement of existing job skills
 - Preparation for further education
 - Personal interest
 - Other: _____

3. Which one of the below best describes you? Please read through each choice and choose the best option for your situation.
 - I am employed. I may also be taking courses, but my job is my main focus.
 - I am a student. I may also have one or more jobs but attending school/college is my main focus.
 - I am not employed but am looking for a job.
 - I am not employed and not looking for a job.
 - I am on active duty in the military.

If you are employed or on active duty in the military, continue with question 4. If you are not employed, skip to question 10.

4. When did you start working in your present occupation?
 - Before enrolling at our college
 - While attending our college
 - After leaving our college

5. Is your job related to the training you received at Northwood Tech?
 - Yes
 - No

6. Please list the following job information:

Job Title: _____

Company or Organization Name: _____

Address: _____

City, State, and ZIP: _____

7. Please list the following supervisor information:

Supervisor's First and Last Name: _____

Department Name (if applicable): _____

Supervisor's E-mail Address: _____

8. What is your present wage? If available, please provide both.

Hourly base wage: \$ _____

Yearly Earnings: \$ _____

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

_____ Hours per week

10. Are you interested in receiving the Northwood Tech Alumni Newsletter?
 - Yes
 - No

11. Would you recommend Northwood Tech to a friend or family member?
 - Yes
 - No

12. Please tell us how our college has helped you and give us your suggestions for improving the programs and services we offer.

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

To be included in results, any comments provided should be pertinent to the topic and constructively useful for the purpose of continuous improvement and be in keeping with the goals of Northwood Tech's Mission, Vision, Values, and Tenets.

«First_Name» «Last_Name»
 Access Code: «Access_Code»
 Program: «Academic_Plan_Ldesc»

Appendix B

Summary by Campus

	Ashland		New Richmond		Online		Rice Lake		Superior	
Surveys Sent	101		315		70		293		208	
Surveys Returned	78	77%	245	78%	61	87%	245	84%	153	74%
Current Student	24	31%	73	30%	7	11%	77	31%	48	31%
In the Labor Market	50	64%	168	69%	46	75%	162	66%	100	65%
Employed	46	9%	160	32%	42	8%	152	31%	95	19%
Related	32	70%	121	76%	33	79%	123	81%	79	83%
Related – Full-Time	23	62%	89	66%	25	71%	88	64%	50	58%
Not Related	12	26%	31	19%	8	19%	25	16%	12	13%
Unknown	2	4%	8	5%	1	2%	4	3%	4	4%
Seeking Employment	4	6%	8	4%	4	7%	10	5%	5	4%
Average Monthly Salary	\$4,014		\$4,708		\$3,310		\$4,200		\$4,460	
Average Annual Salary	\$48,164		\$56,497		\$39,718		\$50,396		\$53,516	

Location of Employment by Campus

Campus	Employed								Employed Full-Time, Related to Training							
	In Northwood Tech District		In WI, Outside Northwood Tech District		Outside Wisconsin		Cannot Determine		In District		WI Out of District		Out of State		Cannot Determine	
Ashland	28	61%	6	13%	7	15%	5	11%	13	57%	6	26%	4	17%	-	-
New Richmond	80	50%	17	11%	46	29%	17	11%	49	55%	7	8%	31	35%	2	2%
Online	17	40%	6	14%	14	33%	5	12%	12	48%	5	20%	6	24%	2	8%
Rice Lake	103	68%	22	14%	17	11%	10	7%	60	68%	16	18%	11	13%	1	1%
Superior	26	27%	2	2%	58	61%	9	9%	13	26%	1	2%	36	72%	-	-
Totals	254	51%	53	11%	142	29%	46	9%	147	53%	35	13%	88	32%	5	2%

Appendix C

2021-22 Graduate Follow-Up Survey Summary by Career Cluster and Program

Agriculture, Food and Natural Resources																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
31-091-1	Dairy Herd Management	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
10-091-1	Veterinary Technician	19	14	74%	-	-	13	93%	-	-	10	77%	6	60%	2	15%	\$3,482	
TOTAL – Ag, Food & Natural Resources		20	15	75%	-	-	13	93%	-	-	10	77%	6	60%	2	15%	\$3,342	

Architecture and Construction																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
31-409-1	Arch Woodworking & Cabinet Unique in Wisconsin	2	1	50%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
10-614-4	Architectural Commercial Design Unique in Wisconsin	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
32-410-2	Construction and Cabinetmaking Unique in Wisconsin	6	5	83%	-	-	4	80%	-	-	4	100%	4	100%	-	-	\$4,738	
30-410-3	Construction Essentials (Construction Essentials) (Construction Essentials – HSAC)	33 (16) (17)	23 (8) (15)	70% (50%) (88%)	19 (6) (13)	83% (75%) (87%)	3 (2) (1)	13% (25%) (7%)	- (-) (-)	- (-) (-)	2 (2) (-)	67% (100%) (-)	1 (1) (-)	50% (50%) (-)	- (-) (-)	- (-) (-)	#	
31-614-3	Drafting Technician	9	8	89%	7	88%	1	13%	-	-	1	100%	1	100%	-	-	#	
32-601-1	Heating, Vent, & Air Cond/Refr (Heating, Vent, & Air Cond/Refr) (Heating, Vent, & Air Cond/Refr-EVG)	10 (8) (2)	9 (7) (2)	90% (88%) (100%)	1 (1) (-)	11% (14%) (-)	7 (6) (1)	78% (86%) (50%)	1 (-) (1)	11% (-) (50%)	7 (6) (1)	100% (100%) (100%)	5 (5) (-)	71% (83%) (-)	- (-) (-)	- (-) (-)	\$4,433	
31-601-2	HVAC Installation Technician	16	14	88%	8	57%	6	43%	-	-	3	50%	-	-	3	50%	\$4,423*	
30-601-1	Refrigeration Essentials	13	10	77%	5	50%	5	50%	-	-	4	80%	3	75%	1	20%	\$4,116	
31-476-2	Utility Construction Technician Unique in Wisconsin	6	5	83%	-	-	5	100%	-	-	4	80%	3	75%	1	20%	\$4,528	
TOTAL – Architecture and Construction		96	76	79%	41	54%	32	42%	1	1%	26	81%	17	65%	5	16%	\$4,313	

(¹) Full-Time = 35 or more hours (WTCS)

(²) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(³) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2021-22 Graduate Follow-Up Survey Summary by Career Cluster and Program

Business Management, Administration and Finance																	
Program Number and Title		Surveys Sent	Surveys Returned		Current Students		In Labor Market				Employment Related to Training ³					Average Monthly Salary ²	
							Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		Not Related		
10-101-1	Accounting	25	14	56%	-	-	11	79%	-	-	7	64%	4	57%	4	36%	\$4,469
31-101-1	Accounting Assistant	8	7	88%	1	14%	6	86%	-	-	3	50%	2	67%	3	50%	\$3,869*
10-106-6	Administrative Professional	9	9	100%	1	11%	8	89%	-	-	6	75%	6	100%	1	13%	\$3,967
30-101-4	Billing and Posting Clerk	26	26	100%	12	46%	13	50%	1	4%	9	69%	4	44%	2	15%	\$4,850
10-102-3	Business Management	20	12	60%	3	25%	8	67%	-	-	7	88%	7	100%	-	-	\$4,474
31-102-9	Customer Service Manager	4	4	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
10-114-2	Finance	4	4	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
30-114-1	Financial Services Customer Rep	22	18	82%	16	89%	2	11%	-	-	1	50%	1	100%	1	50%	#
	<i>(Financial Services Customer Rep)</i>	<i>(14)</i>	<i>(11)</i>	<i>(79%)</i>	<i>(9)</i>	<i>(82%)</i>	<i>(2)</i>	<i>(18%)</i>	-	-	<i>(1)</i>	<i>(50%)</i>	<i>(1)</i>	<i>(100%)</i>	<i>(1)</i>	<i>(50%)</i>	
	<i>(Financial Services Customer Rep – HSAC)</i>	<i>(8)</i>	<i>(7)</i>	<i>(88%)</i>	<i>(7)</i>	<i>(100%)</i>	-	-	-	-	-	-	-	-	-	-	
31-160-1	Health Office Professional	14	11	79%	3	27%	8	73%	-	-	4	50%	2	50%	4	50%	\$3,188*
30-160-2	Healthcare Receptionist	5	5	100%	2	40%	3	60%	-	-	2	67%	-	-	1	33%	#
10-116-2	Human Resource Management	12	9	75%	1	11%	8	89%	-	-	7	88%	7	100%	1	13%	\$4,496
31-116-2	HR and Payroll Generalist	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
10-196-1	Leadership Development	2	1	50%	#	#	#	#	#	#	#	#	#	#	#	#	\$5,253*
30-196-6	Leadership Essentials	3	3	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$4,302*
10-160-2	Medical Administrative Professional	10	8	80%	2	25%	5	63%	1	13%	3	60%	2	67%	2	40%	\$4,547*
30-160-5	Medical Billing Specialist	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
31-160-5	Medical Billing	8	6	75%	3	50%	2	33%	1	17%	1	50%	1	100%	1	50%	#
30-106-6	Microsoft Office	5	5	100%	-	-	4	80%	1	20%	2	50%	2	100%	2	50%	\$4,080*
10-196-6	Nonprofit Leadership	3	2	67%	#	#	#	#	#	#	#	#	#	#	#	#	#
31-106-8	Office Support Specialist	4	4	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
30-106-1	Office Technology Assistant	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
TOTAL – Business Mgmt, Admin and Finance		190	154	81%	51	33%	94	61%	4	3%	62	66%	46	74%	28	30%	\$4,221

(¹) Full-Time = 35 or more hours (WTCS)25

(²) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(³) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2021-22 Graduate Follow-Up Survey Summary by Career Cluster and Program

Family and Consumer																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
30-544-2	Community-Based Residential Facility (CBRF) Caregiver	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
30-575-1	Community-Based Residential Facility (CBRF) Caregiver	27	25	93%	22	88%	1	4%	-	-	-	-	-	-	1	100%	#	#
31-307-1	Online Child Care Services E-Connect	21	21	100%	8	38%	10	48%	-	-	9	90%	5	56%	1	10%	\$2,578	
31-502-1	Cosmetology	33	18	55%	2	11%	13	72%	1	6%	11	85%	5	45%	-	-	\$1,987	
10-307-1	Early Childhood Education (<i>Early Childhood Education</i>) (<i>E-CHILD ONLN</i>)	28 (13) (15)	26 (11) (15)	68% (85%) (100%)	3 (2) (1)	12% (18%) (7%)	21 (9) (12)	81% (82%) (80%)	- - -	- - -	19 (8) (11)	90% (89%) (92%)	17 (7) (10)	89% (88%) (91%)	2 (1) (1)	10% (11%) (8%)	\$2,898	
10-544-1	Gerontology	8	6	75%	2	33%	3	50%	1	17%	1	33%	1	100%	1	33%	#	
10-520-3	Human Services Associate	25	20	80%	8	40%	12	60%	-	-	10	83%	7	70%	2	17%	\$3,337	
31-550-1	Substance Abuse Counselor	23	23	100%	13	57%	8	35%	2	9%	2	25%	1	50%	5	63%	\$3,033*	
TOTAL – Family and Consumer		166	140	84%	59	42%	68	49%	4	3%	52	76%	36	69%	12	18%	\$2,885	

(¹) Full-Time = 35 or more hours (WTCS)

(²) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(³) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2021-22 Graduate Follow-Up Survey Summary by Career Cluster and Program

Health Science																	
Program Number and Title		Surveys Sent	Surveys Returned		Current Students		In Labor Market				Employment Related to Training ³					Average Monthly Salary ²	
							Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		Not Related		
31-508-1	Dental Assistant	10	9	90%	-	-	9	100%	-	-	8	89%	3	38%	1	11%	\$3,203
10-530-1	Health Information Tech Online	18	12	67%	3	25%	7	58%	2	17%	4	57%	3	75%	2	29%	\$3,611
31-509-1	Medical Assistant	19	16	84%	-	-	16	100%	-	-	15	94%	11	73%	1	6%	\$3,292
31-530-2	Medical Coding Spec Online	23	20	87%	1	5%	14	70%	2	10%	10	71%	8	80%	4	29%	\$4,074
10-543-1	Nursing - Associate Degree	85	61	72%	1	2%	58	95%	1	2%	55	95%	27	49%	1	2%	\$5,891
17-543-1	Nursing Assistant**	277	152	55%	91	60%	57	38%	1	1%	35	61%	24	69%	17	30%	\$3,262
10-514-1	Occupational Therapy Asst	15	12	80%	-	-	12	100%	-	-	9	75%	7	78%	3	25%	\$3,571
30-509-2	Patient Services Specialist	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	#
31-536-1	Pharmacy Technician	3	3	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$3,163*
TOTAL – Health Science		175	135	77%	6	4%	120	89%	5	4%	104	87%	62	60%	13	11%	\$4,561

Hospitality and Tourism																	
Program Number and Title		Surveys Sent	Surveys Returned		Current Students		In Labor Market				Employment Related to Training ³					Average Monthly Salary ²	
							Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		Not Related		
30-109-2	Hospitality Foundations <i>Unique in Wisconsin</i>	17	12	71%	2	17%	4	33%	4	33%	3	75%	1	33%	-	-	#
TOTAL – Hospitality and Tourism		17	12	71%	2	17%	4	33%	4	33%	3	75%	1	33%	-	-	#

(¹) Full-Time = 35 or more hours (WTCS)

(²) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(³) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

(**) In 2021-22 Nursing Assistant graduates were categorized under 17-543-1 and were not reported to the State with the rest of the graduates. The Total – Health Science line excludes any data that was not reported to the state so Nursing Assistant students are not counted in the totals. This detailed data is reported in Appendix G.

2021-22 Graduate Follow-Up Survey Summary by Career Cluster and Program

Information Technology																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
10-150-2	IT - Network Specialist	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$4,671*
30-150-4	IT Network Technician	18	18	100%	14	78%	3	17%	1	6%	-	-	-	-	3	100%	#	
10-154-7	IT- System Administration Spec	6	6	100%	3	50%	3	50%	-	-	3	100%	3	100%	-	-	#	\$3,780
10-152-7	IT- Web and Software Developer	4	2	50%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
10-151-2	IT-Cybersecurity Specialist	11	6	55%	-	-	6	100%	-	-	5	83%	5	100%	-	-	#	\$3,747
TOTAL – Information Technology		40	32	80%	17	53%	14	44%	1	3%	10	71%	10	100%	3	21%	#	\$3,969

IT Manufacturing																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
32-454-1	Automated Packaging Systems Tech Unique in Wisconsin	5	2	40%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
10-631-2	Automation for Industrial Systems Unique in Wisconsin	4	3	75%	#	#	#	#	#	#	#	#	#	#	#	#	#	#
30-454-1	Mechatronics Basics	5	5	100%	4	80%	-	-	1	20%	-	-	-	-	-	-	-	#
TOTAL – IT Manufacturing		14	10	71%	4	40%	5	50%	1	10%	5	100%	5	100%	-	-	#	\$6,181

(¹) Full-Time = 35 or more hours (WTCS)

(²) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(³) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2021-22 Graduate Follow-Up Survey Summary by Career Cluster and Program

Law, Public Safety and Security																			
Program Number and Title		Surveys Sent			Surveys Returned			Current Students			In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
											Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
30-531-6	Advanced EMT	9	8	89%	1	13%	7	88%	-	-	7	100%	3	43%	-	-	\$4,020		
30-504-2	Criminal Justice - LE 720 Academy	6	4	67%	-	-	4	100%	-	-	3	75%	2	67%	-	-	\$5,403*		
10-504-5	Criminal Justice Studies	23	20	87%	2	10%	15	75%	3	15%	10	67%	8	80%	4	27%	\$4,244		
30-531-3	Emergency Medical Technician	46	33	72%	8	24%	22	67%	2	6%	12	55%	6	50%	10	45%	\$3,677		
31-531-1	EMT - Paramedic	11	10	91%	-	-	10	100%	-	-	10	100%	6	60%	-	-	\$4,728		
10-531-1	Paramedic Technician	2	2	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$5,018*		
TOTAL – Law, Public Safety and Security		97	77	79%	11	14%	60	78%	5	6%	44	73%	26	59%	14	23%	\$4,196		

Manufacturing																			
Program Number and Title		Surveys Sent			Surveys Returned			Current Students			In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
											Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
31-444-1	CNC Machine Tool Operation	1	1	100%	#	#	#	#	#	#	#	#	#	#	#	#	#		
30-442-5	Gas Metal Arc Welding (GMAW) HSAC	12	11	92%	9	82%	-	-	1	9%	-	-	-	-	-	-	\$4,664*		
32-462-1	Industrial Maintenance Tech	6	4	67%	-	-	4	100%	-	-	4	100%	3	75%	-	-	\$6,232		
31-631-1	Industrial Systems Specialist	2	1	50%	#	#	#	#	#	#	#	#	#	#	#	#	#		
31-420-1	Machine Tool Operation	6	3	50%	1	33%	2	67%	-	-	2	100%	2	100%	-	-	\$4,125*		
32-420-1	Machine Tool Technician	3	2	67%	#	#	#	#	#	#	#	#	#	#	#	#	\$4,246*		
32-420-5	Machine Tooling Technics	5	3	60%	-	-	3	100%	-	-	3	100%	3	100%	-	-	\$4,847		
30-442-2	Welding/Maintenance/Fabrication	7	6	86%	4	67%	2	33%	-	-	2	100%	2	100%	-	-	\$4,137*		
31-442-1	Welding (Welding) (Welding EVG)	54 (38) (16)	45 (33) (12)	83% (87%) (75%)	9 (7) (2)	20% (21%) (17%)	32 (22) (10)	71% (67%) (83%)	3 (3) (-)	7% (9%) (-)	25 (17) (8)	78% (77%) (80%)	23 (16) (7)	92% (94%) (88%)	5 (4) (1)	16% (18%) (10%)	\$5,018		
TOTAL – Manufacturing		96	76	79%	24	32%	46	61%	4	5%	39	85%	36	92%	5	11%	\$5,164		

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(3) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

2021-22 Graduate Follow-Up Survey Summary by Career Cluster and Program

Transportation, Distribution and Logistics																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
32-070-1	Agricultural Power/Equip Tech	6	4	67%	-	-	4	100%	-	-	4	100%	4	100%	-	-	\$4,138	
30-404-1	Auto Maint and Light Repair Tech	12	12	100%	11	92%	-	-	-	-	-	-	-	-	-	-	\$3,813*	
31-404-2	Automotive Service Technician	6	1	17%	#	#	#	#	#	#	#	#	#	#	#	#	\$3,222*	
32-404-2	Automotive Technician	2	1	50%	#	#	#	#	#	#	#	#	#	#	#	#	\$3,302*	
32-412-4	Diesel Equipment Technician	3	3	100%	#	#	#	#	#	#	#	#	#	#	#	#	\$4,902	
31-461-4	Marine Repair Technician <i>Unique in Wisconsin</i>	4	4	100%	#	#	#	#	#	#	#	#	#	#	#	#	#	
31-461-3	Outdoor Power Equipment Tech	5	5	100%	-	-	5	100%	-	-	3	60%	3	100%	2	40%	\$3,410	
TOTAL – Transport, Distribution and Logistics		38	30	79%	13	43%	16	53%	-	-	14	88%	14	100%	2	13%	\$4,088	

Workforce and Community Development																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
30-458-1	Truck Driving	38	25	66%	1	4%	22	88%	2	8%	18	82%	15	83%	4	18%	\$5,561	
TOTAL – Workforce and Community Develop		38	25	66%	1	4%	22	88%	2	8%	18	82%	15	83%	4	18%	\$5,561	

Collegewide (All Career Clusters)																		
Program Number and Title		Surveys Sent			Surveys Returned			Current Students		In Labor Market				Employment Related to Training ³				Average Monthly Salary ²
										Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		
TOTAL – Collegewide		987	782	79%	229	29%	495	63%	31	4%	388	78%	275	71%	88	18%	\$4,315	

(¹) Full-Time = 35 or more hours (WTCS)

(²) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(³) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

Appendix D

Summary by Degree Level

	Associate Degree		Two-Year Technical Diploma		One-Year Technical Diploma		Short-Term Technical Diploma	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Surveys Sent	335	34%	46	5%	300	30%	306	31%
Surveys Returned	250	75%	33	72%	248	83%	251	82%
Current Student	30	12%	1	3%	68	27%	130	52%
In the Labor Market	212	85%	31	94%	170	69%	113	45%
Employed	204	82%	30	91%	160	65%	101	40%
Related	170	83%	30	100%	121	76%	67	66%
Related – Full-Time	122	72%	27	90%	85	70%	41	61%
Unrelated	25	12%	-	-	34	21%	29	29%
Unknown	9	4%	-	-	5	3%	5	5%
Seeking Employment	8	3%	1	3%	10	4%	12	5%
Average Monthly Salary	\$4,329		\$4,920		\$3,890		\$4,757	
Average Annual Salary	\$51,944		\$59,040		\$46,679		\$57,089	

Appendix E

**2021-22 Graduate Follow-Up Survey
Satisfaction with Training and Reason for Attending by Career Cluster**

Career Cluster	Surveys Sent	Surveys Returned		Satisfaction With Training								Reason for Attending Northwood Tech									
				Very Satisfied		Satisfied		Unsatisfied		Very Unsatisfied		Job Prep		Career Change		Improve Job Skills		Prep for Additional Education		Personal Interest/ Other	
Agriculture, Food and Natural Resources	20	15	75%	11	73%	4	27%	-	-	-	-	9	60%	2	13%	2	13%	-	-	2	13%
Architecture and Construction	96	76	79%	32	63%	19	37%	-	-	-	-	18	36%	11	22%	6	12%	6	12%	9	18%
Business Management, Administration and Finance	190	154	81%	63	53%	51	43%	3	3%	1	1%	30	25%	44	37%	21	18%	16	14%	7	6%
Family and Consumer	166	140	84%	74	65%	38	33%	2	2%	-	-	30	26%	22	19%	15	13%	24	21%	23	20%
Health Science	175	135	77%	52	39%	74	56%	6	5%	-	-	59	45%	43	33%	9	7%	12	9%	9	7%
Hospitality and Tourism	17	12	71%	6	50%	6	50%	-	-	-	-	8	67%	-	-	-	-	2	17%	2	17%
Information Technology	40	32	80%	14	58%	10	42%	-	-	-	-	7	29%	9	38%	2	8%	3	13%	3	13%
IT Manufacturing	14	10	71%	3	50%	3	50%	-	-	-	-	3	50%	3	50%	-	-	-	-	-	-
Law, Public Safety and Security	97	77	79%	31	41%	42	56%	2	3%	-	-	22	29%	7	9%	16	21%	10	13%	20	27%
Manufacturing	96	76	79%	30	52%	26	45%	2	3%	-	-	34	59%	6	10%	4	7%	5	9%	9	16%
Transportation, Distribution and Logistics	38	30	79%	13	65%	7	35%	-	-	-	-	5	25%	3	15%	5	25%	2	10%	5	25%
Workforce and Community Development	38	25	66%	22	88%	3	12%	-	-	-	-	13	52%	9	36%	2	8%	-	-	1	4%
TOTALS	987	782	79%	351	54%	283	44%	15	2%	1	1%	238	37%	159	24%	82	13%	80	12%	90	14%

**2021-22 Graduate Follow-Up Survey
Satisfaction with Training and Reason for Attending by Degree Level**

Degree Level	Surveys Sent	Surveys Returned		Satisfaction With Training								Reason for Attending Northwood Tech									
				Very Satisfied		Satisfied		Unsatisfied		Very Unsatisfied		Job Prep		Career Change		Improve Job Skills		Prep for Additional Education		Personal Interest/ Other	
Associate	335	250	75%	121	51%	107	46%	6	3%	1	1%<	95	40%	59	25%	28	12%	36	15%	17	7%
Two-Year Technical	46	33	72%	22	67%	11	33%	-	-	-	-	16	48%	7	21%	4	12%	2	6%	4	12%
One-Year Technical	300	248	83%	107	51%	96	46%	5	2%	-	-	77	37%	59	28%	24	12%	15	7%	33	16%
Short-Term Technical	306	251	82%	101	58%	69	40%	4	2%	-	-	50	29%	34	20%	26	15%	27	16%	36	21%
TOTALS	987	782	79%	351	54%	283	44%	15	2%	1	1%<	238	37%	159	24%	82	13%	80	12%	90	14%

Satisfaction With Training and Reason for Attending by Campus

Campus	Surveys Sent	Surveys Returned		Satisfaction With Training								Reason for Attending Northwood Tech									
				Very Satisfied		Satisfied		Unsatisfied		Very Unsatisfied		Job Prep		Career Change		Improve Job Skills		Prep for Additional Education		Personal Interest/ Other	
Ashland	101	78	77%	35	56%	26	42%	1	2%	-	-	15	25%	20	33%	7	11%	7	11%	12	20%
New Richmond	315	245	78%	108	53%	87	43%	7	3%	1	1%<	80	39%	46	23%	28	14%	27	13%	22	11%
Online	70	61	87%	29	50%	27	47%	2	3%	-	-	14	24%	14	24%	13	22%	7	12%	10	17%
Rice Lake	293	245	84%	103	52%	90	46%	4	2%	-	-	72	37%	51	26%	25	13%	24	12%	25	13%
Superior	208	153	74%	76	58%	53	41%	1	1%	-	-	57	44%	28	22%	9	7%	15	12%	21	16%
TOTALS	987	782	79%	351	54%	283	44%	15	2%	1	1%<	238	37%	159	24%	82	13%	80	12%	90	14%

Recommendation of Northwood Tech by Campus*

Location	Would Recommend Northwood Tech			
	Yes		No	
Ashland	59	100%	-	-
New Richmond	184	95%	9	5%
Online	54	95%	3	5%
Rice Lake	183	96%	7	4%
Superior	123	98%	3	2%
TOTALS	603	96%	22	4%

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

Appendix F

Graduate Follow-Up Historical Summary with Wisconsin Unemployment Comparison 1993 through 2021

Year of Graduation	Number of Graduates	Percent Employed Related	Wisconsin State Unemployment*	Average Yearly Salary (Employed Related)
1993-94	973	84%	4.3%	\$18,768
1994-95	989	83%	3.7%	\$18,900
1995-96	1,010	80%	3.6%	\$19,992
1996-97	930	84%	3.5%	\$21,336
1997-98	840	87%	3.3%	\$23,856
1998-99	955	84%	3.1%	\$24,492
1999-00	1,011	83%	3.4%	\$25,615
2000-01	1,153	77%	4.4%	\$26,147
2001-02	1,118	75%	5.3%	\$27,469
2002-03	1,533	77%	5.6%	\$26,535
2003-04	1,469	76%	5.0%	\$26,932
2004-05	1,482	74%	4.8%	\$28,252
2005-06	1,553	75%	4.7%	\$28,851
2006-07	1,629	74%	4.8%	\$30,507
2007-08	1,697	75%	4.8%	\$30,171
2008-09	1,732	70%	8.5%	\$30,517
2009-10	1,665	75%	8.3%	\$30,198
2010-11	1,696	72%	7.5%	\$33,670
2011-12	1,625	73%	6.9%	\$33,800
2012-13	1,560	73%	6.7%	\$35,072
2013-14	1,445	78%	5.5%	\$35,795
2014-15	1,550	79%	4.6%	\$37,938
2015-16	1,361	72%	4.1%	\$37,829
2016-17	1,438	72%	3.3%	\$37,818
2017-18	1,542	72%	3.0%	\$40,668
2018-19	1,535	70%	3.5%	\$44,046
2019-20	1,397	53%	6.3%	\$43,258
2020-21	989	77%	3.8%	\$46,453
2021-22	987	78%	2.9%	\$51,781

*Data Source: U.S. Bureau of Labor Statistics – LAUS Annual Average

Average Annual Salary by Location of Employment Compared to County Wage Data

Wisconsin Annual Average Wage = \$59,626*

Location of Employment	Northwood Tech Graduates Employed Related, Full-Time ¹	Northwood Tech Graduates' Average Annual Salary ²	2021 Average Annual Wage of County Residents*
In Wisconsin, In Northwood Tech District	147	\$47,678	\$52,880
Ashland	10	\$42,516	\$46,418
Barron	32	\$47,064	\$56,898
Bayfield	6	\$48,410	\$53,902
Burnett	5	\$51,436	\$49,108
Douglas	11	\$45,226	\$49,872
Iron	1	#	\$52,673
Polk	25	\$44,232	\$52,885
Rusk	7	\$40,192	\$51,844
Sawyer	8	\$63,066	\$50,445
St. Croix	34	\$50,949	\$63,800
Washburn	8	\$42,293	\$53,835
In Wisconsin, Outside Northwood Tech District	35	\$50,717	
Outside Wisconsin	88	\$58,589	
Michigan	2	#	
Minnesota	67	\$57,366	
Other States	19	\$64,582	
TOTAL – Collegewide	270	\$51,781	

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

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

Summary by WTCS District

WTCS District	Response Rate	Employed Related	Median Related Salary	Mean Related Salary
Blackhawk (706)	51%	95%	\$49,708	\$52,770
Chippewa Valley (2,240)	70%	82%	\$53,816	\$55,540
Fox Valley (2,476)	48%	82%	\$51,996	\$55,626
Gateway (2,000)	66%	73%	\$52,412	\$54,655
Lakeshore (592)	41%	70%	\$53,057	\$57,470
Madison (2,892)	67%	79%	\$51,239	\$54,578
Mid-State (733)	74%	79%	\$43,042	\$45,464
Milwaukee (2,027)	63%	78%	\$52,038	\$56,242
Moraine Park (1,206)	58%	79%	\$51,091	\$54,437
Nicolet (352)	74%	57%	\$49,188	\$52,768
Northcentral (1,284)	58%	77%	\$51,476	\$54,246
Northeast (2,383)	62%	86%	\$49,916	\$52,357
Northwood (987)	79%	78%	\$47,895	\$51,781
Southwest (658)	66%	85%	\$50,059	\$53,317
Waukesha (1,733)	48%	82%	\$51,996	\$55,344
Western (1,187)	39%	85%	\$50,592	\$55,156
WTCS TOTAL (23,456)	60%	80%	\$51,139	\$54,156

Source: WTCS FLW300 (VE211300)

Appendix G

17-543-1 Nursing Assistant – Limited Term

Summary																		
Program Number and Title		Surveys Sent	Surveys Returned		Current Students		In Labor Market				Employment Related to Training ³					Average Monthly Salary ²		
							Employed		Not Employed But Seeking Employment		Related		Related, Full-Time ¹		Not Related			
17-543-1	Nursing Assistant – Limited Term	277	152	55%	91	60%	57	38%	1	1%	35	61%	24	69%	17	30%	\$3,262	

(1) Full-Time = 35 or more hours (WTCS)

(2) Average monthly salaries are reported for graduates employed full-time in a field related to their training

(3) Graduates whose employed-related status was unknown are not shown in this chart

(*) Average monthly salaries marked with an asterisk were reported using aggregated statewide graduate outcomes data because there were less than three related, full-time salaries reported by Northwood Tech graduates

(#) Indicates fewer than 5 surveys sent or fewer than 3 graduates with reported wage information in aggregated statewide graduate outcomes data

Present Status and Related Employment

Which one of the below best describes you?		
In the Labor Market	58	38% (n=152)
I am employed. I may also be taking courses, but my job is my main focus.	56	97% (n=58)
I am not employed but am looking for a job.	1	2%
I am on active duty in the military.	1	2%
Not in the Labor Market	94	62% (n=152)
I am a student. I may also have one or more jobs but attending school/college is my main focus.	91	97% (n=94)
I am not employed and not looking for a job.	3	3%

Is your job related to the training you received at Northwood Tech?		
Yes	35	61% (n=57)
No	17	30%
Did not provide response	5	9%

When did you start working in your present occupation?		
Before enrolling at our college	7	12% (n=57)
While attending our college	5	9%
After leaving our college	40	70%
Did not provide response	5	9%

17-543-1 Nursing Assistant – Limited Term

Location of Employment

In Wisconsin, In Northwood Tech District	33	60% (n=55)
In Wisconsin, Outside Northwood Tech District	3	5%
Outside Wisconsin	13	24%
Not able to determine	6	11%

Reason for Attending Northwood Tech

What was your primary reason for attending Northwood Tech?		
Preparation for getting a job	29	22% (n=131)
Career change	5	4%
Improvement of existing job skills	12	9%
Preparation for further education	70	53%
Personal interest	10	8%
Other	5	4%

Satisfaction With and Recommendation of Northwood Tech

How do you feel about the training you received at Northwood Tech?		
Very Satisfied	73	56% (n=131)
Satisfied	55	42%
Unsatisfied	3	2%
Very Unsatisfied	0	0%

Would you recommend Northwood Tech to a friend or family member?		
Yes	119	94% (n=126)
No	7	6%