



# **West Central Wisconsin Workforce Talent Survey: Summary Report**

**David Trechter  
Denise Parks  
James Janke  
Shelly Hadley**

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## Executive Summary

In the fall of 2006, the Survey Research Center (SRC) at the University of Wisconsin - River Falls sent surveys to 10,191 households in 9 counties (Clark, Chippewa, Eau Claire, Pepin, Dunn, Barron, Polk, St. Croix and Pierce) in western Wisconsin. A total of 2,951 useable surveys were returned for a return rate of 29 percent. Given the overall adult population in the region (estimated to be 287,029 as of 2005); this number of observations should yield estimates that are accurate to within plus or minus 2 percent with 95 percent confidence.

There are technical concerns about non-response bias in this sample (see Appendix A); the responses of those who returned the second mailing were statistically different than those who returned the first on a wide number of variables. At a practical level, however, these differences are generally trivial in magnitude. A second concern with this sample is a disproportionate number of men. Throughout the report, we have identified those variables for which men and women have statistically different perspectives.

Some of the key themes contained in this report are that people in West Central Wisconsin are:

- hard working (averaging more than 40 hours of work per week)
- satisfied with their jobs (90 percent reported being satisfied or very satisfied)
- willing to undertake training in order to attain a variety of outcomes (increase productivity (43 percent), get promoted (38 percent), increase their wage (35 percent))
- confident in their skills - most self-assessed themselves as skilled or very skilled with respect to a variety of job skills (self management, reasoning, self-initiative, detail, etc.)

The work experiences of subgroups are somewhat different:

- Women, compared to men, use different information sources to find a job, face more impediments to employment (childcare), rate a variety of benefits as more important, and tend to work fewer hours and been in their job for fewer years
- People living in the St. Croix River Valley tended to have more formal education, were more likely to be employed (but less likely to be self-employed), and were more likely to have moved to West Central Wisconsin in the last 10 years than those living in other counties in West Central Wisconsin
- For this group of households, the high school diploma remained the key to employment – those with a high school diploma were more likely to be employed and working full time than those without a diploma

## Survey Purpose

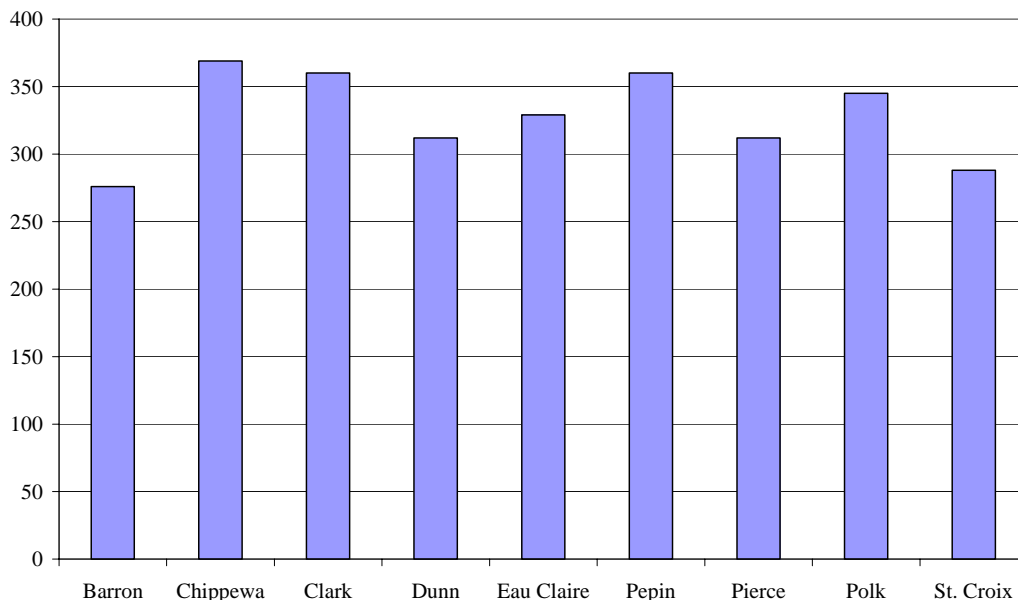
The availability of skilled workers is the primary factor effecting decisions of business to locate and expand operations in a geographic area. The Workforce Talent Survey was designed to guide workforce and economic development efforts in the nine county West Central Wisconsin Workforce Development area (Barron, Chippewa, Clark, Dunn, Eau Claire, Pepin, Pierce, Polk and St. Croix Counties). The information is intended to inform existing and potential businesses of the availability of workers, their interests, and talents in order to assist in the effort to attract and retain high-paying, high quality employment opportunities for West Central Wisconsin residents.

## Survey Methods

In late September 2006, the Survey Research Center (SRC) mailed surveys to 10,191 households in the 9-County West Central Wisconsin Workforce Development area. After two weeks, postcards were mailed to those from whom we had not received a completed questionnaire. A second questionnaire was sent to remaining non-respondents in early November. There were 2,951 useable surveys returned to the SRC for a return rate of 29 percent. Given the overall adult population in the region (estimated to be 287,029 as of 2005); this number of observations should yield estimates that are accurate to within plus or minus 2 percent with 95 percent confidence. Thus, the estimates are expected to be a very accurate reflection of the opinions of people in western Wisconsin at the time of the survey (October – November, 2006)

Chart 1 summarizes the returns by county and shows a somewhat variable rate of return.

Chart 1: Number Observations per County



Any survey has to be concerned with “non-response bias”. Non-response bias refers to a situation in which people who don’t return a questionnaire have opinions that are systematically different from the opinions of those who return their surveys. **Based upon a standard statistical analysis, described in Appendix A, the Survey Research Center (SRC) concludes that non-response bias is a concern for this sample.** However, the magnitude of differences between respondents and non-respondents is, generally, quite small. Further, weighting responses to account for non-response bias would increase problems associated with an excessive number of elderly respondents in the sample.

In addition to the numeric responses, respondents provided a large number of written comments, which were compiled by the SRC. **Appendix B to this report contains the complete compilation of comments.**

**Appendix C contains a copy of the numeric portions of the survey questionnaire with a quantitative summary of responses by question.**

## **Demographic Description of Sample**

There was, as you would expect, a limited amount of diversity in the overall sample:

- 100 percent of those who responded said they are U.S. citizens
- 99 percent reported being born in the U.S.
- 99 percent reported English as their primary language
- 99 percent listed their race as “white”

These data accord well with 2005 Census data, which indicate that 98.5 percent of the population in these 9 counties were born in the U.S., in 97 percent English is the primary language, and 96 percent list their race as white.

Fourteen percent of the sample reported having some sort of disability and slightly more (20%) said they are veterans.

One concern about this data set is that 65% of the respondents were male, meaning that females are seriously underrepresented in this sample since they make up 50.4 percent of the overall adult population in this area. Statistical tests reported in Appendix A indicate that there are a large number of variables for which the responses of men and women were significantly different. When women have response patterns that are statistically different from those of men, the SRC note these differences.

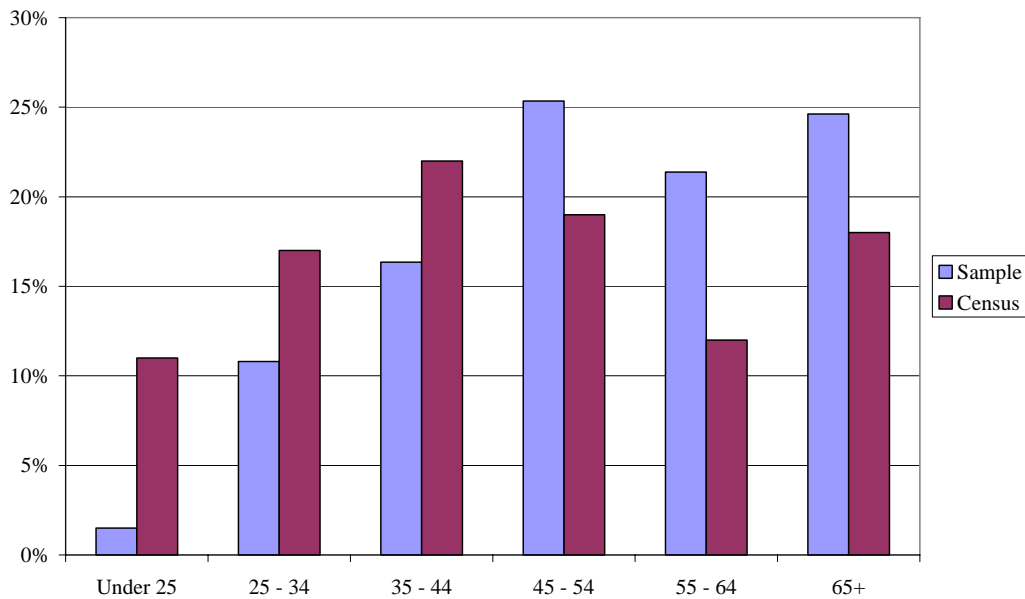
Some of the more interesting gender differences in our sample were that women were:

- less likely to say that they are out of the workforce because of retirement
- more likely to say that lack of child care is limiting their employment opportunities
- more likely to report having used a newspaper when seeking a job (men were significantly more dependent upon their network of friends in finding a job)

- employed for fewer hours per week and had worked in their primary job for fewer years
- paying more for vision insurance but putting less aside for retirement
- more likely to self-assess their attention to detail, self-management, interpersonal, and communications skills more highly than men but say that they are less skilled with respect to reasoning and mechanical abilities

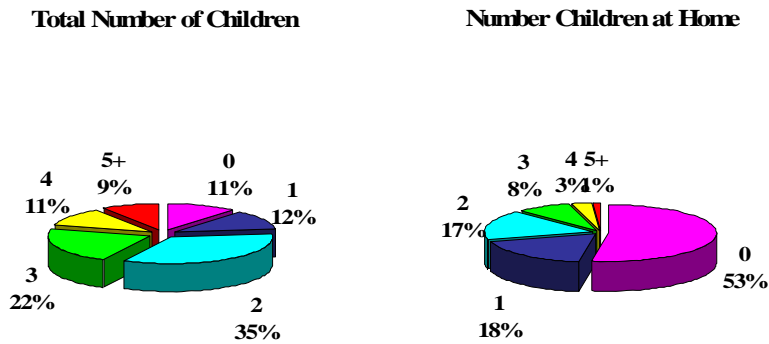
Figure 1 shows that the sample is disproportionately middle-aged or older. Forty-six percent of the sample were 55 years of age or older, compared to only 30 percent in the Census. At the other end of the age spectrum, the sample has fewer young adults; only 13 percent of the sample is under 35 compared to 28 percent in the Census. The core working age group, 35 – 54, in the sample (41 percent) closely matches the proportion from the Census (42 percent).

Figure 1: Age Distribution, Sample and Census



A sizable majority of respondents (71%) said that they are married, 12% are single, 10% divorced or separated, and 7% are widows or widowers. More than 4 out of 5 (83%) said they are parents. As the pie charts in Figure 2 indicate, the largest percentage of parents had 2 children (35%) but more than half (53%) had no children living at home.

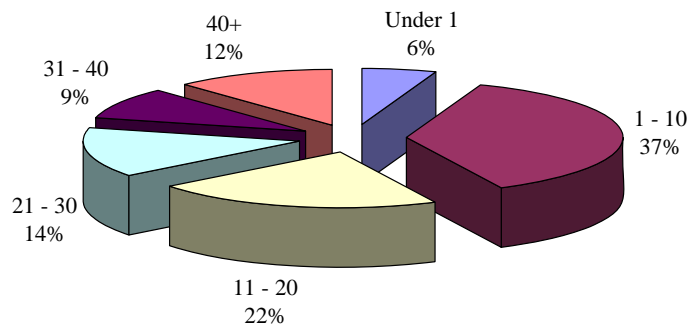
Figure 2: Children in Respondent Households



## Residence

Virtually all of those surveyed (94%) owned their residence and for almost all (99%) their home in West Central Wisconsin was their primary residence. Of the 24 who said that their West Central Wisconsin home was only a seasonal residence, most (79%) said they live here between one-quarter and one-half of the year. Figure 3 indicates that there was a somewhat surprisingly high percentage (43%) of the respondents who have lived in this area for less than 10 years. The St. Croix River Valley Counties (Polk, St. Croix, and Pierce) are statistically different from the rest of the West Central region with respect to length of residence. Those counties have a particularly mobile population with more than half saying that they have lived in West Central Wisconsin for less than 10 years.

Figure 3: Length of Residence in West Central Wisconsin in Years

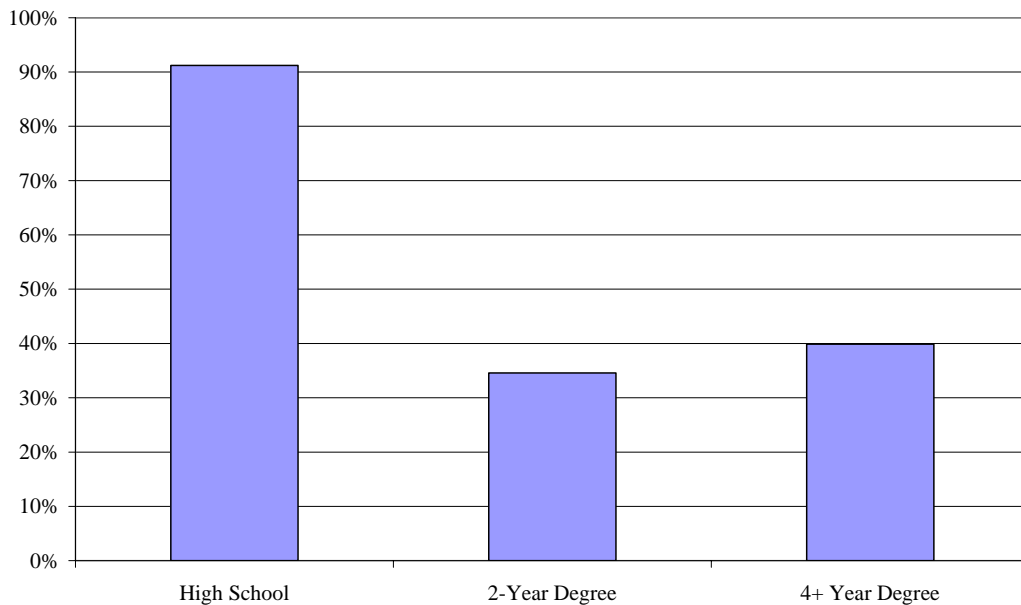


## Education

As Figure 4 shows, most (91%) of those in the sample had their high school diploma or equivalent and a somewhat higher than expected percentage said that they had completed a bachelor's, master's, doctorate, or professional degree (40%). Women were more likely to report having completed their high school diploma than were men.

Interestingly, the timing of completion of these degrees is markedly different. For instance, nearly half (45%) of the respondents indicated that they completed their high school diploma prior to 1970. In contrast, fewer than a quarter said they had finished their 2-year degree (15%) or 4-year degree (23%) prior to 1970. Similarly, only 13 percent completed their high school diploma since 1990 compared to about one-third of those for the 2-year (32%) and 4-year (35%) degrees. This suggests that the average level of formal education is rising in this region.

Figure 4: Educational Attainment of Sample Population



There is a geographic dimension to educational attainment in West Central Wisconsin. Households in the St. Croix Valley Counties were significantly more likely to have their high school diploma, less likely to have a 2-year degree, and more likely to have a 4-year degree. Some of the more rural counties (Barron, Clark) have lower percentages of respondents reporting that they have high school diplomas but higher percentages reporting that they have 2-year degrees.

## Employment Status

As Figure 5 indicates, very few respondents reported being unemployed and nearly three-quarters (72%) reported being employed or self employed. Eighty-two percent of those employed work in West Central Wisconsin.



Based on the data summarized in the Table 1, it appears that for this sample, if a respondent was working (either employed or self-employed) he/she generally worked pretty consistently over the past two years. In contrast, those who reported being unemployed tend to have spent about half a year out of the past two without work.

As we would expect, there is a link between the employment status reported by West Central households and education levels.

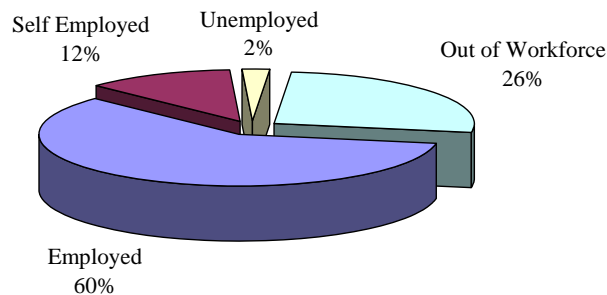
| <b>Table 1: Work Status, Past 2-Years, West Central Wisconsin Workforce Talent Sample</b> |                        |               |                |                |                 |
|---|------------------------|---------------|----------------|----------------|-----------------|
|   | <b>Weeks in Status</b> |               |                |                |                 |
|   | <b>Count</b>           | <b>1 – 26</b> | <b>27 – 52</b> | <b>53 – 78</b> | <b>79 - 104</b> |
| Employed  | 1558                   | 2%            | 3%             | 3%             | 92%             |
| Self Employed   | 291                    | 5%            | 6%             | 3%             | 86%             |
| Unemployed  | 53                     | 57%           | 13%            | 8%             | 23%             |

Interestingly, however, the key that seems to unlock the employment door is still the high school diploma. Those reporting that they

have a high school diploma were significantly more likely to be employed or self-employed (73 percent) than were those without this credential (52 percent). Further, high school diploma holders were significantly more likely to have been fully employed (93 percent vs. 87 percent) and less likely to have been unemployed for three-quarters or more of the past two years (2 percent vs. 11 percent). Holders of two-year degrees were significantly more likely to report being employed or self-employed but such degrees had no impact on the number of weeks worked. A 4-year degree didn't affect employment or number of weeks worked.

There are also a few interesting geographic differences with respect to employment. For instance, respondents from Clark County were nearly twice as likely to say they are self-employed than those from the other 8 counties. The St. Croix River Valley counties have somewhat higher levels of employment but lower percentages of self-employed workers.

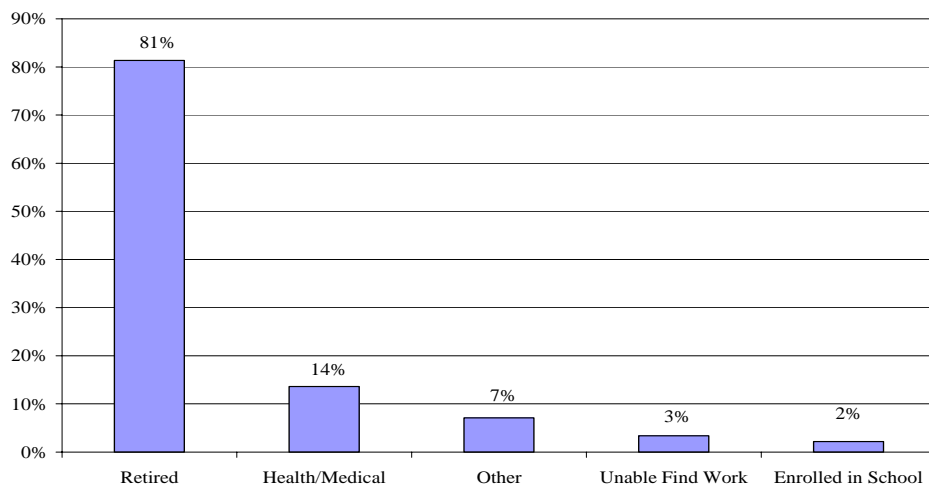
Figure 5: Work Status of Sample Respondents



Of those who reported that they were self-employed, 90% employ five or fewer workers. Slightly less than one quarter (24%) said that they were interested in business development assistance. A scan of the specific types of assistance requested indicates that respondents were most interested in financial assistance (loans, grants), marketing, and financial management. In addition, nearly 100 people expressed interest in starting their own business.

The 26 percent who reported that they were out of the workforce in Figure 5 is roughly equal to the 25 percent who reported being older than 65 in Figure 1. This correlation is also supported by the reasons given by respondents for being out of work, which are summarized in the Figure 6. Respondents could check multiple reasons for being out of the workforce, so the total number of responses (856) exceeds the number of people reporting that they were out of the workforce (739). Clearly, the main reason people in the sample were out of the workforce was because they are retired. Women were less likely to report being retired than were men. The 14 percent listing health or medical reasons for being out of the workforce is exactly the percentage that, as we reported on page 2, said that they have a disability. Many of those in the “other” category were stay-at-home parents, particularly stay-at-home moms.

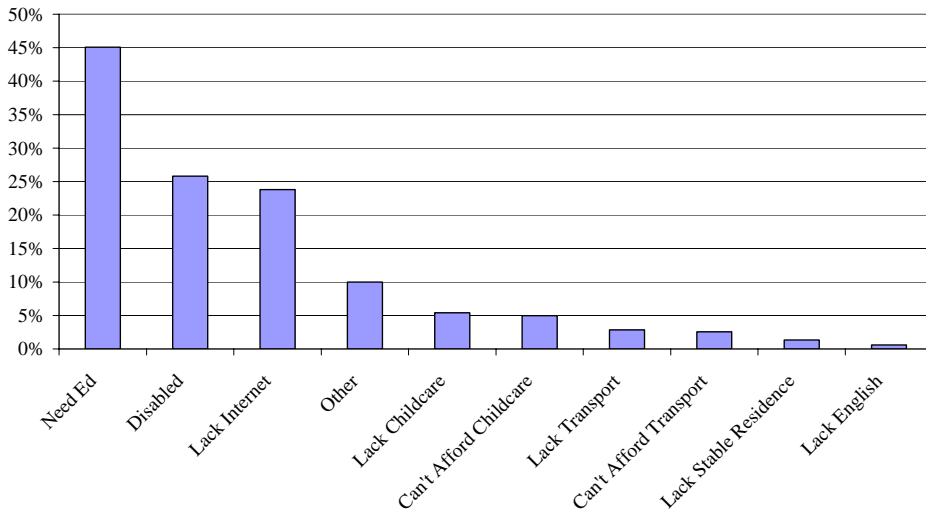
Figure 6: Reasons Given for Being Out of the Workforce



Of those who responded to the question on employment constraints (641), only 29% indicated that they would be willing to return to the workforce if they could find employment that used their skills and met their financial needs and interests.

The following chart indicates that many felt that they needed additional education to take advantage of employment opportunities. Interestingly, childcare and transportation issues were issues for only a very small proportion of the workforce in West Central Wisconsin. As noted in Appendix A, women were significantly more likely to report being limited in their employment opportunities because of childcare issues.

Figure 7: Employment Constraints, West Central Workforce Talent Sample

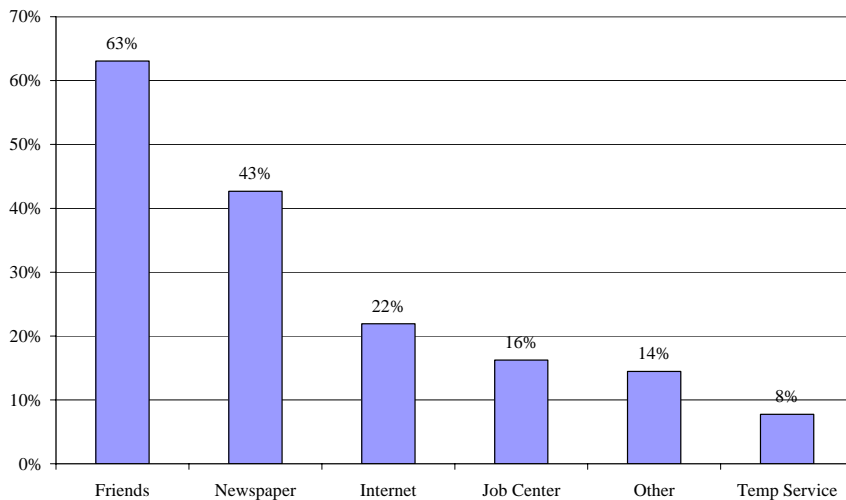


### Sources of Job Information

Based on the responses of sample households concerning what sources they used when seeking their last job, word of mouth (friends and acquaintances) was the most common search strategy employed (Figure 8). About half as many people used the internet as used newspapers in this sample. Relatively few used services available through a Job Center when searching for their last job. Women were more active users of the newspapers and the internet for finding jobs and were more likely to have used a temporary employment or staffing service than were men.

Respondents were also asked to identify their single most useful/important source for information about jobs. Friends (50%) were the most useful/important source, followed by newspapers (24%), and the internet (10%). Women were significantly more likely to identify newspapers and men friends as their most important source of job information.

Figure 8: Job Information Sources by Percent Using



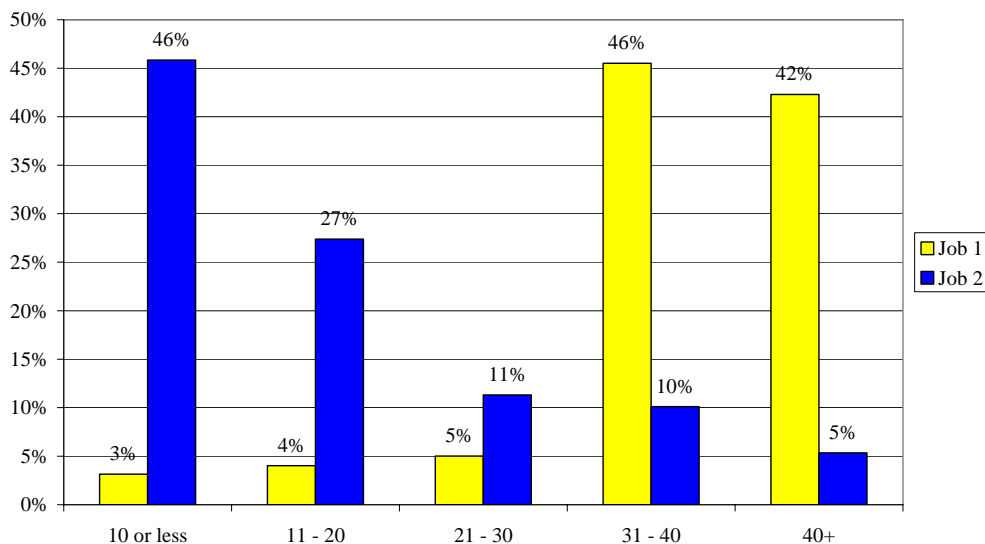
## Current Employment

Only 7 percent of the sample reported that there were no workers in their family and 60 percent reported 2 or more workers in their household. Seventeen percent of the 1,495 respondents who answered the question said that they thought that their children would move back to West Central Wisconsin if adequate employment were available.

Figure 9 depicts a quite fully-employed population. Nearly 90% were employed at least three-quarters time and more than 2 in 5 (42%) reported that they worked more than 40 hours per week at their primary job. On average, they worked 43 hours per week at their primary job. Men reported working significantly more hours per week at their primary job (46) than women (38).

About 10 percent of the workers in this survey (168) said that they also had a second job. On average they worked slightly more than 16 hours per week at their second job. A small percentage (5%) worked for more than 40 hours in their second job also.

Figure 9: Hours Worked, West Central Wisconsin Workforce Talent Sample



On average, respondents reported that they earned \$43,169 from their primary job. Table 2 shows that about half of the sample earned between \$35,000 and \$75,000 per year from their primary job.

|       | Count | Less than \$25K | \$25-<br>\$34.9K | \$35-<br>\$49.9K  | \$50-<br>\$74.9K | \$75K+ |
|-------|-------|-----------------|------------------|-------------------|------------------|--------|
| Job 1 | 1632  | 24%             | 17%              | 26%               | 22%              | 10%    |
|       | Count | Less than \$5K  | \$5 - \$9.9K     | \$10 -<br>\$14.9K | \$15-<br>\$24.9K | \$25+K |
| Job 2 | 146   | 36%             | 23%              | 16%               | 11%              | 14%    |

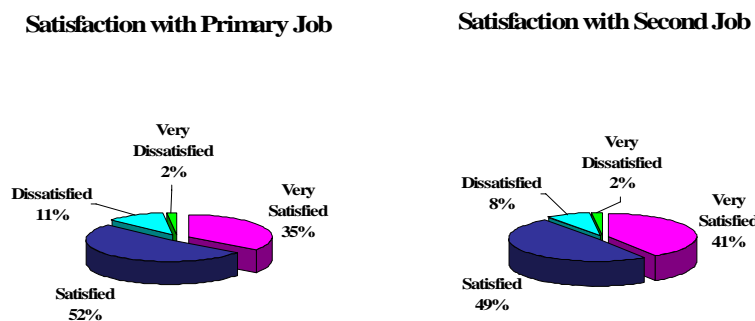
Surprisingly, nearly one-quarter of all households reported earning less than \$25,000 from their primary job, which, depending on the size of the family, is a near-poverty level of income.

Seventy-three percent of those who reported having a second job worked less than 20 hours per week (Figure 9) and earned a modest amount of money from this work (Table 2). The roughly 10 percent of households reporting that they had a second job earned an additional \$11,799 on average.

The sample population was also asked to describe their desired job in terms of the number of hours worked per week and the annual income. Very few respondents answered these questions. The 49 who answered the length of work-week question said they'd like to work an average of 38.8 hours per week. The 57 who specified an income said they'd like an annual income of \$51,409. So, the sketchy information provided by these questions suggest that West Central Wisconsin households would like to work just a little bit less (about 5 fewer hours per week) and earn just a bit more (about \$8,000).

For the most part, people in West Central Wisconsin were fairly satisfied with their jobs (Figure 10). About 90% reported being satisfied or very satisfied with both their first and second jobs. Interestingly, a higher proportion of people reported that they were “very satisfied” with their second job (41%) than said this about their primary job (35%)! It is also interesting that those with a 4-year degree or more reported higher levels of job satisfaction than those without college degrees but those with two-year degrees were significantly less satisfied with their jobs.

Figure 10: Job Satisfaction, West Central Wisconsin Workforce Talent Survey



The average time that people in the sample have held their job is 12.4 years for their primary job and 9.5 years for their second job. That being said, Table 3 suggests that there was a good deal of churning in the job market in this region; more than 10 percent had gotten a new primary job in the past year and 15 percent had a new second job. For both first and second jobs, well more

than half of the respondents had held the jobs for 10 years or less. Women reported having had their primary job for a significantly shorter time (9.73 years) than men (13.64 years).

|       | Count | 1 or less | 1 - 10 | 11 – 20 | 21 -30 | 30+ |
|-------|-------|-----------|--------|---------|--------|-----|
| Job 1 | 1744  | 12%       | 44%    | 22%     | 15%    | 7%  |
| Job 2 | 105   | 15%       | 55%    | 15%     | 10%    | 4%  |

Workers reported traveling an average of 18.7 miles, one way, to their primary job and 21.3 to their secondary job. Virtually all drove themselves to both their primary (89 percent) and secondary (90 percent) jobs. Women, in particular were likely to drive alone to their jobs. Interestingly, respondents reported that they would be willing to travel an average of 31.4 miles to their “desired” employment. Given the relatively modest improvements in terms of fewer hours and higher incomes, their willingness to drive an average of 68 percent further than they currently drive to their primary job to get to their preferred job, is surprising.

### **Job Training**

The data in Table 4 indicate that most people in the sample felt that their current educational level met or exceeded the needs for their current job(s). Those with 2-year and 4-year degrees were significantly more likely to say that their educational level exceeds the needs of their current jobs. Many of the relatively few who answered the question, however, said they would need more education in order to obtain their desired job.

|             | Count | Ed Matches Job | Ed Exceeds Needs | Need More Ed | Count | Currently Training |
|-------------|-------|----------------|------------------|--------------|-------|--------------------|
| Job 1       | 1,872 | 72%            | 21%              | 7%           | 1,932 | 28%                |
| Job 2       | 196   | 69%            | 24%              | 7%           | 199   | 23%                |
| Desired Job | 216   | 49%            | 9%               | 42%          | 200   | 23%                |

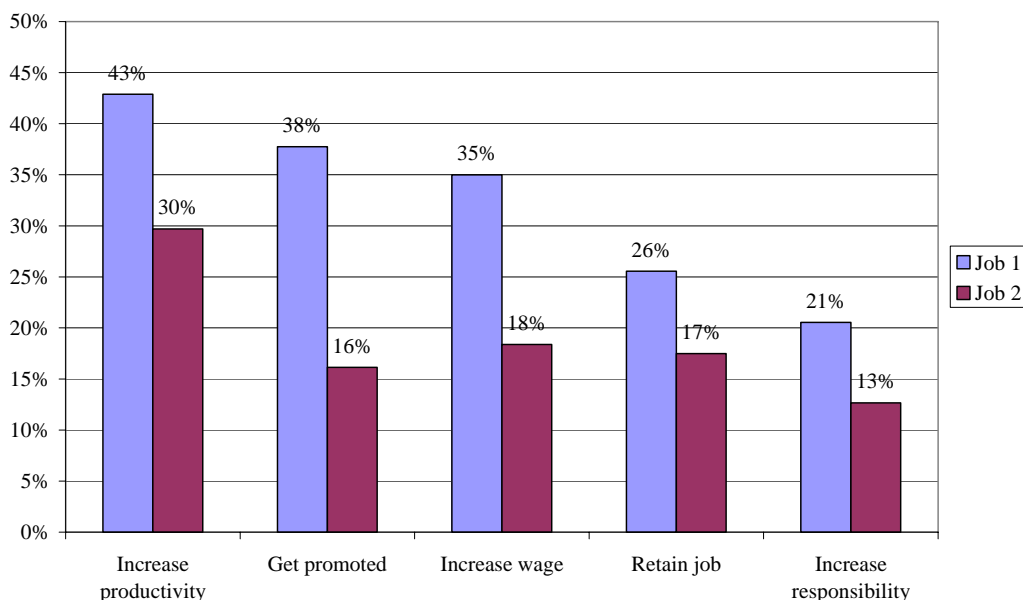
The data in Table 4 indicate that roughly one-quarter of the sample was currently receiving training/education, either for their current job or for one to which they aspired. It is quite encouraging to see that this much on-going training is happening in West Central Wisconsin.

Figure 11 indicates that, not surprisingly, people in this region were more willing to seek additional education or training for their primary job than for their second job. It is surprising that the most common reason given for being willing to pursue additional education or training was to be more productive in their current position. The motivations for being willing to pursue additional training are highly correlated with the respondent’s job status. Those who reported being self employed were significantly more willing to undertake training to retain their current job, to increase their wage, to take on additional responsibilities, and to get a promotion. Given that they are “self-employed” the desire to get promoted probably should be interpreted as being interested in increasing their income. Those who are currently employed and those who were

unemployed were significantly more likely to have said that they'd seek training to be more productive in their jobs. Women were significantly more likely than men to say they'd seek additional training in order to increase their wage or achieve a promotion.

More than one-third of respondents said they'd be interested in training to gain a promotion or to increase their wages. For those seeking further education as a means of increasing their wages, the average increase sought was \$10.34 per hour. Nearly half said they would be willing to pay for additional training for both their primary job (47% said they would) and secondary job (49%); 68% said they'd pay for training to obtain their desired job. By even bigger margins, respondents were interested in financial assistance that would allow them to take additional training – 76% for their primary job, 73% for their secondary job, and 91% for their desired job. Women were more likely to take additional training if financial assistance were provided.

Figure 11: Conditions for Pursuing Additional Ed/Training



| Benefit       | Count | % Yes | Cost   |
|---------------|-------|-------|--------|
| Health        | 2,108 | 71%   | 185.51 |
| Retirement    | 2,054 | 63%   | 261.96 |
| Dental        | 2,076 | 54%   | 38.08  |
| Vision        | 2,037 | 32%   | 21.66  |
| Benefit       | Count | % Yes | Days   |
| Vacation      | 2,007 | 74%   | 16.8   |
| Sick          | 1,918 | 51%   | 8.7    |
| Flex Benefits | 1,946 | 43%   |        |
| Ed Assist     | 1,976 | 44%   |        |
| Ed Time       | 1,941 | 38%   |        |

Slightly less than three-quarters of West Central Wisconsin respondents said that they get health insurance through their employers and, on average, they paid \$185.51 for their coverage. Retirement benefits were received by slightly less than two-thirds of all respondents and they contributed an average of \$261.96 per month toward their own retirement. Dental and vision benefits were less frequently received by this population.

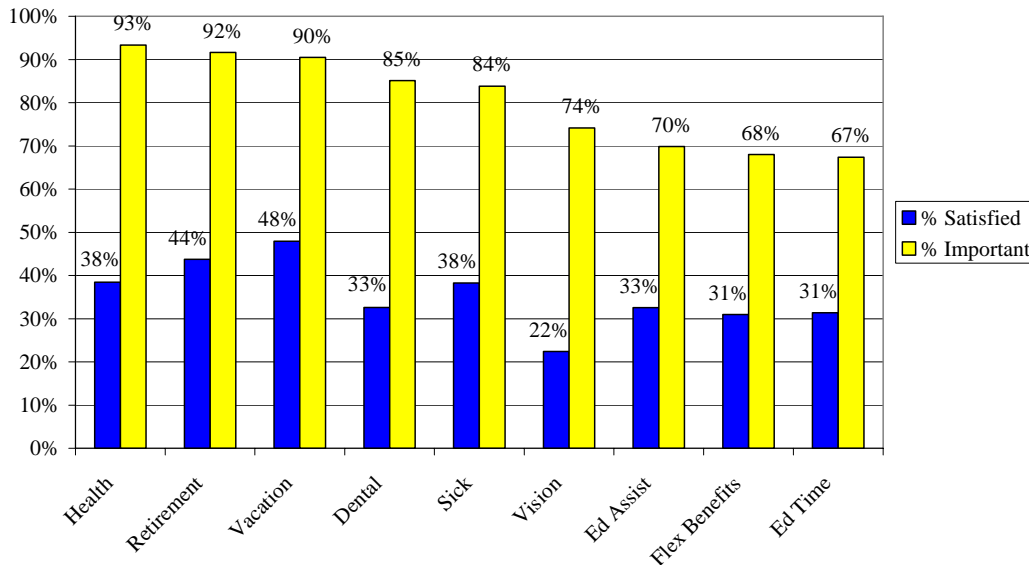
Again, nearly three-quarters of all respondents reported that they receive vacation benefits from their employer but

only half got sick leave. Less than half have access to a flexible benefits plan, employer-provided funding for education, or time off to pursue educational or training interests.

Women reported paying significantly more than men for vision benefits (\$37.76 on average vs. \$13.63) and putting much less into retirement programs (\$149.80 vs. \$305.34). Women also received significantly fewer vacation days per year (15.6 vs. 17.3) and were less likely to receive sick days, paid time off for education or training, or flexible scheduling as benefits than were men.

Figure 12 suggests that employment benefits were very important to the sample population but that satisfaction with their benefit package was relatively low. At least two-thirds of all respondents rated every benefit discussed in Figure 12 as important. Respondents were given three choices to select when asked about their satisfaction with the benefits they receive: plus, neutral, or minus. Fewer than half rated their benefits as a “plus” for them. The difference between importance and satisfaction is most stark with respect to health insurance. Ninety-three percent indicated that health insurance was an important benefit to them but only 38% rated their satisfaction with their health insurance as a plus.

Figure 12: Satisfaction with and Importance of Benefits, West Central Wisconsin Workforce Talent Sample



Women rated many of these benefits (sick leave, paid educational or training benefits, paid time off to seek additional training or education, flexible benefits packages) as more important than did men. There were no statistical differences between men and women with respect to how satisfied they are with their benefits.

A person’s job status is also closely related to the level of satisfaction and perceived importance of benefits. Those who reported being self employed hold consistently different views of benefits. The self employed were less satisfied with all the benefits shown in Figure 12 and they also were more likely to say that these benefits were “not important”.



## Skills Inventory

The final section of the questionnaire asked respondents to self-assess their abilities in a number of skill areas. As Table 6 indicates, people in this region are fairly confident in their abilities. For all but two of the skills in Table 6, at least 70% of the sample said that they are either “highly skilled” or “skilled.” The two skill areas of greatest perceived weakness were mechanical abilities (the ability to use mechanical systems or devices to solve problems or reach goals) and creativity (ability to express your perceptions and mental images).

More than 80% rated themselves as highly skilled or skilled with respect to:

- self management (ability to perceive and accept responsibilities and adopt appropriate conduct)
- reasoning (ability to identify and study problems and plan for solving them)
- self-initiative (ability to respond to the emotional and physical demands of predictable and unpredictable situations)
- detail (ability to evaluate and organize data or objects and plan activities)

More than 70% rated themselves as highly skilled or skilled with respect to:

- interpersonal (ability to relate to and communicate with others when solving problems or completing tasks)
- information (ability to organize, interpret and use data to solve problems and reach goals)
- leadership (ability to influence the actions and ideas of others)
- communication (ability to convey, comprehend, and clarify thoughts and emotions orally or in print)

|                 | Count | Highly Skilled | Skilled | Average | Weak | Not Applicable |
|-----------------|-------|----------------|---------|---------|------|----------------|
| Self-Management | 2244  | 49%            | 36%     | 14%     | 1%   | 1%             |
| Reasoning       | 2246  | 45%            | 39%     | 15%     | 1%   | 1%             |
| Self-Initiative | 2245  | 44%            | 37%     | 18%     | 1%   | 1%             |
| Detail          | 2241  | 41%            | 39%     | 17%     | 2%   | 1%             |
| Interpersonal   | 2242  | 39%            | 37%     | 21%     | 2%   | 1%             |
| Information     | 2236  | 36%            | 40%     | 21%     | 2%   | 1%             |
| Leadership      | 2242  | 32%            | 39%     | 25%     | 3%   | 1%             |
| Communication   | 2240  | 31%            | 39%     | 26%     | 3%   | 1%             |
| Creativity      | 2239  | 31%            | 38%     | 28%     | 3%   | 1%             |
| Mechanical      | 2238  | 26%            | 35%     | 29%     | 7%   | 2%             |

Gender differences were identified in a number of the skill included in Table 6. Women self-assessed their abilities in attending to details, self management, interpersonal relations, and communications more highly than men. Men gave themselves higher ratings with respect to reasoning and mechanical skills than women.

## Conclusions

This draft report summarizes some of the key descriptive statistics for the West Central Wisconsin Workforce Talent Survey.

Key conclusions are:

- The results should provide a highly accurate portrait of labor issues in West Central Wisconsin as of the Fall of 2006.
- Virtually all of the respondents were born in the U.S., speak English as their native language, and describe themselves as white.
- Fewer than half of the respondents had children living at home though over 80% were parents.
- More than 90% of all respondents reported that they own their residence and more than 40 percent have lived in West Central Wisconsin for less than 10 years.
- A higher percentage of the sample reported having at least a college degree (40%) than is true for region according to the census.
- About one-quarter of the sample reported being out of the workforce (most were retired); few (29%) were interested in returning to the workforce. Only 2% said they were unemployed. The remaining 72% were either self-employed (12%) or employed (12%).
- Most of those who said they were employed have worked close to full time for most of the past two years.
- Nearly half of those who answered the question indicated that educational needs were an employment constraint.
- Word of mouth – hearing about a job from friends or family – was the most commonly used and most useful source of information about jobs for this sample.
- The sample households were, for the most part, at least fully employed; they reported working an average of 43 hours per week.
- They earned an average of \$43,169 from their primary job.
- Fewer than 10 percent reported having a second job.
- In general, the sample populations were satisfied with their jobs, both primary and second
- The sample population described their ideal as just marginally “better” than their current job –working about an hour a day less and earning about \$667 more per month. They reported being willing to drive a good deal further to get to this desired job and to pursuing additional education to attain it.
- For the most part, the sample felt that they were, if anything, overeducated relative to the demands of their current jobs. Never the less the single item that they said would motivate them to increase their education or training was to improve their productivity in their current job.

- Slightly less than three-quarters of the sample reported getting any sort of benefits through their jobs, most rate benefits as quite important to them, and relatively few are really pleased with the benefits package they receive.
- Most of the sample rated their own employment skills very highly.

## Appendix A – Non-Response Bias Tests

Any survey has to be concerned with “non-response bias.” Non-response bias refers to a situation in which people who don’t return a questionnaire have opinions that are systematically different from the opinions of those who return their surveys. For example, suppose most non-respondents are “very dissatisfied” with their job (Question 25.a.), whereas most of those who returned their questionnaire said they were “very satisfied” with their job. In this case, non-response bias would exist, and the raw results would not accurately reflect the opinions of residents with respect to their job satisfaction.

The standard way to test for non-response bias is to compare the responses of those who return the first mailing of a questionnaire to those who return the second mailing. Those who return the second questionnaire are, in effect, a sample of non-respondents (to the first mailing) and we assume that they are representative of all non-respondents.

Variables for which there is a statistical difference between the first and second mailing responses are shown in Table A1. Of 157 variables tested, 41 proved to have statistically significant response patterns. There is a larger than expected number of statistically significant differences between the populations that responded to the first mailing and those who responded to the second. Usually in such a case, we would weight the responses of those who returned their second questionnaire more heavily since they are assumed to better represent the views of non-respondents. In this case, for several reasons, we have decided not to re-weight the responses. First, the average differences between the first and second mailing are, in almost all cases, quite small. For example, one of the bigger differences in Table A1 is with respect to the average age of respondents. The unweighted average age of respondents is 53.4. If we assume that the respondents to the second mailing are representative of all 7,249 non-respondents and weight the responses accordingly, the average age for the sample increases to 54.8. While this is obviously much closer to the 55.4 average for the second mailing, the difference between 53.4 and 54.8 is of no practical difference. The bottom line is that the re-weighting wouldn’t materially change the nature of the results.

A second reason for not reweighting the results is the nature of the demographic profile of the two mailings. The respondents to the second mailing are older, have a higher proportion of veterans and disabled people, have fewer children at home and are more likely to be a widow or widower. Figure 1 in the body of the report showed that the sample has substantially higher proportions of older people than in the census; 46 percent of the sample is over 55 compared to only 30 percent in the census. Re-weighting the responses would make the sample look less like the overall population of the region rather than more like it.

The third reason for not re-weighting the responses is that several of the variables with significant differences are for items that a small minority of respondents answered. For instance, only slightly more than 100 of nearly 3,000 respondents answered questions about second jobs they have or desired jobs they would like. Nearly one-third of the variables in A1 had relatively few responses. So, we will not re-weight responses to account for non-response bias.

**Table A1: Significant Differences, Mail 1 versus Mail 2**

| Variable                       | Count Mail 1 | Mean Mail 1 | Count Mail 2 | Mean Mail 2 | Sig. (2-tailed) |
|--------------------------------|--------------|-------------|--------------|-------------|-----------------|
| <b>Demographic Differences</b> |              |             |              |             |                 |
| Q1Age                          | 1,881        | 52.34       | 1,042        | 55.41       | 0.000           |
| Q3MaritalStat                  | 1,892        | 2.15        | 1,051        | 2.27        | 0.001           |
| Q4cKidatHome                   | 1,412        | 1.02        | 759          | 0.87        | 0.008           |
| Q8Diab                         | 1,862        | 1.88        | 1,022        | 1.83        | 0.001           |
| Q9Vet                          | 1,878        | 1.81        | 1,041        | 1.76        | 0.001           |
| Q11LengthRes                   | 1,874        | 18.27       | 1,040        | 20.13       | 0.005           |
| <b>Educational Differences</b> |              |             |              |             |                 |
| Q14Ed                          | 1,805        | 1.93        | 985          | 1.88        | 0.000           |
| Q14HSDeg                       | 982          | 1972        | 495          | 1970        | 0.013           |
| <b>Employment Conditions</b>   |              |             |              |             |                 |
| Q16aEmpStat                    | 1,842        | 1.87        | 994          | 2.22        | 0.000           |
| Q16aWkEmp                      | 1,093        | 99.13       | 466          | 96.98       | 0.028           |
| Q16aRet                        | 448          | 0.84        | 367          | 0.78        | 0.037           |
| Q16aTimeOutWrkYr               | 289          | 8.28        | 208          | 9.89        | 0.032           |
| Q18aLackTraining               | 402          | 0.52        | 259          | 0.34        | 0.000           |
| Q18gLackInternet               | 385          | 0.29        | 291          | 0.17        | 0.000           |
| Q19aNewpaper                   | 1,238        | 0.45        | 635          | 0.38        | 0.006           |
| Q19eFriend                     | 1,253        | 0.65        | 639          | 0.59        | 0.012           |
| <b>Training, Primary Job</b>   |              |             |              |             |                 |
| Q28cTrainBeProd                | 1,126        | 0.45        | 572          | 0.38        | 0.004           |
| Q28eTrainIncWage               | 1,119        | 0.37        | 562          | 0.31        | 0.034           |
| Q28hTrainPromo                 | 1,105        | 0.40        | 564          | 0.34        | 0.009           |
| Q28iTrainOwnExp                | 1,291        | 1.51        | 582          | 1.57        | 0.021           |
| Q28jTrainFinAit                | 1,283        | 1.23        | 581          | 1.28        | 0.010           |
| <b>Training, Secondary Job</b> |              |             |              |             |                 |
| Q29cTrainBeProd                | 104          | 0.44        | 125          | 0.18        | 0.000           |
| Q29dTrainRetain                | 102          | 0.26        | 121          | 0.10        | 0.001           |
| Q29eTrainIncWage               | 103          | 0.29        | 120          | 0.11        | 0.001           |
| Q29fHrWageIncAmt               | 14           | 11.14       | 88           | 0.33        | 0.000           |
| Q29gTrainAdRep                 | 100          | 0.19        | 121          | 0.07        | 0.010           |
| Q29hTrainPromo                 | 103          | 0.25        | 120          | 0.08        | 0.001           |
| <b>Training, Desired Job</b>   |              |             |              |             |                 |
| Q30bCurTrng                    | 136          | 1.82        | 64           | 1.67        | 0.024           |
| Q30cTrainGetJob                | 127          | 0.97        | 132          | 0.45        | 0.000           |
| <b>Benefits</b>                |              |             |              |             |                 |
| Q3iVacation                    | 1,360        | 1.24        | 647          | 1.30        | 0.003           |
| Q32cViionat                    | 960          | 2.14        | 432          | 2.02        | 0.003           |
| Q32hPdTimeEdat                 | 982          | 1.97        | 429          | 1.88        | 0.036           |
| <b>Skills Inventory</b>        |              |             |              |             |                 |
| Q34Detail                      | 1,506        | 1.77        | 735          | 1.96        | 0.000           |
| Q34Reaoning                    | 1,509        | 1.68        | 737          | 1.85        | 0.000           |
| Q34Creativity                  | 1,505        | 2.03        | 734          | 2.12        | 0.027           |
| Q34Info                        | 1,501        | 1.87        | 735          | 2.02        | 0.000           |
| Q34Self-Mangement              | 1,505        | 1.62        | 739          | 1.81        | 0.000           |
| Q34Self-Initiative             | 1,508        | 1.71        | 737          | 1.91        | 0.000           |
| Q34Interperonal                | 1,506        | 1.85        | 736          | 1.97        | 0.003           |
| Q34Leaderhip                   | 1,508        | 1.98        | 734          | 2.08        | 0.008           |
| Q34Communication               | 1,506        | 2.00        | 734          | 2.10        | 0.010           |

A second validity concern is the disproportionate number of males in this sample. We know from Census data that females make up 50.4 percent of the total adult population in western Wisconsin but only accounted for 35 percent of our sample. Further, the data in Table A2 suggest that the employment experiences of women are quite different than they are for men. As was true when discussing non-response bias, the magnitude of differences between men's and women's responses tend to be small. They are, however, pervasive.

Some of the more interesting difference between the employment picture for men and women are highlighted in Table A2. These data indicate that, compared to men, women in our sample were:

- less likely to say that they are out of the workforce because of retirement
- more likely to say that lack of child care is limiting their employment opportunities
- more likely to report having used a newspaper when seeking a job (men were significantly more dependent upon their network of friends in finding a job)
- employed for fewer hours per week and have had their primary job for fewer years
- paying more for vision insurance but putting less aside for retirement
- more likely to self-assess their attention to detail, self-management, interpersonal, and communications skills more highly than men but say that they are less capable with respect to reasoning and mechanical abilities.

Gender differences, when they are statistically significant, have been noted throughout the report.

| <b>Table A2: Significant Differences: Male versus Female</b> |                        |                |                 |                 |                   |                |
|--|------------------------|----------------|-----------------|-----------------|-------------------|----------------|
| <b>Variable</b>  | <b>Sig. (2-tailed)</b> | <b>N Males</b> | <b>Male Ave</b> | <b>N Female</b> | <b>Female Ave</b> | <b>Wtd Ave</b> |
| Q12Own/Rent  | 0.002                  | 1911           | 1.05            | 1009            | 1.08              | 1.07           |
| Q14Ed  | 0.001                  | 1815           | 1.90            | 968             | 1.94              | 1.92           |
| Q15cTechEnd  | 0.000                  | 411            | 1983            | 186             | 1987              | 1985           |
| Q15hColtart  | 0.009                  | 483            | 1975            | 259             | 1978              | 1976           |
| Q15iColEnd   | 0.012                  | 483            | 1979            | 259             | 1982              | 1980           |
| Q15qCredEarn#2   | 0.019                  | 417            | 0.07            | 236             | 0.03              | 0.05           |
| <b>Q16aRet</b>   | <b>0.001</b>           | <b>529</b>     | <b>0.84</b>     | <b>280</b>      | <b>0.75</b>       | <b>0.80</b>    |
| Q16aSchool   | 0.019                  | 480            | 0.01            | 257             | 0.04              | 0.03           |
| Q16aOutWkOther   | 0.000                  | 453            | 0.04            | 247             | 0.13              | 0.08           |
| <b>Q18cChildCare</b>   | <b>0.018</b>           | <b>417</b>     | <b>0.04</b>     | <b>246</b>      | <b>0.08</b>       | <b>0.06</b>    |
| Q18gInternet   | 0.034                  | 422            | 0.21            | 251             | 0.28              | 0.25           |
| <b>Q19aNewpaper</b>  | <b>0.000</b>           | <b>1165</b>    | <b>0.38</b>     | <b>699</b>      | <b>0.50</b>       | <b>0.44</b>    |
| Q19bInternet   | 0.002                  | 1143           | 0.20            | 682             | 0.26              | 0.23           |
| Q19dTempEmp  | 0.003                  | 1135           | 0.06            | 675             | 0.10              | 0.08           |
| Q19HMostUseful   | 0.000                  | 1068           | 3.83            | 607             | 3.42              | 3.62           |
| Q20bSpouseEmp  | 0.000                  | 529            | 2.57            | 326             | 2.74              | 2.66           |
| Q20cKidEmp   | 0.000                  | 950            | 2.17            | 540             | 2.36              | 2.27           |
| <b>Q22HrPerWk</b>  | <b>0.000</b>           | <b>1218</b>    | <b>46.00</b>    | <b>627</b>      | <b>38.13</b>      | <b>42.03</b>   |
| <b>Q25bYrEmpJob1</b>   | <b>0.000</b>           | <b>1216</b>    | <b>13.64</b>    | <b>636</b>      | <b>9.73</b>       | <b>11.67</b>   |
| Q25fCommuteJob1  | 0.002                  | 1221           | 1.32            | 626             | 1.18              | 1.25           |
| Q28eTrainIncWage   | 0.007                  | 1086           | 0.33            | 589             | 0.39              | 0.36           |
| Q28hTrainPromo   | 0.018                  | 1074           | 0.36            | 589             | 0.42              | 0.39           |
| Q28jTrainFinAit  | 0.001                  | 1220           | 1.27            | 639             | 1.20              | 1.23           |
| Q31aHealth   | 0.031                  | 1396           | 1.27            | 708             | 1.32              | 1.29           |
| <b>Q31fVisionAmt</b>   | <b>0.016</b>           | <b>171</b>     | <b>13.63</b>    | <b>89</b>       | <b>37.76</b>      | <b>25.79</b>   |
| Q31gRetirement   | 0.006                  | 1364           | 1.35            | 685             | 1.41              | 1.38           |
| <b>Q31hRetireAmt</b>   | <b>0.000</b>           | <b>321</b>     | <b>305.34</b>   | <b>122</b>      | <b>149.80</b>     | <b>226.95</b>  |
| Q31jVacDay   | 0.005                  | 894            | 17.30           | 418             | 15.64             | 16.47          |
| Q31kSick   | 0.002                  | 1272           | 1.52            | 643             | 1.44              | 1.48           |
| Q31nPaidTimeEd   | 0.009                  | 1288           | 1.64            | 649             | 1.58              | 1.61           |
| Q31oFlexBen  | 0.012                  | 1289           | 1.59            | 653             | 1.53              | 1.56           |
| Q31qFlexchd  | 0.002                  | 1293           | 1.55            | 668             | 1.47              | 1.51           |
| Q33fSickImp  | 0.001                  | 946            | 1.18            | 503             | 1.12              | 1.15           |
| Q33gPaidEduImp   | 0.033                  | 947            | 1.32            | 502             | 1.27              | 1.29           |
| Q33hPdTimeEdImp  | 0.004                  | 934            | 1.35            | 490             | 1.28              | 1.31           |
| Q33iFlexBenImp   | 0.000                  | 914            | 1.36            | 473             | 1.25              | 1.30           |
| Q33iOtherBenImp  | 0.001                  | 887            | 1.39            | 438             | 1.30              | 1.34           |
| Q33kFlexchedImp  | 0.000                  | 928            | 1.29            | 493             | 1.17              | 1.23           |
| Q33mSpouseBenImp   | 0.003                  | 848            | 1.45            | 402             | 1.36              | 1.40           |
| <b>Q34Detail</b>   | <b>0.006</b>           | <b>1472</b>    | <b>1.87</b>     | <b>763</b>      | <b>1.76</b>       | <b>1.81</b>    |
| <b>Q34Reaoning</b>   | <b>0.013</b>           | <b>1476</b>    | <b>1.71</b>     | <b>764</b>      | <b>1.80</b>       | <b>1.75</b>    |
| <b>Q34Mechanical</b>   | <b>0.000</b>           | <b>1471</b>    | <b>2.01</b>     | <b>761</b>      | <b>2.70</b>       | <b>2.36</b>    |
| <b>Q34Self-Mangement</b>                                     | <b>0.038</b>           | <b>1477</b>    | <b>1.71</b>     | <b>761</b>      | <b>1.64</b>       | <b>1.67</b>    |
| <b>Q34Interperonal</b>                                       | <b>0.000</b>           | <b>1472</b>    | <b>1.94</b>     | <b>764</b>      | <b>1.78</b>       | <b>1.86</b>    |
| <b>Q34Communication</b>                                      | <b>0.000</b>           | <b>1474</b>    | <b>2.08</b>     | <b>760</b>      | <b>1.92</b>       | <b>2.00</b>    |

## Appendix B – Written Comments

### Q5b. Country of Origin

#### *BARRON (3 responses)*

- Canada
- Germany
- Poland

#### *CHIPPEWA (3 responses)*

- Canada (2x)
- Brazil

#### *EAU CLAIRE (6 responses)*

- China
- Estonia
- Laos (3x)
- UK

#### *PEPIN (2 responses)*

- Germany
- Sweden

#### *PIERCE (3 responses)*

- German
- St. John's NFLD
- South Korea

#### *POLK (1 response)*

- Germany

#### *ST. CROIX (2 responses)*

- Kenya
- Loas

### Q6. Primary Language

#### *BARRON (1 response)*

- English

#### *CHIPPEWA (2 responses)*

- Polish
- Portuguese

#### *CLARK (6 responses)*

- Dutch (x2)
- German (x2)



- Pen Dutch (**x2**)

*EAU CLAIRE (4 responses)*

- Chinese
- Hmong (**x3**)

*PEPIN (1 response)*

- Swedish

*PIERCE (1 response)*

- German

*POLK (1 response)*

- German

*ST. CROIX (1 response)*

- Hmong

**Q7. Race (other word)**

*BARRON (1 response)*

- White and Native American

*CHIPPEWA (1 response)*

- White, Alaska Native/Native American

*CLARK (1 response)*

- White and Hispanic

*EAU CLAIRE (2 responses)*

- White and Alaska Native/ Native American (**x2**)

*PIERCE (10 responses)*

- White and Alaska Native/Native American (**x5**)
- White and Asian (**x2**)
- White, Alaskan native/ Native American (**x2**)
- White and Black

*POLK (2 responses)*

- American
- White & Hispanic

*ST. CROIX (3 responses)*

- White and Hispanic (**x2**)
- White and Asian

**Q15. Tech Area of study**

*BARRON*

**Agriculture (2 responses)**

- Agriculture
- Farm Operations

**Automotive/ Transportation/ Trucking (1 response)**

- Auto Mechanic

**Business (4 responses)**

- Accounting (x2)
- Clerk Typist
- Sup Management

**Construction (2 responses)**

- HVAC (x2)

**Engineering (1 response)**

- Machine Design

**Fabrication (1 response)**

- Welding

**Marketing (1 response)**

- Marketing/Management

**Mechanical (1 response)**

- Mechanical Design

**Medical/ Health (7 responses)**

- EMT
- LPN
- Medical Transcription
- Nursing
- Nurse Assistant
- Nurse Training
- Ultrasound

**Public Service (2 responses)**

- Police Science (x2)

**Social Science (1 response)**

- Political Science

**Technology (3 responses)**

- Computer (x2)

- Computer info –microcomputer

**Other (3 responses)**

- Data Processing/Programming
- Design
- General Studies

**CHIPPEWA**

**Agriculture (8 responses)**

- Agribusiness
- Agriculture (x2)
- Agricultural Mechanic
- Dairy Management
- Farming
- Farm Management
- Production Agriculture

**Automotive/ Transportation/ Trucking (11 responses)**

- Auto Body Repair
- Auto Mechanic (x3)
- Auto Technician
- Diesel and Heavy Equipment
- Diesel Technician (x3)
- Driving
- Mechanic

**Business (11 responses)**

- Accounting (x4)
- Business (x3)
- General Clerical
- Management
- Office
- Secretary

**Construction (4 responses)**

- Construction
- Electrician (x3)

**Engineering (3 responses)**

- Civil Engineer
- Mechanical Design (x2)

**Fabrication (7 responses)**

- Machine Tool (x2)
- Precision Inspection (x2)
- Sheet Metal/ Journeyman (x2)

- Tool and Die
- Welding

**Marketing** (2 responses)

- Marketing (x2)

**Medical/ Health** (7 responses)

- Certified Nursing Assistant
- Dietary Manager (x2)
- Nursing (x3)
- Radiography

**Public Service** (5 responses)

- Fire (x2)
- Law Enforcement
- Police Science (x2)

**Technology** (18 responses)

- Automated Control Technology
- Computer Tech
- Electro Mechanical (x2)
- Electronic (x10)
- Electronic Tech.
- Histotechnology
- Industrial Electronics
- Management Information Systems

**Utilities** (2 responses)

- Electrical Power Distribution (x2)

**Other** (1 response)

- Skilled Professor

*CLARK*

**Agriculture** (11 responses)

- Agriculture (x2)
- Agriculture Mechanics
- Dairy (x2)
- Dairy Heard Leadership
- Farm Management (x3)
- Farming
- UW Farm short course

**Automotive/ Transportation/ Trucking** (11 responses)

- Auto Mechanic
- Automotive Technician

- Diesel Mechanic (x3)
- Mechanic (x2)
- Trucking
- Truck Driving
- Truck Repair (x2)

**Business (22 responses)**

- Accounting (x10)
- Administrative Assistant
- Business (x3)
- Business Education
- Clerical
- Computer Programming
- Marketing
- Real Estate
- Retail Sales
- Secretarial Science (x2)

**Construction (11 responses)**

- Carpentry
- Electrician (x3)
- Heating, Vent, AC (x2)
- Home Inspection
- Plumbing
- Refrigeration
- Refrigeration Services
- Union Carpenter Apprentice

**Engineering (1 response)**

- Civil Engineering

**Fabrication (6 responses)**

- Machinist
- Machinist Apprentice
- Metal Fabrication
- Welding (x2)
- Welding, Drifting and Machine tool, Gunsmith

**Manufacturing/ Warehouse (1 response)**

- Machine Tool Techniques

**Mechanical (2 responses)**

- 5 year Steam Filter Apprenticeship MATC, Milwaukee
- Mechanical Draining

**Medical/ Health (21 responses)**

- CAN-EMT
- Certified Nursing Assistant (x2)
- Electrometrical
- LPN
- Medical Assistant (x2)
- Medical Billing (x2)
- Medical Lab Technology
- Medical Technology
- Medical Transcription
- Nurse's aid
- Nursing (x5)
- Pre-Med
- Sonography
- X-Ray

**Public Service** (3 responses)

- Fire Service/First Responder
- Police Science (x2)

**Technology** (1 response)

- Electronics

**Utilities** (2 responses)

- Electrical Lineman
- Electrical Power Distribution

**Other** (11 responses)

- Beauty School
- Blue Print Training
- Childcare Certificate
- Educational Media
- Fluid Power (x2)
- Food Service
- Hairdresser
- Hospitality
- La Crosse
- Media Assistant

*EAU CLAIRE*

**Art** (1 response)

- Arts

**Automotive/ Transportation/ Trucking** (8 responses)

- Auto maintenance
- Auto mechanics
- Auto tech

- Mechanic (x2)
- Truck Driver Training
- Truck Driving (x2)

**Business (23 responses)**

- Accounting (x7)
- Associate accounting
- Business (x5)
- Financial Service Assistant
- Insurance Degree
- Legal Assistance
- Media
- Office Assistant
- Paralegal (x2)
- Printing
- Secretarial Science (x2)

**Construction (9 responses)**

- Carpentry
- Electricians (x2)
- Heating, Vent, AC (x2)
- Plumbing
- Refrigeration (x2)
- Union Carpenter Apprenticeship

**Fabrication (4 responses)**

- Welding (x3)
- Welding/Electronics

**Management (3 responses)**

- Management
- Materials Management
- Supervisory Management

**Marketing (4 responses)**

- Marketing (x3)
- Public Relations

**Mechanical (5 responses)**

- Appliance Servicing
- Electromechanical
- Hydraulics
- Industrial mechanic
- Machine tool techniques

**Medical/ Health (9 responses)**

- C.N.A. (x2)
- Elect medical
- EMT
- Health info
- Medical Laboratory Technician
- Respiratory care
- X-Ray (x2)

**Public Service** (2 responses)

- Firefighting
- Police Science

**Science** (1 response)

- Science

**Technology** (7 responses)

- Computer Programming
- Data Processing Programmer
- Electromechanical technology
- Electronics (x3)
- Technical Science with legal Secretary

**Utilities**

- Electrical Power Distribution

**Other** (13 responses)

- Beauty School
- Blue Print Training
- Certified Drivers License
- Court Reporting
- Culinary Arts
- Hairdresser
- Hospitality
- La Crosse
- Land Surveying
- Liberal Arts
- Radio Announcing
- Specialty
- Wood Techniques

*PEPIN*

**Agriculture** (10 responses)

- Ag Mechanics (x3)
- Agri-business (x2)
- Agri-science (x3)
- Agriculture



- Sheep Management

**Arts (3 responses)**

- Commercial Art (x2)
- Decorative Artist

**Automotive/ Transportation/ Trucking (15 responses)**

- Auto
- Auto and Truck Automotive
- Auto Body (x2)
- Auto Mechanic (x2)
- Auto/Light Truck Repair (x2)
- Diesel Mechanic (x2)
- Driving and Small Engines
- Mechanic (x2)
- Truck Driving
- Truck Mechanic

**Business (16 responses)**

- Accounting (x10)
- Account Clerk/Data Entry
- Administrative
- Bookkeeping
- Office Assistant
- Material Management
- Secretarial

**Construction (12 responses)**

- Air Conditioning and Refrigerating (x2)
- Carpentry
- Civil Structural Technology (x3)
- Electrical (x5)
- Plumbing

**Engineering (4 responses)**

- Civil Engineering
- Engineering (x2)
- Industrial Engineer

**Marketing (2 responses)**

- Marketing
- Marketing-Fashion

**Mechanical (2 responses)**

- Machine Tool
- Mechanical Design

**Medical/ Health (16 responses)**

- Associate Nursing
- Dental Hygiene
- Health info (x2)
- L.P.N. (x4)
- Lab Medicine
- Lab Tech
- Licensed Nurse
- Medical
- Medical Nurse Typist
- National Registry of Emergency Medical
- Nursing
- Nursing Administration

**Public Service (3 responses)**

- AODA (x2)
- Criminal Justice

**Technology (1 response)**

- Computer Operator

**Science (1 response)**

- Applied Science

**Other (9 responses)**

- Appliance Service
- Certification of Apprenticeship
- Cosmetology (x2)
- Estimator
- House of Un-American Committee
- Technicians
- Ward Clerk
- Wood Techniques

***PIERCE***

**Agriculture (4 responses)**

- Agriculture
- Dairy Herd Management
- Farm Management
- Timber Harvest

**Arts (2 responses)**

- Communication Art
- Photography

**Automotive/ Transportation/ Trucking (5 responses)**

- Auto Mechanic (x5)

**Business (6 responses)**

- Accounting
- Legal Secretary
- Sales
- Secretary (x3)

**Construction (3 responses)**

- Air Conditioning and Refrigeration
- Carpentry (x2)

**Engineering (1 response)**

- Mechanical Engineer

**Fabrication (3 responses)**

- Machinist
- Tool and Die
- Welding Machinist Maintenance-electrician

**Marketing (1 response)**

- Marketing

**Medical/ Health (12 responses)**

- Dental Assistant
- Health Care Secretary
- EMT (x2)
- L.P.N.
- Medical (x2)
- Medical Lab Tech
- Nursing (x3)
- Radiology tech

**Public Service (1 responses)**

- Law enforcement

**Science (1 response)**

- Science

**Social Science (1 response)**

- Political Science

**Technology (6 responses)**

- Computer Programmer
- Computers

- Data Entry
- Electronics (x2)
- Microsoft

**Other** (9 responses)

- Appliance repair
- Avionics
- Broadcasting
- Cosmetology
- Drafter
- Energy Management
- Fluid Power (x2)
- Waters/groundwater

*POLK*

**Agriculture** (2 responses)

- Horticulture
- Environmental

**Arts** (2 responses)

- Graphic Arts
- Photography

**Automotive/ Transportation/ Trucking** (7 responses)

- Auto Mechanic (x4)
- Small Engines
- Truck Mechanics
- Vehicle Maintenance

**Business** (15 responses)

- Accounting (x6)
- Business (x3)
- Clerical
- Finance
- Financial services asst.
- Office Work
- Secretarial Science (x2)

**Construction** (6 responses)

- Basic Refrigeration
- Carpenter apprentice
- Carpentry (x2)
- Electrician
- Heating and Refrigeration

**Engineering** (3 responses)

- CV structural engineering
- Elle Engineering
- Engineering

**Fabrication (3 responses)**

- Machine Shop
- Machine Tool
- Welding

**Law (1 response)**

- Law

**Manufacturing/ Warehouse (1 response)**

- Printing

**Marketing (2 responses)**

- Marketing (2x)

**Mechanical (3 responses)**

- Machinist (x2)
- Mechanical Design

**Medical/ Health (9 responses)**

- Chemical dependency
- Massage Therapy
- Medical Assistant
- Medical Technician
- Nursing (x3)
- Nursing Assistant (x2)

**Public Service (6 responses)**

- Firefighting
- Law Enforcement (x2)
- Police Science
- Traffic (x2)

**Service Business (6 responses)**

- Cosmetology (x4)
- Culinary Arts
- Early Childhood

**Technology (12 responses)**

- Computers
- Data processing
- Electronic Tech (x2)
- Electronics (x4)

- Laser tech
- MIS and program analyst
- Programming
- Video editing

**Other** (16 responses)

- Aircraft/Power plant
- Aircraft Mechanic
- Airline
- Architecture
- Building engineer maintenance
- Broadcasting
- Extrusion Operation
- Facility systems
- GED
- Hydraulics
- Land surveying
- Microwave communications
- Recreation
- Taxidermy
- Trailering
- Travel

*ST. CROIX*

**Automotive/ Transportation/ Trucking** (41 responses)

- Auto/Light Truck Repair
- Auto/Light Truck Technology
- Auto (x2)
- Auto and Truck
- Auto body (x3)
- Auto Technician (x3)
- Automotive mechanics (x11)
- Automotive painting
- Diesel mechanic (x6)
- Diesel and Heavy Equipment
- Diesel Mechanic
- Diesel Tech.
- Driving
- Driving and Small Engines
- Machinery Repair
- Mechanic (x3)
- Truck Mechanic
- Truck Repair
- Truck tuner

**Business** (15 responses)

- Accounting
- Administration
- Administrative Assistant (x2)
- Business (x2)
- Hotels
- Management (x2)
- Office
- Office Clerk
- Paralegal (x2)
- Secretarial Science
- Supervisory

**Construction (2 responses)**

- Electrical
- Heating, Vent, Air Conditioning

**Engineering (4 responses)**

- Architect
- Drafting
- Electrical Engineer
- Mechanical Engineer

**Fabrication (7 responses)**

- Key Punch
- Machine Tool
- Machinist (x2)
- Metal Work
- Tool Room Machinist
- Welding

**Marketing (3 responses)**

- AD Design
- Marketing (x2)

**Medical/ Health (10 responses)**

- Certified Nursing Assistant
- Massage Therapy
- Medical Assistant
- Medical Lab
- Medical Secretary
- Nursing (x2)
- Radiography
- Radiology
- Registered Nurse

**Technology (2 responses)**

- Computers
- Telecommunications

**Other** (*1 response*)

- Aircraft Technician

**Q15. College Area of Study**

*BARRON*

**Agriculture** (*8 responses*)

- Agriculture Economics
- Agronomy (**x2**)
- Animal Science (**x2**)
- Forest Management
- Natural Resources (**x2**)

**Arts** (*1 response*)

- Music

**Business** (*11 responses*)

- Accounting (**x3**)
- Business (**x4**)
- Business administration (**x2**)
- Economics
- MBA

**Communications** (*2 responses*)

- Communications
- Journalism

**Education** (*20 responses*)

- Child Development
- Education (**x9**)
- Education Administration
- Elementary Education (**x3**)
- English
- Music
- Phy Ed
- Reading Specialist
- Secondary Education (**x2**)

**Engineering** (*1 response*)

- Engineering

**History** (*2 responses*)

- History (**x2**)



**Medical/ Health (2 responses)**

- Medical Technology
- Nursing

**Ministry/ Theology (2 responses)**

- Ministry
- Pre-theology

**Science (6 responses)**

- Biology (x3)
- Psychology
- Science
- Veterinary Medicine

**Social Science (2 responses)**

- Social Study
- Social Work

**Other (7 responses)**

- Aviation (x2)
- English
- General
- Geography
- Math
- Spanish

*CHIPPEWA*

**Agriculture (14 responses)**

- Agriculture/ Ag Business (x10)
- Animal/ Dairy Science (x4)

**Arts (4 responses)**

- Fine Arts
- Interior Design
- Textile Design
- Theater

**Business (13 responses)**

- Accounting
- Administration/ Management (x11)
- Management

**Education (21 responses)**

- Agriculture (x2)
- Education Specialist
- Elementary (x3)

- General (x13)
- Home Economics
- Technology

**Engineering (7 responses)**

- Engineering (x7)

**History (1 response)**

- History

**Marketing (1 response)**

- Marketing

**Medical/ Health (6 responses)**

- Anesthesia
- Environmental Health
- Nursing (x2)
- Physical Therapy
- Vocational Rehabilitation

**Ministry/ Theology (3 responses)**

- Ministry (x2)
- Theology

**Science (9 responses)**

- Biology (x3)
- Chemistry (x3)
- General Sciences
- Natural Resources (x2)

**Social Science (5 responses)**

- Psychology (x3)
- Social Studies
- Social Work

**Technology (4 responses)**

- Computer Information/ Sciences (x2)
- General
- Industrial

**Other (7 responses)**

- Aircraft Maintenance
- General Degree
- Geography
- Liberal Arts
- Math (x3)

*CLARK*

**Agriculture** (9 responses)

- Agriculture Industries
- Agronomy
- Animal/ Dairy Science (x3)
- Economics
- General
- Soils/ Land Use
- Vocational Agriculture

**Arts** (1 response)

- Architecture

**Business** (8 responses)

- Accounting (x2)
- Administration/ Management (x4)
- Economics (x2)

**Education** (19 responses)

- Agriculture (x3)
- Art
- Elementary (x4)
- General (x11)

**Engineering** (4 responses)

- Engineering (x4)

**History** (1 response)

- History

**Medical** (4 responses)

- Optometry
- Nursing (x3)

**Science** (3 responses)

- Biology
- Geology
- Pre-mortuig

**Social Science** (2 responses)

- Sociology
- Social Studies

**Other** (7 responses)

- French

- General
- Home Economics (x2)
- Literature
- Spanish
- USAF Acpt Maintenance

*DUNN*

**Agriculture (6 responses)**

- Animal Science (x4)
- Forest Management (x2)

**Arts (3 responses)**

- Art
- Fine Art
- Jewelry Design

**Business (16 responses)**

- Accounting (x4)
- Administration/ Management (x11)
- Secretarial

**Communications (2 responses)**

- Communication
- Telecommunications

**Construction (2 responses)**

- Construction (x2)

**Education (24 responses)**

- Art
- Business
- Chemistry
- Early Childhood/ Elementary (x5)
- Education Administration (x2)
- FCS
- General (x7)
- Physical Education (x2)
- Technology (x2)
- Secondary
- Special Education

**Engineering (5 responses)**

- Engineering (x5)

**History (3 responses)**

- American History

- History (x2)

**Law** (1 response)

- Law

**Marketing** (1 response)

- Marketing

**Medical/ Health** (4 responses)

- Nursing
- Pharmacy
- Vocational Rehabilitation (x2)

**Ministry/ Theology** (2 responses)

- M of Divinity
- Pastoral Studies

**Public Services** (1 response)

- Law Enforcement

**Science** (4 responses)

- Biology (x3)
- Physics

**Social Science** (6 responses)

- Criminology
- Guidance Counseling (x3)
- Psychology
- Sociology

**Technology** (5 responses)

- Industrial (x4)
- Information Systems

**Other** (3 responses)

- Communication Disabilities
- Leadership
- Loss Control

*EAU CLAIRE*

**Agriculture** (1 response)

- Agriculture

**Arts** (3 responses)

- Art
- Design (x2)

**Business (21 responses)**

- Accounting (x5)
- Administration/ Management (x13)
- Economics (x3)

**Communications (6 responses)**

- Communications
- Journalism (x3)
- Mass Communications
- Organized Communications

**Education (22 responses)**

- Elementary
- English
- General (x15)
- Physical
- Professional Development
- Science
- Secondary
- Special Education

**Engineering (2 responses)**

- Engineering (x2)

**History (7 responses)**

- American Indian Studies
- History (x5)
- Missiology

**Law (4 responses)**

- Criminal Justice
- Law (x3)

**Marketing (1 response)**

- Marketing

**Medical/ Health (10 responses)**

- Dental Hygiene
- Medical Terminology
- Nursing (x6)
- Pharmacy
- Public Health

**Science (4 responses)**

- Biology (x3)

- Science

**Social Science (10 responses)**

- Counseling (x2)
- Political Science
- Psychology
- Social Work (x3)
- Sociology (x3)

**Technology (6 responses)**

- Computer Science
- Computer Software
- Industrial Technology (x3)
- MIS

**Other (11 responses)**

- Applied Math (x2)
- English
- Geography (x2)
- Geology
- Interpreter Program
- Math
- Ph D
- Reading
- Spanish

*PEPIN*

**Agriculture (1 response)**

- Agriculture

**Arts (3 responses)**

- BA Arts
- Graphic Design
- Music

**Business (11 responses)**

- Accounting (x4)
- Administration/ Management (x5)
- Economics
- Financial Planning

**Communications (2 responses)**

- Communications (x2)

**Construction (1 response)**

- Electrician

**Education** (22 responses)

- Agriculture (x2)
- Business (x2)
- Education Administration
- Elementary (x3)
- General (x7)
- Health
- Math
- Physical (x4)
- Speech

**Engineering** (6 responses)

- Engineering (x6)

**History** (2 responses)

- History
- Liberal

**Medical/ Health** (10 responses)

- Anesthesia
- Nursing (x5)
- Physical Therapy
- Speech Pathologies
- Vocal Rehabilitation (x2)

**Ministry/ Theology** (2 responses)

- Church and Theological (x2)

**Science** (6 responses)

- Applied Science
- Chemistry
- General
- Geophysics
- Physics
- Risk Control

**Social Science** (7 responses)

- Anthropology
- Humanities
- Political Science (x2)
- Psychology
- Social Studies
- Social Work

**Technology** (3 responses)



- Industrial Technology (x2)
- MST

**Other (5 responses)**

- BS
- Geography
- Home Economics
- Spanish
- Personal Major

*PIERCE*

**Agriculture (5 responses)**

- Agriculture (x2)
- Animal Science (x2)
- Economics

**Arts (4 responses)**

- Drama
- Fine Arts (x2)
- Music

**Business (26 responses)**

- Accounting (x4)
- Administration/ Management (x18)
- Economics (x4)

**Communications (2 responses)**

- Business
- Mass Communications

**Construction (1 response)**

- Plumbing

**Education (22 responses)**

- Agriculture (x3)
- Chemistry
- Community Health
- Education Administration (x2)
- Elementary (x5)
- General (x5)
- Industrial
- Leadership
- School Supervision
- Secondary
- Special Education

**Engineering (5 responses)**

- Engineering (x5)

**History (1 response)**

- History

**Marketing (2 responses)**

- Marketing (x2)

**Medical/ Health (8 responses)**

- Medicine
- Nursing (x4)
- Pharmacy
- Speech Pathology
- Vocational Rehabilitation

**Ministry/ Theology (1 response)**

- Divinity

**Science (8 responses)**

- Biology (x3)
- General (x4)
- Zoology

**Social Science (10 responses)**

- Counseling (x2)
- Psychology
- Social Studies
- Social Work (x2)
- Sociology (x4)

**Technology (6 responses)**

- Computer
- Electronics
- Industrial Technology (x2)
- MST
- Systems Science

**Other (12 responses)**

- Communicative Disorders
- English (x3)
- Geology
- Hazardous Materials
- Industrial Design
- Math (x2)
- Organized Studies

- Public Affairs
- Spanish

*POLK*

**Agriculture (6 responses)**

- Agriculture (x2)
- Ag Studies
- Animal science
- Dairy science
- Ornamental horticulture

**Arts (3 responses)**

- Art/sculpture
- Graphic Arts/Design (x2)

**Business (21 responses)**

- Accounting (x2)
- Business (x9)
- Business administration (x5)
- Economics (3x)
- Hotel restaurant management
- Masters business

**Communications (1 response)**

- Journalism

**Education (27 responses)**

- Education (x13)
- Elementary Ed (x4)
- English Ed
- Industrial education
- Master of Ed
- Physical education
- Science teaching
- Secondary School Administrator
- Special Ed (x2)
- Teaching (x2)

**Engineering (1 response)**

- Ag Engineering

**History (4 responses)**

- History (x4)

**Law (1 response)**

- Law

**Marketing (1 response)**

- Sales Marketing

**Medical/ Health (7 responses)**

- Environment and Public Health
- Mental health
- Nursing (x2)
- Paramedic program
- Pharmacy
- Vocational Rehabilitation

**Ministry/ Theology (1 response)**

- Theology

**Science (13 responses)**

- Biology
- Botany
- Chemistry (x2)
- Civil engineer (x3)
- Ecology
- Gemology
- Mort science
- Science
- Veterinary Technician

**Social Science (7 responses)**

- Guidance and Counseling
- MS guide and counseling
- Psychology (x3)
- Social work
- Sociology

**Technology (1 response)**

- Industrial tech

**Other (13 responses)**

- English (x2)
- Interdisciplinary studies
- Liberal arts (x2)
- Math (x4)
- Natural resource
- Planning
- Taxation
- 138 credits toward social

*ST. CROIX*

**Agriculture (10 responses)**

- Agriculture/ Agribusiness (x5)
- Animal Science (x3)
- Fisheries Sciences
- Horticulture

**Arts (1 response)**

- Fine Arts

**Business (29 responses)**

- Administration/ Management (x14)
- Business Taxation
- Finance/ Accounting (x4)

**Communications (2 responses)**

- Mass Communications (x2)

**Education (23 responses)**

- Agriculture
- Art (x2)
- Elementary (x5)
- Education Administration
- Educational Leadership
- English
- General (x9)
- Music
- Remedial Reading
- Special Education

**Engineering (8 responses)**

- Ag Engineering
- Engineering (x7)

**History (2 responses)**

- History (x2)

**Law (4 responses)**

- Criminal Justice (x2)
- Law
- Law Enforcement

**Marketing (1 response)**

- Marketing

**Medical/ Health (8 responses)**

- MH Counseling
- Medical Technology
- Nursing (x3)
- Physical Therapy (x2)
- Speech Pathology

**Ministry/ Theology (2 responses)**

- Theology (x2)

**Science (16 responses)**

- Biology/ Microbiology (x4)
- Chemistry/ Biochemistry (x5)
- General Sciences (x2)
- Meteorology
- Physics (x2)
- Space Operations/ Aerospace (x2)

**Social Science (14 responses)**

- Human Development (x3)
- Psychology/ Sociology (x10)
- Social Work

**Technology (4 responses)**

- Computers
- IT (x2)
- Facility System

**Other (10 responses)**

- English (x3)
- French
- Liberal Arts
- Math (x5)

**Q15. Other Post Secondary Training #1**

*BARRON*

**Agriculture (1 response)**

- University of Wisconsin-Madison, Farm Short Course

**Business (3 responses)**

- Accounting-Business Mgmt
- Business College - Accounting
- Real estate broker

**Construction (2 responses)**

- 4 yr Electric Apprentice
- Electrical

**Education (5 responses)**

- Adult Ed.
- C.N.A.
- Masters Degree - Child Development
- Teacher Certification (x2)

**Mechanical/Appliance (1 response)**

- Airframe & Power plant mechanic

**Medical/ Health (3 responses)**

- 3 year Nurses Training
- Hearing Aid Specialists
- Seminars on nursing home care / 26yrs

**Military (5 responses)**

- Military 2 yr College
- Military (Food Service)
- Military Training
- USAF& Vehicle Mechanic/Fire Trucks
- US Air Force

**Ministry/ Theology (2 responses)**

- Masters Degree - Ministry
- Seminary (Lutheran)

**Others (7 responses)**

- Bard Avon School for girls
- Co. Normal School
- Dale Carnegie and many various management workshops
- DPI
- Incident Command System
- Job Continuing Ed
- Vocational Diploma – supervision

**CHIPPEWA**

**Agriculture (2 responses)**

- Doctor of Veterinarian Medicine
- Equine-Hunter/Jumper, ARIA Level III Huntseat and Stock Management

**Automotive/ Transportation/ Trucking (2 responses)**

- Truck Driver Training
- Truck Driving School

**Business (7 responses)**

- Branch Manager Skelly oil

- Insurance Licensing
- Masters Degree - MBA
- Patent Agent
- Tax prep
- Real estate broker and certified appraiser
- Vocational certificate - real estate appraisal

**Construction (1 response)**

- Journeyman Electrician

**Cosmetology (3 responses)**

- Beauty School
- Cosmetology
- Pro-School of Cosmetology

**Education (5 responses)**

- Associates Degree - Early Childcare
- Masters Degree - Education
- Masters Degree - Elem Ed
- Masters Degree k-12 Guidance
- Principal Licensure

**Fabrication (1 response)**

- Welder

**Medical/ Health (4 responses)**

- Master Herbalist
- Medical Doctorate
- Three yr R.N.
- Vocational Diploma – Medical

**Military (3 responses)**

- Military basic training and advanced training
- Six years in Air Force
- US Army

**Ministry (1 response)**

- Ministry

**Public Service (4 responses)**

- Emergency Medical Technician
- Firefighter I and II
- Police Science Degree
- Vocational Diploma - EMT

**Technical/Computers (3 responses)**



- Computer CAD
- Microsoft ENG-MCSD – *Microsoft Certified Solution Developer*
- Vocational Diploma - digital electronic teacher

**Utilities** (1 response)

- Apprenticeship for Linemen

**Various Degrees/Licensing** (3 responses)

- Masters Degree - Engineering
- Masters Degree – Safety
- Some grad courses

**Other** (12 responses)

- 12 credits
- 29 credits towards masters degree
- Bridge Inspections
- Cashier training
- Chemical
- Colorado S.V.
- Community College Assoc. Degree
- CVTC as extension classes
- Defense Language Institute, Monterey, CA
- Math
- Millwork Course
- On the job - offset printer

*CLARK*

**Agriculture** (1 response)

- CST, Erosion Control – *Certified Soil Tester*

**Business** (3 responses)

- Certified Assessor
- Real Estate
- Real Estate License

**Construction** (1 response)

- 5 year Apprt. Electrical Construction electrician

**Education** (2 responses)

- Early Childhood/Kindergarten
- Masters Degree - Educational admin.

**History** (1 response)

- Masters Equivalent Byzantine History

**Medical/ Health** (5 responses)

- C.N.A (x2)
- Certified nursing assist.
- Certified nurse's aid
- Vocational Diploma - Medical transcriptionist

**Military** (2 responses)

- Aerospace Weapons Engineer
- Military

**Public Service** (2 responses)

- Department of Motor Vehicles
- EMT/Fire Fighter

**Other** (12 responses)

- 10- 3 day schools
- 24 Credits
- AI Training
- Cheese maker UW Madison
- College 1952-54
- Graduate course work
- High school machine shop
- Numerous in service seminars
- On the Job Training 27yrs
- PJT Printing
- Tech school - random classes
- Training seminars throughout USA
- TV Repair -RCA home study

*DUNN*

**Agriculture** (2 responses)

- Agricultural Accounting
- Farm short course at Madison, WI

**Automotive/ Transportation/ Trucking** (1 response)

- Auto Body

**Business** (6 responses)

- Advanced Industry (insurance) Training
- CPA license
- Management
- Management Training Classes
- Real estate broker (x2)

**Construction** (2 responses)

- Journeyman plumber
- Trade school

**Cosmetology (2 responses)**

- Beauty Culture School – Beautician
- Beauty school

**Education (4 responses)**

- Continuing Ed Classes through work at UW-Madison
- Educational Administration
- Teaching
- TESOL Certification

**Fabrication (1 response)**

- Tool and Dye

**Medical/ Health (1 response)**

- Nursing

**Military (4 responses)**

- 28 weeks army electronic school
- Korean Language, Army Language School
- Military schools
- US Air Force

**Social Science (1 response)**

- Social Work training certificate

**Technology (1 response)**

- Computer class

**Other (9 responses)**

- 64 grad credits
- All But Dissertation
- Grad Courses
- HDN
- Masters in Library Science
- Private pilot
- Some master programs
- Spanish
- Spanish Acquisition

*EAU CLAIRE*

**Automotive/ Transportation/ Trucking (1 response)**

- UTI-VOO115 Automotive technology

**Business (5 responses)**

- Certified Public Accountant (x2)

- CPCU (insurance)
- Many management courses
- Real estate broker

**Cosmetology (1 response)**

- Cosmetology school

**Education (3 responses)**

- Childcare Profession
- Cross Cultural Education
- Reading Specialist

**Medical/ Health (4 responses)**

- 3 years nurse training
- Chemical Dependency Counselor
- Graduated 3 years nursing school Luther Hospital Eau Claire
- Registered nurse

**Military (3 responses)**

- Air force
- Army - mechanic
- US mil national defense unit

**Ministry/ Theology (2 responses)**

- 2yr Bible school (CLBS) (AFLBS)
- Seminary

**Public Service (1 response)**

- National Fire Academy

**Technical (2 responses)**

- Mitsubishi EDM
- Telecommunications Schools

**Other (10 responses)**

- 12 hours
- Bachelor of Science
- Citizen Involvement
- Classes at CVTC
- Correspondence course
- Dietetic internship
- Forklift/SPC
- Gas hookup (bottlegs)
- Law school
- Licensed Day Care
- Various night classes at vocational school

- Self trained mechanic, welder, furnace tech, truck driver

*PEPIN*

**Agriculture (4 responses)**

- Ag night classes
- Agronomy Training
- CCA (certified crop advisor)
- UW Ag Short Course

**Automotive/ Transportation/ Trucking (1 response)**

- Truck Driving Training Vo-Tech

**Business (6 responses)**

- Assessor
- Business Management/Sales
- Financial
- Licensed Insurance Agent
- Inventory- Management and Control U.S.R.F
- Typewriting - upholstery - sewing machines

**Construction (2 responses)**

- On Job Training- Building Estimator (sales)
- Plumber Journeyman

**Education (3 responses)**

- Reading Teacher License
- Specialist/Principal
- Teaching License

**Medical/ Health (3 responses)**

- Certified Nursing Assistant
- C.N.A. Classes and Clinical
- Nursing Anesthetist (CRNA)

**Military (2 responses)**

- OMC Marine
- Trac Vehicle Mech.-Army

**Ministry/ Theology (1 response)**

- Workshops in Youth Ministry

**Public Service (4 responses)**

- EMT (x2)
- Firefighting
- Wisconsin State Patrol Academy

**Social Science (1 response)**

- Family Therapy

**Technology (2 responses)**

- Computer Graphics
- Computer short courses

**Other (10 responses)**

- Broadcasting diploma
- Career Advising
- Certificate of occupational Therapy
- Commercial Art
- Dietary Manager Course
- GM Training
- MS + 32
- Tanker man Barge
- Various Courses
- YMCA Accreditation

*PIERCE*

**Agricultural (1 response)**

- Farm and Industry Short Course

**Business (2 responses)**

- CPA
- Supervisory Management - UWEC

**Construction (3 responses)**

- Electrical App. Program
- Electrician
- Master Plumber

**Education (1 response)**

- Reading certification

**Mechanical/Appliance (1 response)**

- Mechanical training

**Medical/ Health (1 response)**

- P.T. Inst.

**Military (3 responses)**

- FAA and Military
- US Air Force Personnel School
- Years of military schools

**Public Service (1 response)**

- EMT/ Fire instructor

**Social Science (1 response)**

- Counseling and intervention

**Other (5 responses)**

- 5 post-grad credits
- CDF
- Course work towards masters
- On job training
- Many job related courses over the years

*POLK*

**Business (4 responses)**

- Accounting certification
- Associate degree - management
- Business School
- Residential Mortgage school

**Construction (4 responses)**

- ACI grade 1 concrete field testing
- Apprenticeship (journeymen machinist and many night classes)
- Electrician
- Heating and Air

**Education (3 responses)**

- 200 hours daycare brain development
- Ed specialist
- Teaching certificate

**Fabrication (1 response)**

- Tool and Dye

**Medical/ Health (6 responses)**

- Advanced first aid
- Certified registered nurses asst. health unit coordination
- Counselor Training
- For job requirements for RN - ie ACLS etc.
- Medical examiner
- RNC germtology

**Military (6 responses)**

- AIT military
- Military (x2)
- Navy

- US Army
- USAF - OTS and pilot training

**Ministry/ Theology (1 response)**

- LaTRIC

**Public Service (4 responses)**

- EMT - basic
- Fire Dept Training
- Firefighter
- Municipal government training

**Technology (3 responses)**

- Computers
- Devry tech
- Tech management classes

**Other (8 responses)**

- Auctioneer
- Flight safety
- Food service
- Home study
- Jr. College 1.5 years
- Music
- Rdy library
- Some training in highway work and building roads training

*ST. CROIX*

**Agriculture (1 response)**

- Agricultural

**Automotive/ Transportation/ Trucking (1 response)**

- Diesel Driver Training

**Business (6 responses)**

- CFPChFC – *Certified Financial Planner/ Chartered Financial Consultant*
- CPA – *certified public accountant*
- Grad School of Banking
- Real estate license
- Supervisor Management
- Supervisory

**Construction (2 responses)**

- Air conditioning
- Refrigeration Training



**Education (2 responses)**

- Pre-School Education Certificate
- Reading specialist

**Medical/ Health (7 responses)**

- American registry radiological technologist
- ASCP
- EMT-B in progress
- Mediation Training Certificate
- Medical records
- Registered Nurse
- Respiratory therapist

**Military (4 responses)**

- Military technical
- Numerous schools and trades during military career
- US Navy Avionics School
- US Navy Technical

**Public Service (1 response)**

- Security Police

**Social Science (1 response)**

- MS School Psychology

**Technical/Computers (2 responses)**

- Computer certification
- Computer Programming

**Other (9 responses)**

- Additional courses but no degree
- Attended HTI Photography
- Coaching
- Code training
- Institute Children's Literature
- Many classes taken for enjoyment
- MSt60
- Travel Director Degree
- Vocational Ed. Certification

**Q15. Other Post Secondary Training #2**

*BARRON*

**Mechanical/Appliance (1 response)**

- Applied Mechanics

**Medical/ Health (1 response)**

- Occupational Therapy

**Military (1 response)**

- Military Training

**Various Degrees/Licensing (4 responses)**

- College UMD - Cert Aeronautics
- FAA Inspection Authorization
- Fuels Journey Man USAF
- State Licensing Continuing Ed

**Other (1 response)**

- Communications Course On-line through UW-Barron

*CHIPPEWA*

**Education (3 responses)**

- Doctorate Degree School superintendent
- Math
- UW - Eau Claire

**Medical/ Health (1 response)**

- C.N.A

**Military (1 response)**

- 2 military leadership schools

**Public Service (4 responses)**

- 911 Dispatch
- Associates Degree - Law Enforcement
- EMT-ID
- First Responder and EMT

**Technical/Computers (1 response)**

- Computer CAD

**Other (4 responses)**

- Bartending license
- Professional Engineer
- Summer Session
- Various at Winona state college and University of Minnesota

*CLARK*

**Business (1 response)**

- Insurance Classes

**Technical/Computers (2 responses)**

- Computers
- Robotics, computers

**Other (3 responses)**

- Color TV Repair - UW Alaska Home study
- Over 2000 hours of other classroom training
- Zenger-Miller Leadership training

*DUNN*

**Construction (1 response)**

- Master plumber

**Mechanical/Appliance (1 response)**

- Fluid Hydraulics

**Medical/ Health (1 response)**

- Dental assistant

**Other (2 responses)**

- BLU CHFC
- Inspector

*EAU CLAIRE*

**Automotive/ Transportation/ Trucking (1 response)**

- Truck Driving

**Business (2 responses)**

- CIC (insurance)
- Communications

**Public Service (1 response)**

- EMS Training

**Technical/Computers (1 response)**

- Esprit CAD

**Other (1 response)**

- On going yearly training

*PEPIN*

**Automotive/ Transportation/ Trucking (1 response)**

- CDL

**Business (3 responses)**

- Marketing

- Real Estate and Auctioneering
- Real Estate broker

**Education (1 response)**

- Teaching License

**Military (3 responses)**

- Engineer 2nd Class A
- Mercury Marine
- World War 2 - Western Electric

**Ministry/ Theology (1 response)**

- Lay Ministry

**Other (1 response)**

- Oil and Tire Sales

*PIERCE*

**Agriculture (1 response)**

- Certified soil tester

**Other (3 response)**

- Continuing education every year
- Inver Hills Community College- No Degree
- Supervisory

*POLK*

**Business (1 response)**

- Real estate sales

**Construction (1 response)**

- Electrician

**Medical/ Health (1 response)**

- 1st responder medical

**Social Science (1 response)**

- Social Studies

**Various Degrees/Licensing (1 response)**

- LA&H insurance license

**Other (2 responses)**

- AEA
- Yes

*ST. CROIX*

**Business (1 response)**

- Attended metro state-management

**Cosmetology (1 response)**

- Cosmetology

**Education (1 response)**

- Voc. Ed. Admin.

**Other (3 responses)**

- Appraisal training
- Family Childcare
- Purchasing (buyer)

**Q16a. Employment Status (Other Word)**

*BARRON (2 responses)*

- Self-employed and employed
- Unemployed and out of work force

*CHIPPEWA (1 response)*

- Employed and Self-employed (2x)

*CLARK (5 responses)*

- Employed
- Employed and self-employed (2x)
- Employed and unemployed
- Retired

*DUNN (1 response)*

- Just joined the work force a week ago

*EAU CLAIRE (2 responses)*

- Employed and self-employed
- Self-employed and retired

*PEPIN (3 responses)*

- Employed and self-employed (3x)

*PIERCE (3 responses)*

- Employed and self-employed (2x)
- Self-employed and out of the work force

**Q16b. Other Word**

*BARRON*

**Stay at home parent (1 response)**

- Stay at home with kids

*CHIPPEWA*

**Age (1 response)**

- Age

**Laid off (1 response)**

- Temporary layoff

**Medical (1 response)**

- Disabled (2x)

**Stay at home parent (2 responses)**

- Helping significant other
- Homemaker

**Other (2 responses)**

- Hall
- Union trade

*CLARK*

**Medical (1 response)**

- Every time my back goes out I loose my job

**Stay at home parent (3 responses)**

- housewife
- Stay at home mom
- Stay at home with children – hobby farm

**Temporarily out of work (1 response)**

- Plant closure

**Other (2 responses)**

- Can't find full time work
- Receiving severance pay

*DUNN*

**Medical (1 response)**

- Disabled

**Stay at home parent (3 responses)**

- Because of child
- Raise children
- Staying home with children

**Temporarily out of work (3 responses)**

- Construction worker – laid off for the winter
- Laid off
- Union brick layer – no work, position eliminated

**Other (2 responses)**

- Can't work
- Rotating shifts

*EAU CLAIRE*

**Age (1 response)**

- Too old

**Medical (4 responses)**

- Cancer
- Disabilities
- Had a child
- Last 18 years had a heart attack and can't work

**Temporarily out of work (1 response)**

- Working 2 hours a day, still working – job outsized , closed

**Other (1 response)**

- Kids in school

*PEPIN*

**Medical (1 response)**

- Dairy farmer – disabled

**Stay at home parent (1 response)**

- Homemaker

**Other (3 responses)**

- I work when I want to
- Retired
- Would do no heavy lifting

*PIERCE*

**Stay at home parent (2 responses)**

- House wife
- Stay at home mother

**Other (2 responses)**

- Disabled spouse – I'm his care giver
- Work part time for MN department of corrections

*POLK*

**Medical** (1 response)

- Military disability

**Stay at home parent** (1 response)

- Stay at home mom

**Other** (2 responses)

- Family reasons
- Full time student

*ST. COIX*

**Part time** (1 response)

- Work part time

**Stay at home parent** (4 responses)

- At home mom (2x)
- Full time mom
- Homemaker
- Stay at home dad

**Temporarily out of work** (1 response)

- Laid off

**Other** (1 response)

- Caregiver

**Q16c. Employment outside of Trempealeau County**

*BARRON (13 responses)*

- Amery, WI
- Arden Hills, MN
- Barron, WI
- Blaine, MN
- Chetek, WI
- Chicago, IL
- Fairbanks, AK
- Hayward, WI
- Janesville, WI
- Lacrosse, WI
- Minneapolis, MN (2x)
- Rice Lake, WI
- St. Paul, MN (3x)

*CHIPPEWA (9 responses)*



- Battlecreek, MI
- Chetek, WI
- Chi Dickinson, ND
- Chippewa Falls, WI
- Eagan, MN
- Eau Claire, WI (5x)
- St. Cloud, MN
- Watervliet, NY
- Wausau, WI

*CLARK (9 responses)*

- Colby, WI
- Detroit, MI
- Eau Claire, WI
- Greenwood, WI
- Lacrosse, WI
- Loyal, WI
- Marshfield, WI (5x)
- Milwaukee, WI
- Union Grove, WI

*DUNN (11 responses)*

- Bayport, MN (2x)
- Captiva Island, FL
- Lester Prairie, MN
- Menomonie, WI
- Redwing, MN
- Richland, WA
- Rochester, MN
- Saginaw, MN
- San Diego, CA
- Stillwater, MN
- St. Paul, MN (2x)

*EAU CLAIRE (7 responses)*

- Eau Claire, WI (2x)
- Ft. Wayne, IN
- Golden, MN
- Kenosha, WI
- Stillwater, MN
- Washington DC
- Winona, MN

*PEPIN (13 responses)*

- Chippewa Falls, WI
- Faribault, MN

- Hastings, MN
- Inver Grover, MN
- Lake City, MN
- Lakeville, MN
- Moundsview, MN
- Minneapolis, MN (3x)
- Plainview, MN
- Redwing, MN (5x)
- Rochester, MN
- Wabasha, MN (3x)
- Welch, MN

*PIERCE (21 responses)*

- Afton, MN
- Bayport, MN (2x)
- Eagan, MN (2x)
- Eden Prairie, MN
- Feasterville, PA
- Hastings, MN (2x)
- Hudson, WI
- Maplewood, MN
- Marshfield, WI
- Minneapolis, MN (7x)
- Newport News, VA
- Oakdale, MN (4x)
- Oklahoma City, OK
- Red Wing, MN (11x)
- River Falls, WI
- Rochester, MN
- Rosemount, MN
- Stillwater, MN (2x)
- St. Paul, MN (15x)
- White Bear Lake, MN (2x)
- Woodbury, MN (2x)

*POLK (28 responses)*

- Amery, WI
- Bayport, MN (4x)
- Barren, WI
- Bloomington, MN (3x)
- Brook Park, MN
- Burnsville, MN
- Center City, MN (2x)
- Clear Lake, WI
- Denver, CO
- Forrest Lake, MN

- Ireland, UK
- Juneau, AK
- Luck, WI (3x)
- Lindstrom, MN
- Lino Lakes, MN
- Marion, OH
- Minnetonka, MN
- Minneapolis, MN (2x)
- North Branch, MN
- Oklahoma City, OK
- Prior Lake, MN
- River Falls, WI
- Rochester, MN
- Shafer, MN (2x)
- Shoreview, MN
- Stillwater, MN (4x)
- St. Paul, MN (4x)
- Wisconsin

*ST. CROIX (15 responses)*

- Bayport, MN ( 2x)
- Bloomington, MN
- Burnsville, MN
- Coon Rapids, MN
- Cottage Grove, MN (3x)
- Eagan, MN
- Edina, MN
- Fridley, MN
- Fort Dodge, IA
- Minneapolis, MN (6x)
- Stillwater, MN (6x)
- St. Paul, MN (19x)
- Woodbury, MN (3x)
- White Bear Lake, MN

**Q17. Self-employed Business Area**

*BARRON*

**Agriculture (10 responses)**

- Agriculture
- Dairy farming (3x)
- Farm (6x)

**Automotive/ Transportation/ Trucking (1 response)**

- Auto body repair

**Business (4 responses)**

- Real estate
- Real estate appraisal
- Sales
- Tavern

**Construction (3 responses)**

- Cabinetry
- Carpentry (2x)

**Counties/cities (7 responses)**

- Barron County (5x)
- Dunn County
- Midwestern WI

**Services (3 responses)**

- Day care
- Dog grooming
- Securities (stocks and bonds)

**CHIPPEWA**

**Agriculture (18 responses)**

- Agriculture
- Dairy farmer (7x)
- Farm (4x)
- Farming (5x)
- Hunter breeder (horses)
- Repair/farm

**Automotive/ Transportation/ Trucking (2 responses)**

- Over the road
- Owner/operator trucking

**Business (7 responses)**

- Accounting
- Finance
- Insurance sales
- NIKKEN (Total Wellness Company)
- Patent Agent – Legal services
- Rental property business
- Tax preparation

**Construction (4 responses)**

- Cabinetry installation
- Construction (2x)
- Electrical

- Home inspection

**Counties/cities (7 responses)**

- Bloomer
- Chippewa County
- Chippewa Falls
- Local
- Mainly Chippewa, Barron, Eau Claire
- Stanley
- Western, WI

**Medical/ Health (2 responses)**

- Health field
- Nursing

**Services (2 responses)**

- Restaurant

**Other (6 responses)**

- Home
- I go to their car
- Inventor
- Janitor
- Logging (2x)

**CLARK**

**Agriculture (29 responses)**

- Agriculture (5x)
- Dairy farmer (10x)
- Farming (14x)

**Business (11 responses)**

- Abstract and title company
- Accounting
- Auto parts store
- Consultant
- Insurance (2x)
- Insurance/ investments Central Wisconsin
- Marketing
- Real estate broker
- Sales (2x)

**Construction (4 responses)**

- Construction (3x)
- Masonry

**Counties/cities (17 responses)**

- Central WI
- Chippewa
- Clark county (5x)
- Colby, WI
- Counties
- Marathon
- Neilsville (2x)
- Owen, WI
- Taylor
- Thorp
- Wisconsin
- Wood County

**Services (3 responses)**

- Day care
- Foster care
- Own and run adult family home

**Other (4 responses)**

- Commodity broker
- Domestic
- Embroidery/screen printing
- Sewing

*DUNN*

**Agriculture (14 responses)**

- Agriculture (2x)
- Dairy farmer (3x)
- Dairy production
- Farm
- Farming (6x)
- Livestock sales

**Automotive/ Transportation/ Trucking (4 responses)**

- Antique auto restoration
- Collision repair
- Motorcycle technician
- Trucking and maintenance

**Business (5 responses)**

- Bar/grill
- Freelance graphic design
- Insurance
- Restaurant owner
- Title business

**Counties/cities (13 responses)**

- Dunn County (2x)
- Eau Claire (2x)
- Elmwood
- Everywhere
- Menomonie (2x)
- Minnesota
- Twin Cities
- Western Wisconsin
- WI & MN
- Wisconsin

**Ministry/ Theology (1 response)**

- Pastoral consultant

**Services (4 responses)**

- Day care
- Hospitality
- In home day care
- Painting

**Other (2 responses)**

- Apartment owner/manager
- Chimney sweep

*EAU CLAIRE*

**Agriculture (2 responses)**

- Dairy farmer
- Farming

**Business (6 responses)**

- Accounting firm
- Bookkeeping
- Courier
- Freelance interpreter for the deaf
- Payroll
- Tax

**Construction (3 responses)**

- Electrical contractor
- Retired building contractor
- Welding

**Counties/cities (7 responses)**

- Augusta

- Chippewa Valley
- Eau Claire (4x)
- Fairchild, WI

**Maintenance** (1 response)

- Maintenance

**Services** (3 responses)

- Day care
- Lawn care
- Owner – licensed home day care

**Other** (9 responses)

- Art
- Artist (2x)
- Glass company
- Janitorial
- Land surveying
- Law
- Manufacturing
- Other

*PEPIN*

**Agriculture** (22 responses)

- Agriculture
- Beef cattle (2x)
- Dairy farm
- Farmer
- Farming (15x)
- Logging
- Retired farmer

**Automotive/ Transportation/ Trucking** (2 responses)

- Mechanic
- Truck driving

**Business** (8 responses)

- Career development
- Consulting
- Design
- Drafting
- Field engineers
- Insurance agency
- Real estate
- Sales



**Construction (2 responses)**

- Construction
- Excavating

**Counties/cities (2 responses)**

- Buffalo county
- Pepin county

**Maintenance (1 response)**

- Handyman and repair

**Medical/ Health (1 response)**

- Physical fitness

**Services (3 response)**

- Cleaning
- Hospitality
- LP gas and appliance service

**Other (5 responses)**

- 50 mile radius
- Art and design center
- Retirement planner
- Upholstery
- Woodworking

*PIERCE*

**Agriculture (11 responses)**

- Dairy farm (5x)
- Farmer (4x)
- Horse stable owner – bedding
- Recreation and farming

**Automotive/ Transportation/ Trucking (4 responses)**

- Auto repair
- Engine rebuilding
- Mechanic
- Trucking

**Business (5 responses)**

- Finance
- Financial advisor
- Real estate
- Sales (2x)

**Construction** (4 responses)

- Construction
- Electric and heating
- Electrical
- Plumbing

**Counties/cities** (4 responses)

- Ellsworth
- Hanger City Pierce county
- Pepin county
- West central Wisconsin

**Fabrication** (1 response)

- Metal fabrication

**Maintenance** (1 response)

- Handy man

**Services** (2 responses)

- Clothing
- Lawn maintenance

**Other** (3 responses)

- Commission and teaching art
- Veterinary medicine
- Writing and editing

*POLK*

**Agriculture** (8 responses)

- Agriculture
- Agriculture dairy
- Dairy farming
- Farming (3x)
- Maple syrup
- Sustainable organic

**Automotive/ Transportation/ Trucking** (2 responses)

- Trucking (2x)

**Business** (7 responses)

- Accounting (2x)
- Real estate (2x)
- Retail
- Salesman
- Tax

**Construction** (9 responses)

- Construction (3x)
- Electrician
- Farming and residential construction
- Heating and air conditioning
- Home inspection
- Plumbing
- Sheet rock taper

**Counties/cities** (12 responses)

- Amery
- Barron County
- Burnett County
- Minneapolis
- Polk County (4x)
- St. Croix Falls, WI (2x)
- St. Paul
- WI & MN

**Services** (4 responses)

- Auctioneer
- Barber
- Motel
- Printing

**Technology** (1 response)

- Computer programming

**Other** (5 responses)

- Furniture making
- Health food
- Manufacturing
- Music school
- Weaving

*ST. CROIX*

**Agriculture** (12 responses)

- Agriculture (2x)
- Farmer (4x)
- Farming (2x)
- Horticulture
- Livestock Farming
- Microbiology
- Recreation and farming

**Business (7 responses)**

- Financial (2x)
- Insurance
- Insurance Agent
- Real estate investing (2x)
- Tax

**Construction (1 response)**

- Remodeling

**Counties/Cities (7 responses)**

- County
- Hudson, WI (3x)
- St. Croix and Southern Polk
- St. Croix valley WI and MN
- Western WI

**Law (1 response)**

- Law

**Science (1 response)**

- Microbiology (consulting)

**Services (1 response)**

- Cleaning

**Social Science (1 response)**

- Counseling/Psychology work

**Technology (1 response)**

- Computers

**Other (7 responses)**

- Landscaping (2x)
- Manufacturing – food industry
- Music education and performance
- Spa products
- Veterinary Clinic
- Writing and graphic design

**Q17. Type of Assistance (Self Employment)**

*BARRON*

**Finance (4 responses)**

- Accounting
- Cash

- Financial
- Monetary

**Marketing** (1 response)

- Marketing

**Other** (3 responses)

- Any
- Business
- None

*CHIPPEWA*

**Employee/HR** (1 response)

- Work

**Finance** (2 responses)

- Loan
- Money (3x)

**Other** (3 responses)

- More
- None
- Unknown

*CLARK*

**Education/Training** (2 responses)

- Materials/seminars
- Schooling

**Employees/HR** (2 responses)

- Dairy farm workers
- Employees

**Finance** (4 responses)

- Business grants
- Low interest loans
- Make money, be happy
- Money

**Growth** (1 response)

- Plans for growth

**Marketing** (1 response)

- Marketing

*DUNN*

**Education/Training** (1 response)

- Continuing education of children

**Employees/HR** (1 response)

- Expansion with employees

**Finance** (5 responses)

- Accounting
- Financing
- Grant Assistance
- Grants
- Grants to help build parlor

**Growth** (1 response)

- Expansion

**Marketing** (1 response)

- Advertising

**Other** (2 responses)

- Health benefits
- LLC

*EAU CLAIRE*

**Finance** (4 responses)

- Bookkeeping
- Grant
- Grant/loan
- Low interest loans

**Marketing** (2 responses)

- Marketing (2x)

**Other** (2 responses)

- Consultant
- Healthcare

*PIERCE*

**Finance** (7 responses)

- Accounting
- Financial assistance
- Funding
- Grant money/micro loan
- Grants
- Loan info, job financing
- Money

*PEPIN*

**Finance** (2 responses)

- Fundraising
- Grant info

**Marketing** (2 responses)

- Grain marketer
- Marketing

**Other** (1 response)

- Bio-diesel

*POLK*

**Education/Training** (1 response)

- Additional education

**Employees/HR** (1 response)

- Management

**Finance** (4 responses)

- Accounting
- Cash
- Financial
- Financial, management, accounting

**Growth** (1 response)

- Business development

**Marketing** (3 responses)

- Local food systems – Marketing – web
- Marketing (2x)
- Sales

**Other** (2 responses)

- Site development – sustainable energy
- Starting different specialty farm production

*ST CROIX*

**Employee/HR** (2 responses)

- Employee development and labor relations
- Training and expansion of employees

**Finance** (1 response)

- Financial

**Growth** (1 response)

- Growth both domestically and internationally

**Marketing** (1 response)

- Advertising

**Taxes** (2 responses)

- Reduce property taxes
- Tax and Law Employee

**Other** (1 response)

- Any /all available. Interested in est. new business

**Q17. Type of Assistance Desired (non-self employment)**

*BARRON*

**Finance** (1 response)

- Funding

**Other** (2 responses)

- Any
- More info to get started

*CHIPPEWA*

**Finance** (3 responses)

- Education/grants
- Financial (2x)

**Other** (3 responses)

- Business plan development
- Car sale and service
- Set up foster home

*CLARK*

**Education/Training** (1 response)

- Schooling

**Finance** (2 responses)

- Financial
- Money

**Marketing** (2 responses)

- Mentoring, advertising, internet
- Sales

**Other** (3 responses)

- Any



- Fabrication
- Unsure

*DUNN*

**Education/Training** (1 response)

- Schooling

**Finance** (5 responses)

- Training in financial
- Grant
- Money
- Plan set-up and monetary
- Business Plan/money

**Other** (3 responses)

- All
- Custom application for crops
- Business development

*EAU CLAIRE*

**Education/Training** (1 response)

- Courses

**Finance** (2 responses)

- Financial and Management
- SBA Loan and Grant Asst

**Other** (2 responses)

- Any
- Not sure yet

*PIERCE*

**Finance** (3 responses)

- Financial (2x)
- Start up cost

**Marketing** (1 response)

- Marketing

**Other** (2 responses)

- Data
- Foreman

*PEPIN*

**Employee/HR** (1 response)

- Work

**Other** (4 responses)

- I have bad vision
- Not sure (2x)
- Part time

*POLK*

**Education/Training** (1 response)

- Classes to start a new business

**Finance** (3 responses)

- Grants
- Money – start restaurant
- Funding

**Marketing** (1 response)

- Marketing and cost analysis business plan

**Other** (2 responses)

- Basic start up info
- How to get started

*ST CROIX*

**Finance** (3 responses)

- Financial
- Financial and government programs
- Grants to attend college

**Other** (2 responses)

- As above, not sure
- What's available?

**Q18. Employment Limitations (other word)**

*BARRON*

**Age** (2 responses)

- Age (2x)

**Childcare/Family** (1 response)

- Wife's medical condition

**Disabilities/Injuries** (2 responses)

- Standing for long period of time
- Reading disabilities

**Lack of Jobs/Opportunities** (1 response)

- No jobs in the county, we keep losing businesses

*CHIPPEWA*

**Age** (1 response)

- Age

**Childcare/Family** (1 response)

- Close to family now

**Disabilities/Injuries** (1 response)

- I have RA and only work part time because of it

**Education** (2 responses)

- Money for school
- Primary wage earner. Cannot afford to attend school!

**Overqualified** (1 response)

- Overeducated

*CLARK*

**Age** (4 responses)

- Age (2x)
- Age/finance
- Retired

**Disabilities/Injuries** (1 response)

- I was in a car accident and it gave me brain damage

**Time** (1 response)

- Time

**Other** (1 response)

- Lack of money

*DUNN*

**Age** (4 responses)

- Age (3x)
- Age, don't want to work anymore

**Disabilities/Injuries** (1 response)

- Work related injury

**Education** (1 response)

- Computer training

**Overqualified** (1 response)

- Overqualified

**Other** (4 responses)

- Bills
- Need help with resume
- Need job with health insurance
- Need patient instructions

*EAU CLAIRE*

**Age** (1 response)

- Old

**Disabilities/Injuries** (1 response)

- I have ADD

**Education** (1 response)

- Typing

**Other** (1 response)

- I am committed to short-term subbing at Regis High School

*PIERCE*

**Age** (1 response)

- Too old

**Childcare/Family** (1 response)

- My spouse's disability/medical condition limits my employment options

*PEPIN*

**Childcare/Family** (1 response)

- Single mom of 2

**Disabilities/Injuries** (2 responses)

- Disabled
- Memory problems

**Education** (1 response)

- Can't read very good

**Lack of Jobs/Opportunities** (3 responses)

- Lack of jobs in Durand
- Lack of local opportunity
- No jobs in small town

*POLK*

**Age** (1 response)

- Age

**Lack of Jobs/Opportunities** (2 responses)

- Good wages
- Nothing in the area and the cities are too far to drive for low pay

*ST. CROIX*

**Age** (3 responses)

- Age
- Old age
- Youth and Energy!

**Childcare/Family** (1 response)

- Taking care of small children in our family

**Education** (1 response)

- School

**Other** (3 responses)

- Criminal record
- I have difficulty understanding OTHER languages outside of English!
- Limitations on places to put in pre-license tours in counseling area

**Q19. Sources used when seeking last job (other word)**

*BARRON*

**College Placement** (3 responses)

- High School Guidance Counselor
- Referred by school CVTC
- School placement

**Job Postings/Centers** (2 responses)

- Listings
- Radio ads

**Personal/Professional Contacts** (1 response)

- Internal agency position vacancy

**Recruiter/Headhunter** (1 response)

- I was solicited

**Self Initiative** (6 responses)

- Just went there

- Not listed, found
- Self
- Sent resumes to prospective employers
- Walk in (2x)

**Other (3 responses)**

- Saw need and started own business
- Self employed (2x)

**CHIPPEWA**

**College Placement (6 responses)**

- College Placement
- Tech school placement office
- University listings (3x)
- UW – Madison Extension

**Family Business (1 response)**

- Family business

**Job Postings/Centers (6 responses)**

- DVR
- Mail
- PIC
- Radio
- Real estate brochure
- State employment listings

**Personal/Professional Contacts (4 responses)**

- Business cards
- Employer contact
- Had previously worked in the field
- Self

**Self Initiative (6 responses)**

- Delivered resume in person to place I wanted to work
- Door to door at hospitals and nursing homes
- Just went and picked up applications everywhere
- Right place at the right time
- Tour of employer
- Went to manufacturing plant and applied for work

**Unions/Union Hall (5 responses)**

- Electrician Union
- Union Hall (4x)

**Other (2 responses)**

- My imagination
- Personal office

*CLARK*

**College Placement (2 responses)**

- I was contacted by both educational institutions
- University Placement

**Job Postings/Centers (5 responses)**

- Job board at the business
- Job postings
- JPTA
- Mailing
- Professional journal

**Personal/Professional Contacts (3 responses)**

- Hospital where I had NA training
- Referral
- Worked there 32 years

**Self Initiative (3 responses)**

- I looked for a job
- Just went looking
- Went to see employer

**Unions/Union Hall (4 responses)**

- Carpenter Union 804
- Local 804
- Union
- Union referral

**Other (1 response)**

- Civil service

*DUNN*

**College Placement (3 responses)**

- DPI listings at UW-River Falls
- University listings 34 years ago
- University placement

**Family Business (1 response)**

- I am the fourth generation on our family farm

**Job Postings/Centers (5 responses)**

- Dept. of Human Services, Dunn Co.
- Employment firm
- Journals
- Radio
- State Job Bulletins

**Personal/Professional Contacts (5 responses)**

- Co-workers, employment opportunities Listing, travel
- Current workplace went to a different department
- My church
- Professional organizations
- Worked there years ago

**Recruiter/Headhunter (2 responses)**

- Head hunter
- Management Recruiters, Racine, WI

**Self Initiative (4 responses)**

- Applied at walk in
- Kept applying at University – temp help then permanent
- Personal interview
- Sent out resumes

**Unions/Union Hall (2 responses)**

- St. Paul Plumbers
- Trade hall

**Others (1 response)**

- Civil service testing

*EAU CLAIRE*

**College Placement (5 responses)**

- Placement Center – UWRF
- Through tech school
- University
- University placement office
- UWEC placement

**Job Postings/Centers (7 responses)**

- Federal job list
- Internet
- Personnel dept.
- State Current Opp. Board
- State employment bulletin
- Truck stops, trucker magazines



- Western Dairy land EOC

**Personal/Professional Contacts (5 responses)**

- Experience
- Knew about it
- Nomination by colleague
- Previous experience
- Professional association

**Recruiter/Headhunter (6 responses)**

- Cold call contractors
- Contacted by employer
- Contacted by employer wanted me to work for him
- Employer called me to work for them
- Employer contacted me
- I was recruited

**Self Initiative (6 responses)**

- Found where there was a need
- Resume
- Telephone book/yellow pages
- Walk in
- Walk-ins, TV referrals
- Went to business door to door

**Unions/Union Hall (1 response)**

- Union Hall

**Other (2 responses)**

- Real estate business
- Teacher

*PIERCE*

**College Placement (4 responses)**

- College employment listing
- Job fair at college
- University Job listing
- UW staff

**Job Postings/Centers (3 responses)**

- Career services office
- Job fair
- Trade magazine

**Personal/Professional Contacts (5 responses)**

- Contact made when visiting 3M Company
- My employer seed me out and offered job
- Networking
- Referral
- Word of mouth

**Recruiter/Headhunter (3 responses)**

- Recruiter (2x)
- USAF Recruiter

**Self Initiative (1 response)**

- Looked and filled out applications

**Unions/Union Hall (2 responses)**

- Local 10
- Union

**Other (2 responses)**

- Teacher
- Self-employed

*PEPIN*

**College Placement (4 responses)**

- College job listings
- College listing
- School system
- University Placement

**Family Business (2 responses)**

- Family
- Family owned

**Job Postings/Centers (5 responses)**

- Industry Sources
- Job Fair
- Professional Journal Business Letter
- Trade Publication
- Wisconsin Employment Opportunities Bulletin

**Personal/Professional Contacts (3 responses)**

- Advanced within the system
- Appointed by the Bishop
- I was working somewhere else, and my employer came in and asked me to work for her – so I did – more money

**Self Initiative** (3 responses)

- Bought an insurance company
- Contacted engineering firms
- Walk-in

**Unions/Union Hall** (2 responses)

- Union Hall
- Union Notice Board

**Other** (3 responses)

- Conference
- Elected position
- My own interests

*POLK*

**College Placement** (8 responses)

- College (2x)
- College Job Listings
- DPI Listings
- NUI Placement
- Posting at UWRF/WI DPI
- School
- University Listings

**Family Business** (1 response)

- Family business

**Job Postings/Centers** (1 response)

- Mailing

**Personal/Professional Contacts** (1 response)

- Old work

**Recruiter/Headhunter** (3 responses)

- Head hunter
- Recruited by company
- Word of mouth...then being recruited

**Self Initiative** (5 responses)

- Cold calls
- Job search
- Letter
- Researched the organization and applied, direct contact
- Volunteered, then hired

**Unions/Union Hall (3 responses)**

- Carpenter's union
- Union
- Union Hall

**Other (1 response)**

- CPUL government

*ST. CROIX*

**College Placement/School Listing (5 responses)**

- College Placement
- College Placement Office
- Internship
- University Placement
- University Placement Services

**Family Business (1 response)**

- Family business

**Job Postings/Centers (3 responses)**

- Employment company
- Government job list
- Scientific Journals

**Personal/Professional Contacts (7 responses)**

- Current employer was a client of my former employer
- Last employer
- Networking
- Networking/Professional contacts
- Personal
- Personal Contact
- Word of mouth

**Recruiter/Headhunter (2 responses)**

- Head hunter
- Recruiter

**Self Initiative (4 responses)**

- Apply to school and interview
- Cold calling
- On-site visit
- Went to HR to inquire

**Unions/Union Hall (2 responses)**

- Union

- Union Hall

**Q19a. Source Found most useful (other word)**

*BARRON*

**College Placement (2 responses)**

- High School Guidance Counselor
- School Placement

**Personal/Professional Contact (1 response)**

- Internal agency position vacancy listings

**Self Initiative (4 responses)**

- Just going there
- Sent resumes to prospective employers
- Walk in (2x)

*CHIPPEWA*

**College Placement (4 responses)**

- College placement
- University listings
- University Postings
- UW-Madison Extension

**Job Postings (3 responses)**

- DVR
- Real estate brochure
- PIC

**Recruiter (1 response)**

- Tour of employer

**Self Initiative (3 responses)**

- Delivered resume in person to place I wanted to work
- My resourcefulness
- Self

**Union/Union Hall (1 response)**

- Union Hall

*CLARK*

**College Placement (1 response)**

- University Placement

**Job Postings (2 responses)**

- Job postings

- Professional journal

**Recruiter** (1 response)

- Called back from old business that was bought out

**Self Initiative** (1 response)

- Went to see employer

**Union/Union Hall** (3 responses)

- Carpenter Union 804
- Union
- Union referral

**Other** (2 responses)

- Civil service
- Same as above

*DUNN*

**College Placement** (3 responses)

- DPI listings from UW River Falls
- University listings 34 years ago
- University placement

**Job Postings** (3 responses)

- Journals
- State Job Bulletins (2x)

**Personal/Professional Contact** (3 responses)

- My church
- Partnership
- Word of mouth

**Recruiter** (2 responses)

- Head hunter
- Management recruiters

**Union/Union Hall** (1 response)

- Trade Hall

**Other** (2 responses)

- Substitute teach
- Western Wisconsin Childcare

*EAU CLAIRE*

**College Placement** (5 responses)

- Education on how to present myself with my resume and my portfolio

- Placement Center – UWRF
- University
- University Placement Office
- UWEC Placement

**Job Postings (3 responses)**

- Federal job list
- Personnel dept.
- State employment flyer in mail

**Personal/Professional Contact (1 response)**

- Teacher

**Self Initiative (2 responses)**

- Personal Calls
- Right place right time

**Union/Union Hall (1 response)**

- Union Hall

**Other (1 response)**

- Western Dairyland EOC

*PIERCE*

**College Placement (4 responses)**

- Career services office
- College employment listing
- College Placement Office
- UW staff

**Family Business (1 response)**

- Family farm

**Job Postings (2 responses)**

- Job fair
- Trade magazine

**Recruiter (2 responses)**

- Recruiter (2x)

**Self Initiative (3 responses)**

- Internship turned into permanent job
- Networking
- Self initiative

*PEPIN*

**College Placement (2 responses)**

- College Job Listings
- University Placement

**Family Business (2 responses)**

- Family
- Family owned

**Job Postings (1 response)**

- Trade publication

**Personal/Professional Contact (1 response)**

- Industry sources

**Recruiter (1 response)**

- Conference

**Self Initiative (3 responses)**

- Bought an insurance company
- Sent out resume and contact firms
- Sent out resume to companies in familiar field

**Union/Union Hall (2 responses)**

- Union Hall
- Union Office

*POLK*

**College Placement (4 responses)**

- College
- DPI
- School
- University listings

**Job Postings (2 responses)**

- Informed of industry – directory service
- Mailing

**Self Initiative (1 response)**

- Job search

**Union/Union Hall (2 responses)**

- Carpenter's Union
- Union Hall

*ST CROIX*

**College Placement**



- College placement (*1 response*)

**Family Business** (*1 response*)

- Family business

**Job Postings** (*4 responses*)

- Employment company
- Office
- PIC
- Scientific journals

**Personal/Professional Contact** (*1 response*)

- Professional contacts

**Recruiter** (*2 responses*)

- Head hunter
- Recruiter

**Self Initiative** (*2 responses*)

- Cold calling
- On-site visit

**Union/Union Hall** (*2 responses*)

- Union
- Union Hall

**Q22. Occupation – Job Title**

*BARRON*

**Agriculture** (*18 responses*)

- Agronomy
- Breeder production supervisor
- Cheese maker
- Crop manager
- Dairy farm owner (**2x**)
- Farm manager (**2x**)
- Farm wife
- Farmer (**5x**)
- Ferrier
- Hatchery worker
- Jennie – O turkey
- Lake states environmental safety

**Automotive/ Transportation/ Trucking** (*21 responses*)

- Chief pilot
- Co-driver
- Distribution

- Driver/sales
- Foreman
- Fork truck driver
- Load person
- Mechanic (3x)
- Road maintenance
- School bus driver
- Shipping manager
- The turkey store – transfer
- Truck driver (6x)
- UPS delivery

**Construction** (1 response)

- Journeyman electrical worker

**Education** (10 responses)

- Chetek schools manager
- Grade 2 teacher
- High school biology teacher
- Instructor (2x)
- Principal
- Spanish teacher
- Special education teacher
- Teacher (2x)

**Engineering** (3 responses)

- Design engineer (2x)
- Engineering manager

**Fabrication** (6 responses)

- Machinist
- Welder (5x)

**Financial Services** (5 responses)

- Accountant
- Bank teller
- Credit manager
- Loan processor (2x)

**Management/ Business Ownership/Leadership – non-government** (22 responses)

- Administrative assistant
- Branch president
- Business owner
- General manager
- Manager (5x)
- Office/order department supervisor

- Owner (5x)
- Sanitation manager
- Secretary (2x)
- Store manager
- Supervisor
- Vice president (2x)

**Manufacturing/ Warehouse (12 responses)**

- Assembler (2x)
- Crusher operator
- Factory worker
- Finisher III
- Form operator
- Foundry VP
- Installer
- Inventory control
- Machine operator
- Manufacturing team operator
- Press operator

**Medical/ Health (11 responses)**

- C.N.A
- Diagnostic medical sonographer
- Dietary aid
- Director RN
- Health care mechanic
- Health info desk
- LPN
- Medical coordinator
- Medical transcription
- Nurse aid
- RN

**Public Service (6 responses)**

- City of Cumberland
- Police officer
- Sanitation worker
- Security guard (2x)
- Township road patrol

**Sales/Retail Businesses (12 responses)**

- Cashier
- Clerk (2x)
- Count sales
- Finish line
- International sales rep

- Purchasing
- Sales (5x)

**Service Businesses (10 responses)**

- Central office technician
- Customer service representative
- Final inspection
- Funeral home
- Hertz car rental
- Raw roast stuffing
- Sports editor
- USDA food inspector
- Waitress
- Wash/sanitation operator

**Social Science (1 response)**

- Social worker

**Other (19 responses)**

- Heavy equipment operator
- Laborer (7x)
- Maintenance lead
- Parish minister
- Pastor
- RCA
- Retired (2x)
- Self employed (2x)
- Wal-Mart (2x)
- Wash/sanitation operator

**CHIPPEWA**

**Agriculture (16 responses)**

- Ag Lender
- City Forester
- Dairy Farm partner
- Dairy Farmer (5x)
- Dairy Owner
- Farm hand
- Farm Owner (2x)
- Farming
- Field Service Technician – Land
- Journeyman Meat Cutter
- Self-employed farmer

**Automotive/ Transportation/ Trucking (25 responses)**

- Auto Technician

- Bus driver
- Currier
- Delivery Person
- Driver (2x)
- Fork lift operator
- Independent distribution
- Maintenance Mechanic
- Mechanic
- Owner/operator trucking
- Packer
- Palletizer/shipping
- Part time driver haul farm machinery
- Parts Delivery (2x)
- Riverboat Pilot
- Semi trailer Mechanic
- Transportation designer
- Truck Driver (5x)
- Warehouse Driver

**Construction (13 responses)**

- Carpenter
- Construction
- Drywall hanger
- Electrical Designer
- Electrician
- Electrician – owner/worker
- Floor Installer
- General Foreman (2x)
- Journeyman
- Journeyman – electric (2x)
- Manufacturing and Engineering

**Education (17 responses)**

- Abuse prevention teacher
- Agricultural Education Teacher
- Childcare Teacher
- Dean of students/Athletic director
- English Teacher
- Paraprofessional
- Public Health Educator
- Reading Specialist
- School superintendent
- Teacher (7x)
- Tech ed teacher

**Engineering (3 responses)**

- Design Engineer
- Engineer
- Engineering Tech

**Fabrication (3 responses)**

- Machinist
- Metal Finisher
- Tool and Die

**Financial Services (4 responses)**

- Accountant Tech.
- Investment Representative
- M&I Bank
- Senior Finance Analyst

**Maintenance (14 responses)**

- Housekeeping/ Maintenance
- Janitor/Custodian (2x)
- Maintenance (4x)
- Maintenance Manager
- Maintenance Tech (5x)
- Steamfitter

**Management/ Business Ownership/Leadership (non-gov) (33 responses)**

- Administrative Assistant
- Administrative Support – Confidential
- Administrator
- Assistant Manager
- Associate
- Branch Office Manager
- Co-Manager
- Corporation Officer
- General Manager
- Industry Supervisor
- Manager (2x)
- Manager Pretzel Time
- Office Manager (2x)
- Operations Manager
- Overnight Supervisor
- Owner/Operator (6x)
- Paper Machine Manager
- Regional Manager
- Senior Account manager
- Self-employed
- Shop Foreman
- Social Services Coordinator

- Supervisor (3x)
- Team Leader

**Manufacturing/ Warehouse (18 responses)**

- Extrusion Operator (2x)
- Factory
- Grinder
- Machine Operator (4x)
- Manufacturing Associate
- Operator
- Production
- Production Employee
- Production Supervisor (3x)
- Production Tech
- Quality Assurance Supervisor (2x)

**Medical/ Health (11 responses)**

- Certified Nursing Assistant
- Dental Assistant/Receptionist
- Dental Lab
- L. Medical Record Specialist II
- Nuclear Medicine Technologist
- Nurse
- Nurse Anesthetist
- P.N.
- Registered Care Tech
- Registered Nurse (2x)

**Public Service (12 responses)**

- Captain Firefighter
- Chippewa County
- Chippewa Falls Street Dept. – Heavy Equipment
- Dispatcher
- Firefighter EMT – ID
- Patrol Sergeant
- Postal Employee – Rural Carrier
- Postmaster
- Sanitation Manager
- Social Worker
- US Postal Service
- Zoning Administrator

**Sales/Retail Businesses (6 responses)**

- Cashier (2x)
- Clerk
- Sales Associate

- Sales Representative
- Wal-Mart Distribution

**Service Businesses (36 responses)**

- Advocacy Specialist/Advocate
- Barber/Cosmetology
- Billing Specialist
- Bookkeeper
- Catalog Processor
- Central Office Supply
- Consumer Services
- Cook
- Customer Service Representative
- Customer Service Supervisor
- Designer
- Food service manager
- Front Desk Assistant
- Graphic Tech
- Inservice training director
- Landscaper (2x)
- Laundry/Housekeeping
- Marketing (2x)
- Painter
- Patent Agent
- Property Assessment Technician
- Residential Lending Spec
- Restaurant Manager
- Safety Specialist
- Sales
- Secretary
- Security
- Security Guard
- Service Tech (2x)
- Stain shop worker
- Training Coordinator
- Vacation sales/tour operator
- Waste Water Technician

**Technology (7 responses)**

- Electronic Tech (2x)
- IT
- Network Engineer
- Software Quality Assurance
- Technical Analyst
- Technician



**Utilities** (1 response)

- Lineman

**Other** (25 responses)

- Bohler Operator
- Calibration tech
- Community Integration Specialist
- Components maintenance technician
- Disabled
- Furniture Repair Worker
- Jack of all Trades
- Lab Operator
- Lab Technician
- Laborer (2x)
- M.L.T.
- Operator
- P.C.W.
- PCB Designer
- Physical
- Pleater Operator
- Product Integration engineer
- QA Engineer
- R.C.A.
- Retired (3x)
- Setup
- Super skilled worker

**CLARK**

**Agriculture** (42 responses)

- Assistant Farm Manager
- Buffalo Farmer
- Cheese maker
- Crop Farmer
- Dairy Farm Owner (3x)
- Dairy Farmer (6x)
- Dairy farming – self employed
- Dairy Sales/Service – Owner
- Drost Soil Testing
- Dry Storage Controller
- Farm Labor
- Farmer (18x)
- Herdsman
- Hog Farmer
- Relief milker
- Sheller
- Veterinarian (2x)

**Automotive/ Transportation/ Trucking (30 responses)**

- Auto tech
- Bus Driver (5x)
- Car Denter
- Clark County Route Driver
- Diesel mechanic
- Equipment mechanic
- Machine operator (2x)
- Mechanic (2x)
- Parts and Repair
- Runner
- Shipping and receiving
- Truck Driver (12x)
- Warehouse/truck driver

**Construction (12 responses)**

- Brick mason
- Carpenter (4x)
- Carpenter/foreman (2x)
- Cut off saw
- Drywall finisher
- Electrician
- Iron Worker
- Roofer

**Education (15 responses)**

- Ag Teacher
- Elementary Teacher
- Instructor
- Kindergarten Teacher
- Librarian aid
- Principal
- School Library media specialist
- Special Ed aid
- Teacher (5x)
- UW director
- UW Extension Agent

**Engineering (1 response)**

- Electrical Engineer

**Fabrication (5 responses)**

- Machinist
- Metal Fabrication (2x)
- Shop manager – fabricator

- Welder

**Financial Services (7 responses)**

- Abstract and Title
- Accounting reporting and software specialist
- Accountant
- Banking Coordinator II
- CPA
- Insurance Agency Owner
- Insurance Assistant

**Maintenance (5 responses)**

- Maintenance Supervisor (4x)
- Maintenance worker

**Management/ Business Ownership/Leadership (non-government) (22 responses)**

- Administrative Secretary
- Business Owner
- Coordinator
- Director
- District Administrator
- Manager
- Night Manager
- Office Manager
- Operations Manager
- Owner (4x)
- Owner/operator
- Plant Manager
- RN Case manager
- Sample Coordinator
- Sergeant
- Special Projects Manager
- Supervisor (3x)

**Manufacturing/ Warehouse (17 responses)**

- Assembly
- Dock worker and fork lift operator
- Factory worker (3x)
- Foreman (2x)
- Fork lift operator (2x)
- Line worker
- Machine Operator (3x)
- Manufacturing systems engineer
- Production supervisor
- Quality Technician
- Tool and pick Technician

**Medical/ Health (18 responses)**

- Activity Therapist
- Certified Nursing Assistant (2x)
- Dietary Aide
- Home Health Care
- L.P.N.
- Medical Assistant
- Medical Transcriptions
- Nurse's Aid
- Optometry
- Radiology Tech
- Registered Nurse (4x)
- Registered Sonographer
- Rehabilitation Supervisor
- Retired Nurse

**Public Service (10 responses)**

- City Govt. Management
- Correctional Officer
- Letter Carrier (2x)
- Patrolman
- Post Master
- Security Officer
- Town Clerk – Town of Sherwood
- Township Patrolman
- Water Dept Operator

**Sales/Retail Businesses (8 responses)**

- Auto Dealer
- Bakery
- Parts Dept Sales
- President/Treasurer – sales
- Real Estate Broker
- Sales – kitchen specialist
- Sales (2x)

**Service Businesses (13 responses)**

- Appointment Coordinator
- Bookkeeper
- Caregiver
- Church Janitor
- Consultant
- Cook
- Cook/Dishwasher

- Customer Service
- Fee Estimator
- Library Assistant
- License Day Care Provider
- Outreach Courier
- Service Man

**Technology** (*1 response*)

- Weather Shield

**Utilities** (*1 response*)

- Power Lineman

**Other** (*24 responses*)

- Blender
- CNC Operator
- Colonial Center
- Foster care
- General Crew
- Heavy equipment operator
- Laborer (**11x**)
- Motives Consultant
- Print technician
- Quilter
- Retired
- Self-employed
- Shear Operator
- Stuffer
- Volunteer/Ameri - corp.
- Woodworker

*DUNN*

**Agriculture** (*10 responses*)

- Conservation Planner
- Dairy Farmer (**2x**)
- Farmer
- Farmer/Owner (**3x**)
- Meat Cutter
- Turkey farmer
- Veterinarian

**Automotive/ Transportation/ Trucking** (*12 responses*)

- Delivery Driver
- Driver
- O.T.R. Driver
- Parts Delivery

- Shipping and mail associate
- Shipping Clerk
- Truck Driver (6x)

**Construction (8 responses)**

- Building Inspector
- Carpentry Maintenance
- Concrete Finisher
- Foreman/Carpenter (2x)
- Painter
- Plumber
- Union Bricklayer

**Education (12 responses)**

- 4<sup>th</sup> Grade Teacher
- Educator
- Professor/Dept. Chair
- Teacher (3x)
- Teacher Assistant
- University Services Associate (2x)
- UW – Stout Library Manager
- UW – Stout Sports Information Director
- Water Aerobics instructor

**Engineering (3 responses)**

- Engineering
- Engineering Technician
- Structural engineer

**Fabrication (3 responses)**

- Extrusion tech
- Iron Workers Union
- Machinist

**Financial Services (9 responses)**

- Accountant
- Accountant Journey (2x)
- Claims processor
- Controller
- District Accountant
- Financial planner
- Insurance Agent
- Loan Officer

**Maintenance (2 responses)**

- Facility maintenance specialist

- Maintenance

**Manufacturing/ Warehouse (17 responses)**

- Coating Operation
- Foreman/Supervisor
- Forklift operator
- Lift Driver
- Machine Operator (3x)
- Manufacturing technician
- Operator I
- Operator/Equipment operator
- Production
- Production Associate (2x)
- Production operator
- Production Sawyer
- Production Technician
- Warehouse worker

**Public Service (7 responses)**

- Captain/Fire dept.
- Corrections Officer
- Deputy Sheriff
- Firefighter/EMT
- Reserve Circuit Judge
- Social Worker in training
- Sr. Power Plant operator

**Service Businesses (44 responses)**

- Associate Counselor (AOD)
- Baker (2x)
- Bartender (2x)
- Bookkeeper (2x)
- Backpack order filler
- Caregiver/Personal cares
- Clerical
- Consultant (2x)
- Contract Cleaning
- Cook (3x)
- Custodian (2x)
- Daycare Provider (2x)
- Dishwasher/waitress
- Fast food lead manager
- Food service manager
- Gatehouse clerk
- Home day care
- Inspector

- Janitor (2x)
- Kwik Trip
- Librarian
- Master Plumber (2x)
- Norlight Telecommunications
- Order filler
- Packaging
- Process analyst
- Receptionist
- Reference Librarian
- Sail tester
- Secretary (2x)
- Service worker
- Waitress
- Wal-Mart distribution center

**Technology (4 responses)**

- Information tech specialist
- Technician (2x)
- TTM Technologies Environmental

*EAU CLAIRE*

**Agriculture (3 responses)**

- Environmental Consultant
- Lawn care professional
- Silver Springs Gardens

**Automotive/ Transportation/ Trucking (16 responses)**

- Bauer Built INC
- Brakeman
- Driver
- Mechanic
- receiving and supply
- shipping / receiving
- tri-axle driver
- Truck Driver (8x)
- UPS Driver

**Construction (9 responses)**

- Carpenter (2x)
- construction controller
- Electrical Lineman
- Electrician/ Business owner
- HVAC technician (2x)
- Plumber
- structural designer



**Education (16 responses)**

- Clinical instructor
- Dean Assistant
- German teacher
- Instructor (2x)
- Math instructor
- Microsoft Certified Trainer
- Phys Ed & Athletic Equipment Coordinator
- Professor
- Teacher (7x)

**Fabrication (2 responses)**

- Machinist (2x)

**Financial Services (11 responses)**

- account clerk
- Accountant
- Accountant CEO
- administrative assistant
- bank credit union teller
- billing specialist
- bookkeeper
- finance director
- financial administrator
- Loan Officer
- loan originator

**Law (3 responses)**

- Attorney (2x)
- legal assistant

**Maintenance (5 responses)**

- Maintenance (4x)
- maintenance specialist

**Management/ Business Ownership/Leadership (non-government) (40 responses)**

- administrator
- Assistant Store Manager
- bar manager
- Business Manager
- Co-Owner
- director - alumni relations
- food service manager
- Management (6x)
- office manager

- operations supervisor
- Operator in Charge
- Owner (7x)
- Owner Accurate Tech Plastics
- owner glass company
- Owner licensed Home Daycare
- Project manager, Real Property Division
- proprietor
- retail manager
- secretary & Vice President
- Supervisor (4x)
- Swing Manager
- Tooling Manager
- training manager
- vice president
- Warehouse Manager
- Warehouse Project Manager

**Manufacturing/ Warehouse (6 responses)**

- fork lift operator (2x)
- Machine operator (2x)
- manufacturing supervisor
- Production Operator

**Medical/ Health (17 responses)**

- Accredited medical record tech
- Certified nursing assistance
- CNA healthcare
- hospital administrator
- Lab Tech
- medical record specialist
- nurse manager
- Out patient Director
- Pharmacist
- pharmacy technician
- phlebotomist
- Registered Nurse
- Resident Care Assistant
- residential care tech
- respiratory therapist
- Registered Nurse
- x-ray tech

**Public Service (9 responses)**

- city employee/equipment operator
- Custodian (2x)

- Delivery Person
- labor traffic control
- mail carrier
- police officer
- state trooper
- tour director

**Sales/Retail Businesses (17 responses)**

- driver/sales
- Liquor Salesman
- parts sales
- Purchasing
- retail sales
- route sales
- sales (5x)
- sales consultant
- sales representative
- sport sales manager
- Stocker (2x)
- Store Clerk

**Service Businesses (34 responses)**

- assistant surveyor
- Bartender
- cashier
- Child care provider
- claims processor
- clerical
- customer care rep
- customer service - account manager
- customer service supervisor
- Digital print supervisor
- Estimator
- Exterminator
- hair stylist
- Head Housekeeper
- home care
- janitor (2x)
- meal site worker
- meat cutter
- photo lab tech
- Photo tech
- production operator
- Property Assessment Specialist
- quality auditor
- receptionist

- registered dental hygienist
- Return On Investment specialist
- Risk Manager
- self daycare
- sign language interpreter
- system tech for AT&T
- Tax Examiner
- television production technician
- Unemployment benefit specialist adjuster

**Social Science (1 response)**

- Social worker

**Technology (5 responses)**

- computer sales/service rep
- Electronic Technician
- Electrical Controls Manager
- Information Technology
- IT media

**Other (35 responses)**

- #2 napkin operator
- administrative pastor
- Banquet Captain
- Chainsaw Operator
- Charlton Group – TSR
- Cook
- CPA principal
- Delivery Person
- dental hygienist
- dry lab associate
- factory
- fire range tech
- furnace tech also do any kind of repair
- general labor
- Government Outreach Supervisor
- Laborer (2x)
- Logistics Engineer Specialist
- network engineer
- Operator (3x)
- program engineer
- quality auditor
- Retired (2x)
- Self Employed (3x)
- Semi-skilled worker
- Service Tech

- Sr. GIS Programmer
- systems analyst
- Union Organizer
- woodcarver

*PEPIN*

**Agriculture (18 responses)**

- Agriculture Agent
- Agronomy Sales
- Dairy Farmer (4x)
- Environment Operator
- Farm Hand (3x)
- Farmer (6x)
- Farmer- herdsman
- Self Employed Farmer

**Automotive/ Transportation/ Trucking (29 responses)**

- Auto Repair and Sales
- Bus Driver- Mechanic
- Class A Machine Operator
- Driver (2x)
- Freedom Express Delivery
- Handyman/Bus Driver (CDL)
- Industrial Electrical
- Loader/Haul truck operator
- Mechanic
- Northwest Airlines
- Part-time school bus driver
- Red Wing Shoe Shipping
- Regional ORT Driver
- RV Service Tech
- Tire Re-treader
- Transportation Manager
- Trip Processor
- Truck Driver (9x)
- Truck Driver/Crane Operator
- Wal-Mart Distribution

**Construction (14 responses)**

- Concrete Laborer
- Construction Worker (2x)
- Drywall and Painter
- Furnace Installer
- General Contractor
- HVAC Tech/Service (2x)
- Home Assembly

- Master Electrician
- Painter
- Plumber
- Self-employed Contractor
- Union Carpenter (Lunda Construction)

**Education (13 responses)**

- Chippewa Valley Tech College
- Elementary Teacher
- Math Teacher
- Reading Teacher
- School cook
- School Psychologist
- School teacher
- Teacher (6x)

**Fabrication (4 responses)**

- Machinist (3x)
- Welding

**Financial Services (17 responses)**

- Bookkeeper (2x)
- Clerical Billing
- Clerical Temporary
- Clerk/Treasurer
- banking assistant
- Billing Coordinator
- broker
- City Clerk- treasurer
- Debt Collector
- Invoicing Clerk
- Loan Secretary
- Mortgage Consultant
- patient financial technician
- Payroll/Benefits Specialist
- Retirement Planner
- Teller

**Management/ Business Ownership/Leadership – non-government (53 responses)**

- Advertising manager
- Assistant Manager
- Bar/Restaurant Owner/Manager
- Branch Manager
- Casino Hospitality- Supervisor
- Co-Director
- Corporate Officer

- Director
- Director of Human Services Agency
- Economic Support Socialist Supervisor
- Fleet Mechanic Supervisor
- Foreman
- Forever Fit President/Co-Owner
- General Manager (2x)
- Human Resource Manager
- Manager (4x)
- Manager of Sales Administration
- Operations manager
- Owner of Gift Shop
- Owner of Insurance Agency
- Owner Retail and Wholesale Business
- Owner tulip cabinet co
- Owner- Upholstery business
- Owner/Operator (7x)
- President- Acceleron Medical Systems
- Pricing Manager
- Product Development Manager
- Product Support Manager
- Program Manager (3x)
- Project Manager
- Regional Sales Manager
- Self Employed (2x)
- Service Manager (4x)
- Supervisor
- Supervisor/ Project Manager

**Manufacturing/ Warehouse (12 responses)**

- Assembler
- Factory
- Fork Lift Operator
- Lead man warehouse Bauer - built
- Machine Operator
- Saw Mill Worker
- Warehouse Worker (6x)

**Medical/ Health (19 responses)**

- Certified Nursing Assistant (5x)
- Chippewa Valley Hospital and Oak view Childcare
- Dental Hygienist
- Health Information
- Heart Monitor Tech
- Medical Lab Technician
- Physical Therapist/Supervisor

- Registered Nurse (6x)
- Surgical Assistant
- Surgical R.N.

**Ministry/ Theology (1 response)**

- Youth Minister

**Public Service (8 responses)**

- Assistant Librarian
- Commercial cleaning
- Corrections Officer
- Deputy Sheriff
- Highway Commissioner
- Library Director (2x)
- Social Work

**Sales/Retail Businesses (6 responses)**

- Marketing Coordinator
- Receptionist/Sales
- Reporter/Editor- Pierce County Herald
- Retail Sales
- Sales (2x)

**Service Businesses (28 responses)**

- Bartender (2x)
- Cook
- Cook/Assistant Dietary Manager
- Cook's Helper - Tray Aide
- courier at hospital
- Customer Service Representative
- Designer/Draftsman
- Executive Secretary
- Guest Services
- Janitor (3x)
- Meter Reader Supervisor
- No title-Just stuff newspapers
- Pepin County Senior Services
- Receptionist
- Recycle Attendant
- Safety Coordinator (2x)
- Secretary (2x)
- Warehouse worker (6x)

**Technology (3 responses)**

- Senior Logistic Analyst
- Technologist



- Vice President IT and Operations

**Utilities** (2 responses)

- Utility Supt.
- Utility Technician

**Other** (36 responses)

- Applicator
- Butcher
- Certified Retread Technician
- Coal Handler
- Coding Technician
- Engineer
- Equipment Operator
- Field Technician
- Glass Maker
- Glass manager Colden technician
- Glass Tech
- Ground Service Equipment mechanic
- Heavy Equipment Operator (3x)
- Highway Worker
- I & R Tech
- Insulator
- L.P. Gas Serviceman - Sales and Installation (Furnace and A/C)
- Laborer (7x)
- Locate technician
- Offset Press Operator
- Operator
- Retired Dairy Farmer Right a Way Agent
- Power Plan Operator
- Process Specialist
- Program Tech
- Refining Operator
- Timber Buyer
- United Methodist Minister

*PIERCE*

**Agriculture** (10 responses)

- Dairy farm (5x)
- Farm wife
- Farmer (3x)
- Retired farmer

**Automotive/ Transportation/ Trucking** (15 responses)

- Auto Technician
- Cement truck driver

- Conductor
- Dump truck driver
- Engine rebuilding
- Highway maintenance
- Lift driver
- Mechanic (2x)
- Truck driver (5x)
- Trucking

**Construction (14 responses)**

- Cabinet maker
- Carpenter (2x)
- Carpenter superintendent
- Commercial carpenter (2x)
- Construction worker
- Cudd brothers construction
- Electrician (3x)
- Glass and window repair
- Journeyman plumber
- Plumber (soil tester)

**Education (15 responses)**

- 5<sup>th</sup> grade teacher
- Athletic trainer/ instructor
- Elementary principal
- Horse training
- Job coach/trainer
- Professor (2x)
- Special education aide
- Teacher (6x)
- Teacher's aide

**Engineering (6 responses)**

- Chief engineer
- Engineer (2x)
- Engineering manager (2x)
- SR field engineer

**Fabrication (6 responses)**

- Lead machinist
- Machine shop supervisor
- Metal former
- Model maker
- Sheet metal worker
- Welder mechanic

**Financial Services (11 responses)**

- Account executive
- Accountant
- Accounting assistant
- Accounting manager
- Cash services technician
- Financial advisor
- Financial analyst (2x)
- Financial services executive
- Investor
- Mortgage manager – VP

**Maintenance (3 responses)**

- Machine maintenance
- Maintenance and pool operator
- Maintenance supervisor

**Management/ Business Ownership/Leadership – non-government (33 responses)**

- Administrative assistant (2x)
- Business administration
- CEO (3x)
- Field service manager
- Koudrad Plant manager
- Manager (3x)
- Officer manager (2x)
- Operator/foreman
- Owner (8x)
- Planner/buyer/scheduler
- Precoord/administration specialist
- Production control manager
- Production manager (2x)
- Program director
- Project manager
- Property manager
- Quality supervisor
- Regulatory affairs director
- Superintendent

**Manufacturing/ Warehouse (4 responses)**

- Factory worker (2x)
- Job foreman
- Production scheduler

**Medical/ Health (18 responses)**

- C.N.A (2x)
- Counselor

- Dental assistant
- Dietary worker
- LPN
- Medical transcriptions
- Nursing (2x)
- Paramedic
- Paramedic director
- Physical therapist
- Registered dental hygienist
- Registered Nurse (3x)
- Rehab staff
- Speech pathologist

**Public Service (7 responses)**

- Correction office
- Letter carrier
- Public affairs director
- Securities clerk
- Security officer (2x)
- Water works operator

**Sales/Retail Businesses (7 responses)**

- Bakery wrapper
- Baristar supervisor of whole sale
- National sales manager
- Sales (4x)

**Science (3 responses)**

- Scientist
- Sr. Research scientist
- Vet tech

**Service Businesses (25 responses)**

- Appraiser – residential property
- Bill collector
- Billing analyst
- Clerical
- Community relations manager
- Custodian
- Customer service
- Customer service advocate
- Customer service representative
- Decorative artist
- Early intervention coordinator
- Employment counselor
- Lawn care

- Line cook – restaurant
- Nursing home laundry
- Office work
- Order processor
- Publishing specialist
- Quality control
- River Falls recycle center
- Server (2x)
- Shoe cutter
- Social worker
- Writer/editor

**Technology (8 responses)**

- Advanced technologist
- Audiovisual conference
- Logistics
- Principle software engineer
- Senior technical architect
- Technical service engineer
- Technician
- Technology coordinator

**Other (17 responses)**

- advocate
- Aircraft maintenance supervisor
- Area coordinator
- Circuit board painter
- District representative
- Handy Man
- Heavy Equipment Operator (3x)
- Intern pastor
- Laborer (3x)
- Retired farmer
- Road Maintenance (2x)
- Supply Chain Analyst

*POLK*

**Agriculture (10 responses)**

- Cheese lead (2x)
- Dairy farmer
- Ecologist
- Farmer (2x)
- Garden center manager
- Licensed fertilizer applicator
- Livestock events specialist
- Milk hauler

**Automotive/ Transportation/ Trucking (16 responses)**

- Fork lift driver
- Heavy mobile equipment repair
- Line leader in shipping department
- Mechanic
- Order fulfillment
- Pilot
- Polk county highway
- Production supervisor aircraft maintenance
- Read mix driver
- Receiving
- Repairman
- Shipping receiving clerk
- Traffic signal technician
- Train maintenance
- Truck driver (2x)

**Construction (16 responses)**

- Builder
- Building secretary
- Cabinet maker
- Carpenter
- Construction maintenance
- Construction project manager
- Construction superintendent
- Contractor (2x)
- Electrician (2x)
- Heating and air
- Home inspector
- Lead carpenter
- Maintenance carpenter
- Sheetrock taper

**Education (20 responses)**

- 2<sup>nd</sup> grade teacher
- Elementary teacher
- High school principal (2x)
- Kindergarten teacher
- Long term substitute teacher
- Music teacher
- School guidance counselor
- School maintenance
- Special education teacher
- St. Croix Falls school district
- Teacher (9x)

**Engineering (2 responses)**

- Application engineering
- Engineer

**Fabrication (3 responses)**

- Extruder operator
- Fabricator
- Tooling coordinator

**Financial Services (5 responses)**

- Accountant
- Patient financial services
- Personal banker
- Purchasing agent (2x)

**Management/ Business Ownership/Leadership – non-gov (31 responses)**

- Administration (2x)
- Administrative specialist
- Assistant manager (2x)
- Associate director
- Business owner (2x)
- CEO (2x)
- Department manager
- Executive director (2x)
- Facilities and maintenance manager
- Line lead
- Manager (3x)
- Office manager
- Owner (3x)
- Partner
- President
- Project manager (3x)
- Self employed (3x)
- Supervisor

**Manufacturing/Warehouse (25 responses)**

- Assembly line
- CNC programmer (2x)
- Factory (2x)
- Factory scale operation
- Heavy equipment manager
- Injection molding tech
- Machinist (2x)
- Maintenance (3x)
- Plant operator

- Product handler
- Production (7x)
- Quality assurance manager
- Quality assurance technician
- Ready mix quality control

**Medical/ Health (15 responses)**

- Behavior analyst supervisor
- Chemical dependence specialist
- Fredrick Nursery and Rehab
- Health unit coordinator
- LPN SCRMC
- Lakes region EMS
- Linical laboratory technologist
- Medical coding specialist
- Nursing director
- Personal care worker
- Pharmacist
- Rehabilitation coordinator
- RN (3x)

**Public Service (7 responses)**

- Deputy clerk
- Deputy sheriff
- Jailor
- Polk county highway
- Polk county recycling
- Probation and parole agent
- Rural carrier

**Sales/Retail Businesses (10 responses)**

- Grocery stocker
- Liquor clerk
- Outside salesman
- Sales (7x)

**Science (1 response)**

- Chem. Department specialist

**Service Businesses (17 responses)**

- Barber
- Bartender
- Cashier at Alco
- Cook
- Cosmetologist
- Custodian



- Customer service rep
- Flight attendant
- Food service worker
- Funeral director
- Janitor
- Land surveyor
- Receptionist
- Registration
- Senior business analyst
- Service advisor
- Service manager

**Technology (4 responses)**

- Data tech
- Electronic repair
- Sr. programmer
- Technical writer

**Other (26 responses)**

- Advocate
- Boxer
- Bronze craftsman
- Heavy equipment operator (2x)
- Industrial worker (3x)
- Laborer (7x)
- LTD
- Leadman lasers
- Logistics manager
- Operator
- Pastor
- Planner
- Scanning tech
- Skilled laborer
- Vault specialist
- Video vault
- Wood working

*ST CROIX*

**Agriculture (7 responses)**

- Farm
- Farmer (2x)
- Livestock dealer
- Meat cutter
- Value stream manager
- Veterinarian – food animal

**Automotive/ Transportation/ Trucking (14 responses)**

- Auto body and interior technician
- Auto body Technician
- Automotive Tech
- Driver (2x)
- Locomotive Engineer (2x)
- Mechanic
- Mechanic/Services/Parts/Manager
- Pilot
- School bus driver – special education
- Truck Driver (3x)

**Construction (9 responses)**

- Building inspector
- Carpenter (2x)
- Concrete Sales Representative
- Construction/President
- Electrician (2x)
- Framer
- Journeyman Carpenter

**Education (16 responses)**

- BW School District
- College Professor
- Education admin/principal
- Preschool teacher
- Professor (2x)
- School psychologist
- Speech Lang. Pathologist
- Sub Teacher Caller/School District/Clerical
- Substitute teacher
- Teacher (3x)
- Teacher's assistant
- Violin instructor
- Violin/Guitar Teacher

**Engineering (5 responses)**

- Electrical Engineer
- Field Service Engineer
- Lead research engineer
- Manufacturing engineer
- Senior engineer

**Fabrication (3 responses)**

- Machinist (2x)
- Tool and die maker

**Financial Services (15 responses)**

- Asset Reliability/Predictive Maintenance
- Bank President
- Branch Claim Representative
- Financial Advisor
- Full Charge Bookkeeper
- Insurance Agent (2x)
- Insurance and financial agent
- Investor
- Law, Tax planning
- Loan processor
- Senior Teller
- Sr. Real Estate Taxpayer Services
- Tax Accountant
- Tax Accounting/Supervisor

**Law (2 responses)**

- Judicial paralegal
- Legal Secretary

**Maintenance (1 response)**

- Maintenance Mechanic

**Management/ Business Ownership/Leadership (non-gov) (38 responses)**

- Abstracter/V.P.
- Administrative Assistant (2x)
- Advertising Manager
- Anderson Corp. Supervisor
- Customer Service Leader
- Department Head
- Department Manager
- Director
- Director of Contracts Engineering
- Director of imaging services
- General Manager
- GM/VP/Owner
- Guardian and Item program coordinator
- Logistics Manager
- Lot Manager
- Manager (2x)
- Manager (network operations)
- Office Administrator
- Office Manager (2x)
- Owner
- Owner/Proprietor

- President – Corporation
- Program Coordinator
- Project Manager
- Quality Manager
- Regional Service Coordinator
- Senior Vice President – Operations Risk
- Shift Leader
- Supervisor (3x)
- Team Lead (2x)
- Underwriting Manager
- VP investor management

**Manufacturing/Warehouse (10 responses)**

- Assembler
- Factory
- Factory worker
- Manufacturing tech
- Material handler
- Press operator
- Pressman
- Production operator
- Production Specialist
- Quality Manager

**Medical/ Health (15 responses)**

- Caregiver
- Exam Tech
- Medical Lab Tech
- Medical Sales
- Medical Transcriptions
- Mental Health Practitioner
- MT
- Optician
- Patient Advocate
- Physical Therapist (2x)
- Registered Nurse (4x)

**Public Service (4 responses)**

- Law enforcement
- Meter Monitor
- Probation Officer
- Work center operator

**Sales/Retail Businesses (7 responses)**

- Area Sales Representative
- Fast Food

- Real estate
- Realtor
- Retail
- Retail Sales
- Sales

**Science (3 responses)**

- Chemical engineer
- Environmental Chemist
- Meteorologist/DATA developer

**Service Businesses (22 responses)**

- Career Advisor
- Cook/bartender
- Counselor
- Groundskeeper
- Hair stylist
- Housekeeper in Motel
- Landscaper/Vice president
- Marketing – Public relations
- Mowing lawns and plowing snow
- Office worker
- Printed material analyst
- Publishing specialist
- Quality Control
- Quality Document Administrator
- Salesperson Anderson Ford
- Secretary (2x)
- Senior Publisher
- Server/Host/Trainer
- Service Administrator
- Service Tech
- Writer

**Technology (12 responses)**

- 3M Tech
- Applications Developer
- Applications engineer
- Audio Visual Technician
- Computer consultant
- Human research specialist
- IT Consultant
- Program Technician
- Software developer
- System architect
- Web developer – info tech

- Web engineer

**Utilities** (1 response)

- Utility Technician

**Other** (13 responses)

- Installation foreman
- Laborer (5x)
- Operation Specialist
- Reporter
- Retired (2x)
- Shareowner representative
- Technician
- Unemployed

**Q23. Current Employment #2, Occupation – Job Title**

*BARRON*

**Agriculture** (2 responses)

- Farmer (2x)

**Automotive/ Transportation/ Trucking** (1 response)

- Lube Tech

**Construction** (1 response)

- Carpentry

**Education** (3 responses)

- Adjunct Professor – Viterbo
- Instructor
- Teacher

**Financial Services** (1 response)

- Cashier

**Management/Business Owners** (2 responses)

- Self – Employed Construction (2x)

**Public Service** (2 responses)

- Utility Commissioner
- Village President

**Sales/Retail Businesses** (1 response)

- Sales

**Service Businesses** (9 responses)

- Bartender (2x)

- Church
- Church Organist
- Lehman's supper Club
- Rice Lake Consultant Center
- Server
- USAF Rep
- Waitress/Bartender

**Transportation (1 response)**

- Truck Driver

**CHIPPEWA**

**Agriculture (6 responses)**

- Farm Owner/Operator (2x)
- Farm Repair
- Horse Breeder and Trainer
- Logger
- Self-Taxidermist

**Education (4 responses)**

- Children's Program Specialist
- Instructor
- Part-time Teacher
- Sub Teacher University Teaching Position

**Management/Business Owners (3 responses)**

- Coordinator
- Office Manager
- Self-Owner/Operator

**Public Service (3 responses)**

- Fire Captain
- Town Clerk
- Volunteer Fire Department

**Sales/Retail Businesses (2 responses)**

- New Car Dealer
- Sales Associate

**Service Businesses (2 responses)**

- Consultant
- Housekeeping

**Technology (1 response)**

- Network Marketer

**Other (5 responses)**

- Fishing Guide/Tournaments
- Heavy Equipment Operator (2x)
- Housewife
- Intel Officer

CLARK

**Agriculture (4 responses)**

- Assistant Waste Water Treatment Operator
- Farmer (2x)
- LTE Forestry Tech

**Automotive/ Transportation/ Trucking (3 responses)**

- Bus Driver
- Truck Driver (2x)

**Construction (1 response)**

- Carpenter

**Education (2 responses)**

- Substitute Teacher (2x)

**Financial Services (1 response)**

- Bookkeeping

**Management/Business Owners (1 response)**

- Supervisor – Accounts Receivable

**Medical/ Health (2 responses)**

- Norwood Healthcare
- Radiology Tech

**Public Service (2 responses)**

- Church Organist
- US Army N.G.

**Sales/Retail Businesses (3 responses)**

- Cabinet Sales
- Clerk at Convenience Store
- Salesman

**Service Businesses (3 responses)**

- Clean Houses
- Office Work
- Secretary



**Other (3 responses)**

- Contractor
- Domestic
- Figis Inc.

*DUNN*

**Agriculture (1 response)**

- Manure Truck Driver

**Construction (1 response)**

- Foreman/Carpenter

**Financial Services (1 response)**

- Accountant

**Management/Business Owners (1 response)**

- Self – Employed

**Medical/ Health (2 responses)**

- LPN – Agency
- Nurse

**Public Service (2 responses)**

- Choir Director
- Tour Guide

**Service Businesses (2 responses)**

- Clerk
- Hair Dresser

**Other (3 responses)**

- Logistics Associate
- Operations Expert
- Park side Scoogs

*EAU CLAIRE*

**Agriculture (1 response)**

- Land Surveyor (private)

**Automotive/ Transportation/ Trucking (2 responses)**

- Market America Distribution
- Motor Coach Operator

**Construction (1 response)**

- Welder

**Financial Services** (1 response)

- Bookkeeper

**Law** (1 response)

- Lawyer

**Management/Business Owners** (2 responses)

- Business Manager
- Night Super

**Manufacturing/Warehouse** (1 response)

- General Laborer

**Medical/ Health** (2 responses)

- CNA
- RN

**Public Service** (1 response)

- Patrol Officer

**Service Businesses** (5 responses)

- Bar Tender
- Consultant
- Hair Dresser
- Handyman
- Janitor

**Other** (3 responses)

- Food Demonstrator
- Freelance Voice Talent
- Worship and Arts Staff

*PEPIN*

**Agriculture** (5 responses)

- Animal Caretaker
- Farming (3x)
- Horsemanship Instructor

**Automotive/ Transportation/ Trucking** (3 responses)

- Always Transit
- Truck Driver (2x)

**Construction** (1 response)

- Wall Specialist

**Fabrication** (2 responses)

- Machinist (2x)

**Financial Services (4 responses)**

- Bank Teller
- Bookkeeper (2x)
- Tax Preparer

**Management/Business Owners (2 responses)**

- Parts Manager
- Self – Employed

**Medical/ Health (1 response)**

- RN

**Public Service (4 responses)**

- County Board Supervisor
- EMT (2x)
- Town Treasurer

**Sales/Retail Businesses (2 responses)**

- RE Sales and Assessing
- Real Estate and Auction Owner

**Service Businesses (5 responses)**

- Cleaner
- Cleaning Lady
- Erv Smith Services
- Host
- Janitor

**Other (2 responses)**

- Clerical
- Program Worker

***PIERCE***

**Agriculture (2 responses)**

- Farmer
- Milk Truck Driver

**Automotive/ Transportation/ Trucking (1 response)**

- Power Limited Technician

**Construction (1 response)**

- Sheet Rock Taper

**Public Service (2 responses)**

- Fire Fighter, EMT
- Township Treasurer

**Service Businesses (8 responses)**

- Bartender (2x)
- Consulting
- Cook
- Custodian
- Hostess
- Office Assistant
- Waitress

**Other (1 response)**

- Musician

*POLK*

**Construction (2 responses)**

- Construction
- Small Excavator Business

**Education (1 response)**

Preschool Teacher

**Management/Business Owners (1 response)**

- Self – Employed

**Manufacturing/ Warehouse (1 response))**

- Machine Maintenance

**Medical/ Health (5 responses)**

- Adult Foster Care Giver
- Hospice
- Personal Care Attendant
- RN
- RN in Pool

**Public Service (5 responses)**

- Army Reserves
- Firefighter
- Lifelink III
- Shelter Advocate
- US Military

**Sales/Retail Businesses (4 responses)**

- Associate
- Real Estate (2x)

- Sales Associate

**Service Businesses (8 responses)**

- Bartender
- Clerk
- Housekeeping (2x)
- Janitor
- Loss Mitigation Consultant
- Personal Chef
- Ski Instructor

**Other (3 responses)**

- Neways Independent Distributor
- Operator
- Weaver

*ST. CROIX*

**Agriculture (4 responses)**

- Farmer (3x)
- Landscaper

**Automotive/ Transportation/ Trucking (2 responses)**

- Mechanic
- Truck Driver

**Construction (1 response)**

- Stucco Labor

**Financial Services (1 response)**

- Bank Courier

**Manufacturing/ Warehouse (1 response)**

- Laborer

**Medical/ Health (5 responses)**

- Counselor/Massage
- Qualified Residential Caregiver
- RN (2x)
- Therapist

**Public Service (1 response)**

- EMT BIV

**Sales/Retail Businesses (2 responses)**

- Pro Sales
- Real Estate Broker

**Service Businesses (4 responses)**

- Cook
- Customer Service
- Hair Stylist
- Independent Stylist

**Other (3 responses)**

- Closed File Clerk
- Loss Prevention Inspector
- Special Occasion Music

**Q23. Current Employment #2, Type of Industry Employed In  
BARRON**

**Agriculture (2 responses)**

- Agriculture (2x)

**Automotive/ Transportation/ Trucking (1 response)**

- Automotive

**Construction (1 response)**

- Building/Construction

**Education (2 responses)**

- College
- Technical College

**Medical/ Health (2 responses)**

- Nursing
- Nursing Home

**Sales/Retail Businesses (1 response)**

- Network Marketing

**Service Businesses (6 responses)**

- Bar
- Restaurant (4x)
- Service

**Utilities (1 response)**

- Public Utilities

**CHIPPEWA**

**Agriculture (6 responses)**

- Ag
- Beef/Crops

- Environmental
- Farm Repair
- Hunter/Jumper (Ag)
- Logging

**Construction (2 responses)**

- Carpentry
- Residential

**Education (4 responses)**

- Education (2x)
- CVTC
- Teaching

**Medical/ Health (1 response)**

- Total Wellness Co.

**Public Service (3 responses)**

- Fire Dept.
- Government
- Military

**Sales/Retail Businesses (1 response)**

- Sales – Retail

**Service Businesses (2 responses)**

- Family Services
- Fishing/Tourism

**Other (2 responses)**

- Insurance
- Operator

*CLARK*

**Agriculture (7 responses)**

- Agriculture (2x)
- Farming (2x)
- Seed Sales
- Wisconsin Dept of Ag

**Automotive/ Transportation/ Trucking (2 responses)**

- Trucking (2x)

**Construction (4 responses)**

- Cabinetry
- Construction (2x)

- Gravel Com

**Education (2 responses)**

- Education
- Public School

**Medical/ Health (2 responses)**

- Health Care
- Medical – Hospital

**Sales/Retail Businesses (1 response)**

- Mail Order/Gifts

**Other (1 response)**

- Small Businesses

*DUNN*

**Agriculture (1 response)**

- Farmer

**Construction (2 responses)**

- Commercial and Residential
- Construction

**Medical/ Health (2 responses)**

- Nursing Homes (2x)

**Sales/Retail Businesses (1 response)**

- Office Supplies

**Service Businesses (3 responses)**

- Auctioneer
- Office
- Restaurant and Lounge

**Other (1 response)**

- Non-Profit

*EAU CLAIRE*

**Agriculture (1 response)**

- Equestrian Center

**Automotive/ Transportation/ Trucking (1 response)**

- Auto

**Construction (1 response)**



- Construction

**Medical/ Health** (1 response)

- Medical

**Public Service** (6 responses)

- Church
- Law Enforcement
- Parks and Rec. Community
- Radio/TV
- Service (2x)

**Sales/Retail Businesses** (4 responses)

- Cub Foods
- Retail
- Sales and Marketing
- Store Clerk

**Service Businesses** (3 responses)

- Bar
- Cleaning – home/office
- Rental Housing Private

**Other** (1 response)

- Law

*PEPIN*

**Agriculture** (6 responses)

- Ag
- Agri-business
- Dairy Farm
- Equine
- Farm
- Milk Truck

**Automotive/ Transportation/ Trucking** (2 responses)

- Automotive
- Trucking

**Construction** (5 responses)

- Air Conditioning Designer
- Excavating Contractor
- Home Building
- Metal Fabrication (2x)

**Financial Services** (1 response)

- Banking

**Management/Business Owners (2 responses)**

- Owner/Operator
- Self – Employed

**Medical/ Health (2 responses)**

- Healthcare
- Medical

**Public Service (4 responses)**

- Government
- Pepin County Social Services
- Post Office
- Township

**Sales/Retail Businesses (2 responses)**

- Real Estate
- Real Estate and Auction

**Service Businesses (5 responses)**

- Bar Restaurant
- Business
- Clean for Business
- Cleaning
- Service

**Other (1 response)**

- Private Non-Profit

*PIERCE*

**Agriculture (2 responses)**

- Agriculture
- Dairy

**Construction (1 response)**

- Construction

**Financial Services (2 responses)**

- Accounting (2x)

**Management/Business Owners (1 response)**

- Self – Employed

**Public Service (3 responses)**

- Church
- EMS
- Fundraising

**Service Businesses (5 responses)**

- Bartending
- Office
- Restaurant (3x)

**Other (2 responses)**

- Gilman
- Travel

*POLK*

**Agriculture (3 responses)**

- Beef Farm
- Landscaping
- Residential and Land

**Education (2 responses)**

- APU
- Preschool

**Management/Business Owners (1 response)**

- Home Based

**Medical/ Health (5 responses)**

- Group home
- Healthcare (2x)
- Medical
- Nursing Home

**Public Service (3 responses)**

- EMS
- Government
- Non – Profit Shelter

**Sales/Retail Businesses (6 responses)**

- Hardware Store
- Multi Level Marketing
- Real Estate
- Retail (2x)
- Sales

**Service Businesses (6 responses)**

- Cleaning

- Food
- Janitorial
- Job Shop
- Service
- Ski Resort

**Other (2 responses)**

- Factory/Offices
- Hobby

*ST. CROIX*

**Agriculture (2 responses)**

- Cash Crop Farming
- Farmer

**Automotive/ Transportation/ Trucking (2 responses)**

- Cars
- Transportation

**Construction (3 responses)**

- Construction (2x)
- Excavating

**Medical/ Health (4 responses)**

- Healthcare – Agency
- Health/Personal Care
- Nursing
- Personal Care

**Public Service (1 response)**

- EMS

**Sales/Retail Businesses (3 responses)**

- Home Depot
- Liquor Store
- Retail

**Service Businesses (5 responses)**

- Clerical – Legal
- Cosmetology
- Hair Care
- Restaurant
- Wedding and Special Events

**Q24. Desired Employment – Job Title**

*BARRON*

**Automotive/ Transportation/ Trucking (1 response)**

- Pilot

**Education (1 response)**

- Logistics Teacher

**Management/Business Owners (7 responses)**

- Body Shop Management
- Buyer/Manager
- CEO
- Resource Management
- Sales Marketing Manager
- Self – Employed
- Self – Employed – Auto Repair

**Mechanical (1 response)**

- Mechanical Design

**Medical/ Health (2 responses)**

- COT
- Medical

**Sales/Retail Businesses (1 response)**

- Network Marketing

**Science (1 response)**

- Biologist

**Service Businesses (1 response)**

- Consumer Safety Inspector

**Technology (1 response)**

- Computer Technician

**Other (3 responses)**

- Insurance Writer
- President of USA
- Unemployment/Retiring

*CHIPPEWA*

**Agricultural/Environment (1 response)**

- Farm/Ag/Construction

**Automotive/ Transportation/ Trucking (1 response)**

- Pilot

**Construction (1 response)**

- Maintenance Electrician

**Education (1 response)**

- Public Education

**Engineering (4 responses)**

- Engineering
- Engineer/Programmer
- High Tech Engineering
- Product Development Engineer

**Financial Services (1 response)**

- Accountant

**Management/Business Owners (3 responses)**

- Manager of a Store (apparel)
- Possibly Own Business
- Supervisory

**Medical/ Health (1 response)**

- Registered Nurse

**Public Service (1 response)**

- To be Employed by the State of WI

**Sales/Retail Businesses (1 response)**

- Clerk/Cashier

**Science (1 response)**

- Chemical, Polymer Eng, Chemist

**Service Businesses (4 responses)**

- Customer Service
- Interior Design
- Office Work
- Quality Control

**Technology (2 responses)**

- Computer Processing
- Computer Work

**Other (6 responses)**

- Job Paying over \$12 an Hour
- Learn a Trade. Auto Mech. Or Sales

- Printed Circuit Design
- Some Place Closer to Home
- USAF Retired
- Work With Children

*CLARK*

**Agriculture** (3 responses)

- Farmer
- Grain Farmer
- Wisconsin Dept. of Ag

**Education** (1 response)

- Part – Time Teaching

**Financial Services** (1 response)

- Accounting

**Management/Business Owners** (1 response)

- Owner

**Manufacturing/Warehouse** (1 response)

- Labor

**Medical/ Health** (5 responses)

- Healthcare – Daycare
- Medical Coder
- Medical Technician
- Medical Transcriptionist
- Nursing or Counseling

**Public Service** (1 response)

- Social Worker

**Service Businesses** (3 responses)

- Appraisal
- Daycare
- General Secretary

**Other** (4 responses)

- Paralegal or PCW
- Robotic Weapons
- Sports
- Unsure about what I want to do with the rest of my life.

*DUNN*

**Automotive/ Transportation/ Trucking** (2 responses)

- Truck Driver (2x)

**Construction** (1 response)

- Finish Carpentry

**Education** (5 responses)

- Physical Ed Teacher – Coach
- School Counselor
- Teacher
- Teacher’s Aid
- Work for School District

**Financial Services** (3 responses)

- Accountant (3x)

**Law** (1 response)

- Paralegal

**Management/Business Owners** (4 responses)

- Art Director
- Director of Programs
- Self – Employment (2x)

**Manufacturing/Warehouse** (2 responses)

- Equipment Operator
- Machine Operator

**Medical/ Health** (1 response)

- Renal Dialysis Tech.

**Public Service** (2 responses)

- Social Services
- Social Worker Certified

**Sales/Retail Businesses** (1 response)

- Convention Sales – Hotel and Convention Center

**Service Businesses** (1 response)

- Office Assistant

**Technology** (1 response)

- Computers & Networking

**Other** (3 responses)

- Crane Operator
- Freelance Graphics Company



- Telecommunications

*EAU CLAIRE*

**Automotive/ Transportation/ Trucking** (1 response)

- Truck Driving

**Education** (2 responses)

- Teacher or Professor
- Technical College Instructor

**Financial Services** (1 response)

- Accountant

**Management/Business Owners** (1 response)

- Business Management

**Medical/ Health** (3 responses)

- Healthcare Worker
- Nursing CNA
- Ultrasound Tech.

**Public Service** (1 response)

- Postal Service

**Service Businesses** (2 responses)

- Human Services
- Waitress

**Social Science** (1 response)

- Psychology/Social Work

**Technology** (4 responses)

- Computer Aided Design CAD Maybe
- Computer Prototype and Repair
- GSI – Phone
- Telephone Tech

**Other** (5 responses)

- Lottery Winner
- Project Design/Faculty Development
- Retired Supervisor
- Retired \*teeheehee\*
- Work in Eau Claire

*PEPIN*

**Automotive/ Transportation/ Trucking** (1 response)

- Truck Driving P/T

**Construction** (1 response)

- Draftsman

**Education** (1 response)

- Part-time High School Chemistry/Physics Teacher

**Fabrication** (1 response)

- Machinist

**Financial Services** (2 responses)

- Accountant
- Bookkeeper

**Management/Business Owners** (2 responses)

- Director of Safety
- Own my own Car Shop

**Medical/ Health** (5 responses)

- Health Related Office Work
- Nursing
- RN (2x)
- Voc Rehab

**Sales/Retail Businesses** (4 responses)

- Auctioneer
- Part Time in a Large Store
- RE Sales Appraising
- Sales

**Service Businesses** (4 responses)

- Counselor
- Human Resources
- Life Counselor
- Secretary

**Other** (1 response)

- Open

*PIERCE*

**Agriculture** (1 response)

- Forest Work or Forest Ranger

**Construction** (1 response)

- In-house plumber at University or School

**Education (4 responses)**

- 1<sup>st</sup> – 6<sup>th</sup> Grade Teacher
- College Professor
- Teacher
- Teacher in WI

**Fabrication (1 response)**

- Mold Maker

**Financial Services (1 response)**

- Accountant

**Management/Business Owners (4 responses)**

- Owner – Coffee/Art Gallery or Retail
- Self – Employed (2x)
- Sports Admin

**Manufacturing/Warehouse (1 response)**

- Warehouse/Laborer

**Medical/ Health (6 responses)**

- CNA
- Health Care Administration
- Hospital
- Medical Assistant
- Medical Transcription (stay at home)
- Registered Nurse

**Public Service (2 responses)**

- County Solid Waste Dept.
- Social Worker

**Service Businesses (4 responses)**

- Cook
- Office
- Office Cleaning
- Receptionist

**Other (8 responses)**

- Actuary
- Anything Flexible
- Cost Estimating
- Fiction Writer
- Open/Looking
- Public Art Commissions

- Undecided
- Work I can do from home

*POLK*

**Agriculture** (3 responses)

- Ecologist – Research, Education, Writing, GLS Tech
- Farmer
- Lawn Care

**Financial Services** (1 response)

- Tax Preparer

**Management/Business Owners** (12 responses)

- Administrative
- Lumberyard Owner
- Maintenance Supervisor
- Management
- Managerial or consulting healthcare or business consulting currently FT student
- Production Manager
- Quality Manager, Analyst, Engineer, Test Tech,
- Self – Employed
- Supervision or Management
- Supervisor (2x)
- Vice President or President of a sales and marketing company

**Medical/ Health** (3 responses)

- Medical Examiner
- Medical Transcriptionist at home
- Nurse

**Public Service** (3 responses)

- EMS Field
- Librarian
- State or Civil Worker

**Sales/Retail Businesses** (1 response)

- Sales Rep

**Technology** (3 responses)

- Computer Programmer/Analyst
- Technical position
- Video Editor

**Other** (8 responses)

- Colonial Craft
- I would like something with more hours. Around 5-6 hours. 8-2.

- None – just retired this week
- Open
- Same
- Something m-f Day shift with a livable wage
- Technical Writing
- Working with Kids

*ST CROIX*

**Automotive/ Transportation/ Trucking (2 responses)**

- Auto Mechanic
- Driver

**Construction (2 responses)**

- Construction
- Highly Physical Work Carpenter/Mechanical Work

**Education (2 responses)**

- Elementary Teacher
- Higher Education

**Management/Business Owners (8 responses)**

- Business Owner
- Business Owner LPC
- Director/up
- Management
- Project Manager
- Risk Manager
- Self – Employed (2x)

**Medical/ Health (1 response)**

- RN

**Public Service (4 responses)**

- Child Services
- Director of Church Group
- Local Utility Companies County or State Job
- Police Officer

**Sales/Retail Businesses (3 responses)**

- Sales (2x)
- VP Sales

**Service Businesses (4 responses)**

- Chef
- Licensed Professional Counselor
- Paralegal Secretary

- Person-to-Person Customer Assistant

**Social Science** (1 response)

- Human Research Specialist

**Other** (5 responses)

- Any
- Lawyer
- Not Sure
- Retirement
- Same but at UWRF

**Q24. Desired Employment – Type of Industry Employed In**  
*BARRON*

**Agriculture** (1 response)

- Forest Management/Water Resources

**Automotive/ Transportation/ Trucking** (1 response)

- Aviation

**Management/Business Owners** (1 response)

- My Own Business

**Public Service** (1 response)

- Government

**Sales/Retail Businesses** (2 responses)

- Grocery/Non-food
- Sales

**Service Businesses** (2 responses)

- Customer Service
- Office

**Other** (2 responses)

- Communications
- Insurance

*CHIPPEWA*

**Automotive/ Transportation/ Trucking** (1 response)

- Airline

**Management/Business Owners** (1 response)

- Single Business

**Manufacturing/Warehouse (1 response)**

- Manufacturing

**Medical/ Health (2 responses)**

- Hospital
- Medical Field

**Sales/Retail Businesses (2 responses)**

- Design/Sales
- Sales

**Science/Technology (2 responses)**

- Computer
- Technical

**Other (3 responses)**

- Any
- Furniture
- Not a 7 Day Swing Shift

CLARK

**Agriculture (1 response)**

- Dairy

**Construction (2 responses)**

- Construction
- Residential

**Financial Services (1 response)**

- Payroll Clerk – Typist or Working with Numbers

**Management/Business Owners (1 response)**

- Management

**Medical/ Health (1 response)**

- Healthcare

**Service Businesses (2 responses)**

- Legal / Group homes
- Maintenance

DUNN

**Automotive/ Transportation/ Trucking (1 response)**

- Shipping

**Construction (2 responses)**

- Construction (2x)

**Education (1 response)**

- Elementary Education

**Medical/ Health (1 response)**

- Director of Alzheimer's or Senior Living Program

**Public Service (1 response)**

- Social Services

**Sales/Retail Businesses (2 responses)**

- Advertising
- Advertising /Design /DTP

**Technology (2 responses)**

- Networking
- Telecommunication

**Other (3 responses)**

- Home
- Meeting & Special Events
- Woodworking

*EAU CLAIRE*

**Agriculture (1 response)**

- Wildlife Biology

**Automotive/ Transportation/ Trucking (1 response)**

- Transportation

**Education (2 responses)**

- Academic
- Higher Education

**Manufacturing/Warehouse (1 response)**

- Factory

**Sales/Retail Businesses (1 response)**

- Sales

**Service Businesses (1 response)**

- Restaurant

**Technology (1 response)**

- Telephone



**Other** (4 responses)

- Building Former Occupation
- Golf Course
- Maintenance
- Multi-State Racket

*PEPIN*

**Automotive/ Transportation/ Trucking** (2 responses)

- Transportation
- Truck Driver

**Construction** (1 response)

- Building – Architecture

**Education** (1 response)

- Education

**Medical/ Health** (2 responses)

- Industrial Health
- Medical Field

**Public Service** (1 response)

- Social Work

**Sales/Retail Businesses** (1 response)

- Real Estate

**Other** (2 responses)

- Corporate
- Human Resource

*PIERCE*

**Agriculture** (1 response)

- Agriculture

**Construction** (1 response)

- Construction

**Education** (5 responses)

- College Level Teaching
- Education (3x)
- School/Gym

**Financial Services** (1 response)

- Financial

**Manufacturing/Warehouse (2 responses)**

- Machine Maintenance & Manufacturing
- Paper Making

**Medical/ Health (2 responses)**

- Hospital
- Medical

**Technology (1 response)**

- IT

**Other (3 responses)**

- Any
- Business
- Whatever is Available

*POLK*

**Agriculture (1 response)**

- Grain and Beef Production

**Education (1 response)**

- Education

**Maintenance (1 response)**

- Building Maintenance

**Management/Business Owners (1 response)**

- Business Owner

**Manufacturing/Warehouse (2 responses)**

- Lumberyard
- Manufacturing

**Medical/ Health (1 response)**

- Healthcare

**Public Service (1 response)**

- Government

**Technology (1 response)**

- Information Technology

**Other (3 responses)**

- Any
- Media

- Woodworking

*ST CROIX*

**Automotive/ Transportation/ Trucking** (1 response)

- Auto Repair

**Education** (1 response)

- Education

**Law** (2 responses)

- Law Firm
- Legal Setting

**Manufacturing/Warehouse** (2 responses)

- Labor Force
- Printing

**Medical/ Health** (1 response)

- Healthcare

**Service Businesses** (1 response)

- Restaurant

**Social Science** (1 response)

- Sociology

**Other** (4 responses)

- Insurance
- Predictive Maintenance
- Religion
- Senior

**Q25. Location, City**

*BARRON*

- Almena
- Amery
- Barron (23x)
- Birchwood (3x)
- Blaine
- Bloomer (2x)
- Cameron (2x)
- Chetek (4x)
- Chippewa Falls
- Clayton
- Comstock

- Cumberland (4x)
- Dallas
- Janesville
- Minneapolis
- Moundsview
- Northern WI
- Prairie Farm
- Rice Lake (25x)
- Ridgeland
- Shell Lake
- Spooner
- St. Cloud
- Turtle Lake (6x)
- Webster
- Withee

*CHIPPEWA*

- Arcadia
- Baldwin
- Billerica, MA
- Bloomer (6x)
- Boyd
- Cadott (2x)
- Cape Girranow
- Chetek (2x)
- Chippewa Falls (37x)
- Clark County
- Colfax
- Cornell
- Eagan
- Eau Claire (41x)
- Elk Mound
- Faribault
- Gilman
- Jim Falls
- Ladysmith (3x)
- Menomonie (5x)
- MN
- MO
- Osseo
- Owen (2x)
- Rice Lake (2x)
- St. Cloud, MN
- Stanley (8x)
- Stout
- Thorp

*CLARK*

- 9-12 State Area
- Abbotsford **(3x)**
- Black River Falls **(3x)**
- Clark
- Colby **(4x)**
- Curtiss
- Dorchester **(3x)**
- Eau Claire **(2x)**
- Fenwood
- Granton **(2x)**
- Greenwood **(3x)**
- Lake Wissota
- Loyal **(5x)**
- Marshfield **(18x)**
- Medford **(4x)**
- Merrilan
- Neilsville **(17x)**
- Owen **(6x)**
- Shakopee
- Spencer **(11x)**
- Stanley **(3x)**
- Stetson
- Stevens Point
- Stratford **(2x)**
- Thorp **(9x)**
- Willard
- Withee

*DUNN*

- Baldwin **(3x)**
- Bayport **(2x)**
- Boyceville **(2x)**
- Chippewa Falls **(3x)**
- Clear Lake
- Continental US
- Downing
- Durand
- Eau Claire **(11x)**
- Elk Mound
- Emerald
- Hudson
- La Crosse
- Lester Prairie
- Long Lake

- Menomonie (**42x**)
- Mondovi (**2x**)
- New Brighton
- Red Wing
- Rice Lake
- Ridgeland
- River Falls
- Rochester
- St. Paul
- Varies
- Wabasha
- West Central WI (**3x**)
- Wheeler
- Wilson
- Woodville

*EAU CLAIRE*

- Altoona (**3x**)
- Arcadia
- Boyd
- Cadott
- Chippewa Falls (**9x**)
- Eau Claire (**69x**)
- Fall Creek (**2x**)
- Golden Valley
- Lake Halle
- Menomonie (**3x**)
- Mondovi
- Osseo
- Sparta
- State Wide Transport
- West Central Wisconsin (**2x**)
- Winona
- Wisconsin

*PEPIN*

- 4 County Area
- Alma (**2x**)
- Baldwin
- Chippewa Falls (**4x**)
- Downsville
- Durand (**46x**)
- Eagan (**2x**)
- Eau Claire (**15x**)
- Eleva
- Elmwood (**2x**)

- Fridley (2x)
- Hager City (2x)
- Hastings
- Inver Grove
- Knapp
- Lake City
- Lakeland
- Maiden Rock
- Menomonie (11x)
- Minneapolis (2x)
- Minnesota
- Mondovi (4x)
- Mounds View
- Pepin (10x)
- Plum City (4x)
- Red Wing (9x)
- River Falls
- Rochester
- St. Paul (3x)
- Stockholm
- Twin Cities Metro
- Various
- Wabasha (6x)
- Welch

*PIERCE*

- Alexandria
- Baldwin
- Cottage Grove (2x)
- Durand
- Eagan (6x)
- Eden Prairie
- Ellsworth (9x)
- Elmwood
- Hager City
- Hammond (3x)
- Hanger City
- Hastings (2x)
- Hudson (5x)
- Maplewood
- Marshfield
- Mendota Heights
- Menomonie (2x)
- Minneapolis (7x)
- New Richmond
- Oakdale

- Osceola
- Plum City (2x)
- Prescott
- Red Wing (12x)
- River Falls (14x)
- Roberts
- Rochester
- Rosemont (2x)
- Roseville
- Spring Valley (3x)
- St. Paul (14x)
- Stillwater (2x)
- Stozz
- Twin Cities (2x)
- Welch
- White Bear Lake
- Woodbury

*POLK*

- Amery (9x)
- Arden Hills
- Baldwin
- Balsam Lake (6x)
- Bayport (5x)
- Blaine
- Cambridge
- Center City (3x)
- Centuria
- Clayton (2x)
- Clear Lake (5x)
- Cumberland
- Cushing
- Dresser (4x)
- Eagan (2x)
- Elk
- Faribault
- Fon Du Lac
- Forest Lake
- Frederic (3x)
- Hudson
- Luck
- Milltown (2x)
- Minneapolis (4x)
- Minnetonka
- New Richmond (4x)
- North Branch (2x)



- Osceola (7x)
- Rice Lake
- River Falls
- Shafer (2x)
- Shoreview
- Siren (2x)
- St. Croix Falls (9x)
- St. Paul (6x)
- Stillwater (3x)
- Twin Cities (2x)
- Western WI and MN
- White Bear Lake (2x)
- Wyoming

*ST. CROIX*

- Afton
- Amery
- Apple Valley
- Area Schools
- Baldwin (9x)
- Bayport (4x)
- Bloomington (2x)
- Burnsville
- Coon Rapids
- Cottage Grove (2x)
- Eagan (4x)
- Edina
- Fridley
- Hammond (2x)
- Hudson (16x)
- Maplewood
- Menomonie (2x)
- Metro
- Minneapolis (6x)
- MN (9x)
- New Brighton
- New Richmond (5x)
- River Falls (9x)
- Roberts
- Shoreview
- Somerset
- St. Croix County (2x)
- St. Paul (25x)
- Stillwater (8x)
- Twin Cities
- Wilson

- Woodbury (4x)
- Woodville

**Q26. Current Employment #2, Job Location (city)**

*BARRON*

- Barron
- Lacrosse
- Minneapolis
- Rice Lake (5x)

*CHIPPEWA*

- Chetek
- Chippewa Falls
- Eau Claire
- Jim Falls (2x)
- New Auburn

*CLARK*

- Black River Falls
- Clark
- Greenwood (3x)
- Marshfield (4x)
- Owen

*DUNN*

- Glenwood City
- Menomonie (2x)

*EAU CLAIRE*

- Eau Claire (6x)
- Menomonie
- Minneapolis

*PEPIN*

- Eau Claire (2x)
- Pepin (3x)
- Woodville (2x)

*PIERCE*

- Arlington, TX
- Hanger City
- Hudson
- Plum City (2x)
- River Falls (2x)
- Spring Valley

### *POLK*

- Clearlake
- Dresser
- Luck
- Milltown
- Minneapolis
- Osceola
- Roseville
- St. Croix Falls
- St. Paul

### *ST. CROIX*

- Baldwin (2x)
- Home
- Hudson (5x)
- Minneapolis
- New Richmond
- River Falls (5x)
- St. Paul
- Woodville

## **Q21. General Comments**

### *BARRON*

#### **Economy**

- I have worked for 23 years and 4 different factory jobs. Two of the factory jobs went overseas and I lost 15 years of employment between the 2 jobs. Now I am working in another factory that pays poorly. And they get away with it. Both myself and my husband work full time for 25 years and we are going further and further behind on our bills. Just like a lot of other people that live here. We have decided to move were there is decent employment.
- We need more designer jobs! (Mechanical Design).
- Our school enrollment in Rice Lake has declined rapidly in the past 5 years. We need more jobs in the area. Preferably, professional jobs which require higher education and less retail.
- I think they should stop taking all the factories out of the Rice Lake area. What are people going to do to pay their bills and raise a family. We need more jobs not less.
- Appears that some jobs are relocating out of state.
- Need More Quality Workers For Carpentry.

#### **Job Seeking**

- Anyone who wants to work can find a job.
- If you have a medical condition and are over 50 years old around here you can't find decent employment.
- Hard to find employment.
- Very difficult to find adequate job without training.

### **Retired**

- Retired for several years.
- My wife and I are semi-retired. She used work force resource, Rice Lake, WI to attain her last job. She also received training at WITI, New Richmond, WI which helped her job search.

### **Self Employed**

- All three children are self employed in farming.
- Am self employed farmer.

### **Wages and Benefits**

- Wages: are very low on average compared to Twin Cities.
- In order to get a good paying job you have to be highly skilled or have additional education in certain fields. Good paying jobs are limited and none seem to be coming into the area.
- Not enough factory jobs. High paying jobs like \$10+ are rare.
- Wages are low. Need more full-time positions/benefits.
- Need Higher wages.
- Pay scale limited, variety lacking.
- Not Enough Industry - minimum pay jobs.
- Wages do not compare to working in the city of Minneapolis.
- Low Wages.

### **Other**

- I have held various management positions in the grocery industry including buyer ( for a 7 store chain) promotions director, advertising mgr. as well as store manager from 1972-2005. I also supervised drug depts. for independent store chain. I held the positions with them 32yrs.
- Work at our hospital part time - 3.5yrs.
- Very Good.

### *CHIPPEWA*

#### **Disabilities**

- I just moved to WI from Michigan, I have work limitation. I have arthritis in my leg and need a sit down job.
- I had cancer in the throat and lung so I cannot work as hard as I used too.

#### **Education**

- I need help finding employment and updating my skills.
- I would like to re-enter the workforce but would need to be retrained, because of my disability my past training I no longer can do that kind of work.
- In my jobs, I can always learn more.
- I need more computer skills.

#### **Government/Taxes**

- Real Estate Taxes are too high! Gas tax, school tax- waste too much on programs not needed.

### **Job Seeking**

- Extremely difficult market for technical professionals.

### **Retired**

- I am not qualified to answer these survey questions because of age and retirement.
- I work part time for something to occupy my time. I have Medicare and supplemental insurance besides a home/care nursing home policy.
- Because of my age I don't think this workforce survey applies to me. Husband also retired.
- Well over employment age. Husband is 86 years old- retired for 20 years much of this is not applicable any more.
- Too old to work.
- I am retired and collect SS. Nothing refers to me. I don't have private health insurance.
- I cannot see where any of this concerns me. I am 76 and long been not working.
- Retirement seems to be the best job I've ever had- planning ahead seemed to be what has made this job the best.

### **Self Employed**

- I would like to start my own business sometime.

### **Wages and Benefits**

- Most jobs pay around \$7-9 and hour. Very difficult to live on this kind of wage.
- Wages no high enough.
- There are few good paying jobs in this area. My children left here after going to college because of the lack of jobs in their areas.
- Six close relatives are currently seeking employment. Education ranges from HS diploma to Bachelor's Degree plus. Two of those are assoc degree holders from CVTC- Eau Claire.
- Because of the lack of manufacturing /engineering jobs in the area, the pay scale seems quite low.
- Need to get some business that pays well and have good benefits.
- There are not enough good paying jobs in this area. Most people I know are just getting by. After college a lot of people leave because there is no "good" work around here. My sister that lives out west would love to come back here and live- but she wouldn't be able to find a good job here (the market for employment her is not very good). I don't know if it's because there are college students living here that employers can get away with paying very low or they are just cheap and don't give a crap about the community. Sorry for the language. I would like to see more employment and better paying jobs.
- The wages are lower than Southern Wis. and MN. I have 3 children who left the area to get better wages. The cost of living is higher (gas-taxes, etc). I have a brother in TA making \$2 less an hour than me who brings home about the same take home pay.
- Lowest average pay in State of WI.
- Get rid of the (Menards and Eau Claire City Council) ceiling on wages so higher paying employers are not intimidated in locating here.
- Too many jobs that use contract workers, or pay too little.

- Most employers are doing a fantastic job lowering benefits and increasing work loads. Lovely!
- Not enough high paying jobs listed in the paper.
- Starting wages are low many jobs require weekends and holidays and late night shifts or sales work.
- The wages are too low for educated people!
- So many employers don't offer cost of living or insurance. I'm full time with no insurance offered, no raise for over 1 year, ect.
- There is a lack of good jobs with a future, also some jobs are available but miserable hours, certainly not contusive with family obligations- Also, I'm a teacher-due to cut backs very difficult to attain a job in public school, for each job posted the schools get hundreds of job applications.
- Wage differential from smaller town to larger city.
- Low pay.
- The majority of people are hard working and committed but the job opportunities are very limited.
- Low pay compared to other parts of Wisconsin and Minnesota.
- We always need higher paying, low skilled jobs.
- I wish I made more money.
- Lack of employment opportunities that offer a competitive wage.
- Pay and benefits in the Chippewa/Eau Claire area are a joke. Unless you work for a government agency which of course is why taxes are too high!!!
- Pay in Eau Claire sucks.
- Wages way too low.
- Pay some decent wages so a person can actually afford to live here.
- Jobs are available, but are very low pay in relation to the eastern part of Wisconsin for the same type of employment.

### **Work Hours**

- Employers need to hire full time workers.

### **Unemployed**

- I was employed with Cray/SGI from 1991-2003, Layoff in 2003 earning \$60,000 a year.
- Wife has been looking for a job for three months. No luck yet.

### **Other**

- Been at my current career 8 years on Sept 22, 2006.
- Too many Mexicans.
- Job center is worthless and waste of tax payer's money.
- Sucks.
- Crime lab testing, research facilities.

*CLARK*

### **Disabilities**

- After 35 years of working there employer closed down in June 2006 - have been in hospital or home bed rest since Jan 2006 due to medical condition. Praying I'll be able to work by 2007.

### **Economy**

- Rural area jobs in slow to rapid decline.
- There are very, very few jobs in our area!
- Eldest daughter moved to Janesville for employment.
- It needs a lot of help! No industries in Clark Country.
- Not enough jobs available.
- It is difficult to move into this area and find employment, especially if you don't have medical training.
- There are a limited number of jobs. Only blue collar manufacture or low pay service available.

### **Education**

- I've worked at Abbyland Porkpak Inc for 16 years and I would love to further my education so I could find a better job with some opportunities but cannot afford it.

### **Job Seeking**

- No one seems to want a 58yr old woman in medical transcription jobs. The younger ladies take precedence in the hiring. Took many placement tests and many interviews taken got "A" in med terminology and graduates in top 10% of class but alas no job. Sure, learned a lot though! Highly recommend anatomy and phys classes!

### **MN Employment/Location**

- Too far to commute.
- I spend 50% of my time in Wisconsin as I am a home owner in this state, I could easily move back. I would like at least part-time employment. I was a nationally recognized teacher.

### **Retired**

- I am retired from Clark Co. highway dept. But drive truck part time in the summer.
- Both my wife and I are retired and not looking for work. I was a heavy equip operator and she was a youth counselor and CNA.
- I am semi-retired.
- I am retired but would work part time if work was available. Low wages and distance needed to travel make working not worth it (time or money).

### **Self Employed**

- My wife is in business with me.
- I'm working for a plumber after leaving fleetguard/Nelson in Neilsville. I also have a small business to the side selling water conditioners.
- Need to be a lawyer to understand all the rules in Wisc to protect your businesses and yourself to get paid for the work you do!
- Was self employed for 30 years.

### **Wages and Benefits**

- Low pay for the work we do.
- Large corporations are driving employees into poverty with less than cost of living pay increases and poor health benefits. We need more (home grown) small business to supply these large corporations. (VS China and India) which brings the commonsense back to people trying to make a living here.
- I drove semi truck for Sneider Int. for 29 years in Green Bay, WI. Also for Allied Van Lines out of Wausau, WI. The job benefits and pension were good.
- Besides factory work-other jobs need to pay more money. People cannot live on less than \$10 an hour - it's too hard.
- I would like a job with a future. I would like to be rewarded for my dedication and hard work ethic. Getting the same wage and raises as others that do no do a good job is very discouraging.
- Most average wages are no more than \$10. They need to be increased, and so does unemployment comp.
- Healthcare costs and declining wages are slowing any growth and lowering life styles for young people trying to start families.
- We need more high paying jobs in Clark Co. We have little to no industry in out county. We need infrastructure to bring in people and money.
- There are very few good paying jobs out there. It's hard to pay \$1,200 a month house payments on \$30,000 a year wages.
- Wages are low and jobs are few.

### **Other**

- All members working here are family members.
- I have been at my place of employment for 38 years. I have not use any services to find employment elsewhere.
- It sucks.

*DUNN*

### **Disabilities**

- Employers need to work on size discrimination just because someone is large, doesn't mean that someone can't do the job.

### **Economy**

- Excellent if you are willing to work.
- Not enough large companies that require my qualifications.
- Very little construction last two summers and winters due to poor economy.
- Son and daughter in law currently live and work in Arizona; they would love to move back to the area, if employment opportunities in their fields existed here.
- We need to do something where teachers can get jobs and classroom sizes are within reason.
- I am a master plumber in the Dunn County area. Work for the most part has been very good since 1980.



### **Education**

- I think that more on the job training should be credited towards a person going to tech school or other education center. It takes a lot more than just book learning in construction trades.

### **Government/Taxes**

- Less government.

### **Job Seeking**

- Pharmacists are highly sought after.
- It's not easy looking for a different vocation to find a job.
- I am underemployed.

### **Retired**

- I just retired.
- I am retired and I just work around the home: lawn mowing, snow blowing, etc.
- Retired, not looking for employment. Had no problem being employed when in work force.
- I am 82 years old, retired since 1986, my wife passed away Feb. 20th, 2005. I'm living alone. I'm getting S.S. check and on Medicare insurance, and just living till I die. I hope I filled this survey out O.K.
- Retired farmer.
- My husband passed away in February 06. Partially disabled but manage to stay I live alone. Have 6 children (grown) in my own home.
- I'm a teacher and although retired still teach one class occasionally.

### **Self Employed**

- I own a business with a partner and have hired several employees using job service.
- I am a dairy farmer. I do not work at other job.

### **Standard of Living**

- Too many jobs are deteriorating the quality of life.
- Young people do not have the same work ethics as we did growing up. They expect to start at the top, with top wages and only want to work 40 hour weeks.

### **Wages and Benefits**

- Too many \$10 per hour jobs have been created here - we need more jobs that pay enough to support a family.
- There are not enough good paying jobs.
- Out here in the country I have to drive at least 25 miles one way to work and with gas prices what they are...it seems that I am working so I just afford to drive to work every day. Something needs to be done, like wage increase or gas decrease.
- Low paying.
- Small businesses need to be able to offer affordable health benefits for their employees or they can't hold on to them.

- In the Eau Claire, Dunn County area pay is low because all of the workers are mostly college students and in that case will work for less pay than the average. Not many business choices to work for.
- Wages are much too low in relation to real estate taxes and the cost of living in general. Wisconsin sucks when these things are compared, especially in West Central WI. That's why more and more people commute to Twin Cities. What do you consider a good paying job? \$10-\$12 or even \$14 an hour isn't a good paying job anymore and that's what companies here want to pay. They come here for the cheap labor, but our living expenses aren't cheap.
- The job market sucks compared to Milwaukee or Green Bay Area thanks to UWRF and UW Stout. Wages are way below average with all the cheap labor.
- My husband & I agree that the wage-base is much too low for the cost of living (home taxes) so therefore, we are forced to seek employment in the metro area. He is employed full time their ~ I split my hours to part-time there.
- Wages are bad, I have farmed and worked medical clinic for 15 years. It was time for a change and a chance to use my "music".

### **Work Hours**

- Too many jobs that are rotating shifts. Hard for single parents to work and find adequate day care for child in school.
- I tried working at high school in Menomonie after retirement. I live 12 mi. from employment. Not enough hrs. The lifting required is horrendous. More like slave labor! Pay hardly covered my gas. Most jobs offer too little hours. Too much lifting. All require computer savvy. Worked as a nurses aide for 23.5 years and thought a part time job would be nice that didn't require much lifting.
- So many employers are hiring part-time employees rather than full-time. Employers save on not paying benefits. My employer will not let me go full-time or move into a different position because she thinks a young employee would be able to learn our company computer programs more easily than I. They are extremely difficult but not impossible.

### **Other**

- It sucks for normal average people!
- Self fulfillment.

### *EAU CLAIRE*

#### **Disabilities**

- Have Medicare - I am blind.
- The last 5 years I was heat of brain and lost my memory and talking.

#### **Economy**

- There is too much retail in the area that keeps wages down and local city and county officials think this is fine. "Minimum wage that is".
- We need to re-establish the ol' small family - owned farms that are productive economically and culturally beneficial.
- Eau Claire lacks in blue collar work.
- Area needs more business.

- Outsourcing of high tech jobs in the Chippewa valley to other countries, domino effect on area economy.
- More family activity attractiveness.
- Supply and demand favors the unscrupulous employer.

### **Education**

- Going to school and getting a degree is pointless in this area. Upon graduation students make less money than factory workers.
- I would love to do High School classes on line not for GED. It is extremely difficult to go out of the home, I have children ages- 10, 9, 8, 7, 6, and a almost 2 yr old and am due in Oct. I can only earn minimum wage. I want to be a paralegal but desperately need training.
- I need to learn about computers and typing.

### **Job Seeking**

- Never had a problem finding a job.
- Would be nice if there was only one source of jobs available. Very time consuming to check multiple sources.
- It seems harder to find employment as I get older.
- Would like a part time job for healthcare CNA or for my age - close to my home not a lot of driving was a CNA for 30 years.

### **Retired**

- I'm 83 years old and not interested in working.
- I pay my own health insurance after age 65 - pd by board of education before 65.

### **Self Employed**

- I am unable to hire mechanics for the second shift.
- I have special need children I must be self employed.

### **Standard of Living**

- My employment meets my needs.
- Eau Claire is a great place to work and live.

### **Wages and Benefits**

- Not enough jobs in the area and the entry level & minimum wages are much too low for the cost of living in the area.
- Hard area to find job in that pays a livable wage.
- Have not been able to find anything close to a comparable job and salary in the Eau Claire area.
- There are not enough "decent paying" jobs with health benefits for the average person/family today.
- Hourly wage/ per family income statistics tell it all! Recent statistics for Wisconsin as a whole tell it all!! :(
- It is hard to find a decent paying job.
- After moving from a metropolitan area I was shocked at the low pay.

- Low wages and 12 hour work shifts who needs it? Business locate here because of low wages and hard workers in this area. If they are willing to train workers they will become skilled. Promotions are good if it pays more without it being the job of 2 people.
- We need better paying jobs. People can't live on \$9.00 an hour.
- I would like to work with benefits such as dental and health but none available in waitressing or my skill level.
- Wage level is too low.
- Low paying starting wage.
- More affordable health insurance.
- Low paying jobs!
- Wages are too low. Sons are in other areas because of this.
- There are employment opportunities, but the wages are low. The taxes in this state are really out of hand. Need to be lowered!

### **Other**

- An employer should place priority in avoiding nepotism in management- a big problem in this area. Dilutes competence and worker confidence.
- Be willing to work.

### *PEPIN*

#### **Economy**

- Durand **needs** something other than BARS!!
- Not many jobs, especially in the winter.
- We should have liked to see the coal Plant put in on Excel Energy's land in Tyrone it would have put some jobs into our area. Too many people in our area have to drive 20-30 miles one way for jobs unless they travel to Twin Cities you're looking at 70 miles.
- Always someone or a company thinking a little competition will hurt them. So they fight to keep new businesses out.
- My children would move here if there was employment for them.
- Need to change leadership in Washington to improve total economy raise minimum wages, lower taxes for low and middle income - tax the rich, not the poor!
- Pepin County (Durand) does not want any competitive business.
- Each small town I've spent time in while growing up in Western Wisc. Seems to only have a handful of decent paying jobs. I drive from Durand, WI all the way to the Twin Cities Metro or construction just to get a better wage.
- Some good jobs have been coming into some of the larger cities in the area (Menomonie, Eau Claire, etc). I would like to see good paying jobs come to places like Durand, Mondovi, Elmwood, etc.

#### **Government/Taxes**

- Taxes way too high.

#### **Job Seeking**

- I have always been able to find work if needed.

- I worked with Brandie Webb at the workforce resource office insurance VERY helpful. A great resource many unemployed people don't care about.
- Looking for Job Relating to schooling.
- I specialize in executive career development. Contact me if there are execs in the region wanting help.
- My wife is having a hard time getting a job without schooling.
- The temp services get you a job but no health insurance until you are hired and that varies - it could take years.

### **MN Employment/Location**

- Why isn't there more emphasis on commuting to the metropolitan area in your survey? How many of the employed commute to the Cities for their job? How many choose to commute to be able to live in "the country"? How many of us would rather commute than see the pollution, noise, and environmental destruction that comes with attracting new businesses? Why isn't there more emphasis on mass transit opportunities in the area? Why are you people wasting my time? This survey does nothing more than quantify what is obvious to anyone with access to public statistics. Your survey has a distinct bias toward the conventional "family" as well as conventional work opportunities. One area that needs to be addressed by your survey is the more innovative and non standard issues of lifestyle and work opportunity. Health, dental, and vision insurance should not even be a consideration. National Healthcare should be accepted. Then we'll see true economic growth in this area. This survey is absurd! The present situation in this area is a direct result of the premise that commuting is acceptable and necessary. Concentrate your efforts (and my tax money) on developing robust and diversified local economies.
- Hard to find work close to home here. All require driving a great distance.
- Why work in Western Wisconsin when the pay is better in eastern MN.
- Husband and I both travel separately to Minnesota (separate shifts and employers) because of lack of jobs in area to support our family.

### **Resources**

- Quality child care is very difficult to find and my main concern while at work.

### **Retired**

- I am a retired high school teacher. I work part-time at the local library every week, and have worked there since 1994.
- Retired from previous job after 23 years to work out of home. Did 2 jobs for 5 years.
- I have been retired for 18 years- not much if this applies to me.

### **Self Employed**

- I started the company that I am now working for in 1989. My children 4 of them own it now.

### **Standard of Living**

- Great area to live and raise children.

### **Wages and Benefits**

- The pay scale is so low, that the price of gas would use 90% of paycheck, and no funds for vehicle repair or maintenance.
- Low paying, few jobs to choose from.
- Poor wages.
- There are competitive wages if you are in healthcare.
- If Pepin had higher paying jobs- that would attract more people.
- Not enough good paying jobs in all areas of work!
- Wages are not competitive. I currently travel 82 miles to work (one way!) to make a decent wage. We love West Central Wisconsin and our school district so moving to the Metro Area really isn't an option.
- \$10.00 an hour jobs all sever jobs. No skills needed.
- We definitely need better paying jobs, with attractive benefits to keep the young families or to bring them back.
- I believe there is great need for jobs which pay more than minimum wage and offer good benefits for their employees.
- Wages are very low and taxes very high-cost of living very high compared to other states.

### **Work Hours**

- Flexible work hours? Hard to find -cost of child care not in line with wages.
- If work part time where I could go a short ways from residence I would consider it as a way to spend some time and be useful.

### **Other**

- School teacher 15 years.
- I am entering my sixth year of school bus driving- it is 4 hours a day and I enjoy it.
- 17 to 20 don't seem to apply to me.
- I filled out one of these things before. Enough already.
- Was a homemaker.

### *PIERCE*

### **Disabilities**

- Arthritis limits my ability to do heavy work.
- I am interested in telecommute/work from home opportunities because of disability.

### **Economy**

- Madison needs to put more emphasis on capitalizing on commuter white collar workers here to support them with economic development incentives to create new jobs here.
- Quality jobs are limited.
- I do not wish the region be developed for industry. Let it remain agricultural.
- Small towns need help in developing businesses. Benefits: Local, decent employment for those without vehicles.
- Not enough technology companies.

### **Education**

- It seems that employers are slow to hire people with school only in their respective fields which drives industries to other areas geographically or causes them to change their selected vocation.

### **Government/Taxes**

- Property taxes are excessive.
- Taxes are too high - income and property.
- Lease the property tax financial burden of homeowners.

### **Job Seeking**

- There are plenty of jobs if you want to work!
- When looking for a job more towards winter, it was impossible to find any company hiring. I had 2 DOZEN apps or more out and didn't find a job until March. Its low pay, but I had to take it.
- Very few managerial level jobs.
- My perception is that employment activities in the area are somewhat limited.

### **MN Employment/Location**

- I would prefer to have a lesser commute.
- I currently work in Eagan, MN. Really not a lot of good paying jobs in Western WI.
- My business has been in St. Paul for 38 years.
- High gas prices, few good paying jobs in my field close by; better paying jobs are in MN.
- Managed care is coming into west central Wisconsin which may take my job and they pay would be less. Also benefits would be less. I may look for work then in Minnesota.
- Low wages drive people to seek employment in the Twin Cities.

### **Retired**

- I am retired and working part time.
- Retired 16 years. 81 years old with bad knees. Lung cancer - today is the last of chemo.

### **Self Employed**

- I am a retired self employed farmer.
- I am self-employed fine artist. Outside income comes from one time commissions work on short term teaching contracts. Retirement income from Veterans Disability and Social Security.
- With Farming/Dairy you have/get no sick days, vacation days. We have to pay for our own insurance.

### **Wages and Benefits**

- My biggest problem with jobs in this area is they don't even come close to matching the Twin Cities in pay.
- I work in the Twin Cities Pierce and St. Croix do not have sufficient pay or availability.
- Pay is much lower than the cities. I would prefer not to commute.
- There are not many well paying jobs in mfg-management field.

- Wages usually seem on the low side - employers wish employees to work shifts that are not favorable - also good benefit package and vacation are necessary.
- Better pay in the field of caring for disabled adults! It takes a special human being, to care for another special human being.
- Wages are too low for taxes you pay on property and health insurance is a problem.

### **Other**

- I have been employed at the same firm for 30 years. Started in St. Paul, moved to Eagan in 1991.

### *POLK*

#### **Economy**

- Copy other successful cities that have programs and policies that draw high quality businesses with good wages and benefits.
- More jobs needed besides factory.
- There are no good paying jobs! I looked for 9 months for work and had to settle for a factory job. The building/construction industry has fallen on its face. I have never seen it this bad. Benefits are being cut and NO raises to keep up with cost of living. We are going backwards. My wife who works at Wal-Mart has our health insurance and its not good insurance.
- Need to bring in more companies that could offer more professional/technical jobs you find in the Twin Cities. I would love to work closer to home but the opportunities are not there.
- There are no good jobs in the area. I am ready to relocate to another state.
- I think there is too much emphasis on overpopulation in this part of WI.
- Need temp agencies for office and marketing positions.
- Regional planning in our area should maintain and promote the rural agricultural history of our area. Independent small farmers are the back bone of the future not corporate agribusinesses or NO habitation of agricultural areas.
- The cost of living is too high and the jobs pay too little. Rent and real estate is too high.

#### **Education**

- Promote top schools and colleges with courses that produce needed skills that will draw businesses to Wisconsin.
- Want schooling in networking.
- I would like more info regarding training or education course work to update my teaching license. College courses that meets DP 1 stipulations and what colleges offer them and when. A complete listing would be helpful to many who are in the same situation as me.
- I wish hospitals and nursing homes had in intern / benefits to finish nursing degrees and earn a masters degree.
- I feel that at the job center training classes should be restructured. People who want to learn have to put up with others that don't care just want an unemployment check and to go fishing so they go to class. When asked for individual help the gel is only these on Thursdays her time is limited because of funding. Need to add computer basics and internet classes. Most of the real jobs are online. You do not get much help. They show you the computer and walk away. I wanted to practice interviewing because had not interviewed in a while; the response was because of our income it would not be possible.



### **Government/Taxes**

- The political people should not be able to choose their raises. The people should vote on that. They vote on ours. They spend our tax dollars very foolishly and all the personal deductions they get to get out of paying taxes.

### **Job Seeking**

- As a veteran in the electronics field, I had trouble finding work.
- My wife was let go from previous job of 20+ years. At 55 years old - hard to find job comparable.
- Not enough opportunities for college level employment.
- Not enough entry level positions. I have a son at home who needs training to do jobs.
- Jobs in quality as analyst engineer and manager have dried up over the last 10 years.
- Every job requires previous experience but how can I get experience unless someone gives me a chance?
- Good opportunities for trained workers in medical field.
- I am interested in relocating full - time to Wisconsin. I have an MBA and I'm interested in working in healthcare or business consulting.

### **MN Employment/Location**

- I work in MN and my spouse has started his own company because of the lack of decent paying jobs in the area. The jobs available are low paying, low skills and not many available. We plan on moving once our child graduates from high school.
- Both my husband and I are employed in MN. Filled out next page anyway.
- I drive to St. Paul, MN 65 miles to get adequate health insurance and a decent nursing wage which more than pays for the gas.
- Because wages were low in area my husband had worked in Minnesota since, 1975 until retirement in 1998.
- Don't work in Wisconsin - I work in Faribault, MN, better pay!

### **Resources**

- I need the resources of a college or university library and natural sciences departments and a fiscal agent for grants. I am considering moving away from Polk County.

### **Retired**

- I have been retired for 7 years.
- I retired from civil service vehicle maintenance. Also retired from USAF an air national guard CMSGT E-9.
- I am a retired federal government employee. I did some consulting at industries in WI after retirement but no longer.
- I am medically retired from the Air Force and unable to work.

### **Self Employed**

- I have been an electrician in WI for 10 years. I have been self employed for a little over a year now.

- Own my own semi... wife drives truck with me.

### **Wages and Benefits**

- There are not enough decent, interesting jobs spread across the area that pay a decent, living wage!
- Low wages and high cost of transportation prevent relocation of children to this area.
- Low pay.
- There are very few jobs where a person can earn a decent living. I have a younger woman who is very computer skills that have saved lots of time. I would be very willing to take computer class if my employer would help pay for the cost of classes!
- Wages could be, at least, a little higher for entry level positions. So workers can stay at a place long enough to have it become important to them.
- Lots of jobs but not many that offer pay / benefits to match education / training too much
- Underpaid.
- I feel the wages are too low.
- Low paying job- not supporting wages - unless you work more than one or more than 40 hours.
- Rate of pay is low and gas price is high.
- Need higher paying jobs with better health benefits. Not speaking about my job. It is good.
- Wages too low to be able to support a family off of.
- Wages 1/2 what they should be for area.
- No good jobs as far as wages and or benefits. We are trying to sell our home because we both work in the city so we can make our bills.
- The wages in this area don't compete with those I can make in the Twin Cities.
- The closer we live to the twin cities the higher the pay/wages.
- Low pay.
- Wages and benefits too low.
- Pay needs to increase to keep workers in Wisconsin.
- Too many low paying part time jobs.

### **Other**

- I'm a seasonal worker - road construction - Heavy Equipment Operator.
- Revolving door at most companies...hire/quit is the game due to lack of skills and work ethic.
- Promotion of good old boys!
- Son - plumbing.
- No career employment.

### *ST CROIX*

#### **Disabilities**

- I'm a bigger guy at 6'2" and weigh 300 lbs and have been denied jobs because I'm overweight. I also have limits with my shoulder and hip.

#### **Education**

- I have a BA in psychology. I would need a PhD to really work in my field. I will eventually go back to school.
- Very little work for professional background.

### **Government/Taxes**

- More specific guidelines on commission-based technicians. (too much "free labor" expected).

### **MN Employment/Location**

- Minnesota pays more for the same job - why not cross the border and work there? WI loses many qualified people to MN.
- Never been employed in Wisconsin.
- Not employed in Wisconsin, employed in MN.
- Not enough hi-tech/hi-paying jobs. Must drive to South/West metro for skilled hi-paying employment.
- Spouse and I both commute to the twin cities for our jobs. Spouse is able to work at home for a few days a week.

### **Resources**

- I am a 24/7 caregiver and am not a candidate for employment at this time.
- Lack of access to high speed internet is a huge detriment.

### **Self Employed**

- I find employment opportunities of the higher income level as in 35k or greater nearly unavailable which are why I am self employed.
- Self employed all my life.

### **Standard of Living**

- Property taxes too high to invest/ live here.

### **Unemployed**

- Would be willing to work part time, flexible office work.

### **Wages and Benefits**

- Cannot find adequate employment in our area willing to pay adequate wages for experience earned. It also seems to be who you are and who you are related to.
- Pay is not adequate for living in an area designated as "metro" nor commiserates with work responsibilities.
- St. Croix County needs larger businesses that offer competitive wages and benefits as the Twin Cities.
- "St Croix County needs to offer competitive jobs and wages as the Twin Cities. Keep our residents (myself included) working in Wisconsin."
- The wages I feel are too low for the area and not enough good paying jobs are out there. I worked for the same co. for 22 years when they closed their doors and I'm still making \$6.00 and hour. LESS than I was 5 YEARS ago!

- There is not enough jobs with adequate pay, and/or include benefits.
- Too many employers, including mine average the wage they pay throughout Wisc; therefore, the pay on St. Croix County is too little. They need to compare wages in the area. Cost of living in St. Croix County is much higher than other areas such as Phillips, WI and Medford, WI.
- Too much service, low wage, positions. No professional opportunities.
- Very limited opportunities, low pay.
- Wages are too low lack of unions leaves employees powerless to make any changes or to have a voice when it comes to benefits.

### **Other**

- For the growing number of families in St. Croix County, I find it difficult that the job hours for part time and full time jobs interfere with family life. They include long weekend and Sunday hours and late overtime (past 5pm) hours. Which are difficult to find day care for young families as well.
- Son-in-law with PhD wants to work as an archeologist or teach at the university level.
- Wife has a job.

### Appendix C – Questionnaire Facsimile – Numeric Questions Only

| Characteristics  |       |           |          |          |             |           |       | Education       |       |          |       |       |           |
|------------------|-------|-----------|----------|----------|-------------|-----------|-------|-----------------|-------|----------|-------|-------|-----------|
| Q1               | Count | Under 25  | 25 - 34  | 35 - 44  | 45 - 54     | 55 - 64   | 65+   | Q14             | Count | Yes      | No    |       |           |
| Age              | 2923  | 2%        | 11%      | 16%      | 25%         | 21%       | 25%   | HS Dipl         | 2790  | 91%      | 9%    |       |           |
|                  |       |           |          |          |             |           |       |                 | Count | Pre 1970 | 1970s | 1980s | Post 1990 |
| Q2               | Count | Male      | Female   | Q4       | Count       | Yes       | No    | HS Dip Attained | 1477  | 45%      | 26%   | 16%   | 13%       |
| Gender           | 2940  | 65%       | 35%      | Parent   | 2816        | 83%       | 17%   |                 |       |          |       |       |           |
|                  |       |           |          |          |             |           |       | Q15 Higher Ed   | Count | Yes      | No    |       |           |
| Q3               | Count | Single    | Married  | Divorced | Separated   | Wid/Widr  |       | Tech Col        | 2469  | 35%      | 65%   |       |           |
| Marital Status   | 2943  | 12%       | 71%      | 9%       | 1%          | 7%        |       |                 | Count | Pre 1970 | 1970s | 1980s | Post 1990 |
|                  | Count | 0         | 1        | 2        | 3           | 4         | 5+    | Tech Deg        | 1974  | 16%      | 26%   | 26%   | 32%       |
| # Kids           | 2149  | 11%       | 12%      | 34%      | 22%         | 11%       | 9%    |                 |       |          |       |       |           |
| # Kids -Home     | 2171  | 52%       | 18%      | 17%      | 8%          | 3%        | 1%    |                 | Count | Yes      | No    |       |           |
|                  |       |           |          |          |             |           |       | College         | 2475  | 40%      | 60%   |       |           |
| Q5               | Count | Yes       | No       | Born US  | Naturalized |           |       |                 | Count | Pre 1970 | 1970s | 1980s | Post 1990 |
| U.S. Citizen     | 2937  | 100%      | 0%       | 99%      | 1%          |           |       | 4-Yr Col+       | 1980  | 24%      | 23%   | 18%   | 35%       |
|                  |       |           |          |          |             |           |       |                 |       |          |       |       |           |
| Q6               | Count | Yes       | No       |          |             |           |       |                 | Count | Yes      | No    |       |           |
| Eng 1st Lang     | 2938  | 99%       | 1%       |          |             |           |       | Othr Trng 1     | 689   | 24%      | 76%   |       |           |
|                  |       |           |          |          |             |           |       |                 | Count | Pre 1970 | 1970s | 1980s | Post 1990 |
| Q6c              | Count | Excellent | Good     | Fair     | Poor        |           |       | Othr Trng 1     | 199   | 20%      | 18%   | 23%   | 39%       |
| Eng Abilities    | 30    | 47%       | 43%      | 3%       | 7%          |           |       |                 |       |          |       |       |           |
|                  |       |           |          |          |             |           |       |                 | Count | Yes      | No    |       |           |
| Q7               | Count | White     | Black    | Asian    | Native Am   | Hispanic  | Other | Othr Trng 2     | 653   | 6%       | 94%   |       |           |
| Race             | 2923  | 99%       | 0.2%     | 0.2%     | 0.3%        | 0.2%      | 0.5%  |                 | Count | Pre 1970 | 1970s | 1980s | Post 1990 |
|                  |       |           |          |          |             |           |       | Othr Trng 2     | 39    | 10%      | 15%   | 21%   | 54%       |
| Q8               | Count | Yes       | No       | Q9       | Count       | Yes       | No    |                 |       |          |       |       |           |
| Disability       | 2884  | 14%       | 86%      | Vet      | 2919        | 20%       | 80%   |                 |       |          |       |       |           |
|                  |       |           |          |          |             |           |       |                 |       |          |       |       |           |
| <b>Residence</b> |       |           |          |          |             |           |       |                 |       |          |       |       |           |
| Q11              | Count | Under 1   | 1 - 10   | 11 - 20  | 21 - 30     | 31 - 40   | 40+   |                 |       |          |       |       |           |
| Years            | 2940  | 6%        | 37%      | 22%      | 14%         | 9%        | 12%   |                 |       |          |       |       |           |
| Q12              | Count | Own       | Rent     |          | Q13         | Count     | Yes   | No              |       |          |       |       |           |
| Own/Rent         | 2927  | 94%       | 6%       |          | Prime Res   | 2926      | 99%   | 1%              |       |          |       |       |           |
| Q13a             | Count | < 10%     | 10 - 25% | 26 - 50% | 50 - 75%    | 76 - 100% |       |                 |       |          |       |       |           |
| % Seasonal Use   | 26    | 4%        | 8%       | 73%      | 4%          | 12%       |       |                 |       |          |       |       |           |

| Employment/Work Status        |       |         |            |                |            |            |     | Job Info Sources                 |       |         |     |     |    |
|-------------------------------|-------|---------|------------|----------------|------------|------------|-----|----------------------------------|-------|---------|-----|-----|----|
| Q16                           | Count | 0 Weeks | 1-26 Wks   | 27-52 Wks      | 53-78 Wks  | 79-104 Wks |     | Q19                              | Count | Yes     | No  |     |    |
| Employed                      | 1666  | 0%      | 2%         | 3%             | 3%         | 92%        |     | Newspaper                        | 1873  | 43%     | 57% |     |    |
| Self-Employed                 | 333   | 0%      | 5%         | 6%             | 3%         | 86%        |     | Internet                         | 1833  | 22%     | 78% |     |    |
| Unemp                         | 63    | 0%      | 57%        | 13%            | 8%         | 23%        |     | Job Center                       | 1834  | 16%     | 92% |     |    |
|                               | Count | 1       | 10         | 20             | 30         | 40         | 50  | Temp Agency                      | 1818  | 8%      | 37% |     |    |
| Yrs Out Work                  | 446   | 12%     | 54%        | 26%            | 6%         | 1%         | 1%  | Friends                          | 1892  | 63%     | 37% |     |    |
|                               |       |         |            |                |            |            |     | Other                            | 1722  | 14%     | 86% |     |    |
| Out of Work Due               |       | Health  | Retirement | School         | Can't Find | Other      |     | Most Imp Job Info Source         |       |         |     |     |    |
|                               | Count | 750     | 815        | 742            | 742        | 704        |     | Q19h                             | Count | Percent |     |     |    |
|                               | % Yes | 14%     | 81%        | 2%             | 93%        | 7%         |     | Newspaper                        | 405   | 24%     |     |     |    |
|                               |       |         |            |                |            |            |     | Internet                         | 172   | 10%     |     |     |    |
| Q16b                          | Count | Yes     | No         | Q16c           | Count      | Yes        | No  | Job Center                       | 81    | 5%      |     |     |    |
| Would Work                    | 641   | 29%     | 71%        | Wk Out WI      | 259        | 17%        | 83% | Temp Agency                      | 50    | 3%      |     |     |    |
|                               |       |         |            |                |            |            |     | Friends                          | 842   | 50%     |     |     |    |
|                               |       |         |            |                |            |            |     | Other                            | 133   | 8%      |     |     |    |
| <b>Self Employment</b>        |       |         |            |                |            |            |     | Family Related Employment Issues |       |         |     |     |    |
| Q17b                          | Count | 0       | 1 - 5      | 6 - 10         | 10+        |            |     | Q20a                             | Count | 0       | 1   | 2   | 3+ |
| Number Emp                    | 318   | 40%     | 50%        | 7%             | 3%         |            |     | No                               | 2228  | 7%      | 34% | 54% | 6% |
| Q17c                          | Count | Yes     | No         | Q17e           | Count      | Yes        |     | 72%                              |       |         |     |     |    |
| Int Bus Assist                | 374   | 24%     | 76%        | Int Start Bus. |            | 338        | 28% | Q20b                             | Count | Yes     | No  | NA  |    |
| Q17f                          | Count | Yes     | No         |                |            |            |     | Spouse Int Wk                    | 861   | 4%      | 29% | 67% |    |
| Int Bus Assist                | 315   | 20%     | 80%        |                |            |            |     |                                  |       |         |     |     |    |
| <b>Employment Limitations</b> |       |         |            |                |            |            |     | Q20c                             | Count | Yes     | No  | NA  |    |
| Q18                           | Count | Yes     | No         | Q18            | Count      | Yes        | No  | Kids Move Back                   | 1495  | 17%     | 42% | 41% |    |
| Need Ed                       | 661   | 45%     | 55%        | Transport \$   | 665        | 3%         | 97% |                                  |       |         |     |     |    |
| Disabled                      | 674   | 26%     | 74%        | English        | 664        | 1%         | 99% |                                  |       |         |     |     |    |
| Child Care                    | 666   | 5%      | 95%        | Homeless       | 667        | 1%         | 99% |                                  |       |         |     |     |    |
| Child Care \$                 | 665   | 5%      | 95%        | No Internet    | 676        | 24%        | 76% |                                  |       |         |     |     |    |
| Transport                     | 665   | 3%      | 97%        | Other          | 610        | 10%        | 90% |                                  |       |         |     |     |    |

| Employment Conditions | Job Training |
|-----------------------|--------------|
|-----------------------|--------------|

| Q22/Q23/Q24        | Count | Average        | 10 or less | 11 - 20      | 21 - 30      | 31 - 40      | 40+    | Q28a/Q29a/Q30a        | Count             | Ed Match          | Ed > Need           | Need Ed           |
|--------------------|-------|----------------|------------|--------------|--------------|--------------|--------|-----------------------|-------------------|-------------------|---------------------|-------------------|
| Hrs Wkd Job 1      | 1835  | 43.2           | 3%         | 4%           | 5%           | 46%          | 42%    | Ed & Job 1            | 1872              | 72%               | 21%                 | 7%                |
| Hrs Wkd Job 2      | 168   | 16.2           | 46%        | 27%          | 11%          | 10%          | 5%     | Ed & Job 2            | 196               | 69%               | 24%                 | 7%                |
| Hrs Desired Job    | 49    | 38.8           |            |              |              |              |        | Rel of Ed to Desired  | 216               | 49%               | 9%                  | 42%               |
|                    | Count | Average        | <\$25K     | \$25-\$34.9K | \$35-\$49.9K | \$50-\$74.9K | \$75+K | Q28b/Q29b/Q30b        | Count             | Yes               | No                  |                   |
| Inc/Year Job 1     | 1632  | \$ 43,169      | 24%        | 17%          | 26%          | 22%          | 10%    | Current Train Job 1   | 1932              | 28%               | 72%                 |                   |
|                    | Count | Average        | <\$4.9K    | \$5-9.9K     | \$10-14.9K   | \$15-24.K    | \$25K+ | Current Train Job 2   | 199               | 23%               | 77%                 |                   |
| Inc/Year Job 2     | 146   | \$ 11,799      | 36%        | 23%          | 16%          | 11%          | 14%    | Current Train Desired | 200               | 23%               | 77%                 |                   |
|                    | Count | Average        | <\$25K     | \$25-\$34.9K | \$35-\$49.9K | \$50-\$74.9K | \$75+K |                       |                   |                   |                     |                   |
| Inc Desired Job    | 59    | \$ 51,409      | 12%        | 10%          | 31%          | 31%          | 17%    | Q28c-h/ Q29c-h        | Would Train Job 1 | Would Train Job 2 | Would Train Desired |                   |
|                    |       |                |            |              |              |              |        | Ave Count             | 1673              | 224               | 259                 |                   |
| Q25a/26a           | Count | Very Satisfied | Satisfied  | Dissat.      | Very Dissat. |              |        | Inc Prod              | 43%               | 30%               |                     |                   |
| Job 1 Satisfaction | 1962  | 35%            | 52%        | 11%          | 2%           |              |        | Retain Job            | 26%               | 17%               |                     |                   |
| Job 2 Satisfaction | 206   | 41%            | 49%        | 8%           | 2%           |              |        | Inc Resp              | 21%               | 13%               |                     |                   |
| Q25b/Q26b          | Count | Average        | 1 or less  | 1 - 10       | 11 - 20      | 21 - 30      | 30+    | Get Promo/ Get Job    | 38%               | 16%               | 71%                 |                   |
| Yrs Exp Job 1      | 1744  | 12.4           | 12%        | 44%          | 22%          | 15%          | 7%     | Inc Wage              | 35%               | 18%               |                     |                   |
| Yrs Exp Job 2      | 105   | 9.5            | 15%        | 55%          | 15%          | 10%          | 4%     | Ave Wage Inc          | \$10.34           | \$ 1.81           |                     |                   |
| Q25e/Q26e/Q27c     | Count | Average        | 1 or less  | 1 - 10       | 11 - 20      | 21 - 30      | 30+    | Q28i-j/Q29i-j/ Q30d-e | Count             | Would Pay for Ed  | Count               | Fin Assist for Ed |
| Travel Job 1       | 1586  | 18.7           | 14%        | 37%          | 19%          | 12%          | 18%    | Job 1                 | 1873              | 47%               | 1864                | 76%               |
| Travel Job 2       | 155   | 21.3           | 26%        | 37%          | 13%          | 10%          | 13%    | Job 2                 | 179               | 49%               | 177                 | 73%               |
| Travel Desired Job | 149   | 31.4           | 3%         | 7%           | 21%          | 37%          | 33%    | Desired Job           | 259               | 68%               | 221                 | 91%               |
| Q25f/Q26f          | Count | Drive Self     | Car Pool   | Pub Tran     | Walk/Bike    | Other        |        |                       |                   |                   |                     |                   |
| Get to Job 1       | 1852  | 89%            | 4%         | 0%           | 4%           | 3%           |        |                       |                   |                   |                     |                   |
| Get to Job 2       | 176   | 90%            | 1%         | 1%           | 5%           | 4%           |        |                       |                   |                   |                     |                   |

| <b>Benefits</b>         |       |                |         |     |         |                    |                 |       |                |         |              |       |                |               |             |
|-------------------------|-------|----------------|---------|-----|---------|--------------------|-----------------|-------|----------------|---------|--------------|-------|----------------|---------------|-------------|
|                         | Q31   |                |         |     |         | Amt Paid Per Month |                 |       | Q32            |         | Satisfaction |       | Q33            | How Important |             |
|                         | Count | % Emp Provided | Count   | 0   | 1 - 100 | 101 - 250          | 251 - 500       | 500+  | Count          | Plus    | Neutral      | Minus | Count          | Important     | UnImportant |
| Health Ins              | 2108  | 71%            | 1,111   | 9%  | 37%     | 32%                | 0%              | 6%    | 1605           | 38%     | 39%          | 22%   | 1652           | 93%           | 7%          |
|                         | Count | % Emp Provided | Count   | <1  | 1-10    | 11 - 20            | 21 - 40         | 40+   | Count          | Plus    | Neutral      | Minus | Count          | Important     | UnImportant |
| Dental Ins              | 2076  | 54%            | 680     | 15% | 18%     | 22%                | 16%             | 29%   | 1509           | 33%     | 41%          | 26%   | 1560           | 85%           | 15%         |
| Vision Ins              | 2037  | 32%            | 263     | 51% | 27%     | 10%                | 3%              | 9%    | 1392           | 22%     | 45%          | 33%   | 1478           | 74%           | 26%         |
|                         | Count | % Emp Provided | Count   | 0   | 1 - 100 | 101 - 250          | 251 - 500       | 500+  | Count          | Plus    | Neutral      | Minus | Count          | Important     | UnImportant |
| Retirement              | 2054  | 63%            | 444     | 0%  | 38%     | 32%                | 20%             | 10%   | 1522           | 44%     | 36%          | 20%   | 1571           | 92%           | 8%          |
|                         | Count | % Emp Provided | Count   | <5  | 6 - 10  | 11 - 15            | 16 - 20         | 20+   | Count          | Plus    | Neutral      | Minus | Count          | Important     | UnImportant |
| Vacation Days           | 2007  | 74%            | 1316    | 11% | 17%     | 27%                | 16%             | 29%   | 1516           | 48%     | 35%          | 17%   | 1536           | 90%           | 10%         |
| Sick Days               | 1918  | 51%            | 809     | 40% | 27%     | 24%                | 4%              | 4%    | 1411           | 38%     | 35%          | 27%   | 1452           | 84%           | 16%         |
| Emp Pd Ed               | 1976  | 44%            |         |     |         |                    |                 |       | 1437           | 33%     | 44%          | 24%   | 1452           | 70%           | 30%         |
| Emp Flex Ed             | 1941  | 38%            |         |     |         |                    |                 |       | 1411           | 31%     | 43%          | 25%   | 1427           | 67%           | 33%         |
| Flex Benefits           | 1946  | 43%            |         |     |         |                    |                 |       | 1386           | 31%     | 49%          | 20%   | 1390           | 68%           | 32%         |
| Other Benefits          | 1811  | 37%            |         |     |         |                    |                 |       | 1291           | 28%     | 50%          | 22%   | 1328           | 64%           | 36%         |
|                         |       |                |         |     |         |                    |                 |       |                |         |              |       |                |               |             |
| Flex Sched              | 1965  | 48%            |         |     |         |                    |                 |       | 1413           | 41%     | 38%          | 22%   | 1424           | 75%           | 25%         |
| Promotion Avail         | 1906  | 42%            |         |     |         |                    |                 |       | 1385           | 28%     | 46%          | 26%   | 1397           | 72%           | 28%         |
|                         |       |                |         |     |         |                    |                 |       |                |         |              |       |                |               |             |
| Spouse Benefits         | 2025  | 28%            |         |     |         |                    |                 |       | 1235           | 29%     | 50%          | 20%   | 1252           | 58%           | 42%         |
|                         |       |                |         |     |         |                    |                 |       |                |         |              |       |                |               |             |
| <b>Skills Inventory</b> |       |                |         |     |         |                    |                 |       |                |         |              |       |                |               |             |
| Q34                     | Count | Highly Skilled | Skilled | Ave | Weak    | Not Applicable     | Q34             | Count | Highly Skilled | Skilled | Ave          | Weak  | Not Applicable |               |             |
| Detail                  | 2241  | 41%            | 39%     | 17% | 2%      | 1%                 | Self-Mgmt       | 2244  | 49%            | 36%     | 14%          | 1%    | 1%             |               |             |
| Reasoning               | 2246  | 45%            | 39%     | 15% | 1%      | 1%                 | Self-Initiative | 2245  | 44%            | 37%     | 18%          | 1%    | 1%             |               |             |
| Creativity              | 2239  | 31%            | 38%     | 28% | 3%      | 1%                 | Interpersonal   | 2242  | 39%            | 37%     | 21%          | 2%    | 1%             |               |             |
| Information             | 2236  | 36%            | 40%     | 21% | 2%      | 1%                 | Leadership      | 2242  | 32%            | 39%     | 25%          | 3%    | 1%             |               |             |
| Mechanical              | 2238  | 26%            | 35%     | 29% | 7%      | 2%                 | Communications  | 2240  | 31%            | 39%     | 26%          | 3%    | 1%             |               |             |