

**West Virginia Northern Community College  
Workforce Development Scan Results  
Detailed Verbatim Responses**

## Detailed Verbatim Responses From Table 1

### NEEDED SKILLS THAT ARE MISSING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	156	44.6	44.6	44.6
	ABILITY TO WORK	1	.3	.3	44.9
	ACCOUNTING/ CLERICAL/ OFFICE SKILLS	1	.3	.3	45.1
	ART BACKGROUND/ PRINTING	1	.3	.3	45.4
	ASSESSMENT SKILLS/ ATTITUDES	1	.3	.3	45.7
	AUTOMOTIVE KNOWLEDGE/ RETAIL BUSINESS SKILLS/ PEOPLE SKILLS	1	.3	.3	46.0
	BAKERY SKILLS	1	.3	.3	46.3
	BASIC COMMUNICATIONS/ PEOPLE SKILLS	1	.3	.3	46.6
	BASIC COMPUTER	1	.3	.3	46.9
	BASIC COMPUTERS/ WORK ETHICS/ COMMUNICATIONS	1	.3	.3	47.1
	BASIC EDUCATION/ WELDING/ MACHINING/ MECHANICS	1	.3	.3	47.4
	BASIC FABRICATING TECHNIQUES	1	.3	.3	47.7
	BASIC LANGUAGE/ COMMUNICATIONS/ WRITING	1	.3	.3	48.0
	BASIC LEVELS MATH/ WRITING	1	.3	.3	48.3
	BASIC MATH AND REASONING/ PROFICIENCY IN MODERN OFFICE	1	.3	.3	48.6
	BASIC MATH/ PROPER JOB ETIQUETTE/ HOW TO DRESS FOR JOB INTERVIEW	1	.3	.3	48.9
	BASIC MATH/ WRITE/ LANGUAGE	1	.3	.3	49.1
	BASIC SKILLS/ BASIC HIGH SCHOOL SKILLS	1	.3	.3	49.4
	BASIC SKILLS/ MATH/ CONVERSIONS	1	.3	.3	49.7
	BASIC SKILLS/ NO FORMAL TRAINING AT ALL	1	.3	.3	50.0
	BUILDING TRADES/ DRIVERS/ WRITING/ MATH	1	.3	.3	50.3
	BUILDING/ HOME IMPROVEMENT/ ROOFERS/ SIDING/ WINDOWS	1	.3	.3	50.6
	BUSINESS AND FINANCE	1	.3	.3	50.9
	BUSINESS SKILLS/ COMPUTER BASICS/ PRODUCT KNOWLEDGE	1	.3	.3	51.1
	BUSINESS/ CLERICAL/ NURSING SKILLS	1	.3	.3	51.4
	CAN'T ANSWER THE QUESTIONS WE ASK OR FILL APPLICATIONS AND SOME OF THESE ARE PROFESSIONAL PEOPLE	1	.3	.3	51.7
	CAN'T FILL OUT APPLICATIONS AND DON'T DRESS FOR JOB INTERVIEWS	1	.3	.3	52.0
	CAN PASS WRITTEN EXAMS/ PHYSICAL EXAM	1	.3	.3	52.3
	CARPENTRY/ DRYWALL/ HOME REPAIR	1	.3	.3	52.6
	CASHIER/ REGISTER/ MEAT SLICER	1	.3	.3	52.9
	CDL/ DRIVER SKILLS	1	.3	.3	53.1
	CDL/ HEAVY EQUIPMENT OPERATION AND REPAIR	1	.3	.3	53.4

## Detailed Verbatim Responses From Table 1

### NEEDED SKILLS THAT ARE MISSING

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
CERTIFICATION IN A PACKS/ PREPACKED MEDS	1	.3	.3	53.7
CERTIFICATION IN NURSING	1	.3	.3	54.0
CERTIFICATION IN SCIENCE OR ART OR MUSIC/ MATH EDUCATION/ ADMINISTRATION	1	.3	.3	54.3
CERTIFICATIONS FOR PARAMEDICS	1	.3	.3	54.6
CERTIFIED NURSE ASSISTANT	1	.3	.3	54.9
CERTIFIED NURSE ASSISTANTS/ REGISTERED NURSES/ LICENSE PRACTICAL NURSES	1	.3	.3	55.1
CHILD CARE/ CHILD DEVELOPMENT/ ASSESS CHILD DEVELOPMENT	1	.3	.3	55.4
CHILD CARE/ EARLY CHILDHOOD/ TEAMWORK/ PROBLEM SOLVING	1	.3	.3	55.7
CHILD TRAINING	1	.3	.3	56.0
CNA'S/ FOOD SERVICE/ CHEFS/ COOKS/ REGISTERED NURSES	1	.3	.3	56.3
CNA/ NURSE'S AIDES	1	.3	.3	56.6
COMMON SENSE/ BASIC SKILLS/ MATH/ READING	1	.3	.3	56.9
COMMON SENSE/ CUSTOMER SERVICE	1	.3	.3	57.1
COMMUNICATION SKILLS	3	.9	.9	58.0
COMMUNICATION SKILLS/ MAINTENANCE SKILLS	1	.3	.3	58.3
COMMUNICATION SKILLS/ SCHEDULING	1	.3	.3	58.6
COMMUNICATIONS	1	.3	.3	58.9
COMMUNICATIONS/ FOLLOW THROUGH	1	.3	.3	59.1
COMMUNICATIONS/ UNDERSTANDING/ COMPREHENSION	1	.3	.3	59.4
COMPUTER SKILLS/ LACKING WINDOWS/ SERVICE RELATED/ RESPONSIBILITY/ EMPATHY/ CHEERFULNESS/ WORK WITH RUDE PEOPLE	1	.3	.3	59.7
COMPUTER SKILLS/ PERSONABLE SKILLS	1	.3	.3	60.0
COMPUTER SKILLS/ PROGRAMMING HTML/ SYSTEM ADMINISTRATION	1	.3	.3	60.3
COMPUTER SKILLS/ REGISTERED NURSES/ LICENSED PRACTICAL NURSES/ NURSE AIDES/ RADIOLOGY/ RESPIRATORY THERAPY	1	.3	.3	60.6
COMPUTERS	1	.3	.3	60.9
COMPUTERS/ ACCOUNTING	1	.3	.3	61.1
COMPUTERS/ INTERNET	1	.3	.3	61.4
COMPUTERS/ INTERPERSONAL SKILLS	1	.3	.3	61.7
COMPUTERS/ LEGAL/ HIGHER LEVEL MANAGEMENT	1	.3	.3	62.0
COMPUTERS/ PEOPLE SKILLS	1	.3	.3	62.3
COMPUTERS/ REGISTERS	2	.6	.6	62.9
COMPUTERS/ TRANSCRIPTION	1	.3	.3	63.1
CREDIT RATINGS POOR/ PEOPLE SKILLS	1	.3	.3	63.4
CRIMINAL JUSTICE	1	.3	.3	63.7

## Detailed Verbatim Responses From Table 1

### NEEDED SKILLS THAT ARE MISSING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CUSTOMER SERVICE	1	.3	.3	64.0
	CUSTOMER SERVICE SKILLS/ WORK ETHICS	1	.3	.3	64.3
	CUSTOMER SERVICE/ TELEPHONE SKILLS/ SECRETARIAL SKILLS	1	.3	.3	64.6
	DIESEL MECHANICS	1	.3	.3	64.9
	DIESEL REPAIR	1	.3	.3	65.1
	DON'T KNOW	3	.9	.9	66.0
	DON'T WANT TO WORK/ WANT OWN HOURS	1	.3	.3	66.3
	DRAFTSMAN/ CAD WORKERS/ HEAVY EQUIPMENT REPAIR	1	.3	.3	66.6
	DRIVERS NEED TO KNOW THE AREA	1	.3	.3	66.9
	DRIVING EXPERIENCE	1	.3	.3	67.1
	DRUG FREE/ OSHA TRAINED	1	.3	.3	67.4
	EARLY CHILDHOOD EDUCATION	1	.3	.3	67.7
	EDUCATION/ EXPERIENCE IN SOCIAL SERVICES TO YOUTH AND FAMILIES	1	.3	.3	68.0
	ELECTRIC LICENSING/ ELECTRIC CERTIFICATIONS	1	.3	.3	68.3
	EMT/ PARAMEDIC	1	.3	.3	68.6
	ENGLISH/ HIGH SCHOOL SKILLS	1	.3	.3	68.9
	ENVIRONMENTAL ENGINEERING/ SCIENTIST/ CHEMIST/ INDUSTRIAL HYGIENIST	1	.3	.3	69.1
	EXPERIENCE	1	.3	.3	69.4
	EXPERIENCE IN BASICS OF MINING	1	.3	.3	69.7
	EXPERIENCE WITH EARLY CHILDHOOD	1	.3	.3	70.0
	EXPERIENCE/ INTERVIEWING SKILLS	1	.3	.3	70.3
	EXPERIENCE/ MATH/ HANDLING OF CASH AND COUNTING	1	.3	.3	70.6
	EXPERIENCE/ TELEPHONE SKILLS/ PEOPLE SKILLS	1	.3	.3	70.9
	FARM BACKGROUND	1	.3	.3	71.1
	FLOWER DESIGN/ WORK ETHICS	1	.3	.3	71.4
	FREE OF RECORD OF ABUSE/ ABILITY TO WORK	1	.3	.3	71.7
	GENERAL COMMUNICATION/ WILLING	1	.3	.3	72.0
	GENERAL KNOWLEDGE OF SURVEYING AND DRAFTING FOR ENGINEERING	1	.3	.3	72.3
	GRAMMAR/ MATH/ COMMON SENSE	1	.3	.3	72.6
	HAIR CUTTING/ COLOR	1	.3	.3	72.9
	HAND SKILLS/ MOTIVATION	1	.3	.3	73.1
	HANDS-ON/ COMMUNICATIONS/ CLIMBING POLES/ EQUIPMENT OPERATORS	1	.3	.3	73.4
	HANDS-ON/ MECHANICAL	1	.3	.3	73.7
	HAZARDOUS/ SAFETY/ CPR/ EMERGENCY RESPONDERS	1	.3	.3	74.0
HORTICULTURE BACKGROUND/ WATER/ PESTICIDE/ PLANTS	1	.3	.3	74.3	

## Detailed Verbatim Responses From Table 1

### NEEDED SKILLS THAT ARE MISSING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	HOW TO APPLY FOR A JOB/ ENGINEERING/ MANUFACTURING	1	.3	.3	74.6
	JOB DEVELOPMENT BACKGROUND	1	.3	.3	74.9
	KNOWLEDGE OF ANIMALS	1	.3	.3	75.1
	KNOWLEDGE OF BUILDING SUPPLIES AND HARDWARE	1	.3	.3	75.4
	LACK OF MOTORCYCLE PRODUCT KNOWLEDGE	1	.3	.3	75.7
	LICENSE IN SPEECH/ PHYSICAL AND OCCUPATIONAL THERAPY	1	.3	.3	76.0
	LICENSING FOR CERTIFIED MECHANIC/ LICENSING FOR TOW TRUCK DRIVING	1	.3	.3	76.3
	MACHINING/ FORGING/ FITTING	1	.3	.3	76.6
	MAINTENANCE/ PRIOR EXPERIENCE/ ENVIRONMENTAL AND SCIENCE EXPERIENCE	1	.3	.3	76.9
	MANNERS/ PEOPLE SKILLS	1	.3	.3	77.1
	MANUFACTURING SKILLS	1	.3	.3	77.4
	MATH	1	.3	.3	77.7
	MATH/ ENGLISH/ CUSTOMER SERVICE	1	.3	.3	78.0
	MATH/ FOLLOW DIRECTIONS/ LACKING TRAINING	1	.3	.3	78.3
	MATH/ MAKING CHANGE	1	.3	.3	78.6
	MECHANICAL SKILLS	2	.6	.6	79.1
	MECHANICS IN HEAVY EQUIPMENT	1	.3	.3	79.4
	MECHANICS/ ELECTRICAL/ INDUSTRIAL	1	.3	.3	79.7
	MEDICAL CODING	1	.3	.3	80.0
	MEDICAL TRANSCRIPTION/ GOOD SPELLING/ ENGLISH/ COMMUNICATION SKILLS	1	.3	.3	80.3
	MONEY HANDLING/ COMPUTER KNOWLEDGE/ SOCIAL SKILLS	1	.3	.3	80.6
	MOTIVATION	1	.3	.3	80.9
	MULTI-TASKING SKILLS/ BASIC SKILLS/ COMMUNICATIONS	1	.3	.3	81.1
	NO MATH/ COUNT CHANGE	1	.3	.3	81.4
	NOT COMING OUT OF HIGH SCHOOLS WITH THE BASICS/ READING/ WRITING/ MATH/ COMPUTERS	1	.3	.3	81.7
	NOT VERY SMART	1	.3	.3	82.0
	OFFICE SKILLS	1	.3	.3	82.3
	ORGANIZATIONAL SKILLS/ MATH SKILLS	1	.3	.3	82.6
	OVERQUALIFIED OR UNDERQUALIFIED	1	.3	.3	82.9
	PARAMEDIC CERTIFICATE	1	.3	.3	83.1
	PEOPLE SKILLS	1	.3	.3	83.4
	PEOPLE SKILLS/ FARMING/ WELDING AND TOOLS	1	.3	.3	83.7
	PEOPLE SKILLS/ MATH	1	.3	.3	84.0
	PEOPLE THAT CAN DO REFRIGERATION	1	.3	.3	84.3
	PERSONAL SKILLS/ COMMUNICATIONS/ HONESTY	1	.3	.3	84.6
	PRESS OPERATOR/ LAZINESS	1	.3	.3	84.9
	PROFESSIONAL PEOPLE WITH DEGREES/ WELDERS	1	.3	.3	85.1

## Detailed Verbatim Responses From Table 1

### NEEDED SKILLS THAT ARE MISSING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PUBLIC RELATIONS BACKGROUND/ TRAVEL AND TOURISM	1	.3	.3	85.4
	READ A MAP AND SIGNS/ GOOD DRIVING RECORD	1	.3	.3	85.7
	READ/ WRITE/ MATH/ TIME MANAGEMENT	1	.3	.3	86.0
	READING MEASUREMENT TOOLS/ INDUSTRIAL BACKGROUND/ COLLEGE BUT NO TECHNICAL	1	.3	.3	86.3
	READING/ COMMUNICATION SKILLS	1	.3	.3	86.6
	REGISTERED NURSES/ MANAGEMENT SKILLS	1	.3	.3	86.9
	RESEARCH AND WRITING	1	.3	.3	87.1
	RETAIL BUSINESS SALES	1	.3	.3	87.4
	RUNNING EQUIPMENT	1	.3	.3	87.7
	SALES	4	1.1	1.1	88.9
	SALES/ BUSINESS	1	.3	.3	89.1
	SALES/ WORK HISTORY/ INSURANCE LICENSE	1	.3	.3	89.4
	SECRETARIAL WITH ACCOUNTING/ COMPUTER SKILLS IN SOFTWARE PROGRAMS	1	.3	.3	89.7
	SECRETARIAL/ COMPUTER SKILLS/ COURT REPORTING DEGREE/ 250 WORDS PER MINUTE WITH 95% ACCURACY	1	.3	.3	90.0
	SELLING SKILLS	1	.3	.3	90.3
	SERVICE AREA/ TECHNICAL	1	.3	.3	90.6
	SERVICE TECHNICIANS/ RESTAURANT EQUIPMENT	1	.3	.3	90.9
	SHORTAGE IN CONGREGATION	1	.3	.3	91.1
	SIGN WORK/ SERVICE SIGNS/ ELECTRICAL/ GRAPHIC ARTS	1	.3	.3	91.4
	SOCIAL SERVICE SKILLS	1	.3	.3	91.7
	SOCIAL WORK DEGREE	1	.3	.3	92.0
	SOCIAL WORK DEGREE/ MASTER LEVEL THERAPIST	1	.3	.3	92.3
	SPECIAL EDUCATION/ MATH/ SCIENCE	1	.3	.3	92.6
	SPELLING/ PUNCTUATION/ BEING ON TIME	1	.3	.3	92.9
	STOCKING/ REGISTERS	1	.3	.3	93.1
	SUPERVISOR OR MANAGEMENT SKILLS	1	.3	.3	93.4
	TECHNICAL KNOW HOW	1	.3	.3	93.7
	TECHNICAL MACHINE REPAIR	1	.3	.3	94.0
	TELLERS/ SALES ASSOCIATES/ CUSTOMER SERVICE	1	.3	.3	94.3
	THEY'RE NOT CERTIFIED/ ACCOUNTING/ COMMUNICATIONS	1	.3	.3	94.6
	TRADES/ CRAFTS/ CARPENTERS/ IRON WORKERS	1	.3	.3	94.9
	TRADES/ POTTERY TRADE	1	.3	.3	95.1
	TRAINED PARAMEDICS/ ADVANCED LIFE SUPPORT	1	.3	.3	95.4
	TYPING	1	.3	.3	95.7
	ULTRASOUND STENOGRAPHY	1	.3	.3	96.0
	WASTE WATER/ ALGEBRA/ ENVIRONMENTALIST	1	.3	.3	96.3
	WATER BLASTING/ DIESEL MECHANICS	1	.3	.3	96.6

## Detailed Verbatim Responses From Table 1

### NEEDED SKILLS THAT ARE MISSING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	WE JUST HAD ADS FOR POSITIONS BUT TOO MANY WERE QUALIFIED/ THEN TOO MANY FOR SECRETARIAL WEREN'T QUALIFIED	1	.3	.3	96.9
	WE NEED BASICS	1	.3	.3	97.1
	WELDING/ MATH	1	.3	.3	97.4
	WORK ETHICS	5	1.4	1.4	98.9
	WORK ETHICS/ LACK DRIVER'S LICENSE/ CONSTRUCTION	1	.3	.3	99.1
	WORK ETHICS/ MATH/ SPELLING/ READING	1	.3	.3	99.4
	WORK ETHICS/ UNDERSTANDING INSTRUCTIONS AND DIRECTIONS/ THINKING ABILITY	1	.3	.3	99.7
	WORK WITH CHILDREN/ CARRY OUT DUTIES/ CLASS ACTIVITIES/ TECHNOLOGY SKILLS/ PRIOR TRAINING	1	.3	.3	100.0
	Total	350	100.0	100.0	

## Detailed Verbatim Responses From Table 2

### RATIONALE FOR NO QUALIFIED LABOR FORCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	243	69.4	69.4	69.4
	APPLICANTS DO NOT HAVE GOOD PEOPLE SKILLS/ MANAGEMENT NOT IN AREA	1	.3	.3	69.7
	ATTITUDE OF PEOPLE	1	.3	.3	70.0
	AVIATION PEOPLE NOT THERE	1	.3	.3	70.3
	BECAUSE OF REQUIRED EDUCATION AND TRAINING	1	.3	.3	70.6
	CNA'S FOOD SERVICE/ CHEFS/ COOKS/ REGISTERED NURSES	1	.3	.3	70.9
	DIESEL REPAIR LOT MORE DIFFICULT/ SCHOOL NOT GETTING STUDENT READY	1	.3	.3	71.1
	DON'T HAVE DRIVER'S LICENSE/ THEY HAVE CRIMINAL RECORDS/ WAGES	1	.3	.3	71.4
	DON'T HAVE EXPERIENCE/ EDUCATION AND TRAINING WE'RE LOOKING FOR	1	.3	.3	71.7
	DON'T KNOW/ POPULATION/ PAY	1	.3	.3	72.0
	DON'T SEE THE SKILLS NEEDED	1	.3	.3	72.3
	EDUCATION LACKING	1	.3	.3	72.6
	EMPLOYMENT OFFICE TAKES FOREVER TO SEND PEOPLE AND COLLEGE NEVER SENDS ANYONE AFTER I CALL THEM	1	.3	.3	72.9
	EVERYONE'S LEAVING THE AREA	1	.3	.3	73.1
	GENERAL COMMUNICATION/ WILLING	1	.3	.3	73.4
	HAIR CUTTING/ COLOR	1	.3	.3	73.7
	HARD TO FIND SEASONAL	1	.3	.3	74.0
	HEALTH WORKERS ARE HARD TO GET	1	.3	.3	74.3
	KIDS ARE GOING INTO DESK JOBS	1	.3	.3	74.6
	LACK OF APPLICANTS WILLING TO WORK	1	.3	.3	74.9
	LACK OF CARE/ UPBRINGING/ SCHOOL FORCED TO RUN STUDENTS THROUGH	1	.3	.3	75.1
	LACK OF NURSES	1	.3	.3	75.4
	LACK OF PEOPLE AND SKILLS	1	.3	.3	75.7
	LACK OF PHYSICAL THERAPISTS/ ATHLETIC TRAINERS	1	.3	.3	76.0
	LACK OF PROPER TRAINING	1	.3	.3	76.3
	LACK OF SKILLS	20	5.7	5.7	82.0
	LACK OF SKILLS AND AMBITION	1	.3	.3	82.3
	LACK OF SKILLS/ PEOPLE DON'T WANT TO WORK	1	.3	.3	82.6
	LACK OF TECHNICAL SKILLS	1	.3	.3	82.9
	LACK SKILLS	1	.3	.3	83.1
	LACK WORK ETHICS	1	.3	.3	83.4
	LAZY KIDS	1	.3	.3	83.7
	LOT OF COMPETITION FOR THE MARKET FOR HEALTH CARE GRADUATES AND NURSES	1	.3	.3	84.0
	MEDICAL AREA/ NO QUALIFIED PEOPLE HERE/ CAN'T KEEP THEM IN THE STATE/ THEY GO TO STATES THAT PAY MORE	1	.3	.3	84.3
	MORE QUALIFIED PEOPLE	1	.3	.3	84.6



## Detailed Verbatim Responses From Table 2

### RATIONALE FOR NO QUALIFIED LABOR FORCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NATIONWIDE SHORTAGE WILL COME BECAUSE OF NO CHILD LEFT BEHIND	1	.3	.3	84.9
	NEED DRIVERS/ CDL'S	1	.3	.3	85.1
	NEED DRUG FREE EMPLOYEES	1	.3	.3	85.4
	NEED MORE DEGREES	1	.3	.3	85.7
	NEED TO GO BACK TO BASICS	1	.3	.3	86.0
	NEED TRAINED EMPLOYEES	1	.3	.3	86.3
	NEED TRAINING PROGRAMS	1	.3	.3	86.6
	NO AVAILABLE PEOPLE	1	.3	.3	86.9
	NO AVAILABLE SKILL SETS	1	.3	.3	87.1
	NO CAR MECHANICS AVAILABLE	1	.3	.3	87.4
	NO ONE IS TRAINING FOR THOSE POSITIONS	1	.3	.3	87.7
	NO ONE TRAINED IN RESEARCH AND WRITING	1	.3	.3	88.0
	NO ONE WANTS TO WORK FOR IT	1	.3	.3	88.3
	NO PEOPLE IN AREA WANT TO WORK	1	.3	.3	88.6
	NO TRAINED BLACKSMITHS	1	.3	.3	88.9
	NO TRAINING	1	.3	.3	89.1
	NO WORK ETHICS	1	.3	.3	89.4
	NOT ENOUGH CERTIFIED PARAMEDIC OR EMT IN OUR AREA	1	.3	.3	89.7
	NOT ENOUGH JOBS	1	.3	.3	90.0
	NOT QUALIFIED OR NOT WANTING TO WORK	1	.3	.3	90.3
	NOT UP TO PAR/ PAY SCALE	1	.3	.3	90.6
	NUMBER OF APPLICANTS IS NOT THERE	1	.3	.3	90.9
	NURSING/ NOT WANTING TO WORK IN LONG TERM CARE/ SALARY NOT GOOD/ HARD WORK	1	.3	.3	91.1
	PAST EXPERIENCE/ UNWILLING TO WORK	1	.3	.3	91.4
	PEOPLE ARE MOVING TO GET BETTER OUTSIDE OF STATE	1	.3	.3	91.7
	PEOPLE ARE NOT WILLING TO TRAIN TEENAGERS SO THEY WILL LEARN WORK ETHICS	1	.3	.3	92.0
	PEOPLE AREN'T TRAINED/ DUE TO PAY SCALE	1	.3	.3	92.3
	PEOPLE LEAVING THE AREA	1	.3	.3	92.6
	PEOPLE MOVING TO BIGGER MARKET	1	.3	.3	92.9
	PEOPLE NOT QUALIFIED IN OUR INDUSTRY	1	.3	.3	93.1
	PEOPLE ON WELFARE/ MOST BUSINESS CAN'T AFFORD TO PAY TOO MUCH	1	.3	.3	93.4
	REGISTERED NURSES/ MANAGEMENT SKILLS	1	.3	.3	93.7
	SERVICE TECHNICIANS	1	.3	.3	94.0
	SHORTAGE OF NURSES	1	.3	.3	94.3
SOCIAL WORK DEGREE	1	.3	.3	94.6	
SOME DON'T HAVE SKILLS/ SOME HAVE TOO MANY	1	.3	.3	94.9	
STATE HAS NEW REQUIREMENTS/ NEED SOCIAL WORK LICENSE	1	.3	.3	95.1	
THE MARKET	1	.3	.3	95.4	

## Detailed Verbatim Responses From Table 2

### RATIONALE FOR NO QUALIFIED LABOR FORCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	THE ONES QUALIFIED WANT MORE MONEY	1	.3	.3	95.7
	THE QUALIFIED PEOPLE ARE OUT OF THE AREA	1	.3	.3	96.0
	THERE'S GOING TO BE AN UNUSUAL PHENOMENON OF WORK	1	.3	.3	96.3
	THEY ARE ALL LEAVING	1	.3	.3	96.6
	THEY DON'T STICK WITH THE JOB LONG ENOUGH TO LEARN ANYTHING	1	.3	.3	96.9
	THEY DON'T WANT TO WORK	1	.3	.3	97.1
	TOO EASY TO GET ON WELFARE	1	.3	.3	97.4
	TOWN IS DYING	1	.3	.3	97.7
	TREND GOING AWAY FROM TYPES OF JOBS	1	.3	.3	98.0
	WE'RE NOT GROWING/ COMPETITION OF OTHER COMPANIES	1	.3	.3	98.3
	WE CAN'T OFFER MUCH FOR BENEFITS OR PAY	1	.3	.3	98.6
	WE PAY \$6.50/ THEY GET AS MUCH PUBLIC ASSISTANCE	1	.3	.3	98.9
	WELFARE PAYS BETTER	1	.3	.3	99.1
	WORK ETHICS/ COMMITMENT	1	.3	.3	99.4
	YOUNG PEOPLE AREN'T GOING INTO MECHANICS	1	.3	.3	99.7
	YOUNGER PEOPLE ARE NOT STAYING AFTER COLLEGE	1	.3	.3	100.0
Total	350	100.0	100.0		

### SKILL SETS THAT ARE MISSING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	243	69.4	69.4	69.4
	ACCESS DEVELOPING AND TODDLER TRAINING	1	.3	.3	69.7
	ACCOUNTING/ COMPUTERS	1	.3	.3	70.0
	ADVANCED LIFE SUPPORT/ INCUBATION/ IV	1	.3	.3	70.3
	AMBITION/ MATH/ PEOPLE SKILLS	1	.3	.3	70.6
	ASSESSMENT SKILLS/ ATTITUDES	1	.3	.3	70.9
	AUTO MECHANICS	1	.3	.3	71.1
	BASIC COMMUNICATIONS/ SUPERVISOR SKILLS	1	.3	.3	71.4
	BASIC FABRICATING TECHNIQUES	1	.3	.3	71.7
	BASIC LANGUAGE SKILLS/ READING/ MATH	1	.3	.3	72.0
	BASICS	1	.3	.3	72.3
	BUSINESS	1	.3	.3	72.6
	BUSINESS/ CLERICAL/ NURSING	1	.3	.3	72.9
	CAN'T SPELL/ WRITE/ ANSWER TELEPHONE	1	.3	.3	73.1
	CERTIFICATION FOR EMT'S AND PARAMEDICS	1	.3	.3	73.4
	CHILD SKILLS	1	.3	.3	73.7
	CNA'S FOOD SERVICE/ CHEFS/ COOKS/ REGISTERED NURSES	1	.3	.3	74.0

## Detailed Verbatim Responses From Table 2

### SKILL SETS THAT ARE MISSING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	COMMON SENSE	1	.3	.3	74.3
	COMMON SENSE/ WORK ETHICS	1	.3	.3	74.6
	COMMUNICATION SKILLS/ ACCOUNTING	1	.3	.3	74.9
	COMMUNICATIONS	1	.3	.3	75.1
	COMMUNICATIONS/ SOCIAL SKILLS/ BASIC JOB SKILLS	1	.3	.3	75.4
	COMPUTER SKILLS/ MONEY HANDLING/ SOCIAL SKILLS	1	.3	.3	75.7
	COMPUTER SKILLS/ SERVICE RELATED/ RESONSIBILITY/ EMPATHY/ CHEERFULNESS	1	.3	.3	76.0
	COMPUTERS	1	.3	.3	76.3
	COMPUTERS/ TRANSCRIPTIONS	1	.3	.3	76.6
	DESIRE TO WORK	1	.3	.3	76.9
	DEVELOPMENT/ TEACHER'S TWO YEAR DEGREE	1	.3	.3	77.1
	DIESEL SKILLS	1	.3	.3	77.4
	DON'T CARE/ WORK ETHICS/ DON'T FOLLOW DIRECTIONS	1	.3	.3	77.7
	DON'T KNOW	2	.6	.6	78.3
	DON'T WANT TO WORK IN LONG TERM CARE/ HARD WORK	1	.3	.3	78.6
	EARLY CHILDHOOD DEVELOPMENT/ TEAMWORK/ PROBLEM SOLVING	1	.3	.3	78.9
	EARLY CHILDHOOD/ PEOPLE SKILLS/ LESSON PLAN SKILLS	1	.3	.3	79.1
	ELECTRICAL AND ELECTRICAL LICENSING AND CERTIFICATIONS	1	.3	.3	79.4
	ELECTRICAL BACKGROUND/ MANUFACTURING BACKGROUND	1	.3	.3	79.7
	ENGINEERING/ MANUFACTURING	1	.3	.3	80.0
	ENVIRONMENTAL ENGINEERING/ SCIENTIST AND CHEMIST/ INDUSTRIAL HYGIENIST	1	.3	.3	80.3
	EXPERIENCE	1	.3	.3	80.6
	EXPERIENCE WITH EARLY CHILDHOOD	1	.3	.3	80.9
	EXPERIENCE/ TRAINED	1	.3	.3	81.1
	FLOWER DESIGN	1	.3	.3	81.4
	GENERAL COMMUNICATION/ WILLING	1	.3	.3	81.7
	GOOD ATTITUDE	1	.3	.3	82.0
	GOOD DRIVING RECORD	1	.3	.3	82.3
	GOOD MANNERS/ PEOPLE SKILLS	1	.3	.3	82.6
	HAIR CUTTING/ COLOR	1	.3	.3	82.9
	HEALTH CARE GRADUATES AND NURSES	1	.3	.3	83.1
	INTERPERSONAL SKILLS/ COMPUTERS/ SOME BASICS	1	.3	.3	83.4
	KNOWLEDGE OF CAR MECHANICS	1	.3	.3	83.7
	KNOWLEDGE OF SURVEYING AND DRAFTING FOR ENGINEERING	1	.3	.3	84.0
LABOR/ WORK ETHICS	1	.3	.3	84.3	

## Detailed Verbatim Responses From Table 2

### SKILL SETS THAT ARE MISSING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LACK OF TEACHERS IN OUR AREA	1	.3	.3	84.6
	LANGUAGE AND COMMUNICATIONS/ WRITING	1	.3	.3	84.9
	LEGAL SKILLS/ OFFICE SKILLS/ GRAMMAR/ TYPING/ SENTENCE STRUCTURE	1	.3	.3	85.1
	MACHINING/ FORGING/ FITTING	1	.3	.3	85.4
	MATH/ LACK TRAINING	1	.3	.3	85.7
	MATH/ MAKING CHANGE	1	.3	.3	86.0
	MATH/ READ	1	.3	.3	86.3
	MECHANICAL AND MAINTENANCE OF PRODUCTION AND MANUFACTURING EQUIPMENT	1	.3	.3	86.6
	MECHANICAL SKILLS	1	.3	.3	86.9
	MECHANICS/ BUSINESS/ COMPUTERS/ KEYBOARDING	1	.3	.3	87.1
	MEDICAL CARE	1	.3	.3	87.4
	MULTI-TASKING SKILLS/ BASIC SKILLS/ COMMUNICATIONS	1	.3	.3	87.7
	NO FORMAL TRAINING AT ALL/ READ/ WRITE/ MATH	1	.3	.3	88.0
	NONE	4	1.1	1.1	89.1
	NURSING	1	.3	.3	89.4
	NURSING ASSISTANT	1	.3	.3	89.7
	OSHA TRAINING	2	.6	.6	90.3
	PAINTERS/ EPOXY MASONS ARE UNION TRAINED	1	.3	.3	90.6
	PARAMEDIC/ EMT'S	1	.3	.3	90.9
	PEOPLE LEAVE AND THEN COME BACK TO JOBS	1	.3	.3	91.1
	PEOPLE SKILLS/ GRADUATES HAVE UNREALISTIC EXPECTATIONS FOR SALARY	1	.3	.3	91.4
	PHYSICAL THERAPIST/ ATHLETIC TRAINER	1	.3	.3	91.7
	PROGRAMMING/ SYSTEMS ADMINISTRATION	1	.3	.3	92.0
	READ AND WRITE/ COMPUTERS/ WORK ETHICS	1	.3	.3	92.3
	READING/ WRITING/ MATH/ NEED BASICS AT 8TH GRADE LEVEL	1	.3	.3	92.6
	REGISTERED NURSES/ LICENSED PRACTICAL NURSES/ NURSE AIDES/ RESPIRATORY THERAPY/ RADIOLOGY	1	.3	.3	92.9
	REGISTERED NURSES/ MANAGEMENT SKILLS	1	.3	.3	93.1
	RESEARCH AND WRITING	1	.3	.3	93.4
	RESTAURANT EQUIPMENT	1	.3	.3	93.7
	SAFETY/ HAZARDS/ CPR/ EMERGENCY RESPONDERS	1	.3	.3	94.0
	SALES AND TRAINING PERIOD	1	.3	.3	94.3
	SECRETARIAL SKILLS	1	.3	.3	94.6
	SHORT BECAUSE OF NO CHILD LEFT BEHIND	1	.3	.3	94.9
SHORTAGE OF DRIVERS	1	.3	.3	95.1	
SIGN WORK/ SERVICING SIGNS/ ELECTRICAL/ GRAPHIC ART	1	.3	.3	95.4	

## Detailed Verbatim Responses From Table 2

### SKILL SETS THAT ARE MISSING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SKILLS NECESSARY TO BECOME A TEACHER/ CERTIFICATIONS AND DEGREES	1	.3	.3	95.7
	SOCIAL SERVICES SKILLS	1	.3	.3	96.0
	SOCIAL WORK DEGREE	1	.3	.3	96.3
	SOCIAL WORK LICENSE	1	.3	.3	96.6
	TECHNICAL SKILLS/ DRIVABILITY	1	.3	.3	96.9
	THE DESIRE TO WORK	1	.3	.3	97.1
	THEY DON'T WANT TO WORK WHEN NEEDED	1	.3	.3	97.4
	WELDING/ MATH/ READING/ BLUEPRINTS/ TAPES	1	.3	.3	97.7
	WORK ETHICS	4	1.1	1.1	98.9
	WORK ETHICS/ CUSTOMER SERVICE	1	.3	.3	99.1
	WORK ETHICS/ FINANCIAL SKILLS/ DISCIPLINE	1	.3	.3	99.4
	WORK ETHICS/ SPELLING	1	.3	.3	99.7
	WRITING/ MATH/ BUILDING TRADES	1	.3	.3	100.0
	Total	350	100.0	100.0	

**Detailed Verbatim Responses From Table 3-A**

**TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	1135	64.9	64.9	64.9
	40 HOURS ON-THE-JOB TRAINING	1	.1	.1	64.9
	401K TRAINING/ QUARTERLY	1	.1	.1	65.0
	ACADEMY TRAINING/ SIXTEEN HOURS CONTINUING EDUCATION EVERY YEAR	1	.1	.1	65.0
	ACCOUNTING OFFICE/ PROCESS MONEY GOING TO BANK ON COMPUTER	1	.1	.1	65.1
	ACLS/ ADVANCED CARDIAC LIFE SUPPORT	2	.1	.1	65.2
	ACTIVE SELLING	1	.1	.1	65.3
	ALCOHOL	1	.1	.1	65.3
	ALCOHOL AND DRUGS	1	.1	.1	65.4
	ALCOHOL MANAGEMENT	1	.1	.1	65.4
	ALCOHOL MANAGEMENT AND SALES/ FAKE ID'S AND ID DRUNKS	1	.1	.1	65.5
	ALL HANDS/ FEEDING	1	.1	.1	65.5
	ALZHEIMER'S	2	.1	.1	65.7
	AREA LIFT	1	.1	.1	65.7
	AS 9000	1	.1	.1	65.8
	ASBESTOS TRAINING	1	.1	.1	65.8
	ASSESSMENT	1	.1	.1	65.9
	AUTO TECHNICIANS	1	.1	.1	65.9
	AVIATION	1	.1	.1	66.0
	BACKGROUND INVESTIGATION	1	.1	.1	66.1
	BAG ON VIDEO	1	.1	.1	66.1
	BANK RELATED/ CHECK 21	1	.1	.1	66.2
	BARTENDING	1	.1	.1	66.2
	BASIC LIFE SUPPORT/ SPECIALTY TRAINING AS NEEDED	1	.1	.1	66.3
	BASIC SKILLS ON COMPUTER	1	.1	.1	66.3
	BEHAVIORAL MANAGEMENT	1	.1	.1	66.4
	BENEFITS	2	.1	.1	66.5
	BILLING	1	.1	.1	66.6
	BLOOD BORNE PATHOGENS	1	.1	.1	66.6
	BOAT SAFETY	1	.1	.1	66.7
	BREEDERS	1	.1	.1	66.7
	BUDGET/ SAFETY	1	.1	.1	66.8
	BUS TRANSPORTATION REGULATIONS	1	.1	.1	66.9
	BUSBOY	1	.1	.1	66.9
	BUSINESS	1	.1	.1	67.0
	BUSINESS CHANGES	1	.1	.1	67.0
	BUSINESS ETIQUETTE	1	.1	.1	67.1
	CARE CHECK	1	.1	.1	67.1
	CASH LOANS	1	.1	.1	67.2
	CASHIER TRAINING	1	.1	.1	67.3
	CASHIERS	5	.3	.3	67.5
	CDL	1	.1	.1	67.6
	CENTRAL BASED TRAINING	1	.1	.1	67.7
	CERTIFIED GM TRAINING	1	.1	.1	67.7
	CEU/ SOCIAL WORK	1	.1	.1	67.8
	CEUS FOR NURSES/ MEDICATION TRAINING FROM PHARMACY COMPANY	1	.1	.1	67.8
	CHECK 21 LOAN PROCESS	1	.1	.1	67.9
	CHECK IN SYSTEMS/ SOFTWARE	1	.1	.1	67.9

**Detailed Verbatim Responses From Table 3-A**

**TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
CHILD ABUSE	1	.1	.1	68.0
CHILD ABUSE/ NEGLECT	1	.1	.1	68.1
CHRYSLER AND CHEVY SALES TRAINING	1	.1	.1	68.1
CLAIMS PROCESSING	1	.1	.1	68.2
CLEAN BARGES	1	.1	.1	68.2
CLERKS/ STOCKERS	1	.1	.1	68.3
CLIENT COMPLAINTS	1	.1	.1	68.3
CLINICAL TRAINING	1	.1	.1	68.4
CNA	1	.1	.1	68.5
CNAS IN-HOUSE PROGRAMS	1	.1	.1	68.5
COMMUNICATION SKILLS	1	.1	.1	68.6
COMMUNICATION SKILLS/ DE-ESCALATING	1	.1	.1	68.6
COMMUNICATIONS	2	.1	.1	68.7
COMPUTER MANAGEMENT	1	.1	.1	68.8
COMPUTER PRESENTATIONS	1	.1	.1	68.9
COMPUTER SOFTWARE/ AUTOCAD	1	.1	.1	68.9
COMPUTER SYSTEMS/ PROPRIETARY	1	.1	.1	69.0
COMPUTERS	14	.8	.8	69.8
COMPUTERS FOR LIBRARIES	1	.1	.1	69.8
COMPUTERS/ WORDPERFECT	1	.1	.1	69.9
CONFLICT RESOLUTION	1	.1	.1	69.9
CONTINUE EDUCATION/ 18 HOURS FOR TEACHING	1	.1	.1	70.0
COOKING	2	.1	.1	70.1
COPY MACHINE REPAIR	1	.1	.1	70.2
CORRECTIONAL ACADEMY TRAINING	1	.1	.1	70.2
COSTS	1	.1	.1	70.3
COUNSELOR TRAINING	1	.1	.1	70.3
COUNTER	1	.1	.1	70.4
CPC	1	.1	.1	70.5
CPR	20	1.1	1.1	71.6
CPR AND FIRST AID	1	.1	.1	71.7
CPR/ FIRST AID	2	.1	.1	71.8
CPU	1	.1	.1	71.8
CRANE FLIES/ IDENTIFICATION AND BIOLOGY	1	.1	.1	71.9
CRISIS INTERVENTION	1	.1	.1	71.9
CURRICULUM ALIGNMENT FOR GRADE LEVEL	1	.1	.1	72.0
CURRICULUM/ DRUG FREE WORKPLACE	1	.1	.1	72.1
CUSTOMER SERVICE	16	.9	.9	73.0
CUSTOMER SERVICE TRAINING/ ORIENTATION AND PAPER	1	.1	.1	73.0
DAIMLER CHRYSLER TRAINING	1	.1	.1	73.1
DEAD BUGS/ BIOLOGY/ BEHAVIOR/ CONTROL	1	.1	.1	73.1
DEFENSIVE DRIVING	1	.1	.1	73.2
DEFIBULATOR TRAINING	1	.1	.1	73.3
DELI	1	.1	.1	73.3
DELI PEOPLE/ COOK/ SLICE	1	.1	.1	73.4
DEMENTIA	1	.1	.1	73.4
DESIGN OF LESSONS	1	.1	.1	73.5
DEVELOPMENTAL SCREENING	1	.1	.1	73.5
DIABETICS	1	.1	.1	73.6
DIESEL REPAIR	1	.1	.1	73.7

**Detailed Verbatim Responses From Table 3-A**

**TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
DIESEL TECHNOLOGY	1	.1	.1	73.7
DIRECT DIGITAL CONTROL	1	.1	.1	73.8
DISCIPLINE	1	.1	.1	73.8
DISCRIMINATION	1	.1	.1	73.9
DISH ROOM	1	.1	.1	73.9
DISTRIBUTION SYSTEM COMPUTER	1	.1	.1	74.0
DIVERSITY	1	.1	.1	74.1
DIVISIONAL MEETINGS ON NEW IDEAS	1	.1	.1	74.1
DOCK	1	.1	.1	74.2
DOCUMENTATION TRAINING	1	.1	.1	74.2
DOMESTIC VIOLENCE	2	.1	.1	74.3
DRAFTING	1	.1	.1	74.4
DRIVER TRAINER PROGRAM/ MIXER TRUCK DRIVERS	1	.1	.1	74.5
DRIVER TRAINING	1	.1	.1	74.5
DRIVER TRAINING FOR CDL	1	.1	.1	74.6
DRIVING SKILLS	1	.1	.1	74.6
DRIVING VIDEO/ SAFE DRIVING/ COURTESY/ COMMERCIAL DRIVING QUALITIES	1	.1	.1	74.7
DRUG ABUSE	1	.1	.1	74.7
DRUG AND ALCOHOL	1	.1	.1	74.8
DRUG FREE WORKPLACE	1	.1	.1	74.9
EARLY CHILDHOOD EDUCATION	1	.1	.1	74.9
EFFECTIVE TEACHING STRATEGIES FOR CLASSROOM TEACHER	1	.1	.1	75.0
EIGHT HOUR NEW PERMS	1	.1	.1	75.0
EIGHT HOURS OF IN-SERVICE	1	.1	.1	75.1
ELDERLY	1	.1	.1	75.1
ELECTRICAL	1	.1	.1	75.2
ELECTRICAL MAINTENANCE	1	.1	.1	75.3
ELECTRICIANS/ VISION QUALITY SYSTEMS	1	.1	.1	75.3
ELECTRONICS	2	.1	.1	75.4
EMERGENCY RESPONDERS	1	.1	.1	75.5
EMERGENCY RESPONSE	1	.1	.1	75.5
EMPLOYEE ORIENTATION	1	.1	.1	75.6
EMPLOYEE ORIENTATION/ COMPUTERS AND SOFT SKILLS	1	.1	.1	75.7
EMT	1	.1	.1	75.7
ENACTING NO CHILD LEFT BEHIND	1	.1	.1	75.8
ENGINEERING	1	.1	.1	75.8
ENVIRONMENTAL	2	.1	.1	75.9
ENVIRONMENTAL ISSUES	1	.1	.1	76.0
EQUIPMENT	1	.1	.1	76.1
EQUIPMENT HANDLING	1	.1	.1	76.1
ERGONOMICS	1	.1	.1	76.2
FABRICATING	1	.1	.1	76.2
FAILING TECHNIQUES	1	.1	.1	76.3
FALL PROTECTION	1	.1	.1	76.3
FAMILY CENTER PRACTICE TRAINING	1	.1	.1	76.4
FARM EQUIPMENT	1	.1	.1	76.5
FARM RELATED KNOWLEDGE	1	.1	.1	76.5
FATHERHOOD PR	1	.1	.1	76.6
FEDERAL/ STATE DOCUMENTATION REQUIREMENTS	1	.1	.1	76.6



**Detailed Verbatim Responses From Table 3-A**

**TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
FERTILIZERS	1	.1	.1	76.7
FIRE DRILLS	1	.1	.1	76.7
FIRE SAFETY	3	.2	.2	76.9
FIRE TRAINING	1	.1	.1	77.0
FIREFIGHTING	1	.1	.1	77.0
FIRST AID	13	.7	.7	77.8
FITNESS PROGRAMS	1	.1	.1	77.8
FOCUS ON KEY CONTENT STANDARD THAT NEED TO BE TAUGHT	1	.1	.1	77.9
FOOD HANDLING	2	.1	.1	78.0
FOOD PREPARATION	1	.1	.1	78.1
FOOD SAFETY	1	.1	.1	78.1
FORKLIFT OPERATING	8	.5	.5	78.6
FTC RULES	1	.1	.1	78.6
FUNERAL ASSISTANT/ JOB ORIENTATION	1	.1	.1	78.7
GM TRAINING	1	.1	.1	78.7
GO OVER HANDBOOK	1	.1	.1	78.8
GRILLING	1	.1	.1	78.9
GROUNDS MAINTENANCE	1	.1	.1	78.9
HAIR COLORING	2	.1	.1	79.0
HAIR CUTTING	2	.1	.1	79.1
HAND SAFETY	1	.1	.1	79.2
HANDLE THE HANDICAPPED	1	.1	.1	79.3
HANDS ON	1	.1	.1	79.3
HAZARDOUS COMMUNICATION/ TRANSFER CHEMICALS TO DIFFERENT PLACES	1	.1	.1	79.4
HAZARDOUS MATERIAL	3	.2	.2	79.5
HAZARDOUS MATERIAL RECOGNITION AND HANDLING	1	.1	.1	79.6
HAZARDOUS MATERIALS HANDLING AND TRANSPORT	1	.1	.1	79.7
HAZARDS FOR POLICE	1	.1	.1	79.7
HAZMAT	2	.1	.1	79.8
HAZMAT WASTE MANAGEMENT	1	.1	.1	79.9
HEAD START CONFERENCE	1	.1	.1	79.9
HEALTH SAFETY	1	.1	.1	80.0
HEALTH/ SAFETY/ NUTRITION	1	.1	.1	80.1
HEART STEPS	1	.1	.1	80.1
HIGH SCOPE CURRICULUM	1	.1	.1	80.2
HIPAA	6	.3	.3	80.5
HIPAA HEALTH INFORMATION PRIVACY PROTECTION ACT	1	.1	.1	80.6
HOME HEALTH AIDE CERTIFICATES	1	.1	.1	80.6
HOMELAND SECURITY	1	.1	.1	80.7
HOSTILE CLIENTS	1	.1	.1	80.7
HOUSEKEEPING/ INFECTION SAFETY	1	.1	.1	80.8
HOW TO BE BETTER MANAGER	1	.1	.1	80.9
HOW TO BE BETTER ORGANIZED	1	.1	.1	80.9
HOW TO BUILD SIGN	1	.1	.1	81.0
HOW TO DEESCALATE CLIENT BEHAVIOR	1	.1	.1	81.0
HOW TO FIX ENGINES	1	.1	.1	81.1
HOW TO FOLLOW DIRECTIONS	1	.1	.1	81.1
HOW TO READ A DRAWING	1	.1	.1	81.2
HOW TO READ A TAPE MEASURE	1	.1	.1	81.3
HOW TO REPAIR SIGNS	1	.1	.1	81.3

**Detailed Verbatim Responses From Table 3-A**

**TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
HOW TO RUN EQUIPMENT	1	.1	.1	81.4
HOW TO TAKE ORDERS	1	.1	.1	81.4
HOW TO USE A COMPUTER	1	.1	.1	81.5
HOYER LIFT	1	.1	.1	81.5
HUMAN RESOURCES	1	.1	.1	81.6
HUMAN RESOURCES/ HIRING AND FIRING	1	.1	.1	81.7
IMIS COMPUTER PROGRAM	1	.1	.1	81.7
IN-HOUSE PROGRAMS FROM THE STATE	1	.1	.1	81.8
IN-HOUSE/ RESTAURANT	1	.1	.1	81.8
IN-SERVICE OR POLICEMEN	1	.1	.1	81.9
INCOME TAX	1	.1	.1	81.9
INFECTION CONTROL	2	.1	.1	82.1
INSECTICIDES	1	.1	.1	82.1
INSURANCE BILLING	1	.1	.1	82.2
INSURANCE SEMINARS	1	.1	.1	82.2
INTERVIEW SKILLS	1	.1	.1	82.3
IRA	1	.1	.1	82.3
IV TRAINING	1	.1	.1	82.4
JOB ORIENTATION	1	.1	.1	82.5
JOB READINESS	1	.1	.1	82.5
LABOR LAW TRAINING	1	.1	.1	82.6
LEADERSHIP	3	.2	.2	82.7
LEADERSHIP/ HEAT TREATMENT	1	.1	.1	82.8
LEAN MANUFACTURING/ DEMAND FLOW TECHNOLOGY	1	.1	.1	82.9
LEGAL SOFTWARE TRAINING	1	.1	.1	82.9
LIABLE LAW	1	.1	.1	83.0
LIFEGUARD	1	.1	.1	83.0
LIFT PREVENTION	1	.1	.1	83.1
LIFTING	1	.1	.1	83.1
LIFTING SAFETY	1	.1	.1	83.2
LOGBOOK TRAINING	1	.1	.1	83.3
LUMBER YARD TRAINING	1	.1	.1	83.3
MACHINE OPERATORS	1	.1	.1	83.4
MACHINES/ PRINT BAGS AND CONVERT PAPER TO BAGS	1	.1	.1	83.4
MACHINES/ TRANSDUCERS/ TIME CONTROLLERS	1	.1	.1	83.5
MAINTENANCE	1	.1	.1	83.5
MANAGEMENT	4	.2	.2	83.8
MANAGEMENT TRAINING	1	.1	.1	83.8
MANAGEMENT TRAINING/ SEMINARS QUARTERLY	1	.1	.1	83.9
MANAGERIAL TRAINING	1	.1	.1	83.9
MANDATORY FIRE ARMS	1	.1	.1	84.0
MANUFACTURERS' PRODUCT TRAINING	1	.1	.1	84.1
MARKETING	1	.1	.1	84.1
MATH	3	.2	.2	84.3
MATH TRAINING	1	.1	.1	84.3
MECHANICAL	1	.1	.1	84.4
MECHANICS FROM FORD	1	.1	.1	84.5
MEDICAL TRAINING FOR TEACHERS/ SOCIAL WORKERS	1	.1	.1	84.5
MEDICATION ADMINISTRATION	1	.1	.1	84.6
MEDICATIONS	2	.1	.1	84.7
MENTAL HEALTH	1	.1	.1	84.7
MENTAL HEALTH TRAINING	1	.1	.1	84.8
MERCHANDISE PRESENTATION	1	.1	.1	84.9

## Detailed Verbatim Responses From Table 3-A

### TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	MERCHANDISING	1	.1	.1	84.9
	MICROSOFT/ EXCEL	1	.1	.1	85.0
	MORTGAGE TRAINING	1	.1	.1	85.0
	MORTGAGES	1	.1	.1	85.1
	MORTUARY SCIENCE	1	.1	.1	85.1
	MOTIVATION	1	.1	.1	85.2
	MOWERS	1	.1	.1	85.3
	MRDD TRAINING	1	.1	.1	85.3
	NEW EMPLOYEE	1	.1	.1	85.4
	NEW MATH PROJECTS	1	.1	.1	85.4
	NHCI/ ON THE INTERNET/ NOT SURE WHAT IT STANDS FOR	1	.1	.1	85.5
	NO CHILD LEFT BEHIND	1	.1	.1	85.5
	NO CHILD LEFT BEHIND/ LESSON PREPARATION	1	.1	.1	85.6
	NURSES AIDE TRAINING	1	.1	.1	85.7
	NURSING	1	.1	.1	85.7
	NURSING ASSISTANT PROGRAM	1	.1	.1	85.8
	OFFICE WORK	1	.1	.1	85.8
	ON-SITE CLIMATE CONTROLLED SWITCHES FOR OUR TALCS	1	.1	.1	85.9
	ON-SITE/ ON-THE-JOB FOR REGULAR EMPLOYEES	1	.1	.1	85.9
	ON-THE-JOB	1	.1	.1	86.0
	ON-THE-JOB CUSTOMER SERVICE REFRESHER	1	.1	.1	86.1
	ON-THE-JOB DESIGN	1	.1	.1	86.1
	ON-THE-JOB TRAINING/ TWO OR THREE WEEKS LONG	1	.1	.1	86.2
	ON-THE-JOB WELDING AND MACHINING	1	.1	.1	86.2
	ONGOING PHARMACY TECHNICIAN	1	.1	.1	86.3
	ONGOING TECH TRAINING THROUGH FAIRMONT	1	.1	.1	86.3
	ONLINE	1	.1	.1	86.4
	ONLINE BANKING COMPLIANCES	1	.1	.1	86.5
	OPERATOR STAFF ENVIRONMENT	1	.1	.1	86.5
	ORIENTATION	1	.1	.1	86.6
	ORIENTATION/ NEW HIRES	1	.1	.1	86.6
	OSHA	15	.9	.9	87.5
	OSHA FOR SUPERVISORS	1	.1	.1	87.5
	OSHA REGULATIONS	1	.1	.1	87.6
	PACKAGING	1	.1	.1	87.7
	PAPERWORK/ FREIGHT BILL VERIFICATION	1	.1	.1	87.7
	PARAMEDIC	1	.1	.1	87.8
	PARAMEDIC RECERTIFICATION	1	.1	.1	87.8
	PARAMEDIC REFRESHERS	1	.1	.1	87.9
	PARENT INVOLVEMENT	1	.1	.1	87.9
	PARTS	2	.1	.1	88.1
	PATIENT SAFETY/ JOINT COMMISSION	1	.1	.1	88.1
	PATROLLING	1	.1	.1	88.2
	PC BASED EQUIPMENT	1	.1	.1	88.2
	PEOPLE SKILLS	1	.1	.1	88.3
	PEOPLESOFT PAYROLL	1	.1	.1	88.3
	PERMING	1	.1	.1	88.4
	PERSONNEL POLICY	1	.1	.1	88.5

**Detailed Verbatim Responses From Table 3-A**

**TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
PHARMACY TECHNICIANS	1	.1	.1	88.5
PIPEFITTING CLASSES	1	.1	.1	88.6
PLANTS	1	.1	.1	88.6
PNEUMATIC CONTROL	1	.1	.1	88.7
POLICE AND FIRE	1	.1	.1	88.7
POSITIVE BEHAVIORS	1	.1	.1	88.8
PRESERVATION	1	.1	.1	88.9
PREVENT INJURY	1	.1	.1	88.9
PRINTING PLATES	1	.1	.1	89.0
PRIVACY/ SECURITY FRAUD	1	.1	.1	89.0
PROBLEM SOLVING	1	.1	.1	89.1
PRODUCT KNOWLEDGE	2	.1	.1	89.2
PRODUCT SALES	1	.1	.1	89.3
PRODUCT TRAINING	3	.2	.2	89.4
PRODUCTION KNOWLEDGE	1	.1	.1	89.5
PRODUCTS	1	.1	.1	89.5
PUBLIC HOUSING MANAGEMENT	1	.1	.1	89.6
PUMP MAINTENANCE	1	.1	.1	89.7
QUALITY CONTROL	1	.1	.1	89.7
QUALITY TRAINING	1	.1	.1	89.8
READING	1	.1	.1	89.8
RECORDS MANAGEMENT	1	.1	.1	89.9
REGIONAL MEETINGS ON NEW IDEAS	1	.1	.1	89.9
REGISTERS	2	.1	.1	90.1
REGULATORY TRAINING	1	.1	.1	90.1
REPORT WRITING	1	.1	.1	90.2
RESIDENTIAL SERVICES	1	.1	.1	90.2
RESPIRATORS	1	.1	.1	90.3
RESPIRATORY FIT TRAINING	1	.1	.1	90.3
RETAIL MARKETING SKILLS	1	.1	.1	90.4
RETAIL SALES	1	.1	.1	90.5
RIGHT OF WAY DESCRIPTIONS	1	.1	.1	90.5
RIGHT TRACK TRAINING	1	.1	.1	90.6
ROBBERY DETECTION AND PERSONAL SAFETY	1	.1	.1	90.6
RODENT BAITS AND BAIT STATIONS	1	.1	.1	90.7
RODENT BIOLOGY AND CONTROL	1	.1	.1	90.7
ROUTE PLANNING	1	.1	.1	90.8
ROUTINE TRAINING ON INFECTION/ SAFETY	1	.1	.1	90.9
RSAM/ VAN DRIVER/ ADA REQUIREMENTS	1	.1	.1	90.9
RUNNING MACHINERY	1	.1	.1	91.0
RUNNING REGISTER	1	.1	.1	91.0
SAFE DRIVING	1	.1	.1	91.1
SAFETY	38	2.2	2.2	93.3
SAFETY IN USE OF EQUIPMENT AND WAREHOUSE WORK	1	.1	.1	93.3
SAFETY TRAINING	1	.1	.1	93.4
SAFETY/ ANGER MANAGEMENT	1	.1	.1	93.4
SAFETY/ DRIVING	1	.1	.1	93.5
SAFETY/ FIRE EXITS ETC.	1	.1	.1	93.5
SAFETY/ FIRE SAFETY	1	.1	.1	93.6
SAFETY/ FORKLIFT OPERATING/ LIFTING	1	.1	.1	93.7
SAFETY/ OSHA	1	.1	.1	93.7
SAFETY/ OSHA STANDARDS	1	.1	.1	93.8
SALES	11	.6	.6	94.4

**Detailed Verbatim Responses From Table 3-A**

**TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
SALES ADVANCEMENT	1	.1	.1	94.5
SALES SYSTEMS	1	.1	.1	94.5
SAY NO TO STRANGERS	1	.1	.1	94.6
SCAFFOLD	1	.1	.1	94.6
SCREEN PRINTING	1	.1	.1	94.7
SECRETARY/ JOB ORIENTATION	1	.1	.1	94.7
SECTION EIGHT VOUCHERS	1	.1	.1	94.8
SECUREMENT	1	.1	.1	94.9
SECURITY	5	.3	.3	95.1
SEMINARS	1	.1	.1	95.2
SEMINARS/ IRA	1	.1	.1	95.3
SENSORS AND PLC	1	.1	.1	95.3
SERVICE	1	.1	.1	95.4
SERVING	2	.1	.1	95.5
SETUP MACHINES	1	.1	.1	95.5
SEXUAL HARASSMENT	2	.1	.1	95.7
SEXUAL HARASSMENT AND DIVERSITY TRAINING	1	.1	.1	95.7
SHEET METAL	1	.1	.1	95.8
SIGN INSTALLING	1	.1	.1	95.8
SIGN LANGUAGE	1	.1	.1	95.9
SKILLED LICENSE CLE/ EDUCATION UNITS	1	.1	.1	95.9
SKILLS TRAINING	1	.1	.1	96.0
SMOKING/ NON-MINOR SKILLS	1	.1	.1	96.1
SNIPER TRAINING	1	.1	.1	96.1
SOCIAL SERVICE/ SEXUAL ABUSE	1	.1	.1	96.2
SOCIAL WORK	1	.1	.1	96.2
SOFTWARE UPDATES	1	.1	.1	96.3
SOFTWARE USAGE TRAINING TO TEACH CUSTOMERS	1	.1	.1	96.3
STAFF DEVELOPMENT	3	.2	.2	96.5
STAFF TRAINING	1	.1	.1	96.6
STAR	1	.1	.1	96.6
STATE LICENSE EXAM	1	.1	.1	96.7
STATE MANDATES/ 40-HOUR IN-SERVICE	1	.1	.1	96.7
STOCKING	4	.2	.2	97.0
SUPERVISOR	3	.2	.2	97.1
SUPERVISORS	1	.1	.1	97.2
SUPPORT OF COUNSELING	1	.1	.1	97.3
SURVEYING	2	.1	.1	97.4
SYDS/ CORRECTIONAL INTEGRATED DEFENSE	1	.1	.1	97.4
TAG OUT	1	.1	.1	97.5
TAXES	1	.1	.1	97.5
TEACHING	1	.1	.1	97.6
TECHNICAL	1	.1	.1	97.7
TECHNOLOGY	2	.1	.1	97.8
TELEMARKETING TECH CLASSES/ READING HEART MONITORS	1	.1	.1	97.8
TELEPHONE SKILLS	2	.1	.1	97.9
TELEPHONES	1	.1	.1	98.0
TEMPERATURES	1	.1	.1	98.1
TENDERING WIC AND FOOD STAMPS	1	.1	.1	98.1
TERRORISM	1	.1	.1	98.2
TESTING AUTOMOTIVE SYSTEMS	1	.1	.1	98.2

**Detailed Verbatim Responses From Table 3-A**

**TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	THREE-DAY TRAINING/ HOW OPERATIONS WORK	1	.1	.1	98.3
	TOBACCO AND ALCOHOL SALES	1	.1	.1	98.3
	TOBACCO SALES TO MINORS	1	.1	.1	98.4
	TODDLER TRAINING	1	.1	.1	98.5
	TOO MANY TOPICS TO DESCRIBE TRAINING PROGRAMS	1	.1	.1	98.5
	TRAINED FOR OUR PARTICULAR NEEDS	1	.1	.1	98.6
	TRANSFER PATIENTS	1	.1	.1	98.6
	TRANSPORTATION/ TEAM BUILDING/ DISABILITY TRAINING	1	.1	.1	98.7
	TRUCK LOADING SEMINARS	1	.1	.1	98.7
	TWO WEEKS ON-THE-JOB TRAINING	1	.1	.1	98.8
	UNDERSTAND CONTENT STANDARDS AND OBJECTIVES	1	.1	.1	98.9
	UNDERSTANDING CHILDREN'S BEHAVIOR/ COMPUTER TRAINING	1	.1	.1	98.9
	UNIT RECEPTIONISTS TRAINING/ DATA ENTRY	1	.1	.1	99.0
	VAN TRAINING	1	.1	.1	99.0
	VEHICLE SAFETY	1	.1	.1	99.1
	VETERAN'S RIGHTS	1	.1	.1	99.1
	VIDEO	1	.1	.1	99.2
	VIDEO/ VARIOUS POSITIONS	1	.1	.1	99.3
	VISION TESTING	1	.1	.1	99.3
	VOCATIONAL TRAINING	1	.1	.1	99.4
	WAITRESS	1	.1	.1	99.4
	WALK OUT/ TAG OUTS	1	.1	.1	99.5
	WASTE WATER	1	.1	.1	99.5
	WATER MANAGEMENT	1	.1	.1	99.6
	WAXING TECHNIQUES	1	.1	.1	99.7
	WEAPON	1	.1	.1	99.7
	WEST TEST	1	.1	.1	99.8
	WEST VIRGINIA REGULATORY SUBJECTS	1	.1	.1	99.8
	WRITING FOR CHILDREN	1	.1	.1	99.9
	WRITING GRANTS	1	.1	.1	99.9
WRITING SEMINARS	1	.1	.1	100.0	
Total		1750	100.0	100.0	

**Detailed Verbatim Responses From Table 4-A**

**FUTURE TRAINING TOPICS - MULTIPLE RESPONSES**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	1580	90.3	90.3	90.3
	401K TRAINING	1	.1	.1	90.3
	911 BACKGROUND CHECKS	1	.1	.1	90.4
	ACUTE THERMAL AEROBIC DIGESTION/ SLUDGE HANDLING	1	.1	.1	90.5
	APPROACHING VEHICLES	1	.1	.1	90.5
	ASBESTOS TRAINING	1	.1	.1	90.6
	BASIC TRAUMA LIFE SUPPORT	1	.1	.1	90.6
	BEHAVIOR TRAINING	1	.1	.1	90.7
	BEHAVIORAL BASED	1	.1	.1	90.7
	BILLING PROGRAMS	1	.1	.1	90.8
	BUILDING STUFF	1	.1	.1	90.9
	BUSINESS MANAGEMENT	1	.1	.1	90.9
	CAPITAL IMPROVEMENTS	1	.1	.1	91.0
	CASE MANAGEMENT	1	.1	.1	91.0
	CATSCAN	1	.1	.1	91.1
	CDL	1	.1	.1	91.1
	CHANGING OUR WHOLE COMPUTER SYSTEM	1	.1	.1	91.2
	CNA'S	1	.1	.1	91.3
	CODING	1	.1	.1	91.3
	COLLECTION OF EVIDENCE	1	.1	.1	91.4
	COLOR	1	.1	.1	91.4
	COMMERCIAL REFRIGERATORS	1	.1	.1	91.5
	COMMUNICATIONS AND INTERPERSON	1	.1	.1	91.5
	COMPLIANCE	1	.1	.1	91.6
	COMPUTER MANAGEMENT	1	.1	.1	91.7
	COMPUTER PROGRAMS	1	.1	.1	91.7
	COMPUTER TRAINING	1	.1	.1	91.8
	COMPUTERS	7	.4	.4	92.2
	COMPUTERS FOR LIBRARIES	1	.1	.1	92.2
	CONFIDENTIALITY/ HIPAA	1	.1	.1	92.3
	CONFINING SPACE	1	.1	.1	92.3
	COOKING	1	.1	.1	92.4
	CORPORATE COMPLIANCE	1	.1	.1	92.5
	COSMETIC DIVISION/ STERILIZATION OF POWDERS	1	.1	.1	92.5
	COUNSELING	1	.1	.1	92.6
	CPR	1	.1	.1	92.6
	CREATING EQUALITY EXPERIENCE/ PEOPLE NOTICE	1	.1	.1	92.7
	CUSTOMER SERVICE	5	.3	.3	93.0
	CUSTOMER SERVICE TRAINING	1	.1	.1	93.0
	CUT	1	.1	.1	93.1
	DEALING WITH BEHAVIORAL ISSUES	1	.1	.1	93.1
	DEALING WITH MENTALLY ILL	1	.1	.1	93.2
	DESIGN	1	.1	.1	93.3
	DOMESTIC ISSUES	1	.1	.1	93.3
	DON'T KNOW/ WE DO TRAINING ALL THE TIME	1	.1	.1	93.4
	DOT	1	.1	.1	93.4
	DRIVERS' EDUCATION TRAINING	1	.1	.1	93.5
	DRUG SCREENING	1	.1	.1	93.5
	ELECTRICAL FOR WELDING	1	.1	.1	93.6
	ELECTRONICS TRAINING	1	.1	.1	93.7
	EQUIPMENT	1	.1	.1	93.7

**Detailed Verbatim Responses From Table 4-A**

**FUTURE TRAINING TOPICS - MULTIPLE RESPONSES**

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	ESTIMATING	1	.1	.1	93.8
	ETHICS	1	.1	.1	93.8
	EVALUATION	1	.1	.1	93.9
	EVALUATION TRAINING	1	.1	.1	93.9
	FIELD TESTS BY EMPLOYEES	1	.1	.1	94.0
	FIRE TRAINING	1	.1	.1	94.1
	FIRST AID	1	.1	.1	94.1
	FLAGMAN	1	.1	.1	94.2
	FOOD SAFETY	1	.1	.1	94.2
	FORKLIFT OPERATION	1	.1	.1	94.3
	HAND-HELD TECHNOLOGY	1	.1	.1	94.3
	HANDLING SPECIAL NEEDS CHILDREN	1	.1	.1	94.4
	HANDS-ON TRAINING WITH TRAVEL	1	.1	.1	94.5
	HAZMAT	1	.1	.1	94.5
	HAZMAT NEXT LEVEL	1	.1	.1	94.6
	HIPAA	2	.1	.1	94.7
	HOMELAND SECURITY	1	.1	.1	94.7
	IMPROVED READING	1	.1	.1	94.8
	INDUSTRIAL ELECTRICAL	1	.1	.1	94.9
	INDUSTRIAL SAFETY ORGANIZATION	1	.1	.1	94.9
	INFECTION CONTROL TRAINING	1	.1	.1	95.0
	LICENSED PRACTICAL NURSES	1	.1	.1	95.0
	LOSSES	1	.1	.1	95.1
	MANAGEMENT TRAINING	2	.1	.1	95.2
	MANICURES	1	.1	.1	95.3
	MANUFACTURING A COOKIE	1	.1	.1	95.3
	MARKETING	1	.1	.1	95.4
	MATH	1	.1	.1	95.4
	MECHANICAL SKILLS FOR NEW TRUCK TRANSMISSIONS AND BRAKES	1	.1	.1	95.5
	MEDICATION ADMINISTRATION	1	.1	.1	95.5
	MERCHANDISE MANAGEMENT	1	.1	.1	95.6
	MINE SAFETY	1	.1	.1	95.7
	MORE SAFETY	1	.1	.1	95.7
	MOTORCYCLE AND TRUCK ACCIDENT INVESTIGATION	1	.1	.1	95.8
	NATIONAL DEFENSE	1	.1	.1	95.8
	NEW COMPUTER SYSTEMS	2	.1	.1	95.9
	NEW GOVERNMENT REQUIREMENTS	1	.1	.1	96.0
	NEW HAIR CUTS	1	.1	.1	96.1
	NEW PRODUCTS TRAINING	2	.1	.1	96.2
	NEW SYSTEM/ BVS/ COMPUTER-BASED FOR ALL OUR BANKING	1	.1	.1	96.2
	NEW SYSTEMS	1	.1	.1	96.3
	NEW TAX LAWS	1	.1	.1	96.3
	NO CHILD LEFT BEHIND	1	.1	.1	96.4
	ONLINE COURSE FOR CREDIT UNIONS	1	.1	.1	96.5
	ORIENTATIONS	1	.1	.1	96.5
	OSHA	1	.1	.1	96.6
	PARTNERSHIP WITH PARTNERS	1	.1	.1	96.6
	PATIENT SAFETY	1	.1	.1	96.7
	PEDIATRIC ADVANCED LIFE SUPPORT	1	.1	.1	96.7
	PERMS	1	.1	.1	96.8



**Detailed Verbatim Responses From Table 4-A**

**FUTURE TRAINING TOPICS - MULTIPLE RESPONSES**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PRE-EMPLOYMENT TESTING	1	.1	.1	96.9
	PRESCHOOL	1	.1	.1	96.9
	PRESERVATION	1	.1	.1	97.0
	PROCEDURES FOR NEW LICENSE	1	.1	.1	97.0
	PROGRAM EVALUATION OF EARLY CHILDHOOD EDUCATION	1	.1	.1	97.1
	PROJECT SKILLS/ CLIENT-BASED	1	.1	.1	97.1
	QUALITY CONTROL	1	.1	.1	97.2
	RECEIVING	1	.1	.1	97.3
	REGISTERED NURSES	1	.1	.1	97.3
	SAFE DRIVING	1	.1	.1	97.4
	SAFETY	7	.4	.4	97.8
	SAFETY AND REGULATIONS AT WORK	1	.1	.1	97.8
	SAFETY EXPANSION	1	.1	.1	97.9
	SAFETY TRAINING	1	.1	.1	97.9
	SALES EXPERIENCE	1	.1	.1	98.0
	SALES SKILLS/ TRAINING	1	.1	.1	98.1
	SECURITY	1	.1	.1	98.1
	SECURITY FOR HIPAA	1	.1	.1	98.2
	SOCIAL SERVICES	1	.1	.1	98.2
	SOCIAL WORK	1	.1	.1	98.3
	SOFT SKILLS TRAINING	1	.1	.1	98.3
	SOFTWARE	1	.1	.1	98.4
	SOFTWARE MAINTENANCE	1	.1	.1	98.5
	SPECIAL EDUCATION	2	.1	.1	98.6
	SPELL RESPONSE	1	.1	.1	98.6
	STAFF DEGREE TEACHERS	1	.1	.1	98.7
	STAFF DEVELOPMENT	1	.1	.1	98.7
	STATE POLICY	1	.1	.1	98.8
	SUPERVISOR TRAINING/ PERSONNEL CONFLICTS/ MANAGEMENT	1	.1	.1	98.9
	SUPERVISORS	1	.1	.1	98.9
	SUPERVISORY TRAINING	1	.1	.1	99.0
	SWIFT WATER RESCUE	1	.1	.1	99.0
	SWIMMING INSTRUCTOR	1	.1	.1	99.1
	TECHNOLOGY	2	.1	.1	99.2
	TECHNOLOGY/ SOFTWARE/ MEETING NEW STANDARDS	1	.1	.1	99.3
	TERRORISM LAWS	1	.1	.1	99.3
	TERRORIST ATTACKS	1	.1	.1	99.4
	TIME MANAGEMENT	1	.1	.1	99.4
	TOO MANY DEPARTMENTS TO DESCRIBE TRAINING PROGRAMS	1	.1	.1	99.5
	TRANSCRIPTION PROGRAMS	1	.1	.1	99.5
	TRIAL PRESENTATION	1	.1	.1	99.6
	TUTORING	1	.1	.1	99.7
	UPDATE LPN SKILLS	1	.1	.1	99.7
UPGRADE ANY SKILLS NOT DONE	1	.1	.1	99.8	
VIDEO LOTTERY MACHINES	1	.1	.1	99.8	
VISUAL STUDIO/ MICROSOFT	1	.1	.1	99.9	
WEB BASED TRAINING IN SOFTWARE/ EXCEL	1	.1	.1	99.9	
WEST VIRGINIA STARS SYSTEM TRAINING	1	.1	.1	100.0	
Total	1750	100.0	100.0		

**Detailed Verbatim Responses From Table 6-A**

**COMPUTER TRAINING TO CONTRACT OUT**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	308	88.0	88.0	88.0
	ACCOUNTING/ PARTS SERVICED	1	.3	.3	88.3
	ANYTHING NEW	1	.3	.3	88.6
	DEPENDS ON NEW SOFTWARE COMPANY	1	.3	.3	88.9
	DEPENDS ON THE COST	1	.3	.3	89.1
	DON'T KNOW	5	1.4	1.4	90.6
	EXCEL/ POWERPOINT/ ACCESS	1	.3	.3	90.9
	EXCEL/ WINDOWS/ MICROSOFT	1	.3	.3	91.1
	EXCEL/ WORD/ PUBLISHER	1	.3	.3	91.4
	GRADE QUICK/ SPREADSHEETS/ COMPUTER LITERACY	1	.3	.3	91.7
	HOW TO USE A SPECIFIC POINT OF PURCHASE PROGRAM	1	.3	.3	92.0
	LEARNING HOW TO RUN PROGRAMS	1	.3	.3	92.3
	MICROSOFT	1	.3	.3	92.6
	MICROSOFT OFFICE PUBLISHER	1	.3	.3	92.9
	MICROSOFT OFFICE SUITE	1	.3	.3	93.1
	MICROSOFT OFFICE SUITE/ WINDOWS 98/ XP	1	.3	.3	93.4
	NETWORK	1	.3	.3	93.7
	NEW HIRES/ COMPUTER LITERACY	1	.3	.3	94.0
	NEW OPERATING SYSTEMS AS AVAILABLE	1	.3	.3	94.3
	NEW SOFTWARE PROGRAMS AND HARDWARE TROUBLE SHOOTING	1	.3	.3	94.6
	PUBLISHING	1	.3	.3	94.9
	QUICKBOOKS	2	.6	.6	95.4
	REMUS	1	.3	.3	95.7
	WINDOWS	4	1.1	1.1	96.9
	WINDOWS 2000	1	.3	.3	97.1
	WINDOWS 95	1	.3	.3	97.4
	WINDOWS/ MICROSOFT	3	.9	.9	98.3
	WINDOWS/ MICROSOFT BASICS	1	.3	.3	98.6
	WINDOWS/ MICROSOFT/ QUICKBOOKS/ PEACHTREE	1	.3	.3	98.9
	WORD/ ACCESS/ EXCEL	1	.3	.3	99.1
	XP/ MICROSOFT	1	.3	.3	99.4
	XP/ MICROSOFT OFFICE	1	.3	.3	99.7
	XP/ MICROSOFT/ POWERPOINT	1	.3	.3	100.0
	Total	350	100.0	100.0	

**Detailed Verbatim Responses From Table 6-B**

**CURRENT TRAINING PARTNER**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	318	90.9	90.9	90.9
	AMASLUR	1	.3	.3	91.1
	BUTLER COUNTY COMMUNITY COLLEGE	1	.3	.3	91.4
	CITY	1	.3	.3	91.7
	CONSTRUCTION	1	.3	.3	92.0
	CORPORATE TRAINERS	1	.3	.3	92.3
	DON'T KNOW	2	.6	.6	92.9
	DON'T KNOW/ FROM WHEELING	1	.3	.3	93.1
	FRED PRYOR OUTFIT	1	.3	.3	93.4
	FROM THE STATE ON OUR INTERNET	1	.3	.3	93.7
	JEFFERSON TECHNICAL COLLEGE	1	.3	.3	94.0
	MYSELF	1	.3	.3	94.3
	NEW HORIZONS	3	.9	.9	95.1
	NEW HORIZONS/ WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	1	.3	.3	95.4
	NO RESPONSE	1	.3	.3	95.7
	NONE	1	.3	.3	96.0
	NORTHERN UNIVERSITY	1	.3	.3	96.3
	PITTSBURGH	1	.3	.3	96.6
	PRIVATE COMPUTER STUDENT	1	.3	.3	96.9
	SEND OUT	1	.3	.3	97.1
	UCD	1	.3	.3	97.4
	UNION CARBIDE HAS A FACILITY	1	.3	.3	97.7
	VENDORS	1	.3	.3	98.0
WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	6	1.7	1.7	99.7	
YOU'RE AT YOUR OWN MERCY/ NO ONE	1	.3	.3	100.0	
Total		350	100.0	100.0	

## Detailed Verbatim Responses From Table 8-A

### CERTIFICATION AREAS REQUIRED - FIRST RESPONSE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	336	96.0	96.0	96.0
	COMPUTER TEACHING	1	.3	.3	96.3
	COMPUTER/ TIA	1	.3	.3	96.6
	DEGREE IN COMPUTER SCIENCE	1	.3	.3	96.9
	DON'T KNOW	6	1.7	1.7	98.6
	FROM SOFTWARE PROVIDERS LIKE WORLD RADIO TELECOMMUNICATIONS	1	.3	.3	98.9
	INFORMATION SYSTEMS	1	.3	.3	99.1
	IT DEGREE	1	.3	.3	99.4
	OUR PROGRAM	1	.3	.3	99.7
	WINDOWS	1	.3	.3	100.0
	Total	350	100.0	100.0	

**Detailed Verbatim Responses From Table 8-B**

**FUTURE CERTIFICATION AREAS REQUIRED**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	320	91.4	91.4	91.4
	ADOBE PHOTOSHOP	1	.3	.3	91.7
	BASICS OF COMPUTERS	1	.3	.3	92.0
	BILLING PERSON OR RECEPTIONIST/ DON'T KNOW	1	.3	.3	92.3
	CLASSES AND GRADES	1	.3	.3	92.6
	DEGREE IN COMPREHENSION	1	.3	.3	92.9
	DEPENDS	1	.3	.3	93.1
	DEPENDS ON CIVIL SERVICE	1	.3	.3	93.4
	DON'T KNOW	13	3.7	3.7	97.1
	DON'T KNOW/ PRETTY BROAD	1	.3	.3	97.4
	EMT	1	.3	.3	97.7
	IT DEGREE	1	.3	.3	98.0
	NO RESPONSE	1	.3	.3	98.3
	TIA	1	.3	.3	98.6
	WINDOWS	2	.6	.6	99.1
	WINDOWS AND HOSPITAL PROGRAMS	1	.3	.3	99.4
	WINDOWS APPLICATIONS AND AT LEAST ONE LEGAL PROGRAM	1	.3	.3	99.7
	WINDOWS APPLICATIONS AND DENAB SYSTEM	1	.3	.3	100.0
	Total	350	100.0	100.0	

**Detailed Verbatim Responses From Table 10-A**

**CURRENT EMPLOYEES' SKILL SETS THAT ARE MISSING - FIRST RESPONSE**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	1384	79.1	79.1	79.1
	ACCOUNTING	3	.2	.2	79.3
	ACCREDITED UNIVERSITY OR COLLEGE	1	.1	.1	79.3
	ADVANCED COMPUTER SKILLS	1	.1	.1	79.4
	AIRCRAFT MAINTENANCE	1	.1	.1	79.4
	ALCOHOL AND DRUGS	1	.1	.1	79.5
	ALL ENVIRONMENTAL ISSUES	1	.1	.1	79.5
	ALL TYPES OF SAFETY TRAINING	1	.1	.1	79.6
	ALZHEIMER'S	1	.1	.1	79.7
	ANIMAL KNOWLEDGE	1	.1	.1	79.7
	ASSESSMENT	1	.1	.1	79.8
	ASSESSMENT SKILLS	1	.1	.1	79.8
	ASSESSMENT TESTING	1	.1	.1	79.9
	ATTENTION TO DETAIL	2	.1	.1	80.0
	AUTOMOTIVE PARTS KNOWLEDGE	1	.1	.1	80.1
	BASIC COMPUTER SKILLS	1	.1	.1	80.1
	BASIC MATH AND READING	1	.1	.1	80.2
	BASIC MATH AND REASONING	1	.1	.1	80.2
	BASIC SKILLS	1	.1	.1	80.3
	BASICS	1	.1	.1	80.3
	BATHING/ DRESSING/ PERSONAL CARE	1	.1	.1	80.4
	BEHAVIOR	1	.1	.1	80.5
	BEHAVIORAL MANAGEMENT	1	.1	.1	80.5
	BILLING	1	.1	.1	80.6
	BLUEPRINTING	1	.1	.1	80.6
	BOTH PERSONS' COOKING	1	.1	.1	80.7
	BRICK CUTTER	1	.1	.1	80.7
	BUSINESS	2	.1	.1	80.9
	BUSINESS MANAGEMENT	1	.1	.1	80.9
	CABINET MAKING	1	.1	.1	81.0
	CARPENTRY	2	.1	.1	81.1
	CASHIERS	1	.1	.1	81.1
	CERTIFICATION FOR PARAMEDICS	1	.1	.1	81.2
	CHILD DEVELOPMENT	2	.1	.1	81.3
	CLASSROOM MANAGEMENT	1	.1	.1	81.4
	CLASSROOM SKILLS	1	.1	.1	81.4
	CLERICAL	1	.1	.1	81.5
	CNA	1	.1	.1	81.5
	CODING	1	.1	.1	81.6
	COLOR	1	.1	.1	81.7
	COMMUNICATION SKILLS	3	.2	.2	81.8
	COMMUNICATIONS	12	.7	.7	82.5
	COMMUNITY DEVELOPMENT	1	.1	.1	82.6
	COMPUTER LITERACY	1	.1	.1	82.6
	COMPUTER NETWORKING	1	.1	.1	82.7
	COMPUTER OPERATION	1	.1	.1	82.7
	COMPUTER SKILLS	3	.2	.2	82.9
	COMPUTER SKILLS/ EXCEL	1	.1	.1	83.0
	COMPUTER SKILLS/ EXCEL/ ACCESS/ WORD	1	.1	.1	83.0
	COMPUTER TRAINING WITH EXCEL AND WORD	1	.1	.1	83.1
	COMPUTERS	23	1.3	1.3	84.4
	COMPUTERS BASICS/ WORD/ EXCEL	1	.1	.1	84.5

**Detailed Verbatim Responses From Table 10-A**

**CURRENT EMPLOYEES' SKILL SETS THAT ARE MISSING - FIRST RESPONSE**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid COMPUTERS FOR LIBRARIES	1	.1	.1	84.5
COMPUTERS IN GENERAL BUT I DON'T KNOW WHAT SYSTEM	1	.1	.1	84.6
COMPUTERS/ SOFTWARE	1	.1	.1	84.6
COMPUTERS/ WORD/ EXCEL	1	.1	.1	84.7
CONCRETE FINISHERS	1	.1	.1	84.7
CONFLICT RESOLUTION	1	.1	.1	84.8
CONTINUING EDUCATION IN ANY FIELD	1	.1	.1	84.9
CONTRACTS	1	.1	.1	84.9
CONTROL SYSTEMS	1	.1	.1	85.0
COOKING	1	.1	.1	85.0
COOKS/ SHORT ORDER	1	.1	.1	85.1
CORRECT CODING INITIATIVE (CCI) EDITS	1	.1	.1	85.1
CPR	1	.1	.1	85.2
CULINARY ARTS	2	.1	.1	85.3
CUSTOMER RELATIONS	1	.1	.1	85.4
CUSTOMER SERVICE	8	.5	.5	85.8
CUSTOMER SERVICE PROGRAMS	1	.1	.1	85.9
CUSTOMER SERVICE SKILLS	1	.1	.1	85.9
CUTTING	1	.1	.1	86.0
DAILY BASIC BUSINESS CLASSES	1	.1	.1	86.1
DANCE	1	.1	.1	86.1
DEALING WITH THE PUBLIC	1	.1	.1	86.2
DEFENSIVE DRIVING	1	.1	.1	86.2
DEMENTIA	1	.1	.1	86.3
DEPENDS ON VALIDITY AND RELIABILITY OF THE PROGRAMS	1	.1	.1	86.3
DIABETICS	1	.1	.1	86.4
DIESEL TECHNOLOGY	1	.1	.1	86.5
DIRECT CARE FOR MENTALLY RETARDED	1	.1	.1	86.5
DISCIPLINE	1	.1	.1	86.6
DISCIPLINE/ AGE GROUPS	1	.1	.1	86.6
DOMESTIC VIOLENCE	1	.1	.1	86.7
DON'T KNOW	5	.3	.3	87.0
DRIVERS' TRAINING PROGRAM	1	.1	.1	87.0
DRIVING	1	.1	.1	87.1
DRYWALL	1	.1	.1	87.1
EARLY CHILDHOOD EDUCATION	1	.1	.1	87.2
EARLY CHILDHOOD TRAINING	1	.1	.1	87.3
ELECTRICAL	1	.1	.1	87.3
ELECTRONIC TECHNICIANS	1	.1	.1	87.4
EMERGENCY MEDICAL	1	.1	.1	87.4
EMT'S	2	.1	.1	87.5
ENGLISH	2	.1	.1	87.7
ENVIRONMENTAL SCIENCE	1	.1	.1	87.7
EQUIPMENT	1	.1	.1	87.8
EQUIPMENT OPERATING	1	.1	.1	87.8
ESTIMATING	1	.1	.1	87.9
EXPERIENCE IN BASICS IN MINING	1	.1	.1	87.9
FABRICATING	1	.1	.1	88.0
FIBERGLASS LAYUP	1	.1	.1	88.1
FIRE HANDLING	1	.1	.1	88.1
FITNESS	1	.1	.1	88.2
FOOD HANDLING	1	.1	.1	88.2

**Detailed Verbatim Responses From Table 10-A**

**CURRENT EMPLOYEES' SKILL SETS THAT ARE MISSING - FIRST RESPONSE**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
FOOD PROGRAMS	1	.1	.1	88.3
FOOD SAFETY	1	.1	.1	88.3
FUNERAL DIRECTOR	1	.1	.1	88.4
GENERAL LABOR	1	.1	.1	88.5
GOOD DRIVING RECORD AND SKILLS	1	.1	.1	88.5
GRAMMAR	2	.1	.1	88.6
GYMNASTICS	1	.1	.1	88.7
HAVE TO GET BACK ON THIS	1	.1	.1	88.7
HAZMAT/ FIRE/ EMERGENCY	1	.1	.1	88.8
HAZMAT/ WRITING	1	.1	.1	88.9
HEAD START	1	.1	.1	88.9
HEAT TREATMENT	1	.1	.1	89.0
HEAVY EQUIPMENT	1	.1	.1	89.0
HIGH SCHOOL SKILLS	1	.1	.1	89.1
HIPAA	1	.1	.1	89.1
HOUSEKEEPING	1	.1	.1	89.2
HOW TO APPLY FOR A JOB	1	.1	.1	89.3
HOW TO COMPLETE A JOB APPLICATION	1	.1	.1	89.3
HOW TO DO AN INVESTIGATION	1	.1	.1	89.4
HOW TO DRESS FOR A JOB/ HOW TO TALK TO PEOPLE TO GET JOB	1	.1	.1	89.4
HOW TO FILL OUT JOB APPLICATIONS	1	.1	.1	89.5
HOW TO GET A JOB	1	.1	.1	89.5
HOW TO RELATE TO ALL THE ABOVE	1	.1	.1	89.6
HOW TO SPEAK	1	.1	.1	89.7
HOW TO SPELL	1	.1	.1	89.7
HOW TO WRITE A REPORT	1	.1	.1	89.8
HUMAN PERSONALITY SKILLS/ HOW TO HANDLE CUSTOMERS	1	.1	.1	89.8
HUMAN SERVICES	1	.1	.1	89.9
IF THE OPPORTUNITY WAS CORRECT AND GOOD FOR BOTH PARTIES	1	.1	.1	89.9
IF WE HAVE NEED	1	.1	.1	90.0
IMIS COMPUTER PROGRAM	1	.1	.1	90.1
INTERNATIONAL CLASSIFICATION OF DISEASES (ICD - 10)	1	.1	.1	90.1
INTERPERSONAL SKILLS	1	.1	.1	90.2
IRON WORKERS	1	.1	.1	90.2
ISO PROGRAMS	1	.1	.1	90.3
IV ADMINISTRATION	1	.1	.1	90.3
KEYBOARDING	1	.1	.1	90.4
LANGUAGE	1	.1	.1	90.5
LAUNDRY	1	.1	.1	90.5
LEADERSHIP	2	.1	.1	90.6
LESSON PLAN FOR AGE GROUPS	1	.1	.1	90.7
LETTER WRITING	1	.1	.1	90.7
LOCAL PROGRAMS	1	.1	.1	90.8
LPN	1	.1	.1	90.9
MACHINE OPERATION	1	.1	.1	90.9
MAINTENANCE	1	.1	.1	91.0
MAINTENANCE OF MANUFACTURING EQUIPMENT	1	.1	.1	91.0
MANAGEMENT	2	.1	.1	91.1
MANAGEMENT TRAINING	2	.1	.1	91.3
MANUFACTURING	1	.1	.1	91.3



Detailed Verbatim Responses From Table 10-A

CURRENT EMPLOYEES' SKILL SETS THAT ARE MISSING - FIRST RESPONSE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	MANUFACTURING PROCESS	1	.1	.1	91.4
	MARKETING	1	.1	.1	91.4
	MATH	10	.6	.6	92.0
	MATURITY AND PROFESSIONALISM	1	.1	.1	92.1
	MECHANICAL	1	.1	.1	92.1
	MECHANICS	1	.1	.1	92.2
	MECHANICS/ ENGINE REBUILDING	1	.1	.1	92.2
	MEDICAL BILLING	1	.1	.1	92.3
	MEDICAL RECORD	1	.1	.1	92.3
	MEDICATIONS	1	.1	.1	92.4
	MENTAL RETARDATION	1	.1	.1	92.5
	MILDLY IMPAIRED	1	.1	.1	92.5
	MINE SAFETY	1	.1	.1	92.6
	MODERN OFFICE	1	.1	.1	92.6
	MONEY MANAGEMENT	1	.1	.1	92.7
	NEED NEW CONTRACTS	1	.1	.1	92.7
	NOT SURE	1	.1	.1	92.8
	NOT SURE WHAT THEY COULD DO FOR US	1	.1	.1	92.9
	NURSING	4	.2	.2	93.1
	NURSING AIDES	1	.1	.1	93.1
	NURSING CARE BASICS	1	.1	.1	93.2
	OCCUPATIONAL AND OSHA TRAINING	1	.1	.1	93.3
	OFFICE ETIQUETTE	1	.1	.1	93.3
	OFFICE SKILLS	1	.1	.1	93.4
	OFFICE SKILLS/ TELEPHONE SKILLS	1	.1	.1	93.4
	ONLY FOR SOMETHING NEW THAT COMES ALONG	1	.1	.1	93.5
	OSHA REGULATIONS	4	.2	.2	93.7
	PAPERWORK SKILLS	1	.1	.1	93.8
	PARAMEDIC/ ADVANCED LIFE SUPPORT	1	.1	.1	93.8
	PARAMEDICS	1	.1	.1	93.9
	PAYROLL ISSUES	1	.1	.1	93.9
	PC PROGRAMS	1	.1	.1	94.0
	PEOPLE SKILLS	3	.2	.2	94.2
	PERSON TO PERSON SKILLS	1	.1	.1	94.2
	PERSONAL CARE	1	.1	.1	94.3
	PERSONAL SKILLS	1	.1	.1	94.3
	PHARMACY TECHNICIANS	1	.1	.1	94.4
	PHLEBOTOMY	1	.1	.1	94.5
	PLUMBING	1	.1	.1	94.5
	POLE CLIMBING	1	.1	.1	94.6
	POLICE IN-SERVICES	1	.1	.1	94.6
	POSITIVE BEHAVIORS	1	.1	.1	94.7
	POWERPOINT/ COMPUTERS	1	.1	.1	94.7
PRESERVATION	1	.1	.1	94.8	
PRIORITIZING TIME	1	.1	.1	94.9	
PROBLEM SOLVING	1	.1	.1	94.9	
PROFESSIONAL SKILLS	1	.1	.1	95.0	
PROGRAMMING	1	.1	.1	95.0	
PROMOTIONAL	1	.1	.1	95.1	
PROPER JOB ETIQUETTE	1	.1	.1	95.1	
QUALITY CONTROL	1	.1	.1	95.2	
QUICKBOOKS	1	.1	.1	95.3	
READ	1	.1	.1	95.3	
READ ORDERS	1	.1	.1	95.4	

## Detailed Verbatim Responses From Table 10-A

### CURRENT EMPLOYEES' SKILL SETS THAT ARE MISSING - FIRST RESPONSE

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	.1	.1	95.4
READ RULERS	1	.1	.1	95.5
READ/ WRITE	2	.1	.1	95.6
READING	1	.1	.1	95.7
REALTORS	1	.1	.1	95.7
REPAIR	1	.1	.1	95.8
REPAIR OF COPY MACHINES	2	.1	.1	95.9
RETAIL	1	.1	.1	95.9
RETAIL SALES	1	.1	.1	96.0
ROOFERS	1	.1	.1	96.1
RSAM - VAN DRIVER	6	.3	.3	96.4
SAFETY	3	.2	.2	96.6
SALES	1	.1	.1	96.6
SANDBLASTING	1	.1	.1	96.7
SCREEN PRINTING	1	.1	.1	96.7
SECURITY	1	.1	.1	96.8
SEMINARS/ ACCOUNTING	1	.1	.1	96.9
SENTENCE STRUCTURE	1	.1	.1	96.9
SEXUAL ABUSE	2	.1	.1	97.0
SHEET METAL	1	.1	.1	97.1
SIDING	1	.1	.1	97.1
SOCIAL PROGRAMS	1	.1	.1	97.2
SOCIAL SERVICE	1	.1	.1	97.3
SOCIAL SERVICES	2	.1	.1	97.4
SOCIAL SKILLS	1	.1	.1	97.4
SPECIAL EDUCATION	1	.1	.1	97.5
SPECIAL EDUCATION DIAGNOSTICS	1	.1	.1	97.5
SPELLING	1	.1	.1	97.6
SPRAY PAINTING	1	.1	.1	97.7
SPREADSHEETS/ WORD PROCESSING	1	.1	.1	97.7
STACKING PATTERNS	1	.1	.1	97.8
STICK WITH THE JOB/ COLLEGE KIDS DON'T WANT TO WORK WEEKENDS	1	.1	.1	97.8
SUPERVISOR SKILLS	1	.1	.1	97.9
SYSTEMS ADMINISTRATION	1	.1	.1	97.9
TAG OUT	1	.1	.1	98.0
TALK TO THE CHARLESTON OFFICE/ 558-9773	1	.1	.1	98.1
TEACHERS	1	.1	.1	98.1
TECHNICAL MANUFACTURING EQUIPMENT	2	.1	.1	98.2
TECHNICAL SKILLS	1	.1	.1	98.3
TECHNICAL TRAINING/ ELECTRICITY	1	.1	.1	98.3
TECHNICIAN/ 18 MONTH PROGRAM	3	.2	.2	98.5
TELEPHONE SKILLS	1	.1	.1	98.6
TIME MANAGEMENT	1	.1	.1	98.6
TRANSCRIPTIONS	1	.1	.1	98.7
TRANSFER PATIENT	1	.1	.1	98.7
TREATMENT PLAN WRITING	1	.1	.1	98.8
TYPING	1	.1	.1	98.9
USE OF TECH AS INSTRUCTIONAL TOOL	1	.1	.1	98.9
VAN TRAINING	1	.1	.1	99.0
WAITRESSES	2	.1	.1	99.1
WASTE WATER	1	.1	.1	99.1
WE NEED TO FIND OUT WHY OVER HALF FAIL THE TEST AFTER COMING	1	.1	.1	99.1

## Detailed Verbatim Responses From Table 10-A

### CURRENT EMPLOYEES' SKILL SETS THAT ARE MISSING - FIRST RESPONSE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	WEIGHTS	1	.1	.1	99.2
	WELDING	3	.2	.2	99.4
	WINDOWS	1	.1	.1	99.4
	WOODWORKING	1	.1	.1	99.5
	WOODWORKING/ CARPENTRY	1	.1	.1	99.5
	WORK ETHICS	1	.1	.1	99.6
	WORK HOURS ARE VERY EARLY/ ABILITY TO RISE AT 4:00A.M.	1	.1	.1	99.7
	WORK WITH OTHERS	1	.1	.1	99.7
	WORKING WITH OTHERS	1	.1	.1	99.8
	WRITE	1	.1	.1	99.8
	WRITING	3	.2	.2	100.0
	Total		1750	100.0	100.0

**Detailed Verbatim Responses From Table 10-B**

**RATIONALE FOR NOT CONSIDERING TO WORK WITH WEST VIRGINIA NORTHERN COMMUNITY COLLEGE**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	236	67.4	67.4	67.4
	ALL TRAINING DONE IN-HOUSE AND BY CORPORATE	1	.3	.3	67.7
	ALREADY NEED TO HAVE LICENSE	1	.3	.3	68.0
	ARMY PROVIDES IT	1	.3	.3	68.3
	BECAUSE WE ARE TOO SPECIALIZED	1	.3	.3	68.6
	CAN'T AFFORD TO DO THAT	1	.3	.3	68.9
	COLLEGE DOESN'T HAVE TEACHER FOR PROGRAMS NOW	1	.3	.3	69.1
	COMPANY DECIDES	1	.3	.3	69.4
	COMPANY PROVIDES TRAINING	1	.3	.3	69.7
	CORPORATE DOES THAT	1	.3	.3	70.0
	CORPORATE HEADQUARTERS DOES THAT	1	.3	.3	70.3
	CORPORATE OFFICE	1	.3	.3	70.6
	CORPORATE TRAINING	3	.9	.9	71.4
	DEVELOPING	1	.3	.3	71.7
	DO OUR OWN TRAINING	1	.3	.3	72.0
	DON'T HAVE AUTHORITY TO DECIDE	1	.3	.3	72.3
	DON'T HAVE NEED	1	.3	.3	72.6
	DON'T HAVE TIME	1	.3	.3	72.9
	DON'T KNOW	1	.3	.3	73.1
	DON'T REQUIRE TRAINING	1	.3	.3	73.4
	HARD TO DO JUST DOING IT HERE	1	.3	.3	73.7
	HAVE OUR OWN ON-THE-JOB	1	.3	.3	74.0
	HEADQUARTERS' DECISION	1	.3	.3	74.3
	HEADQUARTERS DECIDES	1	.3	.3	74.6
	HEADQUARTERS DOES THAT	1	.3	.3	74.9
	I DON'T GET PAID ENOUGH TO DO THAT	1	.3	.3	75.1
	I DON'T HAVE THAT KIND OF TIME	1	.3	.3	75.4
	I DON'T HAVE TIME	1	.3	.3	75.7
	I DON'T WANT TO/ IT'S NOT ON MY JOB DESCRIPTION	1	.3	.3	76.0
	I DON'T/ JUST WON'T	1	.3	.3	76.3
	I HAVE NO TIME	1	.3	.3	76.6
	I HAVE NO TIME TO DO THAT	1	.3	.3	76.9
	IN-HOUSE	10	2.9	2.9	79.7
	IT DOESN'T WORK	1	.3	.3	80.0
	MAYBE BUT IT WOULD HAVE TO BE THROUGH GRANTS	1	.3	.3	80.3
	MECHANIC TRAINING THAT FORD PROVIDES	1	.3	.3	80.6
	MINIMUM WAGE JOB/ COLLEGE NOT NEEDED	1	.3	.3	80.9
	MORTUARY SCIENCE IS SPECIFIC	1	.3	.3	81.1
	NO RESPONSE	1	.3	.3	81.4
	NO TIME	10	2.9	2.9	84.3
	NO TIME AND NOT NEEDED	1	.3	.3	84.6
	NO TIME AND NOT PRACTICAL TO US	1	.3	.3	84.9
	NO TIME OR DESIRE TO DO THAT	1	.3	.3	85.1
	NO TIME/ IT'S JUST NOT FEASIBLE FOR HERE	1	.3	.3	85.4

**Detailed Verbatim Responses From Table 10-B**

**RATIONALE FOR NOT CONSIDERING TO WORK WITH WEST VIRGINIA NORTHERN COMMUNITY COLLEGE**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NOT A NEED FOR IT IN MY BUSINESS	1	.3	.3	85.7
	NOT BIG ENOUGH	1	.3	.3	86.0
	NOT CDL	1	.3	.3	86.3
	NOT MY DECISION	1	.3	.3	86.6
	NOT NEEDED	13	3.7	3.7	90.3
	NOT SURE THEY HAVE ANYTHING	1	.3	.3	90.6
	ONLY JOB SEARCH	1	.3	.3	90.9
	PRODUCTION	1	.3	.3	91.1
	SECRET FORMULAS WE USE	1	.3	.3	91.4
	SPECIALIZED SKILLS TO THIS BUSINESS	1	.3	.3	91.7
	THEY'RE NOT READY TO HANDLE IT	1	.3	.3	92.0
	THEY CAN'T HELP US	1	.3	.3	92.3
	THEY SURE DIDN'T EVEN TRY TO WORK WITH US/ CONTACTED THE COLLEGE FOR EMPLOYEES AND GOT NO ANSWER/ NOT EVEN A RESPONSE	1	.3	.3	92.6
	TIME IS VALUABLE AND YOU WANT FREE HELP	1	.3	.3	92.9
	TIME OFF WORK	1	.3	.3	93.1
	TOO BUSY	3	.9	.9	94.0
	TYPE OF TRAINING	1	.3	.3	94.3
	UPPER MANAGEMENT MAKES DECISION AT HEADQUARTERS	1	.3	.3	94.6
	US GOVERNMENT/ CIVIL SERVICE HANDLES THIS	1	.3	.3	94.9
	USE THE HOME OFFICE	1	.3	.3	95.1
	VICE PRESIDENT WOULD DECIDE	1	.3	.3	95.4
	WE'RE MALL AGENCY/ NONSKILLED	1	.3	.3	95.7
	WE'RE TOO SMALL/ HAVE NO TIME	1	.3	.3	96.0
	WE ARE CORPORATE/ DON'T NEED COLLEGE MATERIAL	1	.3	.3	96.3
	WE ARE NOT PAID FOR THAT	1	.3	.3	96.6
	WE ARE TOO SPECIALIZED	2	.6	.6	97.1
	WE DO NOT NEED COLLEGE EDUCATION EMPLOYEES	1	.3	.3	97.4
	WE DO ON-THE-JOB TRAINING	1	.3	.3	97.7
	WE DO WHAT WE NEED HERE WITH OUR PARENT CORPORATION	1	.3	.3	98.0
	WE DON'T DO STUFF LIKE THAT HERE	1	.3	.3	98.3
WE JUST DON'T HAVE THAT KIND OF TIME	2	.6	.6	98.9	
WE TRAIN	2	.6	.6	99.4	
WE TRAIN OURSELVES	1	.3	.3	99.7	
YOU DON'T TEACH IT	1	.3	.3	100.0	
Total		350	100.0	100.0	

**Detailed Verbatim Responses From Table 11**

**LOCATION OF TRAINING PROGRAM DEPENDENT ON:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	314	89.7	89.7	89.7
	AT WEIRTON FOR COMPUTERS/ SAFETY TRAINING	1	.3	.3	90.0
	CLASS WORK/ CLASSROOM VISITS TO VARIOUS PLANTS	1	.3	.3	90.3
	COMPUTERS ON CAMPUS/ TYPE OF COURSE/ OTHER THINGS HERE	1	.3	.3	90.6
	CORPORATE OFFICE DECIDES	1	.3	.3	90.9
	COURSE	1	.3	.3	91.1
	DOESN'T MATTER	4	1.1	1.1	92.3
	DOWNTOWN OR PLACE OF BUSINESS	1	.3	.3	92.6
	EITHER/ WHEREVER	1	.3	.3	92.9
	HOW MANY/ ONE OR TWO HERE AND MORE AT THE COLLEGE	1	.3	.3	93.1
	LOCATIONS AND SIZE OF CLASS	1	.3	.3	93.4
	MANAGER'S SCHEDULE	1	.3	.3	93.7
	MANAGERS OFF-SITE/ STAFF ON-SITE/ LENGTH/ NUMBER TO BE TRAINED	1	.3	.3	94.0
	NEED TO BE BASED ON SIZE OF CLASS	1	.3	.3	94.3
	NEW MARTINSVILLE AND MY PLACE OF BUSINESS	1	.3	.3	94.6
	NO PREFERENCE	1	.3	.3	94.9
	ON FUNDING	1	.3	.3	95.1
	ON HOW THE CLASS IS SET UP	1	.3	.3	95.4
	SIZE AND LOCATION	1	.3	.3	95.7
	SIZE OF CLASS/ TIME/ LOCATION	1	.3	.3	96.0
	THE FIELD/ CLASSROOM INTERNSHIPS ON THE JOB	1	.3	.3	96.3
	THE TOPIC AND EQUIPMENT INVOLVED	1	.3	.3	96.6
	TOPIC	1	.3	.3	96.9
	TRAINING IN CLASSROOM AND HANDS-ON	1	.3	.3	97.1
	TYPE OF TRAINING WE NEED	1	.3	.3	97.4
	WEIRTON AND PLACE OF BUSINESS	1	.3	.3	97.7
	WEIRTON OR MY PLACE OF BUSINESS	1	.3	.3	98.0
	WHAT TRAINING WE NEED AT THE TIME	1	.3	.3	98.3
	WHEELING AND IF COMPUTERS ARE USED THEN ON CAMPUS	1	.3	.3	98.6
	WHEELING OR PLACE OF BUSINESS	2	.6	.6	99.1
	WHEELING/ WHAT IT IS AND WHEN	1	.3	.3	99.4
	WHETHER WE DO IT FOR THE MAIN OFFICE OR OVER OUR COMPUTERS	1	.3	.3	99.7
	WORK SCHEDULES AND SIZE OF CLASSES	1	.3	.3	100.0
Total		350	100.0	100.0	

**Detailed Verbatim Responses From Table 12**

**RATIONALE FOR WANTING TO RECEIVE COLLEGE CREDIT**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	234	66.9	66.9	66.9
	ADVANCEMENT	1	.3	.3	67.1
	ALREADY HAVE THE OPTIONS TO GET COLLEGE CREDIT ON COMPUTER COURSES	1	.3	.3	67.4
	ALWAYS A PLUS	1	.3	.3	67.7
	BELIEVE EDUCATION IS GOOD/ DEVELOPS PEOPLE UNDER ME	1	.3	.3	68.0
	BELIEVE IT WOULD BE A GOOD BENEFIT FOR THE EMPLOYEE	1	.3	.3	68.3
	BENEFIT FOR EMPLOYEE	1	.3	.3	68.6
	BONUS TO THEM	1	.3	.3	68.9
	CERTIFICATIONS FOR REFRIGERANTS	1	.3	.3	69.1
	CEU'S	1	.3	.3	69.4
	CNA'S/ REGISTERED NURSES	1	.3	.3	69.7
	COLLEGE EDUCATION IS ALWAYS USEFUL	1	.3	.3	70.0
	CONTINUING EDUCATION REQUIREMENTS	1	.3	.3	70.3
	CREDENTIALS GO TO CREDIBILITY/ PROFESSIONALISM IN CHILD CARE	1	.3	.3	70.6
	DESERVE THE CREDIT	1	.3	.3	70.9
	DO THE WORK SHOULD GET CREDIT	1	.3	.3	71.1
	DON'T KNOW	2	.6	.6	71.7
	EDUCATION IS GREAT	1	.3	.3	72.0
	EMPLOYEES MAY GO BACK TO SCHOOL	1	.3	.3	72.3
	EMPLOYEES WANT COMPLETE DEGREES	1	.3	.3	72.6
	ENHANCEMENT	1	.3	.3	72.9
	FOR BACKGROUND	1	.3	.3	73.1
	FOR FUTURE BENEFIT OF EMPLOYEES	1	.3	.3	73.4
	FOR SUPERVISION POSITIONS	1	.3	.3	73.7
	FOR THE TECHNICIANS	1	.3	.3	74.0
	FOR THEIR SAKE	1	.3	.3	74.3
	FURTHERING EDUCATION SHOULD BE AVAILABLE TO ALL	1	.3	.3	74.6
	GIVES CREDITS WHICH ALL TEACHERS NEED/ MOTIVATES THEM TO GO ON TOWARD A MASTER'S	1	.3	.3	74.9
	GIVES INCENTIVE TO GO FURTHER AND MAKES THEM PROUD OF THEMSELVES FOR DOING SOMETHING	1	.3	.3	75.1
	GIVES THEM A CHANCE AT A DEGREE AND IT ALSO HELPS WITH PAY SCALES	1	.3	.3	75.4
	GIVES THEM A CHANCE TO GET AHEAD AND LOOKS VERY GOOD ON THE JOB RESUME	1	.3	.3	75.7
	GIVES THEM A MOVE UP THE PAY SCALE	1	.3	.3	76.0
	GIVES THEM A SENSE OF ACCOMPLISHMENT AND GIVES CREDIT TOWARD A DEGREE	1	.3	.3	76.3
GIVES THEM CREDIT FOR WHAT THEY DO AND SECURITY REQUIRES CREDITS FOR ADVANCEMENT	1	.3	.3	76.6	

Detailed Verbatim Responses From Table 12

RATIONALE FOR WANTING TO RECEIVE COLLEGE CREDIT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	GIVES THEM GOOD FEELINGS ABOUT THEMSELVES AND I LIKE TO SEE PEOPLE WHO HAVE FINISHED THINGS AND CREDIT SHOWS YOU FINISHED	1	.3	.3	76.9
	GIVES THEM INCENTIVE TO GO FURTHER AND IF YOU DO THE WORK YOU SHOULD GET CREDIT	1	.3	.3	77.1
	GIVES THEM SELF ESTEEM AND A CHANCE TO GO FURTHER	1	.3	.3	77.4
	GOOD FOR THEM TO HAVE THEM	1	.3	.3	77.7
	GOOD TO ADD TO CONTINUING EDUCATION	1	.3	.3	78.0
	HELP EMPLOYEE	1	.3	.3	78.3
	HELPS THEM	2	.6	.6	78.9
	HELPS THEM ADVANCE/ INCENTIVE	1	.3	.3	79.1
	HELPS THEM/ BETTER TRAIN	1	.3	.3	79.4
	HELPS THEM/ FEEL THEY'RE WORKING FOR SOMETHING	1	.3	.3	79.7
	HELPS THEM/ PROFESSIONAL GROWTH	1	.3	.3	80.0
	HELPS TO DEVELOP MORE SKILLS	1	.3	.3	80.3
	IF IT APPLIES TO JOB SHOULD GET IT	1	.3	.3	80.6
	IF IT BENEFITS THEM	1	.3	.3	80.9
	IF THAT'S WHAT THEY NEED	1	.3	.3	81.1
	IF THEY DECIDE TO MOVE ON SHOULD BE ABLE TO TRANSFER CREDITS	1	.3	.3	81.4
	IF THEY EARN IT THEY SHOULD BE REWARDED	1	.3	.3	81.7
	IMPORTANT FOR THEM TO USE IT IF THEY WANT TO GO ON	1	.3	.3	82.0
	IMPORTANT TO ENCOURAGE THEM	1	.3	.3	82.3
	IN THIS FIELD IT IS NECESSARY	1	.3	.3	82.6
	INCENTIVE	4	1.1	1.1	83.7
	INCENTIVE TO PARTICIPATE IN TRAINING	1	.3	.3	84.0
	IT'S AN ADDED INCENTIVE FOR THEM	1	.3	.3	84.3
	IT'S IMPORTANT FOR LEVELS FOR OUR LICENSE	1	.3	.3	84.6
	IT'S IMPORTANT FOR THEM TO FEEL GOOD AND MAKES FOR A BETTER EMPLOYEE	1	.3	.3	84.9
	IT'S NICE FOR THEM BUT NOT NECESSARY	1	.3	.3	85.1
	IT GIVES THEM ENCOURAGEMENT AND IT'S GOOD FOR ADVANCEMENT	1	.3	.3	85.4
	IT KEEPS THEM UP ON SKILLS AND IS AN INCENTIVE/ PLUS CEU'S THAT ARE NECESSARY	1	.3	.3	85.7
	LOOKS GOOD ON RESUME	1	.3	.3	86.0
	MORE APT TO TAKE IT WITH COLLEGE CREDIT	1	.3	.3	86.3
MOST ARE DEGREEED/ IT'S FOR THEIR EDUCATION	1	.3	.3	86.6	
NEED CONTINUING EDUCATION TO RECEIVE DEGREES	1	.3	.3	86.9	



**Detailed Verbatim Responses From Table 12**

**RATIONALE FOR WANTING TO RECEIVE COLLEGE CREDIT**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NEED FOR JOBS	1	.3	.3	87.1
	NEED INCENTIVE TO GO FURTHER AND GET A BETTER EDUCATION	1	.3	.3	87.4
	NICE BUT DOESN'T MATTER	1	.3	.3	87.7
	NICE FOR THEM	1	.3	.3	88.0
	NO PROBLEM WITH IT/ ESPECIALLY WORK EXPERIENCE CREDIT	1	.3	.3	88.3
	NOT MANDATORY BUT NICE	1	.3	.3	88.6
	NURSES NEED CEU'S	1	.3	.3	88.9
	NURSES NEED CREDITS	1	.3	.3	89.1
	PAY INCREASE FOR GRADUATE CREDIT	1	.3	.3	89.4
	PEOPLE CAN'T AFFORD COLLEGE THEMSELVES	1	.3	.3	89.7
	PEOPLE WANT TO SEE PAPER AND DEGREES/ WHEN YOU APPLY FOR JOBS	1	.3	.3	90.0
	PERMANENT SKILLS THEY CAN USE IN LIFETIME	1	.3	.3	90.3
	RECERTIFICATION AND RAISES	1	.3	.3	90.6
	REWARD FOR GOING EXTRA MILE TO GET EDUCATION	1	.3	.3	90.9
	SELF ESTEEM FOR EMPLOYEES	1	.3	.3	91.1
	SHOW THEY AREN'T AFRAID TO SHARPEN SKILLS	1	.3	.3	91.4
	SOME JOB DESCRIPTIONS REQUIRE IT	1	.3	.3	91.7
	TAKING TIME SO SHOULD GET CREDITS	1	.3	.3	92.0
	TEACHERS NEED PARA'S	1	.3	.3	92.3
	THEY'LL BE MORE LIKELY TO DO IT/ IT WILL BENEFIT THEM	1	.3	.3	92.6
	THEY'LL BE MORE LIKELY TO PARTICIPATE	1	.3	.3	92.9
	THEY'RE ALREADY WORKING ON A DEGREE	1	.3	.3	93.1
	THEY CAN BUILD TOWARD DEGREE	1	.3	.3	93.4
	THEY CAN GET A DEGREE	1	.3	.3	93.7
	THEY DESERVE IT	1	.3	.3	94.0
	THEY DID THE WORK AND IT GIVES INCENTIVE TO GO AND GET MORE EDUCATION	1	.3	.3	94.3
	THEY WORK HARDER IF THEY GET CREDIT FOR IT	1	.3	.3	94.6
	THEY WOULD VALUE IT MORE AND WORK HARDER AT IT	1	.3	.3	94.9
	TO FURTHER EMPLOYMENT AND EDUCATE THEM TO NEW SKILLS/ MOVES YOU UP THE PAY SCALE	1	.3	.3	95.1
	TO HELP EMPLOYEES/ PERSONAL ENHANCEMENT	1	.3	.3	95.4
	TO MAKE MONEY	1	.3	.3	95.7
	TOWARD DEGREE AND BETTER QUALIFIED	1	.3	.3	96.0
	USE IT AS A STEPPING STONE	1	.3	.3	96.3
VALIDATES TRAINING	1	.3	.3	96.6	
VALUE IT MORE/ WORK HARDER	1	.3	.3	96.9	
WE ENCOURAGE THEM	1	.3	.3	97.1	
WE NEED CEU'S EVERY THREE YEARS/ TWENTY-FOUR CEU'S	1	.3	.3	97.4	

**Detailed Verbatim Responses From Table 12**

**RATIONALE FOR WANTING TO RECEIVE COLLEGE CREDIT**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	WE NEED CREDITS AND IT'S A MOTIVATION TOOL	1	.3	.3	97.7
	WE NEED EXTRA CREDITS/ ALL TEACHERS DO	1	.3	.3	98.0
	WE NEED LICENSING AND IT IS ALWAYS GOOD TO GET CREDIT FOR WHAT YOU DO	1	.3	.3	98.3
	WE NEED THE CREDIT TOWARD DEGREES	1	.3	.3	98.6
	WHY NOT/ CERTIFIED	1	.3	.3	98.9
	WORKS WELL FOR THEM	1	.3	.3	99.1
	YES/ CONTINUING EDUCATION	1	.3	.3	99.4
	YOU ARE EXPERIENCING FIRST HAND HOW IT WORKS	1	.3	.3	99.7
	YOU SHOULD GET CREDIT IF YOU TRAIN	1	.3	.3	100.0
	Total	350	100.0	100.0	

**RATIONALE FOR NOT WANTING TO RECEIVE COLLEGE CREDIT**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	266	76.0	76.0	76.0
	BECAUSE WE NEED CERTIFICATIONS	1	.3	.3	76.3
	CHRYSLER TRAINING	1	.3	.3	76.6
	DOESN'T MATTER	2	.6	.6	77.1
	DOESN'T MATTER/ NO CREDIT/ ONLY CERTIFICATES	1	.3	.3	77.4
	DOESN'T QUALIFY FOR MY WORK	1	.3	.3	77.7
	DOESN'T REQUIRE	1	.3	.3	78.0
	DON'T CARE	1	.3	.3	78.3
	DON'T KNOW	2	.6	.6	78.9
	DON'T KNOW TYPE OF CREDIT FOR WHAT THEY NEED	1	.3	.3	79.1
	DON'T NEED DEGREES/ WE NEED HANDS-ON	1	.3	.3	79.4
	DON'T NEED/ TYPE OF TRAINING	1	.3	.3	79.7
	HANDS-ON	1	.3	.3	80.0
	HISTORY PROVES IT ISN'T NEEDED IN OUR INDUSTRY	1	.3	.3	80.3
	IT'S FOR THEIR BENEFIT	1	.3	.3	80.6
	MAJORITY ARE HOUSEKEEPING AND RESTAURANT	1	.3	.3	80.9
	MY STAFF MORE INTERESTED IN CEU'S	1	.3	.3	81.1
	NO PREFERENCE	1	.3	.3	81.4
	NOT A NEED IN MY FORGING BUSINESS/ WE MAKE CRANE HOOKS ETC	1	.3	.3	81.7
	NOT A PRIORITY	1	.3	.3	82.0
	NOT BOOK TYPE THAT WORK HERE	1	.3	.3	82.3
	NOT COLLEGE LEVEL WORK	1	.3	.3	82.6
	NOT GEARED TOWARD COLLEGE	1	.3	.3	82.9
	NOT INTO COLLEGE	1	.3	.3	83.1
	NOT MANDATORY	2	.6	.6	83.7
	NOT NECESSARY	2	.6	.6	84.3
	NOT NECESSARY/ WE TRAIN	1	.3	.3	84.6

## Detailed Verbatim Responses From Table 12

### RATIONALE FOR NOT WANTING TO RECEIVE COLLEGE CREDIT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NOT NEEDED	35	10.0	10.0	94.6
	NOT NEEDED IF THEY'RE QUALIFIED AT WHAT THEY WILL DO	1	.3	.3	94.9
	NOT NEEDED/ WE EITHER HAVE THE DEGREE OR WE DO THE TRAINING	1	.3	.3	95.1
	NOT REALLY	1	.3	.3	95.4
	NOT REQUIRED	1	.3	.3	95.7
	OLDER WORKERS/ DON'T WANT DEGREES	1	.3	.3	96.0
	STARS CREDIT	1	.3	.3	96.3
	THAT'S UP TO THEM TO GET THEIR OWN EDUCATION/ NOT FOR US TO PAY	1	.3	.3	96.6
	THE EMPLOYEES ALREADY HAVE A MASTER'S	1	.3	.3	96.9
	THESE PEOPLE NEED CEU'S	1	.3	.3	97.1
	THEY'RE NOT GOING TO GET COLLEGE DEGREE	1	.3	.3	97.4
	THEY'RE PAID TO BE HERE	1	.3	.3	97.7
	THEY HAVE DEGREES ALREADY OR THEY ARE NOT HIRED	1	.3	.3	98.0
	THEY HAVE DEGREES/ JUST NEED CEU'S	1	.3	.3	98.3
	THEY WOULDN'T DO ANYTHING WITH IT	1	.3	.3	98.6
	WE'RE A NONSKILLED AGENCY	1	.3	.3	98.9
	WE DON'T NEED THEM BUT CERTIFICATES ARE GREAT	1	.3	.3	99.1
	WE HIRE DEGREES WE NEED	1	.3	.3	99.4
	WE JUST WANT TO KNOW IT'S COMPLETE	1	.3	.3	99.7
	WORKFORCE DOES NOT CONSIDER AN ACADEMIC CAREER	1	.3	.3	100.0
Total		350	100.0	100.0	

**Detailed Verbatim Responses From Table 12**

**RATIONALE IF IT DOES NOT MATTER**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	307	87.7	87.7	87.7
	AS LONG AS THEY GET THE TRAINING I DON'T CARE ABOUT DEGREES	1	.3	.3	88.0
	AS LONG AS THEY GET TRAINING	1	.3	.3	88.3
	BECAUSE WE NEED PEOPLE WHO WILL WORK FOR \$6.50 AN HOUR	1	.3	.3	88.6
	DEPENDS ON NATURE OF TRAINING	1	.3	.3	88.9
	DO NOT KNOW IF EMPLOYEES WOULD CARE/ CEU'S WOULD BE MORE IMPORTANT	1	.3	.3	89.1
	DON'T CARE/ UP TO THEM TO GET DEGREE	1	.3	.3	89.4
	DON'T KNOW	2	.6	.6	90.0
	DON'T NEED	1	.3	.3	90.3
	EDUCATION IS NOT THAT BIG/ IT'S THE KNOW-HOW YOU HAVE	1	.3	.3	90.6
	IF THEY CAN IT'S OKAY	1	.3	.3	90.9
	IT'S UP TO THE INDIVIDUAL	1	.3	.3	91.1
	IT'S UP TO THEM TO GET THAT	1	.3	.3	91.4
	MAY MEAN SOMETHING TO EMPLOYEE	1	.3	.3	91.7
	MOST JOBS DON'T REQUIRE IT	1	.3	.3	92.0
	NO PREFERENCE/ DOESN'T MATTER	1	.3	.3	92.3
	NOT A CONCERN OF THEIRS	1	.3	.3	92.6
	NOT A PRIORITY	1	.3	.3	92.9
	NOT IMPORTANT	2	.6	.6	93.4
	NOT NEEDED	5	1.4	1.4	94.9
	NOT REALLY/ WE ALREADY HAVE DEGREES	1	.3	.3	95.1
	NOT TO ME	1	.3	.3	95.4
	NOT WORRIED ABOUT COLLEGE CREDITS	1	.3	.3	95.7
	PERSONAL CHOICE	1	.3	.3	96.0
	TYPE OF TRAINING	1	.3	.3	96.3
	WE AREN'T LOOKING FOR DEGREES/ JUST SKILLS	1	.3	.3	96.6
	WE DON'T HIRE ANYONE WHO DOESN'T HAVE WHAT WE NEED EDUCATION WISE	1	.3	.3	96.9
	WE DON'T NEED DEGREES	2	.6	.6	97.4
	WE DON'T NEED DEGREES/ WE NEED TRADES	1	.3	.3	97.7
	WE DON'T NEED IT	2	.6	.6	98.3
	WE HIRE ALREADY TRAINED	2	.6	.6	98.9
	WE HIRE ANY DEGREE WE NEED	1	.3	.3	99.1
	WE NEED LICENSE AND CERTIFICATES NOT DEGREES	1	.3	.3	99.4
	WE SELL MONEY AND DON'T NEED IT	1	.3	.3	99.7
	YOU DON'T NEED A DEGREE	1	.3	.3	100.0
	Total	350	100.0	100.0	

**Detailed Verbatim Responses From Table 14**

**OTHER USAGE OF WEST VIRGINIA NORTHERN COMMUNITY COLLEGE CITED**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	320	91.4	91.4	91.4
	BANKERS FROM OUR BANK DO TEACH SOME CLASSES FOR THEM	1	.3	.3	91.7
	CLASSES WITH KATHY HARRIGAN	1	.3	.3	92.0
	CLERICALS	1	.3	.3	92.3
	DID COMPUTER TESTING FOR QUALITY CONTROL POSITION	1	.3	.3	92.6
	FOR INMATES TO GO TO PHYSICAL CLASSES	1	.3	.3	92.9
	GUIDANCE	1	.3	.3	93.1
	HOSPITAL IS A CLINICAL SITE	1	.3	.3	93.4
	INFORMATION TO DO TRAINING FOR OVER 60 POPULATION	1	.3	.3	93.7
	INTERNSHIP PROGRAM	1	.3	.3	94.0
	IS GREAT TO WORK WITH/ RALPH LUCKEY	1	.3	.3	94.3
	JOB FAIR	1	.3	.3	94.6
	OUR RECRUITERS TRIED TO RECRUIT/ DIDN'T GET A VERY GOOD RECEPTION/ RUDE TO US/ DIDN'T ANSWER OUR QUESTIONS	1	.3	.3	94.9
	PARTNERSHIP WITH THEM	1	.3	.3	95.1
	PERSONAL ENRICHMENT	1	.3	.3	95.4
	PHARMACY TECHNICIAN	1	.3	.3	95.7
	SEMINAR AT WHEELING	1	.3	.3	96.0
	TAUGHT THERE	2	.6	.6	96.6
	TEMPORARY CASE AIDES	1	.3	.3	96.9
	TOOK CLASSES/ INTRODUCTION TO PSYCHOLOGY	1	.3	.3	97.1
	TOOK TRAINING ON PC THERE	1	.3	.3	97.4
	TRIED TO SET UP A RUG WEAVING CLASS AND IT GOT CANCELLED IN ADULT LEARNING	1	.3	.3	97.7
	TUTORS/ BEFORE AND AFTER SCHOOL PROGRAMS	1	.3	.3	98.0
	USED FOR JOB SERVICE/ WE GET EMPLOYEES FROM YOU BUT NOT GRADUATES	1	.3	.3	98.3
	USED SATELLITE TV FOR CONFERENCE	1	.3	.3	98.6
	WE CALLED FOR ISO TRAINING/ THEY DIDN'T HAVE ANY	1	.3	.3	98.9
	WE HAVE ASKED BUT THEY HAVEN'T SENT US ANY OF THEIR STUDENTS/ HAVEN'T CHOSEN TO COME HERE	1	.3	.3	99.1
	WE PROVIDE OBSERVATION OPPORTUNITY FOR THEIR STUDENTS	1	.3	.3	99.4
	WE TRIED TO TAKE CLASS AND IT GOT CANCELLED	1	.3	.3	99.7
	WE TRIED/ YOU FOLKS DIDN'T RESPOND	1	.3	.3	100.0
	Total	350	100.0	100.0	

Detailed Verbatim Responses From Table 14

REASON FOR NOT USING COLLEGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	120	34.3	34.3	34.3
	ALREADY SKILLED WHEN WE HIRE	1	.3	.3	34.6
	ALWAYS TRAINED ON THE JOB	1	.3	.3	34.9
	ARMY PROVIDES IT ALL	1	.3	.3	35.1
	COLLEGE NEVER SENDS ANYONE AFTER I CALLED FOR APPLICANTS	1	.3	.3	35.4
	CORPORATE HANDLES	1	.3	.3	35.7
	CORPORATE LEVEL	1	.3	.3	36.0
	CORPORATE OFFICE PLANS IT	1	.3	.3	36.3
	CORPORATE TRAINS	3	.9	.9	37.1
	CORPORATION OFFERS ITS OWN TRAINING	1	.3	.3	37.4
	DIDN'T HAVE NEED OR DIDN'T KNOW ABOUT IT	1	.3	.3	37.7
	DIDN'T HAVE THE NEED	1	.3	.3	38.0
	DIDN'T KNOW ABOUT BEING ABLE TO GET INFORMATION ON GRADUATED EMPLOYEES	1	.3	.3	38.3
	DIDN'T KNOW ABOUT IT	1	.3	.3	38.6
	DIDN'T KNOW IT EXISTED	1	.3	.3	38.9
	DIDN'T KNOW IT WAS AVAILABLE	2	.6	.6	39.4
	DIDN'T KNOW IT WAS OUT THERE	1	.3	.3	39.7
	DIDN'T KNOW THEY WERE THERE FOR THAT	1	.3	.3	40.0
	DIDN'T KNOW YOU EXISTED/ FLEXIBLE SCHEDULE MIGHT BE A PROBLEM	1	.3	.3	40.3
	DIDN'T THINK ABOUT THAT	1	.3	.3	40.6
	DIDN'T THINK OF IT	3	.9	.9	41.4
	DIDN'T THINK THERE IS A NATURAL FIT FOR WHAT WE DO AND WHAT YOU DO	1	.3	.3	41.7
	DO ALL OURS THROUGH MANUFACTURERS	1	.3	.3	42.0
	DON'T CATER TO OUR NEEDS	1	.3	.3	42.3
	DON'T HAVE WHAT WE NEED	2	.6	.6	42.9
	DON'T KNOW	15	4.3	4.3	47.1
	DON'T KNOW WHAT'S AVAILABLE	1	.3	.3	47.4
	DON'T KNOW/ THOUGHT GOOD IDEA	1	.3	.3	47.7
	DON'T NEED	1	.3	.3	48.0
	DONE OWN	1	.3	.3	48.3
	FUNDING	1	.3	.3	48.6
	HANDS-ON	1	.3	.3	48.9
	HASN'T BEEN NEEDED	1	.3	.3	49.1
	HAVE NO CLUE	1	.3	.3	49.4
	HAVE NOT HAD ANY CHANCE TO WORK WITH THEM	1	.3	.3	49.7
	HAVEN'T DONE ANY TRAINING	1	.3	.3	50.0
	HAVEN'T DONE MY TRAINING	1	.3	.3	50.3
	HAVEN'T NEEDED	3	.9	.9	51.1
	HAVEN'T THOUGHT ABOUT IT	1	.3	.3	51.4
	HOLIDAY INN HAS ITS OWN TRAINING LOCATION	1	.3	.3	51.7
	I CAN'T APPROVE THAT/ CORPORATE DOES	1	.3	.3	52.0
	I DON'T THINK THEY OFFER WHAT WE NEED	1	.3	.3	52.3
	I TEACH/ HAVE TEACHER'S DEGREE	1	.3	.3	52.6

Detailed Verbatim Responses From Table 14

REASON FOR NOT USING COLLEGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I TRIED BUT THEY DIDN'T CALL BACK	1	.3	.3	52.9
	I WENT TO WEST LIBERTY/ NEVER THOUGHT FURTHER THAN THAT	1	.3	.3	53.1
	IN-HOUSE	4	1.1	1.1	54.3
	INCONVENIENCE	1	.3	.3	54.6
	JUST HASN'T COME UP	1	.3	.3	54.9
	JUST HAVEN'T	3	.9	.9	55.7
	JUST NEW BUT WE WILL CHECK OUT YOUR CULINARY ARTS PROGRAMS TO SEE IF WE CAN GET SOME KNOWLEDGEABLE EMPLOYEES	1	.3	.3	56.0
	LACK OF KNOWLEDGE ABOUT WHAT THE COLLEGE HAS AND CAN PROVIDE	1	.3	.3	56.3
	MANAGEMENT AT HEADQUARTERS TAKES CARE OF IT	1	.3	.3	56.6
	MOST OF OUR TRAINING DONE AT HOTELS	1	.3	.3	56.9
	NEVER CAME UP	2	.6	.6	57.4
	NEVER DID	1	.3	.3	57.7
	NEVER GAVE IT A THOUGHT	1	.3	.3	58.0
	NEVER HAD NEED/ TOO SPECIALIZED	1	.3	.3	58.3
	NEVER HAD THE NEED	2	.6	.6	58.9
	NEVER HAVE	1	.3	.3	59.1
	NEVER KNEW THERE WAS ONE	1	.3	.3	59.4
	NEVER LOOKED AT THAT	1	.3	.3	59.7
	NEVER NEED TO	1	.3	.3	60.0
	NEVER THOUGHT OF IT	7	2.0	2.0	62.0
	NEVER THOUGHT OF THAT AS AN OPTION	1	.3	.3	62.3
	NEVER THOUGHT THEY HAD WHAT WE NEEDED	1	.3	.3	62.6
	NEVER USED ANY INSTITUTION	1	.3	.3	62.9
	NO AVAILABILITY	1	.3	.3	63.1
	NO HIGH TURN OVER SO WE GET RELATIVES AND FRIENDS OF EMPLOYEES	1	.3	.3	63.4
	NO OPPORTUNITY	1	.3	.3	63.7
	NO OPPORTUNITY FOR WHAT WE NEED	1	.3	.3	64.0
	NO REASON	5	1.4	1.4	65.4
	NO REASON/ SPECIFICS OF OUR BUSINESS/ RESTAURANT EQUIPMENT REPAIR	1	.3	.3	65.7
	NO/ WE ARE VERY SMALL	1	.3	.3	66.0
	NONE	1	.3	.3	66.3
	NONE REALLY NEEDED	1	.3	.3	66.6
	NOT A COLLEGE BASED SKILL	1	.3	.3	66.9
	NOT AWARE OF IT	4	1.1	1.1	68.0
NOT AWARE OF WHAT'S THERE	20	5.7	5.7	73.7	
NOT BEEN AN OPTION/ TRAINING IS TOO TECHNICAL	1	.3	.3	74.0	
NOT BIG ENOUGH COMPANY TO USE WVNCC	1	.3	.3	74.3	
NOT MY CALL	1	.3	.3	74.6	
NOT NEEDED	57	16.3	16.3	90.9	
NOT NEEDED/ THEY DON'T OFFER WASTE WATER CLASSES	1	.3	.3	91.1	

**Detailed Verbatim Responses From Table 14**

**REASON FOR NOT USING COLLEGE**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NOT NEEDED/ WE SEEM TO HAVE ENOUGH IN OUR AREA	1	.3	.3	91.4
	NOT REALLY	2	.6	.6	92.0
	NOT REALLY SURE	1	.3	.3	92.3
	NOT REALLY/ YOUR SCHOOL WOULDN'T HAVE QUALIFIED BLACKSMITHS	1	.3	.3	92.6
	NOT SURE	1	.3	.3	92.9
	NOT SURE IF THEY PLACE EMPHASIS ON TEACHER EDUCATION	1	.3	.3	93.1
	NOT YET	1	.3	.3	93.4
	NOTHING OFFERED IN OUR FIELD	1	.3	.3	93.7
	NOTHING WE NEED	1	.3	.3	94.0
	THE MANUFACTURERS PROVIDE THE TRAINING	1	.3	.3	94.3
	THERE HASN'T BEEN ANY OFFERINGS WE NEED	1	.3	.3	94.6
	THEY DON'T KNOW ABOUT IT	1	.3	.3	94.9
	THEY HAVEN'T CONTACTED US	1	.3	.3	95.1
	TOO SPECIFIC	1	.3	.3	95.4
	USE CIVIL SERVICE	1	.3	.3	95.7
	USUALLY THEY'VE GONE TO THE BEAUTY COLLEGES	1	.3	.3	96.0
	WASN'T AWARE THEY MIGHT OFFER ANYTHING	1	.3	.3	96.3
	WE'RE NOT AWARE OF WHAT'S THERE	1	.3	.3	96.6
	WE'VE JUST MOVED HERE	1	.3	.3	96.9
	WE'VE TRIED TO GET NEW HIRES AND CLASSES/ NO HELP	1	.3	.3	97.1
	WE ARE FAMILY RUN	1	.3	.3	97.4
	WE ARE TOO SPECIALIZED	1	.3	.3	97.7
	WE ARE TOO SPECIALIZED/ WE ARE OUT 20 DAYS OF THE MONTH	1	.3	.3	98.0
	WE DON'T NEED IT	1	.3	.3	98.3
	WE HAVE OURS PROVIDED IN-HOUSE	1	.3	.3	98.6
	WE HAVE UNION EMPLOYEES	1	.3	.3	98.9
	WE NEVER HAD THE OPPORTUNITY TO DO IT	1	.3	.3	99.1
WE WANT PEOPLE WHO HAVE THE SKILLS/ WELDING/ MACHINISTS/ NORTHERN DOESN'T COVER WHAT WE NEED	1	.3	.3	99.4	
YOU HAVE NOTHING I NEED/ NO FLOWER DESIGN OR HORTICULTURE	1	.3	.3	99.7	
YOUR COLLEGE HAS NEVER SENT ME ANYTHING	1	.3	.3	100.0	
Total		350	100.0	100.0	



**Detailed Verbatim Responses From Table 15**

**PREFERRED FREQUENCY OF CONTACT ABOUT UPCOMING PROGRAMS**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	.9	.9	.9
	ANNUALLY	1	.3	.3	1.1
	ANY TIME INFORMATION AFFECTS US	1	.3	.3	1.4
	ANYTIME THERE ARE REVISIONS/ CONTACT GARY LANHAM	1	.3	.3	1.7
	AS AVAILABLE	1	.3	.3	2.0
	AS ITEMS DEVELOP	1	.3	.3	2.3
	AS MANY AS YOU WANT TO SEND	1	.3	.3	2.6
	AS NEEDED	4	1.1	1.1	3.7
	AS NEW ITEMS OCCUR	1	.3	.3	4.0
	AS NEW PROGRAMS DEVELOPED	1	.3	.3	4.3
	AS OFTEN AS AVAILABLE	1	.3	.3	4.6
	AS OFTEN AS IS OF INTEREST TO US	1	.3	.3	4.9
	AS OFTEN AS NECESSARY	1	.3	.3	5.1
	AS OFTEN AS NEEDED	1	.3	.3	5.4
	AS OFTEN AS SOMETHING NEW	1	.3	.3	5.7
	AS OFTEN AS THE INFORMATION APPLIES TO US	1	.3	.3	6.0
	AS OFTEN AS THEY'D LIKE	1	.3	.3	6.3
	AS OFTEN AS THEY GET UPDATES	1	.3	.3	6.6
	AS OFTEN AS UPDATES OCCUR	2	.6	.6	7.1
	AS OFTEN AS YOU HAVE SOMETHING THAT APPLIES	1	.3	.3	7.4
	AS OFTEN AS YOU HAVE THEM	2	.6	.6	8.0
	AS THEY OCCUR	2	.6	.6	8.6
	BI-MONTHLY	2	.6	.6	9.1
	DAILY	1	.3	.3	9.4
	DOESN'T MATTER	1	.3	.3	9.7
	DON'T CARE	1	.3	.3	10.0
	DON'T KNOW	4	1.1	1.1	11.1
	DON'T MATTER	1	.3	.3	11.4
	DON'T NEED	1	.3	.3	11.7
	DON'T SEND	1	.3	.3	12.0
	EVERY FEW MONTHS	1	.3	.3	12.3
	EVERY SIX MONTHS	16	4.6	4.6	16.9
	EVERY SIX TO EIGHT WEEKS	1	.3	.3	17.1
	EVERY SIX WEEKS	1	.3	.3	17.4
	EVERY THREE MONTHS	28	8.0	8.0	25.4
	EVERY THREE TO FOUR MONTHS	1	.3	.3	25.7
	EVERY THREE TO SIX MONTHS	2	.6	.6	26.3
	EVERY TWO MONTHS	13	3.7	3.7	30.0
	FIRST OF EACH TERM	1	.3	.3	30.3
	FOUR TIMES A YEAR	1	.3	.3	30.6
MONTHLY	72	20.6	20.6	51.1	
MONTHLY OR QUARTERLY	2	.6	.6	51.7	
MONTHLY OR WHEN CHANGED	1	.3	.3	52.0	
NEW PROGRAMS	1	.3	.3	52.3	
NO RESPONSE	5	1.4	1.4	53.7	
NONE	1	.3	.3	54.0	
NOT NEEDED	1	.3	.3	54.3	
NOVEMBER AND JANUARY	1	.3	.3	54.6	
OCCASIONALLY	1	.3	.3	54.9	
OFTEN AS NEEDED	1	.3	.3	55.1	

**Detailed Verbatim Responses From Table 15**

**PREFERRED FREQUENCY OF CONTACT ABOUT UPCOMING PROGRAMS**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
OFTEN AS YOU CAN	1	.3	.3	55.4
OFTEN AS YOU LIKE	1	.3	.3	55.7
ONCE OR TWICE A YEAR	2	.6	.6	56.3
QUARTERLY	69	19.7	19.7	76.0
QUARTERLY OR EVERY SIX MONTHS	1	.3	.3	76.3
QUARTERLY/ SEMESTERLY/ YEARLY/ WHENEVER AVAILABLE	1	.3	.3	76.6
SEMESTERLY	8	2.3	2.3	78.9
SEMI-ANNUALLY	1	.3	.3	79.1
SUMMER AND FALL	1	.3	.3	79.4
TWICE YEARLY	23	6.6	6.6	86.0
TWICE YEARLY AT NEW SEMESTER	1	.3	.3	86.3
VOLUME FOR ALL CLASSES	1	.3	.3	86.6
WEEKLY	4	1.1	1.1	87.7
WHEN AVAILABLE	2	.6	.6	88.3
WHEN AVAILABLE FOR BEHAVIOR HEALTH	1	.3	.3	88.6
WHEN AVAILABLE OR EVERY OTHER MONTH	1	.3	.3	88.9
WHEN CONVENIENT FOR THE COLLEGE	1	.3	.3	89.1
WHEN IT PERTAINS TO US	1	.3	.3	89.4
WHEN NEW CLASSES START	1	.3	.3	89.7
WHEN NEW ITEMS OCCUR	1	.3	.3	90.0
WHEN NEW PROGRAMS ARE AVAILABLE	1	.3	.3	90.3
WHEN NEW THINGS COME UP	1	.3	.3	90.6
WHEN OFFERED	1	.3	.3	90.9
WHEN THEY ARE SET UP	1	.3	.3	91.1
WHEN THEY HAVE SOMETHING NEW	1	.3	.3	91.4
WHEN YEAR STARTS	1	.3	.3	91.7
WHEN YOU HAVE CLASSES	1	.3	.3	92.0
WHENEVER	3	.9	.9	92.9
WHENEVER AVAILABLE	3	.9	.9	93.7
WHENEVER IT'S USEFUL	1	.3	.3	94.0
WHENEVER IT COMES UP	1	.3	.3	94.3
WHENEVER NEW THINGS COME UP	2	.6	.6	94.9
WHENEVER THEY HAVE THEM	1	.3	.3	95.1
WHENEVER YOU HAVE SOMETHING	1	.3	.3	95.4
WHENEVER YOU HAVE THE INFORMATION THAT APPLIES TO US	1	.3	.3	95.7
WHENEVER/ QUARTERLY	1	.3	.3	96.0
WOULD WANT TO TALK WITH THEM/ QUARTERLY	1	.3	.3	96.3
WOULDN'T MATTER	1	.3	.3	96.6
YEARLY	12	3.4	3.4	100.0
Total	350	100.0	100.0	

## Detailed Verbatim Responses From Table 22

### OTHER METHOD OF REIMBURSEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	339	96.9	96.9	96.9
	DON'T KNOW	5	1.4	1.4	98.3
	I'M NOT ANSWERING THIS QUESTION	1	.3	.3	98.6
	NO RESPONSE	1	.3	.3	98.9
	SCHOLARSHIP FOR UNDETERMINED AMOUNT	1	.3	.3	99.1
	SCHOLARSHIPS/ GET YOUR SALARY PLUS TUITION/ FEES/ BOOKS	1	.3	.3	99.4
	UP FRONT AND B OR BETTER	1	.3	.3	99.7
	UPON COMPLETION AND UP FRONT	1	.3	.3	100.0
	Total	350	100.0	100.0	

**Detailed Verbatim Responses From Table 23**

**CONTINUING EDUCATION REQUIRED**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	240	68.6	68.6	68.6
	ACCOUNTING	1	.3	.3	68.9
	ALL ENVIRONMENTAL CHEMIST/ BIOLOGIST/ SCIENTIST	1	.3	.3	69.1
	ARCHITECTURE/ ENGINEERS	1	.3	.3	69.4
	ATTORNEY	1	.3	.3	69.7
	BANKING/ FINANCE	1	.3	.3	70.0
	BEAUTY AND BARBER AND MASSAGE	1	.3	.3	70.3
	BROKERAGE/ TRUST/ INSURANCE	1	.3	.3	70.6
	CHILD CARE/ DIRECTOR AND ROOM COORDINATOR	1	.3	.3	70.9
	CONTENT STANDARDS/ DEVELOPING LESSONS FOR CONTENT STANDARDS/ EFFECTIVE TEACHING	1	.3	.3	71.1
	CONTINUING EDUCATION	1	.3	.3	71.4
	COURT REPORTING	1	.3	.3	71.7
	DIRECTORS/ EMBALMERS	1	.3	.3	72.0
	DON'T KNOW	1	.3	.3	72.3
	EARLY CHILDHOOD	1	.3	.3	72.6
	EMT/ HAZARDOUS MATERIALS	1	.3	.3	72.9
	ENGINEERS	1	.3	.3	73.1
	FAMILY COMMUNITY PARTNERSHIP/ NURSES	1	.3	.3	73.4
	FORM MANAGEMENT OR SUPERVISOR SKILLS	1	.3	.3	73.7
	GM MECHANICS	1	.3	.3	74.0
	HAIR CUTTING/ COLORING/ PERMING	1	.3	.3	74.3
	HEALTH CARE	2	.6	.6	74.9
	HEALTH CARE SPECIALTY AREAS	1	.3	.3	75.1
	IN-HOUSE SEMINARS/ DRUG USES AND INTERACTIONS	1	.3	.3	75.4
	INCOME TAX	1	.3	.3	75.7
	INTUBATION/ IV/ CARDIAC MONITORING/ CPR/ BASIC LIFE SUPPORT	1	.3	.3	76.0
	JAILERS AND ACCOUNTING TECHNICIANS	1	.3	.3	76.3
	LAWYERS	1	.3	.3	76.6
	LICENSED PRACTICAL NURSES/ 27/ EVERY TWO YEARS/ REGISTERED NURSE 30/ EVERY TWO YEARS	1	.3	.3	76.9
	LICENSED SOCIAL WORKER	1	.3	.3	77.1
	LICENSURE	1	.3	.3	77.4
	LIFE AND HEALTH INSURANCE	1	.3	.3	77.7
	MAINTENANCE	1	.3	.3	78.0
	MANAGERIAL/ BUSINESS ADMINISTRATION	1	.3	.3	78.3
MASTER'S PEOPLE TO CONTINUE LICENSE	1	.3	.3	78.6	
MECHANIC UPDATES	1	.3	.3	78.9	
MINER SAFETY	1	.3	.3	79.1	
MORTUARY SCIENCE	1	.3	.3	79.4	
NO RESPONSE	1	.3	.3	79.7	
NURSES	2	.6	.6	80.3	
NURSES AND ADMINISTRATOR	1	.3	.3	80.6	
NURSES/ CNA	1	.3	.3	80.9	

Detailed Verbatim Responses From Table 23

CONTINUING EDUCATION REQUIRED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NURSES/ DIETARY MANAGERS/ ADMINISTRATION/ SOCIAL WORKERS	1	.3	.3	81.1
	NURSES/ SOCIAL WORK	1	.3	.3	81.4
	NURSING	2	.6	.6	82.0
	NURSING REQUIREMENTS	1	.3	.3	82.3
	NURSING/ CASE MANAGER	1	.3	.3	82.6
	NURSING/ LAB/ RESPIRATORY	1	.3	.3	82.9
	OSHA/ OBRA/ NURSES	1	.3	.3	83.1
	PARALEGAL	1	.3	.3	83.4
	PARALEGALS/ LAWYERS	1	.3	.3	83.7
	PARAMEDIC/ EMT	1	.3	.3	84.0
	PARKS AND RECREATION IN AQUATIC FACILITY	1	.3	.3	84.3
	PHARMACISTS	2	.6	.6	84.9
	PHARMACY	1	.3	.3	85.1
	PHARMACY/ PHARMACY TECHNICIANS	1	.3	.3	85.4
	PHYSICIAN ASSISTANT AND DOCTORS	1	.3	.3	85.7
	POLICE OFFICERS	2	.6	.6	86.3
	PROSTHETIC	1	.3	.3	86.6
	QMRP AND SUPERVISORS	1	.3	.3	86.9
	QUALITY CONTROL	1	.3	.3	87.1
	REAL ESTATE	2	.6	.6	87.7
	REAL ESTATE LICENSES	1	.3	.3	88.0
	REGISTERED NURSES	2	.6	.6	88.6
	RESPIRATORY THERAPIST	1	.3	.3	88.9
	SAFETY/ HAZMAT	1	.3	.3	89.1
	SALES	1	.3	.3	89.4
	SOCIAL SERVICES	2	.6	.6	90.0
	SOCIAL WORK	5	1.4	1.4	91.4
	SOCIAL WORK/ COUNSELING/ NURSING	1	.3	.3	91.7
	SOCIAL WORK/ NURSING	1	.3	.3	92.0
	SOCIAL WORKERS/ LICENSED PRACTICAL COUNSELORS	1	.3	.3	92.3
	SPECIALIZED AVIATION FUEL HANDLERS/ CRASH CART RESCUE	1	.3	.3	92.6
	SPEECH PATHOLOGY/ COUNSELORS	1	.3	.3	92.9
	STAFF DEVELOPMENT	1	.3	.3	93.1
	STATE LICENSE/ PHYSICAL THERAPIST/ ATHLETIC TRAINER	1	.3	.3	93.4
	STATE LICENSING FOR PESTICIDE APPLICATION	1	.3	.3	93.7
	STATE MANDATED ONLY	1	.3	.3	94.0
	STATE MANDATES/ EMT'S/ CEU'S/ PARAMEDICS/ CEU'S	1	.3	.3	94.3
	STATE REQUIRED STAFF DEVELOPMENT	1	.3	.3	94.6
	STATE REQUIRED/ EIGHTEEN HOURS PER YEAR	1	.3	.3	94.9
	STYLIST	1	.3	.3	95.1
SUPERINTENDENT AND ASSISTANT SUPERINTENDENT	1	.3	.3	95.4	
SUPERVISION/ OSHA/ FIRST AID	1	.3	.3	95.7	
SURVEYING	1	.3	.3	96.0	
TEACHERS	4	1.1	1.1	97.1	
TEACHERS AND COUNSELORS AND ADMINISTRATORS	1	.3	.3	97.4	

## Detailed Verbatim Responses From Table 23

### CONTINUING EDUCATION REQUIRED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TEACHERS/ AIDES	1	.3	.3	97.7
	TEACHERS/ TEACHER AIDES	1	.3	.3	98.0
	TECHNICIANS/ ENGINEERS/ SUPERVISORS	1	.3	.3	98.3
	TWENTY-FOUR CEU'S EVERY THREE YEARS FOR CLASS 4 OPERATION	1	.3	.3	98.6
	VALID CPR/ FIRST AID	1	.3	.3	98.9
	WATER BOARD	1	.3	.3	99.1
	WATER TREATMENT	2	.6	.6	99.7
	WHATEVER STATE MANDATES	1	.3	.3	100.0
	Total	350	100.0	100.0	