

# West Virginia Northern Community College Workforce Development Scan Tabular Results

**TABLE 1. Shortage Of Qualified Job Candidates In The Area By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
SHORTAGE OF QUALIFIED JOB CANDIDATES	No	46	29.9%	41	37.6%	33	37.9%	120	34.3%
	Yes	103	66.9%	66	60.6%	53	60.9%	222	63.4%
	Don't Know	5	3.2%	2	1.8%	1	1.1%	8	2.3%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 1. Shortage Of Qualified Job Candidates In The Area By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CAUSE OF SHORTAGE	Number Of Applicants	11	10.7%	8	12.1%	9	17.0%	28	12.6%
	Lack Of Applicants With Skills	77	74.8%	43	65.2%	31	58.5%	151	68.0%
	Both	15	14.6%	15	22.7%	13	24.5%	43	19.4%
Total		103	100.0%	66	100.0%	53	100.0%	222	100.0%

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**TABLE 1. Shortage Of Qualified Job Candidates In The Area By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
JOB SERVICE AGENCY	No Response					2	9.1%	2	2.8%
	Yes	11	42.3%	13	56.5%	12	54.5%	36	50.7%
	No	15	57.7%	10	43.5%	8	36.4%	33	46.5%
Total		26	100.0%	23	100.0%	22	100.0%	71	100.0%
NEWSPAPER ADS	Yes	20	76.9%	17	73.9%	18	81.8%	55	77.5%
	No	6	23.1%	6	26.1%	4	18.2%	16	22.5%

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**TABLE 1. Shortage Of Qualified Job Candidates In The Area By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
Total		26	100.0%	23	100.0%	22	100.0%	71	100.0%
OTHER COLLEGES AND UNIVERSITIES	Yes	13	50.0%	7	30.4%	16	72.7%	36	50.7%
	No	13	50.0%	16	69.6%	6	27.3%	35	49.3%
Total		26	100.0%	23	100.0%	22	100.0%	71	100.0%
WEB SITE OR ONLINE SEARCH	No Response					1	4.5%	1	1.4%
	Yes	9	34.6%	6	26.1%	13	59.1%	28	39.4%
	No	17	65.4%	17	73.9%	8	36.4%	42	59.2%
Total		26	100.0%	23	100.0%	22	100.0%	71	100.0%
WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	No Response					1	4.5%	1	1.4%
	Yes	8	30.8%	4	17.4%	9	40.9%	21	29.6%
	No	18	69.2%	19	82.6%	12	54.5%	49	69.0%
Total		26	100.0%	23	100.0%	22	100.0%	71	100.0%
OTHER SOURCE	No Response	2	7.7%	1	4.3%	4	18.2%	7	9.9%
	Yes	16	61.5%	17	73.9%	12	54.5%	45	63.4%
	No	8	30.8%	5	21.7%	6	27.3%	19	26.8%
Total		26	100.0%	23	100.0%	22	100.0%	71	100.0%

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		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OTHER SOURCE CITED	APPLY AT HIRING CENTER					1	8.3%	1	2.3%
	CORPORATE OFFICE					1	8.3%	1	2.3%
	DIRECT REFERRAL			1	5.9%			1	2.3%
	DOCTORS					1	8.3%	1	2.3%
	FLIERS IN STORE					1	8.3%	1	2.3%
	HELP WANTED SIGN AND BEAUTY COLLEGE	1	6.7%					1	2.3%
	HOT LINE					1	8.3%	1	2.3%
	IN-HOUSE	1	6.7%	1	5.9%			2	4.5%
	JOB FAIRS					2	16.7%	2	4.5%
	JOURNAL					1	8.3%	1	2.3%
	JUST TAKE APPLICATIONS AT THE STORE	1	6.7%					1	2.3%
	MANPOWER					1	8.3%	1	2.3%
	NATIONAL PUBLICATIONS	1	6.7%					1	2.3%
	OUR OWN WEBSITE			1	5.9%			1	2.3%
	PEOPLE WALK IN OFF THE STREET	1	6.7%					1	2.3%
	POST HELP WANTED SIGNS	1	6.7%					1	2.3%
	RECRUIT FROM STAFF					1	8.3%	1	2.3%
	RECRUITERS/ FAIRS					1	8.3%	1	2.3%
	RECRUITMENT DAYS/ JOB FAIRS			1	5.9%			1	2.3%
	SIGN IN WINDOW	1	6.7%	1	5.9%			2	4.5%
STATE AGENCY					1	8.3%	1	2.3%	
UNION HALL	1	6.7%					1	2.3%	
UNION LOCAL			1	5.9%			1	2.3%	
WORD OF MOUTH	7	46.7%	11	64.7%			18	40.9%	
Total	15	100.0%	17	100.0%	12	100.0%	44	100.0%	

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		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NEEDED SKILLS THAT ARE MISSING	ABILITY TO WORK	1	1.1%					1	.5%
	ACCOUNTING/ CLERICAL/ OFFICE SKILLS			1	1.7%			1	.5%
	ART BACKGROUND/ PRINTING	1	1.1%					1	.5%
	ASSESSMENT SKILLS/ ATTITUDES					1	2.3%	1	.5%
	AUTOMOTIVE KNOWLEDGE/ RETAIL BUSINESS SKILLS/ PEOPLE SKILLS	1	1.1%					1	.5%
	BAKERY SKILLS	1	1.1%					1	.5%
	BASIC COMMUNICATIONS/ PEOPLE SKILLS					1	2.3%	1	.5%
	BASIC COMPUTER	1	1.1%					1	.5%
	BASIC COMPUTERS/ WORK ETHICS/ COMMUNICATIONS					1	2.3%	1	.5%
	BASIC EDUCATION/ WELDING/ MACHINING/ MECHANICS			1	1.7%			1	.5%
	BASIC FABRICATING TECHNIQUES			1	1.7%			1	.5%
	BASIC LANGUAGE/ COMMUNICATIONS/ WRITING			1	1.7%			1	.5%
	BASIC LEVELS MATH/ WRITING					1	2.3%	1	.5%
	BASIC MATH AND REASONING/ PROFICIENCY IN MODERN OFFICE	1	1.1%					1	.5%
	BASIC MATH/ PROPER JOB ETIQUETTE/ HOW TO DRESS FOR JOB INTER					1	2.3%	1	.5%
	BASIC MATH/ WRITE/ LANGUAGE			1	1.7%			1	.5%
	BASIC SKILLS/ BASIC HIGH SCHOOL SKILLS					1	2.3%	1	.5%
	BASIC SKILLS/ MATH/ CONVERSIONS					1	2.3%	1	.5%
	BASIC SKILLS/ NO FORMAL TRAINING AT ALL			1	1.7%			1	.5%
	BUILDING TRADES/ DRIVERS/ WRITING/ MATH			1	1.7%			1	.5%
	BUILDING/ HOME IMPROVEMENT/ ROOFERS/ SIDING/ WINDOWS	1	1.1%					1	.5%
	BUSINESS AND FINANCE			1	1.7%			1	.5%
	BUSINESS SKILLS/ COMPUTER BASICS/ PRODUCT KNOWLEDGE	1	1.1%					1	.5%

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		Count	Col %	Count	Col %	Count	Col %		
NEEDED SKILLS THAT ARE MISSING	BUSINESS/ CLERICAL/ NURSING SKILLS					1	2.3%	1	.5%
	CAN'T ANSWER THE QUESTIONS WE ASK OR FILL APPLICATIONS AND S			1	1.7%			1	.5%
	CAN'T FILL OUT APPLICATIONS AND DON'T DRESS FOR JOB INTERVIE			1	1.7%			1	.5%
	CAN PASS WRITTEN EXAMS/ PHYSICAL EXAM	1	1.1%					1	.5%
	CARPENTRY/ DRYWALL/ HOME REPAIR	1	1.1%					1	.5%
	CASHIER/ REGISTER/ MEAT SLICER	1	1.1%					1	.5%
	CDL/ DRIVER SKILLS			1	1.7%			1	.5%
	CDL/ HEAVY EQUIPMENT OPERATION AND REPAIR	1	1.1%					1	.5%
	CERTIFICATION IN A PACKS/ PREPACKED MEDS			1	1.7%			1	.5%
	CERTIFICATION IN NURSING			1	1.7%			1	.5%
	CERTIFICATION IN SCIENCE OR ART OR MUSIC/ MATH EDUCATION/ AD	1	1.1%					1	.5%
	CERTIFICATIONS FOR PARAMEDICS			1	1.7%			1	.5%
	CERTIFIED NURSE ASSISTANT			1	1.7%			1	.5%
	CERTIFIED NURSE ASSISTANTS/ REGISTERED NURSES/ LICENSE PRACT					1	2.3%	1	.5%
	CHILD CARE/ CHILD DEVELOPMENT/ ASSESS CHILD DEVELOPMENT			1	1.7%			1	.5%
	CHILD CARE/ EARLY CHILDHOOD/ TEAMWORK/ PROBLEM SOLVING			1	1.7%			1	.5%
	CHILD TRAINING			1	1.7%			1	.5%
	CNA'S/ FOOD SERVICE/ CHEFS/ COOKS/ REGISTERED NURSES			1	1.7%			1	.5%
	CNA/ NURSE'S AIDES					1	2.3%	1	.5%
	COMMON SENSE/ BASIC SKILLS/ MATH/ READING	1	1.1%					1	.5%
COMMON SENSE/ CUSTOMER SERVICE	1	1.1%					1	.5%	
COMMUNICATION SKILLS	3	3.3%					3	1.5%	

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		Count	Col %	Count	Col %	Count	Col %		
NEEDED SKILLS THAT ARE MISSING	COMMUNICATION SKILLS/ MAINTENANCE SKILLS					1	2.3%	1	.5%
	COMMUNICATION SKILLS/ SCHEDULING					1	2.3%	1	.5%
	COMMUNICATIONS			1	1.7%			1	.5%
	COMMUNICATIONS/ FOLLOW THROUGH					1	2.3%	1	.5%
	COMMUNICATIONS/ UNDERSTANDING/ COMPREHENSION			1	1.7%			1	.5%
	COMPUTER SKILLS/ LACKING WINDOWS/ SERVICE RELATED/ RESPONSIB					1	2.3%	1	.5%
	COMPUTER SKILLS/ PERSONABLE SKILLS	1	1.1%					1	.5%
	COMPUTER SKILLS/ PROGRAMMING HTML/ SYSTEM ADMINISTRATION	1	1.1%					1	.5%
	COMPUTER SKILLS/ REGISTERED NURSES/ LICENSED PRACTICAL NURSE					1	2.3%	1	.5%
	COMPUTERS	1	1.1%					1	.5%
	COMPUTERS/ ACCOUNTING					1	2.3%	1	.5%
	COMPUTERS/ INTERNET	1	1.1%					1	.5%
	COMPUTERS/ INTERPERSONAL SKILLS					1	2.3%	1	.5%
	COMPUTERS/ LEGAL/ HIGHER LEVEL MANAGEMENT					1	2.3%	1	.5%
	COMPUTERS/ PEOPLE SKILLS	1	1.1%					1	.5%
	COMPUTERS/ REGISTERS			1	1.7%	1	2.3%	2	1.0%
	COMPUTERS/ TRANSCRIPTION			1	1.7%			1	.5%
	CREDIT RATINGS POOR/ PEOPLE SKILLS			1	1.7%			1	.5%
	CRIMINAL JUSTICE					1	2.3%	1	.5%
	CUSTOMER SERVICE	1	1.1%					1	.5%
	CUSTOMER SERVICE SKILLS/ WORK ETHICS	1	1.1%					1	.5%
	CUSTOMER SERVICE/ TELEPHONE SKILLS/ SECRETARIAL SKILLS	1	1.1%					1	.5%
	DIESEL MECHANICS			1	1.7%			1	.5%
	DIESEL REPAIR			1	1.7%			1	.5%
DON'T KNOW	2	2.2%			1	2.3%	3	1.5%	

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		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NEEDED SKILLS THAT ARE MISSING	DON'T WANT TO WORK/ WANT OWN HOURS					1	2.3%	1	.5%
	DRAFTSMAN/ CAD WORKERS/ HEAVY EQUIPMENT REPAIR	1	1.1%					1	.5%
	DRIVERS NEED TO KNOW THE AREA			1	1.7%			1	.5%
	DRIVING EXPERIENCE	1	1.1%					1	.5%
	DRUG FREE/ OSHA TRAINED			1	1.7%			1	.5%
	EARLY CHILDHOOD EDUCATION	1	1.1%					1	.5%
	EDUCATION/ EXPERIENCE IN SOCIAL SERVICES TO YOUTH AND FAMILI	1	1.1%					1	.5%
	ELECTRIC LICENSING/ ELECTRIC CERTIFICATIONS			1	1.7%			1	.5%
	EMT/ PARAMEDIC					1	2.3%	1	.5%
	ENGLISH/ HIGH SCHOOL SKILLS	1	1.1%					1	.5%
	ENVIRONMENTAL ENGINEERING/ SCIENTIST/ CHEMIST/ INDUSTRIAL HY			1	1.7%			1	.5%
	EXPERIENCE					1	2.3%	1	.5%
	EXPERIENCE IN BASICS OF MINING					1	2.3%	1	.5%
	EXPERIENCE WITH EARLY CHILDHOOD	1	1.1%					1	.5%
	EXPERIENCE/ INTERVIEWING SKILLS	1	1.1%					1	.5%
	EXPERIENCE/ MATH/ HANDLING OF CASH AND COUNTING			1	1.7%			1	.5%
	EXPERIENCE/ TELEPHONE SKILLS/ PEOPLE SKILLS			1	1.7%			1	.5%
	FARM BACKGROUND	1	1.1%					1	.5%
	FLOWER DESIGN/ WORK ETHICS	1	1.1%					1	.5%
	FREE OF RECORD OF ABUSE/ ABILITY TO WORK					1	2.3%	1	.5%
	GENERAL COMMUNICATION/ WILLING			1	1.7%			1	.5%
	GENERAL KNOWLEDGE OF SURVEYING AND DRAFTING FOR ENGINEERING	1	1.1%					1	.5%
	GRAMMAR/ MATH/ COMMON SENSE	1	1.1%					1	.5%

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		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NEEDED SKILLS THAT ARE MISSING	HAIR CUTTING/ COLOR	1	1.1%					1	.5%
	HAND SKILLS/ MOTIVATION	1	1.1%					1	.5%
	HANDS-ON/ COMMUNICATIONS/ CLIMBING POLES/ EQUIPMENT OPERATOR			1	1.7%			1	.5%
	HANDS-ON/ MECHANICAL			1	1.7%			1	.5%
	HAZARDOUS/ SAFETY/ CPR/ EMERGENCY RESPONDERS			1	1.7%			1	.5%
	HORTICULTURE BACKGROUND/ WATER/ PESTICIDE/ PLANTS			1	1.7%			1	.5%
	HOW TO APPLY FOR A JOB/ ENGINEERING/ MANUFACTURING			1	1.7%			1	.5%
	JOB DEVELOPMENT BACKGROUND					1	2.3%	1	.5%
	KNOWLEDGE OF ANIMALS	1	1.1%					1	.5%
	KNOWLEDGE OF BUILDING SUPPLIES AND HARDWARE	1	1.1%					1	.5%
	LACK OF MOTORCYCLE PRODUCT KNOWLEDGE	1	1.1%					1	.5%
	LICENSE IN SPEECH/ PHYSICAL AND OCCUPATIONAL THERAPY	1	1.1%					1	.5%
	LICENSING FOR CERTIFIED MECHANIC/ LICENSING FOR TOW TRUCK DR	1	1.1%					1	.5%
	MACHINING/ FORGING/ FITTING	1	1.1%					1	.5%
	MAINTENANCE/ PRIOR EXPERIENCE/ ENVIRONMENTAL AND SCIENCE EXP			1	1.7%			1	.5%
	MANNERS/ PEOPLE SKILLS	1	1.1%					1	.5%
	MANUFACTURING SKILLS					1	2.3%	1	.5%
	MATH	1	1.1%					1	.5%
	MATH/ ENGLISH/ CUSTOMER SERVICE					1	2.3%	1	.5%
	MATH/ FOLLOW DIRECTIONS/ LACKING TRAINING					1	2.3%	1	.5%
	MATH/ MAKING CHANGE	1	1.1%					1	.5%
	MECHANICAL SKILLS	2	2.2%					2	1.0%
	MECHANICS IN HEAVY EQUIPMENT			1	1.7%			1	.5%
MECHANICS/ ELECTRICAL/ INDUSTRIAL	1	1.1%					1	.5%	

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		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NEEDED SKILLS THAT ARE MISSING	MEDICAL CODING	1	1.1%					1	.5%
	MEDICAL TRANSCRIPTION/ GOOD SPELLING/ ENGLISH/ COMMUNICATION	1	1.1%					1	.5%
	MONEY HANDLING/ COMPUTER KNOWLEDGE/ SOCIAL SKILLS	1	1.1%					1	.5%
	MOTIVATION	1	1.1%					1	.5%
	MULTI-TASKING SKILLS/ BASIC SKILLS/ COMMUNICATIONS	1	1.1%					1	.5%
	NO MATH/ COUNT CHANGE			1	1.7%			1	.5%
	NOT COMING OUT OF HIGH SCHOOLS WITH THE BASICS/ READING/ WRITING					1	2.3%	1	.5%
	NOT VERY SMART					1	2.3%	1	.5%
	OFFICE SKILLS			1	1.7%			1	.5%
	ORGANIZATIONAL SKILLS/ MATH SKILLS			1	1.7%			1	.5%
	OVERQUALIFIED OR UNDERQUALIFIED	1	1.1%					1	.5%
	PARAMEDIC CERTIFICATE	1	1.1%					1	.5%
	PEOPLE SKILLS					1	2.3%	1	.5%
	PEOPLE SKILLS/ FARMING/ WELDING AND TOOLS	1	1.1%					1	.5%
	PEOPLE SKILLS/ MATH	1	1.1%					1	.5%
	PEOPLE THAT CAN DO REFRIGERATION	1	1.1%					1	.5%
	PERSONAL SKILLS/ COMMUNICATIONS/ HONESTY			1	1.7%			1	.5%
	PRESS OPERATOR/ LAZINESS	1	1.1%					1	.5%
	PROFESSIONAL PEOPLE WITH DEGREES/ WELDERS			1	1.7%			1	.5%
	PUBLIC RELATIONS BACKGROUND/ TRAVEL AND TOURISM					1	2.3%	1	.5%
	READ A MAP AND SIGNS/ GOOD DRIVING RECORD	1	1.1%					1	.5%
	READ/ WRITE/ MATH/ TIME MANAGEMENT			1	1.7%			1	.5%
	READING MEASUREMENT TOOLS/ INDUSTRIAL BACKGROUND/ COLLEGE BU			1	1.7%			1	.5%
	READING/ COMMUNICATION SKILLS			1	1.7%			1	.5%

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		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NEEDED SKILLS THAT ARE MISSING	REGISTERED NURSES/ MANAGEMENT SKILLS					1	2.3%	1	.5%
	RESEARCH AND WRITING	1	1.1%					1	.5%
	RETAIL BUSINESS SALES	1	1.1%					1	.5%
	RUNNING EQUIPMENT	1	1.1%					1	.5%
	SALES	4	4.3%					4	2.1%
	SALES/ BUSINESS			1	1.7%			1	.5%
	SALES/ WORK HISTORY/ INSURANCE LICENSE	1	1.1%					1	.5%
	SECRETARIAL WITH ACCOUNTING/ COMPUTER SKILLS IN SOFTWARE PRO			1	1.7%			1	.5%
	SECRETARIAL/ COMPUTER SKILLS/ COURT REPORTING DEGREE/ 250 WO	1	1.1%					1	.5%
	SELLING SKILLS	1	1.1%					1	.5%
	SERVICE AREA/ TECHNICAL			1	1.7%			1	.5%
	SERVICE TECHNICIANS/ RESTAURANT EQUIPMENT	1	1.1%					1	.5%
	SHORTAGE IN CONGREGATION	1	1.1%					1	.5%
	SIGN WORK/ SERVICE SIGNS/ ELECTRICAL/ GRAPHIC ARTS	1	1.1%					1	.5%
	SOCIAL SERVICE SKILLS					1	2.3%	1	.5%
	SOCIAL WORK DEGREE			1	1.7%			1	.5%
	SOCIAL WORK DEGREE/ MASTER LEVEL THERAPIST	1	1.1%					1	.5%
	SPECIAL EDUCATION/ MATH/ SCIENCE					1	2.3%	1	.5%
	SPELLING/ PUNCTUATION/ BEING ON TIME			1	1.7%			1	.5%
	STOCKING/ REGISTERS	1	1.1%					1	.5%
	SUPERVISOR OR MANAGEMENT SKILLS					1	2.3%	1	.5%
	TECHNICAL KNOW HOW			1	1.7%			1	.5%
	TECHNICAL MACHINE REPAIR	1	1.1%					1	.5%
	TELLERS/ SALES ASSOCIATES/ CUSTOMER SERVICE					1	2.3%	1	.5%
	THEY'RE NOT CERTIFIED/ ACCOUNTING/ COMMUNICATIONS	1	1.1%					1	.5%
	TRADES/ CRAFTS/ CARPENTERS/ IRON WORKERS					1	2.3%	1	.5%
TRADES/ POTTERY TRADE					1	2.3%	1	.5%	

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		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NEEDED SKILLS THAT ARE MISSING	TRAINED PARAMEDICS/ ADVANCED LIFE SUPPORT					1	2.3%	1	.5%
	TYPING					1	2.3%	1	.5%
	ULTRASOUND STENOGRAPHY	1	1.1%					1	.5%
	WASTE WATER/ ALGEBRA/ ENVIRONMENTALIST	1	1.1%					1	.5%
	WATER BLASTING/ DIESEL MECHANICS			1	1.7%			1	.5%
	WE JUST HAD ADS FOR POSITIONS BUT TOO MANY WERE QUALIFIED/ T			1	1.7%			1	.5%
	WE NEED BASICS	1	1.1%					1	.5%
	WELDING/ MATH	1	1.1%					1	.5%
	WORK ETHICS	3	3.3%	1	1.7%	1	2.3%	5	2.6%
	WORK ETHICS/ LACK DRIVER'S LICENSE/ CONSTRUCTION	1	1.1%					1	.5%
	WORK ETHICS/ MATH/ SPELLING/ READING	1	1.1%					1	.5%
	WORK ETHICS/ UNDERSTANDING INSTRUCTIONS AND DIRECTIONS/ THIN	1	1.1%					1	.5%
	WORK WITH CHILDREN/ CARRY OUT DUTIES/ CLASS ACTIVITIES/ TECH			1	1.7%			1	.5%
Total	92	100.0%	58	100.0%	44	100.0%	194	100.0%	

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**TABLE 2. Qualified Labor Force Availability In The Area In The Next Five Years By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
QUALIFIED LABOR FORCE AVAILABLE	Yes	100	64.9%	64	58.7%	51	58.6%	215	61.4%
	No	43	27.9%	36	33.0%	28	32.2%	107	30.6%
	Don't Know	11	7.1%	9	8.3%	8	9.2%	28	8.0%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 2. Qualified Labor Force Availability In The Area In The Next Five Years By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR NO QUALIFIED LABOR FORCE	APPLICANTS DO NOT HAVE GOOD PEOPLE SKILLS/ MANAGEMENT NOT IN					1	3.6%	1	.9%
	ATTITUDE OF PEOPLE	1	2.3%					1	.9%
	AVIATION PEOPLE NOT THERE	1	2.3%					1	.9%
	BECAUSE OF REQUIRED EDUCATION AND TRAINING	1	2.3%					1	.9%
	CNA'S FOOD SERVICE/ CHEFS/ COOKS/ REGISTERED NURSES			1	2.8%			1	.9%
	DIESEL REPAIR LOT MORE DIFFICULT/ SCHOOL NOT GETTING STUDENT			1	2.8%			1	.9%
	DON'T HAVE DRIVER'S LICENSE/ THEY HAVE CRIMINAL RECORDS/ WAG					1	3.6%	1	.9%
	DON'T HAVE EXPERIENCE/ EDUCATION AND TRAINING WE'RE LOOKING	1	2.3%					1	.9%
	DON'T KNOW/ POPULATION/ PAY	1	2.3%					1	.9%
	DON'T SEE THE SKILLS NEEDED			1	2.8%			1	.9%
	EDUCATION LACKING					1	3.6%	1	.9%
	EMPLOYMENT OFFICE TAKES FOREVER TO SEND PEOPLE AND COLLEGE N	1	2.3%					1	.9%
	EVERYONE'S LEAVING THE AREA	1	2.3%					1	.9%
	GENERAL COMMUNICATION/ WILLING			1	2.8%			1	.9%
	HAIR CUTTING/ COLOR	1	2.3%					1	.9%
	HARD TO FIND SEASONAL					1	3.6%	1	.9%
	HEALTH WORKERS ARE HARD TO GET					1	3.6%	1	.9%
	KIDS ARE GOING INTO DESK JOBS			1	2.8%			1	.9%
	LACK OF APPLICANTS WILLING TO WORK	1	2.3%					1	.9%
	LACK OF CARE/ UPBRINGING/ SCHOOL FORCED TO RUN STUDENTS THRO					1	3.6%	1	.9%
LACK OF NURSES					1	3.6%	1	.9%	
LACK OF PEOPLE AND SKILLS			1	2.8%			1	.9%	

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**TABLE 2. Qualified Labor Force Availability In The Area In The Next Five Years By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR NO QUALIFIED LABOR FORCE	LACK OF PHYSICAL THERAPISTS/ ATHLETIC TRAINERS	1	2.3%					1	.9%
	LACK OF PROPER TRAINING					1	3.6%	1	.9%
	LACK OF SKILLS	4	9.3%	12	33.3%	4	14.3%	20	18.7%
	LACK OF SKILLS AND AMBITION			1	2.8%			1	.9%
	LACK OF SKILLS/ PEOPLE DON'T WANT TO WORK			1	2.8%			1	.9%
	LACK OF TECHNICAL SKILLS	1	2.3%					1	.9%
	LACK SKILLS			1	2.8%			1	.9%
	LACK WORK ETHICS	1	2.3%					1	.9%
	LAZY KIDS	1	2.3%					1	.9%
	LOT OF COMPETITION FOR THE MARKET FOR HEALTH CARE GRADUATES					1	3.6%	1	.9%
	MEDICAL AREA/ NO QUALIFIED PEOPLE HERE/ CAN'T KEEP THEM IN T	1	2.3%					1	.9%
	MORE QUALIFIED PEOPLE			1	2.8%			1	.9%
	NATIONWIDE SHORTAGE WILL COME BECAUSE OF NO CHILD LEFT BEHIN					1	3.6%	1	.9%
	NEED DRIVERS/ CDL'S	1	2.3%					1	.9%
	NEED DRUG FREE EMPLOYEES			1	2.8%			1	.9%
	NEED MORE DEGREES	1	2.3%					1	.9%
	NEED TO GO BACK TO BASICS					1	3.6%	1	.9%
	NEED TRAINED EMPLOYEES					1	3.6%	1	.9%
	NEED TRAINING PROGRAMS			1	2.8%			1	.9%
	NO AVAILABLE PEOPLE	1	2.3%					1	.9%
	NO AVAILABLE SKILL SETS					1	3.6%	1	.9%
	NO CAR MECHANICS AVAILABLE	1	2.3%					1	.9%
	NO ONE IS TRAINING FOR THOSE POSITIONS	1	2.3%					1	.9%
	NO ONE TRAINED IN RESEARCH AND WRITING	1	2.3%					1	.9%
NO ONE WANTS TO WORK FOR IT			1	2.8%			1	.9%	
NO PEOPLE IN AREA WANT TO WORK			1	2.8%			1	.9%	
NO TRAINED BLACKSMITHS	1	2.3%					1	.9%	
NO TRAINING			1	2.8%			1	.9%	
NO WORK ETHICS	1	2.3%					1	.9%	

**TABLE 2. Qualified Labor Force Availability In The Area In The Next Five Years By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR NO QUALIFIED LABOR FORCE	NOT ENOUGH CERTIFIED PARAMEDIC OR EMT IN OUR AREA	1	2.3%					1	.9%
	NOT ENOUGH JOBS					1	3.6%	1	.9%
	NOT QUALIFIED OR NOT WANTING TO WORK	1	2.3%					1	.9%
	NOT UP TO PAR/ PAY SCALE					1	3.6%	1	.9%
	NUMBER OF APPLICANTS IS NOT THERE					1	3.6%	1	.9%
	NURSING/ NOT WANTING TO WORK IN LONG TERM CARE/ SALARY NOT G					1	3.6%	1	.9%
	PAST EXPERIENCE/ UNWILLING TO WORK	1	2.3%					1	.9%
	PEOPLE ARE MOVING TO GET BETTER OUTSIDE OF STATE	1	2.3%					1	.9%
	PEOPLE ARE NOT WILLING TO TRAIN TEENAGERS SO THEY WILL LEARN	1	2.3%					1	.9%
	PEOPLE AREN'T TRAINED/ DUE TO PAY SCALE					1	3.6%	1	.9%
	PEOPLE LEAVING THE AREA					1	3.6%	1	.9%
	PEOPLE MOVING TO BIGGER MARKET	1	2.3%					1	.9%
	PEOPLE NOT QUALIFIED IN OUR INDUSTRY	1	2.3%					1	.9%
	PEOPLE ON WELFARE/ MOST BUSINESS CAN'T AFFORD TO PAY TOO MUC	1	2.3%					1	.9%
	REGISTERED NURSES/ MANAGEMENT SKILLS					1	3.6%	1	.9%
	SERVICE TECHNICIANS	1	2.3%					1	.9%
	SHORTAGE OF NURSES					1	3.6%	1	.9%
	SOCIAL WORK DEGREE			1	2.8%			1	.9%
	SOME DON'T HAVE SKILLS/ SOME HAVE TOO MANY			1	2.8%			1	.9%
	STATE HAS NEW REQUIREMENTS/ NEED SOCIAL WORK LICENSE					1	3.6%	1	.9%
THE MARKET	1	2.3%					1	.9%	
THE ONES QUALIFIED WANT MORE MONEY			1	2.8%			1	.9%	
THE QUALIFIED PEOPLE ARE OUT OF THE AREA	1	2.3%					1	.9%	

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**TABLE 2. Qualified Labor Force Availability In The Area In The Next Five Years By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR NO QUALIFIED LABOR FORCE	THERE'S GOING TO BE AN UNUSUAL PHENOMENON OF WORK			1	2.8%			1	.9%
	THEY ARE ALL LEAVING	1	2.3%					1	.9%
	THEY DON'T STICK WITH THE JOB LONG ENOUGH TO LEARN ANYTHING	1	2.3%					1	.9%
	THEY DON'T WANT TO WORK	1	2.3%					1	.9%
	TOO EASY TO GET ON WELFARE			1	2.8%			1	.9%
	TOWN IS DYING	1	2.3%					1	.9%
	TREND GOING AWAY FROM TYPES OF JOBS			1	2.8%			1	.9%
	WE'RE NOT GROWING/ COMPETITION OF OTHER COMPANIES			1	2.8%			1	.9%
	WE CAN'T OFFER MUCH FOR BENEFITS OR PAY			1	2.8%			1	.9%
	WE PAY \$6.50/ THEY GET AS MUCH PUBLIC ASSISTANCE					1	3.6%	1	.9%
	WELFARE PAYS BETTER	1	2.3%					1	.9%
	WORK ETHICS/ COMMITMENT					1	3.6%	1	.9%
	YOUNG PEOPLE AREN'T GOING INTO MECHANICS	1	2.3%					1	.9%
	YOUNGER PEOPLE ARE NOT STAYING AFTER COLLEGE			1	2.8%			1	.9%
<b>Total</b>		43	100.0%	36	100.0%	28	100.0%	107	100.0%

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**TABLE 2. Qualified Labor Force Availability In The Area In The Next Five Years By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
SKILL SETS THAT ARE MISSING	ACCESS DEVELOPING AND TODDLER TRAINING			1	2.8%			1	.9%
	ACCOUNTING/ COMPUTERS					1	3.6%	1	.9%
	ADVANCED LIFE SUPPORT/ INCUBATION/ IV					1	3.6%	1	.9%
	AMBITION/ MATH/ PEOPLE SKILLS	1	2.3%					1	.9%
	ASSESSMENT SKILLS/ ATTITUDES					1	3.6%	1	.9%
	AUTO MECHANICS	1	2.3%					1	.9%
	BASIC COMMUNICATIONS/ SUPERVISOR SKILLS					1	3.6%	1	.9%
	BASIC FABRICATING TECHNIQUES			1	2.8%			1	.9%
	BASIC LANGUAGE SKILLS/ READING/ MATH			1	2.8%			1	.9%
	BASICS					1	3.6%	1	.9%
	BUSINESS			1	2.8%			1	.9%
	BUSINESS/ CLERICAL/ NURSING					1	3.6%	1	.9%
	CAN'T SPELL/ WRITE/ ANSWER TELEPHONE			1	2.8%			1	.9%
	CERTIFICATION FOR EMT'S AND PARAMEDICS			1	2.8%			1	.9%
	CHILD SKILLS			1	2.8%			1	.9%
	CNA'S FOOD SERVICE/ CHEFS/ COOKS/ REGISTERED NURSES			1	2.8%			1	.9%
	COMMON SENSE	1	2.3%					1	.9%
	COMMON SENSE/ WORK ETHICS			1	2.8%			1	.9%
	COMMUNICATION SKILLS/ ACCOUNTING	1	2.3%					1	.9%
	COMMUNICATIONS					1	3.6%	1	.9%
	COMMUNICATIONS/ SOCIAL SKILLS/ BASIC JOB SKILLS			1	2.8%			1	.9%
	COMPUTER SKILLS/ MONEY HANDLING/ SOCIAL SKILLS	1	2.3%					1	.9%
	COMPUTER SKILLS/ SERVICE RELATED/ RESONSIBILITY/ EMPATHY/ CH					1	3.6%	1	.9%
	COMPUTERS					1	3.6%	1	.9%
	COMPUTERS/ TRANSCRIPTIONS			1	2.8%			1	.9%
	DESIRE TO WORK					1	3.6%	1	.9%

**TABLE 2. Qualified Labor Force Availability In The Area In The Next Five Years By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
SKILL SETS THAT ARE MISSING	DEVELOPMENT/ TEACHER'S TWO YEAR DEGREE					1	3.6%	1	.9%
	DIESEL SKILLS			1	2.8%			1	.9%
	DON'T CARE/ WORK ETHICS/ DON'T FOLLOW DIRECTIONS					1	3.6%	1	.9%
	DON'T KNOW	2	4.7%					2	1.9%
	DON'T WANT TO WORK IN LONG TERM CARE/ HARD WORK					1	3.6%	1	.9%
	EARLY CHILDHOOD DEVELOPMENT/ TEAMWORK/ PROBLEM SOLVING			1	2.8%			1	.9%
	EARLY CHILDHOOD/ PEOPLE SKILLS/ LESSON PLAN SKILLS	1	2.3%					1	.9%
	ELECTRICAL AND ELECTRICAL LICENSING AND CERTIFICATIONS			1	2.8%			1	.9%
	ELECTRICAL BACKGROUND/ MANUFACTURING BACKGROUND	1	2.3%					1	.9%
	ENGINEERING/ MANUFACTURING			1	2.8%			1	.9%
	ENVIRONMENTAL ENGINEERING/ SCIENTIST AND CHEMIST/ INDUSTRIAL			1	2.8%			1	.9%
	EXPERIENCE					1	3.6%	1	.9%
	EXPERIENCE WITH EARLY CHILDHOOD	1	2.3%					1	.9%
	EXPERIENCE/ TRAINED			1	2.8%			1	.9%
	FLOWER DESIGN	1	2.3%					1	.9%
	GENERAL COMMUNICATION/ WILLING			1	2.8%			1	.9%
	GOOD ATTITUDE	1	2.3%					1	.9%
	GOOD DRIVING RECORD	1	2.3%					1	.9%
	GOOD MANNERS/ PEOPLE SKILLS	1	2.3%					1	.9%
	HAIR CUTTING/ COLOR	1	2.3%					1	.9%
HEALTH CARE GRADUATES AND NURSES					1	3.6%	1	.9%	
INTERPERSONAL SKILLS/ COMPUTERS/ SOME BASICS					1	3.6%	1	.9%	
KNOWLEDGE OF CAR MECHANICS	1	2.3%					1	.9%	

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**TABLE 2. Qualified Labor Force Availability In The Area In The Next Five Years By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
SKILL SETS THAT ARE MISSING	KNOWLEDGE OF SURVEYING AND DRAFTING FOR ENGINEERING	1	2.3%					1	.9%
	LABOR/ WORK ETHICS	1	2.3%					1	.9%
	LACK OF TEACHERS IN OUR AREA					1	3.6%	1	.9%
	LANGUAGE AND COMMUNICATIONS/ WRITING			1	2.8%			1	.9%
	LEGAL SKILLS/ OFFICE SKILLS/ GRAMMAR/ TYPING/ SENTENCE STRUC			1	2.8%			1	.9%
	MACHINING/ FORGING/ FITTING	1	2.3%					1	.9%
	MATH/ LACK TRAINING					1	3.6%	1	.9%
	MATH/ MAKING CHANGE	1	2.3%					1	.9%
	MATH/ READ	1	2.3%					1	.9%
	MECHANICAL AND MAINTENANCE OF PRODUCTION AND MANUFACTURING E			1	2.8%			1	.9%
	MECHANICAL SKILLS	1	2.3%					1	.9%
	MECHANICS/ BUSINESS/ COMPUTERS/ KEYBOARDING			1	2.8%			1	.9%
	MEDICAL CARE	1	2.3%					1	.9%
	MULTI-TASKING SKILLS/ BASIC SKILLS/ COMMUNICATIONS	1	2.3%					1	.9%
	NO FORMAL TRAINING AT ALL/ READ/ WRITE/ MATH			1	2.8%			1	.9%
	NONE	3	7.0%	1	2.8%			4	3.7%
	NURSING					1	3.6%	1	.9%
	NURSING ASSISTANT					1	3.6%	1	.9%
	OSHA TRAINING			1	2.8%	1	3.6%	2	1.9%
	PAINTERS/ EPOXY MASONS ARE UNION TRAINED			1	2.8%			1	.9%
	PARAMEDIC/ EMT'S	1	2.3%					1	.9%
	PEOPLE LEAVE AND THEN COME BACK TO JOBS			1	2.8%			1	.9%
	PEOPLE SKILLS/ GRADUATES HAVE UNREALISTIC EXPECTATIONS FOR S					1	3.6%	1	.9%
	PHYSICAL THERAPIST/ ATHLETIC TRAINER	1	2.3%					1	.9%
PROGRAMMING/ SYSTEMS ADMINISTRATION	1	2.3%					1	.9%	

**TABLE 2. Qualified Labor Force Availability In The Area In The Next Five Years By Size Of Employer**

		SIZE OF EMPLOYER						Total		
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %	
		Count	Col %	Count	Col %	Count	Col %			
SKILL SETS THAT ARE MISSING	READ AND WRITE/ COMPUTERS/ WORK ETHICS			1	2.8%			1	.9%	
	READING/ WRITING/ MATH/ NEED BASICS AT 8TH GRADE LEVEL					1	3.6%	1	.9%	
	REGISTERED NURSES/ LICENSED PRACTICAL NURSES/ NURSE AIDES/ R					1	3.6%	1	.9%	
	REGISTERED NURSES/ MANAGEMENT SKILLS					1	3.6%	1	.9%	
	RESEARCH AND WRITING	1	2.3%					1	.9%	
	RESTAURANT EQUIPMENT	1	2.3%					1	.9%	
	SAFETY/ HAZARDS/ CPR/ EMERGENCY RESPONDERS			1	2.8%			1	.9%	
	SALES AND TRAINING PERIOD	1	2.3%					1	.9%	
	SECRETARIAL SKILLS			1	2.8%			1	.9%	
	SHORT BECAUSE OF NO CHILD LEFT BEHIND					1	3.6%	1	.9%	
	SHORTAGE OF DRIVERS	1	2.3%					1	.9%	
	SIGN WORK/ SERVICING SIGNS/ ELECTRICAL/ GRAPHIC ART	1	2.3%					1	.9%	
	SKILLS NECESSARY TO BECOME A TEACHER/ CERTIFICATIONS AND DEG	1	2.3%					1	.9%	
	SOCIAL SERVICES SKILLS	1	2.3%					1	.9%	
	SOCIAL WORK DEGREE			1	2.8%			1	.9%	
	SOCIAL WORK LICENSE					1	3.6%	1	.9%	
	TECHNICAL SKILLS/ DRIVABILITY			1	2.8%			1	.9%	
	THE DESIRE TO WORK	1	2.3%					1	.9%	
	THEY DON'T WANT TO WORK WHEN NEEDED			1	2.8%			1	.9%	
	WELDING/ MATH/ READING/ BLUEPRINTS/ TAPES	1	2.3%					1	.9%	
	WORK ETHICS	3	7.0%				1	3.6%	4	3.7%
	WORK ETHICS/ CUSTOMER SERVICE	1	2.3%					1	.9%	
	WORK ETHICS/ FINANCIAL SKILLS/ DISCIPLINE			1	2.8%			1	.9%	
WORK ETHICS/ SPELLING			1	2.8%			1	.9%		
WRITING/ MATH/ BUILDING TRADES			1	2.8%			1	.9%		
<b>Total</b>			<b>43</b>	<b>100.0%</b>	<b>36</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>107</b>	<b>100.0%</b>

**TABLE 3. Training Programs Conducted In The Last Year By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CURRENT TRAINING PROGRAMS	Yes, Offered	84	54.5%	77	70.6%	75	86.2%	236	67.4%
	No/ Nothing/ Do Not Train	70	45.5%	32	29.4%	12	13.8%	114	32.6%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	40 HOURS ON-THE-JOB TRAINING			1	.5%			1	.2%
	401K TRAINING/ QUARTERLY					1	.5%	1	.2%
	ACADEMY TRAINING/ SIXTEEN HOURS CONTINUING EDUCATION EVERY Y			1	.5%			1	.2%
	ACCOUNTING OFFICE/ PROCESS MONEY GOING TO BANK ON COMPUTER					1	.5%	1	.2%
	ACLS/ ADVANCED CARDIAC LIFE SUPPORT	1	.5%			1	.5%	2	.3%
	ACTIVE SELLING	1	.5%					1	.2%
	ALCOHOL					1	.5%	1	.2%
	ALCOHOL AND DRUGS			1	.5%			1	.2%
	ALCOHOL MANAGEMENT	1	.5%					1	.2%
	ALCOHOL MANAGEMENT AND SALES/ FAKE ID'S AND ID DRUNKS	1	.5%					1	.2%
	ALL HANDS/ FEEDING					1	.5%	1	.2%
	ALZHEIMER'S			2	1.0%			2	.3%
	AREA LIFT			1	.5%			1	.2%
	AS 9000			1	.5%			1	.2%
	ASBESTOS TRAINING			1	.5%			1	.2%
	ASSESSMENT					1	.5%	1	.2%
	AUTO TECHNICIANS			1	.5%			1	.2%
	AVIATION			1	.5%			1	.2%
	BACKGROUND INVESTIGATION			1	.5%			1	.2%
	BAG ON VIDEO					1	.5%	1	.2%

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**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	BANK RELATED/ CHECK 21	1	.5%					1	.2%
	BARTENDING					1	.5%	1	.2%
	BASIC LIFE SUPPORT/ SPECIALTY TRAINING AS NEEDED					1	.5%	1	.2%
	BASIC SKILLS ON COMPUTER	1	.5%					1	.2%
	BEHAVIORAL MANAGEMENT					1	.5%	1	.2%
	BENEFITS	1	.5%			1	.5%	2	.3%
	BILLING			1	.5%			1	.2%
	BLOOD BORNE PATHOGENS			1	.5%			1	.2%
	BOAT SAFETY			1	.5%			1	.2%
	BREEDERS			1	.5%			1	.2%
	BUDGET/ SAFETY					1	.5%	1	.2%
	BUS TRANSPORTATION REGULATIONS			1	.5%			1	.2%
	BUSBOY					1	.5%	1	.2%
	BUSINESS					1	.5%	1	.2%
	BUSINESS CHANGES			1	.5%			1	.2%
	BUSINESS ETIQUETTE			1	.5%			1	.2%
	CARE CHECK	1	.5%					1	.2%
	CASH LOANS					1	.5%	1	.2%
	CASHIER TRAINING					1	.5%	1	.2%
	CASHIERS	1	.5%	2	1.0%	2	1.0%	5	.8%
	CDL	1	.5%					1	.2%
	CENTRAL BASED TRAINING					1	.5%	1	.2%
	CERTIFIED GM TRAINING	1	.5%					1	.2%
	CEU/ SOCIAL WORK					1	.5%	1	.2%
	CEUS FOR NURSES/ MEDICATION TRAINING FROM PHARMACY COMPANY					1	.5%	1	.2%
	CHECK 21 LOAN PROCESS	1	.5%					1	.2%
	CHECK IN SYSTEMS/ SOFTWARE	1	.5%					1	.2%
	CHILD ABUSE	1	.5%					1	.2%
	CHILD ABUSE/ NEGLECT	1	.5%					1	.2%
	CHRYSLER AND CHEVY SALES TRAINING			1	.5%			1	.2%
	CLAIMS PROCESSING					1	.5%	1	.2%
	CLEAN BARGES			1	.5%			1	.2%
CLERKS/ STOCKERS			1	.5%			1	.2%	
CLIENT COMPLAINTS	1	.5%					1	.2%	

**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	CLINICAL TRAINING					1	.5%	1	.2%
	CNA					1	.5%	1	.2%
	CNAS IN-HOUSE PROGRAMS					1	.5%	1	.2%
	COMMUNICATION SKILLS	1	.5%					1	.2%
	COMMUNICATION SKILLS/ DE-ESCALATING					1	.5%	1	.2%
	COMMUNICATIONS					2	1.0%	2	.3%
	COMPUTER MANAGEMENT	1	.5%					1	.2%
	COMPUTER PRESENTATIONS					1	.5%	1	.2%
	COMPUTER SOFTWARE/ AUTOCAD			1	.5%			1	.2%
	COMPUTER SYSTEMS/ PROPRIETARY					1	.5%	1	.2%
	COMPUTERS	3	1.5%	5	2.4%	6	2.9%	14	2.3%
	COMPUTERS FOR LIBRARIES	1	.5%					1	.2%
	COMPUTERS/ WORDPERFECT			1	.5%			1	.2%
	CONFLICT RESOLUTION			1	.5%			1	.2%
	CONTINUE EDUCATION/ 18 HOURS FOR TEACHING					1	.5%	1	.2%
	COOKING	1	.5%			1	.5%	2	.3%
	COPY MACHINE REPAIR			1	.5%			1	.2%
	CORRECTIONAL ACADEMY TRAINING					1	.5%	1	.2%
	COSTS			1	.5%			1	.2%
	COUNSELOR TRAINING					1	.5%	1	.2%
	COUNTER					1	.5%	1	.2%
	CPC					1	.5%	1	.2%
	CPR	7	3.5%	8	3.8%	5	2.5%	20	3.3%
	CPR AND FIRST AID	1	.5%					1	.2%
	CPR/ FIRST AID			1	.5%	1	.5%	2	.3%
	CPU					1	.5%	1	.2%
	CRANE FLIES/ IDENTIFICATION AND BIOLOGY	1	.5%					1	.2%
	CRISIS INTERVENTION	1	.5%					1	.2%
	CURRICULUM ALIGNMENT FOR GRADE LEVEL	1	.5%					1	.2%
	CURRICULUM/ DRUG FREE WORKPLACE	1	.5%					1	.2%
CUSTOMER SERVICE	10	5.0%	3	1.4%	3	1.5%	16	2.6%	
CUSTOMER SERVICE TRAINING/ ORIENTATION AND PAPER					1	.5%	1	.2%	

**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	DAIMLER CHRYSLER TRAINING			1	.5%			1	.2%
	DEAD BUGS/ BIOLOGY/ BEHAVIOR/ CONTROL	1	.5%					1	.2%
	DEFENSIVE DRIVING			1	.5%			1	.2%
	DEFIBULATOR TRAINING			1	.5%			1	.2%
	DELI			1	.5%			1	.2%
	DELI PEOPLE/ COOK/ SLICE					1	.5%	1	.2%
	DEMENTIA			1	.5%			1	.2%
	DESIGN OF LESSONS			1	.5%			1	.2%
	DEVELOPMENTAL SCREENING			1	.5%			1	.2%
	DIABETICS			1	.5%			1	.2%
	DIESEL REPAIR			1	.5%			1	.2%
	DIESEL TECHNOLOGY			1	.5%			1	.2%
	DIRECT DIGITAL CONTROL			1	.5%			1	.2%
	DISCIPLINE			1	.5%			1	.2%
	DISCRIMINATION					1	.5%	1	.2%
	DISH ROOM					1	.5%	1	.2%
	DISTRIBUTION SYSTEM COMPUTER					1	.5%	1	.2%
	DIVERSITY	1	.5%					1	.2%
	DIVISIONAL MEETINGS ON NEW IDEAS	1	.5%					1	.2%
	DOCK			1	.5%			1	.2%
	DOCUMENTATION TRAINING	1	.5%					1	.2%
	DOMESTIC VIOLENCE	1	.5%	1	.5%			2	.3%
	DRAFTING	1	.5%					1	.2%
	DRIVER TRAINER PROGRAM/ MIXER TRUCK DRIVERS	1	.5%					1	.2%
	DRIVER TRAINING			1	.5%			1	.2%
	DRIVER TRAINING FOR CDL					1	.5%	1	.2%
	DRIVING SKILLS			1	.5%			1	.2%
	DRIVING VIDEO/ SAFE DRIVING/ COURTESY/ COMMERCIAL DRIVING QU	1	.5%					1	.2%
	DRUG ABUSE					1	.5%	1	.2%
	DRUG AND ALCOHOL			1	.5%			1	.2%
DRUG FREE WORKPLACE			1	.5%			1	.2%	
EARLY CHILDHOOD EDUCATION			1	.5%			1	.2%	
EFFECTIVE TEACHING STRATEGIES FOR CLASSROOM TEACHER	1	.5%					1	.2%	



**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	EIGHT HOUR NEW PERMS	1	.5%					1	.2%
	EIGHT HOURS OF IN-SERVICE					1	.5%	1	.2%
	ELDERLY					1	.5%	1	.2%
	ELECTRICAL					1	.5%	1	.2%
	ELECTRICAL MAINTENANCE	1	.5%					1	.2%
	ELECTRICIANS/ VISION QUALITY SYSTEMS					1	.5%	1	.2%
	ELECTRONICS					2	1.0%	2	.3%
	EMERGENCY RESPONDERS			1	.5%			1	.2%
	EMERGENCY RESPONSE					1	.5%	1	.2%
	EMPLOYEE ORIENTATION					1	.5%	1	.2%
	EMPLOYEE ORIENTATION/ COMPUTERS AND SOFT SKILLS					1	.5%	1	.2%
	EMT					1	.5%	1	.2%
	ENACTING NO CHILD LEFT BEHIND	1	.5%					1	.2%
	ENGINEERING					1	.5%	1	.2%
	ENVIRONMENTAL			1	.5%	1	.5%	2	.3%
	ENVIRONMENTAL ISSUES			1	.5%			1	.2%
	EQUIPMENT	1	.5%					1	.2%
	EQUIPMENT HANDLING	1	.5%					1	.2%
	ERGONOMICS			1	.5%			1	.2%
	FABRICATING			1	.5%			1	.2%
	FAILING TECHNIQUES	1	.5%					1	.2%
	FALL PROTECTION			1	.5%			1	.2%
	FAMILY CENTER PRACTICE TRAINING			1	.5%			1	.2%
	FARM EQUIPMENT	1	.5%					1	.2%
	FARM RELATED KNOWLEDGE	1	.5%					1	.2%
	FATHERHOOD PR					1	.5%	1	.2%
	FEDERAL/ STATE DOCUMENTATION REQUIREMENTS			1	.5%			1	.2%
	FERTILIZERS			1	.5%			1	.2%
	FIRE DRILLS			1	.5%			1	.2%
	FIRE SAFETY	1	.5%	2	1.0%			3	.5%
	FIRE TRAINING					1	.5%	1	.2%
	FIREFIGHTING	1	.5%					1	.2%
FIRST AID	4	2.0%	6	2.9%	3	1.5%	13	2.1%	
FITNESS PROGRAMS	1	.5%					1	.2%	

**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	FOCUS ON KEY CONTENT STANDARD THAT NEED TO BE TAUGHT	1	.5%					1	.2%
	FOOD HANDLING	1	.5%			1	.5%	2	.3%
	FOOD PREPARATION			1	.5%			1	.2%
	FOOD SAFETY					1	.5%	1	.2%
	FORKLIFT OPERATING	3	1.5%	4	1.9%	1	.5%	8	1.3%
	FTC RULES			1	.5%			1	.2%
	FUNERAL ASSISTANT/ JOB ORIENTATION	1	.5%					1	.2%
	GM TRAINING			1	.5%			1	.2%
	GO OVER HANDBOOK			1	.5%			1	.2%
	GRILLING					1	.5%	1	.2%
	GROUNDS MAINTENANCE			1	.5%			1	.2%
	HAIR COLORING	2	1.0%					2	.3%
	HAIR CUTTING	2	1.0%					2	.3%
	HAND SAFETY			1	.5%			1	.2%
	HANDLE THE HANDICAPPED					1	.5%	1	.2%
	HANDS ON					1	.5%	1	.2%
	HAZARDOUS COMMUNICATION/ TRANSFER CHEMICALS TO DIFFERENT PLA			1	.5%			1	.2%
	HAZARDOUS MATERIAL	1	.5%	1	.5%	1	.5%	3	.5%
	HAZARDOUS MATERIAL RECOGNITION AND HANDLING	1	.5%					1	.2%
	HAZARDOUS MATERIALS HANDLING AND TRANSPORT	1	.5%					1	.2%
	HAZARDS FOR POLICE					1	.5%	1	.2%
	HAZMAT			2	1.0%			2	.3%
	HAZMAT WASTE MANAGEMENT			1	.5%			1	.2%
	HEAD START CONFERENCE					1	.5%	1	.2%
	HEALTH SAFETY	1	.5%					1	.2%
	HEALTH/ SAFETY/ NUTRITION	1	.5%					1	.2%
	HEART STEPS	1	.5%					1	.2%
	HIGH SCOPE CURRICULUM					1	.5%	1	.2%
	HIPAA	1	.5%	4	1.9%	1	.5%	6	1.0%
	HIPAA HEALTH INFORMATION PRIVACY PROTECTION ACT	1	.5%					1	.2%
HOME HEALTH AIDE CERTIFICATES	1	.5%					1	.2%	
HOMELAND SECURITY			1	.5%			1	.2%	
HOSTILE CLIENTS			1	.5%			1	.2%	

**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	HOUSEKEEPING/ INFECTION SAFETY					1	.5%	1	.2%
	HOW TO BE BETTER MANAGER	1	.5%					1	.2%
	HOW TO BE BETTER ORGANIZED	1	.5%					1	.2%
	HOW TO BUILD SIGN	1	.5%					1	.2%
	HOW TO DEESCALATE CLIENT BEHAVIOR	1	.5%					1	.2%
	HOW TO FIX ENGINES	1	.5%					1	.2%
	HOW TO FOLLOW DIRECTIONS					1	.5%	1	.2%
	HOW TO READ A DRAWING	1	.5%					1	.2%
	HOW TO READ A TAPE MEASURE	1	.5%					1	.2%
	HOW TO REPAIR SIGNS	1	.5%					1	.2%
	HOW TO RUN EQUIPMENT	1	.5%					1	.2%
	HOW TO TAKE ORDERS	1	.5%					1	.2%
	HOW TO USE A COMPUTER	1	.5%					1	.2%
	HOYER LIFT					1	.5%	1	.2%
	HUMAN RESOURCES					1	.5%	1	.2%
	HUMAN RESOURCES/ HIRING AND FIRING					1	.5%	1	.2%
	IMIS COMPUTER PROGRAM			1	.5%			1	.2%
	IN-HOUSE PROGRAMS FROM THE STATE	1	.5%					1	.2%
	IN-HOUSE/ RESTAURANT					1	.5%	1	.2%
	IN-SERVICE OR POLICEMEN			1	.5%			1	.2%
	INCOME TAX	1	.5%					1	.2%
	INFECTION CONTROL					2	1.0%	2	.3%
	INSECTICIDES			1	.5%			1	.2%
	INSURANCE BILLING	1	.5%					1	.2%
	INSURANCE SEMINARS					1	.5%	1	.2%
	INTERVIEW SKILLS			1	.5%			1	.2%
	IRA			1	.5%			1	.2%
	IV TRAINING					1	.5%	1	.2%
	JOB ORIENTATION					1	.5%	1	.2%
	JOB READINESS			1	.5%			1	.2%
LABOR LAW TRAINING			1	.5%			1	.2%	
LEADERSHIP			1	.5%	2	1.0%	3	.5%	
LEADERSHIP/ HEAT TREATMENT					1	.5%	1	.2%	
LEAN MANUFACTURING/ DEMAND FLOW TECHNOLOGY					1	.5%	1	.2%	

**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	LEGAL SOFTWARE TRAINING			1	.5%			1	.2%
	LIABLE LAW	1	.5%					1	.2%
	LIFEGUARD					1	.5%	1	.2%
	LIFT PREVENTION					1	.5%	1	.2%
	LIFTING			1	.5%			1	.2%
	LIFTING SAFETY	1	.5%					1	.2%
	LOGBOOK TRAINING			1	.5%			1	.2%
	LUMBER YARD TRAINING	1	.5%					1	.2%
	MACHINE OPERATORS			1	.5%			1	.2%
	MACHINES/ PRINT BAGS AND CONVERT PAPER TO BAGS			1	.5%			1	.2%
	MACHINES/ TRANSDUCERS/ TIME CONTROLLERS					1	.5%	1	.2%
	MAINTENANCE					1	.5%	1	.2%
	MANAGEMENT	1	.5%	1	.5%	2	1.0%	4	.7%
	MANAGEMENT TRAINING			1	.5%			1	.2%
	MANAGEMENT TRAINING/ SEMINARS QUARTERLY					1	.5%	1	.2%
	MANAGERIAL TRAINING					1	.5%	1	.2%
	MANDATORY FIRE ARMS	1	.5%					1	.2%
	MANUFACTURERS' PRODUCT TRAINING	1	.5%					1	.2%
	MARKETING			1	.5%			1	.2%
	MATH			1	.5%	2	1.0%	3	.5%
	MATH TRAINING					1	.5%	1	.2%
	MECHANICAL			1	.5%			1	.2%
	MECHANICS FROM FORD			1	.5%			1	.2%
	MEDICAL TRAINING FOR TEACHERS/ SOCIAL WORKERS			1	.5%			1	.2%
	MEDICATION ADMINISTRATION	1	.5%					1	.2%
	MEDICATIONS			1	.5%	1	.5%	2	.3%
	MENTAL HEALTH	1	.5%					1	.2%
	MENTAL HEALTH TRAINING	1	.5%					1	.2%
	MERCHANDISE PRESENTATION			1	.5%			1	.2%
	MERCHANDISING	1	.5%					1	.2%
	MICROSOFT/ EXCEL			1	.5%			1	.2%
	MORTGAGE TRAINING	1	.5%					1	.2%
	MORTGAGES					1	.5%	1	.2%
	MORTUARY SCIENCE	1	.5%					1	.2%
MOTIVATION					1	.5%	1	.2%	
MOWERS	1	.5%					1	.2%	

**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	MRDD TRAINING			1	.5%			1	.2%
	NEW EMPLOYEE					1	.5%	1	.2%
	NEW MATH PROJECTS			1	.5%			1	.2%
	NHCI/ ON THE INTERNET/ NOT SURE WHAT IT STANDS FOR			1	.5%			1	.2%
	NO CHILD LEFT BEHIND					1	.5%	1	.2%
	NO CHILD LEFT BEHIND/ LESSON PREPARATION			1	.5%			1	.2%
	NURSES AIDE TRAINING					1	.5%	1	.2%
	NURSING					1	.5%	1	.2%
	NURSING ASSISTANT PROGRAM			1	.5%			1	.2%
	OFFICE WORK					1	.5%	1	.2%
	ON-SITE CLIMATE CONTROLLED SWITCHES FOR OUR TALCS			1	.5%			1	.2%
	ON-SITE/ ON-THE-JOB FOR REGULAR EMPLOYEES					1	.5%	1	.2%
	ON-THE-JOB	1	.5%					1	.2%
	ON-THE-JOB CUSTOMER SERVICE REFRESHER					1	.5%	1	.2%
	ON-THE-JOB DESIGN	1	.5%					1	.2%
	ON-THE-JOB TRAINING/ TWO OR THREE WEEKS LONG					1	.5%	1	.2%
	ON-THE-JOB WELDING AND MACHINING			1	.5%			1	.2%
	ONGOING PHARMACY TECHNICIAN	1	.5%					1	.2%
	ONGOING TECH TRAINING THROUGH FAIRMONT			1	.5%			1	.2%
	ONLINE					1	.5%	1	.2%
	ONLINE BANKING COMPLIANCES	1	.5%					1	.2%
	OPERATOR STAFF ENVIRONMENT			1	.5%			1	.2%
	ORIENTATION	1	.5%					1	.2%
	ORIENTATION/ NEW HIRES					1	.5%	1	.2%
	OSHA	4	2.0%	5	2.4%	6	2.9%	15	2.4%
	OSHA FOR SUPERVISORS					1	.5%	1	.2%
OSHA REGULATIONS			1	.5%			1	.2%	
PACKAGING			1	.5%			1	.2%	
PAPERWORK/ FREIGHT BILL VERIFICATION			1	.5%			1	.2%	

**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	PARAMEDIC					1	.5%	1	.2%
	PARAMEDIC RECERTIFICATION					1	.5%	1	.2%
	PARAMEDIC REFRESHERS	1	.5%					1	.2%
	PARENT INVOLVEMENT	1	.5%					1	.2%
	PARTS	1	.5%	1	.5%			2	.3%
	PATIENT SAFETY/ JOINT COMMISSION					1	.5%	1	.2%
	PATROLLING			1	.5%			1	.2%
	PC BASED EQUIPMENT	1	.5%					1	.2%
	PEOPLE SKILLS					1	.5%	1	.2%
	PEOPLESOFT PAYROLL					1	.5%	1	.2%
	PERMING	1	.5%					1	.2%
	PERSONNEL POLICY			1	.5%			1	.2%
	PHARMACY TECHNICIANS	1	.5%					1	.2%
	PIPEFITTING CLASSES			1	.5%			1	.2%
	PLANTS			1	.5%			1	.2%
	PNEUMATIC CONTROL			1	.5%			1	.2%
	POLICE AND FIRE					1	.5%	1	.2%
	POSITIVE BEHAVIORS					1	.5%	1	.2%
	PRESERVATION	1	.5%					1	.2%
	PREVENT INJURY					1	.5%	1	.2%
	PRINTING PLATES	1	.5%					1	.2%
	PRIVACY/ SECURITY FRAUD			1	.5%			1	.2%
	PROBLEM SOLVING			1	.5%			1	.2%
	PRODUCT KNOWLEDGE	2	1.0%					2	.3%
	PRODUCT SALES	1	.5%					1	.2%
	PRODUCT TRAINING	1	.5%	1	.5%	1	.5%	3	.5%
	PRODUCTION KNOWLEDGE	1	.5%					1	.2%
	PRODUCTS					1	.5%	1	.2%
	PUBLIC HOUSING MANAGEMENT	1	.5%					1	.2%
	PUMP MAINTENANCE	1	.5%					1	.2%
	QUALITY CONTROL					1	.5%	1	.2%
	QUALITY TRAINING					1	.5%	1	.2%
	READING					1	.5%	1	.2%
RECORDS MANAGEMENT	1	.5%					1	.2%	
REGIONAL MEETINGS ON NEW IDEAS	1	.5%					1	.2%	
REGISTERS	1	.5%			1	.5%	2	.3%	
REGULATORY TRAINING			1	.5%			1	.2%	

**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	REPORT WRITING			1	.5%			1	.2%
	RESIDENTIAL SERVICES	1	.5%					1	.2%
	RESPIRATORS			1	.5%			1	.2%
	RESPIRATORY FIT TRAINING			1	.5%			1	.2%
	RETAIL MARKETING SKILLS			1	.5%			1	.2%
	RETAIL SALES	1	.5%					1	.2%
	RIGHT OF WAY DESCRIPTIONS			1	.5%			1	.2%
	RIGHT TRACK TRAINING	1	.5%					1	.2%
	ROBBERY DETECTION AND PERSONAL SAFETY	1	.5%					1	.2%
	RODENT BAITs AND BAIT STATIONS	1	.5%					1	.2%
	RODENT BIOLOGY AND CONTROL	1	.5%					1	.2%
	ROUTE PLANNING			1	.5%			1	.2%
	ROUTINE TRAINING ON INFECTION/ SAFETY					1	.5%	1	.2%
	RSAM/ VAN DRIVER/ ADA REQUIREMENTS			1	.5%			1	.2%
	RUNNING MACHINERY			1	.5%			1	.2%
	RUNNING REGISTER					1	.5%	1	.2%
	SAFE DRIVING	1	.5%					1	.2%
	SAFETY	5	2.5%	19	9.0%	14	6.9%	38	6.2%
	SAFETY IN USE OF EQUIPMENT AND WAREHOUSE WORK	1	.5%					1	.2%
	SAFETY TRAINING					1	.5%	1	.2%
	SAFETY/ ANGER MANAGEMENT			1	.5%			1	.2%
	SAFETY/ DRIVING	1	.5%					1	.2%
	SAFETY/ FIRE EXITS ETC.	1	.5%					1	.2%
	SAFETY/ FIRE SAFETY					1	.5%	1	.2%
	SAFETY/ FORKLIFT OPERATING/ LIFTING	1	.5%					1	.2%
	SAFETY/ OSHA			1	.5%			1	.2%
	SAFETY/ OSHA STANDARDS			1	.5%			1	.2%
	SALES	7	3.5%	3	1.4%	1	.5%	11	1.8%
	SALES ADVANCEMENT					1	.5%	1	.2%
	SALES SYSTEMS	1	.5%					1	.2%
SAY NO TO STRANGERS	1	.5%					1	.2%	
SCAFFOLD			1	.5%			1	.2%	
SCREEN PRINTING	1	.5%					1	.2%	
SECRETARY/ JOB ORIENTATION	1	.5%					1	.2%	

**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	SECTION EIGHT VOUCHERS	1	.5%					1	.2%
	SECUREMENT			1	.5%			1	.2%
	SECURITY	4	2.0%			1	.5%	5	.8%
	SEMINARS	1	.5%					1	.2%
	SEMINARS/ IRA	1	.5%					1	.2%
	SENSORS AND PLC	1	.5%					1	.2%
	SERVICE			1	.5%			1	.2%
	SERVING					2	1.0%	2	.3%
	SETUP MACHINES					1	.5%	1	.2%
	SEXUAL HARASSMENT	1	.5%			1	.5%	2	.3%
	SEXUAL HARASSMENT AND DIVERSITY TRAINING					1	.5%	1	.2%
	SHEET METAL	1	.5%					1	.2%
	SIGN INSTALLING	1	.5%					1	.2%
	SIGN LANGUAGE					1	.5%	1	.2%
	SKILLED LICENSE CLE/ EDUCATION UNITS					1	.5%	1	.2%
	SKILLS TRAINING			1	.5%			1	.2%
	SMOKING/ NON-MINOR SKILLS	1	.5%					1	.2%
	SNIPER TRAINING					1	.5%	1	.2%
	SOCIAL SERVICE/ SEXUAL ABUSE			1	.5%			1	.2%
	SOCIAL WORK	1	.5%					1	.2%
	SOFTWARE UPDATES	1	.5%					1	.2%
	SOFTWARE USAGE TRAINING TO TEACH CUSTOMERS	1	.5%					1	.2%
	STAFF DEVELOPMENT					3	1.5%	3	.5%
	STAFF TRAINING			1	.5%			1	.2%
	STAR					1	.5%	1	.2%
	STATE LICENSE EXAM	1	.5%					1	.2%
	STATE MANDATES/ 40-HOUR IN-SERVICE					1	.5%	1	.2%
	STOCKING	1	.5%	2	1.0%	1	.5%	4	.7%
	SUPERVISOR			2	1.0%	1	.5%	3	.5%
	SUPERVISORS					1	.5%	1	.2%
SUPPORT OF COUNSELING	1	.5%					1	.2%	
SURVEYING	1	.5%	1	.5%			2	.3%	
SYDS/ CORRECTIONAL INTEGRATED DEFENSE					1	.5%	1	.2%	
TAG OUT			1	.5%			1	.2%	
TAXES					1	.5%	1	.2%	



**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	TEACHING					1	.5%	1	.2%
	TECHNICAL			1	.5%			1	.2%
	TECHNOLOGY			1	.5%	1	.5%	2	.3%
	TELEMARKETING TECH CLASSES/ READING HEART MONITORS					1	.5%	1	.2%
	TELEPHONE SKILLS	1	.5%	1	.5%			2	.3%
	TELEPHONES					1	.5%	1	.2%
	TEMPERATURES			1	.5%			1	.2%
	TENDERING WIC AND FOOD STAMPS					1	.5%	1	.2%
	TERRORISM	1	.5%					1	.2%
	TESTING AUTOMOTIVE SYSTEMS	1	.5%					1	.2%
	THREE-DAY TRAINING/ HOW OPERATIONS WORK					1	.5%	1	.2%
	TOBACCO AND ALCOHOL SALES	1	.5%					1	.2%
	TOBACCO SALES TO MINORS	1	.5%					1	.2%
	TODDLER TRAINING			1	.5%			1	.2%
	TOO MANY TOPICS TO DESCRIBE TRAINING PROGRAMS					1	.5%	1	.2%
	TRAINED FOR OUR PARTICULAR NEEDS			1	.5%			1	.2%
	TRANSFER PATIENTS					1	.5%	1	.2%
	TRANSPORTATION/ TEAM BUILDING/ DISABILITY TRAINING	1	.5%					1	.2%
	TRUCK LOADING SEMINARS	1	.5%					1	.2%
	TWO WEEKS ON-THE-JOB TRAINING					1	.5%	1	.2%
	UNDERSTAND CONTENT STANDARDS AND OBJECTIVES	1	.5%					1	.2%
	UNDERSTANDING CHILDREN'S BEHAVIOR/ COMPUTER TRAINING			1	.5%			1	.2%
	UNIT RECEPTIONISTS TRAINING/ DATA ENTRY					1	.5%	1	.2%
	VAN TRAINING			1	.5%			1	.2%
	VEHICLE SAFETY	1	.5%					1	.2%
	VETERAN'S RIGHTS					1	.5%	1	.2%
VIDEO					1	.5%	1	.2%	

**TABLE 3-A. Training Conducted In The Last Year By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	VIDEO/ VARIOUS POSITIONS			1	.5%			1	.2%
	VISION TESTING			1	.5%			1	.2%
	VOCATIONAL TRAINING			1	.5%			1	.2%
	WAITRESS					1	.5%	1	.2%
	WALK OUT/ TAG OUTS	1	.5%					1	.2%
	WASTE WATER	1	.5%					1	.2%
	WATER MANAGEMENT			1	.5%			1	.2%
	WAXING TECHNIQUES	1	.5%					1	.2%
	WEAPON	1	.5%					1	.2%
	WEST TEST					1	.5%	1	.2%
	WEST VIRGINIA REGULATORY SUBJECTS					1	.5%	1	.2%
	WRITING FOR CHILDREN					1	.5%	1	.2%
	WRITING GRANTS					1	.5%	1	.2%
	WRITING SEMINARS					1	.5%	1	.2%
Total		201	100.0%	210	100.0%	204	100.0%	615	100.0%

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**TABLE 4. Future Training Programs Planned For The Next Year By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
FUTURE TRAINING PROGRAMS PLANNED	Yes	37	24.0%	31	28.4%	34	39.1%	102	29.1%
	None	117	76.0%	77	70.6%	50	57.5%	244	69.7%
	Don't Know			1	.9%	3	3.4%	4	1.1%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 4-A. Future Training Cited As Needed By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS - MULTIPLE RESPONSES	401K TRAINING					1	1.9%	1	.6%
	911 BACKGROUND CHECKS	1	1.8%					1	.6%
	ACUTE THERMAL AEROBIC DIGESTION/ SLUDGE HANDLING	1	1.8%					1	.6%
	APPROACHING VEHICLES			1	1.6%			1	.6%
	ASBESTOS TRAINING			1	1.6%			1	.6%
	BASIC TRAUMA LIFE SUPPORT					1	1.9%	1	.6%
	BEHAVIOR TRAINING			1	1.6%			1	.6%
	BEHAVIORAL BASED			1	1.6%			1	.6%
	BILLING PROGRAMS	1	1.8%					1	.6%
	BUILDING STUFF					1	1.9%	1	.6%
	BUSINESS MANAGEMENT					1	1.9%	1	.6%
	CAPITAL IMPROVEMENTS			1	1.6%			1	.6%
	CASE MANAGEMENT					1	1.9%	1	.6%
	CATSCAN	1	1.8%					1	.6%
	CDL			1	1.6%			1	.6%
	CHANGING OUR WHOLE COMPUTER SYSTEM					1	1.9%	1	.6%
	CNA'S			1	1.6%			1	.6%
	CODING	1	1.8%					1	.6%
	COLLECTION OF EVIDENCE			1	1.6%			1	.6%
	COLOR	1	1.8%					1	.6%
	COMMERCIAL REFRIGERATORS			1	1.6%			1	.6%
	COMMUNICATIONS AND INTERPERSON					1	1.9%	1	.6%
	COMPLIANCE					1	1.9%	1	.6%
	COMPUTER MANAGEMENT	1	1.8%					1	.6%
	COMPUTER PROGRAMS			1	1.6%			1	.6%
	COMPUTER TRAINING	1	1.8%					1	.6%
	COMPUTERS	4	7.3%	1	1.6%	2	3.8%	7	4.1%
	COMPUTERS FOR LIBRARIES	1	1.8%					1	.6%
	CONFIDENTIALITY/ HIPAA					1	1.9%	1	.6%
	CONFINING SPACE					1	1.9%	1	.6%
	COOKING	1	1.8%					1	.6%
	CORPORATE COMPLIANCE					1	1.9%	1	.6%
	COSMETIC DIVISION/ STERILIZATION OF POWDERS			1	1.6%			1	.6%
COUNSELING					1	1.9%	1	.6%	
CPR			1	1.6%			1	.6%	

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**TABLE 4-A. Future Training Cited As Needed By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS - MULTIPLE RESPONSES	CREATING EQUALITY EXPERIENCE/ PEOPLE NOTICE			1	1.6%			1	.6%
	CUSTOMER SERVICE	2	3.6%			3	5.8%	5	2.9%
	CUSTOMER SERVICE TRAINING					1	1.9%	1	.6%
	CUT	1	1.8%					1	.6%
	DEALING WITH BEHAVIORAL ISSUES					1	1.9%	1	.6%
	DEALING WITH MENTALLY ILL			1	1.6%			1	.6%
	DESIGN	1	1.8%					1	.6%
	DOMESTIC ISSUES			1	1.6%			1	.6%
	DON'T KNOW/ WE DO TRAINING ALL THE TIME	1	1.8%					1	.6%
	DOT			1	1.6%			1	.6%
	DRIVERS' EDUCATION TRAINING			1	1.6%			1	.6%
	DRUG SCREENING					1	1.9%	1	.6%
	ELECTRICAL FOR WELDING	1	1.8%					1	.6%
	ELECTRONICS TRAINING	1	1.8%					1	.6%
	EQUIPMENT			1	1.6%			1	.6%
	ESTIMATING			1	1.6%			1	.6%
	ETHICS	1	1.8%					1	.6%
	EVALUATION					1	1.9%	1	.6%
	EVALUATION TRAINING			1	1.6%			1	.6%
	FIELD TESTS BY EMPLOYEES					1	1.9%	1	.6%
	FIRE TRAINING			1	1.6%			1	.6%
	FIRST AID			1	1.6%			1	.6%
	FLAGMAN			1	1.6%			1	.6%
	FOOD SAFETY	1	1.8%					1	.6%
	FORKLIFT OPERATION	1	1.8%					1	.6%
	HAND-HELD TECHNOLOGY	1	1.8%					1	.6%
	HANDLING SPECIAL NEEDS CHILDREN	1	1.8%					1	.6%
	HANDS-ON TRAINING WITH TRAVEL			1	1.6%			1	.6%
	HAZMAT			1	1.6%			1	.6%
	HAZMAT NEXT LEVEL			1	1.6%			1	.6%
HIPAA					2	3.8%	2	1.2%	
HOMELAND SECURITY			1	1.6%			1	.6%	
IMPROVED READING			1	1.6%			1	.6%	
INDUSTRIAL ELECTRICAL	1	1.8%					1	.6%	

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**TABLE 4-A. Future Training Cited As Needed By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS - MULTIPLE RESPONSES	INDUSTRIAL SAFETY ORGANIZATION			1	1.6%			1	.6%
	INFECTION CONTROL TRAINING					1	1.9%	1	.6%
	LICENSED PRACTICAL NURSES			1	1.6%			1	.6%
	LOSSES			1	1.6%			1	.6%
	MANAGEMENT TRAINING			2	3.2%			2	1.2%
	MANICURES	1	1.8%					1	.6%
	MANUFACTURING A COOKIE	1	1.8%					1	.6%
	MARKETING			1	1.6%			1	.6%
	MATH	1	1.8%					1	.6%
	MECHANICAL SKILLS FOR NEW TRUCK TRANSMISSIONS AND BRAKES			1	1.6%			1	.6%
	MEDICATION ADMINISTRATION			1	1.6%			1	.6%
	MERCHANDISE MANAGEMENT					1	1.9%	1	.6%
	MINE SAFETY	1	1.8%					1	.6%
	MORE SAFETY			1	1.6%			1	.6%
	MOTORCYCLE AND TRUCK ACCIDENT INVESTIGATION			1	1.6%			1	.6%
	NATIONAL DEFENSE			1	1.6%			1	.6%
	NEW COMPUTER SYSTEMS	1	1.8%			1	1.9%	2	1.2%
	NEW GOVERNMENT REQUIREMENTS			1	1.6%			1	.6%
	NEW HAIR CUTS	1	1.8%					1	.6%
	NEW PRODUCTS TRAINING	2	3.6%					2	1.2%
	NEW SYSTEM/ BVS/ COMPUTER-BASED FOR ALL OUR BANKING	1	1.8%					1	.6%
	NEW SYSTEMS			1	1.6%			1	.6%
	NEW TAX LAWS	1	1.8%					1	.6%
	NO CHILD LEFT BEHIND					1	1.9%	1	.6%
	ONLINE COURSE FOR CREDIT UNIONS					1	1.9%	1	.6%
	ORIENTATIONS					1	1.9%	1	.6%
OSHA			1	1.6%			1	.6%	
PARTNERSHIP WITH PARTNERS	1	1.8%					1	.6%	
PATIENT SAFETY					1	1.9%	1	.6%	
PEDIATRIC ADVANCED LIFE SUPPORT					1	1.9%	1	.6%	
PERMS	1	1.8%					1	.6%	

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**TABLE 4-A. Future Training Cited As Needed By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS - MULTIPLE RESPONSES	PRE-EMPLOYMENT TESTING					1	1.9%	1	.6%
	PRESCHOOL	1	1.8%					1	.6%
	PRESERVATION	1	1.8%					1	.6%
	PROCEDURES FOR NEW LICENSE	1	1.8%					1	.6%
	PROGRAM EVALUATION OF EARLY CHILDHOOD EDUCATION			1	1.6%			1	.6%
	PROJECT SKILLS/ CLIENT-BASED					1	1.9%	1	.6%
	QUALITY CONTROL			1	1.6%			1	.6%
	RECEIVING			1	1.6%			1	.6%
	REGISTERED NURSES			1	1.6%			1	.6%
	SAFE DRIVING			1	1.6%			1	.6%
	SAFETY			4	6.3%	3	5.8%	7	4.1%
	SAFETY AND REGULATIONS AT WORK	1	1.8%					1	.6%
	SAFETY EXPANSION			1	1.6%			1	.6%
	SAFETY TRAINING					1	1.9%	1	.6%
	SALES EXPERIENCE	1	1.8%					1	.6%
	SALES SKILLS/ TRAINING			1	1.6%			1	.6%
	SECURITY	1	1.8%					1	.6%
	SECURITY FOR HIPAA	1	1.8%					1	.6%
	SOCIAL SERVICES			1	1.6%			1	.6%
	SOCIAL WORK					1	1.9%	1	.6%
	SOFT SKILLS TRAINING					1	1.9%	1	.6%
	SOFTWARE			1	1.6%			1	.6%
	SOFTWARE MAINTENANCE					1	1.9%	1	.6%
	SPECIAL EDUCATION	1	1.8%	1	1.6%			2	1.2%
	SPELL RESPONSE			1	1.6%			1	.6%
	STAFF DEGREE TEACHERS					1	1.9%	1	.6%
	STAFF DEVELOPMENT					1	1.9%	1	.6%
	STATE POLICY					1	1.9%	1	.6%
	SUPERVISOR TRAINING/ PERSONNEL CONFLICTS/ MANAGEMENT			1	1.6%			1	.6%
	SUPERVISORS					1	1.9%	1	.6%
SUPERVISORY TRAINING					1	1.9%	1	.6%	
SWIFT WATER RESCUE					1	1.9%	1	.6%	
SWIMMING INSTRUCTOR					1	1.9%	1	.6%	
TECHNOLOGY					2	3.8%	2	1.2%	

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**TABLE 4-A. Future Training Cited As Needed By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS - MULTIPLE RESPONSES	TECHNOLOGY/ SOFTWARE/ MEETING NEW STANDARDS			1	1.6%			1	.6%
	TERRORISM LAWS	1	1.8%					1	.6%
	TERRORIST ATTACKS			1	1.6%			1	.6%
	TIME MANAGEMENT	1	1.8%					1	.6%
	TOO MANY DEPARTMENTS TO DESCRIBE TRAINING PROGRAMS					1	1.9%	1	.6%
	TRANSCRIPTION PROGRAMS	1	1.8%					1	.6%
	TRIAL PRESENTATION	1	1.8%					1	.6%
	TUTORING	1	1.8%					1	.6%
	UPDATE LPN SKILLS					1	1.9%	1	.6%
	UPGRADE ANY SKILLS NOT DONE			1	1.6%			1	.6%
	VIDEO LOTTERY MACHINES	1	1.8%					1	.6%
	VISUAL STUDIO/ MICROSOFT	1	1.8%					1	.6%
	WEB BASED TRAINING IN SOFTWARE/ EXCEL	1	1.8%					1	.6%
WEST VIRGINIA STARS SYSTEM TRAINING			1	1.6%			1	.6%	
Total		55	100.0%	63	100.0%	52	100.0%	170	100.0%

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**TABLE 5. Use Of Computers By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
COMPUTERS USED IN BUSINESS	Yes	141	91.6%	106	97.2%	82	94.3%	329	94.0%
	No	13	8.4%	3	2.8%	5	5.7%	21	6.0%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 5-A. Windows Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RUNNING A WINDOWS OPERATING SYSTEM	Yes	131	92.9%	103	97.2%	77	93.9%	311	94.5%
	No	5	3.5%	2	1.9%	2	2.4%	9	2.7%
	Don't Know	5	3.5%	1	.9%	3	3.7%	9	2.7%
Total		141	100.0%	106	100.0%	82	100.0%	329	100.0%

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**TABLE 5-A. Windows Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
WINDOWS OPERATING SYSTEM	2000	15	11.5%	17	16.5%	13	16.9%	45	14.5%
	2000/ XP	7	5.3%	7	6.8%	2	2.6%	16	5.1%
	2003					1	1.3%	1	.3%
	95	7	5.3%	4	3.9%	8	10.4%	19	6.1%
	95/ 98			3	2.9%			3	1.0%
	95/ 98/ 2000			1	1.0%			1	.3%
	95/ 98/ 2000/ XP	10	7.6%	5	4.9%	3	3.9%	18	5.8%
	95/ 98/ XP			1	1.0%			1	.3%
	95/ XP	1	.8%			1	1.3%	2	.6%
	98	24	18.3%	11	10.7%	8	10.4%	43	13.8%
	98/ 2000	2	1.5%	2	1.9%			4	1.3%
	98/ 2000/ XP	1	.8%	3	2.9%	1	1.3%	5	1.6%
	98/ XP	7	5.3%	5	4.9%	2	2.6%	14	4.5%
	DON'T KNOW	7	5.3%	5	4.9%	1	1.3%	13	4.2%
	DON'T KNOW/ 2000 OR XP	1	.8%					1	.3%
	NO RESPONSE	1	.8%	3	2.9%	6	7.8%	10	3.2%
	NOT SURE	1	.8%					1	.3%
	RESTAURANT APPLICATION			1	1.0%			1	.3%
	WINDOWS 99			1	1.0%			1	.3%
XP	47	35.9%	34	33.0%	31	40.3%	112	36.0%	
Total		131	100.0%	103	100.0%	77	100.0%	311	100.0%
TRAINING NEEDED FOR CURRENT EMPLOYEES	No Response	4	3.1%	1	1.0%	2	2.6%	7	2.3%
	Yes	12	9.2%	16	15.5%	18	23.4%	46	14.8%
	No	115	87.8%	86	83.5%	56	72.7%	257	82.6%
	Don't Know					1	1.3%	1	.3%
Total		131	100.0%	103	100.0%	77	100.0%	311	100.0%

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**TABLE 5-A. Windows Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
WINDOWS OPERATING SYSTEM TRAINING NEEDED	2000	3	25.0%	2	12.5%	1	5.6%	6	13.0%
	2000/ XP	2	16.7%			1	5.6%	3	6.5%
	95					3	16.7%	3	6.5%
	95/ 98/ 2000			1	6.3%			1	2.2%
	95/ 98/ 2000/ XP	2	16.7%	2	12.5%	1	5.6%	5	10.9%
	95/ 98/ XP			1	6.3%			1	2.2%
	98	2	16.7%			3	16.7%	5	10.9%
	98/ 2000/ XP			2	12.5%			2	4.3%
	98/ XP	1	8.3%	2	12.5%			3	6.5%
	DON'T KNOW			1	6.3%	1	5.6%	2	4.3%
XP	2	16.7%	5	31.3%	8	44.4%	15	32.6%	
Total		12	100.0%	16	100.0%	18	100.0%	46	100.0%

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**TABLE 5-A. Windows Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES NEEDING WINDOWS TRAINING	0	1	8.3%	1	6.7%			2	4.5%
	1	1	8.3%	1	6.7%	2	11.8%	4	9.1%
	2	3	25.0%					3	6.8%
	3	2	16.7%	2	13.3%	2	11.8%	6	13.6%
	4			5	33.3%			5	11.4%
	5	2	16.7%	1	6.7%	1	5.9%	4	9.1%
	6	1	8.3%	1	6.7%	4	23.5%	6	13.6%
	10			3	20.0%	4	23.5%	7	15.9%
	15			1	6.7%			1	2.3%
	18					1	5.9%	1	2.3%
	20	1	8.3%					1	2.3%
	40	1	8.3%					1	2.3%
	50					1	5.9%	1	2.3%
54					1	5.9%	1	2.3%	
80					1	5.9%	1	2.3%	
Total		12	100.0%	15	100.0%	17	100.0%	44	100.0%

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**Report**

**NUMBER OF EMPLOYEES NEEDING WINDOWS TRAINING**

SIZE OF EMPLOYER	Sum	Mean	N
Less Than 20 Employees	89	7.42	12
20 To 49 Employees	83	5.53	15
50 Or More Employees	279	16.41	17
Total	451	10.25	44

**TABLE 5-A. Other Operating System Used By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OPERATING SYSTEM CURRENTLY RUNNING	COMPANY PROGRAM					1	50.0%	1	11.1%
	DINOSAUR			1	50.0%			1	11.1%
	DON'T KNOW			1	50.0%			1	11.1%
	DOS BASED	1	20.0%					1	11.1%
	GENERAL AUTOMATION	1	20.0%					1	11.1%
	MACINTOSH	3	60.0%					3	33.3%
	SMART SYSTEM					1	50.0%	1	11.1%
Total		5	100.0%	2	100.0%	2	100.0%	9	100.0%

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**TABLE 5-B. Microsoft Office Suite Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
USING MICROSOFT OFFICE SUITE	No Response					1	1.2%	1	.3%
	Yes	86	61.0%	79	74.5%	63	76.8%	228	69.3%
	No	48	34.0%	27	25.5%	15	18.3%	90	27.4%
	Don't Know	7	5.0%			3	3.7%	10	3.0%
Total		141	100.0%	106	100.0%	82	100.0%	329	100.0%

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**TABLE 5-B. Microsoft Office Suite Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING NEEDED FOR CURRENT EMPLOYEES	Yes	19	22.1%	13	16.5%	11	17.5%	43	18.9%
	No	67	77.9%	66	83.5%	52	82.5%	185	81.1%
Total		86	100.0%	79	100.0%	63	100.0%	228	100.0%
NUMBER OF EMPLOYEES NEEDING MICROSOFT OFFICE SUITE TRAINING	0	67	77.9%	66	85.7%	52	83.9%	185	82.2%
	1	3	3.5%			1	1.6%	4	1.8%
	2	5	5.8%	2	2.6%			7	3.1%
	3	2	2.3%	1	1.3%	2	3.2%	5	2.2%
	4			4	5.2%			4	1.8%
	5	5	5.8%					5	2.2%
	6	1	1.2%	1	1.3%	3	4.8%	5	2.2%
	10			1	1.3%	1	1.6%	2	.9%
	12					1	1.6%	1	.4%
	18					1	1.6%	1	.4%
	20	2	2.3%	1	1.3%			3	1.3%
	30			1	1.3%			1	.4%
	35					1	1.6%	1	.4%
40	1	1.2%					1	.4%	
Total		86	100.0%	77	100.0%	62	100.0%	225	100.0%

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**Report**

**NUMBER OF EMPLOYEES NEEDING MICROSOFT OFFICE SUITE TRAINING**

SIZE OF EMPLOYER	Sum	Mean	N
Less Than 20 Employees	130	1.51	86
20 To 49 Employees	89	1.16	77
50 Or More Employees	100	1.61	62
Total	319	1.42	225

**TABLE 5-C. Other Software Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING NEEDED ON OTHER SOFTWARE	No Response					1	1.2%	1	.3%
	Yes	24	17.0%	30	28.3%	16	19.5%	70	21.3%
	No	113	80.1%	75	70.8%	61	74.4%	249	75.7%
	Don't Know	4	2.8%	1	.9%	4	4.9%	9	2.7%
Total		141	100.0%	106	100.0%	82	100.0%	329	100.0%

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**TABLE 5-C. Other Software Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OTHER SOFTWARE - FIRST RESPONSE	ADVANCED EXCEL	1	4.2%					1	1.4%
	AUTOCAD			1	3.3%			1	1.4%
	BASIC COMPUTERS/ HOW TO USE IT			1	3.3%			1	1.4%
	BASIC PROGRAMS LIKE SAVING TO CD'S			1	3.3%			1	1.4%
	BEGINNERS IN WINDOWS					1	6.3%	1	1.4%
	BEGINNING AND ADVANCED WORD					1	6.3%	1	1.4%
	CAD			1	3.3%			1	1.4%
	DESIGN PROGRAM			1	3.3%			1	1.4%
	DON'T KNOW					2	12.5%	2	2.9%
	EXCEL	6	25.0%	6	20.0%	2	12.5%	14	20.0%
	EXCEL ADVANCED	1	4.2%					1	1.4%
	FILLING OUT TAXES FOR EMPLOYEES	1	4.2%					1	1.4%
	GRADE QUICK					2	12.5%	2	2.9%
	HALLMARK SYSTEM	1	4.2%					1	1.4%
	INUIT MASTER BUILDER			1	3.3%			1	1.4%
	LOTUS	1	4.2%	1	3.3%			2	2.9%
	MICROSOFT			2	6.7%			2	2.9%
	MICROSOFT EXCEL	1	4.2%	1	3.3%			2	2.9%
	MICROSOFT XP					1	6.3%	1	1.4%
	NEW LOTUS			1	3.3%			1	1.4%
OUTLOOK			1	3.3%			1	1.4%	
PAGEMAKER			1	3.3%			1	1.4%	

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TABLE 5-C. Other Software Training Needed By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OTHER SOFTWARE - FIRST RESPONSE	PEACHTREE	2	8.3%					2	2.9%
	POWERPOINT	1	4.2%	2	6.7%	1	6.3%	4	5.7%
	PRIMAVERA			1	3.3%			1	1.4%
	PROGRAMMING SOFTWARE			1	3.3%			1	1.4%
	PUBLISHING SOFTWARE	1	4.2%	1	3.3%			2	2.9%
	PUBLISHING SOFTWARE/ MICROSOFT PUBLISHER			1	3.3%			1	1.4%
	QUICKBOOKS	2	8.3%	1	3.3%			3	4.3%
	QUICKBOOKS ADVANCED	1	4.2%					1	1.4%
	QUICKBOOKS FOR THE BLIND			1	3.3%			1	1.4%
	RAPIDTRAX/ HAND-HELD TECHNOLOGY	1	4.2%					1	1.4%
	REMUS OR SHARE LOGIC	1	4.2%					1	1.4%
	SPREADSHEET					1	6.3%	1	1.4%
	STAFF SCHEDULING					1	6.3%	1	1.4%
	TRUCKING SOFTWARE			1	3.3%			1	1.4%
	UPDATING THINGS					1	6.3%	1	1.4%
	WINDOWS					2	12.5%	2	2.9%
	WORD	2	8.3%	1	3.3%	1	6.3%	4	5.7%
	WORD 9			1	3.3%			1	1.4%
XP	1	4.2%					1	1.4%	
Total		24	100.0%	30	100.0%	16	100.0%	70	100.0%
NUMBER OF EMPLOYEES NEEDING TRAINING - FIRST RESPONSE	0					1	6.7%	1	1.4%
	1	7	29.2%	7	23.3%	1	6.7%	15	21.7%
	2	5	20.8%	6	20.0%	2	13.3%	13	18.8%
	3	2	8.3%	2	6.7%	2	13.3%	6	8.7%
	4	3	12.5%	4	13.3%	1	6.7%	8	11.6%
	5	1	4.2%	6	20.0%	1	6.7%	8	11.6%
	6	1	4.2%	1	3.3%			2	2.9%
	7	1	4.2%					1	1.4%
	10			1	3.3%	1	6.7%	2	2.9%
	12	1	4.2%					1	1.4%
	15	1	4.2%	2	6.7%	2	13.3%	5	7.2%
	18					1	6.7%	1	1.4%
	20	1	4.2%			1	6.7%	2	2.9%
	25					1	6.7%	1	1.4%
	30			1	3.3%			1	1.4%
40	1	4.2%			1	6.7%	2	2.9%	
Total		24	100.0%	30	100.0%	15	100.0%	69	100.0%

**TABLE 5-C. Other Software Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OTHER SOFTWARE - SECOND RESPONSE	ACCESS			1	7.1%	1	16.7%	2	6.7%
	ADVANCED ACCESS	1	10.0%					1	3.3%
	BEGINNING AND ADVANCED EXCEL					1	16.7%	1	3.3%
	ELECTRONIC REPORT					1	16.7%	1	3.3%
	EMPLOYEE DEDUCTIONS	1	10.0%					1	3.3%
	EXCEL	3	30.0%	1	7.1%			4	13.3%
	EXCEL FOR THE BLIND			1	7.1%			1	3.3%
	GRAPHIC PROGRAM	1	10.0%					1	3.3%
	HOW TO DO LETTERS			1	7.1%			1	3.3%
	INTUIT QUICKBOOKS			1	7.1%			1	3.3%
	MICROSOFT					1	16.7%	1	3.3%
	MICROSOFT EXCHANGE			1	7.1%			1	3.3%
	MICROSOFT POINT OF PURCHASE	1	10.0%					1	3.3%
	MICROSOFT SCHEDULING			1	7.1%			1	3.3%
	POWERPOINT	1	10.0%					1	3.3%
	PUBLISHER	1	10.0%					1	3.3%
	SPREADSHEETS					1	16.7%	1	3.3%
	WEAVIS SYSTEM					1	16.7%	1	3.3%
	WEB DESIGN	1	10.0%					1	3.3%
	WINDOWS			1	7.1%			1	3.3%
WORD			4	28.6%			4	13.3%	
WORDPERFECT			1	7.1%			1	3.3%	
WORDPERFECT/ EXCEL			1	7.1%			1	3.3%	
Total		10	100.0%	14	100.0%	6	100.0%	30	100.0%
NUMBER OF EMPLOYEES NEEDING TRAINING - SECOND RESPONSE	0	15	62.5%	16	53.3%	10	62.5%	41	58.6%
	1	3	12.5%	2	6.7%			5	7.1%
	2	1	4.2%	5	16.7%			6	8.6%
	3	2	8.3%			2	12.5%	4	5.7%
	4	1	4.2%	2	6.7%			3	4.3%
	5	1	4.2%	2	6.7%	1	6.3%	4	5.7%
	6			1	3.3%			1	1.4%
	15			2	6.7%			2	2.9%
	20	1	4.2%			1	6.3%	2	2.9%
	25					1	6.3%	1	1.4%
40					1	6.3%	1	1.4%	
Total		24	100.0%	30	100.0%	16	100.0%	70	100.0%

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**TABLE 5-C. Other Software Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OTHER SOFTWARE - THIRD RESPONSE	ACCESS/ EXCEL			1	16.7%			1	9.1%
	AUTO CAD	1	33.3%					1	9.1%
	COMPUTER LITERACY					1	50.0%	1	9.1%
	EXCEL			1	16.7%			1	9.1%
	HOW TO LINK AND IMPORT DATA			1	16.7%			1	9.1%
	MICROSOFT SQL			1	16.7%			1	9.1%
	POWERPOINT					1	50.0%	1	9.1%
	PRIMAVERA SHORT			1	16.7%			1	9.1%
	PUBLISHER			1	16.7%			1	9.1%
	VECTOR GRAPHICS	1	33.3%					1	9.1%
WORD AND WINDOWS	1	33.3%					1	9.1%	
Total		3	100.0%	6	100.0%	2	100.0%	11	100.0%
NUMBER OF EMPLOYEES NEEDING TRAINING - THIRD RESPONSE	0	21	87.5%	24	80.0%	14	87.5%	59	84.3%
	1			2	6.7%			2	2.9%
	2			1	3.3%			1	1.4%
	3	1	4.2%					1	1.4%
	4	1	4.2%	1	3.3%			2	2.9%
	6			1	3.3%			1	1.4%
	15			1	3.3%			1	1.4%
20	1	4.2%			2	12.5%	3	4.3%	
Total		24	100.0%	30	100.0%	16	100.0%	70	100.0%

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**Report**

SIZE OF EMPLOYER		NUMBER OF EMPLOYEES NEEDING TRAINING - FIRST RESPONSE	NUMBER OF EMPLOYEES NEEDING TRAINING - SECOND RESPONSE	NUMBER OF EMPLOYEES NEEDING TRAINING - THIRD RESPONSE
Less Than 20 Employees	Sum	140	40	27
	Mean	5.83	1.67	1.13
	N	24	24	24
20 To 49 Employees	Sum	147	66	29
	Mean	4.90	2.20	.97
	N	30	30	30
50 Or More Employees	Sum	163	96	40
	Mean	10.87	6.00	2.50
	N	15	16	16
Total	Sum	450	202	96
	Mean	6.52	2.89	1.37
	N	69	70	70

**TABLE 6. Usage Of Computer Vendors For Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
COMPUTER TRAINING CONDUCTED IN-HOUSE	No Response					2	2.4%	2	.6%
	Yes	127	90.1%	94	88.7%	66	80.5%	287	87.2%
	No	11	7.8%	12	11.3%	10	12.2%	33	10.0%
	Don't Know	3	2.1%			4	4.9%	7	2.1%
Total		141	100.0%	106	100.0%	82	100.0%	329	100.0%

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**TABLE 6-A. Consideration Of Outsourcing Computer Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
WOULD CONSIDER OUTSOURCING COMPUTER TRAINING	Yes	23	18.1%	7	7.4%	12	18.2%	42	14.6%
	No	103	81.1%	86	91.5%	54	81.8%	243	84.7%
	Don't Know	1	.8%	1	1.1%			2	.7%
Total		127	100.0%	94	100.0%	66	100.0%	287	100.0%

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**TABLE 6-A. Consideration Of Outsourcing Computer Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
COMPUTER TRAINING TO CONTRACT OUT	ACCOUNTING/ PARTS SERVICED	1	4.3%					1	2.4%
	ANYTHING NEW					1	8.3%	1	2.4%
	DEPENDS ON NEW SOFTWARE COMPANY	1	4.3%					1	2.4%
	DEPENDS ON THE COST					1	8.3%	1	2.4%
	DON'T KNOW	3	13.0%			2	16.7%	5	11.9%
	EXCEL/ POWERPOINT/ ACCESS					1	8.3%	1	2.4%
	EXCEL/ WINDOWS/ MICROSOFT	1	4.3%					1	2.4%
	EXCEL/ WORD/ PUBLISHER			1	14.3%			1	2.4%
	GRADE QUICK/ SPREADSHEETS/ COMPUTER LITERACY					1	8.3%	1	2.4%
	HOW TO USE A SPECIFIC POINT OF PURCHASE PROGRAM	1	4.3%					1	2.4%
	LEARNING HOW TO RUN PROGRAMS			1	14.3%			1	2.4%
	MICROSOFT					1	8.3%	1	2.4%
	MICROSOFT OFFICE PUBLISHER	1	4.3%					1	2.4%
	MICROSOFT OFFICE SUITE	1	4.3%					1	2.4%
	MICROSOFT OFFICE SUITE/ WINDOWS 98/ XP			1	14.3%			1	2.4%
	NETWORK			1	14.3%			1	2.4%
	NEW HIRES/ COMPUTER LITERACY					1	8.3%	1	2.4%
	NEW OPERATING SYSTEMS AS AVAILABLE	1	4.3%					1	2.4%
	NEW SOFTWARE PROGRAMS AND HARDWARE TROUBLE SHOOTING	1	4.3%					1	2.4%
	PUBLISHING			1	14.3%			1	2.4%
	QUICKBOOKS	2	8.7%					2	4.8%
	REMUS	1	4.3%					1	2.4%
	WINDOWS	4	17.4%					4	9.5%
	WINDOWS 2000	1	4.3%					1	2.4%
	WINDOWS 95	1	4.3%					1	2.4%
	WINDOWS/ MICROSOFT					3	25.0%	3	7.1%
	WINDOWS/ MICROSOFT BASICS			1	14.3%			1	2.4%
	WINDOWS/ MICROSOFT/ QUICKBOOKS/ PEACHTREE	1	4.3%					1	2.4%

**TABLE 6-A. Consideration Of Outsourcing Computer Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
COMPUTER TRAINING TO CONTRACT OUT	WORD/ ACCESS/ EXCEL			1	14.3%			1	2.4%
	XP/ MICROSOFT	1	4.3%					1	2.4%
	XP/ MICROSOFT OFFICE	1	4.3%					1	2.4%
	XP/ MICROSOFT/ POWERPOINT					1	8.3%	1	2.4%
Total		23	100.0%	7	100.0%	12	100.0%	42	100.0%

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**TABLE 6-B. Computer Training Vendor Used By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CURRENT TRAINING PARTNER	AMASLUR	1	9.1%					1	3.1%
	BUTLER COUNTY COMMUNITY COLLEGE			1	9.1%			1	3.1%
	CITY			1	9.1%			1	3.1%
	CONSTRUCTION			1	9.1%			1	3.1%
	CORPORATE TRAINERS			1	9.1%			1	3.1%
	DON'T KNOW					2	20.0%	2	6.3%
	DON'T KNOW/ FROM WHEELING			1	9.1%			1	3.1%
	FRED PRYOR OUTFIT					1	10.0%	1	3.1%
	FROM THE STATE ON OUR INTERNET	1	9.1%					1	3.1%
	JEFFERSON TECHNICAL COLLEGE	1	9.1%					1	3.1%
	MYSELF	1	9.1%					1	3.1%
	NEW HORIZONS	1	9.1%	1	9.1%	1	10.0%	3	9.4%
	NEW HORIZONS/ WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	1	9.1%					1	3.1%
	NO RESPONSE			1	9.1%			1	3.1%
	NONE					1	10.0%	1	3.1%
	NORTHERN UNIVERSITY	1	9.1%					1	3.1%
	PITTSBURGH			1	9.1%			1	3.1%
	PRIVATE COMPUTER STUDENT	1	9.1%					1	3.1%
	SEND OUT					1	10.0%	1	3.1%
UCD					1	10.0%	1	3.1%	

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**TABLE 6-B. Computer Training Vendor Used By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CURRENT TRAINING PARTNER	UNION CARBIDE HAS A FACILITY					1	10.0%	1	3.1%
	VENDORS			1	9.1%			1	3.1%
	WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	2	18.2%	2	18.2%	2	20.0%	6	18.8%
	YOU'RE AT YOUR OWN MERCY/ NO ONE	1	9.1%					1	3.1%
Total		11	100.0%	11	100.0%	10	100.0%	32	100.0%
TRAINING CONDUCTED BY PARTNER	AIRLINE	1	11.1%					1	3.4%
	AUTOCAD	1	11.1%					1	3.4%
	BASIC SALES					1	11.1%	1	3.4%
	COMPUTER CLASSES THAT GOT CANCELLED	1	11.1%					1	3.4%
	COMPUTER OPERATING SYSTEMS/ OFFICE PROGRAMS					1	11.1%	1	3.4%
	COMPUTERS	1	11.1%	3	27.3%	1	11.1%	5	17.2%
	COMPUTERS/ CONSTRUCTION SAFETY					1	11.1%	1	3.4%
	COMPUTERS/ POWERPOINT					1	11.1%	1	3.4%
	COREL/ WORD/ EXCEL	1	11.1%					1	3.4%
	DATA SYSTEM	1	11.1%					1	3.4%
	DON'T DO					1	11.1%	1	3.4%
	ESTIMATING			1	9.1%			1	3.4%
	EXCEL			2	18.2%	1	11.1%	3	10.3%
	EXCEL AND WAS NOT GOOD			1	9.1%			1	3.4%
	EXCEL/ WORD			1	9.1%			1	3.4%
	MICROSOFT WORD	1	11.1%					1	3.4%
	MICROSOFT/ LITERACY			1	9.1%			1	3.4%
	MICROSOFT/ XP SYSTEM					1	11.1%	1	3.4%
	NO ONE USES COMPUTERS BUT ME	1	11.1%					1	3.4%
	NO RESPONSE	1	11.1%	1	9.1%			2	6.9%
TRUCK SALES/ PARTS/ ENGINES/ TRANSMISSIONS			1	9.1%			1	3.4%	
WORD PROCESSING/ SPREADSHEET					1	11.1%	1	3.4%	
Total		9	100.0%	11	100.0%	9	100.0%	29	100.0%

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**TABLE 7. Usage Of Computer Networks By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CURRENT NETWORK IN PLACE	No Response					1	1.2%	1	.3%
	Yes	90	63.8%	69	65.1%	67	81.7%	226	68.7%
	No	49	34.8%	35	33.0%	13	15.9%	97	29.5%
	Don't Know	2	1.4%	2	1.9%	1	1.2%	5	1.5%
Total		141	100.0%	106	100.0%	82	100.0%	329	100.0%

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**TABLE 7-A. Plans For Installations Of Computer Networks By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CURRENTLY PLANNING TO INSTALL NETWORK	Yes	5	10.2%	3	8.6%	1	7.7%	9	9.3%
	No	43	87.8%	32	91.4%	12	92.3%	87	89.7%
	Don't Know	1	2.0%					1	1.0%
Total		49	100.0%	35	100.0%	13	100.0%	97	100.0%
NETWORK SOFTWARE	DON'T KNOW	3	60.0%	1	33.3%			4	44.4%
	NO RESPONSE			1	33.3%			1	11.1%
	STATE HASN'T TOLD US					1	100.0%	1	11.1%
	TYLER OFFICE SYSTEMS	1	20.0%					1	11.1%
	WINDOWS	1	20.0%	1	33.3%			2	22.2%
Total		5	100.0%	3	100.0%	1	100.0%	9	100.0%

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**TABLE 7-B. Training Needs For Computer Networks By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NETWORK SOFTWARE	3 COM US ROBOTICS	1	1.1%					1	.4%
	ABMS	1	1.1%					1	.4%
	ARMY					1	1.5%	1	.4%
	AUTO SOFT	2	2.2%					2	.9%

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TABLE 7-B. Training Needs For Computer Networks By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NETWORK SOFTWARE	CMHC					1	1.5%	1	.4%
	DON'T KNOW	46	51.1%	26	37.7%	20	29.9%	92	40.7%
	DON'T KNOW/ OWN NETWORK					1	1.5%	1	.4%
	EAGLE VISION	1	1.1%					1	.4%
	FI SERVE					1	1.5%	1	.4%
	FTD ADVANTAGE	1	1.1%					1	.4%
	HOUSING CALLED TIN MAST	1	1.1%					1	.4%
	IBM			2	2.9%			2	.9%
	IMIS/ STATEWIDE					1	1.5%	1	.4%
	INTERNAL			1	1.4%			1	.4%
	INTRANET					1	1.5%	1	.4%
	KAR MAK			1	1.4%			1	.4%
	LIGHT SPEED	1	1.1%					1	.4%
	LINCARE/ INTERNAL	1	1.1%					1	.4%
	LINK	1	1.1%					1	.4%
	MAC/ OS 10	1	1.1%					1	.4%
	MICROSOFT			2	2.9%	2	3.0%	4	1.8%
	NO RESPONSE			2	2.9%	9	13.4%	11	4.9%
	NOT SURE					2	3.0%	2	.9%
	NOVELL	3	3.3%	4	5.8%	5	7.5%	12	5.3%
	NOVELL/ WINDOWS	1	1.1%					1	.4%
	NT	4	4.4%	4	5.8%	4	6.0%	12	5.3%
	NT/ NOVELL					3	4.5%	3	1.3%
	OUR OWN PROGRAM					1	1.5%	1	.4%
	OUT OF CHARLESTON	1	1.1%					1	.4%
	OUTLOOK			1	1.4%			1	.4%
	PEACHTREE	1	1.1%					1	.4%
	PRIVATE			1	1.4%			1	.4%
	REMA SYSTEM			1	1.4%			1	.4%
	RESTAURANT			1	1.4%			1	.4%
	RX 30	1	1.1%					1	.4%
	SAP			1	1.4%			1	.4%
SHOW ME	1	1.1%					1	.4%	
SIN CLIENT	1	1.1%					1	.4%	
SMART SYSTEM THROUGH HOME OFFICE					1	1.5%	1	.4%	
SPRINT			1	1.4%			1	.4%	
SQL					1	1.5%	1	.4%	
STATE NETWORK					1	1.5%	1	.4%	

**TABLE 7-B. Training Needs For Computer Networks By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NETWORK SOFTWARE	STATE OF WEST VIRGINIA SUPPLIES	1	1.1%					1	.4%
	STRATUS WAVE	1	1.1%					1	.4%
	SYSCO			1	1.4%			1	.4%
	THROUGH S V HARBOR					1	1.5%	1	.4%
	UNIX			2	2.9%			2	.9%
	WEVIS					1	1.5%	1	.4%
	WINDOWS	14	15.6%	18	26.1%	9	13.4%	41	18.1%
	WINDOWS 2003 SERVER	1	1.1%					1	.4%
	WINDOWS SERVER 2000	2	2.2%					2	.9%
	WVIS/ WEST VIRGINIA INFORMATION SYSTEM	1	1.1%					1	.4%
XP					1	1.5%	1	.4%	
Total		90	100.0%	69	100.0%	67	100.0%	226	100.0%
NETWORK SOFTWARE	Not Needed	81	90.0%	63	91.3%	61	91.0%	205	90.7%
	Needed	6	6.7%	3	4.3%	6	9.0%	15	6.6%
	Much Needed	1	1.1%	3	4.3%			4	1.8%
	Don't Know	2	2.2%					2	.9%
Total		90	100.0%	69	100.0%	67	100.0%	226	100.0%
NUMBER OF EMPLOYEES NEEDING NETWORK SOFTWARE TRAINING	0	83	92.2%	63	92.6%	61	92.4%	207	92.4%
	1	1	1.1%					1	.4%
	2	3	3.3%					3	1.3%
	3	1	1.1%	1	1.5%	1	1.5%	3	1.3%
	4	1	1.1%	1	1.5%			2	.9%
	5			1	1.5%			1	.4%
	12					1	1.5%	1	.4%
	18					1	1.5%	1	.4%
	20			1	1.5%			1	.4%
	25	1	1.1%			1	1.5%	2	.9%
	36			1	1.5%			1	.4%
	90					1	1.5%	1	.4%
Total		90	100.0%	68	100.0%	66	100.0%	224	100.0%
NETWORK MANAGEMENT	Not Needed	81	90.0%	64	92.8%	63	94.0%	208	92.0%
	Needed	5	5.6%	3	4.3%	4	6.0%	12	5.3%
	Much Needed	1	1.1%	2	2.9%			3	1.3%
	Don't Know	3	3.3%					3	1.3%
Total		90	100.0%	69	100.0%	67	100.0%	226	100.0%

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**TABLE 7-B. Training Needs For Computer Networks By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES NEEDING NETWORK MANAGEMENT TRAINING	0	84	93.3%	64	95.5%	63	95.5%	211	94.6%
	1	1	1.1%					1	.4%
	2	3	3.3%					3	1.3%
	3	1	1.1%	1	1.5%	1	1.5%	3	1.3%
	4	1	1.1%	1	1.5%			2	.9%
	5			1	1.5%			1	.4%
	6					1	1.5%	1	.4%
	18					1	1.5%	1	.4%
Total		90	100.0%	67	100.0%	66	100.0%	223	100.0%
COMPUTER PROGRAMMING	Not Needed	84	93.3%	66	95.7%	64	95.5%	214	94.7%
	Needed	2	2.2%	1	1.4%	3	4.5%	6	2.7%
	Much Needed	1	1.1%	2	2.9%			3	1.3%
	Don't Know	3	3.3%					3	1.3%
Total		90	100.0%	69	100.0%	67	100.0%	226	100.0%
NUMBER OF EMPLOYEES NEEDING COMPUTER PROGRAMMING TRAINING	0	87	96.7%	66	97.1%	64	97.0%	217	96.9%
	2	1	1.1%	1	1.5%			2	.9%
	3					1	1.5%	1	.4%
	4	2	2.2%					2	.9%
	5			1	1.5%			1	.4%
	30					1	1.5%	1	.4%
Total		90	100.0%	68	100.0%	66	100.0%	224	100.0%

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**Report**

SIZE OF EMPLOYER		NUMBER OF EMPLOYEES NEEDING NETWORK SOFTWARE TRAINING	NUMBER OF EMPLOYEES NEEDING NETWORK MANAGEMENT TRAINING	NUMBER OF EMPLOYEES NEEDING COMPUTER PROGRAMMING TRAINING
Less Than 20 Employees	Sum	39	14	10
	Mean	.43	.16	.11
	N	90	90	90
20 To 49 Employees	Sum	68	12	7
	Mean	1.00	.18	.10
	N	68	67	68
50 Or More Employees	Sum	148	27	33
	Mean	2.24	.41	.50
	N	66	66	66
Total	Sum	255	53	50
	Mean	1.14	.24	.22
	N	224	223	224

**TABLE 8-A. Computer Certification Requirements For Current Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
COMPUTER CERTIFICATION REQUIRED FOR CURRENT EMPLOYEES	No Response					1	1.2%	1	.3%
	Yes	4	2.8%	7	6.6%	3	3.7%	14	4.3%
	No	134	95.0%	98	92.5%	77	93.9%	309	93.9%
	Don't Know	3	2.1%	1	.9%	1	1.2%	5	1.5%
Total		141	100.0%	106	100.0%	82	100.0%	329	100.0%

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**TABLE 8-A. Computer Certification Requirements For Current Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CERTIFICATION AREAS REQUIRED - FIRST RESPONSE	COMPUTER TEACHING			1	14.3%			1	7.1%
	COMPUTER/ TIA					1	33.3%	1	7.1%
	DEGREE IN COMPUTER SCIENCE			1	14.3%			1	7.1%
	DON'T KNOW	4	100.0%	2	28.6%			6	42.9%
	FROM SOFTWARE PROVIDERS LIKE WORLD RADIO TELECOMMUNICATIONS			1	14.3%			1	7.1%
	INFORMATION SYSTEMS			1	14.3%			1	7.1%
	IT DEGREE					1	33.3%	1	7.1%
	OUR PROGRAM			1	14.3%			1	7.1%
	WINDOWS					1	33.3%	1	7.1%
Total		4	100.0%	7	100.0%	3	100.0%	14	100.0%
CERTIFICATION	COMPUTERS			1	100.0%			1	100.0%
Total				1	100.0%			1	100.0%
CERTIFICATION	WINDOWS			1	100.0%			1	100.0%
Total				1	100.0%			1	100.0%

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**TABLE 8-B. Future Computer Certification Requirements For Current Or Future Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
COMPUTER CERTIFICATION REQUIRED IN FUTURE	No Response	6	4.3%	2	1.9%	2	2.4%	10	3.0%
	Current Employees			1	.9%			1	.3%
	New Hires	3	2.1%	8	7.5%	2	2.4%	13	4.0%
	Both	6	4.3%	2	1.9%	8	9.8%	16	4.9%
	No	126	89.4%	92	86.8%	70	85.4%	288	87.5%
	Don't Know			1	.9%			1	.3%
Total		141	100.0%	106	100.0%	82	100.0%	329	100.0%

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**TABLE 8-B. Future Computer Certification Requirements For Current Or Future Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
FUTURE CERTIFICATION AREAS REQUIRED	ADOBE PHOTOSHOP			1	9.1%			1	3.3%
	BASICS OF COMPUTERS			1	9.1%			1	3.3%
	BILLING PERSON OR RECEPTIONIST/ DON'T KNOW	1	11.1%					1	3.3%
	CLASSES AND GRADES					1	10.0%	1	3.3%
	DEGREE IN COMPREHENSION			1	9.1%			1	3.3%
	DEPENDS			1	9.1%			1	3.3%
	DEPENDS ON CIVIL SERVICE	1	11.1%					1	3.3%
	DON'T KNOW	6	66.7%	5	45.5%	2	20.0%	13	43.3%
	DON'T KNOW/ PRETTY BROAD			1	9.1%			1	3.3%
	EMT					1	10.0%	1	3.3%
	IT DEGREE					1	10.0%	1	3.3%
	NO RESPONSE	1	11.1%					1	3.3%
	TIA					1	10.0%	1	3.3%
	WINDOWS					2	20.0%	2	6.7%
	WINDOWS AND HOSPITAL PROGRAMS					1	10.0%	1	3.3%
WINDOWS APPLICATIONS AND AT LEAST ONE LEGAL PROGRAM			1	9.1%			1	3.3%	
WINDOWS APPLICATIONS AND DENAB SYSTEM					1	10.0%	1	3.3%	
Total		9	100.0%	11	100.0%	10	100.0%	30	100.0%

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**TABLE 9-A. Prevalence Of Web Site For Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
WEB SITE TO MAINTAIN	No Response	2	1.3%	1	.9%	2	2.3%	5	1.4%
	Yes	88	57.1%	74	67.9%	65	74.7%	227	64.9%
	No	64	41.6%	34	31.2%	20	23.0%	118	33.7%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 9-B. Web Administration Or Web Design Training Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
WEB ADMINISTRATION OR WEB DESIGN TRAINING NEEDED	Yes	12	13.6%	4	5.4%	2	3.1%	18	7.9%
	No	76	86.4%	70	94.6%	61	93.8%	207	91.2%
	Don't Know					2	3.1%	2	.9%
Total		88	100.0%	74	100.0%	65	100.0%	227	100.0%
NUMBER OF EMPLOYEES NEEDING WEB TRAINING	0	76	86.4%	70	94.6%	63	96.9%	209	92.1%
	1	4	4.5%	1	1.4%	1	1.5%	6	2.6%
	2	5	5.7%					5	2.2%
	3			2	2.7%			2	.9%
	4	2	2.3%	1	1.4%	1	1.5%	4	1.8%
	5	1	1.1%					1	.4%
Total		88	100.0%	74	100.0%	65	100.0%	227	100.0%

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**Report**

**NUMBER OF EMPLOYEES NEEDING WEB TRAINING**

SIZE OF EMPLOYER	Sum	Mean	N
Less Than 20 Employees	27	.31	88
20 To 49 Employees	11	.15	74
50 Or More Employees	5	.08	65
Total	43	.19	227

**TABLE 10. Likelihood Of Using West Virginia Northern Community College To Develop Training Programs For Current Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
WOULD CONSIDER WORKING WITH WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	Yes	83	53.9%	58	53.2%	52	59.8%	193	55.1%
	No	55	35.7%	40	36.7%	19	21.8%	114	32.6%
	Don't Know	16	10.4%	11	10.1%	16	18.4%	43	12.3%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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TABLE 10-A. Skill Shortages Of Current Employees By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
EMPLOYEE SKILL SETS THAT ARE MISSING - MULTIPLE RESPONSES	ACCOUNTING	1	.7%	1	.8%	1	1.0%	3	.8%
	ACCREDITED UNIVERSITY OR COLLEGE	1	.7%					1	.3%
	ADVANCED COMPUTER SKILLS	1	.7%					1	.3%
	AIRCRAFT MAINTENANCE	1	.7%					1	.3%
	ALCOHOL AND DRUGS			1	.8%			1	.3%
	ALL ENVIRONMENTAL ISSUES			1	.8%			1	.3%
	ALL TYPES OF SAFETY TRAINING	1	.7%					1	.3%
	ALZHEIMER'S			1	.8%			1	.3%
	ANIMAL KNOWLEDGE	1	.7%					1	.3%
	ASSESSMENT			1	.8%			1	.3%
	ASSESSMENT SKILLS					1	1.0%	1	.3%
	ASSESSMENT TESTING					1	1.0%	1	.3%
	ATTENTION TO DETAIL	1	.7%	1	.8%			2	.5%
	AUTOMOTIVE PARTS KNOWLEDGE	1	.7%					1	.3%
	BASIC COMPUTER SKILLS	1	.7%					1	.3%
	BASIC MATH AND READING			1	.8%			1	.3%
	BASIC MATH AND REASONING	1	.7%					1	.3%
	BASIC SKILLS			1	.8%			1	.3%
	BASICS	1	.7%					1	.3%
	BATHING/ DRESSING/ PERSONAL CARE			1	.8%			1	.3%
	BEHAVIOR	1	.7%					1	.3%
	BEHAVIORAL MANAGEMENT					1	1.0%	1	.3%
	BILLING			1	.8%			1	.3%
	BLUEPRINTING					1	1.0%	1	.3%
	BOTH PERSONS' COOKING					1	1.0%	1	.3%
	BRICK CUTTER	1	.7%					1	.3%
	BUSINESS					2	1.9%	2	.5%
	BUSINESS MANAGEMENT					1	1.0%	1	.3%
	CABINET MAKING	1	.7%					1	.3%
	CARPENTRY	1	.7%			1	1.0%	2	.5%
	CASHIERS	1	.7%					1	.3%
	CERTIFICATION FOR PARAMEDICS			1	.8%			1	.3%
	CHILD DEVELOPMENT			1	.8%	1	1.0%	2	.5%
CLASSROOM MANAGEMENT					1	1.0%	1	.3%	
CLASSROOM SKILLS			1	.8%			1	.3%	
CLERICAL			1	.8%			1	.3%	

TABLE 10-A. Skill Shortages Of Current Employees By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
EMPLOYEE SKILL SETS THAT ARE MISSING - MULTIPLE RESPONSES	CNA			1	.8%			1	.3%
	CODING			1	.8%			1	.3%
	COLOR	1	.7%					1	.3%
	COMMUNICATION SKILLS	2	1.5%			1	1.0%	3	.8%
	COMMUNICATIONS	4	3.0%	4	3.1%	4	3.9%	12	3.3%
	COMMUNITY DEVELOPMENT	1	.7%					1	.3%
	COMPUTER LITERACY			1	.8%			1	.3%
	COMPUTER NETWORKING			1	.8%			1	.3%
	COMPUTER OPERATION			1	.8%			1	.3%
	COMPUTER SKILLS	3	2.2%					3	.8%
	COMPUTER SKILLS/ EXCEL	1	.7%					1	.3%
	COMPUTER SKILLS/ EXCEL/ ACCESS/ WORD	1	.7%					1	.3%
	COMPUTER TRAINING WITH EXCEL AND WORD	1	.7%					1	.3%
	COMPUTERS	7	5.2%	7	5.5%	9	8.7%	23	6.3%
	COMPUTERS BASICS/ WORD/ EXCEL					1	1.0%	1	.3%
	COMPUTERS FOR LIBRARIES	1	.7%					1	.3%
	COMPUTERS IN GENERAL BUT I DON'T KNOW WHAT SYSTEM					1	1.0%	1	.3%
	COMPUTERS/ SOFTWARE	1	.7%					1	.3%
	COMPUTERS/ WORD/ EXCEL	1	.7%					1	.3%
	CONCRETE FINISHERS					1	1.0%	1	.3%
	CONFLICT RESOLUTION					1	1.0%	1	.3%
	CONTINUING EDUCATION IN ANY FIELD					1	1.0%	1	.3%
	CONTRACTS	1	.7%					1	.3%
	CONTROL SYSTEMS					1	1.0%	1	.3%
	COOKING	1	.7%					1	.3%
	COOKS/ SHORT ORDER			1	.8%			1	.3%
	CORRECT CODING INITIATIVE (CCI) EDITS	1	.7%					1	.3%
	CPR			1	.8%			1	.3%
	CULINARY ARTS	1	.7%			1	1.0%	2	.5%
	CUSTOMER RELATIONS	1	.7%					1	.3%
	CUSTOMER SERVICE	4	3.0%	1	.8%	3	2.9%	8	2.2%
	CUSTOMER SERVICE PROGRAMS					1	1.0%	1	.3%
	CUSTOMER SERVICE SKILLS	1	.7%					1	.3%
CUTTING	1	.7%					1	.3%	

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TABLE 10-A. Skill Shortages Of Current Employees By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
EMPLOYEE SKILL SETS THAT ARE MISSING - MULTIPLE RESPONSES	DAILY BASIC BUSINESS CLASSES			1	.8%			1	.3%
	DANCE	1	.7%					1	.3%
	DEALING WITH THE PUBLIC	1	.7%					1	.3%
	DEFENSIVE DRIVING			1	.8%			1	.3%
	DEMENTIA			1	.8%			1	.3%
	DEPENDS ON VALIDITY AND RELIABILITY OF THE PROGRAMS	1	.7%					1	.3%
	DIABETICS			1	.8%			1	.3%
	DIESEL TECHNOLOGY			1	.8%			1	.3%
	DIRECT CARE FOR MENTALLY RETARDED			1	.8%			1	.3%
	DISCIPLINE	1	.7%					1	.3%
	DISCIPLINE/ AGE GROUPS			1	.8%			1	.3%
	DOMESTIC VIOLENCE			1	.8%			1	.3%
	DON'T KNOW	3	2.2%	1	.8%	1	1.0%	5	1.4%
	DRIVERS' TRAINING PROGRAM					1	1.0%	1	.3%
	DRIVING	1	.7%					1	.3%
	DRYWALL	1	.7%					1	.3%
	EARLY CHILDHOOD EDUCATION			1	.8%			1	.3%
	EARLY CHILDHOOD TRAINING	1	.7%					1	.3%
	ELECTRICAL	1	.7%					1	.3%
	ELECTRONIC TECHNICIANS					1	1.0%	1	.3%
	EMERGENCY MEDICAL					1	1.0%	1	.3%
	EMT'S	1	.7%	1	.8%			2	.5%
	ENGLISH	2	1.5%					2	.5%
	ENVIRONMENTAL SCIENCE			1	.8%			1	.3%
	EQUIPMENT	1	.7%					1	.3%
	EQUIPMENT OPERATING			1	.8%			1	.3%
	ESTIMATING			1	.8%			1	.3%
	EXPERIENCE IN BASICS IN MINING					1	1.0%	1	.3%
	FABRICATING			1	.8%			1	.3%
	FIBERGLASS LAYUP			1	.8%			1	.3%
FIRE HANDLING	1	.7%					1	.3%	
FITNESS	1	.7%					1	.3%	
FOOD HANDLING	1	.7%					1	.3%	
FOOD PROGRAMS			1	.8%			1	.3%	
FOOD SAFETY	1	.7%					1	.3%	

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TABLE 10-A. Skill Shortages Of Current Employees By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
EMPLOYEE SKILL SETS THAT ARE MISSING - MULTIPLE RESPONSES	FUNERAL DIRECTOR			1	.8%			1	.3%
	GENERAL LABOR	1	.7%					1	.3%
	GOOD DRIVING RECORD AND SKILLS	1	.7%					1	.3%
	GRAMMAR	1	.7%	1	.8%			2	.5%
	GYMNASTICS	1	.7%					1	.3%
	HAVE TO GET BACK ON THIS					1	1.0%	1	.3%
	HAZMAT/ FIRE/ EMERGENCY			1	.8%			1	.3%
	HAZMAT/ WRITING			1	.8%			1	.3%
	HEAD START					1	1.0%	1	.3%
	HEAT TREATMENT					1	1.0%	1	.3%
	HEAVY EQUIPMENT	1	.7%					1	.3%
	HIGH SCHOOL SKILLS	1	.7%					1	.3%
	HIPAA			1	.8%			1	.3%
	HOUSEKEEPING					1	1.0%	1	.3%
	HOW TO APPLY FOR A JOB			1	.8%			1	.3%
	HOW TO COMPLETE A JOB APPLICATION					1	1.0%	1	.3%
	HOW TO DO AN INVESTIGATION			1	.8%			1	.3%
	HOW TO DRESS FOR A JOB/ HOW TO TALK TO PEOPLE TO GET JOB					1	1.0%	1	.3%
	HOW TO FILL OUT JOB APPLICATIONS			1	.8%			1	.3%
	HOW TO GET A JOB					1	1.0%	1	.3%
	HOW TO RELATE TO ALL THE ABOVE			1	.8%			1	.3%
	HOW TO SPEAK			1	.8%			1	.3%
	HOW TO SPELL			1	.8%			1	.3%
	HOW TO WRITE A REPORT			1	.8%			1	.3%
	HUMAN PERSONALITY SKILLS/ HOW TO HANDLE CUSTOMERS	1	.7%					1	.3%
	HUMAN SERVICES	1	.7%					1	.3%
	IF THE OPPORTUNITY WAS CORRECT AND GOOD FOR BOTH PARTIES					1	1.0%	1	.3%
	IF WE HAVE NEED					1	1.0%	1	.3%
	IMIS COMPUTER PROGRAM			1	.8%			1	.3%
	INTERNATIONAL CLASSIFICATION OF DISEASES (ICD - 10)	1	.7%					1	.3%
INTERPERSONAL SKILLS	1	.7%					1	.3%	

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TABLE 10-A. Skill Shortages Of Current Employees By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
EMPLOYEE SKILL SETS THAT ARE MISSING - MULTIPLE RESPONSES	IRON WORKERS					1	1.0%	1	.3%
	ISO PROGRAMS			1	.8%			1	.3%
	IV ADMINISTRATION					1	1.0%	1	.3%
	KEYBOARDING					1	1.0%	1	.3%
	LANGUAGE			1	.8%			1	.3%
	LAUNDRY					1	1.0%	1	.3%
	LEADERSHIP					2	1.9%	2	.5%
	LESSON PLAN FOR AGE GROUPS			1	.8%			1	.3%
	LETTER WRITING			1	.8%			1	.3%
	LOCAL PROGRAMS			1	.8%			1	.3%
	LPN					1	1.0%	1	.3%
	MACHINE OPERATION			1	.8%			1	.3%
	MAINTENANCE			1	.8%			1	.3%
	MAINTENANCE OF MANUFACTURING EQUIPMENT			1	.8%			1	.3%
	MANAGEMENT	1	.7%	1	.8%			2	.5%
	MANAGEMENT TRAINING			1	.8%	1	1.0%	2	.5%
	MANUFACTURING					1	1.0%	1	.3%
	MANUFACTURING PROCESS	1	.7%					1	.3%
	MARKETING			1	.8%			1	.3%
	MATH	4	3.0%	4	3.1%	2	1.9%	10	2.7%
	MATURITY AND PROFESSIONALISM					1	1.0%	1	.3%
	MECHANICAL			1	.8%			1	.3%
	MECHANICS	1	.7%					1	.3%
	MECHANICS/ ENGINE REBUILDING			1	.8%			1	.3%
	MEDICAL BILLING			1	.8%			1	.3%
	MEDICAL RECORD			1	.8%			1	.3%
	MEDICATIONS					1	1.0%	1	.3%
	MENTAL RETARDATION					1	1.0%	1	.3%
	MILDLY IMPAIRED					1	1.0%	1	.3%
	MINE SAFETY	1	.7%					1	.3%
	MODERN OFFICE	1	.7%					1	.3%
	MONEY MANAGEMENT	1	.7%					1	.3%
NEED NEW CONTRACTS					1	1.0%	1	.3%	
NOT SURE					1	1.0%	1	.3%	
NOT SURE WHAT THEY COULD DO FOR US					1	1.0%	1	.3%	
NURSING			1	.8%	3	2.9%	4	1.1%	

TABLE 10-A. Skill Shortages Of Current Employees By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
EMPLOYEE SKILL SETS THAT ARE MISSING - MULTIPLE RESPONSES	NURSING AIDES			1	.8%			1	.3%
	NURSING CARE BASICS			1	.8%			1	.3%
	OCCUPATIONAL AND OSHA TRAINING			1	.8%			1	.3%
	OFFICE ETIQUETTE	1	.7%					1	.3%
	OFFICE SKILLS			1	.8%			1	.3%
	OFFICE SKILLS/ TELEPHONE SKILLS	1	.7%					1	.3%
	ONLY FOR SOMETHING NEW THAT COMES ALONG	1	.7%					1	.3%
	OSHA REGULATIONS	2	1.5%	2	1.6%			4	1.1%
	PAPERWORK SKILLS	1	.7%					1	.3%
	PARAMEDIC/ ADVANCED LIFE SUPPORT					1	1.0%	1	.3%
	PARAMEDICS	1	.7%					1	.3%
	PAYROLL ISSUES	1	.7%					1	.3%
	PC PROGRAMS	1	.7%					1	.3%
	PEOPLE SKILLS	1	.7%			2	1.9%	3	.8%
	PERSON TO PERSON SKILLS	1	.7%					1	.3%
	PERSONAL CARE					1	1.0%	1	.3%
	PERSONAL SKILLS			1	.8%			1	.3%
	PHARMACY TECHNICIANS	1	.7%					1	.3%
	PHLEBOTOMY					1	1.0%	1	.3%
	PLUMBING	1	.7%					1	.3%
	POLE CLIMBING			1	.8%			1	.3%
	POLICE IN-SERVICES			1	.8%			1	.3%
	POSITIVE BEHAVIORS					1	1.0%	1	.3%
	POWERPOINT/ COMPUTERS					1	1.0%	1	.3%
	PRESERVATION	1	.7%					1	.3%
	PRIORITIZING TIME			1	.8%			1	.3%
	PROBLEM SOLVING			1	.8%			1	.3%
	PROFESSIONAL SKILLS			1	.8%			1	.3%
	PROGRAMMING	1	.7%					1	.3%
	PROMOTIONAL			1	.8%			1	.3%
	PROPER JOB ETIQUETTE					1	1.0%	1	.3%
	QUALITY CONTROL					1	1.0%	1	.3%
	QUICKBOOKS			1	.8%			1	.3%
READ			1	.8%			1	.3%	
READ ORDERS					1	1.0%	1	.3%	
READ RULERS					1	1.0%	1	.3%	
READ/ WRITE			1	.8%			1	.3%	

TABLE 10-A. Skill Shortages Of Current Employees By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
EMPLOYEE SKILL SETS THAT ARE MISSING - MULTIPLE RESPONSES	READING			1	.8%	1	1.0%	2	.5%
	REALTORS	1	.7%					1	.3%
	REPAIR	1	.7%					1	.3%
	REPAIR OF COPY MACHINES			1	.8%			1	.3%
	RETAIL	2	1.5%					2	.5%
	RETAIL SALES	1	.7%					1	.3%
	ROOFERS	1	.7%					1	.3%
	RSAM - VAN DRIVER			1	.8%			1	.3%
	SAFETY	2	1.5%	4	3.1%			6	1.6%
	SALES	2	1.5%	1	.8%			3	.8%
	SANDBLASTING			1	.8%			1	.3%
	SCREEN PRINTING	1	.7%					1	.3%
	SECURITY			1	.8%			1	.3%
	SEMINARS/ ACCOUNTING	1	.7%					1	.3%
	SENTENCE STRUCTURE			1	.8%			1	.3%
	SEXUAL ABUSE	1	.7%					1	.3%
	SHEET METAL	1	.7%			1	1.0%	2	.5%
	SIDING	1	.7%					1	.3%
	SOCIAL PROGRAMS					1	1.0%	1	.3%
	SOCIAL SERVICE	1	.7%					1	.3%
	SOCIAL SERVICES					1	1.0%	1	.3%
	SOCIAL SKILLS	1	.7%			1	1.0%	2	.5%
	SPECIAL EDUCATION	1	.7%					1	.3%
	SPECIAL EDUCATION DIAGNOSTICS					1	1.0%	1	.3%
	SPELLING			1	.8%			1	.3%
	SPRAY PAINTING			1	.8%			1	.3%
	SPREADSHEETS/ WORD PROCESSING	1	.7%					1	.3%
	STACKING PATTERNS					1	1.0%	1	.3%
	STICK WITH THE JOB/ COLLEGE KIDS DON'T WANT TO WORK WEEKENDS					1	1.0%	1	.3%
	SUPERVISOR SKILLS					1	1.0%	1	.3%
	SYSTEMS ADMINISTRATION	1	.7%					1	.3%
	TAG OUT			1	.8%			1	.3%
	TALK TO THE CHARLESTON OFFICE/ 558-9773			1	.8%			1	.3%
TEACHERS					1	1.0%	1	.3%	
TECHNICAL MANUFACTURING EQUIPMENT			1	.8%			1	.3%	

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**TABLE 10-A. Skill Shortages Of Current Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
EMPLOYEE SKILL SETS THAT ARE MISSING - MULTIPLE RESPONSES	TECHNICAL SKILLS			1	.8%	1	1.0%	2	.5%
	TECHNICAL TRAINING/ ELECTRICITY	1	.7%					1	.3%
	TECHNICIAN/ 18 MONTH PROGRAM	1	.7%					1	.3%
	TELEPHONE SKILLS	1	.7%	1	.8%	1	1.0%	3	.8%
	TIME MANAGEMENT			1	.8%			1	.3%
	TRANSCRIPTIONS			1	.8%			1	.3%
	TRANSFER PATIENT					1	1.0%	1	.3%
	TREATMENT PLAN WRITING	1	.7%					1	.3%
	TYPING			1	.8%			1	.3%
	USE OF TECH AS INSTRUCTIONAL TOOL					1	1.0%	1	.3%
	VAN TRAINING			1	.8%			1	.3%
	WAITRESSES			1	.8%			1	.3%
	WASTE WATER	2	1.5%					2	.5%
	WE NEED TO FIND OUT WHY OVER HALF FAIL THE TEST AFTER COMING			1	.8%			1	.3%
	WEIGHTS					1	1.0%	1	.3%
	WELDING			1	.8%	2	1.9%	3	.8%
	WINDOWS	1	.7%					1	.3%
	WOODWORKING	1	.7%					1	.3%
	WOODWORKING/ CARPENTRY					1	1.0%	1	.3%
	WORK ETHICS	1	.7%					1	.3%
	WORK HOURS ARE VERY EARLY/ ABILITY TO RISE AT 4:00A.M.					1	1.0%	1	.3%
	WORK WITH OTHERS					1	1.0%	1	.3%
	WORKING WITH OTHERS			1	.8%			1	.3%
WRITE			1	.8%			1	.3%	
WRITING	1	.7%	2	1.6%			3	.8%	
<b>Total</b>		135	100.0%	128	100.0%	103	100.0%	366	100.0%

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**TABLE 10-B. Rationale For Not Considering Working With West Virginia Northern Community College By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR NOT CONSIDERING TO WORK WITH WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	ALL TRAINING DONE IN-HOUSE AND BY CORPORATE			1	2.5%			1	.9%
	ALREADY NEED TO HAVE LICENSE	1	1.8%					1	.9%
	ARMY PROVIDES IT					1	5.3%	1	.9%
	BECAUSE WE ARE TOO SPECIALIZED			1	2.5%			1	.9%
	CAN'T AFFORD TO DO THAT					1	5.3%	1	.9%
	COLLEGE DOESN'T HAVE TEACHER FOR PROGRAMS NOW	1	1.8%					1	.9%
	COMPANY DECIDES	1	1.8%					1	.9%
	COMPANY PROVIDES TRAINING	1	1.8%					1	.9%
	CORPORATE DOES THAT	1	1.8%					1	.9%
	CORPORATE HEADQUARTERS DOES THAT	1	1.8%					1	.9%
	CORPORATE OFFICE	1	1.8%					1	.9%
	CORPORATE TRAINING	1	1.8%	1	2.5%	1	5.3%	3	2.6%
	DEVELOPING					1	5.3%	1	.9%
	DO OUR OWN TRAINING					1	5.3%	1	.9%
	DON'T HAVE AUTHORITY TO DECIDE	1	1.8%					1	.9%
	DON'T HAVE NEED	1	1.8%					1	.9%
	DON'T HAVE TIME	1	1.8%					1	.9%
	DON'T KNOW			1	2.5%			1	.9%
	DON'T REQUIRE TRAINING			1	2.5%			1	.9%
	HARD TO DO JUST DOING IT HERE			1	2.5%			1	.9%
	HAVE OUR OWN ON-THE-JOB			1	2.5%			1	.9%
	HEADQUARTERS' DECISION	1	1.8%					1	.9%
	HEADQUARTERS DECIDES	1	1.8%					1	.9%
	HEADQUARTERS DOES THAT	1	1.8%					1	.9%
	I DON'T GET PAID ENOUGH TO DO THAT	1	1.8%					1	.9%
	I DON'T HAVE THAT KIND OF TIME					1	5.3%	1	.9%
I DON'T HAVE TIME	1	1.8%					1	.9%	
I DON'T WANT TO/ IT'S NOT ON MY JOB DESCRIPTION	1	1.8%					1	.9%	
I DON'T/ JUST WON'T	1	1.8%					1	.9%	
I HAVE NO TIME					1	5.3%	1	.9%	
I HAVE NO TIME TO DO THAT			1	2.5%			1	.9%	

**TABLE 10-B. Rationale For Not Considering Working With West Virginia Northern Community College By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR NOT CONSIDERING TO WORK WITH WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	IN-HOUSE	4	7.3%	1	2.5%	5	26.3%	10	8.8%
	IT DOESN'T WORK	1	1.8%					1	.9%
	MAYBE BUT IT WOULD HAVE TO BE THROUGH GRANTS			1	2.5%			1	.9%
	MECHANIC TRAINING THAT FORD PROVIDES			1	2.5%			1	.9%
	MINIMUM WAGE JOB/ COLLEGE NOT NEEDED	1	1.8%					1	.9%
	MORTUARY SCIENCE IS SPECIFIC	1	1.8%					1	.9%
	NO RESPONSE			1	2.5%			1	.9%
	NO TIME	1	1.8%	7	17.5%	2	10.5%	10	8.8%
	NO TIME AND NOT NEEDED			1	2.5%			1	.9%
	NO TIME AND NOT PRACTICAL TO US			1	2.5%			1	.9%
	NO TIME OR DESIRE TO DO THAT			1	2.5%			1	.9%
	NO TIME/ IT'S JUST NOT FEASIBLE FOR HERE	1	1.8%					1	.9%
	NOT A NEED FOR IT IN MY BUSINESS	1	1.8%					1	.9%
	NOT BIG ENOUGH			1	2.5%			1	.9%
	NOT CDL			1	2.5%			1	.9%
	NOT MY DECISION	1	1.8%					1	.9%
	NOT NEEDED	7	12.7%	4	10.0%	2	10.5%	13	11.4%
	NOT SURE THEY HAVE ANYTHING	1	1.8%					1	.9%
	ONLY JOB SEARCH	1	1.8%					1	.9%
	PRODUCTION	1	1.8%					1	.9%
	SECRET FORMULAS WE USE	1	1.8%					1	.9%
	SPECIALIZED SKILLS TO THIS BUSINESS	1	1.8%					1	.9%
	THEY'RE NOT READY TO HANDLE IT	1	1.8%					1	.9%
	THEY CAN'T HELP US	1	1.8%					1	.9%
	THEY SURE DIDN'T EVEN TRY TO WORK WITH US/ CONTACTED THE COL			1	2.5%			1	.9%
	TIME IS VALUABLE AND YOU WANT FREE HELP	1	1.8%					1	.9%
	TIME OFF WORK					1	5.3%	1	.9%
TOO BUSY	2	3.6%			1	5.3%	3	2.6%	
TYPE OF TRAINING	1	1.8%					1	.9%	

**TABLE 10-B. Rationale For Not Considering Working With West Virginia Northern Community College By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR NOT CONSIDERING TO WORK WITH WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	UPPER MANAGEMENT MAKES DECISION AT HEADQUARTERS			1	2.5%			1	.9%
	US GOVERNMENT/ CIVIL SERVICE HANDLES THIS	1	1.8%					1	.9%
	USE THE HOME OFFICE					1	5.3%	1	.9%
	VICE PRESIDENT WOULD DECIDE			1	2.5%			1	.9%
	WE'RE MALL AGENCY/ NONSKILLED			1	2.5%			1	.9%
	WE'RE TOO SMALL/ HAVE NO TIME	1	1.8%					1	.9%
	WE ARE CORPORATE/ DON'T NEED COLLEGE MATERIAL	1	1.8%					1	.9%
	WE ARE NOT PAID FOR THAT	1	1.8%					1	.9%
	WE ARE TOO SPECIALIZED			2	5.0%			2	1.8%
	WE DO NOT NEED COLLEGE EDUCATION EMPLOYEES			1	2.5%			1	.9%
	WE DO ON-THE-JOB TRAINING			1	2.5%			1	.9%
	WE DO WHAT WE NEED HERE WITH OUR PARENT CORPORATION	1	1.8%					1	.9%
	WE DON'T DO STUFF LIKE THAT HERE	1	1.8%					1	.9%
	WE JUST DON'T HAVE THAT KIND OF TIME			2	5.0%			2	1.8%
	WE TRAIN	1	1.8%	1	2.5%			2	1.8%
WE TRAIN OURSELVES	1	1.8%					1	.9%	
YOU DON'T TEACH IT			1	2.5%			1	.9%	
Total		55	100.0%	40	100.0%	19	100.0%	114	100.0%

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**TABLE 11. Preferences For Training Program Structure By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
LOCATION PREFERENCE FOR TRAINING	No Response			1	1.7%			1	.5%
	West Virginia Northern Community College Campus	36	43.4%	22	37.9%	13	25.0%	71	36.8%
	At My Place Of Business	35	42.2%	26	44.8%	30	57.7%	91	47.2%
	Depends	10	12.0%	8	13.8%	9	17.3%	27	14.0%
	Other Sites	2	2.4%	1	1.7%			3	1.6%
Total		83	100.0%	58	100.0%	52	100.0%	193	100.0%

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**TABLE 11. Preferences For Training Program Structure By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
MOST CONVENIENT LOCATION OF WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	Wheeling	17	47.2%	16	72.7%	8	61.5%	41	57.7%
	Weirton	6	16.7%	1	4.5%	2	15.4%	9	12.7%
	New Martinsville	12	33.3%	4	18.2%	2	15.4%	18	25.4%
	Other Site	1	2.8%	1	4.5%	1	7.7%	3	4.2%
Total		36	100.0%	22	100.0%	13	100.0%	71	100.0%
OTHER WEST VIRGINIA NORTHERN COMMUNITY COLLEGE LOCATION CITED	ALL FIVE					1	100.0%	1	33.3%
	ALL SITES			1	100.0%			1	33.3%
	MOUNDSVILLE	1	100.0%					1	33.3%
Total		1	100.0%	1	100.0%	1	100.0%	3	100.0%

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**TABLE 11. Preferences For Training Program Structure By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
LOCATION OF TRAINING PROGRAM DEPENDENT ON:	CLASS WORK/ CLASSROOM VISITS TO VARIOUS PLANTS	1	10.0%					1	3.7%
	COMPUTERS ON CAMPUS/ TYPE OF COURSE/ OTHER THINGS HERE					1	11.1%	1	3.7%
	COURSE			1	12.5%			1	3.7%
	DOESN'T MATTER	1	10.0%			3	33.3%	4	14.8%
	DOWNTOWN OR PLACE OF BUSINESS					1	11.1%	1	3.7%
	HOW MANY/ ONE OR TWO HERE AND MORE AT THE COLLEGE	1	10.0%					1	3.7%
	LOCATIONS AND SIZE OF CLASS	1	10.0%					1	3.7%
	MANAGER'S SCHEDULE			1	12.5%			1	3.7%
	NEED TO BE BASED ON SIZE OF CLASS			1	12.5%			1	3.7%
	NEW MARTINSVILLE AND MY PLACE OF BUSINESS	1	10.0%					1	3.7%
	NO PREFERENCE			1	12.5%			1	3.7%
	ON FUNDING	1	10.0%					1	3.7%
	ON HOW THE CLASS IS SET UP	1	10.0%					1	3.7%
	SIZE OF CLASS/ TIME/ LOCATION					1	11.1%	1	3.7%
	THE FIELD/ CLASSROOM INTERNSHIPS ON THE JOB	1	10.0%					1	3.7%
	TRAINING IN CLASSROOM AND HANDS-ON	1	10.0%					1	3.7%
	TYPE OF TRAINING WE NEED			1	12.5%			1	3.7%
	WEIRTON AND PLACE OF BUSINESS			1	12.5%			1	3.7%
	WEIRTON OR MY PLACE OF BUSINESS			1	12.5%			1	3.7%
	WHAT TRAINING WE NEED AT THE TIME					1	11.1%	1	3.7%
WHEELING AND IF COMPUTERS ARE USED THEN ON CAMPUS					1	11.1%	1	3.7%	
WHEELING OR PLACE OF BUSINESS	1	10.0%			1	11.1%	2	7.4%	
WORK SCHEDULES AND SIZE OF CLASSES			1	12.5%			1	3.7%	
Total		10	100.0%	8	100.0%	9	100.0%	27	100.0%

**TABLE 11. Preferences For Training Program Structure By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OTHER LOCATION CITED	DOESN'T MATTER	1	50.0%					1	33.3%
	DON'T CARE			1	100.0%			1	33.3%
	NO DIFFERENCE	1	50.0%					1	33.3%
Total		2	100.0%	1	100.0%			3	100.0%

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**TABLE 11. Preferences For Training Program Structure By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NEED FOR TRAINING PROGRAMS OTHER THAN 8AM - 5PM	No Response			1	1.7%	1	1.9%	2	1.0%
	No	54	65.1%	29	50.0%	25	48.1%	108	56.0%
	Weekends	5	6.0%	4	6.9%	2	3.8%	11	5.7%
	Nights	10	12.0%	8	13.8%	6	11.5%	24	12.4%
	Weekends And Nights	10	12.0%	9	15.5%	8	15.4%	27	14.0%
	Rotating Shifts	3	3.6%	5	8.6%	10	19.2%	18	9.3%
	Don't Know	1	1.2%	2	3.4%			3	1.6%
Total		83	100.0%	58	100.0%	52	100.0%	193	100.0%
EXPECTED TIME TO DEVELOP TRAINING	No Response			1	1.7%			1	.5%
	Days	6	7.2%	4	6.9%	6	11.5%	16	8.3%
	Weeks	34	41.0%	20	34.5%	15	28.8%	69	35.8%
	Months	26	31.3%	26	44.8%	20	38.5%	72	37.3%
	Other	6	7.2%	2	3.4%	4	7.7%	12	6.2%
	Don't Know	11	13.3%	5	8.6%	7	13.5%	23	11.9%
Total		83	100.0%	58	100.0%	52	100.0%	193	100.0%
NUMBER OF DAYS	1	1	16.7%					1	6.3%
	2	2	33.3%	1	25.0%	1	16.7%	4	25.0%
	3	1	16.7%	1	25.0%	2	33.3%	4	25.0%
	5	1	16.7%	1	25.0%			2	12.5%
	7					1	16.7%	1	6.3%
	30	1	16.7%					1	6.3%
	60			1	25.0%	1	16.7%	2	12.5%
	90					1	16.7%	1	6.3%
Total		6	100.0%	4	100.0%	6	100.0%	16	100.0%

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**TABLE 11. Preferences For Training Program Structure By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NUMBER OF WEEKS	1	5	14.7%	2	10.0%	4	26.7%	11	15.9%
	2	10	29.4%	7	35.0%	1	6.7%	18	26.1%
	3	7	20.6%	9	45.0%	4	26.7%	20	29.0%
	4	8	23.5%	1	5.0%	3	20.0%	12	17.4%
	6	3	8.8%	1	5.0%	2	13.3%	6	8.7%
	8	1	2.9%			1	6.7%	2	2.9%
Total		34	100.0%	20	100.0%	15	100.0%	69	100.0%
NUMBER OF MONTHS	1	11	42.3%	3	11.5%	9	45.0%	23	31.9%
	2	8	30.8%	11	42.3%	6	30.0%	25	34.7%
	3	4	15.4%	7	26.9%	3	15.0%	14	19.4%
	5					1	5.0%	1	1.4%
	6	2	7.7%	5	19.2%	1	5.0%	8	11.1%
	12	1	3.8%					1	1.4%
Total		26	100.0%	26	100.0%	20	100.0%	72	100.0%
OTHER LENGTH OF TIME CITED	DEPENDS ON THE TRAINING TOPICS	1	16.7%					1	8.3%
	DOESN'T MATTER	1	16.7%					1	8.3%
	IMMEDIATELY	1	16.7%	1	50.0%			2	16.7%
	JAN	1	16.7%					1	8.3%
	LEAVE IT UP TO THE SCHOOL					1	25.0%	1	8.3%
	ONE YEAR	1	16.7%			2	50.0%	3	25.0%
	TWENTY-FOUR HOURS	1	16.7%					1	8.3%
	WE HAVE TO SEE IF THERE IS THE DESIRE			1	50.0%			1	8.3%
WOULDN'T NEED A VENDOR					1	25.0%	1	8.3%	
Total		6	100.0%	2	100.0%	4	100.0%	12	100.0%

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**Report**

SIZE OF EMPLOYER		NUMBER OF DAYS	NUMBER OF WEEKS	NUMBER OF MONTHS
Less Than 20 Employees	Sum	43	104	63
	Mean	7.17	3.06	2.42
	N	6	34	26
20 To 49 Employees	Sum	70	53	76
	Mean	17.50	2.65	2.92
	N	4	20	26
50 Or More Employees	Sum	165	50	41
	Mean	27.50	3.33	2.05
	N	6	15	20
Total	Sum	278	207	180
	Mean	17.38	3.00	2.50
	N	16	69	72

**TABLE 12. Preference For Employee To Receive College Credit For Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
PREFERENCE FOR RECEIVING COLLEGE CREDIT	No Response	1	1.2%	1	1.7%			2	1.0%
	Receive Credit	35	42.2%	31	53.4%	31	59.6%	97	50.3%
	No Credit	35	42.2%	15	25.9%	14	26.9%	64	33.2%
	Does Not Matter	12	14.5%	11	19.0%	7	13.5%	30	15.5%
Total		83	100.0%	58	100.0%	52	100.0%	193	100.0%

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**TABLE 12. Preference For Employee To Receive College Credit For Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR WANTING TO RECEIVE COLLEGE CREDIT	ALREADY HAVE THE OPTIONS TO GET COLLEGE CREDIT ON COMPUTER C					1	3.2%	1	1.0%
	ALWAYS A PLUS					1	3.2%	1	1.0%
	BELIEVE EDUCATION IS GOOD/ DEVELOPS PEOPLE UNDER ME					1	3.2%	1	1.0%
	BELIEVE IT WOULD BE A GOOD BENEFIT FOR THE EMPLOYEE					1	3.2%	1	1.0%
	BONUS TO THEM			1	3.2%			1	1.0%
	CERTIFICATIONS FOR REFRIGERANTS	1	2.9%					1	1.0%
	CNA'S/ REGISTERED NURSES			1	3.2%			1	1.0%
	CONTINUING EDUCATION REQUIREMENTS			1	3.2%			1	1.0%
	CREDENTIALS GO TO CREDIBILITY/ PROFESSIONALISM IN CHILD CARE	1	2.9%					1	1.0%
	DESERVE THE CREDIT					1	3.2%	1	1.0%
	DO THE WORK SHOULD GET CREDIT	1	2.9%					1	1.0%
	DON'T KNOW	1	2.9%					1	1.0%
	EDUCATION IS GREAT			1	3.2%			1	1.0%
	EMPLOYEES MAY GO BACK TO SCHOOL			1	3.2%			1	1.0%
	EMPLOYEES WANT COMPLETE DEGREES	1	2.9%					1	1.0%
	ENHANCEMENT	1	2.9%					1	1.0%
	FOR BACKGROUND					1	3.2%	1	1.0%
	FOR FUTURE BENEFIT OF EMPLOYEES					1	3.2%	1	1.0%
	FOR SUPERVISION POSITIONS			1	3.2%			1	1.0%
	FOR THE TECHNICIANS			1	3.2%			1	1.0%
	FOR THEIR SAKE	1	2.9%					1	1.0%
	FURTHERING EDUCATION SHOULD BE AVAILABLE TO ALL	1	2.9%					1	1.0%
	GIVES CREDITS WHICH ALL TEACHERS NEED/ MOTIVATES THEM TO GO					1	3.2%	1	1.0%
	GIVES INCENTIVE TO GO FURTHER AND MAKES THEM PROUD OF THEMSE	1	2.9%					1	1.0%

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**TABLE 12. Preference For Employee To Receive College Credit For Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR WANTING TO RECEIVE COLLEGE CREDIT	GIVES THEM A CHANCE AT A DEGREE AND IT ALSO HELPS WITH PAY S			1	3.2%			1	1.0%
	GIVES THEM A MOVE UP THE PAY SCALE			1	3.2%			1	1.0%
	GIVES THEM A SENSE OF ACCOMPLISHMENT AND GIVES CREDIT TOWARD			1	3.2%			1	1.0%
	GIVES THEM CREDIT FOR WHAT THEY DO AND SECURITY REQUIRES CRE			1	3.2%			1	1.0%
	GIVES THEM GOOD FEELINGS ABOUT THEMSELVES AND I LIKE TO SEE			1	3.2%			1	1.0%
	GIVES THEM INCENTIVE TO GO FURTHER AND IF YOU DO THE WORK YO			1	3.2%			1	1.0%
	GIVES THEM SELF ESTEEM AND A CHANCE TO GO FURTHER					1	3.2%	1	1.0%
	GOOD FOR THEM TO HAVE THEM			1	3.2%			1	1.0%
	GOOD TO ADD TO CONTINUING EDUCATION	1	2.9%					1	1.0%
	HELP EMPLOYEE	1	2.9%					1	1.0%
	HELPS THEM			1	3.2%	1	3.2%	2	2.1%
	HELPS THEM ADVANCE/ INCENTIVE	1	2.9%					1	1.0%
	HELPS THEM/ BETTER TRAIN			1	3.2%			1	1.0%
	HELPS THEM/ FEEL THEY'RE WORKING FOR SOMETHING					1	3.2%	1	1.0%
	HELPS TO DEVELOP MORE SKILLS	1	2.9%					1	1.0%
	IF THEY EARN IT THEY SHOULD BE REWARDED	1	2.9%					1	1.0%
	IMPORTANT FOR THEM TO USE IT IF THEY WANT TO GO ON					1	3.2%	1	1.0%
	IMPORTANT TO ENCOURAGE THEM	1	2.9%					1	1.0%
	IN THIS FIELD IT IS NECESSARY	1	2.9%					1	1.0%
	INCENTIVE	3	8.6%					3	3.1%
INCENTIVE TO PARTICIPATE IN TRAINING			1	3.2%			1	1.0%	
IT'S AN ADDED INCENTIVE FOR THEM			1	3.2%			1	1.0%	

**TABLE 12. Preference For Employee To Receive College Credit For Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR WANTING TO RECEIVE COLLEGE CREDIT	IT'S IMPORTANT FOR LEVELS FOR OUR LICENSE	1	2.9%					1	1.0%
	IT'S IMPORTANT FOR THEM TO FEEL GOOD AND MAKES FOR A BETTER					1	3.2%	1	1.0%
	IT'S NICE FOR THEM BUT NOT NECESSARY	1	2.9%					1	1.0%
	IT GIVES THEM ENCOURAGEMENT AND IT'S GOOD FOR ADVANCEMENT					1	3.2%	1	1.0%
	LOOKS GOOD ON RESUME			1	3.2%			1	1.0%
	MORE APT TO TAKE IT WITH COLLEGE CREDIT					1	3.2%	1	1.0%
	MOST ARE DEGREED/ IT'S FOR THEIR EDUCATION	1	2.9%					1	1.0%
	NEED CONTINUING EDUCATION TO RECEIVE DEGREES	1	2.9%					1	1.0%
	NEED FOR JOBS					1	3.2%	1	1.0%
	NEED INCENTIVE TO GO FURTHER AND GET A BETTER EDUCATION					1	3.2%	1	1.0%
	NICE BUT DOESN'T MATTER					1	3.2%	1	1.0%
	NICE FOR THEM					1	3.2%	1	1.0%
	NOT MANDATORY BUT NICE					1	3.2%	1	1.0%
	NURSES NEED CEU'S					1	3.2%	1	1.0%
	NURSES NEED CREDITS					1	3.2%	1	1.0%
	PAY INCREASE FOR GRADUATE CREDIT	1	2.9%					1	1.0%
	PEOPLE WANT TO SEE PAPER AND DEGREES/ WHEN YOU APPLY FOR JOB			1	3.2%			1	1.0%
	PERMANENT SKILLS THEY CAN USE IN LIFETIME	1	2.9%					1	1.0%
	SELF ESTEEM FOR EMPLOYEES			1	3.2%			1	1.0%
	SHOW THEY AREN'T AFRAID TO SHARPEN SKILLS					1	3.2%	1	1.0%
SOME JOB DESCRIPTIONS REQUIRE IT	1	2.9%					1	1.0%	
TAKING TIME SO SHOULD GET CREDITS					1	3.2%	1	1.0%	
TEACHERS NEED PARA'S					1	3.2%	1	1.0%	

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**TABLE 12. Preference For Employee To Receive College Credit For Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR WANTING TO RECEIVE COLLEGE CREDIT	THEY'LL BE MORE LIKELY TO DO IT/ IT WILL BENEFIT THEM			1	3.2%			1	1.0%
	THEY'LL BE MORE LIKELY TO PARTICIPATE	1	2.9%					1	1.0%
	THEY'RE ALREADY WORKING ON A DEGREE	1	2.9%					1	1.0%
	THEY CAN BUILD TOWARD DEGREE			1	3.2%			1	1.0%
	THEY CAN GET A DEGREE	1	2.9%					1	1.0%
	THEY DESERVE IT			1	3.2%			1	1.0%
	THEY DID THE WORK AND IT GIVES INCENTIVE TO GO AND GET MORE			1	3.2%			1	1.0%
	THEY WORK HARDER IF THEY GET CREDIT FOR IT	1	2.9%					1	1.0%
	THEY WOULD VALUE IT MORE AND WORK HARDER AT IT					1	3.2%	1	1.0%
	TO FURTHER EMPLOYMENT AND EDUCATE THEM TO NEW SKILLS/ MOVES			1	3.2%			1	1.0%
	TO MAKE MONEY			1	3.2%			1	1.0%
	TOWARD DEGREE AND BETTER QUALIFIED	1	2.9%					1	1.0%
	USE IT AS A STEPPING STONE					1	3.2%	1	1.0%
	VALIDATES TRAINING					1	3.2%	1	1.0%
	VALUE IT MORE/ WORK HARDER	1	2.9%					1	1.0%
	WE ENCOURAGE THEM					1	3.2%	1	1.0%
	WE NEED CEU'S EVERY THREE YEARS/ TWENTY-FOUR CEU'S	1	2.9%					1	1.0%
	WE NEED CREDITS AND IT'S A MOTIVATION TOOL					1	3.2%	1	1.0%
	WE NEED EXTRA CREDITS/ ALL TEACHERS DO					1	3.2%	1	1.0%
	WE NEED LICENSING AND IT IS ALWAYS GOOD TO GET CREDIT FOR WH			1	3.2%			1	1.0%
WE NEED THE CREDIT TOWARD DEGREES			1	3.2%			1	1.0%	
WHY NOT/ CERTIFIED			1	3.2%			1	1.0%	
WORKS WELL FOR THEM	1	2.9%					1	1.0%	
YES/ CONTINUING EDUCATION			1	3.2%			1	1.0%	
YOU ARE EXPERIENCING FIRST HAND HOW IT WORKS	1	2.9%					1	1.0%	

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**TABLE 12. Preference For Employee To Receive College Credit For Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
Total		35	100.0%	31	100.0%	31	100.0%	97	100.0%
RATIONALE FOR NOT WANTING TO RECEIVE COLLEGE CREDIT	BECAUSE WE NEED CERTIFICATIONS			1	6.7%			1	1.6%
	DOESN'T MATTER	1	2.9%					1	1.6%
	DOESN'T MATTER/ NO CREDIT/ ONLY CERTIFICATES	1	2.9%					1	1.6%
	DOESN'T QUALIFY FOR MY WORK	1	2.9%					1	1.6%
	DOESN'T REQUIRE	1	2.9%					1	1.6%
	DON'T CARE					1	7.1%	1	1.6%
	DON'T KNOW	1	2.9%					1	1.6%
	DON'T KNOW TYPE OF CREDIT FOR WHAT THEY NEED	1	2.9%					1	1.6%
	DON'T NEED DEGREES/ WE NEED HANDS-ON					1	7.1%	1	1.6%
	DON'T NEED/ TYPE OF TRAINING					1	7.1%	1	1.6%
	HANDS-ON	1	2.9%					1	1.6%
	HISTORY PROVES IT ISN'T NEEDED IN OUR INDUSTRY	1	2.9%					1	1.6%
	IT'S FOR THEIR BENEFIT	1	2.9%					1	1.6%
	NOT A PRIORITY	1	2.9%					1	1.6%
	NOT COLLEGE LEVEL WORK					1	7.1%	1	1.6%
	NOT GEARED TOWARD COLLEGE					1	7.1%	1	1.6%
	NOT INTO COLLEGE					1	7.1%	1	1.6%
	NOT MANDATORY	1	2.9%	1	6.7%			2	3.1%
	NOT NECESSARY	1	2.9%					1	1.6%
	NOT NECESSARY/ WE TRAIN	1	2.9%					1	1.6%
	NOT NEEDED	11	31.4%	10	66.7%	5	35.7%	26	40.6%
	NOT NEEDED IF THEY'RE QUALIFIED AT WHAT THEY WILL DO	1	2.9%					1	1.6%
	NOT NEEDED/ WE EITHER HAVE THE DEGREE OR WE DO THE TRAINING	1	2.9%					1	1.6%
	NOT REALLY	1	2.9%					1	1.6%
	NOT REQUIRED					1	7.1%	1	1.6%
	OLDER WORKERS/ DON'T WANT DEGREES	1	2.9%					1	1.6%
	STARS CREDIT	1	2.9%					1	1.6%
THAT'S UP TO THEM TO GET THEIR OWN EDUCATION/ NOT FOR US TO	1	2.9%					1	1.6%	

**TABLE 12. Preference For Employee To Receive College Credit For Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR NOT WANTING TO RECEIVE COLLEGE CREDIT	THE EMPLOYEES ALREADY HAVE A MASTER'S	1	2.9%					1	1.6%
	THESE PEOPLE NEED CEU'S	1	2.9%					1	1.6%
	THEY'RE NOT GOING TO GET COLLEGE DEGREE	1	2.9%					1	1.6%
	THEY'RE PAID TO BE HERE			1	6.7%			1	1.6%
	THEY HAVE DEGREES/ JUST NEED CEU'S	1	2.9%					1	1.6%
	THEY WOULDN'T DO ANYTHING WITH IT	1	2.9%					1	1.6%
	WE DON'T NEED THEM BUT CERTIFICATES ARE GREAT			1	6.7%			1	1.6%
	WE HIRE DEGREES WE NEED			1	6.7%			1	1.6%
	WE JUST WANT TO KNOW IT'S COMPLETE					1	7.1%	1	1.6%
	WORKFORCE DOES NOT CONSIDER AN ACADEMIC CAREER					1	7.1%	1	1.6%
<b>Total</b>		<b>35</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>14</b>	<b>100.0%</b>	<b>64</b>	<b>100.0%</b>

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**TABLE 12. Preference For Employee To Receive College Credit For Training By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE IF IT DOES NOT MATTER	AS LONG AS THEY GET THE TRAINING I DON'T CARE ABOUT DEGREES	1	8.3%					1	3.3%
	AS LONG AS THEY GET TRAINING	1	8.3%					1	3.3%
	BECAUSE WE NEED PEOPLE WHO WILL WORK FOR \$6.50 AN HOUR			1	9.1%			1	3.3%
	DEPENDS ON NATURE OF TRAINING	1	8.3%					1	3.3%
	DON'T CARE/ UP TO THEM TO GET DEGREE					1	14.3%	1	3.3%
	DON'T KNOW			1	9.1%			1	3.3%
	DON'T NEED			1	9.1%			1	3.3%
	EDUCATION IS NOT THAT BIG/ IT'S THE KNOW-HOW YOU HAVE					1	14.3%	1	3.3%
	IT'S UP TO THEM TO GET THAT			1	9.1%			1	3.3%
	MAY MEAN SOMETHING TO EMPLOYEE					1	14.3%	1	3.3%
	NO PREFERENCE/ DOESN'T MATTER	1	8.3%					1	3.3%
	NOT A CONCERN OF THEIRS	1	8.3%					1	3.3%
	NOT IMPORTANT	1	8.3%					1	3.3%
	NOT NEEDED			2	18.2%	1	14.3%	3	10.0%
	NOT REALLY/ WE ALREADY HAVE DEGREES	1	8.3%					1	3.3%
	NOT TO ME	1	8.3%					1	3.3%
	NOT WORRIED ABOUT COLLEGE CREDITS	1	8.3%					1	3.3%
	PERSONAL CHOICE	1	8.3%					1	3.3%
	TYPE OF TRAINING					1	14.3%	1	3.3%
	WE AREN'T LOOKING FOR DEGREES/ JUST SKILLS			1	9.1%			1	3.3%
	WE DON'T NEED DEGREES			1	9.1%			1	3.3%
	WE DON'T NEED DEGREES/ WE NEED TRADES					1	14.3%	1	3.3%
	WE DON'T NEED IT	1	8.3%	1	9.1%			2	6.7%
	WE HIRE ALREADY TRAINED			1	9.1%	1	14.3%	2	6.7%
	WE HIRE ANY DEGREE WE NEED			1	9.1%			1	3.3%
	YOU DON'T NEED A DEGREE	1	8.3%					1	3.3%
	<b>Total</b>		<b>12</b>	<b>100.0%</b>	<b>11</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>30</b>

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**TABLE 13. Alternative Methods Preferred For Delivery Of Training Programs By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TELECOMMUNICATIONS TO YOUR COMPANY (VIDEO CONFERENCE)	No Response			1	1.7%			1	.5%
	Less Likely	54	65.1%	41	70.7%	27	51.9%	122	63.2%
	No Difference	3	3.6%			1	1.9%	4	2.1%
	More Likely	26	31.3%	16	27.6%	24	46.2%	66	34.2%
Total		83	100.0%	58	100.0%	52	100.0%	193	100.0%
CLASSES, TRAINING VIA CBT CLASSES	No Response	1	1.2%	1	1.7%			2	1.0%
	Less Likely	25	30.1%	21	36.2%	19	36.5%	65	33.7%
	No Difference			1	1.7%	1	1.9%	2	1.0%
	More Likely	57	68.7%	35	60.3%	32	61.5%	124	64.2%
Total		83	100.0%	58	100.0%	52	100.0%	193	100.0%

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**TABLE 13. Alternative Methods Preferred For Delivery Of Training Programs By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CLASSES, TRAINING VIA INTERNET	Less Likely	3	5.3%	2	5.7%	2	6.3%	7	5.6%
	More Likely	54	94.7%	33	94.3%	30	93.8%	117	94.4%
Total		57	100.0%	35	100.0%	32	100.0%	124	100.0%
CLASSES, TRAINING ON CD-ROM	Less Likely	10	17.5%	3	8.6%	2	6.3%	15	12.1%
	No Difference			1	2.9%	1	3.1%	2	1.6%
	More Likely	47	82.5%	31	88.6%	29	90.6%	107	86.3%
Total		57	100.0%	35	100.0%	32	100.0%	124	100.0%

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**TABLE 13. Alternative Methods Preferred For Delivery Of Training Programs By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
INSTRUCTOR AT EMPLOYER'S SITE	No Response			2	3.4%			2	1.0%
	Less Likely	24	28.9%	15	25.9%	11	21.2%	50	25.9%
	No Difference	2	2.4%	1	1.7%			3	1.6%
	More Likely	57	68.7%	40	69.0%	41	78.8%	138	71.5%
Total		83	100.0%	58	100.0%	52	100.0%	193	100.0%
EMPLOYEES ATTEND TRAINING OFF-SITE	No Response	2	2.4%	1	1.7%			3	1.6%
	Less Likely	14	16.9%	17	29.3%	18	34.6%	49	25.4%
	No Difference	1	1.2%	2	3.4%			3	1.6%
	More Likely	66	79.5%	38	65.5%	34	65.4%	138	71.5%
Total		83	100.0%	58	100.0%	52	100.0%	193	100.0%
VIDEOTAPED COURSES	No Response	3	3.6%	1	1.7%			4	2.1%
	Less Likely	30	36.1%	21	36.2%	14	26.9%	65	33.7%
	No Difference	1	1.2%	1	1.7%			2	1.0%
	More Likely	49	59.0%	35	60.3%	38	73.1%	122	63.2%
Total		83	100.0%	58	100.0%	52	100.0%	193	100.0%
OTHER ALTERNATIVE METHOD OF DELIVERING CLASSES	No Response	16	19.3%	9	15.5%	19	36.5%	44	22.8%
	Less Likely	53	63.9%	46	79.3%	23	44.2%	122	63.2%
	No Difference	3	3.6%	1	1.7%	2	3.8%	6	3.1%
	More Likely	11	13.3%	2	3.4%	8	15.4%	21	10.9%
Total		83	100.0%	58	100.0%	52	100.0%	193	100.0%

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**TABLE 13. Alternative Methods Preferred For Delivery Of Training Programs By Size Of Employer**

OTHER ALTERNATIVE DELIVERY METHOD CITED		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
AUDIO TELECONFERENCES	1	9.1%					1	4.8%	
BELMONT TECHNICAL COLLEGE					1	12.5%	1	4.8%	
CORRESPONDENCE	1	9.1%					1	4.8%	
COURSE THEY COULD READ					1	12.5%	1	4.8%	
COURSES AT MOUNDSVILLE SITE	1	9.1%					1	4.8%	
DAY LONG CONFERENCES/ SEMINARS					1	12.5%	1	4.8%	
HANDS-ON	3	27.3%					3	14.3%	
HOME STUDY/ PRACTICAL STUDIES/ THEORY WORK					1	12.5%	1	4.8%	
INDEPENDENT LEARNING					1	12.5%	1	4.8%	
INTERNSHIP	1	9.1%					1	4.8%	
MEETING WITH OTHER DAY CARE CENTERS	1	9.1%					1	4.8%	
OLD GUYS ARE TRAINERS	1	9.1%					1	4.8%	
ONLINE	1	9.1%					1	4.8%	
OTHER LOCATIONS					1	12.5%	1	4.8%	
OUR QUALIFIED PEOPLE COULD BE INSTRUCTORS			1	50.0%			1	4.8%	
POWERPOINT					1	12.5%	1	4.8%	
PRINT MEDIA			1	50.0%			1	4.8%	
TRAIN THE TRAINING OFFICER	1	9.1%					1	4.8%	
USE OF OUR EMPLOYEE INSTRUCTORS					1	12.5%	1	4.8%	
<b>Total</b>	<b>11</b>	<b>100.0%</b>	<b>2</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>	<b>21</b>	<b>100.0%</b>	

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**TABLE 14. Usage Of West Virginia Northern Community College As Training Location Or Resource By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
USE OF WEST VIRGINIA NORTHERN COMMUNITY COLLEGE AS TRAINING LOCATION OR RESOURCE	No Response	3	1.9%	1	.9%	1	1.1%	5	1.4%
	Yes	40	26.0%	32	29.4%	36	41.4%	108	30.9%
	No	109	70.8%	75	68.8%	46	52.9%	230	65.7%
	Don't Know	2	1.3%	1	.9%	4	4.6%	7	2.0%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 14. Usage Of West Virginia Northern Community College As Training Location Or Resource By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TRAINING LOCATION ONLY	No	32	80.0%	25	78.1%	29	80.6%	86	79.6%
	Yes	8	20.0%	7	21.9%	7	19.4%	22	20.4%
Total		40	100.0%	32	100.0%	36	100.0%	108	100.0%
CONFERENCE FACILITY	No	32	80.0%	27	84.4%	29	80.6%	88	81.5%
	Yes	8	20.0%	5	15.6%	7	19.4%	20	18.5%
Total		40	100.0%	32	100.0%	36	100.0%	108	100.0%
TRAINING FOR EMPLOYEES DEVELOPED BY WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	No	37	92.5%	26	81.3%	25	69.4%	88	81.5%
	Yes	3	7.5%	6	18.8%	11	30.6%	20	18.5%
Total		40	100.0%	32	100.0%	36	100.0%	108	100.0%
SENT EMPLOYEES TO CLASSES AT WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	No	18	45.0%	22	68.8%	20	55.6%	60	55.6%
	Yes	22	55.0%	10	31.3%	16	44.4%	48	44.4%
Total		40	100.0%	32	100.0%	36	100.0%	108	100.0%
YOU OR EMPLOYEES SERVED ON AN ADVISORY COMMITTEE	No	27	67.5%	26	81.3%	24	66.7%	77	71.3%
	Yes	13	32.5%	6	18.8%	12	33.3%	31	28.7%
Total		40	100.0%	32	100.0%	36	100.0%	108	100.0%
SOURCE OF EMPLOYEES (HIRED GRADUATES)	No	29	72.5%	21	65.6%	12	33.3%	62	57.4%
	Yes	11	27.5%	11	34.4%	24	66.7%	46	42.6%
Total		40	100.0%	32	100.0%	36	100.0%	108	100.0%
OTHER USAGE OF WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	No	30	75.0%	21	65.6%	27	75.0%	78	72.2%
	Yes	10	25.0%	11	34.4%	9	25.0%	30	27.8%
Total		40	100.0%	32	100.0%	36	100.0%	108	100.0%

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**TABLE 14. Usage Of West Virginia Northern Community College As Training Location Or Resource By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OTHER USAGE OF WEST VIRGINIA NORTHERN COMMUNITY COLLEGE CITED	BANKERS FROM OUR BANK DO TEACH SOME CLASSES FOR THEM	1	10.0%					1	3.3%
	CLASSES WITH KATHY HARRIGAN			1	9.1%			1	3.3%
	CLERICALS					1	11.1%	1	3.3%
	DID COMPUTER TESTING FOR QUALITY CONTROL POSITION					1	11.1%	1	3.3%
	FOR INMATES TO GO TO PHYSICAL CLASSES			1	9.1%			1	3.3%
	GUIDANCE	1	10.0%					1	3.3%
	HOSPITAL IS A CLINICAL SITE					1	11.1%	1	3.3%
	INFORMATION TO DO TRAINING FOR OVER 60 POPULATION			1	9.1%			1	3.3%
	INTERNSHIP PROGRAM					1	11.1%	1	3.3%
	IS GREAT TO WORK WITH/ RALPH LUCKEY			1	9.1%			1	3.3%
	JOB FAIR	1	10.0%					1	3.3%
	OUR RECRUITERS TRIED TO RECRUIT/ DIDN'T GET A VERY GOOD RECE					1	11.1%	1	3.3%
	PARTNERSHIP WITH THEM	1	10.0%					1	3.3%
	PERSONAL ENRICHMENT					1	11.1%	1	3.3%
	PHARMACY TECHNICIAN	1	10.0%					1	3.3%
	SEMINAR AT WHEELING					1	11.1%	1	3.3%
	TAUGHT THERE	1	10.0%	1	9.1%			2	6.7%
	TEMPORARY CASE AIDES			1	9.1%			1	3.3%
	TOOK CLASSES/ INTRODUCTION TO PSYCHOLOGY	1	10.0%					1	3.3%
	TOOK TRAINING ON PC THERE			1	9.1%			1	3.3%
	TRIED TO SET UP A RUG WEAVING CLASS AND IT GOT CANCELLED IN			1	9.1%			1	3.3%
	TUTORS/ BEFORE AND AFTER SCHOOL PROGRAMS					1	11.1%	1	3.3%
	USED FOR JOB SERVICE/ WE GET EMPLOYEES FROM YOU BUT NOT GRAD			1	9.1%			1	3.3%
	USED SATELLITE TV FOR CONFERENCE	1	10.0%					1	3.3%
WE CALLED FOR ISO TRAINING/ THEY DIDN'T HAVE ANY			1	9.1%			1	3.3%	

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**TABLE 14. Usage Of West Virginia Northern Community College As Training Location Or Resource By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OTHER USAGE OF WEST VIRGINIA NORTHERN COMMUNITY COLLEGE CITED	WE HAVE ASKED BUT THEY HAVEN'T SENT US ANY OF THEIR STUDENTS					1	11.1%	1	3.3%
	WE PROVIDE OBSERVATION OPPORTUNITY FOR THEIR STUDENTS	1	10.0%					1	3.3%
	WE TRIED TO TAKE CLASS AND IT GOT CANCELLED	1	10.0%					1	3.3%
	WE TRIED/ YOU FOLKS DIDN'T RESPOND			1	9.1%			1	3.3%
Total		10	100.0%	11	100.0%	9	100.0%	30	100.0%

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**TABLE 14. Usage Of West Virginia Northern Community College As Training Location Or Resource By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	ALREADY SKILLED WHEN WE HIRE	1	.9%					1	.4%
	ALWAYS TRAINED ON THE JOB	1	.9%					1	.4%
	ARMY PROVIDES IT ALL					1	2.2%	1	.4%
	COLLEGE NEVER SENDS ANYONE AFTER I CALLED FOR APPLICANTS	1	.9%					1	.4%
	CORPORATE HANDLES	1	.9%					1	.4%
	CORPORATE LEVEL			1	1.3%			1	.4%
	CORPORATE OFFICE PLANS IT					1	2.2%	1	.4%
	CORPORATE TRAINS	1	.9%	1	1.3%	1	2.2%	3	1.3%
	CORPORATION OFFERS ITS OWN TRAINING	1	.9%					1	.4%
	DIDN'T HAVE NEED OR DIDN'T KNOW ABOUT IT					1	2.2%	1	.4%
	DIDN'T HAVE THE NEED	1	.9%					1	.4%
	DIDN'T KNOW ABOUT BEING ABLE TO GET INFORMATION ON GRADUATED					1	2.2%	1	.4%
	DIDN'T KNOW ABOUT IT					1	2.2%	1	.4%
	DIDN'T KNOW IT EXISTED	1	.9%					1	.4%

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**TABLE 14. Usage Of West Virginia Northern Community College As Training Location Or Resource By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	DIDN'T KNOW IT WAS AVAILABLE	2	1.8%					2	.9%
	DIDN'T KNOW IT WAS OUT THERE					1	2.2%	1	.4%
	DIDN'T KNOW THEY WERE THERE FOR THAT	1	.9%					1	.4%
	DIDN'T KNOW YOU EXISTED/ FLEXIBLE SCHEDULE MIGHT BE A PROBLE	1	.9%					1	.4%
	DIDN'T THINK ABOUT THAT			1	1.3%			1	.4%
	DIDN'T THINK OF IT			1	1.3%	2	4.3%	3	1.3%
	DIDN'T THINK THERE IS A NATURAL FIT FOR WHAT WE DO AND WHAT	1	.9%					1	.4%
	DO ALL OURS THROUGH MANUFACTURERS			1	1.3%			1	.4%
	DON'T CATER TO OUR NEEDS					1	2.2%	1	.4%
	DON'T HAVE WHAT WE NEED	1	.9%	1	1.3%			2	.9%
	DON'T KNOW	6	5.5%	4	5.3%	5	10.9%	15	6.5%
	DON'T KNOW WHAT'S AVAILABLE			1	1.3%			1	.4%
	DON'T KNOW/ THOUGHT GOOD IDEA					1	2.2%	1	.4%
	DON'T NEED	1	.9%					1	.4%
	DONE OWN					1	2.2%	1	.4%
	FUNDING	1	.9%					1	.4%
	HANDS-ON	1	.9%					1	.4%
	HASN'T BEEN NEEDED	1	.9%					1	.4%
	HAVE NO CLUE	1	.9%					1	.4%
	HAVE NOT HAD ANY CHANCE TO WORK WITH THEM					1	2.2%	1	.4%
	HAVEN'T DONE ANY TRAINING	1	.9%					1	.4%
	HAVEN'T DONE MY TRAINING	1	.9%					1	.4%
	HAVEN'T NEEDED	3	2.8%					3	1.3%
	HAVEN'T THOUGHT ABOUT IT	1	.9%					1	.4%
	HOLIDAY INN HAS ITS OWN TRAINING LOCATION			1	1.3%			1	.4%
	I CAN'T APPROVE THAT/ CORPORATE DOES	1	.9%					1	.4%
I DON'T THINK THEY OFFER WHAT WE NEED			1	1.3%			1	.4%	
I TEACH/ HAVE TEACHER'S DEGREE			1	1.3%			1	.4%	

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**TABLE 14. Usage Of West Virginia Northern Community College As Training Location Or Resource By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	I TRIED BUT THEY DIDN'T CALL BACK	1	.9%					1	.4%
	I WENT TO WEST LIBERTY/ NEVER THOUGHT FURTHER THAN THAT	1	.9%					1	.4%
	IN-HOUSE			1	1.3%	3	6.5%	4	1.7%
	INCONVENIENCE	1	.9%					1	.4%
	JUST HASN'T COME UP	1	.9%					1	.4%
	JUST HAVEN'T			1	1.3%	2	4.3%	3	1.3%
	JUST NEW BUT WE WILL CHECK OUT YOUR CULINARY ARTS PROGRAMS T	1	.9%					1	.4%
	LACK OF KNOWLEDGE ABOUT WHAT THE COLLEGE HAS AND CAN PROVIDE	1	.9%					1	.4%
	MANAGEMENT AT HEADQUARTERS TAKES CARE OF IT	1	.9%					1	.4%
	MOST OF OUR TRAINING DONE AT HOTELS	1	.9%					1	.4%
	NEVER CAME UP	1	.9%	1	1.3%			2	.9%
	NEVER DID	1	.9%					1	.4%
	NEVER GAVE IT A THOUGHT	1	.9%					1	.4%
	NEVER HAD NEED/ TOO SPECIALIZED			1	1.3%			1	.4%
	NEVER HAD THE NEED	1	.9%			1	2.2%	2	.9%
	NEVER HAVE					1	2.2%	1	.4%
	NEVER KNEW THERE WAS ONE	1	.9%					1	.4%
	NEVER LOOKED AT THAT					1	2.2%	1	.4%
	NEVER NEED TO	1	.9%					1	.4%
	NEVER THOUGHT OF IT	4	3.7%			3	6.5%	7	3.0%
	NEVER THOUGHT OF THAT AS AN OPTION	1	.9%					1	.4%
	NEVER THOUGHT THEY HAD WHAT WE NEEDED			1	1.3%			1	.4%
	NEVER USED ANY INSTITUTION	1	.9%					1	.4%
	NO AVAILABILITY	1	.9%					1	.4%
NO HIGH TURN OVER SO WE GET RELATIVES AND FRIENDS OF EMPLOYE					1	2.2%	1	.4%	
NO OPPORTUNITY			1	1.3%			1	.4%	
NO OPPORTUNITY FOR WHAT WE NEED					1	2.2%	1	.4%	

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**TABLE 14. Usage Of West Virginia Northern Community College As Training Location Or Resource By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	NO REASON	4	3.7%			1	2.2%	5	2.2%
	NO REASON/ SPECIFICS OF OUR BUSINESS/ RESTAURANT EQUIPMENT R	1	.9%					1	.4%
	NO/ WE ARE VERY SMALL	1	.9%					1	.4%
	NONE	1	.9%					1	.4%
	NONE REALLY NEEDED			1	1.3%			1	.4%
	NOT A COLLEGE BASED SKILL	1	.9%					1	.4%
	NOT AWARE OF IT	2	1.8%	2	2.7%			4	1.7%
	NOT AWARE OF WHAT'S THERE	4	3.7%	13	17.3%	3	6.5%	20	8.7%
	NOT BEEN AN OPTION/ TRAINING IS TOO TECHNICAL					1	2.2%	1	.4%
	NOT BIG ENOUGH COMPANY TO USE WVNCC			1	1.3%			1	.4%
	NOT MY CALL					1	2.2%	1	.4%
	NOT NEEDED	21	19.3%	28	37.3%	8	17.4%	57	24.8%
	NOT NEEDED/ THEY DON'T OFFER WASTE WATER CLASSES	1	.9%					1	.4%
	NOT NEEDED/ WE SEEM TO HAVE ENOUGH IN OUR AREA			1	1.3%			1	.4%
	NOT REALLY	2	1.8%					2	.9%
	NOT REALLY SURE	1	.9%					1	.4%
	NOT REALLY/ YOUR SCHOOL WOULDN'T HAVE QUALIFIED BLACKSMITHS	1	.9%					1	.4%
	NOT SURE			1	1.3%			1	.4%
	NOT SURE IF THEY PLACE EMPHASIS ON TEACHER EDUCATION	1	.9%					1	.4%
	NOT YET			1	1.3%			1	.4%
	NOTHING OFFERED IN OUR FIELD	1	.9%					1	.4%
	NOTHING WE NEED			1	1.3%			1	.4%
	THE MANUFACTURERS PROVIDE THE TRAINING			1	1.3%			1	.4%
	THERE HASN'T BEEN ANY OFFERINGS WE NEED	1	.9%					1	.4%
	THEY DON'T KNOW ABOUT IT	1	.9%					1	.4%
	THEY HAVEN'T CONTACTED US					1	2.2%	1	.4%
	TOO SPECIFIC	1	.9%					1	.4%
USE CIVIL SERVICE	1	.9%					1	.4%	

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**TABLE 14. Usage Of West Virginia Northern Community College As Training Location Or Resource By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	USUALLY THEY'VE GONE TO THE BEAUTY COLLEGES	1	.9%					1	.4%
	WASN'T AWARE THEY MIGHT OFFER ANYTHING	1	.9%					1	.4%
	WE'RE NOT AWARE OF WHAT'S THERE	1	.9%					1	.4%
	WE'VE JUST MOVED HERE	1	.9%					1	.4%
	WE'VE TRIED TO GET NEW HIRES AND CLASSES/ NO HELP			1	1.3%			1	.4%
	WE ARE FAMILY RUN	1	.9%					1	.4%
	WE ARE TOO SPECIALIZED			1	1.3%			1	.4%
	WE ARE TOO SPECIALIZED/ WE ARE OUT 20 DAYS OF THE MONTH			1	1.3%			1	.4%
	WE DON'T NEED IT	1	.9%					1	.4%
	WE HAVE OURS PROVIDED IN-HOUSE	1	.9%					1	.4%
	WE HAVE UNION EMPLOYEES			1	1.3%			1	.4%
	WE NEVER HAD THE OPPORTUNITY TO DO IT	1	.9%					1	.4%
	WE WANT PEOPLE WHO HAVE THE SKILLS/ WELDING/ MACHINISTS/ NOR			1	1.3%			1	.4%
	YOU HAVE NOTHING I NEED/ NO FLOWER DESIGN OR HORTICULTURE	1	.9%					1	.4%
	YOUR COLLEGE HAS NEVER SENT ME ANYTHING	1	.9%					1	.4%
Total		109	100.0%	75	100.0%	46	100.0%	230	100.0%

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TABLE 15. Contact Preferences For Training Programs By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
BEST METHODS TO STAY INFORMED OF TRAINING OFFERED	BROCHURES					1	1.1%	1	.3%
	BROCHURES/ TELEPHONE	1	.7%					1	.3%
	CALL 242-8404 OR 8390					1	1.1%	1	.3%
	CALL ME	1	.7%					1	.3%
	DIRECT CONTACT					1	1.1%	1	.3%
	DOESN'T MATTER					1	1.1%	1	.3%
	DON'T KNOW	1	.7%	1	.9%			2	.6%
	DON'T NEED	1	.7%	1	.9%			2	.6%
	DROP OFF BROCHURES			1	.9%			1	.3%
	E-MAIL	20	13.1%	30	27.5%	21	24.1%	71	20.3%
	E-MAIL/ TELEPHONE			1	.9%			1	.3%
	ELECTRONIC NEWSLETTERS					1	1.1%	1	.3%
	FAXES	1	.7%	1	.9%	5	5.7%	7	2.0%
	FAXES ON DIESEL TECHNOLOGY			1	.9%			1	.3%
	FAXES/ NEWSPAPERS/ NEWSLETTERS	1	.7%					1	.3%
	FLIERS	3	2.0%	2	1.8%			5	1.4%
	FLIERS OR CATALOGS	1	.7%					1	.3%
	INSERTS IN NEWSPAPERS	1	.7%					1	.3%
	INTERNET	1	.7%	2	1.8%	1	1.1%	4	1.1%
	LETTERS	2	1.3%			1	1.1%	3	.9%
	MAIL FLIERS	1	.7%					1	.3%
	MAILINGS	90	58.8%	53	48.6%	37	42.5%	180	51.6%
	MAILINGS/ BOOKLETS	1	.7%					1	.3%
	MAILINGS/ CATALOG	1	.7%	1	.9%			2	.6%
	MAILINGS/ E-MAIL	6	3.9%	2	1.8%	5	5.7%	13	3.7%
	MAILINGS/ E-MAIL/ DIRECT CONTACT	1	.7%					1	.3%
	MAILINGS/ E-MAIL/ FAXES			1	.9%			1	.3%
	MAILINGS/ FAXES	2	1.3%	2	1.8%	1	1.1%	5	1.4%
	MAILINGS/ FAXES/ INTERNET					1	1.1%	1	.3%
	MAILINGS/ IN PERSON	1	.7%					1	.3%
MAILINGS/ PERSON CONTACT	1	.7%					1	.3%	
MAILINGS/ TELEPHONE	3	2.0%			1	1.1%	4	1.1%	
MAILINGS/ YOUR WEB SITE	1	.7%					1	.3%	
NEWSLETTERS	1	.7%	4	3.7%	2	2.3%	7	2.0%	
NEWSPAPERS	1	.7%					1	.3%	
NO RESPONSE	1	.7%					1	.3%	
NOT NECESSARY					1	1.1%	1	.3%	

**TABLE 15. Contact Preferences For Training Programs By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
BEST METHODS TO STAY INFORMED OF TRAINING OFFERED	ONLINE	1	.7%	1	.9%			2	.6%
	PAMPHLETS	1	.7%					1	.3%
	PAPER OR FAXES	1	.7%					1	.3%
	PERSON ON CAMPUS AS LIAISON TO US	1	.7%					1	.3%
	RADIO			1	.9%			1	.3%
	SEND OUT RECRUITERS					2	2.3%	2	.6%
	SEND PART-TIME QUALIFIED EMPLOYEES ONLY					1	1.1%	1	.3%
	TALK TO ME			1	.9%			1	.3%
	TELEPHONE	2	1.3%	2	1.8%	2	2.3%	6	1.7%
	TELEPHONE/ FAXES					1	1.1%	1	.3%
	WE'LL CALL YOU	1	.7%					1	.3%
	WEB SITE	1	.7%					1	.3%
WEB SITE/ INTERNET			1	.9%			1	.3%	
<b>Total</b>		153	100.0%	109	100.0%	87	100.0%	349	100.0%

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TABLE 15. Contact Preferences For Training Programs By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
PREFERRED FREQUENCY OF CONTACT ABOUT UPCOMING PROGRAMS	ANNUALLY					1	1.2%	1	.3%
	ANY TIME INFORMATION AFFECTS US			1	.9%			1	.3%
	ANYTIME THERE ARE REVISIONS/ CONTACT GARY LANHAM			1	.9%			1	.3%
	AS AVAILABLE	1	.7%					1	.3%
	AS ITEMS DEVELOP					1	1.2%	1	.3%
	AS MANY AS YOU WANT TO SEND	1	.7%					1	.3%
	AS NEEDED	3	2.0%			1	1.2%	4	1.2%
	AS NEW ITEMS OCCUR			1	.9%			1	.3%
	AS NEW PROGRAMS DEVELOPED					1	1.2%	1	.3%
	AS OFTEN AS AVAILABLE			1	.9%			1	.3%
	AS OFTEN AS IS OF INTEREST TO US			1	.9%			1	.3%
	AS OFTEN AS NECESSARY					1	1.2%	1	.3%
	AS OFTEN AS NEEDED			1	.9%			1	.3%
	AS OFTEN AS SOMETHING NEW					1	1.2%	1	.3%
	AS OFTEN AS THE INFORMATION APPLIES TO US	1	.7%					1	.3%
	AS OFTEN AS THEY'D LIKE	1	.7%					1	.3%
	AS OFTEN AS THEY GET UPDATES					1	1.2%	1	.3%
	AS OFTEN AS UPDATES OCCUR	2	1.3%					2	.6%
	AS OFTEN AS YOU HAVE SOMETHING THAT APPLIES	1	.7%					1	.3%
	AS OFTEN AS YOU HAVE THEM AS THEY OCCUR	1	.7%			1	1.2%	2	.6%
	BI-MONTHLY	2	1.3%					2	.6%
	DAILY	1	.7%					1	.3%
	DOESN'T MATTER			1	.9%			1	.3%
	DON'T CARE					1	1.2%	1	.3%
	DON'T KNOW	2	1.3%	2	1.8%			4	1.2%
	DON'T MATTER					1	1.2%	1	.3%
	DON'T NEED			1	.9%			1	.3%
	DON'T SEND	1	.7%					1	.3%
	EVERY FEW MONTHS	1	.7%					1	.3%
	EVERY SIX MONTHS	9	5.9%	5	4.6%	2	2.4%	16	4.6%
EVERY SIX TO EIGHT WEEKS	1	.7%					1	.3%	

**TABLE 15. Contact Preferences For Training Programs By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
PREFERRED FREQUENCY OF CONTACT ABOUT UPCOMING PROGRAMS	EVERY SIX WEEKS			1	.9%			1	.3%
	EVERY THREE MONTHS	5	3.3%	18	16.5%	5	5.9%	28	8.1%
	EVERY THREE TO FOUR MONTHS	1	.7%					1	.3%
	EVERY THREE TO SIX MONTHS	1	.7%	1	.9%			2	.6%
	EVERY TWO MONTHS	2	1.3%	9	8.3%	2	2.4%	13	3.7%
	FIRST OF EACH TERM					1	1.2%	1	.3%
	FOUR TIMES A YEAR	1	.7%					1	.3%
	MONTHLY	30	19.6%	27	24.8%	15	17.6%	72	20.7%
	MONTHLY OR QUARTERLY	2	1.3%					2	.6%
	MONTHLY OR WHEN CHANGED	1	.7%					1	.3%
	NEW PROGRAMS			1	.9%			1	.3%
	NO RESPONSE	4	2.6%			1	1.2%	5	1.4%
	NONE	1	.7%					1	.3%
	NOT NEEDED	1	.7%					1	.3%
	NOVEMBER AND JANUARY					1	1.2%	1	.3%
	OCCASIONALLY					1	1.2%	1	.3%
	OFTEN AS NEEDED	1	.7%					1	.3%
	OFTEN AS YOU CAN	1	.7%					1	.3%
	OFTEN AS YOU LIKE	1	.7%					1	.3%
	ONCE OR TWICE A YEAR	1	.7%			1	1.2%	2	.6%
	QUARTERLY	23	15.0%	18	16.5%	28	32.9%	69	19.9%
	QUARTERLY OR EVERY SIX MONTHS	1	.7%					1	.3%
	QUARTERLY/ SEMESTERLY/ YEARLY/ WHENEVER AVAILABLE	1	.7%					1	.3%
	SEMESTERLY	5	3.3%	2	1.8%	1	1.2%	8	2.3%
	SEMI-ANNUALLY	1	.7%					1	.3%
	SUMMER AND FALL	1	.7%					1	.3%
	TWICE YEARLY	13	8.5%	7	6.4%	3	3.5%	23	6.6%
	TWICE YEARLY AT NEW SEMESTER			1	.9%			1	.3%
	VOLUME FOR ALL CLASSES	1	.7%					1	.3%
	WEEKLY	1	.7%	2	1.8%	1	1.2%	4	1.2%
WHEN AVAILABLE	1	.7%			1	1.2%	2	.6%	
WHEN AVAILABLE FOR BEHAVIOR HEALTH	1	.7%					1	.3%	
WHEN AVAILABLE OR EVERY OTHER MONTH			1	.9%			1	.3%	
WHEN CONVENIENT FOR THE COLLEGE					1	1.2%	1	.3%	

**TABLE 15. Contact Preferences For Training Programs By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
PREFERRED FREQUENCY OF CONTACT ABOUT UPCOMING PROGRAMS	WHEN IT PERTAINS TO US					1	1.2%	1	.3%
	WHEN NEW CLASSES START	1	.7%					1	.3%
	WHEN NEW ITEMS OCCUR					1	1.2%	1	.3%
	WHEN NEW PROGRAMS ARE AVAILABLE	1	.7%					1	.3%
	WHEN NEW THINGS COME UP	1	.7%					1	.3%
	WHEN OFFERED					1	1.2%	1	.3%
	WHEN THEY ARE SET UP					1	1.2%	1	.3%
	WHEN THEY HAVE SOMETHING NEW					1	1.2%	1	.3%
	WHEN YEAR STARTS	1	.7%					1	.3%
	WHEN YOU HAVE CLASSES	1	.7%					1	.3%
	WHENEVER	2	1.3%	1	.9%			3	.9%
	WHENEVER AVAILABLE	3	2.0%					3	.9%
	WHENEVER IT'S USEFUL	1	.7%					1	.3%
	WHENEVER IT COMES UP					1	1.2%	1	.3%
	WHENEVER NEW THINGS COME UP	1	.7%			1	1.2%	2	.6%
	WHENEVER THEY HAVE THEM	1	.7%					1	.3%
	WHENEVER YOU HAVE SOMETHING	1	.7%					1	.3%
	WHENEVER YOU HAVE THE INFORMATION THAT APPLIES TO US	1	.7%					1	.3%
	WHENEVER/ QUARTERLY			1	.9%			1	.3%
	WOULD WANT TO TALK WITH THEM/ QUARTERLY	1	.7%					1	.3%
WOULDN'T MATTER					1	1.2%	1	.3%	
YEARLY	7	4.6%	3	2.8%	2	2.4%	12	3.5%	
Total	153	100.0%	109	100.0%	85	100.0%	347	100.0%	

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**TABLE 16. Certificate Programs (One Year Or Less) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CERTIFICATE PROGRAMS (One Year Or Less)	Not Needed	126	81.8%	73	67.0%	48	55.2%	247	70.6%
	Needed	23	14.9%	30	27.5%	34	39.1%	87	24.9%
	Much Needed	4	2.6%	4	3.7%	4	4.6%	12	3.4%
	Don't Know	1	.6%	2	1.8%	1	1.1%	4	1.1%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 16. Certificate Programs (One Year Or Less) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CERTIFICATE PROGRAMS (One Year Or Less) NEEDED - FIRST RESPONSE	ALL ENVIRONMENTAL PERSONS			1	2.9%			1	1.0%
	AMAP PEOPLE/ ADMINISTER MEDICINE IN PACKS			1	2.9%			1	1.0%
	APPRENTICESHIP FOR TOOL AND DIE					1	2.6%	1	1.0%
	ASE/ AUTO SOCIETY OF ENGINEERING	1	3.7%					1	1.0%
	AUTO TECHNICIAN			1	2.9%			1	1.0%
	BAKERY	1	3.7%					1	1.0%
	BUSINESS ADMINISTRATION	1	3.7%					1	1.0%
	CERTIFIED AQUATIC FACILITY OPERATOR					1	2.6%	1	1.0%
	CNA			3	8.8%	2	5.3%	5	5.1%
	COMPUTER INSTRUCTORS FOR THE BLIND			1	2.9%			1	1.0%
	COMPUTERS					3	7.9%	3	3.0%
	CONTINUOUS EDUCATION FOR REAL ESTATE	1	3.7%					1	1.0%
	CPR					2	5.3%	2	2.0%
	CRAFT AREA					1	2.6%	1	1.0%
	CRANE OPERATORS	1	3.7%			1	2.6%	2	2.0%
	DRIVERS					1	2.6%	1	1.0%
	ELECTRICAL			1	2.9%			1	1.0%
	ELECTRICAL MAINTENANCE	1	3.7%					1	1.0%
	EMBALMER AND FUNERAL DIRECTOR			1	2.9%			1	1.0%
	EMT			1	2.9%			1	1.0%
	ENGINEERS	1	3.7%	1	2.9%			2	2.0%
	EPA CERTIFICATIONS			1	2.9%			1	1.0%
	FITNESS	1	3.7%					1	1.0%
	FOOD HANDLERS	1	3.7%	1	2.9%	2	5.3%	4	4.0%
	FOOD HANDLING			1	2.9%			1	1.0%
	FOOD PROCESSING			1	2.9%			1	1.0%
	FORD CERTIFICATE	1	3.7%					1	1.0%
	FORKLIFT			1	2.9%			1	1.0%
	FORKLIFT/ CRANE TRAINING			1	2.9%			1	1.0%
	HAZMAT			1	2.9%			1	1.0%
HAZMAT/ CPR/ SAFETY			1	2.9%			1	1.0%	
HOME IMPROVEMENT	1	3.7%	1	2.9%			2	2.0%	
HUMAN SERVICES	1	3.7%					1	1.0%	

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**TABLE 16. Certificate Programs (One Year Or Less) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CERTIFICATE PROGRAMS (One Year Or Less) NEEDED - FIRST RESPONSE	INSECTICIDES/ USAGE CERTIFICATE			1	2.9%			1	1.0%
	INSURANCE			1	2.9%			1	1.0%
	LAB TECH I			1	2.9%			1	1.0%
	LEGAL ASSISTANT					1	2.6%	1	1.0%
	LICENSED PRACTICAL NURSE/ NURSE AIDES					1	2.6%	1	1.0%
	LICENSED PRACTICAL NURSES	1	3.7%			1	2.6%	2	2.0%
	LIFE AND HEALTH INSURANCE	1	3.7%					1	1.0%
	MACHINIST					1	2.6%	1	1.0%
	MAINTENANCE			1	2.9%	1	2.6%	2	2.0%
	MAINTENANCE AIR AND HEATING			1	2.9%			1	1.0%
	MANUFACTURING SKILLS			1	2.9%			1	1.0%
	MECHANICS	2	7.4%					2	2.0%
	MEDICAL CODING	1	3.7%					1	1.0%
	MENTAL RETARDATION DEVELOPMENTAL DISABILITIES (MRDD)					1	2.6%	1	1.0%
	MINE FOREMAN AND ALL MINERS					1	2.6%	1	1.0%
	MORTUARY SCIENCE	1	3.7%					1	1.0%
	NURSES			1	2.9%	2	5.3%	3	3.0%
	NURSING ASSISTANT					1	2.6%	1	1.0%
	OFFICERS					1	2.6%	1	1.0%
	OSHA					1	2.6%	1	1.0%
	OSHA/ CPR/ FIRST AID			1	2.9%			1	1.0%
	PARAMEDICS	1	3.7%			2	5.3%	3	3.0%
	PEST CONTROL			1	2.9%			1	1.0%
	PHARMACY	1	3.7%					1	1.0%
	PHARMACY TECHNICIANS	1	3.7%			1	2.6%	2	2.0%
	PNEUMATICS/ ELECTRONICS					1	2.6%	1	1.0%
	POLICE OFFICERS			1	2.9%			1	1.0%
	RETAIL SALES	1	3.7%					1	1.0%
	SAFETY					1	2.6%	1	1.0%
	SALES	1	3.7%					1	1.0%
SANITATION					1	2.6%	1	1.0%	
SECRETARY	1	3.7%			1	2.6%	2	2.0%	
TEACHERS			2	5.9%	4	10.5%	6	6.1%	
TECHNICIAN/ TRANSPORTATION			1	2.9%			1	1.0%	

**TABLE 16. Certificate Programs (One Year Or Less) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CERTIFICATE PROGRAMS (One Year Or Less) NEEDED	TECHNOLOGY/ EXCEL/ WORD	1	3.7%					1	1.0%
	WASTE WATER	2	7.4%					2	2.0%
	WELDERS			1	2.9%	1	2.6%	2	2.0%
Total		27	100.0%	34	100.0%	38	100.0%	99	100.0%

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**TABLE 16. Certificate Programs (One Year Or Less) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CERTIFICATE PROGRAMS (One Year Or Less) NEEDED - SECOND RESPONSE	ACTIVITY DIRECTOR					1	5.9%	1	2.6%
	ADMINISTRATIVE ASSISTANT	1	8.3%					1	2.6%
	AUTOMOTIVE SYSTEMS	1	8.3%					1	2.6%
	BASIC ASSEMBLERS					1	5.9%	1	2.6%
	BLUEPRINTS/ HYDRAULICS/ PLUMBING					1	5.9%	1	2.6%
	BUS DRIVERS			1	11.1%			1	2.6%
	CAKE DECORATING	1	8.3%					1	2.6%
	CERTIFIED RESITERED NURSE ANETHESIST/ MEDICAL TRANSCRIPTIONI					1	5.9%	1	2.6%
	CNA					1	5.9%	1	2.6%
	COMMUNICATIONS	1	8.3%			1	5.9%	2	5.3%
	CPA			1	11.1%			1	2.6%
	CUSTOMER SERVICE	1	8.3%					1	2.6%
	EMT'S	1	8.3%					1	2.6%
	EMT/ ELECTRICAL					1	5.9%	1	2.6%
	ENVIRONMENT			1	11.1%			1	2.6%
	FIRE/ EMERGENCY			1	11.1%			1	2.6%
	FIRST AIDE					1	5.9%	1	2.6%
	FOOD HANDLER					1	5.9%	1	2.6%
	FORKLIFT			1	11.1%			1	2.6%
	HEAVY EQUIPMENT/ M-SHAW-MINE SAFETY			1	11.1%			1	2.6%
	HUMAN RESOURCES DEPARTMENT	1	8.3%					1	2.6%
	MARKETING			1	11.1%			1	2.6%
	MECHANICAL MAINTENANCE	1	8.3%					1	2.6%
	MEDICAL ASSISTANTS	1	8.3%					1	2.6%
	PARAMEDICS			1	11.1%			1	2.6%
	PERSONAL TRAINING	1	8.3%					1	2.6%
	PROGRAMMED LOGIC CONTROLS					1	5.9%	1	2.6%
	RIVER PILOTS					1	5.9%	1	2.6%
	SERVERS/ SAFETY					1	5.9%	1	2.6%
	SOCIAL WORK					2	11.8%	2	5.3%
SURVEYS/ COMPUTERS			1	11.1%			1	2.6%	
TEACHER AIDES					2	11.8%	2	5.3%	

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**TABLE 16. Certificate Programs (One Year Or Less) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CERTIFICATE PROGRAMS (One Year Or Less) NEEDED	TERMINOLOGY/ ANATOMY	1	8.3%					1	2.6%
	TOW MOTORS/ DRIVERS					1	5.9%	1	2.6%
	VEHICLE INSPECTION	1	8.3%					1	2.6%
Total		12	100.0%	9	100.0%	17	100.0%	38	100.0%

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**TABLE 17. Associate Degrees (Two-Year) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
ASSOCIATE DEGREES (Two-Year)	Not Needed	143	92.9%	88	80.7%	53	60.9%	284	81.1%
	Needed	8	5.2%	17	15.6%	29	33.3%	54	15.4%
	Much Needed			2	1.8%	5	5.7%	7	2.0%
	Don't Know	3	1.9%	2	1.8%			5	1.4%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 17. Associate Degrees (Two-Year) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
ASSOCIATE DEGREES (Two-Year) NEEDED - FIRST RESPONSE	ACCOUNTING/ OFFICE ADMINISTRATION	1	12.5%					1	1.6%
	ADMINISTRATIVE ASSISTANTS	1	12.5%					1	1.6%
	AIDES					1	2.9%	1	1.6%
	ALL NEW HIRES					1	2.9%	1	1.6%
	BUSINESS					5	14.7%	5	8.2%
	BUSINESS MANAGEMENT					1	2.9%	1	1.6%
	CHEMICAL			1	5.3%			1	1.6%
	CLASS FOUR OPERATORS	1	12.5%					1	1.6%
	CLERICAL	2	25.0%					2	3.3%
	COMPUTERS			1	5.3%			1	1.6%
	COUNSELING			1	5.3%			1	1.6%
	CULINARY					1	2.9%	1	1.6%
	DESIGNERS			1	5.3%			1	1.6%
	DON'T KNOW					1	2.9%	1	1.6%
	EARLY CHILDHOOD	1	12.5%					1	1.6%
	EARLY CHILDHOOD EDUCATION/ DEVELOPMENT			1	5.3%			1	1.6%
	ELECTRICIANS					1	2.9%	1	1.6%
	ELECTRONIC ENGINEER					1	2.9%	1	1.6%
	ENGINEERING					1	2.9%	1	1.6%
	EVERYONE BUT CLERICAL					1	2.9%	1	1.6%
	FUNERAL DIRECTOR			1	5.3%			1	1.6%
	HUMAN SERVICES	1	12.5%					1	1.6%
	INSTRUCTIONAL AIDE			1	5.3%			1	1.6%
	LAB TECH II			1	5.3%			1	1.6%
	LABORATORY					1	2.9%	1	1.6%
	LICENSED PRACTICAL NURSES			1	5.3%			1	1.6%
	MACHINE MAINTENANCE			1	5.3%			1	1.6%
	MANAGEMENT			1	5.3%	2	5.9%	3	4.9%
	NURSES					1	2.9%	1	1.6%
	NURSING			1	5.3%	5	14.7%	6	9.8%
OFFICE MANAGER			1	5.3%			1	1.6%	
OFFICERS					1	2.9%	1	1.6%	
PARALEGAL					1	2.9%	1	1.6%	
PARAMEDICS					1	2.9%	1	1.6%	
PARAPROFESSIONALS					1	2.9%	1	1.6%	
REGISTERED NURSES			1	5.3%	3	8.8%	4	6.6%	
SALES			1	5.3%			1	1.6%	

**TABLE 17. Associate Degrees (Two-Year) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
ASSOCIATE DEGREES (Two-Year) NEEDED - FIRST RESPONSE	SECRETARIAL			2	10.5%			2	3.3%
	SECRETARY	1	12.5%					1	1.6%
	SUPERVISORS					1	2.9%	1	1.6%
	TEACHER AIDES					2	5.9%	2	3.3%
	TEACHING			1	5.3%	1	2.9%	2	3.3%
	UPPER MANAGEMENT			1	5.3%			1	1.6%
Total		8	100.0%	19	100.0%	34	100.0%	61	100.0%
ASSOCIATE DEGREES (Two-Year) NEEDED - SECOND RESPONSE	ACCOUNTING			1	14.3%	1	8.3%	2	9.5%
	CHILD DEVELOPMENT	1	50.0%					1	4.8%
	COMPTUERS/ MIS					1	8.3%	1	4.8%
	COMPUTERS			1	14.3%	1	8.3%	2	9.5%
	CUSTOMER SALES			1	14.3%			1	4.8%
	DIE SETTERS					1	8.3%	1	4.8%
	DRAFTING			1	14.3%			1	4.8%
	ELECTRONICS					1	8.3%	1	4.8%
	ENVIRONMENTAL SUPERVISOR	1	50.0%					1	4.8%
	GRAPHIC ARTS			1	14.3%			1	4.8%
	HEALTH INFORMATION MANAGEMENT					1	8.3%	1	4.8%
	LICENSED PRACTICAL NURSES					1	8.3%	1	4.8%
	MANAGEMENT					1	8.3%	1	4.8%
	MANAGER			1	14.3%			1	4.8%
	MEDICAL TECHNICIAN					1	8.3%	1	4.8%
	PROGRAM DIRECTOR			1	14.3%			1	4.8%
SECRETARIES					1	8.3%	1	4.8%	
SOCIAL WORK					2	16.7%	2	9.5%	
Total		2	100.0%	7	100.0%	12	100.0%	21	100.0%
ASSOCIATE DEGREES (Two-Year) NEEDED - THIRD RESPONSE	MACHINISTS					1	33.3%	1	33.3%
	MEDICAL ASSISTANT/ CODERS					1	33.3%	1	33.3%
	SYSTEMS MANAGEMENT					1	33.3%	1	33.3%
Total						3	100.0%	3	100.0%

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**TABLE 18. Bachelor's Degrees (Four-Year) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
BACHELOR'S DEGREES (Four-Year)	Not Needed	141	91.6%	81	74.3%	45	51.7%	267	76.3%
	Needed	9	5.8%	22	20.2%	35	40.2%	66	18.9%
	Much Needed	3	1.9%	4	3.7%	6	6.9%	13	3.7%
	Don't Know	1	.6%	2	1.8%	1	1.1%	4	1.1%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 18. Bachelor's Degrees (Four-Year) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
BACHELOR'S DEGREES (Four-Year) NEEDED - FIRST RESPONSE	ACCOUNTANTS	1	8.3%	1	3.8%	1	2.4%	3	3.8%
	ACCOUNTING					2	4.9%	2	2.5%
	ADMINISTRATION	1	8.3%					1	1.3%
	ASSISTANT CONTROLLER			1	3.8%			1	1.3%
	BRANCH MANAGER			1	3.8%			1	1.3%
	BUSINESS	1	8.3%			3	7.3%	4	5.1%
	BUSINESS/ SMALL BUSINESS ADMINISTRATION	1	8.3%					1	1.3%
	COMPUTERS			1	3.8%			1	1.3%
	COUNSELORS			1	3.8%	1	2.4%	2	2.5%
	DIRECTORS			1	3.8%			1	1.3%
	EARLY CHILDHOOD	1	8.3%					1	1.3%
	EDUCATION			1	3.8%			1	1.3%
	ENGINEER	1	8.3%	2	7.7%	1	2.4%	4	5.1%
	ENVIRONMENTAL CHEMIST			1	3.8%			1	1.3%
	EVERYONE BUT CLERICAL					1	2.4%	1	1.3%
	EXECUTIVE DIRECTOR			1	3.8%			1	1.3%
	GENERAL DEGREE			1	3.8%			1	1.3%
	HOSPITALITY					1	2.4%	1	1.3%
	HUMAN RESOURCES					2	4.9%	2	2.5%
	HUMAN RESOURCES DIRECTOR					1	2.4%	1	1.3%
	HUMAN RESOURCES/ MANAGEMENT					1	2.4%	1	1.3%
	HUMAN SERVICES	2	16.7%			1	2.4%	3	3.8%
	INDUSTRIAL ENGINEER					1	2.4%	1	1.3%
	MANAGEMENT			4	15.4%	5	12.2%	9	11.4%
	MERCHANDISE MANAGEMENT					1	2.4%	1	1.3%
	MORTUARY SCIENCE PLUS INTERNSHIP	1	8.3%					1	1.3%
	NURSING					4	9.8%	4	5.1%
	OFFICE MANAGER			1	3.8%			1	1.3%
	PARALEGAL			1	3.8%			1	1.3%
	PHARMACIST	1	8.3%					1	1.3%
PHYSICAL THERAPISTS	1	8.3%					1	1.3%	
PRESIDENT					1	2.4%	1	1.3%	
PROSTHETIC	1	8.3%					1	1.3%	
QMRP - QUALIFIED MENTAL RETARDATION PROFESSIONAL			1	3.8%			1	1.3%	
REGISTERED NURSES			2	7.7%	3	7.3%	5	6.3%	
SOCIAL WORK			2	7.7%	2	4.9%	4	5.1%	

**TABLE 18. Bachelor's Degrees (Four-Year) Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
BACHELOR'S DEGREES (Four-Year) NEEDED -	TEACHERS			1	3.8%	7	17.1%	8	10.1%
	TRAINING			1	3.8%			1	1.3%
	UPPER MANAGEMENT			1	3.8%	2	4.9%	3	3.8%
Total		12	100.0%	26	100.0%	41	100.0%	79	100.0%
BACHELOR'S DEGREES (Four-Year) NEEDED - SECOND RESPONSE	ARCHITECTS			1	12.5%			1	4.3%
	ATHLETIC TRAINERS	1	25.0%					1	4.3%
	BUSINESS					2	18.2%	2	8.7%
	CHILD DEVELOPMENT	1	25.0%					1	4.3%
	COMPUTER SKILLS					1	9.1%	1	4.3%
	COMPUTERS					1	9.1%	1	4.3%
	DATA MANAGER			1	12.5%			1	4.3%
	DIRECTOR	1	25.0%					1	4.3%
	ENGINEERING			1	12.5%	1	9.1%	2	8.7%
	ENVIRONMENTAL BIOLOGIST			1	12.5%			1	4.3%
	INFORMATION TECHNOLOGY					1	9.1%	1	4.3%
	LAB TECH III			1	12.5%			1	4.3%
	MACHINE OPERATORS			1	12.5%			1	4.3%
	MEDICAL RECORDS					1	9.1%	1	4.3%
	OFFICE			1	12.5%			1	4.3%
PSYCHOLOGY			1	12.5%			1	4.3%	
SAFETY					1	9.1%	1	4.3%	
SAFETY DIRECTOR					1	9.1%	1	4.3%	
SOCIAL WORK	1	25.0%			2	18.2%	3	13.0%	
Total		4	100.0%	8	100.0%	11	100.0%	23	100.0%
BACHELOR'S DEGREES (Four-Year) NEEDED - THIRD RESPONSE	CRIMINAL JUSTICE			1	50.0%			1	14.3%
	EXERCISE PHYSIOLOGISTS	1	33.3%					1	14.3%
	HOME HEALTH	1	33.3%					1	14.3%
	HUMAN RESOURCES DIRECTOR	1	33.3%					1	14.3%
	INDUSTRIAL HYGIENE			1	50.0%			1	14.3%
	LOGISTICS					1	50.0%	1	14.3%
PUBLIC RELATIONS					1	50.0%	1	14.3%	
Total		3	100.0%	2	100.0%	2	100.0%	7	100.0%

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**TABLE 19. Graduate Degrees Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
GRADUATE DEGREES	Not Needed	144	93.5%	93	85.3%	66	75.9%	303	86.6%
	Needed	6	3.9%	11	10.1%	17	19.5%	34	9.7%
	Much Needed	3	1.9%	3	2.8%	3	3.4%	9	2.6%
	Don't Know	1	.6%	2	1.8%	1	1.1%	4	1.1%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%
GRADUATE DEGREES NEEDED - FIRST RESPONSE	ACCOUNTING/ IT ADMINISTRATION	1	11.1%			2	10.0%	3	7.0%
	ADVANCED BUSINESS					1	5.0%	1	2.3%
	BUSINESS MERCHANDISING					2	10.0%	2	4.7%
	BUSINESS/ SMALL BUSINESS ADMINISTRATION	1	11.1%			1	5.0%	1	2.3%
	CEO					1	5.0%	1	2.3%
	CONTROLLERS			1	7.1%			1	2.3%
	COUNSELING					1	5.0%	1	2.3%
	DRAFTING			1	7.1%			1	2.3%
	EDUCATION			1	7.1%			1	2.3%
	ENVIRONMENTAL SCIENTISTS			1	7.1%			1	2.3%
	EXECUTIVES					1	5.0%	1	2.3%
	GENERAL MANAGERS					1	5.0%	1	2.3%
	HUMAN RESOURCES					1	5.0%	1	2.3%
	JOURNALISM	1	11.1%					1	2.3%
	LAWYERS			4	28.6%			4	9.3%
	MANAGEMENT	1	11.1%	2	14.3%	1	5.0%	4	9.3%
	MATH/ SCIENCE	1	11.1%					1	2.3%
	MBA					1	5.0%	1	2.3%
	MBA IN ENGINEERING					1	5.0%	1	2.3%
	PHARMACY	1	11.1%					1	2.3%
	PRINCIPALS					1	5.0%	1	2.3%
	PROSTHETIC	1	11.1%					1	2.3%
	SOCIAL WORK	1	11.1%	1	7.1%	1	5.0%	3	7.0%
	SPECIAL EDUCATION					1	5.0%	1	2.3%
	TEACHING			1	7.1%	2	10.0%	3	7.0%
	TOXICOLOGIST	1	11.1%					1	2.3%
UPPER MANAGEMENT			2	14.3%			2	4.7%	
Total		9	100.0%	14	100.0%	20	100.0%	43	100.0%

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**TABLE 19. Graduate Degrees Cited As Needed By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
GRADUATE DEGREES NEEDED - SECOND RESPONSE	ADMINISTRATION					1	14.3%	1	8.3%
	CHILD DEVELOPMENT	1	33.3%					1	8.3%
	COUNSELING	1	33.3%			2	28.6%	3	25.0%
	EDUCATION ADMINISTRATION	1	33.3%					1	8.3%
	ENGINEERING			1	50.0%	1	14.3%	2	16.7%
	OFFICE			1	50.0%			1	8.3%
	PRESIDENT/ VICE PRESIDENT					1	14.3%	1	8.3%
	SOCIAL WORK					2	28.6%	2	16.7%
Total		3	100.0%	2	100.0%	7	100.0%	12	100.0%
GRADUATE DEGREES NEEDED - THIRD RESPONSE	ADMINISTRATION					1	33.3%	1	25.0%
	COUNSELING	1	100.0%			1	33.3%	2	50.0%
	GENERAL MANAGER					1	33.3%	1	25.0%
Total		1	100.0%			3	100.0%	4	100.0%

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**TABLE 20. Hired A Graduate Of West Virginia Northern Community College By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
HIRED A GRADUATE OF WEST VIRGINIA NORTHERN COMMUNITY COLLEGE IN LAST TWO YEARS	Yes	14	9.1%	11	10.1%	18	20.7%	43	12.3%
	No	126	81.8%	84	77.1%	40	46.0%	250	71.4%
	Don't Know	14	9.1%	14	12.8%	29	33.3%	57	16.3%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 20. Hired A Graduate Of West Virginia Northern Community College By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATING OF SUCCESS OF GRADUATE	Good	7	50.0%	6	54.5%	9	50.0%	22	51.2%
	Excellent	6	42.9%	5	45.5%	3	16.7%	14	32.6%

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**TABLE 20. Hired A Graduate Of West Virginia Northern Community College By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATING OF SUCCESS	Don't Know	1	7.1%			6	33.3%	7	16.3%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%
REASON FOR FAIR OR	.								
Total									
WRITING SKILLS	No Response	2	14.3%					2	4.7%
	Fair			1	9.1%			1	2.3%
	Average			2	18.2%			2	4.7%
	Good	5	35.7%	3	27.3%	7	38.9%	15	34.9%
	Excellent	4	28.6%	4	36.4%	2	11.1%	10	23.3%
	Don't Know	3	21.4%	1	9.1%	9	50.0%	13	30.2%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%
READING SKILLS	No Response	2	14.3%					2	4.7%
	Average			2	18.2%	1	5.6%	3	7.0%
	Good	7	50.0%	4	36.4%	6	33.3%	17	39.5%
	Excellent	5	35.7%	4	36.4%	2	11.1%	11	25.6%
	Don't Know			1	9.1%	9	50.0%	10	23.3%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%
SPEAKING SKILLS	No Response	2	14.3%					2	4.7%
	Average			2	18.2%	1	5.6%	3	7.0%
	Good	11	78.6%	3	27.3%	8	44.4%	22	51.2%
	Excellent	1	7.1%	5	45.5%	1	5.6%	7	16.3%
	Don't Know			1	9.1%	8	44.4%	9	20.9%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%
MATH SKILLS	No Response	2	14.3%					2	4.7%
	Average			1	9.1%	2	11.1%	3	7.0%
	Good	6	42.9%	2	18.2%	5	27.8%	13	30.2%
	Excellent	4	28.6%	3	27.3%	1	5.6%	8	18.6%
	Don't Know	2	14.3%	5	45.5%	10	55.6%	17	39.5%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%
COMPUTER SKILLS	No Response	2	14.3%					2	4.7%
	Fair			1	9.1%	1	5.6%	2	4.7%
	Good	1	7.1%	1	9.1%	7	38.9%	9	20.9%
	Excellent	6	42.9%	3	27.3%	1	5.6%	10	23.3%
	Don't Know	5	35.7%	6	54.5%	9	50.0%	20	46.5%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%

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**TABLE 20. Hired A Graduate Of West Virginia Northern Community College By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
PROBLEM SOLVING SKILLS	No Response	2	14.3%					2	4.7%
	Fair	1	7.1%					1	2.3%
	Average			2	18.2%	1	5.6%	3	7.0%
	Good	6	42.9%	3	27.3%	9	50.0%	18	41.9%
	Excellent	5	35.7%	5	45.5%			10	23.3%
	Don't Know			1	9.1%	8	44.4%	9	20.9%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%
ORGANIZATIONAL SKILLS	No Response	2	14.3%					2	4.7%
	Poor			1	9.1%			1	2.3%
	Fair	1	7.1%	1	9.1%	1	5.6%	3	7.0%
	Average			1	9.1%	2	11.1%	3	7.0%
	Good	7	50.0%	1	9.1%	6	33.3%	14	32.6%
	Excellent	4	28.6%	5	45.5%	1	5.6%	10	23.3%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%
TEAMWORK	No Response	2	14.3%					2	4.7%
	Fair			1	9.1%	1	5.6%	2	4.7%
	Average					1	5.6%	1	2.3%
	Good	6	42.9%	3	27.3%	5	27.8%	14	32.6%
	Excellent	6	42.9%	6	54.5%	3	16.7%	15	34.9%
	Don't Know			1	9.1%	8	44.4%	9	20.9%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%
COMMUNICATION	No Response	2	14.3%					2	4.7%
	Fair					1	5.6%	1	2.3%
	Average					1	5.6%	1	2.3%
	Good	10	71.4%	5	45.5%	7	38.9%	22	51.2%
	Excellent	2	14.3%	5	45.5%	1	5.6%	8	18.6%
	Don't Know			1	9.1%	8	44.4%	9	20.9%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%
SKILLS RELATED TO MAJOR	No Response	2	14.3%					2	4.7%
	Average			1	9.1%	1	5.6%	2	4.7%
	Good	7	50.0%	5	45.5%	8	44.4%	20	46.5%
	Excellent	4	28.6%	3	27.3%	1	5.6%	8	18.6%
	Don't Know	1	7.1%	2	18.2%	8	44.4%	11	25.6%
Total		14	100.0%	11	100.0%	18	100.0%	43	100.0%

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**TABLE 21. Employee Participation In College Classes By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
COLLEGE-LEVEL CLASSES TAKEN BY EMPLOYEES	No Response			1	.9%			1	.3%
	Yes	56	36.4%	47	43.1%	61	70.1%	164	46.9%
	No	95	61.7%	55	50.5%	16	18.4%	166	47.4%
	Don't Know	3	1.9%	6	5.5%	10	11.5%	19	5.4%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 21-A. Employee Participation In College Classes By Size Of Employer (Multiple Responses Tabulated)**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES ENROLLED	0	4	5.1%	7	10.8%	15	20.0%	26	11.9%
	1	54	68.4%	30	46.2%	18	24.0%	102	46.6%
	2	16	20.3%	19	29.2%	22	29.3%	57	26.0%
	3	4	5.1%	4	6.2%	7	9.3%	15	6.8%
	4			2	3.1%	7	9.3%	9	4.1%
	5	1	1.3%	1	1.5%	2	2.7%	4	1.8%
	6					1	1.3%	1	.5%
	7			1	1.5%			1	.5%
	8			1	1.5%			1	.5%
	15					2	2.7%	2	.9%
30					1	1.3%	1	.5%	
Total		79	100.0%	65	100.0%	75	100.0%	219	100.0%
VIA INTERNET	No	76	93.8%	68	98.6%	92	89.3%	236	93.3%
	Yes	5	6.2%	1	1.4%	11	10.7%	17	6.7%
Total		81	100.0%	69	100.0%	103	100.0%	253	100.0%

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**Report**

**NUMBER OF EMPLOYEES ENROLLED**

SIZE OF EMPLOYER	Sum	Mean	N
Less Than 20 Employees	103	1.37	75
20 To 49 Employees	108	1.86	58
50 Or More Employees	187	3.12	60
Total	398	2.06	193

**TABLE 21-A. Educational Institutions Employees Enrolled For All Employers (Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	0	NUMBER OF EMPLOYEES ENROLLED	0	0	1497
	ALLEGHENY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	BELMONT TECHNICAL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	12	2	8
	BETHANY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	7	1	6
	DON'T KNOW	NUMBER OF EMPLOYEES ENROLLED	40	2	26
	DON'T KNOW NAME	NUMBER OF EMPLOYEES ENROLLED	.	.	1
	DON'T KNOW THE NAME OF THE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	ELKINS DAVIS COLLEGE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	FAIRMONT STATE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	FAIRMONT STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	FRANCISCAN UNIVERSITY OF STEUBENVILLE	NUMBER OF EMPLOYEES ENROLLED	8	1	8
	HIGH STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	INTERNATIONAL ACADEMY OF DESIGN & TECHNOLOGY -	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	JEFFERSON COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	10	1	7
	JEFFERSON TECHNICAL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	KENT STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	2
	MARSHALL COMMUNITY AND TECHNICAL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1

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**TABLE 21-A. Educational Institutions Employees Enrolled For All Employers (Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	MARSHALL UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	4	1	3
	NORTHERN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	2
	NORTHERN VIRGINIA COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	5	2	3
	NORTHWESTERN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	3	3	1
	OHIO STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	OHIO UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	2	2
	OHIO UNIVERSITY EASTERN CAMPUS	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	OHIO UNIVERSITY/ ST CLAIRSVILLE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	ONLINE/ DON'T KNOW WHERE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	PENN STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	5	3	2
	PITTSBURGH CULINARY ARTS	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	PRINCESS UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	.	.	1
	REYNOLDS MEMORIAL HOSPITAL	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	ROBERT MORRIS UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	0	0	2
	SALEM INTERNATIONAL UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	3	3	1
	TRINITY NURSING SCHOOL	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	UNIVERSITY OF CINCINNATI	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	UNIVERSITY OF PHOENIX	NUMBER OF EMPLOYEES ENROLLED	0	0	2
	UNIVERSITY OF PHOENIX ONLINE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	UNIVERSITY OF PITTSBURGH	NUMBER OF EMPLOYEES ENROLLED	1	1	1
UNIVERSITY OF STUDENTS	NUMBER OF EMPLOYEES ENROLLED	2	2	1	
WASHINGTON COLLEGE/ MARIETTA	NUMBER OF EMPLOYEES ENROLLED	1	1	1	
WAYNESBURG COLLEGE	NUMBER OF EMPLOYEES ENROLLED	2	1	2	
WEST LIBERTY STATE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	92	2	43	

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**TABLE 21-A. Educational Institutions Employees Enrolled For All Employers (Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	WEST VIRGINIA JUNIOR COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	119	2	69
	WEST VIRGINIA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	20	3	11
	WEST VIRGINIA UNIVERSITY/ MORGANTOWN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	8	8	1
	WHEELING COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	WHEELING JESUIT UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	26	1	26
	WILLIAM PENN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	0	0	1

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**TABLE 21-B. Educational Institutions Employees Enrolled For Employers With Less Than 20 Employees (Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	0	NUMBER OF EMPLOYEES ENROLLED	0	0	689
	BELMONT TECHNICAL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	5	1	4
	BETHANY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	DON'T KNOW	NUMBER OF EMPLOYEES ENROLLED	5	1	6
	FRANCISCAN UNIVERSITY OF STEUBENVILLE	NUMBER OF EMPLOYEES ENROLLED	3	1	3
	INTERNATIONAL ACADEMY OF DESIGN & TECHNOLOGY -	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	JEFFERSON COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	4	1	3
	MARSHALL UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	NORTHERN VIRGINIA COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	3	3	1
	OHIO UNIVERSITY/ ST CLAIRSVILLE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	ROBERT MORRIS UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	TRINITY NURSING SCHOOL	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	UNIVERSITY OF CINCINNATI	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	UNIVERSITY OF PHOENIX	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	UNIVERSITY OF PHOENIX ONLINE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	UNIVERSITY OF PITTSBURGH	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	WEST LIBERTY STATE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	28	2	16
	WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	37	1	29
	WEST VIRGINIA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	WHEELING JESUIT UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	8	1	8

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**TABLE 21-C. Educational Institutions Employees Enrolled For Employers With 20 To 49 Employees  
(Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	0	NUMBER OF EMPLOYEES ENROLLED	0	0	476
	ALLEGHENY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	BELMONT TECHNICAL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	BETHANY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	5	2	3
	DONT KNOW	NUMBER OF EMPLOYEES ENROLLED	1	0	5
	ELKINS DAVIS COLLEGE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	FAIRMONT STATE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	FAIRMONT STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	FRANCISCAN UNIVERSITY OF STEUBENVILLE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	JEFFERSON COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	3	2	2
	KENT STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	MARSHALL COMMUNITY AND TECHNICAL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	NORTHERN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	NORTHERN VIRGINIA COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	2	1	2
	NORTHWESTERN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	3	3	1
	OHIO STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	OHIO UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	OHIO UNIVERSITY EASTERN CAMPUS	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	PENN STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	WASHINGTON COLLEGE/ MARIETTA	NUMBER OF EMPLOYEES ENROLLED	1	1	1
WAYNESBURG COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1	
WEST LIBERTY STATE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	22	2	11	
WEST VIRGINIA JUNIOR COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1	

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**TABLE 21-C. Educational Institutions Employees Enrolled For Employers With 20 To 49 Employees  
(Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	33	2	17
	WEST VIRGINIA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	5	2	4
	WEST VIRGINIA UNIVERSITY/ MORGANTOWN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	8	8	1
	WHEELING COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	WHEELING JESUIT UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	5	1	6

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**TABLE 21-D. Educational Institutions Employees Enrolled For Employers With 50 Or More Employees  
(Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	0	NUMBER OF EMPLOYEES ENROLLED	0	0	332
	BELMONT TECHNICAL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	5	3	3
	BETHANY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	2
	DON'T KNOW	NUMBER OF EMPLOYEES ENROLLED	34	2	15
	DON'T KNOW NAME	NUMBER OF EMPLOYEES ENROLLED	.	.	1
	DON'T KNOW THE NAME OF THE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	FRANCISCAN UNIVERSITY OF STEUBENVILLE	NUMBER OF EMPLOYEES ENROLLED	4	2	4
	HIGH STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	JEFFERSON COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	3	2	2
	JEFFERSON TECHNICAL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	KENT STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	.	.	1
	MARSHALL UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	4	2	2
	NORTHERN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	.	.	1
	OHIO UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	.	.	1

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**TABLE 21-D. Educational Institutions Employees Enrolled For Employers With 50 Or More Employees  
(Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	ONLINE/ DON'T KNOW WHERE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	PENN STATE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	5	5	1
	PITTSBURGH CULINARY ARTS	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	PRINCESS UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	.	.	1
	REYNOLDS MEMORIAL HOSPITAL	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	ROBERT MORRIS UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	.	.	1
	SALEM INTERNATIONAL UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	3	3	1
	UNIVERSITY OF PHOENIX	NUMBER OF EMPLOYEES ENROLLED	.	.	1
	UNIVERSITY OF STUDENTS	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	WAYNESBURG COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	WEST LIBERTY STATE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	42	4	16
	WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	49	3	23
	WEST VIRGINIA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	14	4	6
	WHEELING JESUIT UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	13	2	12
	WILLIAM PENN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	0	0	1

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**TABLE 21-E. Educational Institutions Employees Enrolled In Internet Courses (Multiple Responses Tabulated)**

		VIA INTERNET				Total	
		No		Yes		Count	Row %
		Count	Row %	Count	Row %		
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	0	1497	100.0%			1497	100.0%
	ALLEGHENY COMMUNITY COLLEGE	1	100.0%			1	100.0%
	BELMONT TECHNICAL COLLEGE	8	100.0%			8	100.0%
	BETHANY COLLEGE	6	100.0%			6	100.0%

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**TABLE 21-E. Educational Institutions Employees Enrolled In Internet Courses (Multiple Responses Tabulated)**

		VIA INTERNET				Total	
		No		Yes		Count	Row %
		Count	Row %	Count	Row %		
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	DON'T KNOW	25	96.2%	1	3.8%	26	100.0%
	DON'T KNOW NAME			1	100.0%	1	100.0%
	DON'T KNOW THE NAME OF THE COLLEGE			1	100.0%	1	100.0%
	ELKINS DAVIS COLLEGE	1	100.0%			1	100.0%
	FAIRMONT STATE COLLEGE			1	100.0%	1	100.0%
	FAIRMONT STATE UNIVERSITY	1	100.0%			1	100.0%
	FRANCISCAN UNIVERSITY OF STEUBENVILLE	8	100.0%			8	100.0%
	HIGH STATE UNIVERSITY	1	100.0%			1	100.0%
	INTERNATIONAL ACADEMY OF DESIGN & TECHNOLOGY - PITTSBURGH	1	100.0%			1	100.0%
	JEFFERSON COMMUNITY COLLEGE	7	100.0%			7	100.0%
	JEFFERSON TECHNICAL COLLEGE			1	100.0%	1	100.0%
	KENT STATE UNIVERSITY	2	100.0%			2	100.0%
	MARSHALL COMMUNITY AND TECHNICAL COLLEGE	1	100.0%			1	100.0%
	MARSHALL UNIVERSITY	1	33.3%	2	66.7%	3	100.0%
	NORTHERN UNIVERSITY	2	100.0%			2	100.0%
	NORTHERN VIRGINIA COMMUNITY COLLEGE	3	100.0%			3	100.0%
	NORTHWESTERN UNIVERSITY	1	100.0%			1	100.0%
	OHIO STATE UNIVERSITY	1	100.0%			1	100.0%
	OHIO UNIVERSITY	2	100.0%			2	100.0%
	OHIO UNIVERSITY EASTERN CAMPUS	1	100.0%			1	100.0%
	OHIO UNIVERSITY/ ST CLAIRSVILLE	1	100.0%			1	100.0%
	ONLINE/ DON'T KNOW WHERE			1	100.0%	1	100.0%
	PENN STATE UNIVERSITY	2	100.0%			2	100.0%
	PITTSBURGH CULINARY ARTS	1	100.0%			1	100.0%
	PRINCESS UNIVERSITY	1	100.0%			1	100.0%
	REYNOLDS MEMORIAL HOSPITAL	1	100.0%			1	100.0%
	ROBERT MORRIS UNIVERSITY	1	50.0%	1	50.0%	2	100.0%
	SALEM INTERNATIONAL UNIVERSITY			1	100.0%	1	100.0%
	TRINITY NURSING SCHOOL	1	100.0%			1	100.0%
	UNIVERSITY OF CINCINNATI			1	100.0%	1	100.0%
UNIVERSITY OF PHOENIX			2	100.0%	2	100.0%	

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**TABLE 21-E. Educational Institutions Employees Enrolled In Internet Courses (Multiple Responses Tabulated)**

		VIA INTERNET				Total	
		No		Yes		Count	Row %
		Count	Row %	Count	Row %		
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	UNIVERSITY OF PHOENIX ONLINE			1	100.0%	1	100.0%
	UNIVERSITY OF PITTSBURGH	1	100.0%			1	100.0%
	UNIVERSITY OF STUDENTS	1	100.0%			1	100.0%
	WASHINGTON COLLEGE/ MARIETTA	1	100.0%			1	100.0%
	WAYNESBURG COLLEGE	2	100.0%			2	100.0%
	WEST LIBERTY STATE COLLEGE	42	97.7%	1	2.3%	43	100.0%
	WEST VIRGINIA JUNIOR COLLEGE	1	100.0%			1	100.0%
	WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	68	98.6%	1	1.4%	69	100.0%
	WEST VIRGINIA UNIVERSITY	10	90.9%	1	9.1%	11	100.0%
	WEST VIRGINIA UNIVERSITY/ MORGANTOWN UNIVERSITY	1	100.0%			1	100.0%
	WHEELING COMMUNITY COLLEGE	1	100.0%			1	100.0%
	WHEELING JESUIT UNIVERSITY	26	100.0%			26	100.0%
	WILLIAM PENN UNIVERSITY	1	100.0%			1	100.0%

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OFFERING TUITION REIMBURSEMENT	No Response			2	1.8%			2	.6%
	Yes	28	18.2%	27	24.8%	44	50.6%	99	28.3%
	No	126	81.8%	80	73.4%	43	49.4%	249	71.1%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CREDIT CLASSES	Yes	23	82.1%	23	85.2%	43	97.7%	89	89.9%
	No	1	3.6%	2	7.4%			3	3.0%
	Don't Know	4	14.3%	2	7.4%	1	2.3%	7	7.1%
Total		28	100.0%	27	100.0%	44	100.0%	99	100.0%
CONTINUING EDUCATION	Yes	21	75.0%	21	77.8%	28	63.6%	70	70.7%
	No	3	10.7%	4	14.8%	11	25.0%	18	18.2%
	Don't Know	4	14.3%	2	7.4%	5	11.4%	11	11.1%
Total		28	100.0%	27	100.0%	44	100.0%	99	100.0%
CEU'S (CONTINUING EDUCATION UNITS)	Yes	21	75.0%	19	70.4%	27	61.4%	67	67.7%
	No	3	10.7%	6	22.2%	11	25.0%	20	20.2%
	Don't Know	4	14.3%	2	7.4%	6	13.6%	12	12.1%
Total		28	100.0%	27	100.0%	44	100.0%	99	100.0%
EMPLOYEES TAKE ADVANTAGE OF IT AS THEY SHOULD	No Response	1	3.6%					1	1.0%
	Yes	9	32.1%	5	18.5%	10	22.7%	24	24.2%
	No	18	64.3%	22	81.5%	33	75.0%	73	73.7%
	Don't Know					1	2.3%	1	1.0%
Total		28	100.0%	27	100.0%	44	100.0%	99	100.0%

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR EMPLOYEES NOT TAKING ADVANTAGE OF TUITION REIMBURSEMENT	AGE FACTOR/ MOST OF US ARE TOO OLD	1	5.6%					1	1.4%
	ALL LABOR AND DON'T TAKE THE TIME					1	3.0%	1	1.4%
	CAN'T ANSWER THAT	1	5.6%					1	1.4%
	DON'T HAVE TIME	1	5.6%					1	1.4%
	DON'T KNOW	4	22.2%	5	22.7%	4	12.1%	13	17.8%
	DON'T KNOW/ PROBABLY TOO BURNED OUT					1	3.0%	1	1.4%
	DON'T SEEM TO BE MOTIVATED	1	5.6%					1	1.4%
	FAMILIES AND OBLIGATIONS					1	3.0%	1	1.4%
	FAMILY					1	3.0%	1	1.4%
	FAMILY LIFE					1	3.0%	1	1.4%

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR EMPLOYEES NOT TAKING ADVANTAGE OF TUITION REIMBURSEMENT	FAMILY TIES	1	5.6%					1	1.4%
	FEEL COMFORTABLE			1	4.5%			1	1.4%
	HARD TO GET A REIMBURSEMENT APPROVED					1	3.0%	1	1.4%
	HOURS THEY WORK			1	4.5%			1	1.4%
	INBREEDING			1	4.5%			1	1.4%
	IT'S STILL REALLY NEW			1	4.5%			1	1.4%
	JOBS WOULD INTERFERE WITH TAKING NIGHT CLASSES					1	3.0%	1	1.4%
	LACK OF INTEREST			1	4.5%			1	1.4%
	LACK OF TIME			1	4.5%			1	1.4%
	LAZY/ TIME/ FAMILY OBLIGATIONS			1	4.5%			1	1.4%
	MAY NOT KNOW ABOUT THE PROGRAM					1	3.0%	1	1.4%
	MOST DON'T USE BECAUSE JOB RELATED CLASSES	1	5.6%					1	1.4%
	NO AMBITION	1	5.6%					1	1.4%
	NO MOTIVATION					1	3.0%	1	1.4%
	NO ONE IS TAKING ADVANTAGE OF IT/ SINGLE PARENTS			1	4.5%			1	1.4%
	NO TIME	1	5.6%			1	3.0%	2	2.7%
	NO TIME AND FAMILY OBLIGATIONS			1	4.5%			1	1.4%
	NO TRANSFER TO WHAT WE DO			1	4.5%			1	1.4%
	NOBODY TAKES ADVANTAGE OF IT					1	3.0%	1	1.4%
	NOT INTERESTED/ TIME	1	5.6%					1	1.4%
	NOT SURE					1	3.0%	1	1.4%
	OLDER WORK FORCE					2	6.1%	2	2.7%
	PEOPLE ARE COMFORTABLE					1	3.0%	1	1.4%
	PERSONAL PRESSURES/ TIMES/ PERSONAL MOTIVATION/ LIMITED OPPO					1	3.0%	1	1.4%
	PROMOTION/ UPWARD MOBILITY					1	3.0%	1	1.4%
	REIMBURSEMENT PROGRAM/ COURSE OFFERINGS NOT AT CORRECT TIMES					1	3.0%	1	1.4%
SATISFIED WITH WHERE THEY ARE					1	3.0%	1	1.4%	

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
RATIONALE FOR EMPLOYEES NOT TAKING ADVANTAGE OF TUITION REIMBURSEMENT	SCHEDULES					1	3.0%	1	1.4%
	SCHEDULES AND LACK OF INTEREST	1	5.6%					1	1.4%
	SO YOUNG/ FAMILY TIES					1	3.0%	1	1.4%
	THEY'RE TOO BUSY					1	3.0%	1	1.4%
	THEY ARE MARRIED WITH KIDS AND WANT TO HAVE A LIFE	1	5.6%					1	1.4%
	THEY HAVE A GOOD JOB AND GOOD PAY AND NO AMBITION					1	3.0%	1	1.4%
	THINK A LOT OF IT IS TIME/ HIGHER LEVEL PEOPLE					1	3.0%	1	1.4%
	TIME AND BECAUSE WE HAVE TO JUSTIFY IT	1	5.6%					1	1.4%
	TIME AND FAMILY CONSTRAINTS					1	3.0%	1	1.4%
	TIME AND FAMILY DEMANDS					1	3.0%	1	1.4%
	TIME CONSTRAINTS					1	3.0%	1	1.4%
	TIME FACTOR			1	4.5%			1	1.4%
	TOO BUSY					1	3.0%	1	1.4%
	TOO BUSY AND THEY HAVE TO PAY HALF			1	4.5%			1	1.4%
	TOO BUSY/ WOULDN'T HELP ANYWAY	1	5.6%					1	1.4%
	TOO LAZY			2	9.1%			2	2.7%
	TOO MUCH ON OUR PLATES NOW			1	4.5%			1	1.4%
	TOO MUCH TIME AND FAMILY OBLIGATIONS			1	4.5%			1	1.4%
	WE HAVE OLDER PEOPLE/ THEY AREN'T INTERESTED	1	5.6%					1	1.4%
	WORK HARD					1	3.0%	1	1.4%
WORKING/ NO TIME			1	4.5%			1	1.4%	
<b>Total</b>		<b>18</b>	<b>100.0%</b>	<b>22</b>	<b>100.0%</b>	<b>33</b>	<b>100.0%</b>	<b>73</b>	<b>100.0%</b>

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
SERVICES COULD OFFER TO EMPLOYEES TO GET THEM TO TAKE ADVANTAGE OF THE PROGRAM	BABYSITTING					1	3.3%	1	1.5%
	BE A GOOD SALESMAN			1	4.8%			1	1.5%
	COME ON SITE AND SHARE INFORMATION					1	3.3%	1	1.5%
	DEVELOP ACCELERATED COURSES/ JOINTLY MARKET					1	3.3%	1	1.5%
	DON'T KNOW	7	41.2%	6	28.6%	8	26.7%	21	30.9%
	DON'T KNOW MAYBE SEMINAR					1	3.3%	1	1.5%
	DON'T KNOW/ A CURE FOR LAZY			1	4.8%			1	1.5%
	DON'T KNOW/ IT IS A GOOD PROGRAM	1	5.9%					1	1.5%
	DON'T KNOW/ NO ADVANCEMENT IN COMPANY					1	3.3%	1	1.5%
	DON'T THINK YOU CAN	1	5.9%					1	1.5%
	HAVE TO HAVE AN INCOME/ NOT ADVANCE			1	4.8%			1	1.5%
	I'M NOT SURE	1	5.9%					1	1.5%
	INFORMATION TO EMPLOYEES					1	3.3%	1	1.5%
	LET THEM KNOW ABOUT IT	1	5.9%					1	1.5%
	MORE CONTACT TO LET US KNOW WHAT YOU'VE GOT			1	4.8%			1	1.5%
	MORE CONVENIENT					1	3.3%	1	1.5%
	MORE FLEXIBLE HOURS			1	4.8%			1	1.5%
	MORE INFORMATION					2	6.7%	2	2.9%
	NEED FIREWORKS			1	4.8%			1	1.5%
	NO RESPONSE					1	3.3%	1	1.5%
	NOT SURE					1	3.3%	1	1.5%
	NOTHING	2	11.8%	6	28.6%	3	10.0%	11	16.2%
	NOTIFY ME AND IT WOULD HELP					1	3.3%	1	1.5%
	ONLINE CLASSES			1	4.8%			1	1.5%
	ONLINE COURSES AT HOME			1	4.8%			1	1.5%
	SEND FLIERS			1	4.8%			1	1.5%
	SEND FLIERS AT BEGINNING OF SEMESTER					1	3.3%	1	1.5%
	SEND INFORMATION	1	5.9%					1	1.5%
	SEND INFORMATION ON ACCELERATED COURSES	1	5.9%					1	1.5%
	SEND LITERATURE AND HAVE FLEXIBLE TIMES					1	3.3%	1	1.5%
SEND LITERATURE OUT HERE					1	3.3%	1	1.5%	

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
SERVICES COULD OFFER TO EMPLOYEES TO GET THEM TO TAKE ADVANTAGE OF THE PROGRAM	SEND SCHEDULES/ SATURDAY CLASSES					1	3.3%	1	1.5%
	SENT INFORMATION					1	3.3%	1	1.5%
	TRY TO HELP PEOPLE WITH SCHEDULE					1	3.3%	1	1.5%
	WAIT UNTIL THEIR CHILDREN ARE OLDER	1	5.9%					1	1.5%
	WRITE THE JUSTIFICATION FOR THEM	1	5.9%					1	1.5%
	YOU NEED TO BE A MOTIVATIONAL EXPERT					1	3.3%	1	1.5%
Total		17	100.0%	21	100.0%	30	100.0%	68	100.0%

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
METHOD OF PAYMENT OF REIMBURSEMENT	No Response					1	2.3%	1	1.0%
	Upon Completion	16	57.1%	19	70.4%	30	68.2%	65	65.7%
	Up Front	9	32.1%	4	14.8%	9	20.5%	22	22.2%
	Other	3	10.7%	4	14.8%	4	9.1%	11	11.1%
Total		28	100.0%	27	100.0%	44	100.0%	99	100.0%

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
PARAMETERS FOR SUCCESSFUL COMPLETION	100% A/ 80% B/ 60% C					1	3.3%	1	1.5%
	100% A/ 80% B/ 70% C/ BELOW ZERO					1	3.3%	1	1.5%
	100% A/ 80% B/ 75% C/ BELOW C NOTHING					1	3.3%	1	1.5%
	100% A/ 90% B/ 50% C					1	3.3%	1	1.5%
	100% A/ 90% B/ 80% C/ BELOW C NOTHING					1	3.3%	1	1.5%
	3.0					1	3.3%	1	1.5%
	B					1	3.3%	1	1.5%
	B AVERAGE	1	6.3%					1	1.5%
	B OR BETTER	1	6.3%	3	15.8%			4	6.2%
	C	2	12.5%	2	10.5%	4	13.3%	8	12.3%
	C AND ABOVE			1	5.3%	2	6.7%	3	4.6%
	C AVERAGE					4	13.3%	4	6.2%
	C OR ABOVE IS 50%			1	5.3%			1	1.5%
	C OR BETTER	2	12.5%	1	5.3%	5	16.7%	8	12.3%
	COMPLETE THE COURSE			1	5.3%			1	1.5%
	COMPLETION OF CLASS					1	3.3%	1	1.5%
	DON'T KNOW			2	10.5%			2	3.1%
	DON'T KNOW/ DON'T REMEMBER	1	6.3%					1	1.5%
	GRADE	2	12.5%	1	5.3%			3	4.6%
	GRADE AND COMPLETION OF CLASS	1	6.3%					1	1.5%
	IT'S ONLY THE TIME THEY PUT INTO IT	1	6.3%					1	1.5%
	NO PARAMETERS	2	12.5%					2	3.1%
	PASS/ FAIL	3	18.8%			1	3.3%	4	6.2%
	PASSING			7	36.8%	3	10.0%	10	15.4%
PASSING COURSE/ RECEIPT/ GRADE FORMS					1	3.3%	1	1.5%	
PERCENTAGE FOR C/ B/ A					1	3.3%	1	1.5%	
RELATED TO FIELD OF WORK/ 2.5 OR BETTER					1	3.3%	1	1.5%	
<b>Total</b>		16	100.0%	19	100.0%	30	100.0%	65	100.0%

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
OTHER METHOD OF REIMBURSEMENT	DON'T KNOW	1	33.3%	1	25.0%	3	75.0%	5	45.5%
	I'M NOT ANSWERING THIS QUESTION	1	33.3%					1	9.1%
	NO RESPONSE	1	33.3%					1	9.1%
	SCHOLARSHIP FOR UNDETERMINED AMOUNT			1	25.0%			1	9.1%
	SCHOLARSHIPS/ GET YOUR SALARY PLUS TUITION/ FEES/ BOOKS			1	25.0%			1	9.1%
	UP FRONT AND B OR BETTER			1	25.0%			1	9.1%
	UPON COMPLETION AND UP FRONT					1	25.0%	1	9.1%
Total		3	100.0%	4	100.0%	4	100.0%	11	100.0%

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**TABLE 22. Educational Opportunities Offered To Employees By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TUITION	No Response	2	7.1%					2	2.0%
	Reimbursement	24	85.7%	25	92.6%	39	88.6%	88	88.9%
	Don't Know	2	7.1%	2	7.4%	5	11.4%	9	9.1%
Total		28	100.0%	27	100.0%	44	100.0%	99	100.0%
FEES	No Response	2	7.1%					2	2.0%
	Reimbursement	17	60.7%	19	70.4%	25	56.8%	61	61.6%
	No Reimbursement	5	17.9%	6	22.2%	11	25.0%	22	22.2%
	Don't Know	4	14.3%	2	7.4%	8	18.2%	14	14.1%
Total		28	100.0%	27	100.0%	44	100.0%	99	100.0%
BOOKS	No Response	2	7.1%					2	2.0%
	Reimbursement	17	60.7%	18	66.7%	21	47.7%	56	56.6%
	No Reimbursement	6	21.4%	7	25.9%	14	31.8%	27	27.3%
	Don't Know	3	10.7%	2	7.4%	9	20.5%	14	14.1%
Total		28	100.0%	27	100.0%	44	100.0%	99	100.0%
ONLINE COURSES	No Response	2	7.1%					2	2.0%
	Reimbursement	13	46.4%	17	63.0%	30	68.2%	60	60.6%
	No Reimbursement	6	21.4%	5	18.5%	3	6.8%	14	14.1%
	Don't Know	7	25.0%	5	18.5%	11	25.0%	23	23.2%
Total		28	100.0%	27	100.0%	44	100.0%	99	100.0%

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**TABLE 23. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEU's) By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
PARTICIPATION IN CONTINUING EDUCATION REQUIRED	No Response	2	1.3%	1	.9%	1	1.1%	4	1.1%
	Yes	44	28.6%	34	31.2%	32	36.8%	110	31.4%
	No	108	70.1%	74	67.9%	54	62.1%	236	67.4%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 23. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEU's) By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CONTINUING EDUCATION REQUIRED	ACCOUNTING	1	2.3%					1	.9%
	ALL ENVIRONMENTAL CHEMIST/ BIOLOGIST/ SCIENTIST			1	2.9%			1	.9%
	ARCHITECTURE/ ENGINEERS			1	2.9%			1	.9%
	ATTORNEY	1	2.3%					1	.9%
	BANKING/ FINANCE					1	3.1%	1	.9%
	BEAUTY AND BARBER AND MASSAGE	1	2.3%					1	.9%
	BROKERAGE/ TRUST/ INSURANCE			1	2.9%			1	.9%
	CHILD CARE/ DIRECTOR AND ROOM COORDINATOR			1	2.9%			1	.9%
	CONTENT STANDARDS/ DEVELOPING LESSONS FOR CONTENT STANDARDS/	1	2.3%					1	.9%
	CONTINUING EDUCATION					1	3.1%	1	.9%
	COURT REPORTING	1	2.3%					1	.9%
	DIRECTORS/ EMBALMERS			1	2.9%			1	.9%
	DON'T KNOW	1	2.3%					1	.9%
	EARLY CHILDHOOD	1	2.3%					1	.9%
	EMT/ HAZARDOUS MATERIALS					1	3.1%	1	.9%
	ENGINEERS	1	2.3%					1	.9%
	FAMILY COMMUNITY PARTNERSHIP/ NURSES	1	2.3%					1	.9%
	FORM MANAGEMENT OR SUPERVISOR SKILLS	1	2.3%					1	.9%
	GM MECHANICS	1	2.3%					1	.9%
	HAIR CUTTING/ COLORING/ PERMING	1	2.3%					1	.9%
	HEALTH CARE					2	6.3%	2	1.8%
	HEALTH CARE SPECIALTY AREAS					1	3.1%	1	.9%
	IN-HOUSE SEMINARS/ DRUG USES AND INTERACTIONS	1	2.3%					1	.9%
	INCOME TAX	1	2.3%					1	.9%
	INTUBATION/ IV/ CARDIAC MONITORING/ CPR/ BASIC LIFE SUPPORT					1	3.1%	1	.9%
	JAILERS AND ACCOUNTING TECHNICIANS			1	2.9%			1	.9%
	LAWYERS			1	2.9%			1	.9%

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**TABLE 23. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEU's) By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CONTINUING EDUCATION REQUIRED	LICENSED PRACTICAL NURSES/ 27/ EVERY TWO YEARS/ REGISTERED N					1	3.1%	1	.9%
	LICENSED SOCIAL WORKER	1	2.3%					1	.9%
	LICENSURE			1	2.9%			1	.9%
	LIFE AND HEALTH INSURANCE MAINTENANCE	1	2.3%					1	.9%
	MANAGERIAL/ BUSINESS ADMINISTRATION	1	2.3%					1	.9%
	MASTER'S PEOPLE TO CONTINUE LICENSE					1	3.1%	1	.9%
	MECHANIC UPDATES			1	2.9%			1	.9%
	MINER SAFETY					1	3.1%	1	.9%
	MORTUARY SCIENCE	1	2.3%					1	.9%
	NO RESPONSE			1	2.9%			1	.9%
	NURSES			1	2.9%	1	3.1%	2	1.8%
	NURSES AND ADMINISTRATOR			1	2.9%			1	.9%
	NURSES/ CNA					1	3.1%	1	.9%
	NURSES/ DIETARY MANAGERS/ ADMINISTRATION/ SOCIAL WORKERS					1	3.1%	1	.9%
	NURSES/ SOCIAL WORK			1	2.9%			1	.9%
	NURSING					2	6.3%	2	1.8%
	NURSING REQUIREMENTS	1	2.3%					1	.9%
	NURSING/ CASE MANAGER	1	2.3%					1	.9%
	NURSING/ LAB/ RESPIRATORY					1	3.1%	1	.9%
	OSHA/ OBRA/ NURSES					1	3.1%	1	.9%
	PARALEGAL			1	2.9%			1	.9%
	PARALEGALS/ LAWYERS			1	2.9%			1	.9%
	PARAMEDIC/ EMT			1	2.9%			1	.9%
	PARKS AND RECREATION IN AQUATIC FACILITY					1	3.1%	1	.9%
	PHARMACISTS	1	2.3%	1	2.9%			2	1.8%
	PHARMACY	1	2.3%					1	.9%
	PHARMACY/ PHARMACY TECHNICIANS	1	2.3%					1	.9%
	PHYSICIAN ASSISTANT AND DOCTORS	1	2.3%					1	.9%
	POLICE OFFICERS			2	5.9%			2	1.8%
	PROSTHETIC	1	2.3%					1	.9%
QMRP AND SUPERVISORS			1	2.9%			1	.9%	
QUALITY CONTROL					1	3.1%	1	.9%	

**TABLE 23. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEU's) By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CONTINUING EDUCATION REQUIRED	REAL ESTATE	2	4.5%					2	1.8%
	REAL ESTATE LICENSES	1	2.3%					1	.9%
	REGISTERED NURSES	1	2.3%	1	2.9%			2	1.8%
	RESPIRATORY THERAPIST	1	2.3%					1	.9%
	SAFETY/ HAZMAT			1	2.9%			1	.9%
	SALES					1	3.1%	1	.9%
	SOCIAL SERVICES			1	2.9%	1	3.1%	2	1.8%
	SOCIAL WORK	2	4.5%	2	5.9%	1	3.1%	5	4.5%
	SOCIAL WORK/ COUNSELING/ NURSING					1	3.1%	1	.9%
	SOCIAL WORK/ NURSING					1	3.1%	1	.9%
	SOCIAL WORKERS/ LICENSED PRACTICAL COUNSELORS	1	2.3%					1	.9%
	SPECIALIZED AVIATION FUEL HANDLERS/ CRASH CART RESCUE	1	2.3%					1	.9%
	SPEECH PATHOLOGY/ COUNSELORS			1	2.9%			1	.9%
	STAFF DEVELOPMENT					1	3.1%	1	.9%
	STATE LICENSE/ PHYSICAL THERAPIST/ ATHLETIC TRAINER	1	2.3%					1	.9%
	STATE LICENSING FOR PESTICIDE APPLICATION	1	2.3%					1	.9%
	STATE MANDATED ONLY	1	2.3%					1	.9%
	STATE MANDATES/ EMT'S/ CEU'S/ PARAMEDICS/ CEU'S	1	2.3%					1	.9%
	STATE REQUIRED STAFF DEVELOPMENT			1	2.9%			1	.9%
	STATE REQUIRED/ EIGHTEEN HOURS PER YEAR			1	2.9%			1	.9%
	STYLIST	1	2.3%					1	.9%
	SUPERINTENDENT AND ASSISTANT SUPERINTENDENT			1	2.9%			1	.9%
	SUPERVISION/ OSHA/ FIRST AID			1	2.9%			1	.9%
	SURVEYING	1	2.3%					1	.9%
	TEACHERS			1	2.9%	3	9.4%	4	3.6%
	TEACHERS AND COUNSELORS AND ADMINISTRATORS					1	3.1%	1	.9%
TEACHERS/ AIDES			1	2.9%			1	.9%	
TEACHERS/ TEACHER AIDES					1	3.1%	1	.9%	

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**TABLE 23. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEU's) By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CONTINUING EDUCATION REQUIRED	TECHNICIANS/ ENGINEERS/ SUPERVISORS			1	2.9%			1	.9%
	TWENTY-FOUR CEU'S EVERY THREE YEARS FOR CLASS 4 OPERATION	1	2.3%					1	.9%
	VALID CPR/ FIRST AID	1	2.3%					1	.9%
	WATER BOARD					1	3.1%	1	.9%
	WATER TREATMENT	1	2.3%	1	2.9%			2	1.8%
	WHATEVER STATE MANDATES	1	2.3%					1	.9%
Total		44	100.0%	34	100.0%	32	100.0%	110	100.0%

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**TABLE 24. Annual Employee Training Spent By Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
AMOUNT SPENT ON EMPLOYEE TRAINING EACH YEAR	0	115	75.2%	60	57.7%	56	70.9%	231	68.8%
	10			1	1.0%			1	.3%
	20	1	.7%					1	.3%
	250	1	.7%					1	.3%
	300	1	.7%	3	2.9%			4	1.2%
	400			1	1.0%			1	.3%
	500	7	4.6%	3	2.9%	2	2.5%	12	3.6%
	600	1	.7%			1	1.3%	2	.6%
	700	1	.7%					1	.3%
	800			1	1.0%			1	.3%
	1000	10	6.5%	5	4.8%	1	1.3%	16	4.8%
	1200	1	.7%					1	.3%
	1500			1	1.0%	1	1.3%	2	.6%
	2000	2	1.3%	5	4.8%	4	5.1%	11	3.3%
	2500	4	2.6%					4	1.2%
	2800			1	1.0%			1	.3%
	3000	1	.7%	2	1.9%			3	.9%
	3500			1	1.0%			1	.3%
	4000	2	1.3%					2	.6%
	5000	4	2.6%	7	6.7%	6	7.6%	17	5.1%
	7000					1	1.3%	1	.3%
	7200			1	1.0%			1	.3%
	8000			1	1.0%	1	1.3%	2	.6%
	10000			5	4.8%	1	1.3%	6	1.8%
	12000			2	1.9%			2	.6%
	23000	1	.7%					1	.3%
	30000	1	.7%	1	1.0%			2	.6%
40000			1	1.0%	1	1.3%	2	.6%	
50000			1	1.0%	2	2.5%	3	.9%	
100000			1	1.0%	1	1.3%	2	.6%	
200000					1	1.3%	1	.3%	
Total		153	100.0%	104	100.0%	79	100.0%	336	100.0%

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**Report**

**AMOUNT SPENT ON EMPLOYEE TRAINING EACH YEAR**

SIZE OF EMPLOYER	Sum	Mean	N
Less Than 20 Employees	114570	3015.00	38
20 To 49 Employees	376610	8559.32	44
50 Or More Employees	507100	22047.83	23
Total	998280	9507.43	105

**TABLE 25. Educational Levels Of Employees By Size Of Employer**

	SIZE OF EMPLOYER									
	Less Than 20 Employees					20 To 49 Employees				
	Mean	Mode	Minimum	Maximum	Count	Mean	Mode	Minimum	Maximum	Count
PERCENT EMPLOYEES WITH COLLEGE DEGREES	24	0	0	100	154	17	0	0	95	109
PERCENT EMPLOYEES WITH HIGH SCHOOL DIPLOMAS/ GED'S	66	100	0	100	154	73	100	0	100	109
PERCENT EMPLOYEES ARE NON-HIGH SCHOOL GRADUATES	2	0	0	55	154	4	0	0	82	109

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**TABLE 25. Educational Levels Of Employees By Size Of Employer**

	SIZE OF EMPLOYER				
	50 Or More Employees				
	Mean	Mode	Minimum	Maximum	Count
PERCENT EMPLOYEES WITH COLLEGE DEGREES	23	0	0	100	87
PERCENT EMPLOYEES WITH HIGH SCHOOL DIPLOMAS/ GED'S	59	0	0	100	87
PERCENT EMPLOYEES ARE NON-HIGH SCHOOL GRADUATES	2	0	0	37	87

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**TABLE 26. Current And Predicted Employment Of Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CURRENT NUMBER OF FULL-TIME EMPLOYEES	0	5	3.2%	4	3.7%	4	4.6%	13	3.7%
	1	6	3.9%			1	1.1%	7	2.0%
	2	7	4.5%	2	1.9%			9	2.6%
	3	8	5.2%	1	.9%	1	1.1%	10	2.9%
	4	13	8.4%	1	.9%			14	4.0%
	5	8	5.2%					8	2.3%
	6	7	4.5%	2	1.9%	1	1.1%	10	2.9%
	7	11	7.1%	4	3.7%			15	4.3%
	8	11	7.1%	3	2.8%			14	4.0%
	9	9	5.8%					9	2.6%
	10	16	10.4%	4	3.7%			20	5.7%
	11	6	3.9%	2	1.9%			8	2.3%
	12	10	6.5%	4	3.7%	1	1.1%	15	4.3%
	13	1	.6%					1	.3%
	14	3	1.9%	2	1.9%			5	1.4%
	15	3	1.9%	2	1.9%			5	1.4%
	16	3	1.9%					3	.9%
	17	3	1.9%	1	.9%	1	1.1%	5	1.4%
	18	4	2.6%	1	.9%			5	1.4%
	19	2	1.3%	1	.9%			3	.9%
	20	4	2.6%	7	6.5%	3	3.4%	14	4.0%
	21	2	1.3%	2	1.9%			4	1.1%
	22			8	7.4%	1	1.1%	9	2.6%
	23			3	2.8%			3	.9%
	24	2	1.3%					2	.6%
	25	2	1.3%	5	4.6%	2	2.3%	9	2.6%
	26			4	3.7%			4	1.1%
	27			4	3.7%	2	2.3%	6	1.7%
	28			1	.9%			1	.3%
	29			1	.9%			1	.3%
	30			5	4.6%	2	2.3%	7	2.0%
	31			1	.9%			1	.3%
	32	1	.6%	3	2.8%			4	1.1%
	35			7	6.5%			7	2.0%
	36			1	.9%			1	.3%
	37			1	.9%			1	.3%
	38	1	.6%	1	.9%			2	.6%
	40			3	2.8%			3	.9%
	41			1	.9%	1	1.1%	2	.6%
	42	1	.6%	3	2.8%			4	1.1%

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**TABLE 26. Current And Predicted Employment Of Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CURRENT NUMBER OF FULL-TIME EMPLOYEES	45	2	1.3%	3	2.8%	2	2.3%	7	2.0%
	46					2	2.3%	2	.6%
	48					1	1.1%	1	.3%
	50	1	.6%	2	1.9%	4	4.6%	7	2.0%
	52			1	.9%			1	.3%
	54					1	1.1%	1	.3%
	55					1	1.1%	1	.3%
	56			1	.9%			1	.3%
	60					2	2.3%	2	.6%
	62					2	2.3%	2	.6%
	65					2	2.3%	2	.6%
	66					1	1.1%	1	.3%
	70					2	2.3%	2	.6%
	72					1	1.1%	1	.3%
	74					1	1.1%	1	.3%
	75			1	.9%	2	2.3%	3	.9%
	78					1	1.1%	1	.3%
	80					1	1.1%	1	.3%
	82					1	1.1%	1	.3%
	85			1	.9%	1	1.1%	2	.6%
	90					2	2.3%	2	.6%
	91					1	1.1%	1	.3%
	94					2	2.3%	2	.6%
	100					1	1.1%	1	.3%
	110					1	1.1%	1	.3%
	115					1	1.1%	1	.3%
	116					1	1.1%	1	.3%
	120	1	.6%			1	1.1%	2	.6%
	125					1	1.1%	1	.3%
	130					2	2.3%	2	.6%
140					1	1.1%	1	.3%	
150	1	.6%	1	.9%	2	2.3%	4	1.1%	
160					1	1.1%	1	.3%	
178					1	1.1%	1	.3%	
180					1	1.1%	1	.3%	
190			1	.9%			1	.3%	
200					2	2.3%	2	.6%	
211					1	1.1%	1	.3%	
240					1	1.1%	1	.3%	
250			1	.9%			1	.3%	

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**TABLE 26. Current And Predicted Employment Of Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CURRENT NUMBER OF FULL-TIME EMPLOYEES	300			1	.9%	2	2.3%	3	.9%
	350					1	1.1%	1	.3%
	400					2	2.3%	2	.6%
	450					1	1.1%	1	.3%
	500					3	3.4%	3	.9%
	700					1	1.1%	1	.3%
	900					1	1.1%	1	.3%
	1080					1	1.1%	1	.3%
	1200					1	1.1%	1	.3%
	1250					1	1.1%	1	.3%
	2200					2	2.3%	2	.6%
Total		154	100.0%	108	100.0%	87	100.0%	349	100.0%

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**TABLE 26. Current And Predicted Employment Of Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CURRENT	0	47	30.5%	45	41.7%	34	39.1%	126	36.1%
NUMBER	1	18	11.7%	10	9.3%	3	3.4%	31	8.9%
PART-TIME	2	26	16.9%	7	6.5%	6	6.9%	39	11.2%
EMPLOYEES	3	16	10.4%	5	4.6%	4	4.6%	25	7.2%
	4	9	5.8%	2	1.9%	2	2.3%	13	3.7%
	5	7	4.5%	5	4.6%			12	3.4%
	6	3	1.9%			2	2.3%	5	1.4%
	7	2	1.3%	1	.9%			3	.9%
	8	6	3.9%	4	3.7%	2	2.3%	12	3.4%
	9	2	1.3%	1	.9%			3	.9%
	10	4	2.6%	5	4.6%	2	2.3%	11	3.2%
	11	1	.6%					1	.3%
	12	3	1.9%			2	2.3%	5	1.4%
	13	2	1.3%	1	.9%			3	.9%
	14	1	.6%	2	1.9%			3	.9%
	15			4	3.7%	1	1.1%	5	1.4%
	16	1	.6%	1	.9%			2	.6%
	17	1	.6%			1	1.1%	2	.6%
	18	1	.6%	3	2.8%			4	1.1%
	19			1	.9%			1	.3%
	20	1	.6%	3	2.8%	5	5.7%	9	2.6%
	22	1	.6%					1	.3%
	25			1	.9%	3	3.4%	4	1.1%
	30	1	.6%	1	.9%	2	2.3%	4	1.1%
	32	1	.6%					1	.3%
	35			2	1.9%	1	1.1%	3	.9%
	38					1	1.1%	1	.3%
	40			2	1.9%	1	1.1%	3	.9%
	41					1	1.1%	1	.3%
	50			1	.9%	1	1.1%	2	.6%
	60					2	2.3%	2	.6%
	70			1	.9%	2	2.3%	3	.9%
	73					1	1.1%	1	.3%
	75					1	1.1%	1	.3%
	85					1	1.1%	1	.3%
	90					1	1.1%	1	.3%
	95					1	1.1%	1	.3%
	100					1	1.1%	1	.3%
	120					1	1.1%	1	.3%

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**TABLE 26. Current And Predicted Employment Of Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
CURRENT NUMBER	250					1	1.1%	1	.3%
PART-TIME	300					1	1.1%	1	.3%
Total		154	100.0%	108	100.0%	87	100.0%	349	100.0%

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**TABLE 26. Current And Predicted Employment Of Businesses By Size Of Employer**

	SIZE OF EMPLOYER									
	Less Than 20 Employees					20 To 49 Employees				
	Sum	Mean	Minimum	Maximum	Count	Sum	Mean	Minimum	Maximum	Count
CURRENT NUMBER OF FULL-TIME EMPLOYEES	1821	12	0	150	154	3431	32	0	300	109
CURRENT NUMBER PART-TIME EMPLOYEES	569	4	0	32	154	745	7	0	70	109

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**TABLE 26. Current And Predicted Employment Of Businesses By Size Of Employer**

	SIZE OF EMPLOYER				
	50 Or More Employees				
	Sum	Mean	Minimum	Maximum	Count
CURRENT NUMBER OF FULL-TIME EMPLOYEES	18510	213	0	2200	87
CURRENT NUMBER PART-TIME EMPLOYEES	2026	23	0	300	87

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**TABLE 26. Current And Predicted Employment Of Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
INCREASE/ DECREASE FULL-TIME EMPLOYMENT NEXT YEAR	-5					1	1.1%	1	.3%
	-4					1	1.1%	1	.3%
	-3					1	1.1%	1	.3%
	-2	1	.6%	1	.9%	1	1.1%	3	.9%
	0	111	72.1%	76	69.7%	62	71.3%	249	71.1%
	1	12	7.8%	4	3.7%			16	4.6%
	2	14	9.1%	7	6.4%	2	2.3%	23	6.6%
	3	6	3.9%	7	6.4%	1	1.1%	14	4.0%
	4	5	3.2%	3	2.8%	2	2.3%	10	2.9%
	5	1	.6%	5	4.6%			6	1.7%
	6	1	.6%			1	1.1%	2	.6%
	7					1	1.1%	1	.3%
	8			1	.9%	1	1.1%	2	.6%
	10			1	.9%	6	6.9%	7	2.0%
	12	1	.6%			1	1.1%	2	.6%
	15					1	1.1%	1	.3%
	20			2	1.8%	1	1.1%	3	.9%
	23	1	.6%					1	.3%
	25					1	1.1%	1	.3%
	30	1	.6%					1	.3%
40					1	1.1%	1	.3%	
50			2	1.8%			2	.6%	
100					1	1.1%	1	.3%	
1000					1	1.1%	1	.3%	
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%
INCREASE/ DECREASE PART-TIME EMPLOYMENT NEXT YEAR	0	128	83.1%	91	83.5%	78	89.7%	297	84.9%
	1	7	4.5%	4	3.7%	1	1.1%	12	3.4%
	2	13	8.4%	4	3.7%	1	1.1%	18	5.1%
	3	1	.6%	5	4.6%			6	1.7%
	4	2	1.3%	2	1.8%			4	1.1%
	5	2	1.3%	1	.9%	1	1.1%	4	1.1%
	6			1	.9%			1	.3%
	10					2	2.3%	2	.6%
	15					1	1.1%	1	.3%
	20			1	.9%	2	2.3%	3	.9%
	40					1	1.1%	1	.3%
52	1	.6%					1	.3%	
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 26. Current And Predicted Employment Of Businesses By Size Of Employer**

	SIZE OF EMPLOYER									
	Less Than 20 Employees					20 To 49 Employees				
	Sum	Mean	Minimum	Maximum	Count	Sum	Mean	Minimum	Maximum	Count
INCREASE/ DECREASE FULL-TIME EMPLOYMENT NEXT YEAR	152	1	-2	30	154	232	2	-2	50	109
INCREASE/ DECREASE PART-TIME EMPLOYMENT NEXT YEAR	106	1	0	52	154	66	1	0	20	109

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**TABLE 26. Current And Predicted Employment Of Businesses By Size Of Employer**

	SIZE OF EMPLOYER				
	50 Or More Employees				
	Sum	Mean	Minimum	Maximum	Count
INCREASE/ DECREASE FULL-TIME EMPLOYMENT NEXT YEAR	1294	15	-5	1000	87
INCREASE/ DECREASE PART-TIME EMPLOYMENT NEXT YEAR	123	1	0	40	87

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**TABLE 27. Demographic Characteristics Of Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
BUSINESS TYPE	No Response	3	1.9%	2	1.8%	1	1.1%	6	1.7%
	Sole Proprietorship	21	13.6%	12	11.0%	5	5.7%	38	10.9%
	Partnership	9	5.8%	6	5.5%			15	4.3%
	Corporation	92	59.7%	65	59.6%	51	58.6%	208	59.4%
	Government	18	11.7%	12	11.0%	13	14.9%	43	12.3%
	Nonprofit	11	7.1%	12	11.0%	17	19.5%	40	11.4%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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**TABLE 27. Demographic Characteristics Of Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
TYPE OWNERSHIP	Privately Owned	72	78.3%	53	81.5%	27	52.9%	152	73.1%
	Publicly Held	18	19.6%	9	13.8%	21	41.2%	48	23.1%
	Don't Know	2	2.2%	3	4.6%	3	5.9%	8	3.8%
Total		92	100.0%	65	100.0%	51	100.0%	208	100.0%

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**TABLE 27. Demographic Characteristics Of Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
GROUP SIC CODE	Agriculture, Forestry & Mining					1	1.1%	1	.3%
	Contractors & Construction	8	5.2%	8	7.3%	4	4.6%	20	5.7%
	Manufacturing	23	14.9%	17	15.6%	18	20.7%	58	16.6%
	Transportation, Communications & Utilities	13	8.4%	11	10.1%	4	4.6%	28	8.0%
	Wholesale Trade	10	6.5%	6	5.5%	4	4.6%	20	5.7%
	Retail Trade	39	25.3%	24	22.0%	16	18.4%	79	22.6%
	Finance, Insurance & Real Estate	10	6.5%	6	5.5%	3	3.4%	19	5.4%
	Business & Personal Services	14	9.1%	7	6.4%	4	4.6%	25	7.1%
	Health Services	8	5.2%	9	8.3%	12	13.8%	29	8.3%
	Legal Services	2	1.3%	4	3.7%	1	1.1%	7	2.0%
	Education & Social Services	12	7.8%	8	7.3%	14	16.1%	34	9.7%
	Art & Membership Organizations	3	1.9%			1	1.1%	4	1.1%
	Engineering, Architecture & Accounting	3	1.9%	2	1.8%			5	1.4%
	Government (Public Administration)	9	5.8%	7	6.4%	4	4.6%	20	5.7%
Non-Classifiable Establishments					1	1.1%	1	.3%	
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%
DESIRE COPY OF SUMMARY RESULTS	No Response			1	.9%			1	.3%
	Yes	115	74.7%	84	77.1%	74	85.1%	273	78.0%
	No	39	25.3%	24	22.0%	13	14.9%	76	21.7%
Total		154	100.0%	109	100.0%	87	100.0%	350	100.0%

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TABLE 27. Demographic Characteristics Of Businesses By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
YEARS OF BUSINESS OPERATION	0	8	5.2%	3	2.8%	10	11.5%	21	6.0%
	1	3	1.9%	2	1.9%	2	2.3%	7	2.0%
	2	3	1.9%	1	.9%			4	1.1%
	3	1	.6%			1	1.1%	2	.6%
	4	3	1.9%	2	1.9%			5	1.4%
	5	6	3.9%	2	1.9%	3	3.4%	11	3.2%
	6	4	2.6%	1	.9%	2	2.3%	7	2.0%
	7	2	1.3%	1	.9%			3	.9%
	8	3	1.9%	1	.9%			4	1.1%
	9	4	2.6%	2	1.9%			6	1.7%
	10	6	3.9%	2	1.9%	1	1.1%	9	2.6%
	11	1	.6%	2	1.9%	1	1.1%	4	1.1%
	12	8	5.2%	2	1.9%	1	1.1%	11	3.2%
	13	2	1.3%			2	2.3%	4	1.1%
	14	2	1.3%	3	2.8%			5	1.4%
	15	6	3.9%	1	.9%	1	1.1%	8	2.3%
	16	2	1.3%	2	1.9%	1	1.1%	5	1.4%
	17	1	.6%	2	1.9%	1	1.1%	4	1.1%
	18	5	3.2%	2	1.9%			7	2.0%
	19			1	.9%	2	2.3%	3	.9%
	20	4	2.6%	12	11.1%	4	4.6%	20	5.7%
	21			2	1.9%			2	.6%
	22	4	2.6%	1	.9%			5	1.4%
	24	2	1.3%					2	.6%
	25	6	3.9%	2	1.9%	1	1.1%	9	2.6%
	26			2	1.9%			2	.6%
	27	2	1.3%			2	2.3%	4	1.1%
	28	1	.6%	1	.9%	1	1.1%	3	.9%
	29	1	.6%			2	2.3%	3	.9%
	30	7	4.5%	6	5.6%	8	9.2%	21	6.0%
32	3	1.9%					3	.9%	
33	2	1.3%	1	.9%			3	.9%	
34	1	.6%	2	1.9%	1	1.1%	4	1.1%	
35	1	.6%	2	1.9%	2	2.3%	5	1.4%	
36	2	1.3%	1	.9%			3	.9%	
37			1	.9%			1	.3%	
40	2	1.3%	3	2.8%	3	3.4%	8	2.3%	
42			1	.9%	1	1.1%	2	.6%	
44			1	.9%	1	1.1%	2	.6%	
45	2	1.3%	1	.9%	1	1.1%	4	1.1%	

TABLE 27. Demographic Characteristics Of Businesses By Size Of Employer

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
YEARS OF BUSINESS OPERATION	46	1	.6%	1	.9%	1	1.1%	3	.9%
	47	1	.6%					1	.3%
	48	1	.6%	1	.9%			2	.6%
	50	4	2.6%	10	9.3%	5	5.7%	19	5.4%
	51					2	2.3%	2	.6%
	52	2	1.3%					2	.6%
	53	1	.6%					1	.3%
	54	1	.6%					1	.3%
	55	1	.6%	2	1.9%	1	1.1%	4	1.1%
	57	3	1.9%	2	1.9%			5	1.4%
	58	2	1.3%					2	.6%
	59			1	.9%			1	.3%
	60	1	.6%	1	.9%	1	1.1%	3	.9%
	62			1	.9%			1	.3%
	64	1	.6%					1	.3%
	65	1	.6%	1	.9%	1	1.1%	3	.9%
	67	1	.6%					1	.3%
	68			1	.9%			1	.3%
	69	1	.6%					1	.3%
	70	2	1.3%	2	1.9%	3	3.4%	7	2.0%
	71			1	.9%			1	.3%
	72	1	.6%					1	.3%
	74			2	1.9%	2	2.3%	4	1.1%
	75	1	.6%					1	.3%
	76					1	1.1%	1	.3%
	77			1	.9%			1	.3%
	80	2	1.3%	1	.9%	2	2.3%	5	1.4%
	82	1	.6%					1	.3%
	84	2	1.3%					2	.6%
	85	1	.6%					1	.3%
87					1	1.1%	1	.3%	
89	1	.6%			1	1.1%	2	.6%	
90	1	.6%					1	.3%	
95			1	.9%			1	.3%	
98	1	.6%					1	.3%	
100	1	.6%	5	4.6%	4	4.6%	10	2.9%	
102					1	1.1%	1	.3%	
105			1	.9%			1	.3%	
110					1	1.1%	1	.3%	
115	1	.6%					1	.3%	

**TABLE 27. Demographic Characteristics Of Businesses By Size Of Employer**

		SIZE OF EMPLOYER						Total	
		Less Than 20 Employees		20 To 49 Employees		50 Or More Employees		Count	Col %
		Count	Col %	Count	Col %	Count	Col %		
YEARS OF BUSINESS OPERATION	130					1	1.1%	1	.3%
	135					1	1.1%	1	.3%
	140	1	.6%					1	.3%
	141					1	1.1%	1	.3%
	144					1	1.1%	1	.3%
	150	2	1.3%			1	1.1%	3	.9%
	157	1	.6%					1	.3%
	160	1	.6%	1	.9%			2	.6%
	163			1	.9%			1	.3%
	165	1	.6%					1	.3%
178	1	.6%					1	.3%	
Total		154	100.0%	108	100.0%	87	100.0%	349	100.0%

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**Report**

**YEARS OF BUSINESS OPERATION**

SIZE OF EMPLOYER	Sum	Mean
Less Than 20 Employees	5355	36.68
20 To 49 Employees	4085	38.90
50 Or More Employees	3677	47.75
Total	13117	39.99