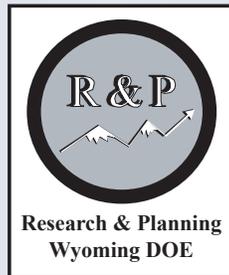


WYOMING DEPARTMENT OF EMPLOYMENT

Where Are They Now? Wyoming Community College Graduates' Labor Market Outcomes 2004



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Introduction

by: Sara Saulcy, Economist

Wyoming's community colleges serve a wide variety of purposes. On a local level they provide general education opportunities to assist students in meeting their career goals, deliver targeted training to local businesses, and provide personal enrichment opportunities. On a broader level they help meet workforce development goals by increasing the number of skilled workers.

The primary purpose of this publication is to provide impartial measures of the strengths and weaknesses of community college programs from a labor market perspective. The research also supports educational improvement and the accreditation process. We evaluate graduates' employment, earnings and employer-provided benefits, skill sets, and employer satisfaction with graduates and the overall labor supply via administrative databases and survey research information. Prospective students and community college administrators, as well as workforce and economic development professionals are among potential beneficiaries of the information.

Results in Brief

- When May 2002 Wyoming community college graduates were entering the labor market, Wyoming's economy, relative to that of most surrounding states and the nation, was performing well. Colorado's economy in particular suffered during the May 2002 to May 2003 time period.
- The data also support the argument that colleges near the borders of another state disproportionately supply graduates to out-of-state labor market areas. This should not be taken as a criticism of the colleges because they are filling a regional educational market niche. The fact that many of the graduates are successful in the labor markets of surrounding states is an indication that the colleges are imbuing students with useful work skills.
- In Wyoming, graduates were employed primarily in services-providing industries. The goods-producing industries (Natural Resources & Mining, Construction, and Manufacturing) employed predominantly men. In contrast, services-providing industries employed mostly women.
- Across all age groups, services-providing industries employed the most graduates. Graduates between 20 and 54 years of age worked primarily in the Health Care & Social Assistance industry, while those in the 55-64 age group were concentrated in Professional & Business Services.
- Graduates earned \$3.75 per hour more on average than the entry-level wage of all Wyoming workers. With four exceptions (Business & Financial Operations; Architecture

& Engineering; Life, Physical, & Social Science; and Legal occupations), graduates earned higher hourly wages in 2003 than entry-level wages for all Wyoming workers within that occupational group.

- Overall, employers report that they are satisfied with the skills and work habits of the graduates they employ.

Acknowledgements

The collaboration of many entities and individuals has made this publication possible. Through their input and feedback, the most comprehensive study of Wyoming community college graduates' employment outcomes to date has been achieved. The Wyoming Community College Commission played a vital role in our efforts, as have the faculty and staff of each community college. We would especially like to thank the following for their invaluable contributions and insights to our research:

- Andrea N. Bryant, Policy Analyst; and Dr. Ed Boenisch, Deputy Director, of the Wyoming Community College Commission.
- Dr. F.E. "Skip" Gillum, Vice President for Academic Affairs; and Lynne Fletcher, Director of Institutional Research, of Casper College.
- Jason Harris, Research Analyst for Central Wyoming College.

- Dr. Ann Beaulieu, Vice President/Dean of Instruction; and Kathie France, Director of Institutional Research at Eastern Wyoming College.
- Ann Murray, Manager, Assessment and Improvement at Laramie County Community College.
- Jennifer Almli, Director of Financial Aid; Virginia Fish, Associate Dean of Instruction; Dr. Sher Hruska, Dean of Instruction; and Linda Newell, Registrar, of Northwest College.
- Sharon Elwood, Director of Institutional Research at Sheridan College.
- Jackie Freeze, Associate Dean of Enrollment Services at Western Wyoming Community College.

The 2004 study of graduates' employment outcomes is supported through contributions from each community college. The Wyoming legislature will provide funding to the Wyoming Community College Commission for 2005 and 2006. The Community College Commission intends to contract with Research & Planning to conduct the survey and analytical work. Beyond 2006, research funding is uncertain. Should research continue, it is our desire that the Wyoming Community College Commission and Wyoming community college administrators and staff continue as active partners.

Chapter 1: The Economic Context

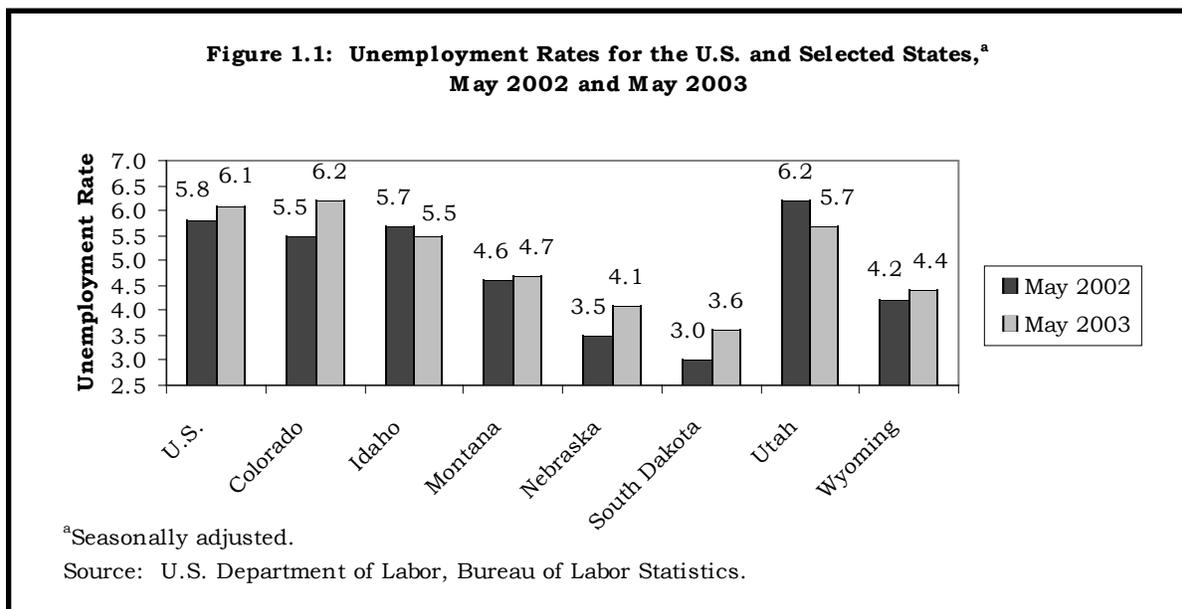
by: Sara Saulcy, Economist, and Sylvia D. Jones, Statistical and Research Analyst

The primary focus of this publication is reporting labor market outcomes of the May 2002 Wyoming community college graduates. However, without the proper context, we cannot draw conclusions about how well the colleges are reaching the goals of workforce preparation. The labor market is not a vacuum. People move into and out of the state on a fairly consistent basis. While most of the migration occurs among non-residents, there are also significant changes within the resident workforce. This chapter seeks to frame the graduates' outcomes within the broader context of the Wyoming labor supply as a whole. We limited our study to only May 2002 graduates; however, the colleges also graduate students in the fall and summer semesters.

May 2002 Wyoming community college graduates completed their degrees at a time when the state's economy was outperforming the economies of neighboring states and the U.S. as a whole. While the region and nation suffered from the recent recession, job growth in the state has been relatively steady. In January 2003, nine months after the low point of the November 2001 national recession, only Wyoming and New Mexico showed state budget surpluses and demonstrated better employment and wage growth than the region (Henderson, 2004).

Unemployment and Job Growth

Figure 1.1 shows May 2002 and May 2003 seasonally adjusted unemployment rates for the U.S. and for states bordering Wyoming. In May



2002, the U.S. unemployment rate was 5.8 percent. By May 2003 the rate had risen to 6.1 percent. Of the six states surrounding Wyoming, unemployment rates in May 2002 were highest in Utah (6.2%) and Idaho (5.7%). In May 2003, unemployment rates were highest in Colorado (6.2%) and Utah (5.7%). Idaho and Utah were the only states where unemployment decreased. Only Nebraska and South Dakota had lower rates than Wyoming.

Wyoming's over-the-year job growth was fairly strong, with an increase of 600 jobs (see Table 1.1). Montana led the region with growth of 5,000 jobs. Colorado's employment dropped by 44,200 jobs, the most significant decline among the seven states.

From a regional and national standpoint, Wyoming's economy weathered the country's economic

difficulties fairly well. Colorado, in contrast, suffered substantial job losses, resulting in relatively high unemployment rates. Compared to their counterparts in other states, Wyoming graduates entered a healthy job market.

Wyoming Industry Employment

Table 1.2 (page 19) shows Wyoming nonagricultural wage and salary employment in May 2002 and May 2003. While job growth on the whole was steady, gains were not universal. Education & Health Services had the largest increase with 1,100 jobs, followed by Government (900 jobs). Employment fell in several industries, but declined the most in Construction (1,200 jobs).

Wyoming Labor Market Change

Wyoming's labor market is dynamic, with thousands of workers

Table 1.1: Total Nonagricultural Wage and Salary Employment^a and Percent Change in Employment for Selected States, May 2002 to 2003

State	Total Employment		Change	
	May 2002	May 2003	Number	%
Colorado	2,189,500	2,145,300	-44,200	-2.0%
Idaho	569,400	572,300	2,900	0.5%
Montana	398,900	403,900	5,000	1.3%
Nebraska	913,500	910,000	-3,500	-0.4%
South Dakota	382,900	383,100	200	0.1%
Utah	1,072,000	1,070,600	-1,400	-0.1%
Wyoming	250,200	250,800	600	0.2%

^aCurrent Employment Statistics (CES) estimates include all full- and part-time wage and salary workers in nonagricultural received pay during the week which includes the 12th of the month. Self-employed, domestic services, and personnel of the armed forces are excluded.

Source: Bureau of Labor Statistics.

Table 1.2: Wyoming Nonagricultural Wage and Salary Employment,^a May 2002 and May 2003

NAICS ^b Industry	Total Employment		Change	
	May 2002	May 2003	Number	%
Total	250,200	250,800	600.0	0.2%
Natural Resources & Mining	17,700	17,800	100.0	0.6%
Construction	21,100	19,900	-1200.0	-5.7%
Manufacturing	9,400	9,100	-300.0	-3.2%
Trade, Transportation, Warehousing, & Utilities	48,500	48,200	-300.0	-0.6%
Information	4,100	4,200	100.0	2.4%
Financial Activities	10,000	10,100	100.0	1.0%
Professional & Business Services	15,700	15,700	0.0	0.0%
Educational & Health Services	19,900	21,000	1100.0	5.5%
Leisure & Hospitality	29,900	30,200	300.0	1.0%
Other Services	9,800	9,600	-200.0	-2.0%
Government	64,100	65,000	900.0	1.4%

^aCurrent Employment Statistics (CES) estimates include all full- and part-time wage and salary workers in nonagricultural establishments who worked or received pay during the week which includes the 12th of the month. Self-employed, domestic services, and personnel of the armed forces are excluded.

^bNorth American Industry Classification System.

Table 1.3: Wyoming Resident Workers Found in 2001 Wage Records With Subsequent Earnings From First Quarter 2002 to Fourth Quarter 2003

	Under 25		Total	
	Number	%	Number	% cohort
2001 Total	54,722	100.0	253,220	100.0
2002				
Qtr 1	35,095	64.1	195,094	77.0
Qtr 2	38,649	70.6	197,642	78.1
Qtr 3	38,779	70.9	193,811	76.5
Qtr 4	32,444	59.3	183,827	72.6
2003				
Qtr 1	31,435	57.4	177,301	70.0
Qtr 2	35,028	64.0	181,969	71.9
Qtr 3	35,418	64.7	179,946	71.1
Qtr 4	31,738	58.0	174,682	69.0

entering and exiting employment in the state at any given time (Harris, 2004). Using the Unemployment Insurance (UI) Wage Records Database (Wage Records), we tracked the work behavior of all 2001 Wyoming resident workers during 2002 and 2003. We used the entire resident worker base of 2001 rather than only second quarter 2002

(2002Q2) for two reasons: (1) residency is determined for a calendar year at a time (Jones, 2004a), and (2) an employment base spanning an entire year compensates for the highly seasonal pattern of resident workers under age 25.

The total number of resident workers in 2001 Wage Records was

253,220, of which 195,094 (77.0%) were working in Wyoming during 2002Q1 (see Table 1.3, page 19). By 2003Q2 (the reference period for the graduates), 181,969 (71.9%) were still found in Wage Records. In 2001, 54,722 (21.6%) of the total resident workers were under 25 years of age. By first quarter 2002, 35,095 (64.1%) remained. During 2003Q2, that percentage was basically the same (35,028 or 64.0%). However, the group showed a significant seasonal pattern with employment highest during the summer months. In order to compensate for the seasonality, we computed an annual average for the four quarters spanning 2002Q3 to 2003Q2 to arrive at an estimated 62.9 percent of the 2001 Wyoming residents employed in Wyoming.

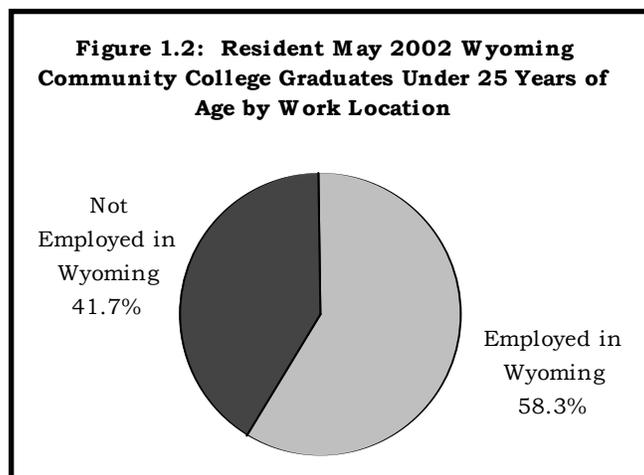
Figure 1.2 shows the number of graduates under age 25 who were residents of Wyoming when they entered college. In this case residency is determined by the school of enrollment. In the second quarter of 2003, 58.3 percent (342) of the original 587 resident graduates

under 25 were found working based on Wyoming Wage Records. While this number is somewhat lower than the percentage of 2001 resident workers employed in 2003Q2, the difference is small.

A next logical research step may be establishing a time series for resident graduates. If the graduates do not show a seasonal pattern, it may indicate they are more stable in their employment than those who return for the summer months only. Ideally as graduates complete their degrees and settle into employment, they become part of the stable resident Wyoming worker base and begin to show labor market behavior similar to older workers (Jones, 2004b).

Summary

Compared to bordering states, Wyoming's economic conditions were positive during the time when the community college graduates finished their degrees. The positive economic context should prove beneficial in



retaining graduates in the state, especially since the neighboring states are not doing quite as well economically as Wyoming. Should the regional economy gain strength, it is possible that a greater number of younger residents (both resident workers and resident graduates) will seek work in other states.

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Chapter 2: Work Activity One Year After Graduation

by: Dr. Mark A. Harris

A sizable number of May 2002 Wyoming community college graduates do not appear in Wyoming Unemployment Insurance (UI) Wage Records during the second quarter of 2003 (2003Q2; approximately one year after graduation). This does not necessarily mean they are not gainfully employed or pursuing additional postsecondary education (e.g., enrolled at a four-year college). Some may be working jobs in Wyoming not covered by UI (Brennan, Henderson, & Saulcy, 2004). However, non-covered employment outcomes are beyond the scope of this study. Others may be employed by firms located in another state. In this chapter we study the graduates who are employed in Wyoming or other states with which Research & Planning (R&P) has a Memorandum of Understanding (MOU) for exchanging Wage Records data. Interstate Wage Records are shown by demographic, academic, and industry characteristics for 2003Q2.

Data

R&P has access to the UI Wage Records information from nine states (including all bordering states) through MOUs (see Map 2.1, page 24). May 2002 community college graduates' social security numbers were matched against UI Wage Records data from Colorado, Idaho, Montana, Nebraska, New Mexico,

Oklahoma, South Dakota, Texas, Utah, and Wyoming. The combined interstate Wage Records data include social security numbers, North American Industry Classification System (NAICS) industry codes for the matched employer, quarterly wages, and a state identifier.

Community college data utilized in this study are for May 2002 graduates of Casper College, Central Wyoming College (CWC), Eastern Wyoming College (EWC), Laramie County Community College (LCCC), Northwest College, Sheridan College (includes Sheridan and Gillette campuses), and Western Wyoming Community College (WWCC). The data contain the graduates' location of origin (e.g., Colorado, Mexico), sex, and age. Location of origin is captured by the colleges as part of initial enrollment.

If an individual worked in more than one state during the study period, we assigned the individual to the state in which he or she had the highest earnings. Tabular data were based on that assignment.

Findings

College

There were 1,277 May 2002 graduates from Wyoming's seven

Text continued on page 25



Table 2.1: May 2002 Wyoming Community College Graduates^a by College and Work Location,^b Second Quarter 2003

	Work Location					Total
	Wyoming	Border MOU State ^c	MOU State ^d	Total Working	Unknown ^e	
Casper College	168	25	28	196	78	274
Row %	61.3%	9.1%	10.2%	71.5%	28.5%	100.0%
Central Wyoming College (CWC)	57	15	15	72	25	97
Row %	58.8%	15.5%	15.5%	74.2%	25.8%	100.0%
Eastern Wyoming College (EWC)	31	17	19	50	29	79
Row %	39.2%	21.5%	24.1%	63.3%	36.7%	100.0%
Laramie County Community College (LCCC)	155	29	32	187	72	259
Row %	59.8%	11.2%	12.4%	72.2%	27.8%	100.0%
Northwest College	92	54	60	152	81	233
Row %	39.5%	23.2%	25.8%	65.2%	34.8%	100.0%
Sheridan College ^e	74	28	31	105	43	148
Row %	50.0%	18.9%	20.9%	70.9%	29.1%	100.0%
Western Wyoming Community College (WWCC)	113	21	21	134	53	187
Row %	60.4%	11.2%	11.2%	71.7%	28.3%	100.0%
Total	690	189	206	896	381	1,277
Row %	54.0%	14.8%	16.1%	70.2%	29.8%	100.0%

Note: Row percents may not total to 100 percent due to rounding.

^aIncludes main campus and outreach center(s).

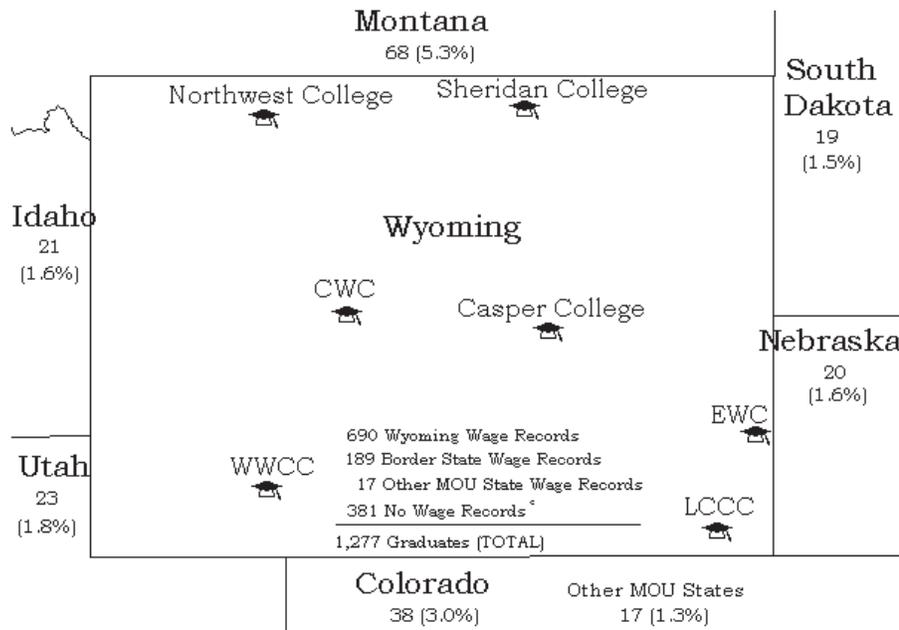
^bIf an individual worked in more than one state during the study period, we assigned the individual to the state in which he or she had the highest earnings.

^cColorado, Idaho, Montana, Nebraska, South Dakota, and Utah.

^dColorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah.

^eNot working in Wyoming or a Memorandum of Understanding (MOU) state.

Map 2.2: Work Location^a of May 2002 Wyoming Community College^b Graduates, Second Quarter 2003



^a Includes Memorandum of Understanding (MOU) states (Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah). If an individual worked in more than one state during the study period, we assigned the individual to the state in which he or she had the highest earnings.

^b Casper College, Central Wyoming College (CWC); Eastern Wyoming College (EWC); Laramie County Community College (LCCC); Northwest College (NWC); Sheridan College; and Western Wyoming Community College (WWCC).

^c Unknown - not working in Wyoming or an MOU State.

community colleges. Of these, 70.2 percent (896) were found working one year after graduation in either Wyoming or an MOU state (see Table 2.1, see page 24).

The percentage of graduates working in Wyoming versus an MOU state varied substantially by college (see Table 2.1). Casper College had the highest percentage of graduates with a Wyoming wage record (61.3%). EWC graduates had the fewest (39.2%). Typically, colleges with the lowest percentages in Wyoming (EWC, Northwest College, and Sheridan College) are located in close proximity to a neighboring state. However, LCCC in Cheyenne, also near a state border, showed 59.8 percent of recent graduates working

in Wyoming. Therefore, the size and economic diversity of the local labor market may be a factor in retaining graduates.

Table 2.1 (see page 24) shows that 14.8 percent (189) of the 1,277 graduates worked in a border state (Colorado, Idaho, Montana, Nebraska, South Dakota, or Utah) during 2003Q2. Among the individual colleges, Northwest College (23.2%) and EWC (21.5%) had the largest percentages working in a border state.

The percent of graduates not working in Wyoming or an MOU state in 2003Q2 (381 or 29.8%) varied substantially across the seven colleges from a high of 36.7 percent

from EWC to a low of 25.8 percent from CWC (see Table 2.1). This does not mean that graduates from EWC are necessarily less successful. Other logical destinations (e.g., transferring to a four-year college or university) are not currently tracked by R&P.

Location of Origin

Graduates originating from Wyoming were more likely than others to be working in the state one year after graduation (62.1%; see Table 2.2). Only 19 (10.1%) graduates

who originated from outside Wyoming were working in Wyoming one year after graduation, although 89 (47.1%) were working in an MOU state.

Age

May 2002 community college graduates were mostly in their early twenties (see Table 2.3, page 27). Those age 20 to 24 account for 57.1 percent of all graduates. Graduates 25 and older had a greater likelihood of remaining in Wyoming one year after graduation (63.0%). Of 20-year-

Table 2.2: May 2002 Wyoming Community College Graduates by Location of Origin and Work Location,^a Second Quarter 2003

State of Origin	Work Location			Total
	Wyoming	MOU ^b State	Unknown ^c	
Wyoming	666	116	291	1,073
Row %	62.1%	10.8%	27.1%	100.0%
Colorado	2	13	12	27
Row %	7.4%	48.1%	44.4%	100.0%
Idaho	0	6	1	7
Row %	0.0%	85.7%	14.3%	100.0%
Montana	5	42	20	67
Row %	7.5%	62.7%	29.9%	100.0%
Nebraska	4	8	4	16
Row %	25.0%	50.0%	25.0%	100.0%
South Dakota	2	7	5	14
Row %	14.3%	50.0%	35.7%	100.0%
Utah	2	6	2	10
Row %	20.0%	60.0%	20.0%	100.0%
Border State Total	15	82	44	141
Row %	10.6%	58.2%	31.2%	100.0%
Other Origin ^d	4	7	37	48
Row %	8.3%	14.6%	77.1%	100.0%
All Non-Wyo Total^e	19	89	81	189
Row %	10.1%	47.1%	42.9%	100.0%
Unknown Origin	5	1	9	15
Row %	33.3%	6.7%	60.0%	100.0%
Total	690	206	381	1,277
Row %	54.0%	16.1%	29.8%	100.0%

Note: Row percents may not total to 100 percent due to rounding.
^aIf an individual worked in more than one state during the study period, we assigned the individual to the state in which he or she
^cColorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah.
^bNot working in Wyoming or a Memorandum of Understanding (MOU) state.
^dMay include international origins.
^eBorder States and Other Origin.

Table 2.3: May 2002 Wyoming Community College Graduates by Age and Work Location^a, Second Quarter 2003

Age Group	Work Location			Total
	Wyoming	MOU State ^b	Unknown ^c	
16-19	3	0	5	8
Row %	37.5%	0.0%	62.5%	100.0%
20	87	41	56	184
Row %	47.3%	22.3%	30.4%	100.0%
21	116	49	78	243
Row %	47.7%	20.2%	32.1%	100.0%
22-24	147	60	95	302
Row %	48.7%	19.9%	31.5%	100.0%
25-34	177	28	74	279
Row %	63.4%	10.0%	26.5%	100.0%
35-44	97	15	40	152
Row %	63.8%	9.9%	26.3%	100.0%
45-54	53	8	22	83
Row %	63.9%	9.6%	26.5%	100.0%
55-64	6	1	5	12
Row %	50.0%	8.3%	41.7%	100.0%
65+	0	0	2	2
Row %	0.0%	0.0%	100.0%	100.0%
Unknown	4	4	4	12
Row %	33.3%	33.3%	33.3%	100.0%
Total	690	206	381	1,277.00
Row %	54.0%	16.1%	29.8%	100.0%

Note: Row percents may not total to 100 percent due to rounding.

^aIf an individual worked in more than one state during the study period, we assigned the individual to the state in which he or she had the highest earnings.

^bIncludes Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah.

^cNot working in Wyoming or a Memorandum of Understanding (MOU) state.

olds, 22.3 percent were working in an MOU state. There were also a similar number of 21-year-olds and 22 to 24-year-olds working in an MOU state (20.2% and 19.9%, respectively).

Gender

Substantially more women than men graduated from Wyoming community colleges in May 2002 (64.7% and 35.3%). However, male and female graduates were similarly distributed in Wyoming Wage

Records (50.6% and 55.9%, respectively) and MOU state Wage Records (15.5% and 16.5%, respectively) one year after graduation (see Table 2.4, page 28).

Industry

Industry classifications are provided for the 896 graduates who had jobs in Wyoming or an MOU state (see Table 2.5, page 29). They worked in a number of industries. The highest percentages were in Health Care & Social Assistance (260

or 29.0%), Retail Trade (100 or 11.2%), Educational Services (88 or 9.8%), and Professional & Business Services (84 or 9.4%).

There was substantial industry variation in the percentages of graduates working in Wyoming or an MOU state. Wyoming industries more likely to employ graduates included Information (88.2%); Educational Services (85.2%); or Wholesale Trade, Transportation, & Utilities (81.8%). MOU state industries more likely to employ graduates included Manufacturing (36.4%), Other Services (34.6%), and Leisure & Hospitality (31.8%).

Discussion

Two-thirds of Wyoming's May 2002 community college graduates were working in Wyoming or another MOU state one year after graduation. The completion of an Associate's degree is

often part of a larger continued educational objective. Many of those not found working in 2003Q2 may have gone on to further education. Given that a number of full-time students in four-year settings do not work or may work in jobs not covered by UI (Brennen et al., 2004), this number could be quite substantial.

Younger graduates are more likely than older graduates to leave the state after graduation. One possible explanation is that older graduates are more likely to earn a degree for purposes of career advancement within an existing industry or occupation.

A higher proportion of community college graduates are women and more likely than men to be found working in Wyoming or an MOU state. Depending upon gender differences in how a degree from a community college is primarily

Table 2.4: May 2002 Wyoming Community College Graduates by Gender and Work Location^a, Second Quarter 2003

Gender	Work Location			Total
	Wyoming	MOU ^a State	Unknown ^c	
Women	462	136	228	826
Row %	55.9%	16.5%	27.6%	100.0%
Men	228	70	153	451
Row %	50.6%	15.5%	33.9%	100.0%
Total	690	206	381	1277
Row %	54.0%	16.1%	29.8%	100.0%

Note: Row percents may not total to 100 percent due to rounding.

^aIf an individual worked in more than one state during the study period, we assigned the individual to the state in which he or she had the highest earnings.

^bIncludes Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah.

^cNot working in Wyoming or a Memorandum of Understanding (MOU) state.

Table 2.5: May 2002 Wyoming Community College Graduates by Industry and Work Location^a, Second Quarter 2003

Industry ^b	Work Location		Total
	Wyoming	MOU State ^c	
Natural Resources and Mining (11, 21)	35	10	45
Row %	77.8%	22.2%	100.0%
Construction (23)	31	13	44
Row %	70.5%	29.5%	100.0%
Manufacturing (31-33)	14	8	22
Row %	63.6%	36.4%	100.0%
Wholesale Trade, Transportation, & Utilities (42, 48-49, 22)	27	6	33
Row %	81.8%	18.2%	100.0%
Retail Trade (44-45)	73	27	100
Row %	73.0%	27.0%	100.0%
Information (51)	15	2	17
Row %	88.2%	11.8%	100.0%
Financial Activities (52-53)	26	9	35
Row %	74.3%	25.7%	100.0%
Professional and Business Services (54-56)	67	17	84
Row %	79.8%	20.2%	100.0%
Education Services (61)	75	13	88
Row %	85.2%	14.8%	100.0%
Health Care and Social Assistance (62)	210	50	260
Row %	80.8%	19.2%	100.0%
Leisure and Hospitality (71-72)	45	21	66
Row %	68.2%	31.8%	100.0%
Other Services (81)	17	9	26
Row %	65.4%	34.6%	100.0%
Public Administration (92)	53	15	68
Row %	77.9%	22.1%	100.0%
Unclassified	2	6	8
Row %	25.0%	75.0%	
Total	690	206	896
Row %	77.0%	23.0%	100.0%

^aIf an individual worked in more than one state during the study period, we assigned the individual to the state in which he or she had the highest earnings.

^bBased on 2-digit North American Industry Classification System code.

^cMemorandum of Understanding (MOU) states include Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah.

utilized by graduates (e.g., as a terminal degree or as a first step in additional college education), men may be less likely to enter the job market upon completion of a degree from a community college. The large output of women with nursing degrees (see Chapter 4, page 43) may indicate that a community college

degree is associated with, at least for the short-term future, the intention by women to enter the workforce. The gender distribution of community college graduates transferring to a four-year college could easily be determined with access to the National Student Clearinghouse (NSC) data.

The data also support the argument that colleges near the borders of another state disproportionately supply graduates to these out-of-state labor market areas. This should not be taken as a criticism of the colleges because they are filling a regional educational market niche. The fact that many of the graduates are successful in the labor markets of surrounding states is an indication that the colleges are imbuing students with useful work skills. Additionally, graduates who originated from out-of-state were more likely to work in an MOU state one year after graduation than those from Wyoming (47.1% compared to 10.8%). Exploiting a larger geographical area may also permit course offerings that would not be possible if limited only to students from Wyoming. A result may be diversity in educational offerings as well as a more efficient use of existing capacity and the introduction of non-residents to opportunities in Wyoming's labor market.

Future Research

Given that a community college degree is often the start of an objective to pursue additional education, a search of wage record data can provide only a partial accounting of the successes of community college graduates one year after graduation. A more complete picture of college outcomes could be presented if transfer data supplied from the NSC could be integrated with interstate Wage Record data. Presumably, a number of students not found in Wyoming's

or MOU state's Wage Records could be found attending the University of Wyoming or other four-year colleges. Additionally, allowing R&P to identify transfer students would provide a more accurate picture of expected wages for community college graduates who do not go on to a four-year college (e.g., wages may be deflated by transfer students working low-wage, part-time jobs). Future plans for community college graduate outcomes analysis between Research & Planning and the colleges include the merging of Wage Record and NSC data.

References

Brennan, N., Henderson, C. R., & Saulcy, S. (2004). *Where are the jobs? What do they pay?: 2001 annual covered employment and wages*. Casper, WY: Wyoming Department of Employment, Research & Planning.

Chapter 3: Research Using Only Administrative Data

by: Sara Saulcy, Economist

tables by: Tony Glover and Douglas W. Leonard, Senior Research Analysts

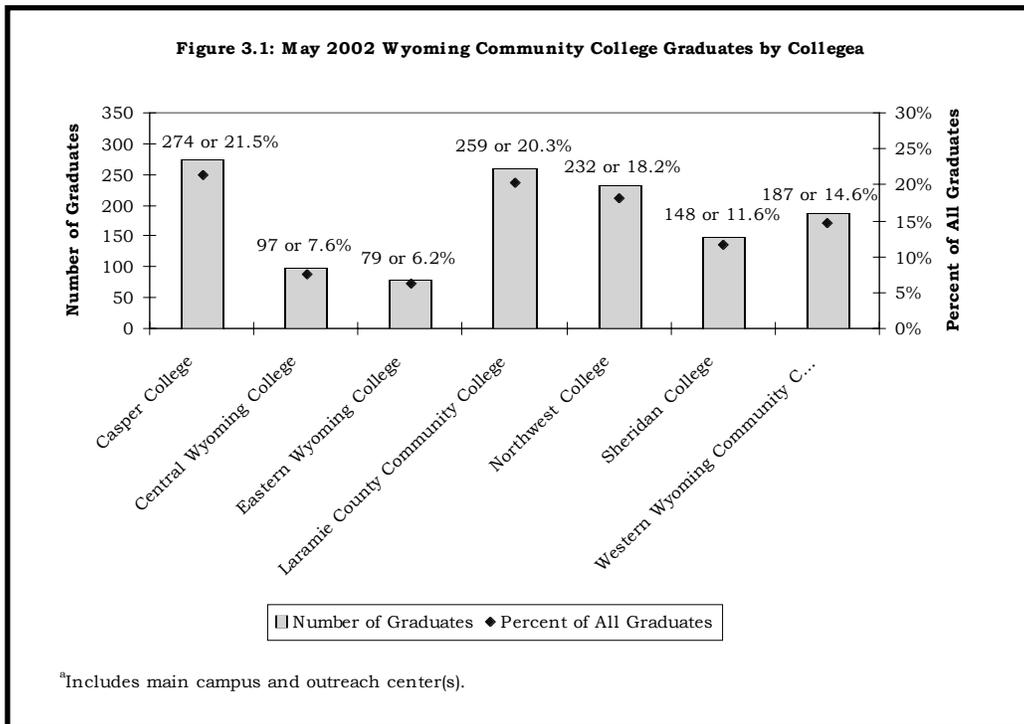
In this chapter we examine 2002 Wyoming community college graduates using information available from Wyoming administrative data sources, including college program enrollment data and Wage Records. Tables and figures for individual colleges are available in Appendix A beginning on page 61.

Who Are the Graduates?

In 2002 there were 1,277 graduates from the seven schools, with Casper College having the most (274) and Eastern Wyoming College with the fewest (79; see Figure 3.1).

The distribution of graduates by age group is shown in Table 3.1 (see page 32). Over half (729) were 20 to 24 years old. Graduates 25 and older (528) constituted 41.3 percent. Those 35 years of age and older increased slightly from 17.4 percent in 2001 (Saulcy, 2003) to 19.5 percent in 2002. The majority (64.7%) of May 2002 graduates were women (see Figure 3.2, page 32), also consistent with last year's results.

Graduates acquire training in a wide variety of programs, as depicted by Classification of Instructional Program (CIP) codes and titles in Table 3.2 (see page 33). These codes



and titles are a standardized method of reporting educational programs across colleges, vocational schools, and universities. CIP codes were not available for some students.

The largest share of graduates came from Health Professions & Related Sciences (296 or 23.2%; see Table 3.2, page 33). Registered Nurses and Dental Hygienists are among the types of professions included in this program. Large numbers of graduates were also from Liberal Arts & Sciences, General Studies & Humanities (159 or 12.5%), Business Management & Administrative Services (129 or 10.1%), and Education (113 or 8.8%).

Table 3.2 also shows the percentage of graduates employed in Wyoming one year after graduation, in second quarter 2003 (2003Q2; also see Appendix C, page 141). A total of 706 graduates (55.3%) worked in Wyoming in 2003Q2. Over 65 percent of graduates in Computer & Information Sciences; Education; Law

& Legal Studies; Mechanics & Repairers; Transportation & Materials Moving Workers were employed in Wyoming one year after graduation. Less than 20 percent of graduates in Agricultural Business & Production; Conservation & Renewable Natural Resources; and Parks, Recreation, Leisure, & Fitness Studies worked in Wyoming.

Industry Employment

Most graduates worked in a single job in Wyoming during 2003Q2. However, 167 (23.7%) held at least two jobs. Multiple job holding may occur for a couple of reasons. The graduates may be holding multiple jobs concurrently, or during the given quarter they may have left one job and started another (see Appendix C, page 141 for an in-depth discussion of how employment is tracked using Wage Records).

Wyoming jobs occupied by graduates were in a wide variety of industries as shown in Figure 3.3

Table 3.1: May 2002 Wyoming Community College Graduates by Age Group

Age Group	2002 Graduates	
	Number	Percent
16-19	8	0.6%
20	184	14.4%
21	243	19.0%
22-24	302	23.6%
25-34	279	21.8%
35-44	152	11.9%
45-54	83	6.5%
55-64	12	0.9%
65 and Over	2	0.2%
Unknown	12	0.9%
Total	1,277	100.0%

Note: Row totals may not sum to 100 percent due to rounding.

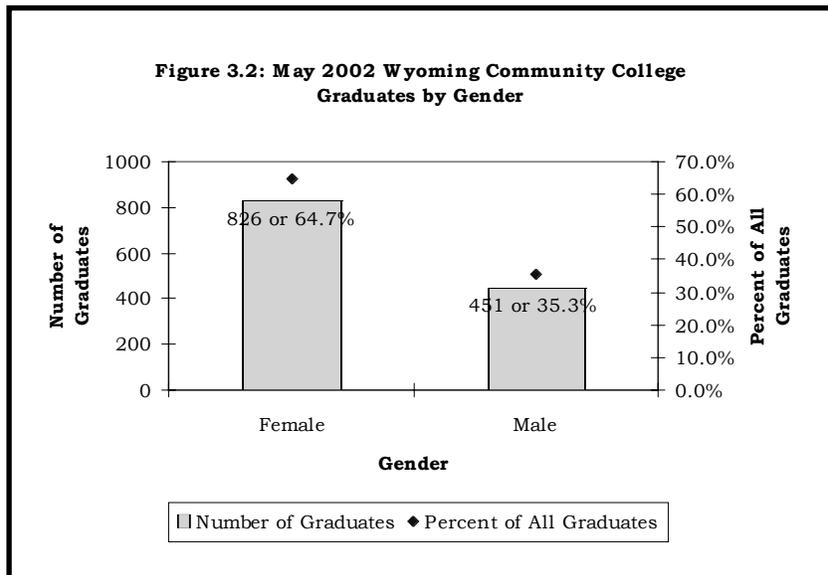


Table 3.2: May 2002 Wyoming Community College Graduates by CIP and Wyoming Employment Status, Second Quarter 2003

2-Digit CIP Code ^a and Title	Total Graduates		Graduates Employed in Wyoming	
	Number	Column %	Number	Column %
01 Agricultural Business & Production	55	4.3%	9	16.4%
02 Agricultural Sciences	21	1.6%	9	42.9%
03 Conservation & Renewable Natural Resources	12	0.9%	1	8.3%
09 Communications	16	1.3%	10	62.5%
11 Computer & Information Sciences	45	3.5%	30	66.7%
12 Personal & Misc. Services	5	0.4%	2	40.0%
13 Education	113	8.8%	77	68.1%
14 Engineering	21	1.6%	9	42.9%
15 Engineering-Related Technologies	25	2.0%	15	60.0%
16 Foreign Languages & Literatures	5	0.4%	3	60.0%
22 Law & Legal Studies	13	1.0%	9	69.2%
23 English Language & Literature/Letters	14	1.1%	8	57.1%
24 Liberal Arts & Sciences, General Studies & Humanities	159	12.5%	75	47.2%
26 Biological Sciences/Life Sciences	19	1.5%	9	47.4%
27 Mathematics	3	0.2%	1	33.3%
30 Multi/Interdisciplinary Studies	21	1.6%	9	42.9%
31 Parks, Recreation, Leisure & Fitness Studies	7	0.5%	1	14.3%
40 Physical Sciences	5	0.4%	3	60.0%
42 Psychology	24	1.9%	8	33.3%
43 Protective Services	49	3.8%	29	59.2%
44 Public Administration & Services	4	0.3%	2	50.0%
45 Social Sciences & History	28	2.2%	11	39.3%
46 Construction Trades	4	0.3%	3	75.0%
47 Mechanics & Repairers	52	4.1%	35	67.3%
48 Precision Production Trades	35	2.7%	17	48.6%
49 Transportation & Materials Moving Workers	12	0.9%	8	66.7%
50 Visual & Performing Arts	76	6.0%	36	47.4%
51 Health Professions & Related Sciences	296	23.2%	189	63.9%
52 Business Management & Administrative Services	129	10.1%	81	62.8%
CIP code unavailable	9	0.7%	7	77.8%
Total	1,277	100.0%	706	55.3%

^aClassification of Instructional Programs.

(page 34). Employment was concentrated in Healthcare & Social Assistance (29.8%); Education Services (11.0%); and Retail Trade (11.0%).

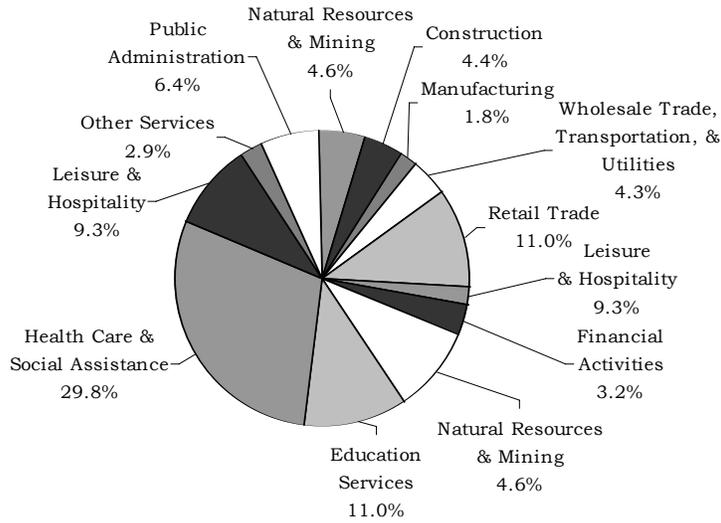
The combined goods-producing industries of Natural Resources & Mining, Construction, and Manufacturing employed predominantly male graduates (72 men compared to 24 women; see

Figure 3.4, page 34). In contrast, services-providing industries employed the most women (581 women compared 217 men).

The largest concentration of women was in Health Care & Social Assistance (37.8%; see Figure 3.5, page 35). Only four percent of all women graduates held jobs in the

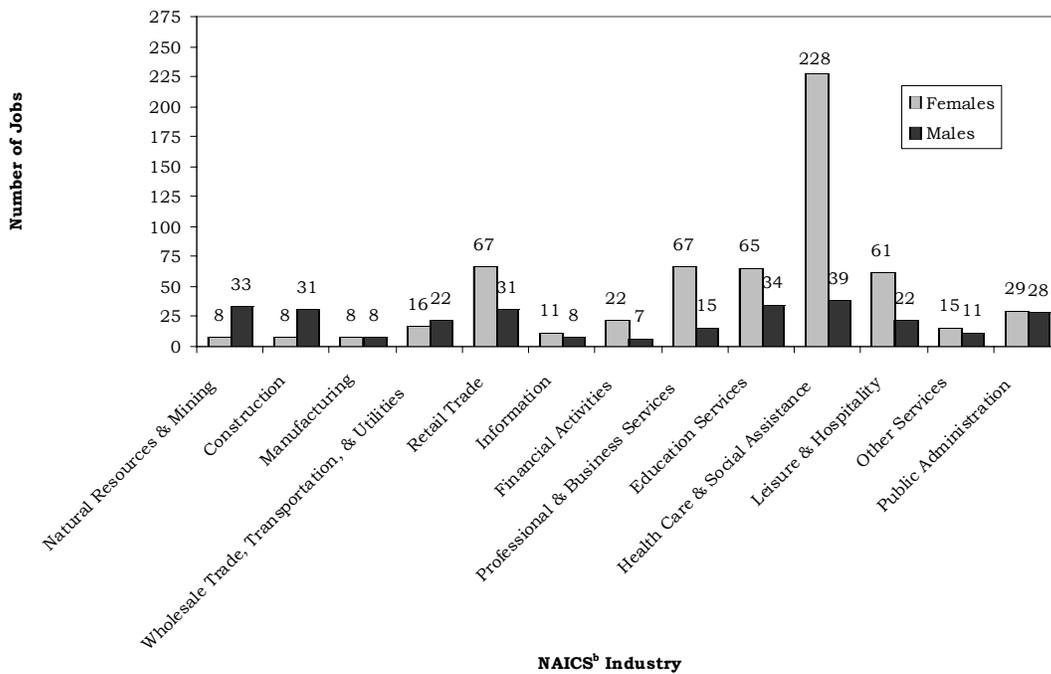
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Figure 3.3: May 2002 Wyoming Community College Graduates^a Working in Wyoming, Second Quarter 2003 (2003Q2), by Industry



^aMay include multiple responses for a single employer or graduate.

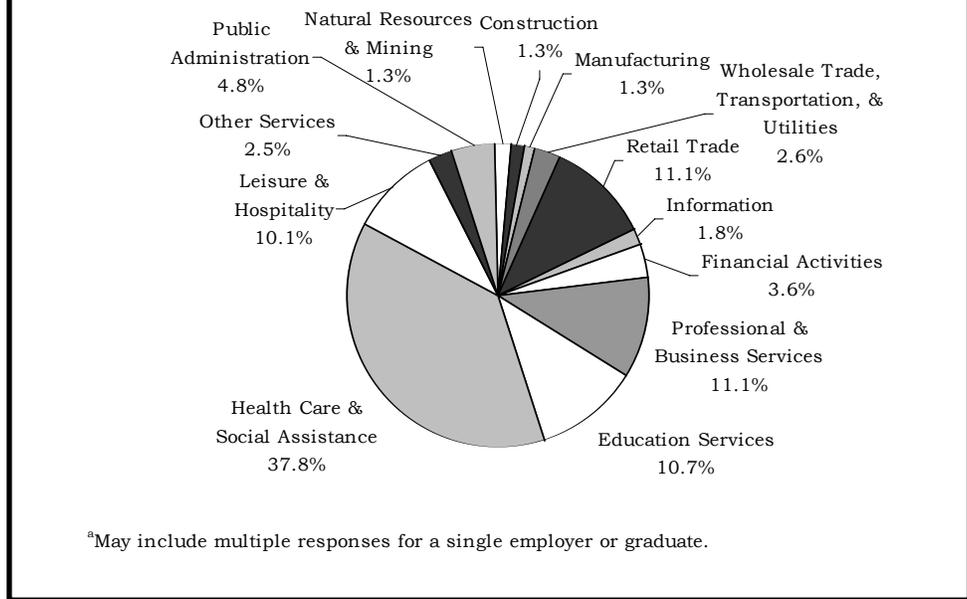
Figure 3.4: Jobs Held by May 2002 Wyoming Community College Graduates^a in Wyoming, by Industry and Gender, Second Quarter 2003



^aMay include multiple responses for a single employer or graduate.

^bNorth American Industry Classification System.

Figure 3.5: Jobs Held by Female May 2002 Wyoming Community College Graduates^a in Wyoming by Industry, Second Quarter 2003



goods-producing industries of Natural Resources & Mining, Construction, and Manufacturing (8 females in each industry; 1.3% each). As with women, more men worked in Health Care & Social Assistance (13.5%), although they were more evenly distributed across all industries (see Figure 3.6, page 36).

Differences in graduates' employment also occurred by age as shown in Table 3.3 (see page 37). Services-providing industries employed the most graduates (798 jobs) in all age groups. The largest concentration by those age groups between 20 and 54 occurs in Health Care & Social Assistance (267), while those age 55-64 worked in Professional & Business Services. Manufacturing employed the fewest graduates in age groups 20-24 and 45-54, and Construction employed

the fewest age 25 to 44. Health Care & Social Assistance and Public Administration represented the fewest jobs worked by graduates age 55-64.

Wyoming Community College Graduate Workforce Stability

A firm's labor stability, or lack thereof, is a valuable indicator of its health. A certain amount of employee turnover is normal, and is in fact, necessary, because it opens the way for new workers and deserved promotions for experienced employees. It is often healthy for a dissatisfied employee to leave one employer for another that he or she prefers. On the other hand, higher turnover - lots of satisfactory but dissatisfied employees leaving - generally means a specific or general unhappiness with the job. While pay

is a driving force, there are many other important issues: benefits (especially newer benefits such as flexible hours), scheduling practices, a poor fit, inadequate training, management philosophy, inadequate skills training, inimical supervisory behavior, lack of recognition, or better career opportunities (Business & Legal Reports, n.d.).

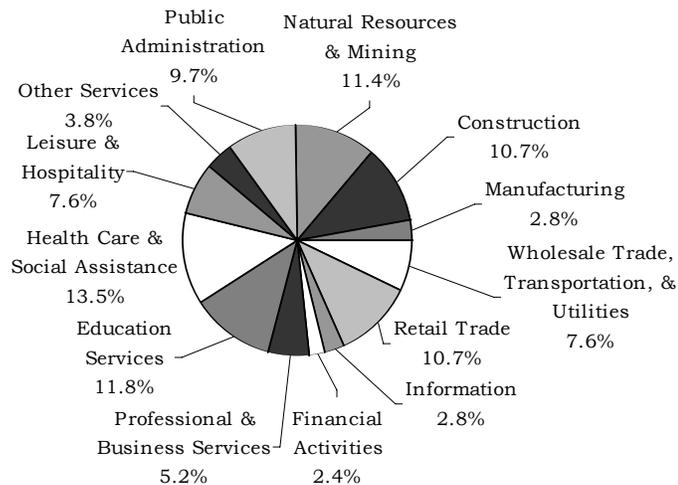
Patterns of turnover (hereafter referred to as transition activities) among 2002 Wyoming community college graduates are shown in Table 3.4 (see page 38, and Appendix C, page 141 for transition activities among 2001 graduates). Future research may include longitudinal analysis of transition activities by year of graduation. Table 3.4 demonstrates 2002 graduates' transition activities beginning in the quarter of graduation (2002Q2) and ending one year later in 2003Q1. The

upper panel of the table shows the most common transition activities, while the lower panel gives average quarterly wages of graduates for the associated transition activity. The table also shows the number of graduates employed in each quarter.

Of the 1,277 graduates, 24.6 percent (313 graduates) fell into the category of "not employed" from 2002Q2 to 2003Q1, the most common transition activity. The second most common transition activity was "continuously employed." Graduates in this category constituted 18.3 percent (233 graduates) of the total. Continuously employed graduates were most likely incumbent workers rather than new labor supply.

The most graduates employed at some time during the 2002Q2 to 2003Q1 period shown in Table 3.4

Figure 3.6: Jobs Held by Male 2002 Wyoming Community College Graduates^a in Wyoming by Industry, Second Quarter 2003



^aMay include multiple responses for a single employer or graduate.

Table 3.3: Jobs Held by May 2002 Wyoming Community College Graduates^a in Wyoming by Industry and Age Group, Second Quarter 2003

Industry		Age Group									Total Graduates	
		16-19	20	21	22-24	25-34	35-44	45-54	55-64	65 and Over		
Goods-Producing	Number	1	20	21	27	11	10	5	0	0	1	96
	Row %	1.0%	20.8%	21.9%	28.1%	11.5%	10.4%	5.2%	0.0%	0.0%	1.0%	100.0%
	Column %	33.3%	16.3%	13.3%	13.6%	5.1%	8.4%	7.7%	0.0%	0.0%	14.3%	10.7%
Natural Resources & Mining	Number	0	11	8	9	4	5	4	0	0	0	41
	Row %	0.0%	26.8%	19.5%	22.0%	9.8%	12.2%	9.8%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	8.9%	5.1%	4.5%	1.9%	4.2%	6.2%	0.0%	0.0%	0.0%	4.6%
Construction	Number	1	6	12	16	2	1	0	0	0	1	39
	Row %	2.6%	15.4%	30.8%	41.0%	5.1%	2.6%	0.0%	0.0%	0.0%	2.6%	100.0%
	Column %	33.3%	4.9%	7.6%	8.1%	0.9%	0.8%	0.0%	0.0%	0.0%	14.3%	4.4%
Manufacturing	Number	0	3	1	2	5	4	1	0	0	0	16
	Row %	0.0%	18.8%	6.3%	12.5%	31.3%	25.0%	6.3%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	2.4%	0.6%	1.0%	2.3%	3.4%	1.5%	0.0%	0.0%	0.0%	1.8%
Services-Providing	Number	2	103	137	171	203	109	60	7	0	6	798
	Row %	0.3%	12.9%	17.2%	21.4%	25.4%	13.7%	7.5%	0.9%	0.0%	0.8%	100.0%
	Column %	66.7%	83.7%	86.7%	86.4%	94.9%	91.6%	92.3%	100.0%	0.0%	85.7%	89.3%
Wholesale Trade, Transportation, & Utilities	Number	0	7	8	10	6	4	3	0	0	0	38
	Row %	0.0%	18.4%	21.1%	26.3%	15.8%	10.5%	7.9%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	5.7%	5.1%	5.1%	2.8%	3.4%	4.6%	0.0%	0.0%	0.0%	4.3%
Retail Trade	Number	1	18	30	26	12	5	5	0	0	1	98
	Row %	1.0%	18.4%	30.6%	26.5%	12.2%	5.1%	5.1%	0.0%	0.0%	1.0%	100.0%
	Column %	33.3%	14.6%	19.0%	13.1%	5.6%	4.2%	7.7%	0.0%	0.0%	14.3%	11.0%
Information	Number	0	2	3	4	5	2	2	0	0	1	19
	Row %	0.0%	10.5%	15.8%	21.1%	26.3%	10.5%	10.5%	0.0%	0.0%	5.3%	100.0%
	Column %	0.0%	1.6%	1.9%	2.0%	2.3%	1.7%	3.1%	0.0%	0.0%	14.3%	2.1%
Financial Activities	Number	0	5	5	9	5	3	2	0	0	0	29
	Row %	0.0%	17.2%	17.2%	31.0%	17.2%	10.3%	6.9%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	4.1%	3.2%	4.5%	2.3%	2.5%	3.1%	0.0%	0.0%	0.0%	3.2%
Professional & Business Services	Number	0	12	10	16	25	8	7	3	0	1	82
	Row %	0.0%	14.6%	12.2%	19.5%	30.5%	9.8%	8.5%	3.7%	0.0%	1.2%	100.0%
	Column %	0.0%	9.8%	6.3%	8.1%	11.7%	6.7%	10.8%	42.9%	0.0%	14.3%	9.2%
Education Services	Number	0	12	9	11	28	25	11	2	0	1	99
	Row %	0.0%	12.1%	9.1%	11.1%	28.3%	25.3%	11.1%	2.0%	0.0%	1.0%	100.0%
	Column %	0.0%	9.8%	5.7%	5.6%	13.1%	21.0%	16.9%	28.6%	0.0%	14.3%	11.1%
Health Care & Social Assistance	Number	0	19	31	60	85	47	23	1	0	1	267
	Row %	0.0%	7.1%	11.6%	22.5%	31.8%	17.6%	8.6%	0.4%	0.0%	0.4%	100.0%
	Column %	0.0%	15.4%	19.6%	30.3%	39.7%	39.5%	35.4%	14.3%	0.0%	14.3%	29.9%
Leisure & Hospitality	Number	0	15	27	17	14	6	3	0	0	1	83
	Row %	0.0%	18.1%	32.5%	20.5%	16.9%	7.2%	3.6%	0.0%	0.0%	1.2%	100.0%
	Column %	0.0%	12.2%	17.1%	8.6%	6.5%	5.0%	4.6%	0.0%	0.0%	14.3%	9.3%
Other Services	Number	1	5	4	6	5	5	0	0	0	0	26
	Row %	3.8%	19.2%	15.4%	23.1%	19.2%	19.2%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	33.3%	4.1%	2.5%	3.0%	2.3%	4.2%	0.0%	0.0%	0.0%	0.0%	2.9%
Public Administration	Number	0	8	10	12	18	4	4	1	0	0	57
	Row %	0.0%	14.0%	17.5%	21.1%	31.6%	7.0%	7.0%	1.8%	0.0%	0.0%	100.0%
	Column %	0.0%	6.5%	6.3%	6.1%	8.4%	3.4%	6.2%	14.3%	0.0%	0.0%	6.4%
TOTAL	Number	3	123	158	198	214	119	65	7	0	7	894
	Row %	0.3%	13.8%	17.7%	22.1%	23.9%	13.3%	7.3%	0.8%	0.0%	0.8%	100.0%
	Column %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%	100.0%

Note: Row totals may not sum to 100 percent due to rounding.

^aMay include multiple responses for a single employer or graduate.

(see page 38) was in 2002Q2 (819 graduates), while 2002Q4 had the fewest employed graduates (640). Average quarterly wages of 2002 graduates were lowest in 2002Q2

(\$2,917) and highest in 2002Q4 (\$4,764), a difference of \$1,847.

At the firm level, businesses that employed 2002 community college

graduates exhibited different transition activity behavior than those which did not. Table 3.5 (see page 39) shows the distribution of all Wyoming workers (including 2002 graduates employed in Wyoming and all other Wyoming workers) by

transition activity in 2003Q2 based on whether or not the firm employed a 2002 graduate. Overall, 61.5 percent of workers were continuously employed in 2003Q2. However, the

Text continued on page 41

Table 3.4: Most Common Transition Activities for May 2002 Wyoming Community College Graduates From Second Quarter 2002 (2002Q2) to First Quarter 2003 (2003Q1)							
Row	Transition Activity in Wyoming by Quarter					Number of Graduates Col. %	
	2002Q2	2002Q3	2002Q4	2003Q1			
1	NE	NE	NE	NE	313	24.6%	
2	CE	CE	CE	CE	233	18.3%	
3	Transition	NE	NE	NE	100	7.8%	
4	Transition	CE	CE	CE	69	5.4%	
5	Transition	Transition	NE	NE	64	5.0%	
6	CE	Transition	NE	NE	59	4.6%	
7	NE	Transition	CE	CE	38	3.0%	
8	Transition	Transition	CE	CE	34	2.7%	
9	CE	CE	Transition	NE	24	1.9%	
10	NE	NE	NE	Transition	23	1.8%	
All Other Work Statuses	NA	NA	NA	NA	320	24.9%	
Total, All Transition Activities	NA	NA	NA	NA	1,277	100.0%	
Total Graduates Employed	819	771	640	655	NA	NA	
Average Wyoming Quarterly Wage by Quarter							
Row	2002Q2	2002Q3	2002Q4	2003Q1	Number of Graduates Col. %		
1	NA	NA	NA	NA	313	24.6%	
2	\$4,824	\$5,410	\$6,025	\$5,876	233	18.3%	
3	\$1,410	NA	NA	NA	100	7.8%	
4	\$2,449	\$6,092	\$6,351	\$6,074	69	5.4%	
5	\$1,692	\$2,704	NA	NA	64	5.0%	
6	\$2,749	\$2,517	NA	NA	59	4.6%	
7	NA	\$2,774	\$5,031	\$4,982	38	3.0%	
8	\$2,133	\$3,268	\$4,172	\$4,219	34	2.7%	
9	\$2,976	\$4,903	\$3,547	NA	24	1.9%	
10	NA	NA	NA	\$1,219	23	1.8%	
All Other Work Statuses	\$1,706	\$2,724	\$2,489	\$2,605	320	24.9%	
Total Wages, All Transition Activities	\$1,875	\$2,512	\$2,393	\$2,335	1,277	100.0%	
Wages of All Employed Graduates	\$2,917	\$4,151	\$4,764	\$4,542	NA	NA	

NE-Not Employed (not found in Wyoming Wage Records).
CE-Continuously employed by one or more Wyoming employers in the quarter.
Transition: entered or exited a job in Wyoming. Excludes graduates who worked throughout the quarter for one or more Wyoming employers.
NA- Not applicable.

Table 3.5: Wyoming Workers by Work Status and Employer Placement of May 2002 Wyoming Community College Graduates, Second Quarter 2003 (2003Q2)

Transition Activity	Firms That Employed Graduates		Firms That Did Not Employ Graduates		All Wyoming Employers	
	Number employed at any time in 2003Q2	Column %	Number employed at any time in 2003Q2	Column %	Number employed at any time in 2003Q2	Column %
Continuously	59,039	69.7%	118,073	58.0%	177,112	61.5%
Transition	25,671	30.3%	85,337	42.0%	111,008	38.5%
Total	84,710	100.0%	203,410	100.0%	288,120	100.0%

Transition: entered or exited a Wyoming job. Excludes employees who worked throughout the quarter for one or more Wyoming employers.

Table 3.6: Number of Wyoming Employers, Average Firm Size, and Average Quarterly Wage by Employer Placement of May 2002 Wyoming Community College Graduates, Second Quarter 2003

	Firms That Employed Graduates at any Time in 2003Q2	Firms That Did Not Employ Graduates in 2003Q2	All Wyoming Employers
Number of Employers	555	16,778	17,333
Average Number of Employees	152.6	12.1	16.6
Average Quarterly Wage	\$6,887	\$5,451	\$5,873

Table 3.7: Average Quarterly Wage (AQW) of Wyoming Workers by Age Group and Employer Placement of May 2002 Wyoming Community College Graduates, Second Quarter 2003

Age Group	AQW in Firms That Employed Graduates in 2003Q2	AQW in Firms That Did Not Employ Graduates in 2003Q2	All Wyoming Employers
Under 20	\$1,094	\$972	\$1,001
20-24	\$2,714	\$2,744	\$2,735
25-34	\$5,878	\$5,138	\$5,351
35-44	\$8,043	\$6,893	\$7,245
45-54	\$9,798	\$8,103	\$8,696
55 and Over	\$8,692	\$7,056	\$7,578
NA	\$3,338	\$3,120	\$3,157
Total	\$6,887	\$5,451	\$5,873

NA-Not Available.

Table 3.8: Employers of May 2002 Wyoming Community College Graduates by Industry and Firm Size, Second Quarter 2003

Industry		EMPLOYEES PER FIRM				Total
		Under 10	10-19	20-49	50 or More	
Goods-Producing	# of Employers	25	15	15	30	85
	Row %	29.4%	17.6%	17.6%	35.3%	100.0%
	Column %	21.6%	16.3%	15.6%	12.0%	15.3%
Natural Resources & Mining	# of Employers	6	6	7	15	34
	Row %	17.6%	17.6%	20.6%	44.1%	100.0%
	Column %	5.2%	6.5%	7.3%	6.0%	6.1%
Construction	# of Employers	16	8	5	10	39
	Row %	41.0%	20.5%	12.8%	25.6%	100.0%
	Column %	13.8%	8.7%	5.2%	4.0%	7.0%
Manufacturing	# of Employers	3	1	3	5	12
	Row %	25.0%	8.3%	25.0%	41.7%	100.0%
	Column %	2.6%	1.1%	3.1%	2.0%	2.2%
Services-Providing	# of Employers	91	77	81	221	470
	Row %	19.4%	16.4%	17.2%	47.0%	100.0%
	Column %	78.4%	83.7%	84.4%	88.0%	84.7%
Retail Trade	# of Employers	20	10	19	24	73
	Row %	27.4%	13.7%	26.0%	32.9%	100.0%
	Column %	17.2%	10.9%	19.8%	9.6%	13.2%
Wholesale Trade, Transportation, & Utilities	# of Employers	6	9	7	13	35
	Row %	17.1%	25.7%	20.0%	37.1%	100.0%
	Column %	5.2%	9.8%	7.3%	5.2%	6.3%
Information	# of Employers	0	4	3	8	15
	Row %	0.0%	26.7%	20.0%	53.3%	100.0%
	Column %	0.0%	4.3%	3.1%	3.2%	2.7%
Financial Activities	# of Employers	5	4	5	10	24
	Row %	20.8%	16.7%	20.8%	41.7%	100.0%
	Column %	4.3%	4.3%	5.2%	4.0%	4.3%
Professional & Business Services	# of Employers	23	13	9	16	61
	Row %	37.7%	21.3%	14.8%	26.2%	100.0%
	Column %	19.8%	14.1%	9.4%	6.4%	11.0%
Educational Services	# of Employers	1	2	0	32	35
	Row %	2.9%	5.7%	0.0%	91.4%	100.0%
	Column %	0.9%	2.2%	0.0%	12.7%	6.3%
Health Care & Social Assistance	# of Employers	21	17	18	45	101
	Row %	20.8%	16.8%	17.8%	44.6%	100.0%
	Column %	18.1%	18.5%	18.8%	17.9%	18.2%
Leisure & Hospitality	# of Employers	4	13	13	40	70
	Row %	5.7%	18.6%	18.6%	57.1%	100.0%
	Column %	3.4%	14.1%	13.5%	15.9%	12.6%
Other Services	# of Employers	9	2	4	7	22
	Row %	40.9%	9.1%	18.2%	31.8%	100.0%
	Column %	7.8%	2.2%	4.2%	2.8%	4.0%
Public Administration	# of Employers	2	3	3	26	34
	Row %	5.9%	8.8%	8.8%	76.5%	100.0%
	Column %	1.7%	3.3%	3.1%	10.4%	6.1%
TOTAL	# of Employers	116	92	96	251	555
	Row %	20.9%	16.6%	17.3%	45.2%	100.0%
	Column %	100.0%	100.0%	100.0%	100.0%	100.0%

Note: Row totals may not sum to 100 percent due to rounding.

percentage of continuously employed workers in firms that employed a graduate was higher than firms that did not employ a graduate (69.7% compared to 58.0%). Firms that employed a graduate had fewer transitioning workers than those that did not (30.3% compared to 42.0%). These results suggest that, on average, firms employing at least one graduate from the 2002 class have more labor stability.

Firm Size and Employment

The total number of Wyoming firms in 2003Q2 was 17,333, with an average of 16.6 employees. Workers earned a quarterly average of \$5,873 (see Table 3.6, page 39). Even though relatively few firms in the state employ graduates (555 compared to 16,778), they tend to have more employees (152.6 on average) than those not employing graduates (12.1 on average). In addition, average quarterly wages were higher in firms where graduates were employed (\$6,887 compared to \$5,451).

There is significant earnings variation among age groups, as illustrated in Table 3.7 (see page 39). For workers under age 35, the wage variability among those firms employing and those not employing graduates is almost negligible. The differences among workers over 35, however, were more pronounced. The discrepancy in earnings between firms that employed graduates and those that did not was greatest for workers 45-54 (\$9,798 compared to \$8,103). Earnings were also much higher for workers 55 and over

(\$8,692 compared to \$7,056). Low wages in early adulthood, peak earnings in midlife, and declining wages in late adulthood is consistent with what is generally known as the life cycle hypothesis which predicts this pattern (see Chapter 4, page 43 for additional discussion about the life cycle hypothesis).

With the exception of three industries (Construction; Professional & Business Services; and Other Services), the number of employers with 50 or more employees had the highest representation among firms that employed graduates (see Table 3.8, page 40). Services-providing industries with 50 or more employees had 221 employers that hired graduates, while goods-producing industries had 30 firms. The Health Care & Social Assistance industry had the most firms (45) with 50 or more employees, followed by Leisure and Hospitality (40 firms; see Appendix C, page 141, for other industry-firm size information).

Summary

May 2002 Wyoming community college graduates obtained training in a wide variety of instructional programs and worked in many different industries. Graduates who obtained degrees in Health Professions & Related Sciences programs were by far the most prevalent. In the workforce, this is directly tied to the number of graduates working in the Health Care & Social Assistance industry. Women constituted 64.7 percent of Wyoming's community college

graduates. Most graduates were ages 20-24. The two most common transition activities of the 2002 class were “not employed” or “continuously employed” throughout the four quarters following graduation. Firms that employed 2002 graduates had more employees on average than firms that did not employ 2002 graduates, especially in services-providing industries.

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Chapter 4: Results From Survey Data

by: Sara Saulcy, Economist

In this chapter we review the results of the May 2002 Wyoming community college graduates employer survey (for a discussion of the history of the project, see Appendix D, page 145). The survey collected data not available from administrative databases, and revealed graduates working in Wyoming one year after graduation worked primarily in Healthcare Practitioner & Technical occupations, followed by Office & Administrative Support. The average hourly wage was highest for Management and Healthcare Practitioner & Technical occupations. Paid vacation and paid holidays were the benefits most frequently offered to graduates. Employers reported that they were satisfied with the skills and work habits of the graduates they employ. However, employers reported that they were somewhat less satisfied with the quantity of labor available and the skills of the available labor supply.

Results

In second quarter 2003 (2003Q2), 706 of the 1,277 graduates worked 894 jobs for 551 different Wyoming employers (graduates' employers in other states were not surveyed). Of the 894 questionnaires (see pages 44 and 45) sent to employers, 673 were returned to Research & Planning

(R&P) for a response rate of 75.3 percent.

Occupation

Table 4.1 (page 46) shows graduates' employment by Standard Occupational Classification (SOC) major occupational group. The largest share of jobs worked by graduates were in Healthcare Practitioner & Technical occupations (124 jobs or 21.1% of useable occupational data). Registered Nurses and Dental Hygienists are among specific occupations in this major group (U.S. Office of Management and Budget, 2000). Office & Administrative Support had the next highest share of graduates (89).

Table 4.2 (see page 47 and 48) is a cross tabulation showing how occupations relate to the programs in which graduates receive instruction by reporting the number of jobs held by Classification of Instructional Program (CIP) and SOC. In some cases, the relationship between training and an occupation is obvious. For instance, the Health Professions & Related Sciences program has a clear relationship to Healthcare Practitioners & Technical occupations, and includes 117 jobs worked by graduates. Likewise, there

Text continued on page 46

Survey of Employers of Community College Programs Participants

Rev. 11/2003



Wyoming Department of Employment
 Research & Planning
 P.O. Box 2760
 Casper, WY 82602
 (307) 473-3819
 http://doe.state.wy.us/LMI/

Survey Date: January 2004
Please mail form by January 16, 2004.

We expect this form to take no more than 10 minutes to complete

Control #

All data collected must, by Wyoming Employment Security Law 27-3-603, be held in the strictest confidence, with results published only as summary statistics. The information you provide to us will be held confidential to the extent permitted by law.

Employee:

SSN:

Work, Pay, and Benefits

1. The State of Wyoming's Unemployment Insurance database indicates that the above-named individual was an employee of your business during April, May, and/or June of 2003. Is that correct?

Yes *(If yes, please continue.)* No *(If no, STOP. Please return this form in the enclosed self-addressed stamped envelope. Thank you.)*

2. What was this worker's rate of pay as of May 12, 2003? *(Please include base rate of pay, tips, commissions, and other monetary compensation.)*

\$ _____ per (check one)

- Hour
- Week
- 2 Weeks
- Month
- Other *(specify)*

3. On average how many hours did this employee normally work each week at that time? _____ Hours

4. Have any of the following job benefits been offered to the worker? *(Please check all that apply.)*

- | | | |
|---|--|--|
| <input type="checkbox"/> Paid holidays | <input type="checkbox"/> Short-term disability insurance | <input type="checkbox"/> Shift differential |
| <input type="checkbox"/> Paid vacation | <input type="checkbox"/> Health insurance | <input type="checkbox"/> Hiring bonus |
| <input type="checkbox"/> Paid sick leave | <input type="checkbox"/> Dependent health insurance | <input type="checkbox"/> Other <i>(specify; e.g. supplemental insurance)</i> |
| <input type="checkbox"/> Paid personal leave | <input type="checkbox"/> Retirement plan | |
| <input type="checkbox"/> Paid maternity/paternity leave | <input type="checkbox"/> Dental plan | |
| <input type="checkbox"/> Child care | <input type="checkbox"/> Vision plan | <input type="checkbox"/> No job benefits offered |
| <input type="checkbox"/> Life insurance | <input type="checkbox"/> Wellness plan | |
| <input type="checkbox"/> Long-term disability insurance | <input type="checkbox"/> Educational assistance | |

Type of Work

5. On May 12, 2003, what was this worker's occupation? *(For example, registered nurse, personnel manager. Please print in the shaded area.)*

--

6. On May 12, 2003, what were this worker's most important activities or duties? *(For example, patient care, repairing cars, teaching. Please print in the shaded area.)*

--

7. Check the qualifications the type of work described in questions 5 and 6 requires. *(Please check all that apply.)*

- | | | |
|---|---|---|
| <input type="checkbox"/> On-the-job training | <input type="checkbox"/> Bachelor's degree | <input type="checkbox"/> Other <i>(specify; for example, a course in medical terminology)</i> |
| <input type="checkbox"/> Postsecondary technical training | <input type="checkbox"/> Master's degree | |
| <input type="checkbox"/> Work experience in related occupations | <input type="checkbox"/> Licensure or certification | |
| <input type="checkbox"/> Associate's degree | <input type="checkbox"/> None required | |

8. Are there any extenuating factors affecting this worker's employment that you would like to comment on? *(specify below; for example, individual is a volunteer, worker was employed for only a few days by the firm.)*

(Over Please)

Skills, Work Habits, and Worker Availability	
<p><i>For purposes of instructional program improvement, we are seeking information about employer satisfaction with the employee's work skills and habits, as well as labor supply for the position in which the worker is employed. When possible, we request that the individual's direct supervisor complete questions 9 through 13. Thank you.</i></p>	
<p>9. How would you rate your overall satisfaction with the employee's work <i>skills</i>? <i>(For example, computer skills, technical competencies, customer service skills; please circle the number on the scale below that most closely describes your views.)</i></p>	
<p>Very Dissatisfied</p> <p style="text-align: center;">1 2 3 4 5 6 7 8 9 10</p>	<p style="text-align: right;">Very Satisfied</p> <p><input type="checkbox"/> Don't know/Not Familiar With Employee's Work</p>
<p>10. How would you rate your overall satisfaction with the employee's work <i>habits</i>? <i>(e.g., appropriate dress, arrives on time; please circle the number on the scale below that most closely describes your views.)</i></p>	
<p>Very Dissatisfied</p> <p style="text-align: center;">1 2 3 4 5 6 7 8 9 10</p>	<p style="text-align: right;">Very Satisfied</p> <p><input type="checkbox"/> Don't know/Not Familiar With Employee's Work</p>
<p>11. How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds? <i>(Please circle the number on the scale below that most closely describes your views.)</i></p>	
<p>Very Dissatisfied</p> <p style="text-align: center;">1 2 3 4 5 6 7 8 9 10</p>	<p style="text-align: right;">Very Satisfied</p> <p><input type="checkbox"/> Don't know</p>
<p>12. How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds? <i>(Please circle the number on the scale below that most closely describes your views.)</i></p>	
<p>Very Dissatisfied</p> <p style="text-align: center;">1 2 3 4 5 6 7 8 9 10</p>	<p style="text-align: right;">Very Satisfied</p> <p><input type="checkbox"/> Don't know</p>
<p>13. Please provide any additional comments on the sufficiency of the supply and/or skill of labor for the position.</p> 	
<p>14. Contact person name and title. <i>(Please print in the shaded areas below.)</i></p>	
<p>First Name</p> <div style="border: 1px solid black; background-color: #e0e0e0; height: 15px; width: 100%;"></div>	
<p>Last Name</p> <div style="border: 1px solid black; background-color: #e0e0e0; height: 15px; width: 100%;"></div>	
<p>Title</p> <div style="border: 1px solid black; background-color: #e0e0e0; height: 15px; width: 100%;"></div>	
<p>Phone Number <i>(Please include area code.)</i></p> <div style="border: 1px solid black; background-color: #e0e0e0; height: 15px; width: 100%; text-align: center;"> - - e x t </div>	
<p>E-Mail Address</p> <div style="border: 1px solid black; background-color: #e0e0e0; height: 15px; width: 100%;"></div>	
<p>15. Would you like to receive a copy of the statistical report compiled from all of the questionnaire results?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	

Thank you!

is a clear link between graduates who received instruction in Education and employment in Education, Training, & Library occupations (31 jobs).

In other circumstances the link between training and occupation is less clear. For example, graduates with training in Transportation & Materials Moving Workers fill ten jobs within Food Preparation & Serving Related occupations. Among the possible explanations for this outcome are: (1) graduates are working in unrelated occupations temporarily until they can find a job

using their training, (2) the temporary job became long-term because their education did not result in the expected long-term job in their field of study, and (3) upon entering the profession for which they trained, they discovered it did not suit them and opted for a different occupation.

Table 4.3 (page 49) illustrates graduates' employment by major occupational group and industry. If a student wants to work in a particular industry, this table illustrates the occupations for which they may want

Table 4.1: Jobs Held^a in Wyoming by May 2002 Wyoming Community College Graduates by Major Occupational Group, Second Quarter 2003

2-Digit SOC ^b Code and Title	Jobs Held by Graduates	
	Number	Percent of Subtotal
11 Management	6	1.0%
13 Business & Financial Operations	3	0.5%
15 Computer & Mathematical Science	7	1.2%
17 Architecture & Engineering	7	1.2%
19 Life, Physical, & Social Science	1	0.2%
21 Community & Social Services	11	1.9%
23 Legal	2	0.3%
25 Education, Training, & Library	59	10.0%
27 Arts, Design, Entertainment, Sports, & Media	9	1.5%
29 Healthcare Practitioner & Technical	124	21.1%
31 Healthcare Support	26	4.4%
33 Protective Service	12	2.0%
35 Food Preparation & Serving Related	49	8.3%
37 Building & Grounds Cleaning & Maintenance	23	3.9%
39 Personal Care & Service	23	3.9%
41 Sales & Related	48	8.2%
43 Office & Administrative Support	89	15.1%
45 Farming, Fishing, & Forestry	5	0.9%
47 Construction & Extraction	30	5.1%
49 Installation, Maintenance, & Repair	23	3.9%
51 Production	12	2.0%
53 Transportation & Material Moving	19	3.2%
Subtotal	588	100.0%
Occupation unavailable^c	306	34.2%
Total	894	100.0%

^aBased on responses to occupational questions from a survey of employers of graduates. May include multiple responses for a single employer or

^bStandard Occupational Classification.

^cOccupation is unavailable because the employer did not respond to the survey, did not report Occupation as requested, or reported that they had no record of the graduate as an employee.

to seek training. Alternatively, if the student would like to be employed in a particular occupation, they can see which Wyoming industries typically utilize those occupations. There were 113 Healthcare Practitioner & Technical jobs worked in the Health Care & Social Assistance industry, while graduates fill 54 Education, Training, & Library jobs in Education Services. Of the 30 jobs worked by those with training in Construction & Extraction, 27 were in goods-producing subindustries illustrating an occupational link. Office & Administrative Support occupations were distributed across a broad range of industries, with 6 jobs in goods-

producing industries and 83 jobs in the services-providing industries.

The more transferable skills a person has, the easier it is for that person to move to a different job in the event of employment loss. A similar benefit is realized if a person can acquire employment in an industry with many firms. For example, Registered Nurses have many employment options in the Healthcare & Social Assistance industry because of the large number of employers (for further information about staffing patterns across industries, see The Matrix: Customized Industrial and

Table 4.2: Jobs Held* in Wyoming by May 2002 Wyoming Community College Graduates by Instructional Program and Major Occupational Group, Second Quarter 2003

2-Digit CIP ^c Code and Title	2-Digit SOC ^b Code and Title													
	11 Management	13 Business & Financial Operations	15 Computer & Mathematical Science	17 Architecture & Engineering	19 Life, Physical, & Social Science	21 Community & Social Services	23 Legal	25 Education, Training, & Library	27 Arts, Design, Entertainment, Sports, & Media	29 Healthcare Practitioner & Technical	31 Healthcare Support	33 Protective Service	35 Food Preparation & Serving Related	37 Building & Grounds Cleaning & Maintenance
01 Agricultural Business & Production														
02 Agricultural Sciences								1						
03 Conservation & Renewable Natural Resources														
09 Communications										1	1	1	3	
11 Computer & Information Sciences			5	2				3					1	2
12 Personal & Misc. Services														ND
13 Education	1	1		1		2	31				2		8	2
14 Engineering				1									1	1
15 Engineering-Related Technologies				1					1					
16 Foreign Languages & Literatures									1					
22 Law & Legal Studies						1	2	1						
23 English Language & Literature/Letters												1		2
24 Liberal Arts & Sciences, General Studies & Humanities						1		10	1	1	7	1	5	4
26 Biological Sciences/Life Sciences													3	ND
27 Mathematics								1						1
30 Multi/Interdisciplinary Studies														1
31 Parks, Recreation, Leisure & Fitness Studies											ND			
40 Physical Sciences					1									
42 Psychology						1	1	1		2			3	
43 Protective Services						1	1	3		1		4	3	
44 Public Administration & Services								1					1	
45 Social Sciences & History								1				1		
46 Construction Trades														
47 Mechanics & Repairers	1											1	3	
48 Precision Production Trades					2			2			1			
49 Transportation & Materials Moving Workers														
50 Visual & Performing Arts														
51 Health Professions & Related Sciences	1					4		2		117	10	1	4	2
52 Business Management & Administrative Services	3	2						1	1	2	2		4	5
All Other CIP Codes											ND			
TOTAL	6	3	7	7	1	11	2	59	9	124	26	12	49	23

Table 4.2 Continued **2-Digit SOC^b Code and Title**

2-Digit CIP^c Code and Title	39 Personal Care & Service	41 Sales & Related	43 Office & Administrative Support	45 Farming, Fishing, & Forestry	47 Construction & Extraction	Maintenance, & Repair	51 Production	53 Transportation & Material Moving	Subtotal Occupational Unavailable	Total	
01 Agricultural Business & Production		1	3		1				5	7	12
02 Agricultural Sciences	1	1	1		1			1	6	5	11
03 Conservation & Renewable Natural Resources									0	1	1
09 Communications		1	1						9	7	16
11 Computer & Information Sciences	2	1	1				1	1	19	17	36
12 Personal & Misc. Services									ND	ND	ND
13 Education	5	7	10		2			1	73	22	95
14 Engineering		1							4	6	10
15 Engineering-Related Technologies			1	1	1	2	1	1	9	8	17
16 Foreign Languages & Literatures	1		2						4	1	5
22 Law & Legal Studies		1	5						10	1	11
23 English Language & Literature/Letters	1	2	3				1		10	1	11
24 Liberal Arts & Sciences, General Studies & Humanities	4	8	14		2	1	3	3	65	26	91
26 Biological Sciences/Life Sciences			2		2				9	3	12
27 Mathematics					1				3	0	3
30 Multi/Interdisciplinary Studies		1	1						3	8	11
31 Parks, Recreation, Leisure & Fitness Studies									ND	0	ND
40 Physical Sciences			1		1				3	1	4
42 Psychology	1	1							9	2	11
43 Protective Services	1		2		4			2	22	16	38
44 Public Administration & Services	1								3	0	3
45 Social Sciences & History			4		2				8	7	15
46 Construction Trades					ND				ND	ND	ND
47 Mechanics & Repairers		1		1	1	14		4	26	16	42
48 Precision Production Trades				1		2	4	1	13	7	20
49 Transportation & Materials Moving Workers	1		1	1	1			2	6	3	9
50 Visual & Performing Arts	1	6	2			1	1	2	37	15	52
51 Health Professions & Related Sciences	3	2	2		ND		1		150	95	245
52 Business Management & Administrative Services	1	13	32	1	4	2	1	1	75	25	100
All Other CIP Codes		1	1		1				4	3	7
TOTAL	23	48	89	5	30	23	12	19	588	306	894

^aBased on responses to occupational questions from a survey of employers of graduates. May include multiple responses for a single employer or graduate.
^bStandard Occupational Classification.
^cClassification of Instructional Program.
 ND-Not disclosable due to confidentiality.

Occupational Staffing Patterns & Wages at <<http://doe.state.wy.us/lmi/staffing/Staffing.htm>>.

Job Qualifications

On-the-job training (OJT) was most frequently reported, with 343 of the 550 respondents (62.4%) selecting it as a qualification (see Figure 4.1, page 50). OJT was followed by work experience in related occupations (175), Licensure or Certification (159), and an Associate’s degree (111). Considering that community colleges by design provide education up to the

Associate’s degree level, a surprising number of respondents reported that a Bachelor’s degree or Master’s degree were required (29 and 7, respectively). This may suggest a number of students attended community colleges to update or improve skills or perhaps simply for personal enrichment.

Wages

Average hourly wages by age group are shown in Figure 4.2 (page 50). Featured wages represent only those that are greater than or equal to

\$5.15 per hour (the federal minimum wage at present). Although employers were asked to combine all types of monetary compensation (including tips and commissions), doing so is often difficult, particularly for tipped employees.

The highest average wages were earned by 35-44 and 45-54 year-old graduates (\$12.66 and \$12.46, respectively). Those in the 16-19 and 20 age groups earned the lowest wages at \$7.25 and \$8.96 per hour, respectively. The pattern of low

earnings early in one's career, peak earnings mid-career, and declining earnings towards retirement is consistent with economic predictions of Ruby's life-cycle hypothesis (1999-2003). As individuals acquire more experience, they become more valuable to employers, and employers are more willing to pay higher wages to attract or retain them (Frank, 1994). Upon or near retirement, earnings decline with older workers seeking employment either to

Text continued on page 52

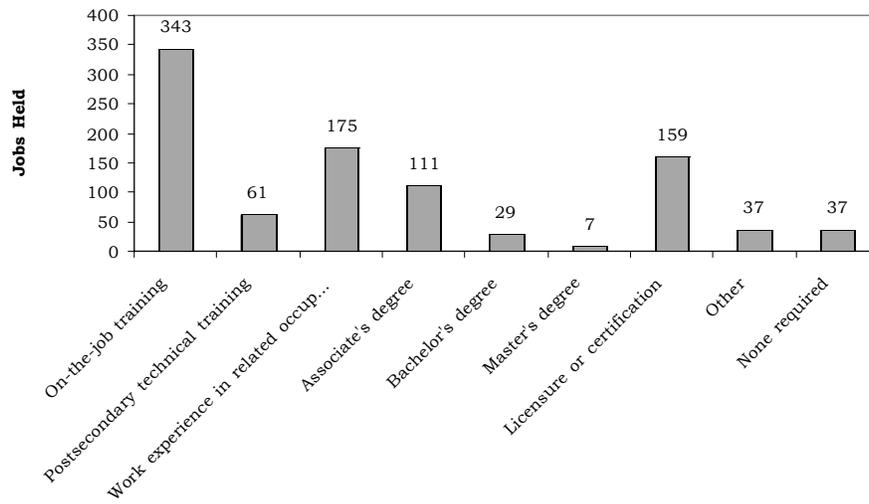
Table 4.3: Jobs^a Held in Wyoming by May 2002 Wyoming Community College Graduates by Major Occupational Group and Industry, Second Quarter 2003

2-Digit SOC ^b Code and Title	Industry																Total
	Goods-Producing	Natural Resources & Mining	Construction	Manufacturing	Services-Providing	Wholesale Trade, Transportation, & Utilities	Retail Trade	Information	Financial Activities	Professional & Business Services	Education Services	Health Care & Social Assistance	Leisure & Hospitality	Other Services	Public Administration		
11 Management	0				6				1		1	2	1	1		6	
13 Business & Financial Operations	0				3	1		1	1	1						3	
15 Computer & Mathematical Science	1	1			6				1	2					3	7	
17 Architecture & Engineering	1	1			6		3		3							7	
19 Life, Physical, & Social Science	0				1										1	1	
21 Community & Social Services	0				11						8			2	1	11	
23 Legal	0				2				2							2	
25 Education, Training, & Library	0				59					54	5					59	
27 Arts, Design, Entertainment, Sports, & Media	0				9	1	5		1	1			1			9	
29 Healthcare Practitioner & Technical	0				124					8	113				3	124	
31 Healthcare Support	0				26					2	23			1		26	
33 Protective Service	0				12								4		8	12	
35 Food Preparation & Serving Related	1			1	48		2				1	43	2			49	
37 Building & Grounds Cleaning & Maintenance	4	3	1		19				1	5	4			1	7	23	
39 Personal Care & Service	0				23						3	13	4	1	2	23	
41 Sales & Related	2	1	1		46	4	24	1	6	4				2	3	48	
43 Office & Administrative Support	6	1	4	1	83	9	7	1	15	17	5	14	3	4	8	89	
45 Farming, Fishing, & Forestry	4	4			1		1									5	
47 Construction & Extraction	27	10	15	2	3					2					1	30	
49 Installation, Maintenance, & Repair	5	2	2	1	18	4	7	2						4	1	23	
51 Production	6	2	2	2	6	3	1			1			1			12	
53 Transportation & Material Moving	3		3		16	4	5		2		2		2	1		19	
Subtotal	60	25	28	7	528	26	48	12	26	47	72	179	61	20	37	588	
Occupation Unavailable	36	16	11	9	270	12	50	7	3	35	27	88	22	6	20	306	
Total	96	41	39	16	798	38	98	19	29	82	99	267	83	26	57	894	

^aBased on occupational questions from a survey of employers of graduates. May include multiple responses for a single employer or graduate

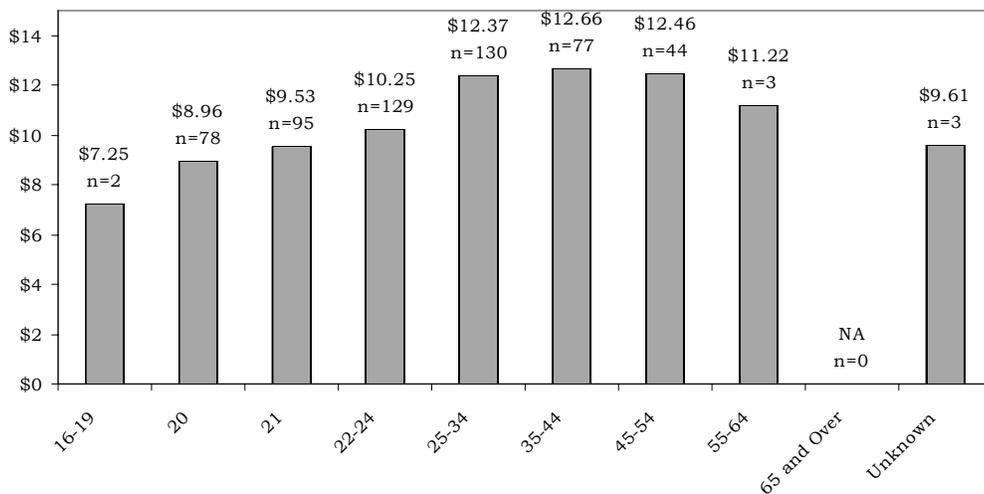
^bStandard Occupational Classification.

Figure 4.1: Jobs Held^a in Wyoming by May 2002 Wyoming Community College Graduates by Occupational Qualification Requirements, Second Quarter 2003



^aBased on 550 responses to jobs qualifications question from a survey of employers of graduates. May include multiple responses for a single employer or graduate. Employers could check one or more options, including "None required."

Figure 4.2: Average Hourly Wage^a of May 2002 Wyoming Community College Graduates Working in Wyoming by Age Group, Second Quarter 2003



^aBased on 561 responses to wage questions from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.
NA-Not applicable.

Table 4.4: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Wyoming Community College Graduates by Gender, Second Quarter 2003

	Number of Responses	2003Q2 Average Hourly Wage
Female	376	\$10.87
Male	185	\$11.07
Subtotal	561	\$10.93
Wage Unavailable ^b	333	
Total	894	

^aBased on responses to wage questions from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour include multiple responses for a single employer or graduate.

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

Table 4.5: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Wyoming Community College Graduates by Major Occupational Group, Second Quarter 2003 (2003Q2)

2-Digit SOC ^b Code and Title	Number of Responses	2003Q2 Average Hourly Wage
11 Management	4	\$19.16
13 Business & Financial Operations	3	\$8.98
15 Computer & Mathematical Science	7	\$12.20
17 Architecture & Engineering	7	\$13.93
19 Life, Physical, & Social Science	1	\$9.50
21 Community & Social Services	10	\$11.67
23 Legal	2	\$11.01
25 Education, Training, & Library	56	\$10.00
27 Arts, Design, Entertainment, Sports, & Media	9	\$8.74
29 Healthcare Practitioner & Technical	111	\$16.55
31 Healthcare Support	24	\$9.59
33 Protective Service	11	\$11.15
35 Food Preparation & Serving Related	39	\$7.44
37 Building & Grounds Cleaning & Maintenance	22	\$8.87
39 Personal Care & Service	23	\$7.76
41 Sales & Related	46	\$8.00
43 Office & Administrative Support	85	\$8.74
45 Farming, Fishing, & Forestry	5	\$7.82
47 Construction & Extraction	30	\$11.85
49 Installation, Maintenance, & Repair	23	\$12.32
51 Production	12	\$11.15
53 Transportation & Material Moving	18	\$9.47
Occupation not reported	13	\$8.69
Subtotal	561	\$10.93
Wage Unavailable ^c	333	
Total	894	

^aBased on responses to wage questions from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bStandard Occupational Classification.

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

supplement retirement or for personal enrichment (Bruce, 1998). This pattern is readily apparent in the Wyoming workforce (Jones, 2004), so the graduates' wage behavior fits well into context.

Table 4.4 (see page 51) highlights variation in graduates' earnings by gender. Average hourly wages for women were \$10.87 per hour, while men earned \$11.07 per hour (a

difference of -\$.20). A mix of market and non-market factors such as the number of workers in part-time jobs or personal choices (i.e., willingness to travel, occupational risk aversion) leading to differences in gender distribution among occupations may drive wage disparities (Saulcy, 2001).

Wages by major occupational group are presented in Tables 4.5 and 4.6 (see pages 51 and 52). Wages

Table 4.6: Comparison of Average Hourly Wages^a of Jobs Worked by May 2002 Wyoming Community College Graduates to Wyoming Entry-Level and Mean Hourly Wages by Major Occupational Group, Second Quarter 2003

2-Digit SOC ^b Code and Title	Wyoming Community College Graduates		2003Q2 Wyoming Hourly Wage ^c	
	Number of Responses	2003Q2 Average Hourly Wage ^a	Entry-Level ^d	Mean
11 Management	4	\$19.16	\$14.56	\$28.78
13 Business & Financial Operations	3	\$8.98	\$12.64	\$20.98
15 Computer & Mathematical Science	7	\$12.20	\$10.88	\$20.30
17 Architecture & Engineering	7	\$13.93	\$15.32	\$25.11
19 Life, Physical, & Social Science	1	\$9.50	\$11.15	\$19.60
21 Community & Social Services	10	\$11.67	\$8.38	\$13.66
23 Legal	2	\$11.01	\$12.06	\$28.41
25 Education, Training, & Library	56	\$10.00	\$8.90	\$16.50
27 Arts, Design, Entertainment, Sports, & M	9	\$8.74	\$6.42	\$12.77
29 Healthcare Practitioner & Technical	111	\$16.55	\$12.45	\$24.36
31 Healthcare Support	24	\$9.59	\$7.36	\$9.83
33 Protective Service	11	\$11.15	\$9.67	\$15.54
35 Food Preparation & Serving Related	39	\$7.44	\$6.02	\$7.42
37 Building & Grounds Cleaning & Mainten	22	\$8.87	\$6.40	\$9.25
39 Personal Care & Service	23	\$7.76	\$6.08	\$8.77
41 Sales & Related	46	\$8.00	\$6.30	\$11.65
43 Office & Administrative Support	85	\$8.74	\$7.51	\$11.45
45 Farming, Fishing, & Forestry	5	\$7.82	\$7.26	\$13.71
47 Construction & Extraction	30	\$11.85	\$10.16	\$16.47
49 Installation, Maintenance, & Repair	23	\$12.32	\$9.97	\$17.70
51 Production	12	\$11.15	\$8.19	\$15.50
53 Transportation & Material Moving	18	\$9.47	\$7.91	\$14.98
Occupation not reported	13	\$8.69	NA	NA
Subtotal	561	\$10.93	\$7.18	\$14.83
Wage Unavailable ^e	333			
Total	894			

^aBased on responses to wage questions from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bStandard Occupational Classification.

^cFrom the Wyoming Estimates Delivery System (EDS), available at <http://doe.state.wy.us/lmi/20032pub/toc000.htm>.

^dBased on the Wyoming mean of the lower one-third of the wage distribution.

^eWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

were highest for Management occupations (\$19.16 per hour), followed by Healthcare Practitioner & Technical occupations (\$16.55 per hour). Specific Management occupations include Administrative Services Managers and Financial Managers. Registered Nurses and Dental Hygienists are in the Healthcare Practitioner & Technical occupations group.

Food Preparation & Serving Related occupations had the lowest wages at \$7.44 per hour. Waiters & Waitresses and Bartenders are specific occupations within this group. Also at the lower end of wages were Personal Care & Service occupations (\$7.76 per hour, which

includes Hairdressers, Hairstylists, & Cosmetologists and Child Care Workers).

A comparison of graduates' wages to statewide entry-level and mean wages is shown in Table 4.6 (Hauf, 2003). Graduates earned \$3.75 per hour more on average than the entry-level wage of Wyoming workers overall (\$10.93 per hour compared to \$7.18 per hour). With four exceptions (Business & Financial Operations; Architecture & Engineering; and Life, Physical, & Social Science, & Legal occupations), the graduates earned hourly wages in 2003 that were higher than entry-level wages for all Wyoming workers within that occupation.

Table 4.7: Average Hourly Wage^a for May 2002 Wyoming Community College Graduates Working in Wyoming by Industry, Second Quarter 2003 (2003Q2)

Industry	Number of Responses	2003Q2 Average Hourly Wage ^a
Goods-Producing	60	\$11.69
Natural Resources & Mining	25	\$13.24
Construction	27	\$10.96
Manufacturing	8	\$9.31
Services-Providing	501	\$10.84
Wholesale Trade, Transportation, & Utilities	25	\$10.93
Retail Trade	45	\$7.71
Information	12	\$10.32
Financial Activities	26	\$9.52
Professional & Business Services	46	\$9.73
Education Services	70	\$10.21
Health Care & Social Assistance	166	\$13.78
Leisure & Hospitality	54	\$7.34
Other Services	19	\$9.59
Public Administration	38	\$10.83
Subtotal	561	\$10.93
Wage Unavailable ^b	333	
Total	894	

^aBased on responses to wage questions from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

Compared to entry-level wages for Management occupations, graduates' wages were \$4.60 per hour higher, the largest difference of all occupational groups (\$19.16 compared to \$14.56). Healthcare Practitioner & Technical occupations had the second largest difference at \$4.10 per hour higher than the entry-level wage for all Wyoming workers (\$16.55 compared to \$12.45). When comparing mean Wyoming wages to graduates' wages, the largest difference was for Legal occupations. These graduates earned \$17.40 per hour less than the mean hourly Wyoming wage in Legal occupations. However, community college graduates probably do not occupy the entire spectrum of legal occupations (e.g. attorneys).

Industry variations in graduates' hourly wages as reported by employers are presented in Table 4.7 (see page 53). Jobs occupied by graduates in goods-producing industries earned an average of 85 cents an hour more than those in the services-providing industries. Goods-producing wages were highest in Natural Resources & Mining (\$13.24 per hour). Of both goods-producing and services-providing industries, the highest wages were for jobs worked by graduates in Health Care & Social Assistance (\$13.78 per hour).

Employer-Provided Benefits

Total compensation in Wyoming in 2001 was comprised of 77.8 percent wages and salaries and 22.2 percent benefits (Cowan, 2003). The benefits

made available to Wyoming community college graduates are depicted in Table 4.8 (see page 55). Of the 554 respondents, 340 report offering at least one benefit (61.4%). Paid vacation was the most frequently offered benefit, followed by paid holidays (258 and 252 responses, respectively). Other benefits frequently offered were health insurance (250), paid sick leave (220) and dental plans (214). The least frequently offered benefits were a hiring bonus (20) and child care (22). These findings are similar to the results of the Wyoming employer benefits survey (Cowan, 2003).

Employer Satisfaction - the Graduate

Employers were asked to report their satisfaction with graduates' work skills and habits as shown in Table 4.9 (see page 56). Average satisfaction scores are presented by CIP code, and are based on a scale of one to ten, where one is very dissatisfied and ten is very satisfied (see also survey form on pages 44 and 45). Of the more than 400 employers that responded, most reported satisfaction with the skills and work habits of graduates they employ. Employers' average satisfaction with work skills was 8.4, while average satisfaction with work habits was 8.5. Average scores for work skills ranged from a low of 6.8 for graduates from the Precision Production Trades to a high of 10.0 for Agricultural Sciences. For work habits, the average score ranged from

Table 4.8: Employer-Provided Benefits for Jobs Held^a in Wyoming by May 2002 Wyoming Community College Graduates, Second Quarter 2003

Benefit Type Offered	Number of Responses	Percent of Subtotal
Paid holidays	252	45.5%
Paid vacation	258	46.6%
Paid sick leave	220	39.7%
Paid personal leave	154	27.8%
Paid maternity/paternity leave	63	11.4%
Child care	22	4.0%
Life insurance	207	37.4%
Long-term disability insurance	137	24.7%
Short-term disability insurance	94	17.0%
Health insurance	250	45.1%
Dependent health insurance	186	33.6%
Retirement plan	212	38.3%
Dental plan	214	38.6%
Vision plan	119	21.5%
Wellness plan	67	12.1%
Educational assistance	136	24.5%
Shift differential	95	17.1%
Hiring bonus	20	3.6%
Other	27	4.9%
No benefits offered	214	38.6%
Subtotal	554	
Benefit Information Unavailable^c	340	
Total	894	

^aBased on responses to benefits questions from a survey of employers of graduates. May include multiple responses for a single employer or graduate. Employers could check one or more benefits, including "No job benefits offered."

^cBenefits information is unavailable because the employer did not respond to the survey, did not report benefits as requested, or because the employer reported that they had no record of the graduate as an employee.

a low of 4.0 for Social Sciences & History to a high of 10.0 for graduates in Agricultural Sciences.

Table 4.10 (see page 57) illustrates employer satisfaction with work skills and habits by industry. Graduates employed in goods-producing industries earned an average satisfaction score of 8.1 for work skills and 8.5 for work habits. For graduates employed in services-providing industries, average satisfaction with work skills was 8.2,

while the average for work habits was 8.3. Wholesale Trade, Transportation, & Utilities ranked both work skills and work habits the lowest at 7.5. The highest ranking of work skills and habits were both an average of 8.8 (by Education and Other Services, respectively).

Employer Satisfaction - the Labor Supply

Average employer satisfaction with the labor supply generally was lower

than satisfaction with individual graduates (see Table 4.11, page 58). Employers were somewhat more satisfied with the skills of the available supply of labor than with the available labor supply for

positions in which graduates worked. The average satisfaction score for the skills of the available labor supply was 6.8, while the average for the supply of labor was 6.4. The range of average scores for the skills of the

Table 4.9: Wyoming Employer Satisfaction^a With Work Skills and Habits of May 2002 Wyoming Community College Graduates by Instructional Program, Second Quarter 2003

2-Digit CIP ^b Code and Title	How would you rate your overall satisfaction with the employee's work skills?		How would you rate your overall satisfaction with the employee's work habits?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
01 Agricultural Business & Production	4	7.3	4	7.0
02 Agricultural Sciences	4	10.0	4	10.0
03 Conservation & Renewable Natural Resources	1	8.0	1	8.0
09 Communications	8	7.6	8	7.3
11 Computer & Information Sciences	15	7.3	15	7.1
12 Personal & Misc. Services	44	8.2	43	8.3
13 Education	4	7.3	4	7.5
14 Engineering	6	9.5	6	9.5
15 Engineering-Related Technologies	4	8.8	4	8.8
16 Foreign Languages & Literatures	8	7.5	8	7.5
22 Law & Legal Studies	6	8.0	6	7.7
23 English Language & Literature/Letters	51	8.5	51	8.6
24 Liberal Arts & Sciences, General Studies & Humanities	8	9.0		
26 Biological Sciences/Life Sciences			8	8.6
27 Mathematics	2	9.5	2	9.5
30 Multi-/Interdisciplinary Studies	4	8.3	4	8.3
31 Parks, Recreation, Leisure & Fitness Studies	1	8.0	1	8.0
40 Physical Sciences	1	9.0	1	9.0
42 Psychology	7	8.6	7	9.1
43 Protective Services	15	7.9	15	8.1
44 Public Administration & Services	1	9.0	1	9.0
45 Social Sciences & History	6	8.0	6	7.5
46 Construction Trades	1	4.0	1	8.0
47 Mechanics & Repairers	19	7.5	19	7.6
48 Precision Production Trades	15	7.9	15	8.2
49 Transportation & Materials Moving Workers	4	6.8	4	8.0
50 Visual & Performing Arts	29	8.2	29	8.3
51 Health Professions & Related Sciences	88	8.3	88	8.4
52 Business Management & Administrative Services	62	8.5	62	8.5
CIP code unavailable	2	9.0		
			2	9.5
	0	NA	0	NA
Subtotal	420	8.4	419	8.5
Satisfaction Score Unavailable ^d	474	NA	475	NA
Total	894	NA	894	NA

^aBased on responses to wage questions from a survey of employers of graduates. May include multiple responses for a single employer or graduate.
^bClassification of Instructional Programs.
^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.
^dSatisfaction score is unavailable because the employer did not respond to the survey, did not report a score as requested, or because the employer reported that they had no record of the graduate as an employee.
 NA-Not applicable.

**Table 4.10: Wyoming Employer Satisfaction^a With Work Skills and Habits of May 2002
Wyoming Community College Graduates by Industry, Second Quarter 2003**

Industry	How would you rate your overall satisfaction with the employee's work skills?		How would you rate your overall satisfaction with the employee's work habits?	
	Number of Responses	Average Score ^b	Number of Responses	Average Score ^b
Goods-Producing	49	8.1	49	8.5
Natural Resources & Mining	18	7.9	18	8.6
Construction	24	8.3	24	8.6
Manufacturing	7	8.3	7	8.0
Services-Providing	371	8.2	370	8.3
Wholesale Trade, Transportation, & Utilities	20	7.5	20	7.5
Retail Trade	35	8.2	35	8.1
Information	10	7.9	10	8.1
Financial Activities	22	8.5	22	8.7
Professional & Business Services	39	7.9	39	8.1
Education	29	8.8	29	8.6
Health Care & Social Assistance	120	8.3	120	8.4
Leisure & Hospitality	49	7.8	48	8.0
Other Services	21	8.7	21	8.8
Public Administration	26	8.3	26	8.2
Subtotal	420	8.4	419	8.5
Satisfaction Score Unavailable ^c	474	NA	475	NA
Total	894	NA	894	NA

^aBased on responses to wage questions from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^cSatisfaction score is unavailable because the employer did not respond to the survey, did not report a score as requested, or because the employer reported that they had no record of the graduate as an employee.

NA-Not applicable.

available labor supply was 4.0 in Life, Physical, & Social Science occupations to 7.5 in Community & Social Services occupations. Average scores for the supply of labor for occupations ranged from a low of 4.7 in Architecture & Engineering occupations to a high of 7.7 in Community & Social Services occupations.

Industry variations in average satisfaction with the available labor supply for the graduates' positions

and the skills of the available labor supply are shown in Table 4.12 (see page 59). Employers in goods-producing industries gave an average satisfaction score of 6.3 for the available labor supply and 6.4 for its respective skills. Services-providing industries gave an average satisfaction score of 6.4 for the available supply of labor and 6.8 for its skills.

Average satisfaction scores for the available labor supply for specific

positions among specific industries ranged from 5.8 for Education to 7.3 for Other Services. Average satisfaction with the skills of the available labor supply ranged from a low of 5.9 for Natural Resources & Mining to 7.1 for Other Services. The largest difference between the two average satisfaction scores was in the Health Care & Social Assistance

industry. The average satisfaction score for the supply of labor for the graduates' position was 6.1, while the average score for the skills of the labor supply was 7.0.

Summary

Survey research has the benefit of providing insights into employers'

Table 4.11: Wyoming Employer Satisfaction^a With Wyoming's Labor Supply in 2003 by Major Occupational Group, Second Quarter 2003

2-Digit SOC ^b Code and Title	How would you rate your overall satisfaction with the available supply of labor for the position this worker holds?		How would you rate your overall satisfaction with the skills of the available supply of labor for the position this worker holds?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
11 Management	5	5.8	5	5.6
13 Business & Financial Operations	2	6.0	2	6.0
15 Computer & Mathematical Science	4	5.3	4	5.5
17 Architecture & Engineering	6	4.7	6	4.8
19 Life, Physical, & Social Science	1	6.0	1	4.0
21 Community & Social Services	10	7.7	10	7.5
23 Legal	2	6.0	2	5.0
25 Education, Training, & Library	23	6.0	22	6.7
27 Arts, Design, Entertainment, Sports, & Media	6	6.0	6	5.3
29 Healthcare Practitioner & Technical	94	5.9	94	7.1
31 Healthcare Support	21	5.9	21	7.0
33 Protective Service	8	6.5	8	6.6
35 Food Preparation & Serving Related	32	7.2	33	6.8
37 Building & Grounds Cleaning & Maintenance	19	7.1	20	7.4
39 Personal Care & Service	19	6.3	19	6.6
41 Sales & Related	33	6.7	35	6.9
43 Office & Administrative Support	70	7.0	69	6.8
45 Farming, Fishing, & Forestry	5	6.6	5	6.0
47 Construction & Extraction	22	6.8	22	6.8
49 Installation, Maintenance, & Repair	21	7.0	21	6.8
51 Production	10	6.0	10	6.2
53 Transportation & Material Moving	15	5.5	15	5.9
Subtotal	442	6.4	444	6.8
Satisfaction Score Unavailable ^d	452	NA	450	NA
Total	894	NA	894	NA

^aBased on responses to wage questions from a survey of employers of graduates. May include multiple responses for a single employer or graduate.
^bStandard Occupational Classification.
^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.
^dSatisfaction score is unavailable because the employer did not respond to the survey, did not report a score as requested, or because the employer reported that they had no record of the graduate as an employee.
NA-Not applicable.

Table 4.12: Wyoming Employer Satisfaction With Wyoming's Labor Supply in 2003 by Industry

Industry	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds?		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^b	Number of Responses	Average Score ^b
Goods-Producing	48	6.3	47	6.4
Natural Resources & Mining	18	6.2	18	5.9
Construction	23	6.5	22	6.7
Manufacturing	7	6.0	7	6.6
Services-Providing	394	6.4	397	6.8
Wholesale Trade, Transportation, & Utilities	19	6.9	20	6.7
Retail Trade	35	7.1	37	7.0
Information	10	6.6	10	6.6
Financial Activities	23	6.7	23	6.7
Professional & Business Services	39	6.6	39	6.7
Education	28	5.8	27	6.6
Health Care & Social Assistance	147	6.1	146	7.0
Leisure & Hospitality	47	6.8	48	6.6
Other Services	21	7.3	21	7.1
Public Administration	25	6.2	26	6.1
Subtotal	442	6.4	444	6.8
Satisfaction Score Unavailable ^c	452	NA	450	NA
Total	894	NA	894	NA

^aBased on responses to wage questions from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^cSatisfaction score is unavailable because the employer did not respond to the survey, did not report a score as requested, or because the employer reported that they had no record of the graduate as an employee.

NA-Not applicable.

views regarding graduates' labor market behavior that are unavailable from administrative data sources. At the same time, survey research of the nature presented here would not be feasible without administrative data.

From survey research, we learn that 2002 Wyoming community college graduates represent a diverse labor supply in a dynamic labor market, evidenced by the broad range of occupations and industries in

which they work. Research has shown that education serves as a productivity signal to employers (Pindyck & Rubinfeld, 1998). This is confirmed in Wyoming by the fact that employers report that they are more satisfied with the graduates they employ than with the labor supply in general. By learning about where Wyoming's community college graduates fit into the labor market, policy makers in the state and the colleges themselves can understand

how better to use them as a valuable labor market resource.

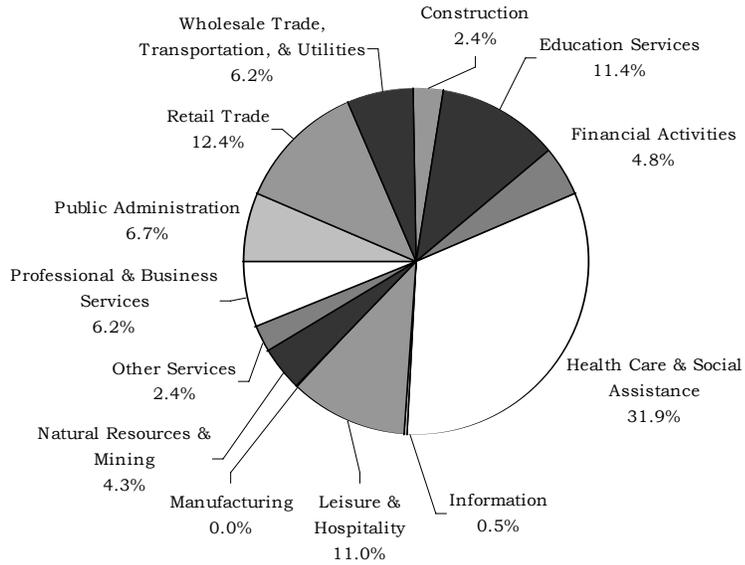
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- Wyoming Minimum Wages, §§27-4-201 through 27-4-204 (2004).

Appendix A

Individual Community College Figures and Tables

Figure A.1: Industry of Employment^a for May Casper College Graduates Working in Wyoming, Second Quarter 2003



^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

Note: Total may not sum to 100 percent due to rounding.

Table A.1: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Casper College Graduates by Age Group, Second Quarter 2003

Age Group	Number of Responses	Average Hourly Wage
16-19	0	NA
20	16	\$6.97
21	29	\$8.74
22-24	26	\$10.97
25-34	35	\$11.14
35-44	16	\$10.61
45-54	6	\$10.70
55-64	0	NA
65 and Over	0	NA
Unknown	0	NA
Subtotal	128	\$9.96
Wage Unavailable ^b	185	NA
Total	313	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

Table A.2: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Casper College Graduates by Gender, Second Quarter 2003

	Number of Responses	Average Hourly Wage
Women	87	\$9.74
Men	41	\$10.42
Subtotal	128	\$9.96
Wage Unavailable ^b	185	NA
Total	313	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

Table A.3: Employers' of May 2002 Casper College Graduates Satisfaction^a With Wyoming's Labor Supply by Industry, 2003

Industry	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds?		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^b	Number of Responses	Average Score ^b
Goods-Producing	6	6.5	5	5.4
Natural Resources & Mining	ND	ND	ND	ND
Construction	ND	ND	ND	ND
Manufacturing	0	NA	0	NA
Services-Providing	66	7.0	66	7.2
Wholesale Trade, Transportation, & Utilities	5	7.4	5	7.2
Retail Trade	7	6.9	7	6.6
Information	0	NA	0	NA
Financial Activities	8	6.9	8	7.1
Professional & Business Services	6	7.5	6	8.2
Education	ND	ND	ND	ND
Health Care & Social Assistance	19	7.1	18	8.1
Leisure & Hospitality	13	6.6	14	6.1
Other Services	ND	ND	ND	ND
Public Administration	4	7.5	4	7.0
Subtotal	72	7.0	71	7.1
Satisfaction Score Unavailable ^c	241	NA	242	NA
Total	313	NA	313	NA

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^cSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.4: Employers' of May 2002 Casper College Graduates Satisfaction^a With Wyoming's Labor Supply by Major Occupational Group, 2003

2-Digit SOC ^b Code and Title	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds?		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
11 Management	0	NA	0	NA
13 Business & Financial Operations	ND	ND	ND	ND
15 Computer & Mathematical Science	0	NA	0	NA
17 Architecture & Engineering	ND	ND	ND	ND
19 Life, Physical, & Social Science	0	NA	0	NA
21 Community & Social Services	ND	ND	ND	ND
23 Legal	0	NA	0	NA
25 Education, Training, & Library	0	NA	0	NA
27 Arts, Design, Entertainment, Sports, & Media	0	NA	0	NA
29 Healthcare Practitioner & Technical	8	6.9	8	7.9
31 Healthcare Support	ND	ND	ND	ND
33 Protective Service	5	6.0	5	6.0
35 Food Preparation & Serving Related	8	6.4	9	5.8
37 Building & Grounds Cleaning & Maintenance	5	6.6	5	7.0
39 Personal Care & Service	6	7.8	6	8.7
41 Sales & Related	5	7.0	4	8.0
43 Office & Administrative Support	16	7.4	15	7.2
45 Farming, Fishing, & Forestry	0	NA	0	NA
47 Construction & Extraction	5	7.4	5	6.2
49 Installation, Maintenance, & Repair	ND	ND	ND	ND
51 Production	0	NA	0	NA
53 Transportation & Material Moving	5	6.4	5	6.4
Subtotal	72	7.0	71	7.1
Satisfaction Score Unavailable ^d	241	NA	242	NA
Total	313	NA	313	NA

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bStandard Occupational Classification.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.5: Wyoming Employers' of May 2002 Casper College Graduates Satisfaction^a With Graduates' Work Skills and Habits by Industry, 2003

Industry	How would you rate your overall satisfaction with the employee's work skills?		How would you rate your overall satisfaction with the employee's work habits?	
	Number of Responses	Average Score ^b	Number of Responses	Average Score ^b
Goods-Producing	6	8.3	6	8.8
Natural Resources & Mining	ND	ND	ND	ND
Construction	ND	ND	ND	ND
Manufacturing	0	NA	0	NA
Services-Providing	62	8.3	61	8.4
Wholesale Trade, Transportation, & Utilities	5	8.2	5	7.6
Retail Trade	5	6.6	5	6.6
Information	0	NA	0	NA
Financial Activities	7	8.0	7	8.1
Professional & Business Services	6	8.7	6	8.7
Education	0	NA	0	NA
Health Care & Social Assistance	19	9.0	19	9.2
Leisure & Hospitality	13	7.9	12	8.5
Other Services	ND	ND	ND	ND
Public Administration	ND	ND	ND	ND
Subtotal	68	8.3	67	8.5
Satisfaction Score Unavailable ^c	245	NA	246	NA
Total	313	NA	313	NA

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^cSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.6: Wyoming Employers' of May 2002 Casper College Graduates Satisfaction^a With Graduates' Work Skills and Habits by Instructional Program, 2003

2-Digit CIP ^b Code and Title		How would you rate your overall satisfaction with the employee's work skills?		How would you rate your overall satisfaction with the employee's work habits?	
		Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
01, 02	Agricultural Business, Production, & Sciences	0	NA	0	NA
11, 27	Computer & Information Sciences, & Mathematics	5	7.4	5	7.2
13	Education	5	7.6	4	8.8
14	Engineering	ND	ND	ND	ND
15	Engineering-Related Technologies	ND	ND	ND	ND
22	Law & Legal Studies	ND	ND	ND	ND
23	English Language & Literature/Letters	ND	ND	ND	ND
24	Liberal Arts & Sciences, General Studies & Humanities	ND	ND	ND	ND
26	Biological Sciences/Life Sciences	ND	ND	ND	ND
42	Psychology	ND	ND	ND	ND
43	Protective Services	9	7.0	9	7.4
44	Public Administration & Services	ND	ND	ND	ND
45	Social Sciences & History	0	NA	0	NA
47	Mechanics & Repairers	ND	ND	ND	ND
48	Precision Production Trades	ND	ND	ND	ND
50	Visual & Performing Arts	6	8.7	6	9.0
51	Health Professions & Related Sciences	11	9.2	11	9.5
52	Business Management & Administrative Services	11	8.7	11	8.6
	All Other CIP Codes	5	9.2	5	9.4
	Subtotal	68	8.3	67	8.5
	Satisfaction Score Unavailable ^d	245	NA	246	NA
	Total	313	NA	313	NA

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee. NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.7: Jobs Held^a in Wyoming by May 2002 Casper College Graduates by Industry and Age Group, Second Quarter 2003

Industry		AGE GROUP										Total Graduates
		16-19	20	21	22-24	25-34	35-44	45-54	55-64	65 and Over	Unknown	
Goods-Producing	Number	0	ND	ND	4	ND	ND	0	0	0	0	14
	Row %	0.0%	ND	ND	28.6%	ND	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%
Natural Resources & Mining	Number	0	ND	ND	ND	ND	0	0	0	0	0	9
	Row %	0.0%	ND	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%
Construction	Number	0	0	ND	ND	0	ND	0	0	0	0	5
	Row %	0.0%	0.0%	ND	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	2.4%
Manufacturing	Number	0	0	0	0	0	0	0	0	0	0	0
	Row %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Column %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Services-Providing	Number	0	22	42	42	58	21	ND	ND	0	0	196
	Row %	0.0%	11.2%	21.4%	21.4%	29.6%	10.7%	ND	ND	0.0%	0.0%	100.0%
	Column %	0.0%	88.0%	93.3%	91.3%	95.1%	95.5%	ND	ND	0.0%	0.0%	93.3%
Wholesale Trade, Transportation, & Utilities	Number	0	ND	ND	4	ND	ND	ND	0	0	0	13
	Row %	0.0%	ND	ND	30.8%	ND	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	8.7%	ND	ND	ND	0.0%	0.0%	0.0%	6.2%
Retail Trade	Number	0	4	12	6	ND	ND	0	0	0	0	26
	Row %	0.0%	15.4%	46.2%	23.1%	ND	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	16.0%	26.7%	13.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	12.4%
Information	Number	0	0	0	0	0	0	ND	0	0	0	ND
	Row %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND	0.0%	0.0%	0.0%	ND
Financial Activities	Number	0	ND	ND	ND	4	0	0	0	0	0	10
	Row %	0.0%	ND	ND	ND	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	6.6%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%
Professional & Business Services	Number	0	ND	0	ND	6	ND	ND	0	0	0	13
	Row %	0.0%	ND	0.0%	ND	46.2%	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	ND	9.8%	ND	ND	0.0%	0.0%	0.0%	6.2%
Education Services	Number	0	ND	4	5	7	6	ND	0	0	0	24
	Row %	0.0%	ND	16.7%	20.8%	29.2%	25.0%	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	8.9%	10.9%	11.5%	27.3%	ND	0.0%	0.0%	0.0%	11.4%
Health Care & Social Assistance	Number	0	ND	9	19	23	8	5	ND	0	0	67
	Row %	0.0%	ND	13.4%	28.4%	34.3%	11.9%	7.5%	ND	0.0%	0.0%	100.0%
	Column %	0.0%	ND	20.0%	41.3%	37.7%	36.4%	50.0%	ND	0.0%	0.0%	31.9%
Leisure & Hospitality	Number	0	5	9	ND	7	0	ND	0	0	0	23
	Row %	0.0%	21.7%	39.1%	ND	30.4%	0.0%	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	20.0%	20.0%	ND	11.5%	0.0%	ND	0.0%	0.0%	0.0%	11.0%
Other Services	Number	0	ND	0	ND	ND	ND	0	0	0	0	ND
	Row %	0.0%	ND	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	ND
Public Administration	Number	0	ND	ND	ND	6	0	0	0	0	0	14
	Row %	0.0%	ND	ND	ND	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	9.8%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%
TOTAL	Number	0	25	45	46	61	22	ND	ND	0	0	210
	Row %	0.0%	11.9%	21.4%	21.9%	29.0%	10.5%	ND	ND	0.0%	0.0%	100.0%
	Column %	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	100.0%

Note: Row percents may not total to 100 percent due to rounding.

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

ND-Not disclosable due to confidentiality.

Table A.8: Jobs Held^a in Wyoming by May 2002 Casper College Graduates by Industry and Gender, Second Quarter 2003

Industry		Women	Men	Total Graduates
Goods-Producing	Number	ND	ND	14
	Row %	ND	ND	100.0%
	Column %	ND	ND	6.7%
Natural Resources & Mining	Number	ND	ND	9
	Row %	ND	ND	100.0%
	Column %	ND	ND	4.3%
Construction	Number	ND	ND	5
	Row %	ND	ND	100.0%
	Column %	ND	ND	2.4%
Manufacturing	Number	0	0	0
	Row %	0	0	0.0%
	Column %	0	0	0.0%
Services-Providing	Number	143	53	196
	Row %	73.0%	27.0%	100.0%
	Column %	97.9%	82.8%	93.3%
Wholesale Trade, Transportation, & Utilities	Number	6	7	13
	Row %	46.2%	53.8%	100.0%
	Column %	4.1%	10.9%	6.2%
Retail Trade	Number	20	6	26
	Row %	76.9%	23.1%	100.0%
	Column %	13.7%	9.4%	12.4%
Information	Number	0	ND	ND
	Row %	0.0%	ND	100.0%
	Column %	0.0%	ND	ND
Financial Activities	Number	ND	ND	10
	Row %	ND	ND	100.0%
	Column %	ND	ND	4.8%
Professional & Business Services	Number	9	4	13
	Row %	69.2%	30.8%	100.0%
	Column %	6.2%	6.3%	6.2%
Education Services	Number	13	11	24
	Row %	54.2%	45.8%	100.0%
	Column %	8.9%	17.2%	11.4%
Health Care & Social Assistance	Number	57	10	67
	Row %	85.1%	14.9%	100.0%
	Column %	39.0%	15.6%	31.9%
Leisure & Hospitality	Number	ND	ND	23
	Row %	ND	ND	100.0%
	Column %	ND	ND	11.0%
Other Services	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Public Administration	Number	7	7	14
	Row %	50.0%	50.0%	100.0%
	Column %	4.8%	10.9%	6.7%
TOTAL	Number	146	64	210
	Row %	69.5%	30.5%	100.0%
	Column %	100.0%	100.0%	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate. ND-Not disclosable due to confidentiality.

Table A.9: Jobs Held^a in Wyoming by May 2002 Casper College Graduates by Major Occupational Group, Second Quarter 2003

2-Digit SOC ^b Code and Title	Jobs Held by Graduates	
	Number	Column % ^c
11 Management	0	0.0%
13 Business & Financial Operations	ND	ND
15 Computer & Mathematical Science	ND	ND
17 Architecture & Engineering	ND	ND
19 Life, Physical, & Social Science	0	0.0%
21 Community & Social Services	ND	ND
23 Legal	0	0.0%
25 Education, Training, & Library	16	12.3%
27 Arts, Design, Entertainment, Sports, & Media	ND	ND
29 Healthcare Practitioner & Technical	19	14.6%
31 Healthcare Support	4	3.1%
33 Protective Service	7	5.4%
35 Food Preparation & Serving Related	12	9.2%
37 Building & Grounds Cleaning & Maintenance	5	3.8%
39 Personal Care & Service	8	6.2%
41 Sales & Related	11	8.5%
43 Office & Administrative Support	24	18.5%
45 Farming, Fishing, & Forestry	0	0.0%
47 Construction & Extraction	9	6.9%
49 Installation, Maintenance, & Repair	ND	ND
51 Production	0	0.0%
53 Transportation & Material Moving	6	4.6%
Subtotal	130	100.0%
Occupation Unavailable ^d	183	58.5%
Total	313	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bStandard Occupational Classification.

^cBased on subtotal.

^dOccupation is unavailable because the employer did not respond to the survey, did not report Occupation as requested, or reported that they had no record of the graduate as an employee.

ND-Not disclosable due to confidentiality.

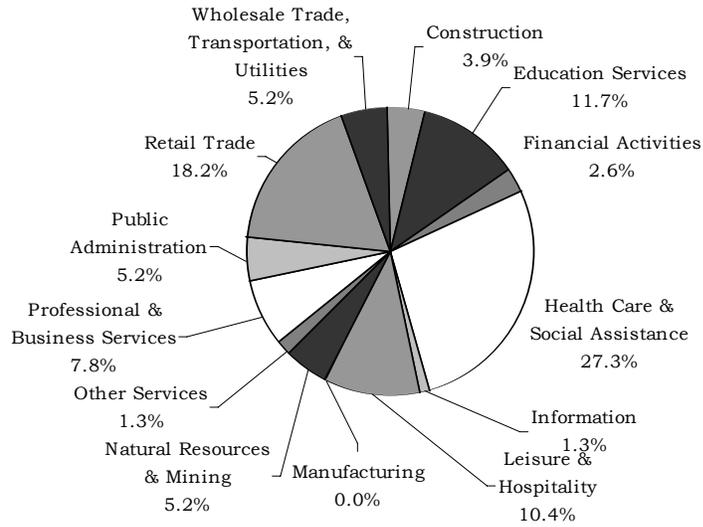
Table A.10: May 2002 Casper College Graduates by Instructional Program^a

2-Digit CIP ^a Code and Title		Total Graduates	
		Number	Column %
01, 02	Agricultural Business, Production, & Sciences	9	3.3%
11, 27	Computer & Information Sciences, & Mathematics	14	5.1%
13	Education	21	7.7%
14	Engineering	5	1.8%
15	Engineering-Related Technologies	4	1.5%
22	Law & Legal Studies	4	1.5%
23	English Language & Literature/Letters	12	4.4%
24	Liberal Arts & Sciences, General Studies & Humanities	15	5.5%
26	Biological Sciences/Life Sciences	7	2.6%
42	Psychology	7	2.6%
43	Protective Services	32	11.7%
44	Public Administration & Services	4	1.5%
45	Social Sciences & History	8	2.9%
47	Mechanics & Repairers	4	1.5%
48	Precision Production Trades	4	1.5%
50	Visual & Performing Arts	19	6.9%
51	Health Professions & Related Sciences	72	26.3%
52	Business Management & Administrative Services	22	8.0%
	All Other Casper College CIP Codes	11	4.0%
Total		274	100.0%

^aClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

Central Wyoming College

Figure A.1: Industry of Employment^a for May 2002 Central Wyoming College^b Graduates Working in Wyoming, Second Quarter 2003



Note: Total may not sum to 100 percent due to rounding.

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

Table A.1: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Central Wyoming College^b Graduates by Age Group, Second Quarter 2003

Age Group	Number of Responses	Average Hourly Wage
16-19	0	NA
20	ND	ND
21	7	\$9.39
22-24	9	\$9.20
25-34	16	\$12.46
35-44	ND	ND
45-54	9	\$14.05
55-64	0	NA
65 and Over	0	NA
Unknown	0	NA
Subtotal	50	\$11.24
Wage Unavailable^c	66	NA
Total	116	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

ND-Not disclosable due to confidentiality.

NA-Not applicable.

Table A.2: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Central Wyoming College^b Graduates by Gender, Second Quarter 2003

	Number of Responses	Average Hourly Wage
Women	35	\$10.62
Men	15	\$12.69
Subtotal	50	\$11.24
Wage Unavailable^c	66	NA
Total	116	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

Table A.3: Employers' of May 2002 Central Wyoming College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Industry, 2003

Industry	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds?		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	ND	ND	ND	ND
Natural Resources & Mining	ND	ND	ND	ND
Construction	ND	ND	ND	ND
Manufacturing	0	NA	0	NA
Services-Providing	ND	ND	ND	ND
Wholesale Trade, Transportation, & Utilities	ND	ND	ND	ND
Retail Trade	4	7.8	6	7.7
Information	ND	ND	ND	ND
Financial Activities	ND	ND	ND	ND
Professional & Business Services	ND	ND	ND	ND
Education	ND	ND	ND	ND
Health Care & Social Assistance	13	5.9	14	6.9
Leisure & Hospitality	ND	ND	ND	ND
Other Services	0	NA	0	NA
Public Administration	ND	ND	ND	ND
Subtotal	33	6.6	37	7.1
Satisfaction Score Unavailable ^d	83	NA	79	NA
Total	116	NA	116	NA

^aIncludes main campus and outreach center(s).

^bFor valid responses obtained from a survey of Wyoming employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.4: Employers' of May 2002 Central Wyoming College Graduates Satisfaction With Wyoming's Labor Supply by Major Occupational Group, 2003

2-Digit SOC ^c Code and Title	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds?		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
11 Management	ND	ND	ND	ND
13 Business & Financial Operations	0	NA	0	NA
15 Computer & Mathematical Science	0	NA	0	NA
17 Architecture & Engineering	0	NA	0	NA
19 Life, Physical, & Social Science	0	NA	0	NA
21 Community & Social Services	ND	ND	ND	ND
23 Legal	0	NA	0	NA
25 Education, Training, & Library	ND	ND	ND	ND
27 Arts, Design, Entertainment, Sports, & Media	0	NA	0	NA
29 Healthcare Practitioner & Technical	8	6.0	9	7.8
31 Healthcare Support	ND	ND	ND	ND
33 Protective Service	ND	ND	ND	ND
35 Food Preparation & Serving Related	ND	ND	ND	ND
37 Building & Grounds Cleaning & Maintenance	ND	ND	ND	ND
39 Personal Care & Service	ND	ND	ND	ND
41 Sales & Related	ND	ND	ND	ND
43 Office & Administrative Support	4	6.5	4	6.3
45 Farming, Fishing, & Forestry	ND	ND	ND	ND
47 Construction & Extraction	0	NA	0	NA
49 Installation, Maintenance, & Repair	ND	ND	ND	ND
51 Production	0	NA	0	NA
53 Transportation & Material Moving	ND	ND	ND	ND
Subtotal	33	6.6	37	7.1
Satisfaction Score Unavailable ^e	83	NA	79	NA
Total	116	NA	116	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cStandard Occupational Classification.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.5: Wyoming Employers' of May 2002 Central Wyoming College^a Graduates Satisfaction^b With Graduates' Work Skills and Habits by Industry, 2003

Industry	How would you rate your overall satisfaction with the employee's work skills?		How would you rate your overall satisfaction with the employee's work habits?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	ND	ND	ND	ND
Natural Resources & Mining	ND	ND	ND	ND
Construction	ND	ND	ND	ND
Manufacturing	0	NA	0	NA
Services-Providing	ND	ND	ND	ND
Wholesale Trade, Transportation, & Utilities	ND	ND	ND	ND
Retail Trade	6	8.8	6	8.8
Information	ND	ND	ND	ND
Financial Activities	ND	ND	ND	ND
Professional & Business Services	ND	ND	ND	ND
Education	ND	ND	ND	ND
Health Care & Social Assistance	14	7.8	14	7.7
Leisure & Hospitality	ND	ND	ND	ND
Other Services	0	NA	0	NA
Public Administration	ND	ND	ND	ND
Subtotal	38	8.2	38	8.1
Satisfaction Score Unavailable ^d	78	NA	78	NA
Total	116	NA	116	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.6: Wyoming Employers' of May 2002 Central Wyoming College^a Graduates Satisfaction^b With Graduates' Work Skills and Habits by Instructional Program, 2003

2-Digit CIP ^c Code and Title		How would you rate your overall satisfaction with the employee's work skills?		How would you rate your overall satisfaction with the employee's work habits?	
		Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
01, 02	Agricultural Business, Production, & Sciences	0	NA	0	NA
13	Education	ND	ND	ND	ND
15	Engineering-Related Technologies	ND	ND	ND	ND
24	Liberal Arts & Sciences, General Studies & Humanities	ND	ND	ND	ND
49	Transportation & Material Moving Workers	4	6.8	4	8.0
50	Visual & Performing Arts	4	8.3	4	7.3
51	Health Professions & Related Sciences	14	8.1	14	8.1
52	Business Management & Administrative Services	6	8.5	6	7.3
	All Other CIP Codes	4	9.5	4	9.3
	Subtotal	38	8.2	38	8.1
	Satisfaction Score Unavailable ^e	78	NA	78	NA
	Total	116	NA	116	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.7: Jobs Held^a in Wyoming by May 2002 Central Wyoming College^b Graduates by Industry and Age Group, Second Quarter 2003

Industry		AGE GROUP										Total Graduates
		16-19	20	21	22-24	25-34	35-44	45-54	55-64	65 and Over	Unknown	
Goods-Producing	Number	0	0	ND	ND	ND	ND	ND	0	0	0	7
	Row %	0.0%	0.0%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	9.1%
Natural Resources & Mining	Number	0	0	0	ND	0	ND	ND	0	0	0	4
	Row %	0.0%	0.0%	0.0%	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	0.0%	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	5.2%
Construction	Number	0	0	ND	0	ND	0	0	0	0	0	ND
	Row %	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Manufacturing	Number	0	0	0	0	0	0	0	0	0	0	0
	Row %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Column %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Services-Providing	Number	0	8	11	9	24	9	9	0	0	0	70
	Row %	0.0%	11.4%	15.7%	12.9%	34.3%	12.9%	12.9%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	100.0%	91.7%	90.0%	92.3%	90.0%	81.8%	0.0%	0.0%	0.0%	90.9%
Wholesale Trade, Transportation, & Utilities	Number	0	0	ND	ND	ND	0	0	0	0	0	4
	Row %	0.0%	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%
Retail Trade	Number	0	ND	ND	ND	5	ND	ND	0	0	0	14
	Row %	0.0%	ND	ND	ND	35.7%	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	19.2%	ND	ND	0.0%	0.0%	0.0%	18.2%
Information	Number	0	0	ND	0	0	0	0	0	0	0	ND
	Row %	0.0%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Financial Activities	Number	0	0	0	ND	0	0	ND	0	0	0	ND
	Row %	0.0%	0.0%	0.0%	ND	0.0%	0.0%	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	0.0%	ND	0.0%	0.0%	ND	0.0%	0.0%	0.0%	ND
Professional & Business Services	Number	0	ND	ND	0	ND	ND	0	0	0	0	6
	Row %	0.0%	ND	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	7.8%
Education Services	Number	0	ND	ND	0	4	ND	0	0	0	0	9
	Row %	0.0%	ND	ND	0.0%	44.4%	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	0.0%	15.4%	ND	0.0%	0.0%	0.0%	0.0%	11.7%
Health Care & Social Assistance	Number	0	4	0	ND	7	4	5	0	0	0	21
	Row %	0.0%	19.0%	0.0%	ND	33.3%	19.0%	23.8%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	50.0%	0.0%	ND	26.9%	40.0%	45.5%	0.0%	0.0%	0.0%	27.3%
Leisure & Hospitality	Number	0	0	4	ND	0	0	ND	0	0	0	8
	Row %	0.0%	0.0%	50.0%	ND	0.0%	0.0%	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	33.3%	ND	0.0%	0.0%	ND	0.0%	0.0%	0.0%	10.4%
Other Services	Number	0	0	0	0	ND	0	0	0	0	0	ND
	Row %	0.0%	0.0%	0.0%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	0.0%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Public Administration	Number	0	0	ND	0	ND	ND	0	0	0	0	4
	Row %	0.0%	0.0%	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	5.2%
TOTAL	Number	0	8	12	10	26	10	11	0	0	0	77
	Row %	0.0%	10.4%	15.6%	13.0%	33.8%	13.0%	14.3%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%

Note: Row percents may not total to 100 percent due to rounding.

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

ND-Not disclosable due to confidentiality.

Table A.8: Jobs Held^a in Wyoming by May 2002 Central Wyoming College^b Graduates by Industry and Gender, Second Quarter 2003

Industry		Women	Men	Total Graduates
Goods-Producing	Number	ND	ND	7
	Row %	ND	ND	100.0%
	Column %	ND	ND	9.1%
Natural Resources & Mining	Number	0	ND	ND
	Row %	0.0%	ND	ND
	Column %	0.0%	ND	ND
Construction	Number	ND	0	ND
	Row %	ND	0.0%	100.0%
	Column %	ND	0.0%	ND
Manufacturing	Number	0	0	0
	Row %	0.0%	0.0%	0.0%
	Column %	0.0%	0.0%	0.0%
Services-Providing	Number	50	20	70
	Row %	71.4%	28.6%	100.0%
	Column %	94.3%	83.3%	90.9%
Wholesale Trade, Transportation, & Utilities	Number	ND	ND	4
	Row %	ND	ND	100.0%
	Column %	ND	ND	5.2%
Retail Trade	Number	8	6	14
	Row %	57.1%	42.9%	100.0%
	Column %	15.1%	25.0%	18.2%
Information	Number	0	ND	ND
	Row %	0.0%	ND	100.0%
	Column %	0.0%	ND	ND
Financial Activities	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Professional & Business Services	Number	ND	ND	6
	Row %	ND	ND	100.0%
	Column %	ND	ND	7.8%
Education Services	Number	ND	ND	9
	Row %	ND	ND	100.0%
	Column %	ND	ND	11.7%
Health Care & Social Assistance	Number	ND	ND	21
	Row %	ND	ND	100.0%
	Column %	ND	ND	27.3%
Leisure & Hospitality	Number	8	0	8
	Row %	100.0%	0.0%	100.0%
	Column %	15.1%	0.0%	10.4%
Other Services	Number	ND	0	ND
	Row %	ND	0.0%	100.0%
	Column %	ND	0.0%	ND
Public Administration	Number	ND	ND	4
	Row %	ND	ND	100.0%
	Column %	ND	ND	5.2%
Total	Number	53	24	77
	Row %	68.8%	31.2%	100.0%
	Column %	100.0%	100.0%	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or

^bIncludes main campus and outreach center(s).

ND-Not disclosable due to confidentiality.

Table A.9: Jobs Held^a in Wyoming by May 2002 Central Wyoming College^b Graduates by Major Occupational Group, Second Quarter 2003

2-Digit SOC ^c Code and Title	Jobs Held by Graduates	
	Number	Column % ^d
11 Management	ND	ND
13 Business & Financial Operations	0	0.0%
15 Computer & Mathematical Science	0	0.0%
17 Architecture & Engineering	ND	ND
19 Life, Physical, & Social Science	0	0.0%
21 Community & Social Services	ND	ND
23 Legal	0	0.0%
25 Education, Training, & Library	6	11.5%
27 Arts, Design, Entertainment, Sports, & Media	0	0.0%
29 Healthcare Practitioner & Technical	10	19.2%
31 Healthcare Support	ND	ND
33 Protective Service	ND	ND
35 Food Preparation & Serving Related	4	7.7%
37 Building & Grounds Cleaning & Maintenance	ND	ND
39 Personal Care & Service	ND	ND
41 Sales & Related	6	11.5%
43 Office & Administrative Support	7	13.5%
45 Farming, Fishing, & Forestry	ND	ND
47 Construction & Extraction	ND	ND
49 Installation, Maintenance, & Repair	ND	ND
51 Production	ND	ND
53 Transportation & Material Moving	4	7.7%
Subtotal	52	100.0%
Occupation Unavailable ^e	25	32.5%
Total	77	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cStandard Occupational Classification.

^dBased on subtotal.

^eOccupation is unavailable because the employer did not respond to the survey, did not report Occupation as requested, or reported that they had no record of the graduate as an employee.

ND-Not disclosable due to confidentiality.

Table A.10: May 2002 Central Wyoming College^a (CWC) Graduates by Instructional Program

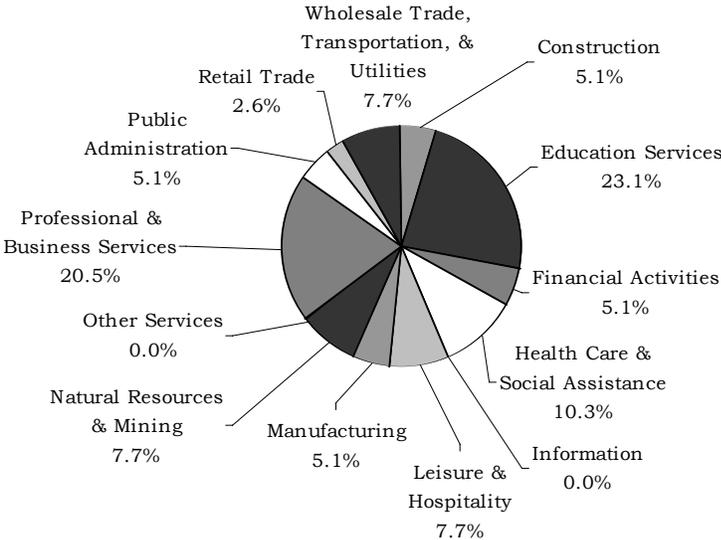
2-Digit CIP^b Code and Title		Total Graduates	
		Number	Column %
01, 02	Agricultural Business, Production, & Sciences	8	8.2%
13	Education	6	6.2%
15	Engineering-Related Technologies	5	5.2%
24	Liberal Arts & Sciences, General Studies & Humanities	14	14.4%
49	Transportation & Material Moving Workers	12	12.4%
50	Visual & Performing Arts	6	6.2%
51	Health Professions & Related Sciences	26	26.8%
52	Business Management & Administrative Services	9	9.3%
	All Other CWC CIP Codes	11	11.3%
Total		97	100.0%

^aIncludes main campus and outreach center(s).

^bClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

Eastern Wyoming College

Figure A.1: Industry of Employment^a for May 2002 Eastern Wyoming College^b Graduates Working in Wyoming, Second Quarter 2003



Note: Total may not sum to 100 percent due to rounding.
^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.
^bIncludes main campus and outreach center(s).

Table A.1: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Eastern Wyoming College^b Graduates by Age Group, Second Quarter 2003

Age Group	Number of Responses	Average Hourly Wage
16-19	0	NA
20	6	\$6.96
21	ND	ND
22-24	4	\$10.42
25-34	7	\$8.28
35-44	ND	ND
45-54	4	\$12.44
55-64	ND	ND
65 and Over	0	NA
Unknown	0	NA
Subtotal	28	\$9.58
Wage Unavailable ^c	58	NA
Total	86	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.2: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Eastern Wyoming College^b Graduates by Gender, Second Quarter 2003

	Number of Responses	Average Hourly Wage
Women	18	\$9.46
Men	10	\$9.80
Subtotal	28	\$9.58
Wage Unavailable ^c	58	NA
Total	86	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

Table A.3: Employers' of May 2002 Eastern Wyoming College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Industry, 2003

Industry	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds?		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	ND	ND	ND	ND
Natural Resources & Mining	ND	ND	ND	ND
Construction	0	NA	0	NA
Manufacturing	ND	ND	ND	ND
Services-Producing	ND	ND	ND	ND
Wholesale Trade, Transportation, & Utilities	ND	ND	ND	ND
Retail Trade	ND	ND	ND	ND
Information	0	NA	0	NA
Financial Activities	ND	ND	ND	ND
Professional & Business Services	5	5.4	5	4.8
Education	5	6.2	5	6.8
Health Care & Social Assistance	ND	ND	ND	ND
Leisure & Hospitality	ND	ND	ND	ND
Other Services	0	NA	0	NA
Public Administration	ND	ND	ND	ND
Subtotal	23	5.9	23	6.0
Satisfaction Score Unavailable ^d	63	NA	63	NA
Total	86	NA	86	NA

^aIncludes main campus and outreach center(s).

^bFor valid responses obtained from a survey of Wyoming employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.4: Employers' of May 2002 Eastern Wyoming College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Major Occupational Group, 2003

2-Digit SOC ^c Code and Title	How would you rate your overall satisfaction with the available supply of labor for the position this worker holds?		How would you rate your overall satisfaction with the skills of the available supply of labor for the position this worker holds?	
	Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
11 Management	ND	ND	ND	ND
13 Business & Financial Operations	0	NA	0	NA
15 Computer & Mathematical Science	0	NA	0	NA
17 Architecture & Engineering	0	NA	0	NA
19 Life, Physical, & Social Science	0	NA	0	NA
21 Community & Social Services	0	NA	0	NA
23 Legal	0	NA	0	NA
25 Education, Training, & Library	4	7.0	4	7.5
27 Arts, Design, Entertainment, Sports, & Media	0	NA	0	NA
29 Healthcare Practitioner & Technical	ND	ND	ND	ND
31 Healthcare Support	0	NA	0	NA
33 Protective Service	0	NA	0	NA
35 Food Preparation & Serving Related	0	NA	0	NA
37 Building & Grounds Cleaning & Maintenance	ND	ND	ND	ND
39 Personal Care & Service	ND	ND	ND	ND
41 Sales & Related	ND	ND	ND	ND
43 Office & Administrative Support	7	6.9	7	6.3
45 Farming, Fishing, & Forestry	0	NA	0	NA
47 Construction & Extraction	ND	ND	ND	ND
49 Installation, Maintenance, & Repair	0	NA	0	NA
51 Production	ND	ND	ND	ND
53 Transportation & Material Moving	ND	ND	ND	ND
Subtotal	23	5.8	23	6.0
Satisfaction Score Unavailable ^e	63	NA	63	NA
Total	86	NA	86	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cStandard Occupational Classification.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee. NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.5: Wyoming Employers' of May 2002 Eastern Wyoming College Graduates Satisfaction^b With Graduates' Work Skills and Habits by Industry,

Industry	How would you rate your overall satisfaction with the employee's work skills?		How would you rate your overall satisfaction with the employee's work habits?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	ND	ND	ND	ND
Natural Resources & Mining	ND	ND	ND	ND
Construction	0	NA	0	NA
Manufacturing	ND	ND	ND	ND
Services-Producing	ND	ND	ND	ND
Wholesale Trade, Transportation, & Utilities	ND	ND	ND	ND
Retail Trade	ND	ND	ND	ND
Information	0	NA	0	NA
Financial Activities	ND	ND	ND	ND
Professional & Business Services	5	8.2	5	8.4
Education	5	9.4	5	9.4
Health Care & Social Assistance	ND	ND	ND	ND
Leisure & Hospitality	ND	ND	ND	ND
Other Services	0	NA	0	NA
Public Administration	ND	ND	ND	ND
Subtotal	22	8.6	22	8.7
Satisfaction Score Unavailable ^d	64	NA	64	NA
Total	86	NA	86	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.6: Wyoming Employers' of May 2002 Eastern Wyoming College^a Graduates Satisfaction With Graduates' Work Skills and Habits by Instructional Program, 2003

2-Digit CIP ^c Code and Title		How would you rate your overall satisfaction with the employee's work skills ?		How would you rate your overall satisfaction with the employee's work habits ?	
		Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
01, 02	Agricultural Business, Production, & Sciences	ND	ND	ND	ND
13	Education	ND	ND	ND	ND
24	Liberal Arts & Sciences, General Studies & Humanities	5	9.2	5	9.2
43	Protective Services	ND	ND	ND	ND
48	Precision Production Trades	ND	ND	ND	ND
51	Health Professions & Related Sciences	ND	ND	ND	ND
52	Business Management & Administrative Services	7	8.0	7	8.3
	All Other CIP Codes	0	NA	0	NA
	Subtotal	22	8.6	22	8.7
	Satisfaction Score Unavailable ^e	64	NA	64	NA
	Total	86	NA	86	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.7: Jobs Held^a by May 2002 Eastern Wyoming College^b Graduates Working in Wyoming by Industry and Age Group, Second Quarter 2003

Industry		AGE GROUP										Total Graduates
		16-19	20	21	22-24	25-34	35-44	45-54	55-64	65 and Over	Unknown	
Goods-Producing	Number	0	ND	4	ND	ND	0	0	0	0	0	7
	Row %	0.0%	ND	57.1%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	57.1%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	17.9%
Natural Resources & Mining	Number	0	ND	ND	ND	0	0	0	0	0	0	ND
	Row %	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Construction	Number	0	0	ND	0	0	0	0	0	0	0	ND
	Row %	0.0%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Manufacturing	Number	0	0	ND	0	ND	0	0	0	0	0	ND
	Row %	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Services-Providing	Number	0	9	ND	4	7	ND	5	ND	0	0	32
	Row %	0.0%	28.1%	ND	12.5%	21.9%	ND	15.6%	ND	0.0%	0.0%	100.0%
	Column %	0.0%	90.0%	ND	80.0%	87.5%	ND	100.0%	ND	0.0%	0.0%	82.1%
Wholesale Trade, Transportation, & Utilities	Number	0	ND	ND	ND	0	0	0	0	0	0	ND
	Row %	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Retail Trade	Number	0	ND	0	0	0	0	0	0	0	0	ND
	Row %	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Information	Number	0	0	0	0	0	0	0	0	0	0	0
	Row %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Column %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Financial Activities	Number	0	ND	0	0	0	0	0	0	0	0	ND
	Row %	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Professional & Business Services	Number	0	ND	0	ND	ND	ND	0	0	0	0	8
	Row %	0.0%	ND	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	20.5%
Education Services	Number	0	ND	0	0	ND	ND	ND	ND	0	0	9
	Row %	0.0%	ND	0.0%	0.0%	ND	ND	ND	ND	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	0.0%	ND	ND	ND	ND	0.0%	0.0%	23.1%
Health Care & Social Assistance	Number	0	0	ND	0	0	ND	ND	0	0	0	4
	Row %	0.0%	0.0%	ND	0.0%	0.0%	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	0.0%	0.0%	ND	ND	0.0%	0.0%	0.0%	10.3%
Leisure & Hospitality	Number	0	ND	ND	0	0	0	0	0	0	0	ND
	Row %	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Other Services	Number	0	0	0	0	0	0	0	0	0	0	0
	Row %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Column %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Public Administration	Number	0	0	0	0	ND	0	0	0	0	0	ND
	Row %	0.0%	0.0%	0.0%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	0.0%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	ND
TOTAL	Number	0	10	7	5	8	ND	5	ND	0	0	39
	Row %	0.0%	25.6%	17.9%	12.8%	20.5%	ND	12.8%	ND	0.0%	0.0%	100.0%
	Column %	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	100.0%

Note: Row percents may not total to 100 percent due to rounding.

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

ND-Not disclosable due to confidentiality.

Table A.8: Jobs Held^a by May 2002 Eastern Wyoming College^b Graduates Working in Wyoming by Industry and Gender, Second Quarter 2003

Industry		Women	Men	Total Graduates
Goods-Producing	Number	ND	ND	7
	Row %	ND	ND	100.0%
	Column %	ND	ND	17.9%
Natural Resources & Mining	Number	0	ND	ND
	Row %	0.0%	ND	100.0%
	Column %	0.0%	ND	ND
Construction	Number	0	ND	ND
	Row %	0.0%	ND	100.0%
	Column %	0.0%	ND	ND
Manufacturing	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Services-Providing	Number	21	11	32
	Row %	65.6%	34.4%	100.0%
	Column %	95.5%	64.7%	82.1%
Wholesale Trade, Transportation, & Utilities	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Retail Trade	Number	0	ND	ND
	Row %	0.0%	ND	100.0%
	Column %	0.0%	ND	ND
Information	Number	0	0	0
	Row %	0.0%	0.0%	0.0%
	Column %	0.0%	0.0%	0.0%
Financial Activities	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Professional & Business Services	Number	ND	ND	8
	Row %	ND	ND	100.0%
	Column %	ND	ND	20.5%
Education Services	Number	4	5	9
	Row %	44.4%	55.6%	100.0%
	Column %	18.2%	29.4%	23.1%
Health Care & Social Assistance	Number	ND	ND	4
	Row %	ND	ND	100.0%
	Column %	ND	ND	10.3%
Leisure & Hospitality	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Other Services	Number	0	0	0
	Row %	0.0%	0.0%	0.0%
	Column %	0.0%	0.0%	0.0%
Public Administration	Number	ND	0	ND
	Row %	ND	0.0%	100.0%
	Column %	ND	0.0%	ND
Total	Number	22	17	39
	Row %	56.4%	43.6%	100.0%
	Column %	100.0%	100.0%	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

ND-Not disclosable due to confidentiality.

Table A.9: Jobs Held^a in Wyoming by 2002 Eastern Wyoming College^b Graduates by Major Occupational Group, Second Quarter 2003

2-Digit SOC ^c Code and Title	Jobs Held by Graduates	
	Number	Column % ^d
11 Management	ND	ND
13 Business & Financial Operations	0	0.0%
15 Computer & Mathematical Science	0	0.0%
17 Architecture & Engineering	0	0.0%
19 Life, Physical, & Social Science	0	0.0%
21 Community & Social Services	0	0.0%
23 Legal	0	0.0%
25 Education, Training, & Library	6	22.2%
27 Arts, Design, Entertainment, Sports, & Media	0	0.0%
29 Healthcare Practitioner & Technical	ND	ND
31 Healthcare Support	0	0.0%
33 Protective Service	0	0.0%
35 Food Preparation & Serving Related	ND	ND
37 Building & Grounds Cleaning & Maintenance	ND	ND
39 Personal Care & Service	ND	ND
41 Sales & Related	ND	ND
43 Office & Administrative Support	7	25.9%
45 Farming, Fishing, & Forestry	0	0.0%
47 Construction & Extraction	ND	ND
49 Installation, Maintenance, & Repair	0	0.0%
51 Production	ND	ND
53 Transportation & Material Moving	ND	ND
Subtotal	27	100.0%
Occupation Unavailable ^e	12	30.8%
Total	39	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cStandard Occupational Classification.

^dBased on subtotal.

^eOccupation is unavailable because the employer did not respond to the survey, did not report Occupation as requested, or reported that they had no record of the graduate as an employee.

ND-Not disclosable due to confidentiality.

Table A.10: May 2002 Eastern Wyoming College^a (EWC) Graduates by Instructional Program

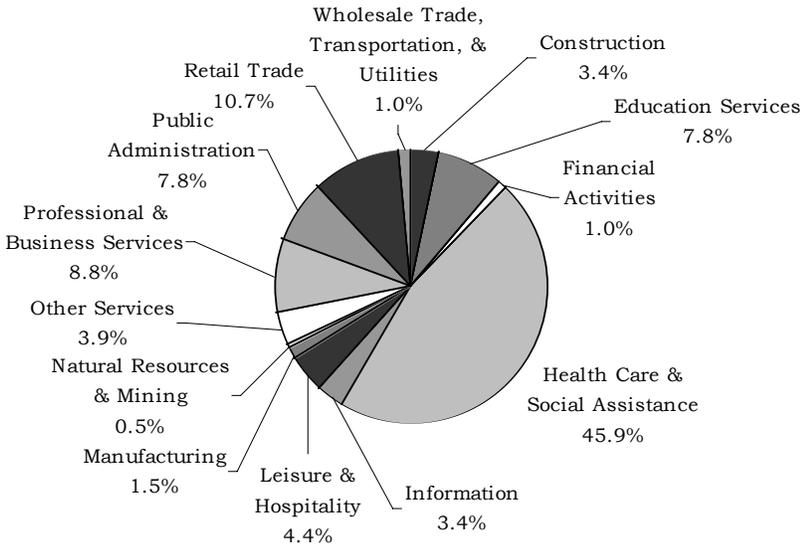
2-Digit CIP ^b Code and Title		Total Graduates	
		Number	Column %
01, 02	Agricultural Business, Production, & Sciences	5	6.3%
13	Education	4	5.1%
24	Liberal Arts & Sciences, General Studies & Humanities	23	29.1%
43	Protective Services	4	5.1%
48	Precision Production Trades	12	15.2%
51	Health Professions & Related Sciences	13	16.5%
52	Business Management & Administrative Services	11	13.9%
	All Other EWC CIP Codes	7	8.9%
Total		79	100.0%

^aIncludes main campus and outreach center(s).

^bClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

Laramie County Community College

Figure A.1: Industry of Employment^a for May 2002 Laramie County Community College^b Graduates Working in Wyoming, Second Quarter 2003



Note: Total may not sum to 100 percent due to rounding.
^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.
^bIncludes main campus and outreach center(s).

Table A.1: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Laramie County Community College^b Graduates by Age Group, Second Quarter 2003

Age Group	Number of Responses	Average Hourly Wage
16-19	ND	ND
20	14	\$11.20
21	18	\$10.49
22-24	22	\$11.38
25-34	32	\$14.92
35-44	14	\$13.17
45-54	ND	ND
55-64	0	NA
65 and Over	0	NA
Unknown	ND	ND
Subtotal	113	\$12.49
Wage Unavailable ^c	188	NA
Total	301	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Wyoming by May 2002 Laramie County Community College^b Graduates by Gender, Second Quarter 2003

	Number of Responses	Average Hourly Wage
Women	78	\$13.13
Men	35	\$11.07
Subtotal	113	\$12.49
Wage Unavailable ^c	188	NA
Total	301	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

Table A.3: Employers' of May 2002 Laramie County Community College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Industry, 2003

Industry	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i>		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	6	7.0	6	6.8
Natural Resources & Mining	ND	ND	ND	ND
Construction	ND	ND	ND	ND
Manufacturing	0	NA	0	NA
Services-Providing	93	5.9	94	6.4
Wholesale Trade, Transportation, & Utilities	ND	ND	ND	ND
Retail Trade	10	7.3	10	7.3
Information	4	4.0	4	4.0
Financial Activities	ND	ND	ND	ND
Professional & Business Services	6	6.8	6	6.5
Education	ND	ND	ND	ND
Health Care & Social Assistance	52	5.6	53	6.7
Leisure & Hospitality	ND	ND	ND	ND
Other Services	8	6.9	8	6.3
Public Administration	6	4.7	6	4.8
Subtotal	99	6.0	100	6.5
Satisfaction Score Unavailable ^d	202	NA	201	NA
Total	301	NA	301	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.4: Employers' of May 2002 Laramie County Community College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Major Occupational Group, 2003

2-Digit SOC ^c Code and Title	How would you rate your overall satisfaction with the available supply of labor for the position this worker holds?		How would you rate your overall satisfaction with the skills of the available supply of labor for the position this worker holds?	
	Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
11 Management	0	NA	0	NA
13 Business & Financial Operations	0	NA	0	NA
15 Computer & Mathematical Science	ND	ND	ND	ND
17 Architecture & Engineering	ND	ND	ND	ND
19 Life, Physical, & Social Science	ND	ND	ND	ND
21 Community & Social Services	4	7.5	4	7.5
23 Legal	ND	ND	ND	ND
25 Education, Training, & Library	ND	ND	ND	ND
27 Arts, Design, Entertainment, Sports, & Media	ND	ND	ND	ND
29 Healthcare Practitioner & Technical	45	5.4	46	6.6
31 Healthcare Support	ND	ND	ND	ND
33 Protective Service	0	NA	0	NA
35 Food Preparation & Serving Related	ND	ND	ND	ND
37 Building & Grounds Cleaning & Maintenance	ND	ND	ND	ND
39 Personal Care & Service	4	6.5	4	5.5
41 Sales & Related	7	7.0	7	7.0
43 Office & Administrative Support	7	6.9	7	6.6
45 Farming, Fishing, & Forestry	ND	ND	ND	ND
47 Construction & Extraction	ND	ND	ND	ND
49 Installation, Maintenance, & Repair	7	7.3	7	7.1
51 Production	ND	ND	ND	ND
53 Transportation & Material Moving	ND	ND	ND	ND
Subtotal	99	6.0	100	6.5
Satisfaction Score Unavailable ^e	202	NA	201	NA
Total	301	NA	301	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cStandard Occupational Classification.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.5: Wyoming Employers' of May 2002 Laramie County Community College^a Graduates Satisfaction^b With Graduates' Work Skills and Habits by Industry, 2003

Industry	How would you rate your overall satisfaction with the employee's work skills ?		How would you rate your overall satisfaction with the employee's work habits ?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	6	9.7	6	9.7
Natural Resources & Mining	ND	ND	ND	ND
Construction	ND	ND	ND	ND
Manufacturing	0	NA	0	NA
Services-Providing	68	8.0	68	8.0
Wholesale Trade, Transportation, & Utilities	ND	ND	ND	ND
Retail Trade	11	7.8	11	7.7
Information	4	6.5	4	6.5
Financial Activities	ND	ND	ND	ND
Professional & Business Services	6	6.7	6	7.2
Education	ND	ND	ND	ND
Health Care & Social Assistance	27	7.8	27	8.1
Leisure & Hospitality	ND	ND	ND	ND
Other Services	8	8.8	8	9.0
Public Administration	5	9.0	5	8.8
Subtotal	74	8.0	74	8.2
Satisfaction Score Unavailable ^d	227	NA	227	NA
Total	301	NA	301	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.6: Wyoming Employers' of May 2002 Laramie County Community College^a Graduates Satisfaction^b With Graduates' Work Skills and Habits by Instructional Program, 2003

2-Digit CIP ^c Code and Title		How would you rate your overall satisfaction with the employee's work skills?		How would you rate your overall satisfaction with the employee's work habits?	
		Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
01	Agricultural Business & Production	ND	ND	ND	ND
02	Agricultural Sciences	ND	ND	ND	ND
09	Communications	0	NA	0	NA
11	Computer & Information Sciences	5	6.6	5	6.0
13	Education	8	8.1	8	8.4
14, 15	Engineering & Engineering-Related Technologies	ND	ND	ND	ND
22	Law & Legal Studies	6	7.7	6	8.0
24, 50	Liberal Arts & Sciences, General Studies & Humanities, Visual & Performing Arts	0	NA	0	NA
30	Multi/Interdisciplinary Studies	4	8.3	4	8.3
42	Psychology	ND	ND	ND	ND
43	Protective Services	ND	ND	ND	ND
46	Construction Trades	ND	ND	ND	ND
47	Mechanics & Repairers	9	8.4	9	8.3
51	Health Professions & Related Sciences	24	7.7	24	7.9
52	Business Management & Administrative Services	4	9.3	4	9.5
	All Other CIP Codes	ND	ND	ND	ND
	Subtotal	74	8.0	74	8.2
	Satisfaction Score Unavailable ^e	227	NA	227	NA
	Total	301	NA	301	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.7: Jobs Held^a in Wyoming by May 2002 Laramie County Community College^b Graduates by Industry and Age Group, Second Quarter 2003

Industry		AGE GROUP									65 and Over	Unknown	Total Graduates
		16-19	20	21	22-24	25-34	35-44	45-54	55-64				
Goods-Producing	Number	ND	ND	0	ND	ND	ND	0	0	0	ND	11	
	Row %	ND	ND	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	ND	100.0%	
	Column %	ND	ND	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	ND	5.4%	
Natural Resources & Mining	Number	0	ND	0	0	0	0	0	0	0	0	ND	
	Row %	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	Column %	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND	
Construction	Number	ND	ND	0	ND	0	0	0	0	0	ND	7	
	Row %	ND	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	ND	100.0%	
	Column %	ND	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	ND	3.4%	
Manufacturing	Number	0	0	0	0	ND	ND	0	0	0	0	ND	
	Row %	0.0%	0.0%	0.0%	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	100.0%	
	Column %	0.0%	0.0%	0.0%	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	ND	
Services-Providing	Number	ND	20	31	38	53	29	17	ND	0	ND	194	
	Row %	ND	10.3%	16.0%	19.6%	27.3%	14.9%	8.8%	ND	0.0%	ND	100.0%	
	Column %	ND	87.0%	100.0%	92.7%	96.4%	96.7%	100.0%	ND	0.0%	ND	94.6%	
Wholesale Trade, Transportation, & Utilities	Number	0	0	0	0	ND	0	ND	0	0	0	ND	
	Row %	0.0%	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	100.0%	
	Column %	0.0%	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	ND	
Retail Trade	Number	ND	4	9	5	ND	0	0	0	0	ND	22	
	Row %	ND	18.2%	40.9%	22.7%	ND	0.0%	0.0%	0.0%	0.0%	ND	100.0%	
	Column %	ND	17.4%	29.0%	12.2%	ND	0.0%	0.0%	0.0%	0.0%	ND	10.7%	
Information	Number	0	0	ND	ND	ND	ND	ND	0	0	0	7	
	Row %	0.0%	0.0%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	100.0%	
	Column %	0.0%	0.0%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	3.4%	
Financial Activities	Number	0	0	0	ND	0	ND	0	0	0	0	ND	
	Row %	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	100.0%	
	Column %	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	ND	
Professional & Business Services	Number	0	ND	ND	ND	5	ND	ND	ND	0	0	18	
	Row %	0.0%	ND	ND	ND	27.8%	ND	ND	ND	0.0%	0.0%	100.0%	
	Column %	0.0%	ND	ND	ND	9.1%	ND	ND	ND	0.0%	0.0%	8.8%	
Education Services	Number	0	ND	ND	ND	4	4	4	0	0	0	16	
	Row %	0.0%	ND	ND	ND	25.0%	25.0%	25.0%	0.0%	0.0%	0.0%	100.0%	
	Column %	0.0%	ND	ND	ND	7.3%	13.3%	23.5%	0.0%	0.0%	0.0%	7.8%	
Health Care & Social Assistance	Number	0	8	11	21	31	18	4	0	0	ND	94	
	Row %	0.0%	8.5%	11.7%	22.3%	33.0%	19.1%	4.3%	0.0%	0.0%	ND	100.0%	
	Column %	0.0%	34.8%	35.5%	51.2%	56.4%	60.0%	23.5%	0.0%	0.0%	ND	45.9%	
Leisure & Hospitality	Number	0	ND	ND	ND	ND	ND	0	0	0	ND	9	
	Row %	0.0%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	ND	100.0%	
	Column %	0.0%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	ND	4.4%	
Other Services	Number	ND	ND	ND	ND	ND	0	0	0	0	0	8	
	Row %	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	Column %	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%	
Public Administration	Number	0	ND	ND	ND	ND	ND	4	0	0	0	16	
	Row %	0.0%	ND	ND	ND	ND	ND	25.0%	0.0%	0.0%	0.0%	100.0%	
	Column %	0.0%	ND	ND	ND	ND	ND	23.5%	0.0%	0.0%	0.0%	7.8%	
Total	Number	ND	23	31	41	55	30	17	ND	0	4	205	
	Row %	ND	11.2%	15.1%	20.0%	26.8%	14.6%	8.3%	ND	0.0%	2.0%	100.0%	
	Column %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%	100.0%	

Note: Row percents may not total to 100 percent due to rounding.

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

ND-Not disclosable due to confidentiality.

Table A.8: Jobs Held^a by May 2002 Laramie County Community College^b Graduates Working in Wyoming by Industry and Gender, 2nd Quarter 2003

Industry		Women	Men	Total Graduates
Goods-Producing	Number	ND	ND	11
	Row %	ND	ND	100.0%
	Column %	ND	ND	5.4%
Natural Resources & Mining	Number	0	ND	ND
	Row %	0.0%	ND	100.0%
	Column %	0.0%	ND	ND
Construction	Number	ND	ND	7
	Row %	ND	ND	100.0%
	Column %	ND	ND	3.4%
Manufacturing	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Services-Providing	Number	146	48	194
	Row %	75.3%	24.7%	100.0%
	Column %	98.0%	85.7%	94.6%
Wholesale Trade, Transportation, & Utilities	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Retail Trade	Number	15	7	22
	Row %	68.2%	31.8%	100.0%
	Column %	10.1%	12.5%	10.7%
Information	Number	ND	ND	7
	Row %	ND	ND	100.0%
	Column %	ND	ND	3.4%
Financial Activities	Number	ND	0	ND
	Row %	ND	0.0%	100.0%
	Column %	ND	0.0%	ND
Professional & Business Services	Number	ND	ND	18
	Row %	ND	ND	100.0%
	Column %	ND	ND	8.8%
Education Services	Number	11	5	16
	Row %	68.8%	31.3%	100.0%
	Column %	7.4%	8.9%	7.8%
Health Care & Social Assistance	Number	82	12	94
	Row %	87.2%	12.8%	100.0%
	Column %	55.0%	21.4%	45.9%
Leisure & Hospitality	Number	ND	ND	9
	Row %	ND	ND	100.0%
	Column %	ND	ND	4.4%
Other Services	Number	4	4	8
	Row %	50.0%	50.0%	100.0%
	Column %	2.7%	7.1%	3.9%
Public Administration	Number	7	9	16
	Row %	43.8%	56.3%	100.0%
	Column %	4.7%	16.1%	7.8%
Total	Number	149	56	205
	Row %	72.7%	27.3%	100.0%
	Column %	100.0%	100.0%	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

ND-Not disclosable due to confidentiality.

Table A.9: Jobs Held^a in Wyoming by May 2002 Laramie County Community College^b Graduates by Major Occupational Group, During Second Quarter 2003 (2003Q2)

2-Digit SOC ^c Code and Title	Jobs Held by Graduates	
	Number	Column % ^d
11 Management	0	0.0%
13 Business & Financial Operations	0	0.0%
15 Computer & Mathematical Science	ND	ND
17 Architecture & Engineering	ND	ND
19 Life, Physical, & Social Science	ND	ND
21 Community & Social Services	4	3.2%
23 Legal	ND	ND
25 Education, Training, & Library	5	4.0%
27 Arts, Design, Entertainment, Sports, & Media	ND	ND
29 Healthcare Practitioner & Technical	61	49.2%
31 Healthcare Support	ND	ND
33 Protective Service	0	0.0%
35 Food Preparation & Serving Related	6	4.8%
37 Building & Grounds Cleaning & Maintenance	ND	ND
39 Personal Care & Service	4	3.2%
41 Sales & Related	9	7.3%
43 Office & Administrative Support	8	6.5%
45 Farming, Fishing, & Forestry	ND	ND
47 Construction & Extraction	ND	ND
49 Installation, Maintenance, & Repair	7	5.6%
51 Production	ND	ND
53 Transportation & Material Moving	ND	ND
Subtotal	124	100.0%
Occupation Unavailable ^e	81	39.5%
Total	205	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cStandard Occupational Classification.

^dBased on subtotal.

^eOccupation is unavailable because the employer did not respond to the survey, did not report Occupation as requested, or reported that they had no record of the graduate as an employee.

ND-Not disclosable due to confidentiality.

**Table A.10: May 2002 Laramie County Community College^a (LCCC)
Graduates by Instructional Program**

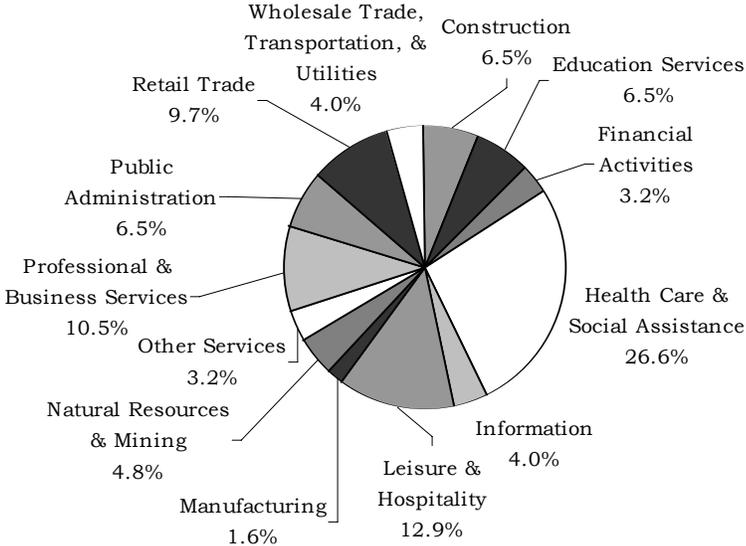
2-Digit CIP ^b Code and Title		Total Graduates	
		Number	Column %
01	Agricultural Business & Production	18	6.9%
02	Agricultural Sciences	4	1.5%
09	Communications	4	1.5%
11	Computer & Information Sciences	21	8.1%
13	Education	16	6.2%
14, 15	Engineering & Engineering-Related Technologies	12	4.6%
22	Law & Legal Studies	9	3.5%
24, 50	Liberal Arts & Sciences, General Studies & Humanities, Visual & Performing Arts	5	1.9%
30	Multi/Interdisciplinary Studies	16	6.2%
42	Psychology	4	1.5%
43	Protective Services	5	1.9%
46	Construction Trades	4	1.5%
47	Mechanics & Repairers	25	9.7%
51	Health Professions & Related Sciences	96	37.1%
52	Business Management & Administrative Services	12	4.6%
	All Other LCCC CIP Codes	8	3.1%
Total		259	100.0%

^aIncludes main campus and outreach center(s).

^bClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

Northwest College

Figure A.1: Industry of Employment^a for May 2002 Northwest College^b Graduates Working in Wyoming, Second Quarter 2003



Note: Total may not sum to 100 percent due to rounding.
^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.
^bIncludes main campus and outreach center(s).

Table A.1: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Northwest College^b Graduates by Age Group, Second Quarter 2003

Age Group	Number of Responses	Average Hourly Wage
16-19	0	NA
20	11	\$8.07
21	21	\$9.38
22-24	34	\$8.98
25-34	11	\$12.58
35-44	ND	ND
45-54	ND	ND
55-64	0	NA
65 and Over	0	NA
Unknown	0	NA
Subtotal	89	\$9.83
Wage Unavailable ^c	175	NA
Total	264	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.2: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Northwest College^b Graduates by Gender, Second Quarter 2003

	Number of Responses	Average Hourly Wage
Women	54	\$9.73
Men	35	\$9.97
Subtotal	89	\$9.83
Wage Unavailable ^c	175	NA
Total	264	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond or reported that they had no record of the graduate as an employee.

NA-Not applicable.

Table A.3: Employers' of May 2002 Northwest College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Industry, 2003

Industry	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds?		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	12	7.4	12	7.7
Natural Resources & Mining	ND	ND	ND	ND
Construction	7	7.9	7	8.1
Manufacturing	ND	ND	ND	ND
Services-Providing	70	6.7	70	7.0
Wholesale Trade, Transportation, & Utilities	ND	ND	ND	ND
Retail Trade	6	5.7	6	5.2
Information	ND	ND	ND	ND
Financial Activities	4	7.3	4	7.0
Professional & Business Services	8	6.9	8	6.8
Education	ND	ND	ND	ND
Health Care & Social Assistance	27	6.7	26	7.9
Leisure & Hospitality	9	6.4	9	6.7
Other Services	ND	ND	ND	ND
Public Administration	6	6.7	7	6.1
Subtotal	82	6.8	82	7.1
Satisfaction Score Unavailable ^d	182	NA	182	NA
Total	264	NA	264	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.4: Employers' of May 2002 Northwest College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Major Occupational Group, 2003

2-Digit SOC ^c Code and Title	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds?		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
11 Management	0	NA	0	NA
13 Business & Financial Operations	0	NA	0	NA
15 Computer & Mathematical Science	ND	ND	ND	ND
17 Architecture & Engineering	ND	ND	ND	ND
19 Life, Physical, & Social Science	0	NA	0	NA
21 Community & Social Services	ND	ND	ND	ND
23 Legal	0	NA	0	NA
25 Education, Training, & Library	ND	ND	ND	ND
27 Arts, Design, Entertainment, Sports, & Media	ND	ND	ND	ND
29 Healthcare Practitioner & Technical	12	7.3	11	8.6
31 Healthcare Support	9	5.1	9	6.7
33 Protective Service	ND	ND	ND	ND
35 Food Preparation & Serving Related	6	7.7	6	7.5
37 Building & Grounds Cleaning & Maintenance	ND	ND	ND	ND
39 Personal Care & Service	ND	ND	ND	ND
41 Sales & Related	6	5.8	6	5.2
43 Office & Administrative Support	17	7.8	17	7.6
45 Farming, Fishing, & Forestry	ND	ND	ND	ND
47 Construction & Extraction	6	7.2	6	7.5
49 Installation, Maintenance, & Repair	ND	ND	ND	ND
51 Production	ND	ND	ND	ND
53 Transportation & Material Moving	0	NA	0	NA
Subtotal	82	6.8	82	7.1
Satisfaction Score Unavailable ^c	182	NA	182	NA
Total	264	NA	264	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cStandard Occupational Classification.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.5: Wyoming Employers' of May 2002 Northwest College^a Graduates Satisfaction^b With Graduates' Work Skills and Habits by Industry, 2003

Industry	How would you rate your overall satisfaction with the employee's work <i>skills</i> ?		How would you rate your overall satisfaction with the employee's work <i>habits</i> ?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	12	8.8	12	8.8
Natural Resources & Mining	ND	ND	ND	ND
Construction	7	8.7	7	9.3
Manufacturing	ND	ND	ND	ND
Services-Providing	72	8.1	72	8.1
Wholesale Trade, Transportation, & Utilities	ND	ND	ND	ND
Retail Trade	6	8.7	6	8.5
Information	ND	ND	ND	ND
Financial Activities	4	9.3	4	9.0
Professional & Business Services	8	7.1	8	6.5
Education	ND	ND	ND	ND
Health Care & Social Assistance	27	8.6	27	8.5
Leisure & Hospitality	11	7.8	11	7.3
Other Services	ND	ND	ND	ND
Public Administration	6	6.8	6	6.8
Subtotal	84	8.3	84	8.2
Satisfaction Score Unavailable ^d	180	NA	180	NA
Total	264	NA	264	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.6: Wyoming Employers' of 2002 Northwest College^a Graduates Satisfaction^b With Graduates' Work Skills and Habits by Instructional Program, 2003

2-Digit CIP ^c Code and Title		How would you rate your overall satisfaction with the employee's work <i>skills</i> ?		How would you rate your overall satisfaction with the employee's work <i>habits</i> ?	
		Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
01	Agricultural Business & Production	ND	ND	ND	ND
02	Agricultural Sciences	0	NA	0	NA
03	Conservation & Renewable Natural Resources	0	NA	0	NA
09	Communications	4	8.3	4	7.8
11	Computer & Information Sciences	5	8.6	5	9.0
13	Education	9	8.7	9	8.2
14	Engineering	ND	ND	ND	ND
15	Engineering-Related Technologies	ND	ND	ND	ND
24	Liberal Arts & Sciences, General Studies & Humanities	19	8.4	19	8.2
45	Social Sciences & History	ND	ND	ND	ND
48	Precision Production Trades	ND	ND	ND	ND
50	Visual & Performing Arts	15	8.2	15	8.3
51	Health Professions & Related Sciences	12	8.4	12	8.3
52	Business Management & Administrative Services	7	7.9	7	8.1
	All Other CIP Codes	ND	ND	ND	ND
	Subtotal	84	8.3	84	8.2
	Satisfaction Score Unavailable ^e	180	NA	180	NA
	Total	264	NA	264	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.7: Jobs Held^a in Wyoming by May 2002 Northwest College^b Graduates by Industry and Age Group, Second Quarter 2003

Industry		AGE GROUP										Total Graduates
		16-19	20	21	22-24	25-34	35-44	45-54	55-64	65 and Over	Unknown	
Goods-Producing	Number	0	ND	6	6	0	ND	0	0	0	0	16
	Row %	0.0%	ND	37.5%	37.5%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	21.4%	13.6%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	12.9%
Natural Resources & Mining	Number	0	ND	ND	ND	0	0	0	0	0	0	6
	Row %	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%
Construction	Number	0	ND	ND	ND	0	0	0	0	0	0	8
	Row %	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.5%
Manufacturing	Number	0	0	0	0	0	ND	0	0	0	0	ND
	Row %	0.0%	0.0%	0.0%	0.0%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	0.0%	0.0%	0.0%	ND	0.0%	0.0%	0.0%	0.0%	ND
Services-Providing	Number	0	17	22	38	18	ND	ND	0	0	0	108
	Row %	0.0%	15.7%	20.4%	35.2%	16.7%	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	89.5%	78.6%	86.4%	100.0%	ND	ND	0.0%	0.0%	0.0%	87.1%
Wholesale Trade, Transportation, & Utilities	Number	0	ND	ND	ND	0	ND	0	0	0	0	5
	Row %	0.0%	ND	ND	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	4.0%
Retail Trade	Number	0	ND	ND	6	0	ND	ND	0	0	0	12
	Row %	0.0%	ND	ND	50.0%	0.0%	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	13.6%	0.0%	ND	ND	0.0%	0.0%	0.0%	9.7%
Information	Number	0	ND	ND	ND	0	ND	0	0	0	0	5
	Row %	0.0%	ND	ND	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	4.0%
Financial Activities	Number	0	ND	0	ND	0	0	0	0	0	0	4
	Row %	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%
Professional & Business Services	Number	0	ND	ND	6	ND	0	0	0	0	0	13
	Row %	0.0%	ND	ND	46.2%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	13.6%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	10.5%
Education Services	Number	0	ND	ND	ND	ND	0	0	0	0	0	8
	Row %	0.0%	ND	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	6.5%
Health Care & Social Assistance	Number	0	ND	8	7	10	4	ND	0	0	0	33
	Row %	0.0%	ND	24.2%	21.2%	30.3%	12.1%	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	28.6%	15.9%	55.6%	33.3%	ND	0.0%	0.0%	0.0%	26.6%
Leisure & Hospitality	Number	0	ND	5	7	ND	ND	0	0	0	0	16
	Row %	0.0%	ND	31.3%	43.8%	ND	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	17.9%	15.9%	ND	ND	0.0%	0.0%	0.0%	0.0%	12.9%
Other Services	Number	0	ND	ND	ND	0	ND	0	0	0	0	ND
	Row %	0.0%	ND	ND	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	ND
Public Administration	Number	0	ND	0	4	ND	ND	0	0	0	0	8
	Row %	0.0%	ND	0.0%	50.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	9.1%	ND	ND	0.0%	0.0%	0.0%	0.0%	6.5%
Total	Number	0	19	28	44	18	ND	ND	0	0	0	124
	Row %	0.0%	15.3%	22.6%	35.5%	14.5%	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	100.0%

Note: Row percents may not total to 100 percent due to rounding.

^bIncludes main campus and outreach center(s).

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

ND-Not disclosable due to confidentiality.

Table A.8: Jobs Held^a by May 2002 Northwest College^b Graduates Working in Wyoming by Industry and Gender, Second Quarter 2003

Industry		Women	Men	Total Graduates
Goods-Producing	Number	ND	ND	16
	Row %	ND	ND	100.0%
	Column %	ND	ND	12.9%
Natural Resources & Mining	Number	ND	ND	ND
	Row %	ND	ND	ND
	Column %	ND	ND	ND
Construction	Number	0	8	8
	Row %	0.0%	100.0%	100.0%
	Column %	0.0%	17.4%	6.5%
Manufacturing	Number	ND	0	ND
	Row %	ND	0.0%	100.0%
	Column %	ND	0.0%	ND
Services-Providing	Number	75	33	108
	Row %	69.4%	30.6%	100.0%
	Column %	96.2%	71.7%	87.1%
Wholesale Trade, Transportation, & Utilities	Number	ND	ND	5
	Row %	ND	ND	100.0%
	Column %	ND	ND	4.0%
Retail Trade	Number	ND	ND	12
	Row %	ND	ND	100.0%
	Column %	ND	ND	9.7%
Information	Number	ND	ND	5
	Row %	ND	ND	100.0%
	Column %	ND	ND	4.0%
Financial Activities	Number	ND	ND	4
	Row %	ND	ND	100.0%
	Column %	ND	ND	3.2%
Professional & Business Services	Number	ND	ND	13
	Row %	ND	ND	100.0%
	Column %	ND	ND	10.5%
Education Services	Number	ND	ND	8
	Row %	ND	ND	100.0%
	Column %	ND	ND	6.5%
Health Care & Social Assistance	Number	24	9	33
	Row %	72.7%	27.3%	100.0%
	Column %	30.8%	19.6%	26.6%
Leisure & Hospitality	Number	10	6	16
	Row %	62.5%	37.5%	100.0%
	Column %	12.8%	13.0%	12.9%
Other Services	Number	4	0	ND
	Row %	100.0%	0.0%	100.0%
	Column %	5.1%	0.0%	ND
Public Administration	Number	4	4	8
	Row %	50.0%	50.0%	100.0%
	Column %	5.1%	8.7%	6.5%
Total	Number	78	46	124
	Row %	62.9%	37.1%	100.0%
	Column %	100.0%	100.0%	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

ND-Not disclosable due to confidentiality.

Table A.9: Jobs Held^a in Wyoming by May 2002 Northwest College^b Graduates by Major Occupational Group, Second Quarter 2003

2-Digit SOC ^c Code and Title	Jobs Held by Graduates	
	Number	Column % ^d
11 Management	0	0.0%
13 Business & Financial Operations	0	0.0%
15 Computer & Mathematical Science	ND	ND
17 Architecture & Engineering	ND	ND
19 Life, Physical, & Social Science	0	0.0%
21 Community & Social Services	ND	ND
23 Legal	0	0.0%
25 Education, Training, & Library	6	6.7%
27 Arts, Design, Entertainment, Sports, & Media	4	4.4%
29 Healthcare Practitioner & Technical	12	13.3%
31 Healthcare Support	10	11.1%
33 Protective Service	ND	ND
35 Food Preparation & Serving Related	8	8.9%
37 Building & Grounds Cleaning & Maintenance	4	4.4%
39 Personal Care & Service	ND	ND
41 Sales & Related	6	6.7%
43 Office & Administrative Support	18	20.0%
45 Farming, Fishing, & Forestry	ND	ND
47 Construction & Extraction	8	8.9%
49 Installation, Maintenance, & Repair	ND	ND
51 Production	ND	ND
53 Transportation & Material Moving	ND	ND
Subtotal	90	100.0%
Occupation Unavailable ^e	34	27.4%
Total	124	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cStandard Occupational Classification.

^dBased on subtotal.

^eOccupation is unavailable because the employer did not respond to the survey, did not report Occupation as requested, or reported that they had no record of the graduate as an employee.

ND-Not disclosable due to confidentiality.

Table A.10: May 2002 Northwest College^a Graduates by Instructional Program

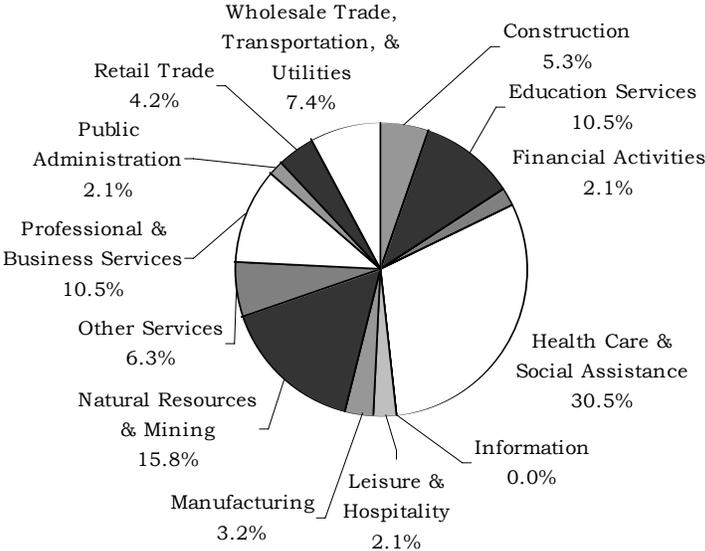
2-Digit CIP ^b Code and Title		Total Graduates	
		Number	Column %
01	Agricultural Business & Production	23	9.9%
02	Agricultural Sciences	7	3.0%
03	Conservation & Renewable Natural Resources	8	3.4%
09	Communications	6	2.6%
11	Computer & Information Sciences	7	3.0%
13	Education	22	9.5%
14	Engineering	7	3.0%
15	Engineering-Related Technologies	5	2.2%
24	Liberal Arts & Sciences, General Studies & Humanities	43	18.5%
45	Social Sciences & History	5	2.2%
48	Precision Production Trades	4	1.7%
50	Visual & Performing Arts	34	14.7%
51	Health Professions & Related Sciences	26	11.2%
52	Business Management & Administrative Services	26	11.2%
	All Other Northwest College CIP Codes	9	3.9%
Total		232	100.0%

^aIncludes main campus and outreach center(s).

^bClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

Sheridan College

Figure A.1: Industry of Employment^a for May 2002 Sheridan College^b Graduates Working in Wyoming, Second Quarter 2003



Note: Total may not sum to 100 percent due to rounding.
^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.
^bIncludes main campus and outreach center(s).

Table A.1: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Sheridan College^b Graduates by Age Group, Second Quarter 2003

Age Group	Number of Responses	Average Hourly Wage
16-19	0	NA
20	11	\$12.43
21	ND	ND
22-24	18	\$12.39
25-34	11	\$13.97
35-44	14	\$15.39
45-54	8	\$11.11
55-64	0	NA
65 and Over	0	NA
Unknown	ND	ND
Subtotal	66	\$13.14
Wage Unavailable ^c	103	NA
Total	169	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.2: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Sheridan College^b Graduates by Gender, Second Quarter 2003

	Number of Responses	Average Hourly Wage
Women	41	\$12.97
Men	25	\$13.43
Subtotal	66	\$13.14
Wage Unavailable ^c	103	NA
Total	169	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

Table A.3: Employers of May 2002 Sheridan College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Industry, 2003

Industry	How would you rate your overall satisfaction with the available supply of labor for the position this worker holds?		How would you rate your overall satisfaction with the skills of the available supply of labor for the position this worker holds?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	11	5.7	11	6.0
Natural Resources & Mining	5	5.2	5	5.6
Construction	ND	ND	ND	ND
Manufacturing	ND	ND	ND	ND
Services-Providing	44	6.2	44	6.8
Wholesale Trade, Transportation, & Utilities	5	6.0	5	5.8
Retail Trade	0	NA	0	NA
Information	0	NA	0	NA
Financial Activities	ND	ND	ND	ND
Professional & Business Services	ND	ND	ND	ND
Education	6	5.0	6	6.7
Health Care & Social Assistance	20	6.1	20	7.0
Leisure & Hospitality	ND	ND	ND	ND
Other Services	6	7.5	6	8.0
Public Administration	0	NA	0	NA
Subtotal	55	6.1	55	6.6
Satisfaction Score Unavailable ^d	114	NA	114	NA
Total	169	NA	169	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.4: Employers' of May 2002 Sheridan College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Major Occupational Group, 2003

2-Digit SOC ^c Code and Title	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds?		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
11 Management	0	NA	0	NA
13 Business & Financial Operations	0	NA	0	NA
15 Computer & Mathematical Science	0	NA	0	NA
17 Architecture & Engineering	0	NA	0	NA
19 Life, Physical, & Social Science	0	NA	0	NA
21 Community & Social Services	ND	ND	ND	ND
23 Legal	0	NA	0	NA
25 Education, Training, & Library	4	5.0	4	6.5
27 Arts, Design, Entertainment, Sports, & Media	ND	ND	ND	ND
29 Healthcare Practitioner & Technical	14	5.9	14	7.2
31 Healthcare Support	0	NA	0	NA
33 Protective Service	0	NA	0	NA
35 Food Preparation & Serving Related	ND	ND	ND	ND
37 Building & Grounds Cleaning & Maintenance	ND	ND	ND	ND
39 Personal Care & Service	ND	ND	ND	ND
41 Sales & Related	ND	ND	ND	ND
43 Office & Administrative Support	8	6.1	8	6.5
45 Farming, Fishing, & Forestry	0	NA	0	NA
47 Construction & Extraction	4	7.3	4	7.3
49 Installation, Maintenance, & Repair	7	5.7	7	5.6
51 Production	4	4.8	4	5.3
53 Transportation & Material Moving	ND	ND	ND	ND
Subtotal	55	6.1	55	6.6
Satisfaction Score Unavailable ^e	114	NA	114	NA
Total	169	NA	169	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cStandard Occupational Classification.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.5: Wyoming Employers' of May 2002 Sheridan College Graduates^a Satisfaction^b With Graduates' Work Skills and Habits by Industry, 2003

Industry	How would you rate your overall satisfaction with the employee's work skills?		How would you rate your overall satisfaction with the employee's work habits?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	12	8.5	12	8.5
Natural Resources & Mining	6	8.0	6	8.5
Construction	ND	ND	ND	ND
Manufacturing	ND	ND	ND	ND
Services-Producing	44	8.1	44	8.1
Wholesale Trade, Transportation, & Utilities	5	6.6	5	6.4
Retail Trade	0	NA	0	NA
Information	0	NA	0	NA
Financial Activities	ND	ND	ND	ND
Professional & Business Services	4	8.8	4	8.8
Education	6	7.8	6	7.7
Health Care & Social Assistance	20	8.2	20	8.6
Leisure & Hospitality	ND	ND	ND	ND
Other Services	6	7.7	6	7.7
Public Administration	0	NA	0	NA
Subtotal	56	8.0	56	8.2
Satisfaction Score Unavailable ^d	113	NA	113	NA
Total	169	NA	169	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.6: Wyoming Employers' of May 2002 Sheridan College^a Graduates Satisfaction^a With Graduates' Work Skills and Habits by Instructional Program, 2003

2-Digit CIP ^c Code and Title		How would you rate your overall satisfaction with the employee's work <i>skills</i> ?		How would you rate your overall satisfaction with the employee's work <i>habits</i> ?	
		Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
11	Computer & Information Sciences	ND	ND	ND	ND
13	Education	ND	ND	ND	ND
24	Liberal Arts & Sciences, General Studies & Humanities	4	7.8	4	8.0
30	Multi/Interdisciplinary Studies	0	NA	0	NA
45	Social Sciences & History	0	NA	0	NA
47	Mechanics & Repairers	6	5.5	6	6.2
48	Precision Production Trades	8	7.6	8	7.8
51	Health Professions & Related Sciences	18	8.2	18	8.6
52	Business Management & Administrative Services	12	8.6	12	8.5
	All Other CIP Codes	5	10.0	5	9.6
	Subtotal	56	8.0	56	8.2
	Satisfaction Score Unavailable ^e	113	NA	113	NA
	Total	169	NA	169	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee. NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.7: Jobs Held^a in Wyoming by May 2002 Sheridan College^b Graduates by Industry and Age Group, Second Quarter 2003

Industry		AGE GROUP									Total Graduates	
		16-19	20	21	22-24	25-34	35-44	45-54	55-64	65 and Over		Unknown
Goods-Producing	Number	0	7	ND	8	ND	ND	ND	0	0	0	23
	Row %	0.0%	30.4%	ND	34.8%	ND	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	41.2%	ND	32.0%	ND	ND	ND	0.0%	0.0%	0.0%	24.2%
Natural Resources & Mining	Number	0	5	ND	ND	ND	ND	ND	0	0	0	15
	Row %	0.0%	33.3%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	29.4%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	15.8%
Construction	Number	0	ND	0	4	0	0	0	0	0	0	5
	Row %	0.0%	ND	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	16.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%
Manufacturing	Number	0	ND	0	ND	ND	0	0	0	0	0	ND
	Row %	0.0%	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Services-Providing	Number	0	10	6	17	13	16	ND	0	0	ND	72
	Row %	0.0%	13.9%	8.3%	23.6%	18.1%	22.2%	ND	0.0%	0.0%	ND	100.0%
	Column %	0.0%	58.8%	75.0%	68.0%	86.7%	88.9%	ND	0.0%	0.0%	ND	75.8%
Wholesale Trade, Transportation, & Utilities	Number	0	ND	ND	ND	ND	ND	ND	0	0	0	7
	Row %	0.0%	ND	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	7.4%
Retail Trade	Number	0	ND	0	ND	0	0	ND	0	0	0	4
	Row %	0.0%	ND	0.0%	ND	0.0%	0.0%	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	ND	0.0%	0.0%	ND	0.0%	0.0%	0.0%	4.2%
Information	Number	0	0	0	0	0	0	0	0	0	0	0
	Row %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Column %	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Financial Activities	Number	0	0	0	ND	0	ND	0	0	0	0	ND
	Row %	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	ND
Professional & Business Services	Number	0	ND	ND	ND	ND	ND	ND	0	0	0	10
	Row %	0.0%	ND	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	10.5%
Education Services	Number	0	4	0	ND	0	ND	0	0	0	ND	10
	Row %	0.0%	40.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	ND	100.0%
	Column %	0.0%	23.5%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	ND	10.5%
Health Care & Social Assistance	Number	0	0	ND	7	8	9	4	0	0	0	29
	Row %	0.0%	0.0%	ND	24.1%	27.6%	31.0%	13.8%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	28.0%	53.3%	50.0%	36.4%	0.0%	0.0%	0.0%	30.5%
Leisure & Hospitality	Number	0	0	0	0	ND	0	ND	0	0	0	ND
	Row %	0.0%	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	ND
Other Services	Number	0	ND	ND	ND	ND	ND	0	0	0	0	6
	Row %	0.0%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	0.0%	6.3%
Public Administration	Number	0	0	ND	ND	0	0	0	0	0	0	ND
	Row %	0.0%	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	ND
Total	Number	0	17	ND	25	15	18	11	0	0	ND	95
	Row %	0.0%	17.9%	ND	26.3%	15.8%	18.9%	11.6%	0.0%	0.0%	ND	100.0%
	Column %	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	100.0%	100.0%

Note: Row percents may not total to 100 percent due to rounding.

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

ND-Not disclosable due to confidentiality.

Table A.8: Jobs Held^a in Wyoming by May 2002 Sheridan College^b Graduates by Industry and Gender, Second Quarter 2003

Industry		Women	Men	Total Graduates
Goods-Producing	Number	6	17	23
	Row %	26.1%	73.9%	100.0%
	Column %	10.5%	44.7%	24.2%
Natural Resources & Mining	Number	ND	ND	15
	Row %	ND	ND	100.0%
	Column %	ND	ND	15.8%
Construction	Number	0	ND	ND
	Row %	0.0%	100.0%	100.0%
	Column %	0.0%	ND	ND
Manufacturing	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Services-Providing	Number	51	21	72
	Row %	70.8%	29.2%	100.0%
	Column %	89.5%	55.3%	75.8%
Wholesale Trade, Transportation, & Utilities	Number	ND	ND	7
	Row %	ND	ND	100.0%
	Column %	ND	ND	7.4%
Retail Trade	Number	ND	ND	4
	Row %	ND	ND	100.0%
	Column %	ND	ND	4.2%
Information	Number	0	0	0
	Row %	0.0%	0.0%	0.0%
	Column %	0.0%	0.0%	0.0%
Financial Activities	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Professional & Business Services	Number	10	0	10
	Row %	100.0%	0.0%	100.0%
	Column %	17.5%	0.0%	10.5%
Education Services	Number	6	4	10
	Row %	60.0%	40.0%	100.0%
	Column %	10.5%	10.5%	10.5%
Health Care & Social Assistance	Number	25	4	29
	Row %	86.2%	13.8%	100.0%
	Column %	43.9%	10.5%	30.5%
Leisure & Hospitality	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Other Services	Number	ND	ND	6
	Row %	ND	ND	100.0%
	Column %	ND	ND	6.3%
Public Administration	Number	ND	0	ND
	Row %	ND	0.0%	100.0%
	Column %	ND	0.0%	ND
Total	Number	57	38	95
	Row %	60.0%	40.0%	100.0%
	Column %	100.0%	100.0%	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

ND-Not disclosable due to confidentiality.

Table A.9: Jobs Held^a in Wyoming by May 2002 Sheridan College^b Graduates by Major Occupational Group, Second Quarter 2003

2-Digit SOC ^c Code and Title	Jobs Held by Graduates	
	Number	Column % ^d
11 Management	0	0.0%
13 Business & Financial Operations	0	0.0%
15 Computer & Mathematical Science	ND	ND
17 Architecture & Engineering	0	0.0%
19 Life, Physical, & Social Science	0	0.0%
21 Community & Social Services	ND	ND
23 Legal	0	0.0%
25 Education, Training, & Library	5	7.4%
27 Arts, Design, Entertainment, Sports, & Media	ND	ND
29 Healthcare Practitioner & Technical	15	22.1%
31 Healthcare Support	0	0.0%
33 Protective Service	0	0.0%
35 Food Preparation & Serving Related	ND	ND
37 Building & Grounds Cleaning & Maintenance	ND	ND
39 Personal Care & Service	ND	ND
41 Sales & Related	ND	ND
43 Office & Administrative Support	11	16.2%
45 Farming, Fishing, & Forestry	0	0.0%
47 Construction & Extraction	5	7.4%
49 Installation, Maintenance, & Repair	9	13.2%
51 Production	5	7.4%
53 Transportation & Material Moving	4	5.9%
Subtotal	68	100.0%
Occupation Unavailable ^e	27	28.4%
Total	95	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cStandard Occupational Classification.

^dBased on subtotal.

^eOccupation is unavailable because the employer did not respond to the survey, did not report Occupation as requested, or reported that they had no record of the graduate as an employee.

ND-Not disclosable due to confidentiality.

Table A.10: 2002 Sheridan College^a Graduates by Instructional Program

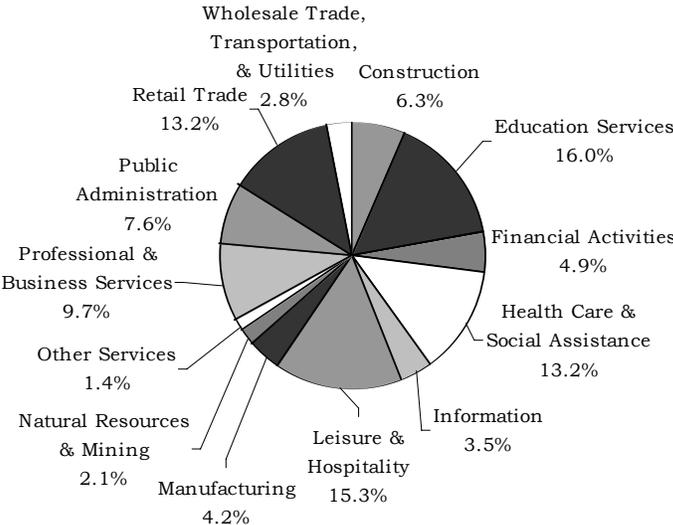
2-Digit CIP ^b Code and Title		Total Graduates	
		Number	Column %
11	Computer & Information Sciences	6	4.1%
13	Education	7	4.7%
24	Liberal Arts & Sciences, General Studies & Humanities	17	11.5%
30	Multi/Interdisciplinary Studies	4	2.7%
45	Social Sciences & History	8	5.4%
47	Mechanics & Repairers	12	8.1%
48	Precision Production Trades	13	8.8%
51	Health Professions & Related Sciences	48	32.4%
52	Business Management & Administrative Services	24	16.2%
	All Other CIP Codes	9	6.1%
Total		148	100.0%

^aIncludes main campus and outreach center(s).

^bClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

Western Wyoming Community College

Figure A.1: Industry of Employment^a for May 2002 Western Wyoming Community College^b Graduates Working in Wyoming, Second Quarter 2003



Note: Total may not sum to 100 percent due to rounding.
^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.
^bIncludes main campus and outreach center(s).

Table A.1: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Western Wyoming Community College^b Graduates by Age Group, Second Quarter 2003

Age Group	Number of Responses	Average Hourly Wage
16-19	0	NA
20	14	\$8.15
21	14	\$9.70
22-24	16	\$8.34
25-34	18	\$10.59
35-44	17	\$11.93
45-54	ND	ND
55-64	ND	ND
65 and Over	0	NA
Unknown	ND	ND
Subtotal	87	\$10.06
Wage Unavailable ^c	129	NA
Total	216	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.2: Average Hourly Wage^a for Jobs Worked in Wyoming by May 2002 Western Wyoming Community College^b Graduates in Wyoming by Gender, Second Quarter 2003

	Number of Responses	Average Hourly Wage
Women	63	\$9.77
Men	24	\$10.84
Subtotal	87	\$10.06
Wage Unavailable ^c	129	NA
Total	216	NA

^aBased on information obtained from a survey of employers of graduates. Excludes hourly wages less than \$5.15 per hour (the federal minimum wage). May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cWage information is unavailable because the employer did not respond to the survey, did not report wage information as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

Table A.3: Employers' of May 2002 Western Wyoming Community College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Industry, 2003

Industry	How would you rate your overall satisfaction with the available <i>supply</i> of labor for the <i>position</i> this worker holds?		How would you rate your overall satisfaction with the <i>skills</i> of the available <i>supply</i> of labor for the <i>position</i> this worker holds?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	7	5.3	7	5.4
Natural Resources & Mining	ND	ND	ND	ND
Construction	ND	ND	ND	ND
Manufacturing	0	NA	0	NA
Services-Providing	71	6.5	69	6.8
Wholesale Trade, Transportation, & Utilities	ND	ND	ND	ND
Retail Trade	7	7.7	7	7.9
Information	ND	ND	ND	ND
Financial Activities	5	7.2	5	7.4
Professional & Business Services	9	6.1	9	6.6
Education	8	5.5	7	6.6
Health Care & Social Assistance	13	4.9	12	5.3
Leisure & Hospitality	17	6.8	17	7.0
Other Services	ND	ND	ND	ND
Public Administration	5	6.8	5	6.4
Subtotal	78	6.4	76	6.7
Satisfaction Score Unavailable ^d	138	NA	140	NA
Total	216	NA	216	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.4: Employers' of May 2002 Western Wyoming Community College^a Graduates Satisfaction^b With Wyoming's Labor Supply by Major Occupational Group, 2003

2-Digit SOC ^c Code and Title	How would you rate your overall satisfaction with the available supply of labor for the position this worker holds?		How would you rate your overall satisfaction with the skills of the available supply of labor for the position this worker holds?	
	Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
11 Management	ND	ND	ND	ND
13 Business & Financial Operations	ND	ND	ND	ND
15 Computer & Mathematical Science	0	NA	0	NA
17 Architecture & Engineering	ND	ND	ND	ND
19 Life, Physical, & Social Science	0	NA	0	NA
21 Community & Social Services	ND	ND	ND	ND
23 Legal	0	NA	0	NA
25 Education, Training, & Library	8	4.5	7	5.4
27 Arts, Design, Entertainment, Sports, & Media	ND	ND	ND	ND
29 Healthcare Practitioner & Technical	4	4.8	3	6.0
31 Healthcare Support	5	6.4	5	6.6
33 Protective Service	ND	ND	ND	ND
35 Food Preparation & Serving Related	13	7.1	13	7.3
37 Building & Grounds Cleaning & Maintenance	6	6.8	6	7.0
39 Personal Care & Service	ND	ND	ND	ND
41 Sales & Related	9	7.6	9	8.0
43 Office & Administrative Support	11	6.1	11	6.1
45 Farming, Fishing, & Forestry	ND	ND	ND	ND
47 Construction & Extraction	4	5.0	4	5.3
49 Installation, Maintenance, & Repair	ND	ND	ND	ND
51 Production	ND	ND	ND	ND
53 Transportation & Material Moving	ND	ND	ND	ND
Subtotal	78	6.4	76	6.7
Satisfaction Score Unavailable ^c	138	NA	140	NA
Total	216	NA	216	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cStandard Occupational Classification.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.5: Wyoming Employers' of May 2002 Western Wyoming Community College^a Graduates Satisfaction^b With Work Skills and Habits by Industry, 2003

Industry	How would you rate your overall satisfaction with the employee's work skills?		How would you rate your overall satisfaction with the employee's work habits?	
	Number of Responses	Average Score ^c	Number of Responses	Average Score ^c
Goods-Producing	7	7.1	7	7.1
Natural Resources & Mining	ND	ND	ND	ND
Construction	ND	ND	ND	ND
Manufacturing	0	NA	0	NA
Services-Providing	71	8.5	71	8.5
Wholesale Trade, Transportation, & Utilities	ND	ND	ND	ND
Retail Trade	6	9.2	6	8.7
Information	ND	ND	ND	ND
Financial Activities	5	8.6	5	9.2
Professional & Business Services	9	8.2	9	9.0
Education	10	9.2	10	9.0
Health Care & Social Assistance	11	8.5	11	8.1
Leisure & Hospitality	17	7.5	17	7.8
Other Services	ND	ND	ND	ND
Public Administration	6	8.7	6	9.0
Subtotal	78	8.3	78	8.4
Satisfaction Score Unavailable ^d	138	NA	138	NA
Total	216	NA	216	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^dSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.6: Wyoming Employers of May 2002 Western Wyoming Community College^a Graduates Satisfaction^b With Graduates' Work Skills and Habits by Instructional Program, 2003

2-Digit CIP ^c Code and Title		How would you rate your overall satisfaction with the employee's work <i>skills</i> ?		How would you rate your overall satisfaction with the employee's work <i>habits</i> ?	
		Number of Responses	Average Score ^d	Number of Responses	Average Score ^d
09	Communications	4	7.0	4	6.8
13	Education	17	8.0	17	8.0
14	Engineering	ND	ND	ND	ND
24	Liberal Arts & Sciences, General Studies & Humanities	17	8.6	17	9.1
26	Biological Sciences/Life Sciences	6	9.0	6	8.7
31	Parks, Recreation, Leisure & Fitness Studies	0	NA	0	NA
42	Psychology	0	NA	0	NA
45	Social Sciences & History	ND	ND	ND	ND
47	Mechanics & Repairers	ND	ND	ND	ND
50	Visual & Performing Arts	4	7.3	4	8.5
51	Health Professions & Related Sciences	6	8.8	6	9.2
52	Business Management & Administrative Services	15	8.7	15	8.8
	All Other CIP Codes	ND	ND	ND	ND
	Subtotal	78	8.3	78	8.4
	Satisfaction Score Unavailable ^e	138	NA	138	NA
	Total	216	NA	216	NA

^aIncludes main campus and outreach center(s).

^bBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^cClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

^dBased on a scale of 1 to 10 where 1 is very dissatisfied and 10 is very satisfied.

^eSatisfaction Score is unavailable because the employer did not respond to the survey, did not report Satisfaction Score as requested, or reported that they had no record of the graduate as an employee.

NA-Not applicable.

ND-Not disclosable due to confidentiality.

Table A.7: Jobs Held^a in Wyoming by May 2002 Western Wyoming Community College^b Graduates by Industry and Age Group, Second Quarter 2003

Industry		AGE GROUP										Total Graduates
		16-19	20	21	22-24	25-34	35-44	45-54	55-64	65 and Over	Unknown	
Goods-Producing	Number	0	4	5	4	ND	ND	ND	0	0	0	18
	Row %	0.0%	22.2%	27.8%	22.2%	ND	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	19.0%	18.5%	14.8%	ND	ND	ND	0.0%	0.0%	0.0%	12.5%
Natural Resources & Mining	Number	0	0	0	ND	0	ND	0	0	0	0	ND
	Row %	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	ND
Construction	Number	0	ND	5	ND	0	0	0	0	0	0	9
	Row %	0.0%	ND	55.6%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	18.5%	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%
Manufacturing	Number	0	ND	0	ND	ND	ND	ND	0	0	0	6
	Row %	0.0%	ND	0.0%	ND	ND	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	0.0%	ND	ND	ND	ND	0.0%	0.0%	0.0%	4.2%
Services-Providing	Number	0	17	22	23	30	21	7	ND	0	ND	126
	Row %	0.0%	13.5%	17.5%	18.3%	23.8%	16.7%	5.6%	ND	0.0%	ND	100.0%
	Column %	0.0%	81.0%	81.5%	85.2%	96.8%	87.5%	87.5%	ND	0.0%	ND	87.5%
Wholesale Trade, Transportation, & Utilities	Number	0	0	ND	ND	0	0	0	0	0	0	4
	Row %	0.0%	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%
Retail Trade	Number	0	5	4	5	ND	ND	ND	0	0	0	19
	Row %	0.0%	26.3%	21.1%	26.3%	ND	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	23.8%	14.8%	18.5%	ND	ND	ND	0.0%	0.0%	0.0%	13.2%
Information	Number	0	ND	0	ND	ND	0	0	0	0	ND	5
	Row %	0.0%	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	ND	100.0%
	Column %	0.0%	ND	0.0%	ND	ND	0.0%	0.0%	0.0%	0.0%	ND	3.5%
Financial Activities	Number	0	0	ND	ND	ND	ND	ND	0	0	0	7
	Row %	0.0%	0.0%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	ND	ND	ND	ND	0.0%	0.0%	0.0%	4.9%
Professional & Business Services	Number	0	0	ND	ND	5	ND	ND	ND	0	ND	14
	Row %	0.0%	0.0%	ND	ND	35.7%	ND	ND	ND	0.0%	ND	100.0%
	Column %	0.0%	0.0%	ND	ND	16.1%	ND	ND	ND	0.0%	ND	9.7%
Education Services	Number	0	0	ND	0	7	10	ND	ND	0	0	23
	Row %	0.0%	0.0%	ND	0.0%	30.4%	43.5%	ND	ND	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	ND	0.0%	22.6%	41.7%	ND	ND	0.0%	0.0%	16.0%
Health Care & Social Assistance	Number	0	ND	ND	5	6	ND	ND	0	0	0	19
	Row %	0.0%	ND	ND	26.3%	31.6%	ND	ND	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	18.5%	19.4%	ND	ND	0.0%	0.0%	0.0%	13.2%
Leisure & Hospitality	Number	0	5	6	4	ND	4	0	0	0	0	22
	Row %	0.0%	22.7%	27.3%	18.2%	ND	18.2%	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	23.8%	22.2%	14.8%	ND	16.7%	0.0%	0.0%	0.0%	0.0%	15.3%
Other Services	Number	0	0	0	ND	0	ND	0	0	0	0	ND
	Row %	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	100.0%
	Column %	0.0%	0.0%	0.0%	ND	0.0%	ND	0.0%	0.0%	0.0%	0.0%	ND
Public Administration	Number	0	ND	ND	ND	ND	0	0	ND	0	0	11
	Row %	0.0%	ND	ND	ND	ND	0.0%	0.0%	ND	0.0%	0.0%	100.0%
	Column %	0.0%	ND	ND	ND	ND	0.0%	0.0%	ND	0.0%	0.0%	7.6%
Total	Number	0	21	27	27	31	24	8	ND	0	ND	144
	Row %	0.0%	14.6%	18.8%	18.8%	21.5%	16.7%	5.6%	ND	0.0%	ND	100.0%
	Column %	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%	100.0%

Note: Row percents may not total to 100 percent due to rounding.

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate
^bND-Not disclosable due to confidentiality.

Table A.8: Jobs Held^a in Wyoming by May 2002 Western Wyoming Community College^b Graduates by Industry and Gender, Second Quarter 2003

Industry		Women	Men	Total Graduates
Goods-Producing	Number	5	13	18
	Row %	27.8%	72.2%	100.0%
	Column %	5.0%	29.5%	12.5%
Natural Resources & Mining	Number	0	ND	ND
	Row %	0.0%	ND	100.0%
	Column %	0.0%	ND	ND
Construction	Number	ND	ND	9
	Row %	ND	ND	100.0%
	Column %	ND	ND	6.3%
Manufacturing	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Services-Providing	Number	95	31	126
	Row %	75.4%	24.6%	100.0%
	Column %	95.0%	70.5%	87.5%
Wholesale Trade, Transportation, & Utilities	Number	ND	ND	ND
	Row %	ND	ND	100.0%
	Column %	ND	ND	ND
Retail Trade	Number	13	6	19
	Row %	68.4%	31.6%	100.0%
	Column %	13.0%	13.6%	13.2%
Information	Number	ND	ND	5
	Row %	ND	ND	100.0%
	Column %	ND	ND	3.5%
Financial Activities	Number	ND	ND	7
	Row %	ND	ND	100.0%
	Column %	ND	ND	4.9%
Professional & Business Services	Number	ND	ND	14
	Row %	ND	ND	100.0%
	Column %	ND	ND	9.7%
Education Services	Number	19	4	23
	Row %	82.6%	17.4%	100.0%
	Column %	19.0%	9.1%	16.0%
Health Care & Social Assistance	Number	ND	ND	19
	Row %	ND	ND	100.0%
	Column %	ND	ND	13.2%
Leisure & Hospitality	Number	17	5	22
	Row %	77.3%	22.7%	100.0%
	Column %	17.0%	11.4%	15.3%
Other Services	Number	0	ND	ND
	Row %	0.0%	ND	100.0%
	Column %	0.0%	ND	ND
Public Administration	Number	5	6	11
	Row %	45.5%	54.5%	100.0%
	Column %	5.0%	13.6%	7.6%
Total	Number	100	44	144
	Row %	69.4%	30.6%	100.0%
	Column %	100.0%	100.0%	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

ND-Not disclosable due to confidentiality.

Table A.9: Jobs Held^a in Wyoming by May 2002 Western Wyoming Community College^b Graduates by Major Occupational Group, Second Quarter 2003

2-Digit SOC ^c Code and Title	Jobs Held by Graduates	
	Number	Column % ^d
11 Management	4	4.1%
13 Business & Financial Operations	ND	ND
15 Computer & Mathematical Science	0	0.0%
17 Architecture & Engineering	ND	ND
19 Life, Physical, & Social Science	0	0.0%
21 Community & Social Services	ND	ND
23 Legal	0	0.0%
25 Education, Training, & Library	15	15.5%
27 Arts, Design, Entertainment, Sports, & Media	ND	ND
29 Healthcare Practitioner & Technical	4	4.1%
31 Healthcare Support	6	6.2%
33 Protective Service	ND	ND
35 Food Preparation & Serving Related	15	15.5%
37 Building & Grounds Cleaning & Maintenance	7	7.2%
39 Personal Care & Service	ND	ND
41 Sales & Related	13	13.4%
43 Office & Administrative Support	14	14.4%
45 Farming, Fishing, & Forestry	ND	ND
47 Construction & Extraction	5	5.2%
49 Installation, Maintenance, & Repair	ND	ND
51 Production	ND	ND
53 Transportation & Material Moving	ND	ND
Subtotal	97	100.0%
Occupation Unavailable ^e	47	32.6%
Total	144	100.0%

^aBased on information obtained from a survey of employers of graduates. May include multiple responses for a single employer or graduate.

^bIncludes main campus and outreach center(s).

^cStandard Occupational Classification.

^dBased on subtotal.

^eOccupation is unavailable because the employer did not respond to the survey, did not report Occupation as requested, or reported that they had no record of the graduate as an employee.

ND-Not disclosable due to confidentiality.

**Table A.10: May 2002 Western Wyoming Community College^a
(WWCC) Graduates by Instructional Program**

	2-Digit CIP^b Code and Title	Total Graduates	
		Number	Column %
09	Communications	5	2.7%
13	Education	37	19.8%
14	Engineering	7	3.7%
24	Liberal Arts & Sciences, General Studies & Humanities	44	23.5%
26	Biological Sciences/Life Sciences	7	3.7%
31	Parks, Recreation, Leisure & Fitness Studies	5	2.7%
42	Psychology	8	4.3%
45	Social Sciences & History	4	2.1%
47	Mechanics & Repairers	10	5.3%
50	Visual & Performing Arts	15	8.0%
51	Health Professions & Related Sciences	15	8.0%
52	Business Management & Administrative Services	24	12.8%
	All Other WWCC CIP Codes	6	3.2%
Total		187	100.0%

^aIncludes main campus and outreach center(s).

^bClassification of Instructional Programs. Selected CIP codes were grouped together to avoid disclosure of confidential information.

Appendix B. Community College Perspectives

Casper College

by Lynn Fletcher, Director of Institutional Research

Casper College, the state's oldest community college, is located on the high plains of central Wyoming and serves students from all Wyoming counties, 37 other states, and 18 foreign countries. Natrona County students represent 70 percent of total enrollment. Forty-seven percent of the college's students are enrolled full-time while 53 percent are part-time. Sixty-two percent of the student population is female and 38 percent is male.

Casper College is a comprehensive two-year college that offers 52 academic/transfer programs and 29 occupational/technical programs. Currently, some of the most popular programs at the college include administration, biology, business, communication, criminal justice, education, engineering, fire science technology, and nursing. Technical programs are supported by strong advisory committees comprised of local industry representatives. This collaboration with business and industry ensures that the skills being taught are relevant and industry standard. Most of the occupational programs provide the opportunity for students to receive practical training in their chosen fields.

Typically, over 400 students receive certificates or associate

degrees from Casper College each academic year. It is important to note, however, that academic credentials are not the primary goal for many community college students. Many students enroll in courses to develop or enhance job skills, to satisfy academic requirements before transferring to a university, or simply for personal enrichment.

Casper is a city that offers many opportunities for student employment. Recent student surveys indicate that 82 percent of enrolled students are employed either part-time or full-time while attending college. The Career Center on campus provides employment services including assistance with resumes, interviewing skills, career fairs, job referral, and career exploration.

Approximately 82 percent of the first-time, full-time degree-seeking students receive financial aid to assist with their college expenses. Financial assistance includes merit-based scholarships in addition to various types of grants and loans.

The Center for Life-Long Learning supplements traditional college offerings by providing adult basic education, certification exams, conferences, customized training, and

short courses. Internet courses, television courses, and other forms of distance education provide an important alternative for those students who cannot travel to campus because of employment, family, or other obligations. Distance education represents nearly 12 percent of the college's FTE (full-time equivalent enrollment).

The Casper College Upper Division Center provides access to bachelor

and master degree programs from accredited institutions including Chadron State College, Montana State University, the University of North Dakota, the University of Wyoming and many others. These partnerships allow local students to continue their pursuit of higher education while maintaining employment.

Central Wyoming College

by Jason Harris, Research Analyst

Central Wyoming College (CWC) is located at the base of the Wind River Mountains in west-central Wyoming. The college's service area includes Fremont, Hot Springs, and Teton counties. CWC has outreach centers in Dubois, Jackson, Lander, Thermopolis, and on the college's main campus in Riverton. The college also serves residents of the Wind River Indian Reservation, giving CWC a diverse student population that also includes a number of Hispanic and international students.

Central Wyoming College has a solid academic reputation, a first-class faculty, and superb campus facilities. The CWC faculty and staff are valued for being innovative and responsible risk takers, which has created multiple benefits for our

students. The college, for example, is listed in the top-10 digital-savvy, cutting-edge community colleges by the Center for Digital Education and the American Association of Community Colleges. CWC was recognized for its progressive use of information technology and how it has progressed in using it to deliver services to students. The college's bold technology initiative has resulted in greater student access to computers and wireless technology and a more creative faculty employing advanced instructional delivery.

CWC provides transfer programs that challenge and prepare students to transfer to four-year colleges and universities. Traditional Business, Education, Math, Social and Physical

Sciences programs are just part of the mix. CWC, in partnership with the National Outdoor Leadership School, provides Environmental Science, Outdoor Education, and Emergency Wilderness Medical programs. Pre-Professional focused transfer programs are also available to CWC students. Articulation agreements with the Chadron State College, the University of Montana-Great Falls, the University of Phoenix, the University of Wyoming, and Upper Iowa University provide a seamless transition for many CWC graduates.

CWC offers one of the few Associate of Applied Science degrees available in the region for surgical technology and human services. Through practicums and coursework, students work and train alongside professionals in their areas. Industrial trades are an important part of the local economy and CWC has outstanding applied programs in Automotive Technology, Heavy Equipment, and Welding available to meet local demand. Industry booms and busts have a corresponding opposite effect on CWC's enrollment as students leave and enter college depending on the fluctuations in the job market, primarily in the mineral industry.

CWC students have ample access to computers and the Internet on campus and at the student residence halls. The campus boasts a 4:1 student to computer ratio. A recent \$350,000 upgrade in the college's computing network infrastructure allows wireless access in the college

library, dining facility, and a majority areas in of the Student Center. Students get "high tech" hands-on experience, too. For example, they learn on new state-of-the-art equipment at Wyoming Public Television and on the college's sophisticated interactive classroom network. In addition to the television station, broadcasting students earn real-world experience at the student-operated radio station KCWC-FM. Students in the computer networking technologies programs learn to build and administer networks and develop web pages.

Central Wyoming College is committed to delivering quality education regardless of the college's 15,000 square mile service area. CWC provides information on its Web site, such as its online course catalog, student forms, registration, and links to key financial-aid sources. In addition, the college delivers a wide array of internet-, DVD- and CD Rom-based courses, as well as telecourses, to students. A real-time state-of-the-art Interactive Classroom Network (ICN) connects the main campus in Riverton to a branch campus in Lander, a Wind River reservation community center, and a number of service-area high schools, as well as a connection to a local hospital in Jackson Hole, 175 miles away. The ICN allows distant students to attend classes in a real-time interactive environment. In addition, the college employs a wide area network traversing a college-owned microwave system and the Wyoming Equality Network to provide interactive video sessions to 92

possible locations statewide.

This technology lends itself well to training and educating Wyoming's future workforce. CWC has partnered with many area high schools to provide dual-credit enrollment opportunities, allowing students a head start on their college education. Students can take advantage of this opportunity and use it to help plan their future. Central Wyoming College is dedicated to student success and the future of Wyoming.

In addition to the educational opportunities afforded by CWC to its constituents, cultural and other sporting activities are available to students and community members year round. Concerts, exhibits, and plays by CWC visual and performing

art students are just part of the package. Professional touring companies and artists from across the country enhance these programs through performances, workshops, and exhibitions in the college's Arts Center.

The annual Rustler's Roundup rodeo provides entertainment of a different kind. The men's and women's rodeo teams are usually nationally ranked and the best in the region. CWC also has an outstanding equine program. Both transfer and applied programs are available to students, with an indoor Equine Center for roping and riding enthusiasts.

Eastern Wyoming College

by Dr. Ann Beaulieu, Vice President/Dean of Instruction

Eastern Wyoming College (EWC) is located in Torrington near the Nebraska/Wyoming border. Agriculture is an important industry in the area, giving the school a distinctly rural character. EWC has a broad mission to provide a full range of comprehensive educational services for the communities we serve.

Residents of the Wyoming counties of Converse, Crook, Goshen, Niobrara, Platte, and Weston, counties are the primary focus of

educational services. Additionally, approximately 12 percent of students come from Nebraska. Colorado, Montana, and South Dakota account for approximately 15 percent of enrollment.

In Wyoming, EWC has the only accredited Veterinary Technology program. The welding program is also exemplary; graduates complete industry certification tests prior to graduation. Our school also has a strong transfer program in pre-professional fields.

The majority of students receive some form of financial aid (584 in the 2003 to 2004 school year). Of those receiving aid, 459 received merit-based aid, while 375 received need-based aid. Some students receive both merit-based and need-based financial assistance.

Employers who benefit from EWC services are primarily small. To some degree this reflects the rural nature of the local area.

EWC provides many opportunities for students to further their education. Currently two universities, the University of Great Falls and the University of Wyoming provide opportunities for Bachelor's and Master's degrees from our campus. We also have agreements with Black Hills State University, Chadron State College, and the University of Colorado.

Laramie County Community College

by Ann M. Murray, Manager of Assessment and Improvement

Established in 1968, Laramie County Community College (LCCC) is a full-service, comprehensive community college with campuses in Cheyenne and Laramie and an outreach center in Pine Bluffs. LCCC primarily serves the people of southeast Wyoming, northern Colorado, and western Nebraska. The college is dedicated to helping individuals achieve their educational goals - whether they want to develop skills in a career or technical program, begin a college career leading to a bachelor's or higher degree, obtain a certificate of high school equivalency, or gain personal enrichment through a program of general education.

Laramie County Community College offers 47 academic transfer programs that lead to an associate's

degree, and 41 career and technical programs that lead to an associate's degree or a certificate of completion. Programs in automotive and diesel technology, computer applications, construction technology, and health occupations (including dental hygiene, nursing, and radiography) are among the many exemplary programs serving the employment needs of the region.

Approximately 53 percent of the college's credit students seek a degree or certificate. The majority of these (60%) are enrolled in traditional transfer programs, which provide a strong foundation for student success after transfer to a baccalaureate institution. To assist students seeking to transfer, LCCC partners with several other institutions, including Chadron State University,

Colorado State University, the University of Northern Colorado, and the University of Wyoming.

Each career/technical program has an advisory committee of community members who assist college faculty and administrators in program and curriculum development. Their participation helps to ensure that these programs provide our students with the knowledge and skills needed to succeed in their chosen career.

Major employers in LCCC's service area are in government, retail, and services sectors. Recently employers in the warehousing and distribution sector have entered the area. Many of these employers are in an expansion phase and are seeking to hire new employees. In addition, employers need current employees to be trained as managers and leaders within their organization. The LCCC Business Training and Workforce Development office (BTWD) of the college was established three years ago to help meet these needs. BTWD focuses on training which will fill the "knowledge gaps" required to expand the workforce, as well as providing leadership and management skills to enable current employees to advance.

The LCCC Business Training and Workforce Development office has formed many partnerships with local employers. One such partnership is the Southeast Wyoming Workforce Alliance. This partnership enables us to keep in touch with our community and its current employer needs. Members include (but are not limited to) LCCC, the Greater Cheyenne

Chamber of Commerce, LEADS (the local economic development group), the school district, and the local workforce center.

Many other training partners are from government agencies and non-profit organizations. The LCCC Business Training and Workforce Development office has served Wyoming state agencies such as the Department of Family Services, the Department of Workforce Services, and the Wyoming Business Council, as well as employees of city and county government. In addition, the BTWD office has worked with the Wyoming Student Loan Corporation (WSLC), a local private non-profit organization that strongly values education and, in the past year, committed to provide over 500 hours of professional development training for their staff.

In addition, the college has established relationships with local businesses, the Greater Cheyenne Chamber of Commerce, Cheyenne LEADS, the Laramie County School District, the Department of Workforce Services, the Wyoming Business Council, and other Wyoming agencies to better meet the workforce development needs of its service area. The college's Business Training and Workforce Development office has served over 90 businesses in the last two years. Its mission is to support the community by providing quality training that helps ensure workforce and economic development.

Northwest College

by: Jennifer Almlı, Director of Financial Aid; Virginia Fish, Associate Dean of Instruction; and Dr. Sher Hruska, Dean of Instruction

Northwest College, located in Powell near the Wyoming-Montana border, embraces a comprehensive community college mission. However, the college has a long and solid commitment to strong liberal arts/general education preparation. Our general education requirements for the Associate in Arts (AA) and Associate in Science (AS) are larger than some of the other two-year colleges in Wyoming.

The primary areas served by Northwest College are the Wyoming counties of Big Horn, Park, and Washakie. Northwest College has a growing outreach center in Cody, Wyoming complete with its own facility. Courses are provided in other area communities using community-owned facilities; however they are smaller than the Cody Center. The college also serves the southern counties of Montana that share the Wyoming-Montana border.

Our college serves an unusually large percentage of traditional students due to our location and long-standing residential campus. Northwest College has one of the largest proportions of full-time faculty of the Wyoming community colleges. In addition, we are well above the national average on the percentage of our faculty members who have terminal degrees (e.g., Ph.D.'s and Master's degrees).

Annual enrollment is approximately 1,700 students with nearly 80 percent receiving financial aid of some type. Merit-based aid is received by 50 to 60 students.

Northwest College is known for its Associate of Applied Science (AAS) in Photography and for the AAS/AA programs in Graphics. The college is strong in the sciences with full two-year programs in biology, chemistry, engineering, math, and physics. We are also pleased to announce that our Nursing Program just received the maximum accreditation from the Wyoming State Board of Nursing and the National League for Nursing. We also have a niche in Equine studies. A large number of graduates are from the Agriculture, Production Agriculture, Animal Science, and Agroecology programs.

Most employers who hire our graduates are very small, with most having fewer than eight employees. Employers are diverse and enjoy cooperative relationships with Northwest College. Because of our strong agriculture-related programs, many of our graduates acquire employment in these industries.

Given our location, many of our students transfer to the Montana State Universities at Billings and Bozeman, as well as the University of

Montana and the Montana School of Mines in Butte. We have articulation agreements with these institutions and some offer a strong dual enrollment program. Also, a number

of our students transfer to Brigham Young University (BYU) in Provo, Utah, and BYU-Idaho (formerly Ricks College) in Rexburg, Idaho.

Sheridan College

by: Sharon Elwood, Director of Institutional Research

Sheridan College is located in north-central Wyoming near the Wyoming-Montana border. The service area for the college includes Campbell, Johnson, and Sheridan counties. With campuses in Sheridan and Gillette, Sheridan College serves the needs of two diverse communities.

Sheridan has a strong Arts, Music, and Performance culture. It's also strongly influenced by an Agriculture and Ranching culture, grounded in conservative views. While Gillette also embraces the Arts, the community is strongly influenced by mining and related industries. Sheridan College also serves the community of Buffalo. Buffalo is a small community that enjoys a culture similar to Sheridan's.

Sheridan College is committed to student success. The college serves students from all age groups who may be working toward a certificate or degree, upgrading or learning new job skills, supplementing a higher degree program, or enriching their lives through personal or professional

growth. Students come to the college from nearly every county in the state, as well as many other states and countries.

Sheridan College offers a strong academic transfer curriculum - providing broad-based general education as well as several program emphasis areas to prepare students for transfer to a baccalaureate institution. The college has articulation agreements with the University of Wyoming (UW) and several other schools in surrounding states. Students may choose to transfer before or after earning a degree from Sheridan College. The college also has partnerships with universities, including UW, which make it possible for community members to earn a Bachelor's or Master's Degree without leaving the community.

Sheridan College is very proud of its occupational/technical programs. Our Dental Hygiene program is widely recognized in the region and Canada as being exceptional. We also offer excellent two-year nursing

programs at both Sheridan and Gillette and recently increased the size of the nursing classes to help meet the growing needs of health-care facilities. We have a popular Massage Therapy program that recently earned accreditation status. Our Welding, Diesel, and Machine Tool programs continue to provide students with valuable skills to meet industry needs, and program faculty maintain close ties with employers in Wyoming and around the country. Our occupational/technical programs have advisory committees who actively participate in reviewing program curriculum and provide feedback to faculty from business and industry.

Industry influence is strongest in Campbell County. While industry leaders have been very supportive of college programs, many companies offer opportunities that pull students away from school. Young people can often get jobs with the mines, railroad, gas exploration companies, etc., without an advanced education

and generally earn a very good living. Students may also choose to leave school prior to graduation because of job opportunities. However, as the economy fluctuates through the years, some of these workers may decide they are unprepared to sustain themselves long-term and choose to return to college.

Sheridan College has developed valuable relationships with area high schools that have lead to many opportunities for students to take college-level classes and get a head start on their college careers. Sheridan College is an active partner in the communities it serves and continues to play an important role by providing a variety of educational opportunities.

Sheridan College is close to the Wyoming-Montana border and the much larger city of Billings, and serves a large number of Montana students. Therefore, it's understandable that several of our graduates work outside of Wyoming.

Western Wyoming Community College

by: Jackie Freeze, Associate Dean of Enrollment Services

Western Wyoming Community College (WWCC) is located in the southwest corner of Wyoming in Rock Springs. Areas primarily served by WWCC are Carbon, Lincoln, Sublette, Sweetwater, and Uinta counties. Of the seven Wyoming community colleges, WWCC serves the largest geographic area, resulting in a

different scope of services than some of the other schools in the state. Additionally, we have the largest number of international students.

Relative to the state's other community colleges, the student population is comprised of somewhat younger, full-time students. Over 70

percent of full-time students receive some type of financial assistance, while about 50 percent of part-time receive some financial aid. About 30 percent of the aid for full-time, and most assistance for part-time, is need-based in some way (mostly federal, but some local monies as well). The remainder of student aid is institutional, including academic scholarships, special ability grants (e.g., athletics, musical theatre, art), divisional scholarships, and foundation aid.

Most students at WWCC are in transfer-track programs. The most popular and well-known programs are anthropology/geology, education, engineering, and musical theatre. In the occupational arena, the nursing program is very popular and has far more applicants than open slots each year. Technology programs such as automotive technology, electricity/electronics, and industrial maintenance (the only one in Wyoming) are also very popular as are occupational programs in computer science and office occupations.

Among community college student populations generally, students may report a major but not actually take the coursework in the area or vice versa. For some majors, such as nursing, the coursework-major connection is more clear cut. Consequently measuring program success is challenging.

WWCC has a number of agreements with other schools for students who desire to continue their

education. Four universities provide opportunities for students to complete a Bachelor's or Master's locally: Franklin University, Regis University, Utah State University, and University of Wyoming, .

With regards to employers, we serve among the largest extraction corporations in the state. The trona industry is based in Sweetwater County. We also serve the oil and gas companies who are based in the various counties in our service area. These tend to be large employers whose employees have a variety of educational needs. The companies also partner with us to address their training needs.

Ultimately our goal for all graduates is to have the following upon leaving our school: the ability to communicate competently, retrieve information, see issues from multiple perspectives, solve problems and develop life skills.

Appendix C. Transaction Activities and Industry Distribution

Table C.1 (see page 143) illustrates May 2001 Wyoming community college graduates' most common transition activities in Wyoming for eight quarters, from the second quarter of 2001 (2001Q2; the quarter of graduation) to the first quarter of 2003 (2003Q1). The upper panel of the table shows the most common transition activities, while the lower panel gives average quarterly wages of graduates for the associated transition activity. The number of employed graduates in each quarter is also shown.

The two most common transition activities shown in Table C.1 represent opposing ends of a spectrum of possibilities. On one end are 2001 graduates who were not employed in Wyoming throughout the eight quarters. These graduates consist of 19.4 percent (216) of all graduates (see upper panel, row 1 of Table C.1, page 143). At the other end of the spectrum are graduates who were continuously employed throughout the time period (see row 2, upper panel). Continuously employed graduates represented 12.3 percent (137) of the total. Continuously employed graduates' earnings jumped from a low of \$4,980 in 2001Q2 to \$7,595 in 2002Q4 (see row 2, lower panel). A likely possibility for continuously employed graduates is that they are

incumbent workers rather than new labor supply. They have fairly high average quarterly wages relative to most of the graduates who made a transition at some point during the eight quarters.

At any one time throughout the eight quarters shown, there were as many as 745 graduates employed in Wyoming and as few as 521. The number of employed graduates declined from 745 in 2001Q2 to 577 in 2002Q1, rose in 2002Q2 to 625, then steadily declined to a low of 521 in 2003Q1.

In contrast to the number of employed graduates, wages of graduates employed in the state during the 2001Q2-2003Q1 period generally increased (see Table C.1, lower panel, last row). Average quarterly wages were lowest in 2001Q2 at \$2,779 and highest in 2002Q4 at \$5,682. Earnings in 2001Q3 were 1½ times higher than they were at the quarter of graduation (2001Q2). In 2002Q4, average quarterly wages were double 2001Q2 earnings (\$2,779 compared to \$5,682).

Row 4 illustrates the ideal for graduates: to earn a degree, move into a steady job, and increase earnings. Graduates in this category represented 4.0 percent (45) of all

2001 graduates. Earnings for these graduates rose from \$2,972 in 2001Q2 to a high of \$8,890, a 300 percent increase (see lower panel, row 4). In addition, earnings for these graduates were the highest for all transition activities shown.

Row 8 is similar to row 4 in that graduates completed their education and entered a steady job within a short period of time after graduation. Notice, however, that average quarterly wages for these graduates was lower than for graduates shown in row 4 (see lower panel). Differences in wages between graduates in rows 4 and 8 are probably due to work experience. During the quarter of

graduation, graduates in row 4 made a transition into steady employment. Graduates in row 8 were not employed at the time of graduation, but transitioned into steady employment in the quarter following graduation (2001Q3). In other words, graduates in row 4 had at least some work experience upon transitioning into steady employment, while graduates in row 8 may have had little, if any, work experience. Other factors that may have contributed to earnings differences between the two groups are the employers graduates work for, earnings typically earned in the industries, or pay typically associated with fields in which graduates earned their degrees.

Table C.1: Most Common Employment Transition Activities for May 2001 Wyoming Community College Graduates From Second Quarter 2001 (2001Q2) to First Quarter 2003 (2003Q1)

Row	<u>Transition Activity in Wyoming by Quarter</u>									Number of	
	2001Q2	2001Q3	2001Q4	2002Q1	2002Q2	2002Q3	2002Q4	2003Q1	Graduates	Col. %	
1	NE	NE	NE	NE	NE	NE	NE	NE	216	19.4%	
2	CE	CE	CE	CE	CE	CE	CE	CE	137	12.3%	
3	Transition	NE	NE	NE	NE	NE	NE	NE	55	4.9%	
4	Transition	CE	CE	CE	CE	CE	CE	CE	45	4.0%	
5	CE	Transition	NE	NE	NE	NE	NE	NE	39	3.5%	
6	Transition	Transition	NE	NE	NE	NE	NE	NE	30	2.7%	
7	Transition	Transition	NE	NE	Transition	Transition	NE	NE	16	1.4%	
8	NE	Transition	CE	CE	CE	CE	CE	CE	13	1.2%	
9	CE	CE	CE	CE	CE	Transition	NE	NE	13	1.2%	
10	CE	CE	Transition	NE	NE	NE	NE	NE	12	1.1%	
All Other Work	NA	NA	NA	NA	NA	NA	NA	NA	538	48.3%	
Total, All Transition Activities	NA	NA	NA	NA	NA	NA	NA	NA	1,114	100.0%	
Total Graduates Employed	745	717	589	577	625	611	532	521	NA	NA	

Row	<u>Average Wyoming Quarterly Wage by Quarter</u>									Number of	
	2001Q2	2001Q3	2001Q4	2002Q1	2002Q2	2002Q3	2002Q4	2003Q1	Graduates	Col. %	
1	NA	NA	NA	NA	NA	NA	NA	NA	216	19.4%	
2	\$4,980	\$6,611	\$6,271	\$6,375	\$6,994	\$7,360	\$7,595	\$7,415	137	12.3%	
3	\$1,203	NA	55	4.9%							
4	\$2,972	\$6,945	\$7,293	\$7,372	\$7,757	\$7,837	\$8,890	\$8,223	45	4.0%	
5	\$2,486	\$1,626	NA	NA	NA	NA	NA	NA	39	3.5%	
6	\$1,258	\$2,117	NA	NA	NA	NA	NA	NA	30	2.7%	
7	\$1,838	\$3,630	NA	NA	\$2,002	\$4,477	NA	NA	16	1.4%	
8	NA	\$2,212	\$4,158	\$4,542	\$4,606	\$4,944	\$4,505	\$4,862	13	1.2%	
9	\$2,762	\$3,842	\$3,364	\$3,559	\$3,570	\$2,553	NA	NA	13	1.2%	
10	\$3,773	\$3,512	\$1,817	NA	NA	NA	NA	NA	12	1.1%	
All Other Work	\$1,752	\$2,897	\$2,687	\$2,669	\$2,781	\$3,183	\$2,832	\$2,764	538	48.3%	
Total Wages, All Transition	\$1,858	\$2,767	\$2,471	\$2,465	\$2,641	\$2,911	\$2,713	\$2,636	1,114	100.0%	
Wages of All Employed	\$2,779	\$4,300	\$4,673	\$4,759	\$4,707	\$5,307	\$5,682	\$5,636	NA	NA	

NE-Not employed (not in Wyoming Wage Records).

CE-Continuously employed by one or more Wyoming employers in the quarter.

Transition: entered or exited a job in Wyoming. Excludes graduates who worked throughout the quarter for one or more Wyoming employers.

NA-Not applicable.

Table C.2: Distribution of Wyoming Employers of May 2002 Wyoming Community College Graduates by Industry and Firm Size, Second Quarter 2003

Industry ^a		Number of Employees per Firm				Total
		Less Than 10	10 to 19	20 to 49	50+	
Natural Resources & Mining (11,21)	Employers	6	6	7	15	34
	Row %	17.6%	17.6%	20.6%	44.1%	100.0%
	Column %	5.2%	6.5%	7.3%	6.0%	6.1%
Construction (23)	Employers	16	8	5	10	39
	Row %	41.0%	20.5%	12.8%	25.6%	100.0%
	Column %	13.8%	8.7%	5.2%	4.0%	7.0%
Manufacturing (31 - 33)	Employers	3	1	3	5	12
	Row %	25.0%	8.3%	25.0%	41.7%	100.0%
	Column %	2.6%	1.1%	3.1%	2.0%	2.2%
Retail Trade (44 - 45)	Employers	20	10	19	24	73
	Row %	27.4%	13.7%	26.0%	32.9%	100.0%
	Column %	17.2%	10.9%	19.8%	9.6%	13.2%
Wholesale Trade, Transportation, & Utilities (22,42,48,49)	Employers	6	9	7	13	35
	Row %	17.1%	25.7%	20.0%	37.1%	100.0%
	Column %	5.2%	9.8%	7.3%	5.2%	6.3%
Information (51)	Employers	0	4	3	8	15
	Row %	0.0%	26.7%	20.0%	53.3%	100.0%
	Column %	0.0%	4.3%	3.1%	3.2%	2.7%
Financial Activities(52,53)	Employers	5	4	5	10	24
	Row %	20.8%	16.7%	20.8%	41.7%	100.0%
	Column %	4.3%	4.3%	5.2%	4.0%	4.3%
Professional & Business Services (54-56)	Employers	23	13	9	16	61
	Row %	37.7%	21.3%	14.8%	26.2%	100.0%
	Column %	19.8%	14.1%	9.4%	6.4%	11.0%
Educational Services (61)	Employers	1	2	0	32	35
	Row %	2.9%	5.7%	0.0%	91.4%	100.0%
	Column %	0.9%	2.2%	0.0%	12.7%	6.3%
Health Care (except Social Assistance) (62)	Employers	19	12	11	35	77
	Row %	24.7%	15.6%	14.3%	45.5%	100.0%
	Column %	16.4%	13.0%	11.5%	13.9%	13.9%
Social Assistance (624)	Employers	2	5	7	10	24
	Row %	8.3%	20.8%	29.2%	41.7%	100.0%
	Column %	1.7%	5.4%	7.3%	4.0%	4.3%
Leisure & Hospitality (71,72)	Employers	4	13	13	40	70
	Row %	5.7%	18.6%	18.6%	57.1%	100.0%
	Column %	3.4%	14.1%	13.5%	15.9%	12.6%
Other Services, Except Public Admin. (81)	Employers	9	2	4	7	22
	Row %	40.9%	9.1%	18.2%	31.8%	100.0%
	Column %	7.8%	2.2%	4.2%	2.8%	4.0%
Public Administration (90-98)	Employers	2	3	3	26	34
	Row %	5.9%	8.8%	8.8%	76.5%	100.0%
	Column %	1.7%	3.3%	3.1%	10.4%	6.1%
Total	Employers	116	92	96	251	555
	Row %	20.9%	16.6%	17.3%	45.2%	100.0%
	Column %	100.0%	100.0%	100.0%	100.0%	100.0%

^aBased on 2- or 3-digit North American Industry Classification (NAICS) code.

Table C.3: Distribution of Wyoming Employers by Industry and Number of Firm Size, Second Quarter 2003

Industry		FIRM SIZE				Total
		Under 10	10-19	20-49	50 or More	
Goods-Producing	# of Employers	2,995	661	365	203	4,224
	Row %	70.9%	15.6%	8.6%	4.8%	100.0%
	Column %	24.4%	25.7%	23.3%	22.4%	24.4%
Natural Resources & Mining	# of Employers	699	179	101	72	1,051
	Row %	66.5%	17.0%	9.6%	6.9%	100.0%
	Column %	5.7%	7.0%	6.4%	8.0%	6.1%
Construction	# of Employers	1,922	395	199	85	2,601
	Row %	73.9%	15.2%	7.7%	3.3%	100.0%
	Column %	15.6%	15.4%	12.7%	9.4%	15.0%
Manufacturing	# of Employers	374	87	65	46	572
	Row %	65.4%	15.2%	11.4%	8.0%	100.0%
	Column %	3.0%	3.4%	4.1%	5.1%	3.3%
Services-Providing	# of Employers	9,293	1,911	1,203	702	13,109
	Row %	70.9%	14.6%	9.2%	5.4%	100.0%
	Column %	75.6%	74.3%	76.7%	77.6%	75.6%
Retail Trade	# of Employers	1,413	393	223	105	2,134
	Row %	66.2%	18.4%	10.4%	4.9%	100.0%
	Column %	11.5%	15.3%	14.2%	11.6%	12.3%
Wholesale Trade, Transportation, & Utilities	# of Employers	1,232	243	125	58	1,658
	Row %	74.3%	14.7%	7.5%	3.5%	100.0%
	Column %	10.0%	9.4%	8.0%	6.4%	9.6%
Information	# of Employers	153	50	42	26	271
	Row %	56.5%	18.5%	15.5%	9.6%	100.0%
	Column %	1.2%	1.9%	2.7%	2.9%	1.6%
Financial Activities	# of Employers	1,159	121	85	37	1,402
	Row %	82.7%	8.6%	6.1%	2.6%	100.0%
	Column %	9.4%	4.7%	5.4%	4.1%	8.1%
Professional & Business Services	# of Employers	2,109	262	141	48	2,560
	Row %	82.4%	10.2%	5.5%	1.9%	100.0%
	Column %	17.2%	10.2%	9.0%	5.3%	14.8%
Educational Services	# of Employers	85	20	8	60	173
	Row %	49.1%	11.6%	4.6%	34.7%	100.0%
	Column %	0.7%	0.8%	0.5%	6.6%	1.0%
Health Care & Social Assistance	# of Employers	847	204	116	98	1,265
	Row %	67.0%	16.1%	9.2%	7.7%	100.0%
	Column %	6.9%	7.9%	7.4%	10.8%	7.3%
Leisure & Hospitality	# of Employers	857	418	378	175	1,828
	Row %	46.9%	22.9%	20.7%	9.6%	100.0%
	Column %	7.0%	16.3%	24.1%	19.3%	10.5%
Other Services	# of Employers	1,246	156	38	15	1,455
	Row %	85.6%	10.7%	2.6%	1.0%	100.0%
	Column %	10.1%	6.1%	2.4%	1.7%	8.4%
Public Administration	# of Employers	192	44	47	80	363
	Row %	52.9%	12.1%	12.9%	22.0%	100.0%
	Column %	1.6%	1.7%	3.0%	8.8%	2.1%
TOTAL	# of Employers	12,288	2,572	1,568	905	17,333
	Row %	70.9%	14.8%	9.0%	5.2%	100.0%
	Column %	100.0%	100.0%	100.0%	100.0%	100.0%

Table C.4: Distribution of Employers that *Did Not* Employ May 2002 Wyoming Community College Graduates by Industry and Number of Firm Size, Second Quarter 2003

Industry		FIRM SIZE				Total
		Under 10	10-19	20-49	50 or More	
Goods-Producing	# of Employers	2,970	646	350	173	4,139
	Row %	71.8%	15.6%	8.5%	4.2%	100.0%
	Column %	24.4%	26.0%	23.8%	26.5%	24.7%
Natural Resources & Mining	# of Employers	693	173	94	57	1,017
	Row %	68.1%	17.0%	9.2%	5.6%	100.0%
	Column %	5.7%	7.0%	6.4%	8.7%	6.1%
Construction	# of Employers	1,906	387	194	75	2,562
	Row %	74.4%	15.1%	7.6%	2.9%	100.0%
	Column %	15.7%	15.6%	13.2%	11.5%	15.3%
Manufacturing	# of Employers	371	86	62	41	560
	Row %	66.3%	15.4%	11.1%	7.3%	100.0%
	Column %	3.0%	3.5%	4.2%	6.3%	3.3%
Services-Providing	# of Employers	9,202	1,834	1,122	481	12,639
	Row %	72.8%	14.5%	8.9%	3.8%	100.0%
	Column %	75.6%	74.0%	76.2%	73.5%	75.3%
Retail Trade	# of Employers	1,393	383	204	81	2,061
	Row %	67.6%	18.6%	9.9%	3.9%	100.0%
	Column %	11.4%	15.4%	13.9%	12.4%	12.3%
Wholesale Trade, Transportation, & Utilities	# of Employers	1,226	234	118	45	1,623
	Row %	75.5%	14.4%	7.3%	2.8%	100.0%
	Column %	10.1%	9.4%	8.0%	6.9%	9.7%
Information	# of Employers	153	46	39	18	256
	Row %	59.8%	18.0%	15.2%	7.0%	100.0%
	Column %	1.3%	1.9%	2.6%	2.8%	1.5%
Financial Activities	# of Employers	1,154	117	80	27	1,378
	Row %	83.7%	8.5%	5.8%	2.0%	100.0%
	Column %	9.5%	4.7%	5.4%	4.1%	8.2%
Professional & Business Services	# of Employers	2,086	249	132	32	2,499
	Row %	83.5%	10.0%	5.3%	1.3%	100.0%
	Column %	17.1%	10.0%	9.0%	4.9%	14.9%
Educational Services	# of Employers	84	18	8	28	138
	Row %	60.9%	13.0%	5.8%	20.3%	100.0%
	Column %	0.7%	0.7%	0.5%	4.3%	0.8%
Health Care & Social Assistance	# of Employers	826	187	98	53	1,164
	Row %	71.0%	16.1%	8.4%	4.6%	100.0%
	Column %	6.8%	7.5%	6.7%	8.1%	6.9%
Leisure & Hospitality	# of Employers	853	405	365	135	1,758
	Row %	48.5%	23.0%	20.8%	7.7%	100.0%
	Column %	7.0%	16.3%	24.8%	20.6%	10.5%
Other Services	# of Employers	1,237	154	34	8	1,433
	Row %	86.3%	10.7%	2.4%	0.6%	100.0%
	Column %	10.2%	6.2%	2.3%	1.2%	8.5%
Public Administration	# of Employers	190	41	44	54	329
	Row %	57.8%	12.5%	13.4%	16.4%	100.0%
	Column %	1.6%	1.7%	3.0%	8.3%	2.0%
TOTAL	# of Employers	12,172	2,480	1,472	654	16,778
	Row %	72.5%	14.8%	8.8%	3.9%	100.0%
	Column %	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix D: Project History, Data Sources, and Survey Process

Wyoming's community colleges serve diverse purposes. From a labor market standpoint they:

- Provide individual skills training.
- Provide targeted training for employers.
- Support state and regional labor markets.

The research presented in this publication seeks to address how well Wyoming community colleges serve these purposes.

Project History

Research & Planning's (R&P's) involvement with community college performance measurement began in February 2000 when Casper College and R&P designed a process to describe the interaction between Casper College graduates and the Wyoming labor market. This process revolved around two data source sets: survey research-based information and administrative databases. The survey research portion obtained data from employers of graduates via questionnaire. Administrative databases include Wyoming community college program enrollment data and Unemployment Insurance (UI) Wage Records. Program enrollment data were obtained under a Memorandum of Understanding (MOU) with Casper

College. An MOU is an agreement that defines the way data are shared and the responsibilities of the participants in the MOU. Wyoming UI Wage Records (hereafter referred to as Wage Records) consists of employee records submitted by employers required to pay UI taxes in Wyoming.

Much can be learned about graduates' employment outcomes using Wage Records. From this data source we know, for example, industries in which Wyoming graduates work and their quarterly earnings.

To obtain information not available from administrative data, R&P conducted a pilot survey using a questionnaire sent to Wyoming employers on behalf of Casper College in spring 2001 (Gillum, et al., 2001). The research goal was to meet the training provider requirements for performance measurement outlined in the federal Workforce Investment Act of 1998 (WIA). A federal grant funded the research.

In spring 2002, Laramie County Community College (LCCC), Northwest College, and Sheridan College were added to the study. Funding for the 2002 study came from a federal grant as well. The information collected from the 2001 and 2002 studies:

- Measured WIA-specified outcomes.
- Described occupational outcomes of graduates.
- Provided data to colleges for instructional improvement and accreditation purposes.
- Assisted the Workforce Development Council with its goal of increasing the connection between businesses and the Wyoming community college system.

In 2002 the goals of the research were expanded to include a focus on occupational outcomes rather than primarily WIA performance measures of graduates (Saulcy, 2003). As required by WIA, graduates' employment outcomes were measured six months after graduation.

In 2003, federal funding sources were no longer available for performance measurement research. Therefore, community colleges chose to fund the 2004 study. This funding permitted, for the first time, research on graduate outcomes for all seven Wyoming community colleges. In addition to May 2002 graduates' employment in Wyoming, we tracked their employment into Colorado, Idaho, Montana, Nebraska, New Mexico, Oklahoma, South Dakota, Texas, and Utah. Research on employment outcomes of 2003 and 2004 graduates will be supported by financial resources obtained from the Wyoming legislature and distributed through the Wyoming Community College Commission.

Because funding was no longer tied to WIA (recall that, under WIA, labor market outcomes were measured six months after graduation), the emphasis was changed to graduates' longer-term employment outcomes. The shift in focus was made because research suggests graduates do not typically experience earnings gains or employment in their chosen field until 9 to 18 months after graduation (Gallagher, 2001). The employer questionnaire was revised to reflect this altered focus.

Data Sources In Depth

As mentioned previously, administrative data sources are an important resource for our research. Our research begins with community college program enrollment data. The sharing of student data is consistent with the Family Educational Rights and Privacy Act (FERPA; 1974). Specifically, student data may be shared for statistical purposes relating to educational program improvement.

Data from the seven Wyoming community colleges were sent to R&P shortly after the end of each semester. These data were then compiled and formatted in the same way to ease analysis. The variables most frequently used for research were student social security numbers (SSNs), instructional program information, graduation date, date of birth, gender, the student's state of origin, semester of enrollment, and college of enrollment. A handful of student SSNs were not in the

database because students are not required to provide them to colleges.

The second administrative database component, Wage Records, consists of each employee's social security number and wages earned as reported by employers paying UI taxes. Each state manages its own UI Wage Records database. Nationwide, approximately 96 percent of jobs are covered by UI (U.S. Department of Labor, Bureau of Labor Statistics, 1997). In Wyoming, approximately 10 percent of jobs are not in UI-covered employment. Among these are most production agriculture firms, the self-employed, and railroads (Brennan, 2003).

To obtain Wyoming employment information about graduates, we matched student SSNs to the SSNs in the Wage Records database. Graduates' employment data were obtained from other states with which we have an MOU. As noted earlier, not all student SSNs are available. Consequently, there are a few students who may be working in Wyoming but for which we are unable to track their outcomes in the labor market. Also, graduates may be working in non-UI covered employment, and therefore do not appear in job counts. Because some individuals hold multiple jobs, a single SSN may match to multiple payroll records in a quarter. Likewise, several students may work for one employer, leading to multiple SSN matches to a single employer.

Data derived from Wage Records represent a count of jobs held by

employees in a given time period. The majority of workers in a quarter hold a single job. However, a significant percentage hold multiple jobs. In 1998, approximately 13.5 percent of Wyoming's labor force were multiple job holders (Baron, et al., 2000).

Job holders' earnings in Wage Records are a sum of earnings throughout the quarter. Most states, including Wyoming, do not require hours worked or occupation to be reported by employers for UI purposes. Because hours worked are not required, it is not possible to convert quarterly earnings to a standardized wage (e.g., hourly). Additionally, we cannot compare wages across occupations using Wage Records alone.

The survey portion of our research involves collecting data from Wyoming employers that are not available from the data sources described previously, including:

- Occupation.
- Hours worked.
- Hourly earnings.
- Employer-provided benefits (e.g., paid vacation, health insurance).
- Job qualification requirements.
- Employer satisfaction with graduates' work skills and habits.
- Employer satisfaction with the general labor supply.

Questionnaires were sent to employers who submitted a Wyoming UI report for a graduate or graduates (see pages 44 and 45). Wage

information collected from the questionnaire was standardized to hourly rates by dividing wages by the average number of hours worked per week. To facilitate comparisons, occupations were assigned Standard Occupational Classification (SOC) codes.

The combination of administrative data sources and data obtained through survey research allows us to better understand how graduates function in the labor market. Possible areas where Wyoming community colleges are succeeding, and areas needing improvement, can be gleaned from the research.

Data Source Limitations

While we can learn a great deal about Wyoming community college graduates with administrative data sources and survey research, these sources are not without limitations. Data is unavailable for graduates employed in non-UI covered jobs, such as production agriculture and railroads, and those who choose not to report their SSNs. Additionally, many community college graduates did not enter the workforce, choosing instead to attend other institutions of higher education. Having data from four-year colleges would allow us to more comprehensively evaluate student achievement.

A third concern is associated with reporting on small numbers of graduates. Two problems are encountered: (1) certain information may not be disclosed because of confidentiality constraints, and (2)

unique features (e.g., the age of the student population, a temporary downturn in the local labor market) rather than the training graduates received result in certain employment outcomes. When considering outcomes based on a few graduates, these factors should be kept in mind.

Survey Process

We collected data from Wyoming employers who employed May 2002 graduates one year after graduation (the second quarter of 2003; 2003Q2). However, the colleges also graduate students in the fall and summer semesters.

We then matched student SSNs to the Wyoming Wage Records database. Matching the two databases allowed us to determine which graduates were employed and the firms with which they were employed.

Once employer matches to students were made, each employer was sent a questionnaire for each graduate (see the questionnaire on pages 44 and 45). In some cases a graduate worked for multiple employers. Similarly a single employer may have employed multiple graduates, and hence received more than one questionnaire. The unit of analysis, then, is the unique graduate/employer interaction.

Wage Records does not capture hours worked. Because of this limitation, the rate of pay and hours worked were obtained via the survey to calculate an hourly wage. Such an

approach makes possible comparisons of earnings across different variables (e.g., industry, occupation). In order to gain a better understanding of total compensation, employers were also asked about benefits offered to graduates.

The survey asked about graduates' most important activities or duties. Using this information, the specific job was assigned a Standard Occupational Classification (SOC) code. We also sought to determine if graduation from specific training programs led to employment in occupations utilizing those skills.

The survey also acquired employers' opinions about the graduates' work skills and habits using a 10-point scale (Saulcy, 2003). We also included the option of checking "Don't know/not familiar with employee's work" which allowed employers to provide at least some of the information requested, even if they were unfamiliar with a specific graduate's work. This option was used most commonly by administrative offices of large firms which were separate from employees' work locations.

To gain a sense of employers' opinions about the general labor market, we asked employers their satisfaction with the available supply of labor for the position in which the graduates worked and the skills of that labor supply.

Differences from Past Surveys

The changes implemented in the

2003 survey and questionnaire design greatly enhanced both the quantity and quality of data received. This is especially true of the data for individual colleges. Our research provides the most comprehensive performance measurement of Wyoming community college graduates to date because all seven Wyoming community colleges participated. Additionally, the 2003 survey collected wage, benefits, skills, and occupational data regardless of the graduates' current work status with the employer.

Summary

Our research using administrative databases in concert with survey research represents the most comprehensive description of how Wyoming community college graduates fare in the labor market.

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Glossary

Classification of Instructional Programs (CIP): A standardized method for classifying instructional programs across postsecondary schools.

Family Educational Rights and Privacy Act (FERPA): A federal law defining students' rights with regards to educational records and information.

Life Cycle Hypothesis: An economic theory which predicts workers' earnings will be low in young adulthood, peak in midlife, and decline in later adulthood.

Memorandum of Understanding (MOU): An agreement that defines the way data are shared and the responsibilities of the participants in the MOU.

Standard Occupational Classification (SOC): A uniform method of classifying occupations as defined by the U.S. Office of Management and Budget. The SOC allows government statistical agencies and others to produce data using a common classification system.

Transition Activities: Entering or exiting a job. Excludes graduates who worked throughout a quarter for one or more employers.

Unemployment Insurance: A national system for providing a source of income to individuals who, for various reasons, are temporarily without employment.

Wage Records: An administrative database. Each employer in Wyoming that has employees covered under Unemployment Insurance must, by law, submit quarterly tax reports to the State of Wyoming showing each employee's Social Security Number (SSN) and wages earned.

Workforce Investment Act (WIA): A federal act to improve training and opportunities for U.S. workers.

