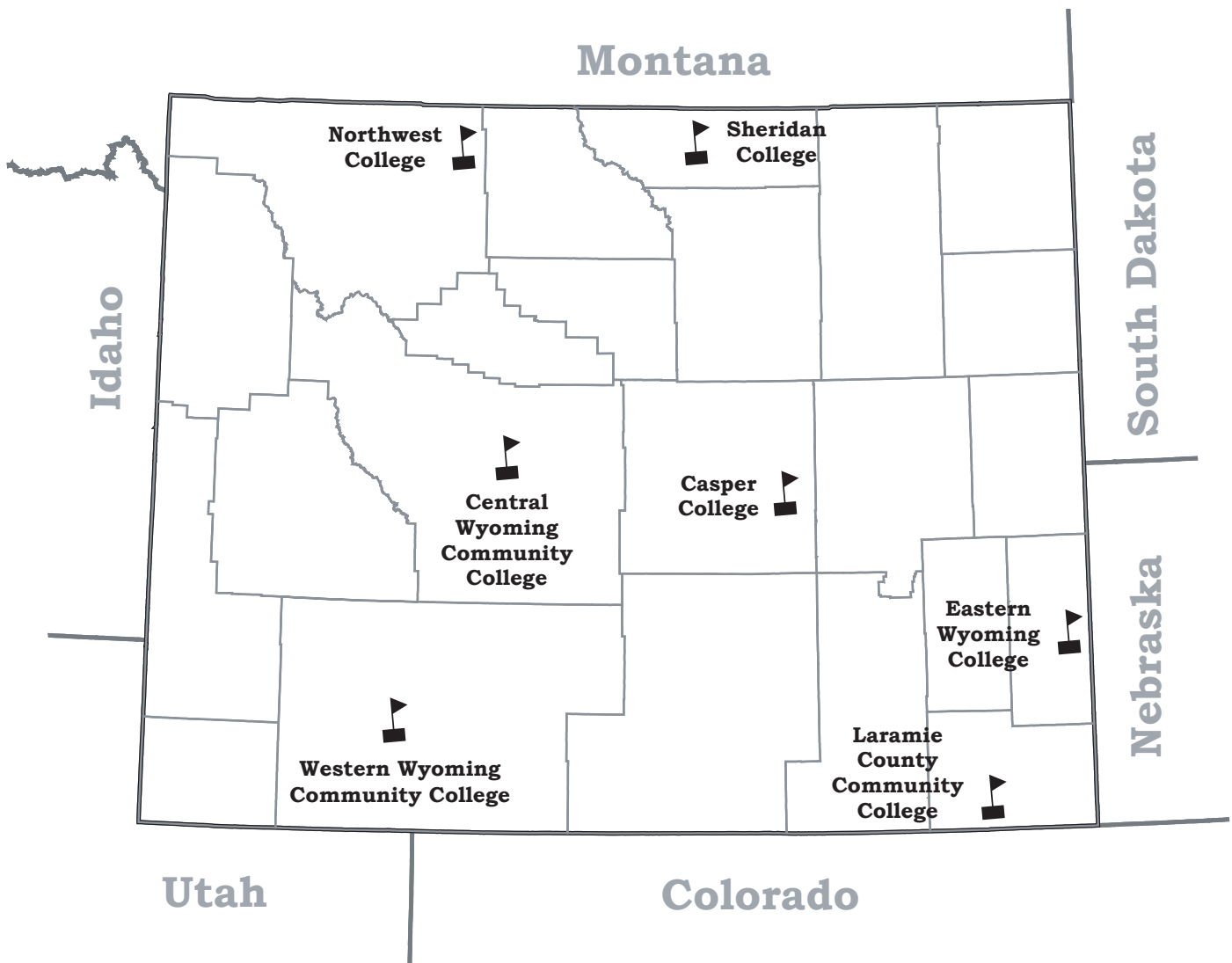


Connecting Business and the Wyoming Community College System: A Study of Employment Outcomes of 2001 Graduates from Wyoming Community Colleges



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Foreword

by: Sara Saulcy, Economist, Research & Planning

Community colleges serve diverse needs and purposes in Wyoming. These include providing a skilled labor pool to the state (e.g., nurses, automobile repairers, drafting technicians), making available targeted training for the needs of specific employers, and serving as a stepping stone for students into other institutions of higher education such as the University of Wyoming. Reliable quantitative measures of the effectiveness of community colleges in meeting these various needs have not always been available. To help fill this gap, the Wyoming Department of Employment, Research & Planning (R&P) and Wyoming's seven community colleges cooperated to evaluate selected outcomes using statistical data and survey research. Our partnership - the first of its kind - represents a unique and objective way of identifying various strengths and weaknesses of community colleges.

This report serves a number of purposes not only for community colleges but for the Wyoming Workforce Development Council and the Wyoming State Youth Council as well. One of the many Workforce Development Council and Youth Council objectives is to better understand the role and level of effectiveness of the Wyoming community college system in developing a skilled workforce.

Throughout this project, we consulted with officials of Wyoming community colleges about both aggregate results and results for individual colleges. We interviewed officials from two colleges, and requested input from other colleges and state agencies. Colleges were also provided the opportunity to comment on

factors affecting their data, such as the number of students who receive financial aid and the niche that their college fills in the state and region. The participation of various faculty and staff at Wyoming community colleges allowed us to provide a more comprehensive analysis. In particular we would like to thank Dr. Sher Hruska, Dean of Instruction, and Virginia Fish, Associate Dean of Instruction of Northwest College; Dr. F.E. "Skip" Gillum, Vice President for Academic Affairs, and Lynn Fletcher, Director of Institutional Research of Casper College; Sharon Elwood, Institutional Research Director of Sheridan College; and Steve Butler of the Wyoming Community College Commission for their invaluable contributions and insights.

The uncertainty of future funding threatens the continuation of our research partnership. If, however, the research goes beyond the current report, it is our intention that the faculty and staff of Wyoming community colleges continue to be active participants. Research & Planning views the input of community college faculty and staff as critical to our research efforts.

Introduction

Wyoming community colleges have long served a vital role in preparing their graduates for skilled jobs and further postsecondary education. Until recently, there has been no comprehensive statewide measure of community college graduates' performance in the labor market. We endeavor to close that gap by exploring the extent to which Wyoming's seven community colleges meet the career and educational goals of their graduates, and the degree to which the graduates meet the expectations of Wyoming employers. We achieve this by analyzing two important pieces of recently conducted research. First, we consider the work profile of 2001 graduates of Wyoming community colleges using databases maintained by Research & Planning (R&P).¹ Then, we describe the results of the first large-scale survey of the graduates' employers. From this process we obtained detailed information about non-wage benefits (e.g., paid vacation, health insurance), occupations of graduates, employer satisfaction with graduates' work skills and habits, and employer satisfaction with the available labor supply. Both sets of analyses represent groundbreaking research for R&P and Wyoming community colleges.

Report Structure

We begin the report by addressing the wages and turnover of 2001 graduates from all seven Wyoming community colleges. We then present an overview of why the research was conducted, and discuss the results of the employer survey of 2001 Wyoming community college graduates from four colleges: Casper College, Laramie County Community College (LCCC), Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).² In

addition, we recommend improvements to the existing survey. Finally, we discuss possibilities for future research.

Selected Findings and Research Recommendations

A total of 1,180 students graduated from Wyoming community colleges in May 2001. The bulk of graduates (75.2%) are residents of the state, who are more likely than nonresidents to work in Wyoming following graduation.

The work behavior of Wyoming community college graduates around the time of graduation tends to be a period of significant hiring and exiting, especially for younger graduates. However, this work behavior tends to stabilize 12 to 18 months following graduation.

There was a total of 883 graduates from Casper College, LCCC, Northwest College, and Sheridan College in May 2001. The majority of graduates who worked in the state during second or third quarter 2001 were 24 years of age or younger (526 graduates or 59.6%), female (568 graduates or 64.3%), and worked in the Services (282 graduates or 32.2%) or Retail Trade (221 graduates or 25.3%) industries. In addition, most graduates working at least six months for the same employer saw increases in wages and hours worked. However, research conducted by R&P suggests that measuring earnings six months following graduation as outlined by the Workforce Investment Act (WIA)³ does not adequately capture potential longer-term earnings gains by graduates.⁴ To better evaluate the impacts of education, we suggest monitoring the earnings of graduates over time with administrative data (i.e., Wyoming Unemployment Insurance [UI] Wage Records [hereafter referred to as Wage Records]⁵ and student data), and by conducting surveys

of employers of graduates 12 to 18 months following graduation.

Employers of Casper College, LCCC, Northwest College, and Sheridan College graduates indicate that they are generally satisfied with the graduates' skills and work habits. However, employers report being somewhat less satisfied with the general pool of available labor, as well as the skills of the general labor supply.

Overview

For some graduates, community colleges are the first step to education at a four-year school such as the University of Wyoming. Other graduates may obtain first-time or new jobs upon graduation, or are incumbent workers obtaining additional schooling. Much of the information about this transition period can be derived by matching student records to Wage Records. From these data sources we know, for example, in what industry graduates are employed, and what they earn on a quarterly basis. Evidence suggests that the period around the time of graduation is very dynamic in terms of job changing. Research conducted by R&P⁶ confirms these findings and suggests that college graduates' earnings do not typically exceed those of their peers from a matched control group⁷ until approximately 12 to 18 months after graduation.⁸ The current research strategy only tracks the outcomes of graduates six months following graduation. Taking a longer-term perspective may provide more meaningful results.

While much can be learned using Wage Records, student data, and other data sources, there are limitations. Wage Records lacks a number of elements important in measuring employment

outcomes. These include:

- Occupation.
- Job characteristics.
- Job training requirements.
- Hours worked.
- Employee benefits.
- Employer satisfaction with graduates' work habits and skills.

To obtain information not available from administrative data, R&P has conducted an employer survey of community college program participants from selected community colleges for the past two years. We collected information about jobs, the employer-reported ability of graduates to perform job tasks, and employer assessment of the labor supply. The survey facilitates understanding the role of community colleges in the workforce development system. For example, we can identify the occupations of graduates and the level of satisfaction employers have with graduates' work habits and skills.

Research on Graduates Using Only Administrative Data

Table 1 (see page 5) shows residency and work status the quarter of and three quarters following the spring 2001 graduation of students from Wyoming's seven community colleges.⁹ The first panel of Table 1 shows second quarter 2001 (2001Q2, also the quarter of graduation). Row 1 (Other/Unknown) are graduates for whom we have no wage data. Row 2 (Wages Out of State Only) shows graduates who had wages in one of the states with which we have a Memorandum of Understanding (MOU) for data sharing.¹⁰ Row 3 (Wages WY Only) are graduates who had wages in Wyoming. Row 4 (Wages Out of State & WY) shows graduates who had wages in both Wyoming and an MOU state. Be aware that only the number of graduates

Table 1: Spring 2001 Graduates from Wyoming's Seven Community Colleges by Residency and Work Status the Quarter of and Three Quarters Following Graduation

Year & Quarter	Row	UI Work Status*	Wyoming Residency Status**					
			Resident		Non-Resident		Total	
			Number	Column %	Number	Column %	Number	Column %
2001 Quarter 2 (the quarter of graduation, 2001Q2)	1	Other / Unknown	248	24.8%	103	57.9%	351	29.7%
	2	Wages Out of State Only	15	1.5%	27	15.2%	42	3.6%
	3	Wages WY Only***	717	71.6%	41	23.0%	758	64.2%
	4	Wages Out of State & WY	22	2.2%	7	3.9%	29	2.5%
	5	Total with Wages	754	75.2%	75	42.1%	829	70.3%
	6	Total Graduates	1,002	100.0%	178	100.0%	1,180	100.0%
2001 Quarter 3 (2001Q3)	7	Other / Unknown	235	23.5%	119	66.9%	354	30.0%
	8	Wages Out of State Only	42	4.2%	32	18.0%	74	6.3%
	9	Wages WY Only***	704	70.3%	23	12.9%	727	61.6%
	10	Wages Out of State & WY	21	2.1%	4	2.2%	25	2.1%
	11	Total with Wages	767	76.5%	59	33.1%	826	70.0%
	12	Total Graduates	1,002	100.0%	178	100.0%	1,180	100.0%
2001 Quarter 4 (2001Q4)	13	Other / Unknown	345	34.4%	127	71.3%	472	40.0%
	14	Wages Out of State Only	56	5.6%	31	17.4%	87	7.4%
	15	Wages WY Only***	587	58.6%	19	10.7%	606	51.4%
	16	Wages Out of State & WY	14	1.4%	1	0.6%	15	1.3%
	17	Total with Wages	657	65.6%	51	28.7%	708	60.0%
	18	Total Graduates	1,002	100.0%	178	100.0%	1,180	100.0%
2002 Quarter 1 (2002Q1)	19	Other / Unknown	359	35.8%	131	73.6%	490	41.5%
	20	Wages Out of State Only	55	5.5%	31	17.4%	86	7.3%
	21	Wages WY Only***	574	57.3%	15	8.4%	589	49.9%
	22	Wages Out of State & WY	14	1.4%	1	0.6%	15	1.3%
	23	Total with Wages	643	64.2%	47	26.4%	690	58.5%
	24	Total Graduates	1,002	100.0%	178	100.0%	1,180	100.0%

*Work Status determined by wages appearing in Unemployment Insurance (UI) covered Wage Records.

Other / Unknown - Did not appear in UI covered employment in Wyoming or Memorandum of Understanding (MOU) states.

Wages Out of State Only - Only appeared in UI covered Wage Records in one of our MOU states (Colorado, Idaho, South Dakota, and Utah).

Wages WY Only - Only appeared in Wyoming's UI covered Wage Records.

Wages Out of State & WY - Appeared in UI covered Wage Records in one of our MOU states (Colorado, Idaho, South Dakota, and Utah) and Wyoming.

**Residency Status based on state of origin from the college data.

***Values in bolded cells are carried over to Tables 2a and 2b.

from Rows 3 and 4 (i.e., those with wages in Wyoming or Wyoming and Out of State) for each quarter are carried over to Tables 2a and 2b (see page 6).

The percentage of graduates with wages reported in Wyoming or an MOU state declines from 66.7 percent in 2001Q2 to 51.2 percent in 2002Q1. This decrease indicates that graduates are leaving the state and regional labor

markets. Alternatives for those leaving employment in the state or other MOU states are the University of Wyoming or other institutions of higher education, a state not covered by an MOU, or a non-UI covered job.¹¹

Among graduates, Wyoming residents are more likely to be found working in

(Text continued on page 7)

Table 2a: Spring 2001 Graduates of Wyoming's Seven Community Colleges with Wages in Wyoming and Neighboring States* the Quarter of and Three Quarters Following Graduation by Transition Status

		Year and Quarter							
		2001 Quarter 2		2001 Quarter 3		2001 Quarter 4		2002 Quarter 1	
Transition Status**		Number	Column %	Number	Column %	Number	Column %	Number	Column %
Non-Transitioner	Number of Graduates	298	37.9%	291	38.7%	358	57.6%	348	57.6%
	Avg. Quarterly Wage	\$3,902		\$5,570		\$5,346		\$5,139	
Transitioner	Number of Graduates	489	62.1%	461	61.3%	263	42.4%	256	42.4%
	Avg. Quarterly Wage	\$2,010		\$3,321		\$3,514		\$3,680	
Total	Number of Graduates	787	100.0%	752	100.0%	621	100.0%	604	100.0%
	Avg. Quarterly Wage	\$2,726		\$4,191		\$4,570		\$4,521	

*Wages of neighboring states include Colorado, Idaho, South Dakota, and Utah.

**Transition statuses are defined as follows:

Non-Transitioner - graduates were continuously attached to employers during the quarter.

Transitioner - graduates who experienced turnover activity (e.g., were new hires, exited a job, were rehired) in one or more jobs during the quarter.

Table 2b: Change in the Number of Graduates and Wages Earned in Wyoming and Neighboring States* for Spring 2001 Graduates of Wyoming's Seven Community Colleges the Quarter of and Three Quarters Following Graduation by Transition Status

Transition Status**		Change by Quarter***					
		01Q2 to 01Q3		01Q3 to 01Q4		01Q4 to 02Q1	
		Number	% Change	Number	% Change	Number	% Change
Non-Transitioner	Change in Graduates	-7	-2.3%	67	23.0%	-10	-2.8%
	Change in Avg. Quarterly Wage	\$1,668	42.8	-\$223	-4.0	-\$207	-3.9
Transitioner	Change in Graduates	-28	-5.7	-198	-43.0	-7	-2.7
	Change in Avg. Quarterly Wage	\$1,311	65.2	\$193	5.8	\$166	4.7
Total	Change in Graduates	-35	-4.4	-131	-17.4	-17	-2.7
	Change in Avg. Quarterly Wage	\$1,465	53.7%	\$379	9.0%	-\$49	-1.1%

*Colorado, Idaho, South Dakota, and Utah.

**Transition statuses are defined as follows:

Non-Transitioner - graduates were continuously attached to employers during the quarter.

Transitioner - graduates who experienced turnover activity (i.e., were new hires, exited a job, were rehired) in one or more jobs during the quarter.

***Notation for change by year and quarter is as follows:

01Q2 to 01Q3 = 2001 Quarter 2 to 2001 Quarter 3

01Q3 to 01Q4 = 2001 Quarter 3 to 2001 Quarter 4

01Q4 to 02Q1 = 2001 Quarter 4 to 2002 Quarter 1

the state than nonresidents. As Table 1 indicates, 73.8 percent of Wyoming residents had wages in the state during 2001Q2, compared to only 26.9 percent of nonresidents. Results are similar for 2002Q1 (58.7% compared to 9.0%).

As mentioned earlier, graduation is very dynamic in terms of job changing activities. Tables 2a and 2b (see page 6) demonstrate earnings and employment changes for graduates. Note that these tables include graduates working exclusively in Wyoming (Rows 3, 9, 15, and 21 in Table 1, page 5), or in Wyoming and an MOU state (Rows 4, 10, 16, and 22 in Table 1), thus accounting for the differences in table totals. For purposes of this report, we define Non-Transitioners as those individuals who, during a given quarter, were continuously employed by the same employer. By comparison, graduates

involved in turnover activities such as being rehired, exiting a job, or entering a new job are referred to as Transitioners. Individuals employed at graduation are considered incumbent workers.

The majority of graduates shown in Table 2a (see page 6) in 2001Q2 and 2001Q3 are Transitioners (62.1% during second quarter and 61.3% during third quarter). Taken together, Tables 2a and 2b show that Non-Transitioners have higher wages than Transitioners. However, during these two quarters Transitioners show an increase in quarterly wages while Non-Transitioners show a slight decrease. Although there is an advantage to stable employment for Non-Transitioners (i.e., higher initial earnings), transition activity subsequent to graduation leads to increased quarterly wages as transitioning graduates begin to capitalize on their

Table 3: Most Common Transition Activities for Spring 2001 Wyoming Community College Graduates from Second Quarter 2001 (2001Q2) to First Quarter 2002 (2002Q1) by Work Status

Row	Work Status* and Quarter				Number of Graduates	Column %	Average Quarterly Wage by Quarter			
	2001Q2	2001Q3	2001Q4	2002Q1			2001Q2	2001Q3	2001Q4	2002Q1
1	NW	NW	NW	NW	254	21.5%	N/A	N/A	N/A	N/A
2	Non-Trans	Non-Trans	Non-Trans	Non-Trans	117	9.9%	\$5,098	\$5,994	\$5,943	\$5,762
3	Transition	NW	NW	NW	86	7.3%	\$1,131	N/A	N/A	N/A
4	Transition	Transition	NW	NW	85	7.2%	\$1,541	\$2,482	N/A	N/A
5	Transition	Non-Trans	Non-Trans	Non-Trans	60	5.1%	\$3,320	\$6,292	\$6,609	\$6,544
6	Non-Trans	Transition	NW	NW	53	4.5%	\$2,528	\$2,168	N/A	N/A
7	Transition	Transition	Non-Trans	Non-Trans	34	2.9%	\$2,205	\$5,038	\$4,872	\$5,285
8	NW	Transition	Non-Trans	Non-Trans	30	2.5%	N/A	\$2,185	\$3,215	\$3,597
9	Transition	Transition	Transition	Transition	29	2.5%	\$1,845	\$3,649	\$3,471	\$3,112
10	Transition	Transition	Non-Trans	Transition	27	2.3%	\$2,192	\$5,180	\$5,117	\$4,991
11	All Other Transition Activities				405	34.3%	\$1,975	\$3,123	\$3,075	\$2,842
	Total				1,180	100.0%	\$1,818	\$2,671	\$2,405	\$2,314

*Work statuses are defined as follows:

Non-Trans (Non-Transition) - graduates continuously attached to employers during the quarter.

Transition - graduates who experienced turnover activity (i.e., were new hires, exited a job, were rehired) in one or more jobs during the quarter.

NW (Not Working) - graduates who did not appear in Wyoming's or an MOU states' Unemployment Insurance (UI) covered employment during the quarter.

N/A - Not Applicable.

educational credentials.

Table 3 (see page 7) shows the most common transition activities for all May 2001 graduates of Wyoming community colleges from 2001Q2 to 2002Q1. The two main transition activities of graduates, Rows 1 and 2 of Table 3, account for 31.4 percent of all graduates. Graduates not working during the four-quarter period comprise 21.5 percent of total graduates, with 48.0 percent being nonresidents (122 of 254). In contrast, graduates who worked throughout the four quarters in either Wyoming or an MOU state represent 9.9 percent of total graduates, the majority of whom are Wyoming residents (114 of 117 or 97.4%). Given that these students worked during the quarter of graduation, they are most likely incumbent workers rather than new labor in the state. These individuals have relatively high quarterly earnings compared to those who transitioned at some point during the four-quarter period.

Row 3 shows students who transitioned out of the Wyoming and MOU states' labor markets in 2001Q2. Of those 86 graduates, 63 (73.3%) are Wyoming residents.

Graduates represented in Row 4 were probably working during their schooling, and then left their Wyoming or MOU state job upon graduation (7.2%). Most of these students are Wyoming residents (78 of 85 or 88.2%). Of community college graduates, 5.1 percent meet the traditional expectation of graduates: to earn a degree, change jobs into steady work, and dramatically increase earnings within a quarter of graduation (see Row 5). Graduates in Row 6 are those who were incumbent workers in 2001Q2, left a job in 2001Q3, and were not working in Wyoming or an MOU state in the

following two quarters. These graduates may have gone on to the University of Wyoming or other institutions of higher education, relocated to a non-MOU state, or secured employment in a non-UI covered job in Wyoming.

Rows 7 and 8 are similar to graduates in Row 5, but represent longer periods of transition into steady work (2.9% and 2.5%, respectively). Once the transition occurs, they experience fairly substantial gains in earnings. Individuals in this group might benefit from more targeted career services to help them obtain steady work sooner.

Graduates shown in Rows 9 and 10 of Table 3 can be thought of as individuals who encounter difficulty transitioning into steady work. To improve the chances of obtaining steady work more quickly, these individuals might benefit from additional training or targeted career services.

Row 11 shows other transition possibilities not specifically addressed. This group represents 34.3 percent of all graduates.

Results from Survey Data

The employer questionnaire used to collect selected information for graduates of Casper College, LCCC, Northwest College, and Sheridan College is shown on the following two pages, 9 and 10. Most graduates of the four colleges are 24 or younger (59.6%). However, a sizeable percentage of graduates (17.4%) are 35 or older. Additionally, the percentage of graduates working in the state is higher for those 35 and older (77.9%) than for graduates 24 and younger (73.2%). Health Professions &

(Text continued on page 11)

Survey of Employers of Community College Program Participants

Rev. 2/2002



Wyoming Department of Employment
 Research & Planning
 P.O. Box 2760
 Casper, WY 82602
 (307) 473-3807
 http://lmi.state.wy.us

Survey Date: February 2002
Please mail form by April 24, 2002.

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

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 Wage Records database indicates that the above-named individual was employed by your business at some time in [April, May, or June; or July, August or September] of 2001. Is that correct?

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

2. Is this person still employed with your company? *(Please check either yes or no.)*

Yes
(If yes, please proceed to question 4.)

No
If no, go to question 3:

3. How long ago did this person leave your employment?
(Please check one.)

Within the last 4 weeks More than 4 weeks ago

Please answer question 4 and 5, and all parts of questions 13 through 20. Return this form in the enclosed self-addressed stamped envelope.

4. What was this person's pay for [April, May, or June, or July, August or September] of 2001, or when this person was first hired, whichever is more recent?

\$ _____ per *(check one)*

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

5. How many hours did this person normally work each week at that time?

_____ Hours

6. What was this person's pay for the period that includes the 12th of February 2002?

\$ _____ per *(check one)*

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

7. How many hours does this person normally work each week?

_____ Hours

8. Are any of the following job benefits offered to the employee? *(Please check all that apply.)*

- | | | |
|---|---|--|
| <input type="checkbox"/> Paid holidays | <input type="checkbox"/> Disability insurance | <input type="checkbox"/> Educational assistance |
| <input type="checkbox"/> Paid vacation | <input type="checkbox"/> Health insurance | <input type="checkbox"/> Employee discounts |
| <input type="checkbox"/> Paid sick leave | <input type="checkbox"/> Dependent health insurance | <input type="checkbox"/> Tool allowance |
| <input type="checkbox"/> Paid personal leave | <input type="checkbox"/> Retirement plan | <input type="checkbox"/> Uniform allowance |
| <input type="checkbox"/> Paid maternity/paternity leave | <input type="checkbox"/> Dental plan | <input type="checkbox"/> Other <i>(specify; e.g. supplemental insurance)</i> |
| <input type="checkbox"/> Child care | <input type="checkbox"/> Vision plan | |
| <input type="checkbox"/> Life insurance | <input type="checkbox"/> Wellness plan | |

9. Has your company been provided with replacement wages or tax credits to employ this person?

Yes No

(Over Please)

Related Sciences represents the instructional program with the most graduates from the four schools (23.3%). The Services industry employs the highest percentage of graduates in the state (32.2%).

Survey Process

The involvement of R&P with performance measurement began in February 2000 when Casper College and R&P designed a process for describing the interaction between Casper College graduates and the Wyoming labor market. In spring 2001 R&P conducted a pilot survey on behalf of Casper College.¹² The original goal of our research was to meet the training provider requirements for performance measurement outlined in the Federal Workforce Investment Act of 1998 (WIA).¹³ Our partnership also meets the needs of community colleges by supporting educational improvement and the accreditation process.

To meet the statutory requirements of WIA, we developed an employer questionnaire to obtain information not available through administrative databases. First, the information addresses WIA-specified measures. Second, the data help to describe the occupational outcomes of graduates. Third, the questions provide information to colleges for instructional improvement and accreditation purposes. Fourth, the data assist the Workforce Development Council in its goal of increasing the connection between businesses and the Wyoming community college system.

The 2001 pilot study was funded through a Federal grant. Although the questionnaire was effective overall, it was not without limitations. In the pilot questionnaire, we asked employers to comment on the available supply of labor, then used content analysis to

evaluate responses. We found that the open-ended question did not elicit the responses we had anticipated.¹⁴ Consequently, in addition to the open-ended question, we added two closed-ended questions to the 2002 questionnaire relating to satisfaction with the labor supply. We also added a “Don’t Know” option to the closed-ended questions about graduates’ work habits and skills, and to questions relating to labor supply. Finally, we added a question to verify our Wage Records data by inquiring whether or not the employer had a record of the graduate as an employee.

In spring 2002 we added three colleges (Laramie County Community College [LCCC], Northwest College, and Sheridan College) to our survey, which originally only included Casper College. The goals of the research were expanded to include a focus on occupational outcomes rather than just WIA performance measures of graduates.

Graduate records were matched with employer Wage Records using Social Security Numbers (SSNs). The student SSNs and program enrollment data were obtained under MOUs between the Wyoming Department of Employment and each of the four community colleges. The data sharing agreement is consistent with the Family Educational Rights and Privacy Act (FERPA)¹⁵ regulations. Specifically, student data may be shared for statistical purposes relating to improved educational programs, and colleges may share data in support of the accreditation process.

We are able to effectively track the majority of graduates who remain in Wyoming through the Wage Records database. However, some may be employed in the state but not appear in Wage Records. For example, these

individuals may be work-study participants at educational institutions; working in non-UI covered employment, such as Federal government agencies, railroads, or production agriculture; or they may be self-employed.¹⁷

Another possibility is that they are continuing their education at the University of Wyoming or another institution of higher education. Since 1999 the University of Wyoming has failed to honor its MOU, which would allow us to track graduates of Wyoming community colleges into the University. Such a renewal of data sharing would vastly expand our capacity to understand Wyoming's workforce development system.

In May 2001 a total of 883 students graduated from the four community colleges. Of those graduates, 659 (74.6%) were working in Wyoming during the second or third quarter of 2001 (2001Q2 or 2001Q3).¹⁷ A total of 617 employers of these graduates were surveyed;¹⁸ 463 (75.0%) responded with usable information on 516 graduates (78.3%).

Who Are the Graduates?

The majority of graduates (64.3%) are females (see Table 4), and 59.6 percent are Wyoming residents 24 and under (see Table 5, page 13). A sizeable percentage (17.4%) are 35 years of age or older. Most graduates (65.0%) are residents of Wyoming (see Tables 4 and 5).¹⁹ However, the large portion of nonresident graduates suggests that community colleges serve as a source of skilled labor for both the Wyoming and regional labor markets. This is especially true for community colleges located near Wyoming's borders. For example, approximately 40 percent of all students at Northwest College are from Montana.²⁰

Instructional Programs

Table 6 (see page 13) lists the various instructional programs from which students graduate by Classification of Instructional Programs (CIP) code.²¹ The largest number of graduates are from Health Professions & Related Sciences (206 graduates or 23.3%) and Business Management & Administration Services

(Text continued on page 14)

Table 4: Residency Status of 2001 Wyoming Graduates by Gender*

		Wyoming Residency Status						Total	
		Resident		Nonresident		Unknown		Number	Column %
		Number	Column %	Number	Column %	Number	Column %		
Female	Number	369	64.3%	80	64.0%	119	64.7%	568	64.3%
	Row %	65.0%		14.1%		21.0%		100.0%	
Male**	Number	205	35.7%	45	36.0	65	35.3%	315	35.7%
	Row %	65.1%		14.3%		20.6%		100.0%	
Total	Number	574	100.0%	125	100.0%	184	100.0%	883	100.0%
	Row %	65.0%		14.2%		20.8%		100.0%	

*For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

**Includes one graduate whose gender was not reported.

Source: 2001 student records of Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette Campuses).

Table 5: Residency Status of 2001 Wyoming Graduates by Age Group*

Age Group	Wyoming Residency Status								
	Resident		Nonresident		Unknown		Total		
	Number	Column %	Number	Column %	Number	Column %	Number	Column %	
24 and Under	Number	341	59.4%	96	76.8%	89	48.4%	526	59.6%
	Row %	64.8%		18.3%		16.9%		100.0%	
25 to 34	Number	125	21.8%	20	16.0%	58	31.5%	203	23.0%
	Row %	61.6%		9.9%		28.6%		100.0%	
35 and Over**	Number	108	12.2%	9	4.0%	37	20.1%	154	17.4%
	Row %	62.2%		4.5%		33.3%		100.0%	
Total	Number	574	100.0%	125	100.0%	184	100.0%	883	100.0%
	Row %	65.0%		14.2%		20.8%		100.0%	

*For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

**Includes two graduates whose age was not reported.

Source: 2001 student records of Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

Table 6: 2001 Wyoming Graduates by CIP* Code**

2-Digit CIP Code and Title***		Total Graduates	
		Number	Column %
01	Agricultural Business & Production	44	5.0%
02	Agricultural Sciences	22	2.5%
09	Communications	6	0.7%
11	Computer & Information Sciences	31	3.5%
12	Personal & Miscellaneous Services	6	0.7%
13	Education	79	8.9%
14	Engineering	19	2.2%
15	Engineering-Related Technologies	21	2.4%
22	Law & Legal Studies	9	1.0%
16, 23	English Language & Literature/Letters, Foreign Language & Literature	11	1.2%
24	Liberal Arts & Sciences, General Studies & Humanities	54	6.1%
26, 27	Biological Sciences/Life Sciences, & Math	9	1.0%
30	Multi/Interdisciplinary Studies	18	2.0%
03, 31	Parks, Recreation, Leisure, & Fitness Studies, Conservation & Renewable Natural Resources	6	0.7%
40	Physical Sciences	6	0.7%
42	Psychology	14	1.6%
43	Protective Services	14	1.6%
44	Public Administration & Services	8	0.9%
45	Social Services & History	17	1.9%
47	Mechanics & Repairers	34	3.9%
48	Precision Production Trades	32	3.6%
50	Visual & Performing Arts	70	7.9%
51	Health Professions & Related Sciences	206	23.3%
08, 52	Business Management & Administrative Services, Marketing Operations/Marketing & Distribution	101	11.4%
	All Other CIP Codes	46	5.2%
Total		883	100.0%

*Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.

**For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

***Selected CIP codes were grouped together to avoid disclosure of confidential information.

and Marketing Operations/Marketing & Distribution (101 graduates or 11.4%). A substantial number also study Education (79 graduates or 8.9%).

Working in Wyoming

Employment status in Wyoming by gender is shown in Table 7. Of the 883 graduates, 659 (74.6%) were found working in Wyoming during 2001Q2 or 2001Q3. A slightly larger percentage of female graduates (75.5%) are employed in the state than males (73.0%).

Table 8 illustrates employment status in Wyoming by age group. Graduates 35

and older are more likely to be working in the state than their counterparts 24 and younger (77.9% versus 73.2%).

Table 9 (see page 15) shows employment status of graduates by residency. More than three-fourths of Wyoming residents (77.2%) were working in the state in either 2001Q2 or 2001Q3. By comparison, 72.0 percent of nonresidents were not working in the state.

Employment by Industry

Figure 1 (see page 15) and Table 10 (see page 16) illustrate employment by

Table 7: Employment Status of 2001 Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Gender*

		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
Female	Number	429	65.1%	139	62.1%	568	64.3%
	Row %	75.5%		24.5%		100.0%	
Male	Number	230	34.9%	85	37.9%	315	35.7%
	Row %	73.0%		27.0%		100.0%	
Total	Number	659	100.0%	224	100.0%	883	100.0%
	Row %	74.6%		25.4%		100.0%	

*For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

Table 8: Employment Status of 2001 Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Age Group*

Age Group		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
24 and Under	Number	385	58.4%	141	62.9%	526	59.6%
	Row %	73.2%		26.8%		100.0%	
25 to 34	Number	154	23.4%	49	21.9%	203	23.0%
	Row %	75.9%		24.1%		100.0%	
35 and Over**	Number	120	18.2%	34	15.2%	154	17.4%
	Row %	77.9%		22.1%		100.0%	
Total	Number	659	100.0%	224	100.0%	883	100.0%
	Row %	74.6%		25.4%		100.0%	

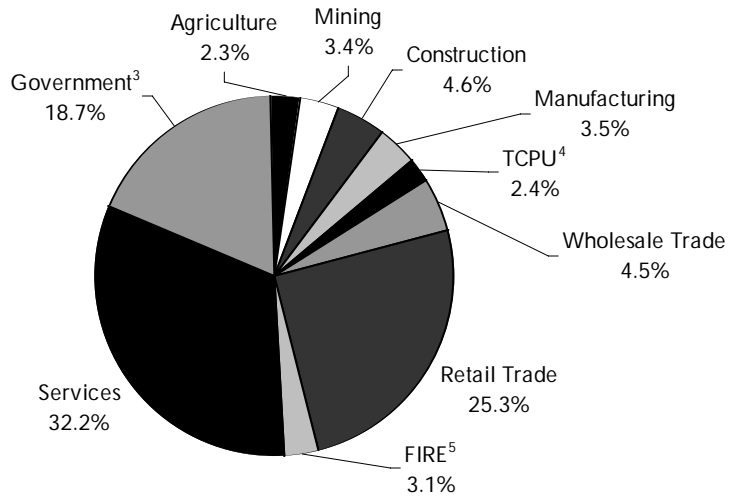
*For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).
 **Includes two graduates whose age was not available.

Table 9: Employment Status of 2001 Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Residency Status*

Wyoming Residency Status		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
Resident	Number	443	67.2%	131	58.5%	574	65.0%
	Row %	77.2%		22.8%		100.0%	
Nonresident	Number	35	5.3%	90	40.2%	125	14.2%
	Row %	28.0%		72.0%		100.0%	
Unknown	Number	181	27.5%	3	1.3%	184	20.8%
	Row %	98.4%		1.6%		100.0%	
Total	Number	659	100.0%	224	100.0%	883	100.0%
	Row %	74.6%		25.4%		100.0%	

*For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

Figure 1: Distribution¹ Across Industries of 2001 Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3)²



¹May include multiple responses for a single employer or graduate.

²For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

³Includes schools and publicly-owned hospitals.

⁴Transportation, Communications, & Public Utilities.

⁵Finance, Insurance, & Real Estate.

industry. Because some individuals work in multiple jobs, there may be multiple responses for a single graduate. Similarly, several graduates may work for one employer and as such there may be multiple responses by a single

employer. As the Figure and Table show, graduates work in a variety of industries. Most graduates hold jobs in Services (32.2%), followed by Retail Trade (25.3%) and Government (18.7%). Industries employing the fewest number of

graduates are Agriculture (2.3%) and Transportation, Communications, & Public Utilities (TCPU) (2.4%).

Both males and females hold jobs primarily in the Services and Retail Trade industries (see Table 10). However, female employment is more heavily concentrated in Services (37.7%), Retail Trade (25.8%), and Government (20.8%). Employment of males is more evenly distributed across all industries. The percentage of males with jobs in Services is 22.4 percent and 24.3 percent in Retail Trade.

Within individual industries, Construction and Mining employ more

males, while Finance, Insurance, & Real Estate (FIRE) and Government employ more females. Males comprise 75.0 percent of graduates employed in Construction and 66.7 percent of graduates in Mining. Females make up 81.5 percent of graduates employed in FIRE, and 71.3 percent of graduates employed in Government. The industry distribution of female and male college graduates is consistent with R&P data of Wyoming employment as a whole.²²

Table 11 (see page 17) shows the age group distribution of graduates by industry. Again, note that the table may include multiple responses for a single employer or graduate. Graduates 24 and

Table 10: Number of Jobs Held by 2001 Graduates¹ Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Industry and Gender

Industry		Total Graduates ²		Females		Males	
		Number	Column %	Number	Column %	Number	Column %
Agriculture	Number	20	2.3%	8	1.4%	12	3.8%
	Row %	100.0%		40.0%		60.0%	
Mining	Number	30	3.4%	10	1.8%	20	6.4%
	Row %	100.0%		33.3%		66.7%	
Construction	Number	40	4.6%	10	1.8%	30	9.6%
	Row %	100.0%		25.0%		75.0%	
Manufacturing	Number	31	3.5%	13	2.3%	18	5.8%
	Row %	100.0%		41.9%		58.1%	
TCPU ³	Number	21	2.4%	9	1.6%	12	3.8%
	Row %	100.0%		42.9%		57.1%	
Wholesale Trade	Number	39	4.5%	16	2.8%	23	7.3%
	Row %	100.0%		41.0%		59.0%	
Retail Trade	Number	221	25.3%	145	25.8%	76	24.3%
	Row %	100.0%		65.6%		34.4%	
FIRE ⁴	Number	27	3.1%	22	3.9%	5	1.6%
	Row %	100.0%		81.5%		18.5%	
Services	Number	282	32.2%	212	37.7%	70	22.4%
	Row %	100.0%		75.2%		24.8%	
Government ⁵	Number	164	18.7%	117	20.8%	47	15.0%
	Row %	100.0%		71.3%		28.7%	
Total	Number	875	100.0%	562	100.0%	313	100.0%
	Row %	100.0%		64.2%		35.8%	

¹May include multiple responses for a single employer or graduate.
²For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).
³Transportation, Communications, & Public Utilities.
⁴Finance, Insurance, & Real Estate.
⁵Includes schools and publicly-owned hospitals.

Table 11: Number of Jobs Held by 2001 Graduates¹ Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Industry and Age Group

Industry	Total Graduates ²		Age Group						
			24 and Under		25-34		35 and Over ³		
	Number	Column %	Number	Column %	Number	Column %	Number	Column %	
Agriculture	Number	20	2.3%	15	2.8%	4	2.1%	1	0.7%
	Row %	100.0%		75.0%		20.0%		5.0%	
Mining	Number	30	3.4%	26	4.9%	2	1.0%	2	1.4%
	Row %	100.0%		86.7%		6.7%		6.7%	
Construction	Number	40	4.6%	29	5.4%	6	3.1%	5	3.4%
	Row %	100.0%		72.5%		15.0%		12.5%	
Manufacturing	Number	31	3.5%	23	4.3%	3	1.5%	5	3.4%
	Row %	100.0%		74.2%		9.7%		16.1%	
TCPU ⁴	Number	21	2.4%	14	2.6%	6	3.1%	1	0.7%
	Row %	100.0%		66.7%		28.6%		4.8%	
Wholesale Trade	Number	39	4.5%	28	5.3%	5	2.6%	6	4.1%
	Row %	100.0%		71.8%		12.8%		15.4%	
Retail Trade	Number	221	25.3%	164	30.8%	42	21.6%	15	10.1%
	Row %	100.0%		74.2%		19.0%		6.8%	
FIRE ⁵	Number	27	3.1%	17	3.2%	6	3.1%	4	2.7%
	Row %	100.0%		63.0%		22.2%		14.8%	
Services	Number	282	32.2%	141	26.5%	73	37.6%	68	45.9%
	Row %	100.0%		50.0%		25.9%		24.1%	
Government ⁶	Number	164	18.7%	76	14.3%	47	24.2%	41	27.7%
	Row %	100.0%		46.3%		28.7%		25.0%	
Total	Number	875	100.0%	533	100.0%	194	100.0%	148	100.0%
	Row %	100.0%		60.9%		22.2%		16.9%	

¹May include multiple responses for a single employer or graduate.

²For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

³Includes graduates whose age was not available.

⁴Transportation, Communications, & Public Utilities.

⁵Finance, Insurance, & Real Estate.

⁶Includes schools and publicly-owned hospitals.

younger hold jobs predominantly in the Services and Retail Trade industries (26.5% and 30.8%, respectively). In contrast, nearly half of graduates 35 and older are employed in the Services industry (45.9%).

Occupations

Graduates are employed in a number of different occupations as demonstrated in Table 12 (see page 18). Occupational information was only requested if the graduate was employed by the same employer in both 2001Q2 or 2001Q3,

and as of 2002Q1. Because many graduates were not employed as of 2002Q1, and because a number of employers did not respond to occupation questions as requested, only 188 responses were received.²³ Most graduates hold jobs in Healthcare and Office & Administrative Support occupations (28.9% and 15.3%, respectively). This is consistent with data showing that many students graduate with healthcare-related degrees such as dental hygiene and nursing (see Table 6, page 13).²⁴

Table 12: Number of Jobs Held by 2001 Graduates* Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Occupation**

2-Digit SOC*** Code	Occupation	Total Graduates	
		Number	Column %
11, 13	Management, Business, & Financial Occupations	7	3.7%
15, 17, 19	Computer, Math Science, Architecture, Engineering, Life, Physical & Social Sciences Occupations	14	7.4%
21, 23	Community, Social Services, & Legal Occupations	7	3.7%
25	Education, Training, & Library Occupations	8	4.2%
29, 31	Healthcare Occupations	55	28.9%
35	Food Prep & Serving Related Occupations	18	9.5%
27, 33, 37, 39	Personal Care & Services; Arts, Design, Entertainment, Sports & Media; Protective Services; & Building & Grounds Cleaning & Maintenance	12	6.3%
41	Sales & Related Occupations	12	6.3%
43	Office & Administrative Support Occupations	29	15.3%
47	Construction & Extraction Occupations	7	3.7%
49	Installation, Maintenance, & Repair Occupations	7	3.7%
45, 51	Production, Farming, Fishing, & Forestry Occupations	5	2.6%
53	Transportation & Material Moving Occupations	9	4.7%
Total		190	100.0%

*Includes only graduates whose employer reported the graduate was still employed by them as of February 12, 2002. Data is based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

***Standard Occupational Classification (SOC). Certain occupations were grouped together to avoid disclosure of confidential information.

Table 13 (see page 19) shows the number of jobs held by graduates by instructional program and occupation in 2001. The table represents a count of all jobs and employers (including valid, missing, and invalid responses and the CIP code of graduates who were not employed in 2001Q2 or 2001Q3). It describes the correlation between the training graduates received and their occupations. Graduates with training in the Health Professions and Related Sciences (CIP code 51) and employed in Healthcare Occupations represent perhaps the best example of the correlation between training and occupation. The occupations of other graduates, however, have little or no apparent correlation to the training received. For example, an individual with

a degree in dental hygiene employed as a secretary is indicative of a graduate not employed in the capacity for which they were trained.

Earnings

How do the earnings of graduates change over the period between graduation (2001Q2) and 2002Q1? Table 14 (see page 20) shows the average hourly wage of graduates by gender for Incumbent Workers and New Workers. Incumbent Workers are defined as those graduates who were working the quarter of graduation (2001Q2). Graduates who started work the quarter after graduation (2001Q3) are defined as New Workers.

(Text continued on page 20)

Table 13: Number of Jobs Held by 2001 Graduates¹ Working in Wyoming During Second or Third Quarter of 2001 by Instructional Program and Occupation²

CIP Code and Title ³	Total Graduates		Occupational Title ⁴													
	Number	Column %	Mgmt., Bus., & Financial	Computer & Math Sci., Architecture, Engr., Life, Physical & Social Sci.	Community, Social Svcs., & Legal	Education, Training, & Library	Healthcare	Food Prep & Serving Related	Personal Care; Arts; Protective Svcs.; Bldg. Cleaning ⁵	Sales & Related	Office & Admin. Support	Construction & Extraction	Installation, Maintenance, & Repair	Production, Farming, Fishing, & Forestry	Transportation & Material Moving	Missing Values ⁶
01 Agricultural Business & Production	53	4.4%														50
02 Agricultural Sciences	29	2.4%														28
09 Communications	7	0.6%														6
11 Computer & Information Sciences	42	3.5%		6												28
12 Personal & Misc. Services	10	0.8%														8
13 Education	106	8.8%														0
14 Engineering	23	1.9%														0
15 Engineering-Related Technologies	28	2.3%														22
22 Law & Legal Studies	15	1.2%		4												23
16, 23 English Lang. & Lit/Letters, Foreign Lang. & Lit.	17	1.4%														12
24 Liberal Arts & Sciences, General Studies & Humanities	71	5.9%														15
26, 27 Biological Sciences/Life Sciences, & Math	14	1.2%														0
30 Multi/interdisciplinary Studies	26	2.2%														0
03, 31 Parks, Recreation, Leisure, & Fitness Studies, Conservation & Renewable Natural Resources	9	0.7%														0
40 Physical Sciences	13	1.1%		1												8
42 Psychology	17	1.4%														10
43 Protective Services	16	1.3%														15
44 Public Admin. & Services	9	0.7%														12
45 Social Services & History	25	2.1%														0
47 Mechanics & Repairers	44	3.7%														0
48 Precision Production Trades	44	3.7%														0
50 Visual & Performing Arts	100	8.3%														0
51 Health Professions & Related Sciences	281	23.4%														0
08, 52 Business Management & Admin. Services, Marketing Operations/Marketing & Distribution	134	11.1%														0
All Other CIP Codes	69	5.7%														0
Total	1202	100.0%	7	17	23	8	71	35	22	39	31	96	110	167	193	383

¹Includes only graduates whose employer reported the graduate was still employed by them as of February 12, 2002. Data is based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.
²For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).
³Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.
⁴Standard Occupational Classification (SOC). Certain occupations were grouped together to avoid disclosure of confidential information.
⁵The full set of occupations included are Personal Care & Services; Arts, Design, Entertainment, Sports & Media; Protective Services; and Building & Grounds Cleaning & Maintenance.
⁶Includes values that are missing because (1) the question was not answered as requested, (2) the employer reports no record of the graduate as an employee, (3) the survey was not returned, (4) the graduate was not employed in an Unemployment Insurance (UI) covered job, or (5) responses to the occupation questions were not required.

Table 14: Average Hourly Wage* of 2001 Wyoming Graduates by Gender**

		Gender		
		Total	Females	Males
Incumbent Workers Graduates Working in 2nd Quarter 2001 (2001Q2) & 1st Quarter 2002 (2002Q1)	Number of Graduates	154	107	47
	2001Q2 Hourly Wage	\$10.63	\$10.58	\$10.75
	2002Q1 Hourly Wage	\$11.80	\$11.64	\$12.17
	% Change	11.0%	10.0%	13.2%
New Workers Graduates Working in 3rd Quarter 2001 (2001Q3) & 1st Quarter 2002 (2002Q1)	Number of Graduates	42	29	13
	2001Q3 Hourly Wage	\$13.81	\$12.60	\$16.52
	2002Q1 Hourly Wage	\$14.32	\$13.60	\$15.93
	% Change	3.7%	7.9%	-3.6%

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

Table 15: Average Hourly Wage* of 2001 Wyoming Graduates by Age Group**

		Age Group			
		Total	24 and Under	25-34	35 and Over***
Incumbent Workers Graduates Working in 2nd Quarter 2001 (2001Q2) & 1st Quarter 2002 (2002Q1)	Number of Graduates	154	66	41	47
	2001Q2 Hourly Wage	\$10.63	\$9.02	\$10.92	\$12.65
	2002Q1 Hourly Wage	\$11.80	\$10.13	\$12.74	\$13.32
	% Change	11.0%	12.3%	16.7%	5.3%
New Workers Graduates Working in 3rd Quarter 2001 (2001Q3) & 1st Quarter 2002 (2002Q1)	Number of Graduates	42	20	15	7
	2001Q3 Hourly Wage	\$13.81	\$12.45	\$14.03	\$17.22
	2002Q1 Hourly Wage	\$14.32	\$11.90	\$15.82	\$18.03
	% Change	3.7%	-4.4%	12.8%	4.7%

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

***May include graduates whose age was not available.

For both Incumbent Workers and New Workers, wages reported in Table 14 are only for those graduates who were still employed by the same employer as of 2002Q1. On average, Incumbent Workers experienced an 11.0 percent increase in hourly wages from 2001Q2 to 2002Q1, while New Workers saw a 3.7 percent increase from 2001Q3 to 2002Q1. Among males, Incumbent Workers saw higher gains as of 2002Q1 than New Workers. Male New Workers experience a

3.6 percent decline in average hourly wage, while results show incumbent males see gains of 13.2 percent in average hourly wage. The small number of male New Workers may skew the results and therefore should be interpreted with caution. Female Incumbent Workers and New Workers both make fairly substantial gains in earnings. Female Incumbent Workers experience a 10.0 percent increase in average hourly wage, while female New

Workers see gains on average of 7.9 percent. Monitoring graduates' earnings over time would allow us to determine if the results observed for 2001 graduates are unique to that particular class or if they are part of a larger trend.

Earnings also vary by age group (see Table 15, page 20). For both groups, the largest gains in earnings are for graduates aged 25-34. Incumbent Workers aged 25-34 experience gains of 16.7 percent in average hourly wages, while New Workers aged 25-34 see average gains of 12.8 percent.

Overall, most individuals experience hourly wage increases. Incumbent Workers see average hourly wage increases of 11.0 percent, while New Workers earn 3.7 percent more. The shorter timeframe for New Workers may account for the lower wage gains.

Employer Satisfaction

Employers were asked to report their satisfaction with employee work skills and habits, as well as satisfaction with the supply and skills of labor in general. Table 16 illustrates employer satisfaction with 2001 graduates' work skills and habits by goods- and services-producing sectors.²⁵ Over half of all employers report they are either satisfied or very satisfied with employees' work habits and skills.

Of employers in the goods-producing sector, 75.7 percent report that they are either satisfied or very satisfied with employee work skills, while slightly fewer (73.0%) report they are either satisfied or very satisfied with employee work habits. In the services-producing sector, 70.0 percent of employers report that they are either satisfied or very satisfied with

Table 16: Employer Satisfaction* with Work Skills and Habits of 2001 Wyoming Graduates** by Goods- and Services-Producing Sectors

		Sector***					
		Total		Goods-Producing		Services-Producing	
		Number	Column %	Number	Column %	Number	Column %
How satisfied are you with the employee's work skills?	Very Satisfied	234	39.5%	25	33.8%	209	40.3%
	Satisfied	185	31.2%	31	41.9%	154	29.7%
	Dissatisfied	22	3.7%	2	2.7%	20	3.9%
	Very Dissatisfied	8	1.3%	1	1.4%	7	1.3%
	Don't Know/Not Familiar with Employee's Work	144	24.3%	15	20.3%	129	24.9%
	Total	593	100.0%	74	100.0%	519	100.0%
How satisfied are you with the employee's work habits?	Very Satisfied	222	37.6%	25	33.8%	197	38.1%
	Satisfied	191	32.3%	29	39.2%	162	31.3%
	Dissatisfied	27	4.6%	5	6.8%	22	4.3%
	Very Dissatisfied	9	1.5%	1	1.4%	8	1.5%
	Don't Know/Not Familiar with Employee's Work	142	24.0%	14	18.9%	128	24.8%
	Total	591	100.0%	74	100.0%	517	100.0%

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

**For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

***Based on the Standard Industrial Classification (SIC) code. Industries included in the goods-producing sector are Agriculture; Mining; Construction; and Manufacturing. Industries included in the services-producing sector are Transportation, Communications, & Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, & Real Estate (FIRE); Services; and Government.

Table 17: Employer Satisfaction¹ with Work Skills and Habits of 2001 Wyoming Graduates² by Selected Instructional Program³

2-Digit CIP Code and Title ⁴		How satisfied are you with the employee's work <i>skills</i> ?					Total	
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Don't Know/Not Familiar With Employee's Work		
01	Agricultural Business & Production	Number	4	12	0	1	4	21
		Percent	19.0%	57.1%	0.0%	4.8%	19.0%	100.0%
13	Education	Number	24	20	1	0	17	62
		Percent	38.7%	32.3%	1.6%	0.0%	27.4%	100.0%
50	Visual & Performing Arts	Number	21	14	2	0	15	52
		Percent	40.4%	26.9%	3.8%	0.0%	28.8%	100.0%
51	Health Professions & Related Sciences	Number	51	45	5	0	28	129
		Percent	39.5%	34.9%	3.9%	0.0%	21.7%	100.0%
08, 52	Business Management & Admin. Services, Marketing Operations/Marketing & Distribution	Number	38	13	3	0	17	71
		Percent	53.5%	18.3%	4.2%	0.0%	23.9%	100.0%
Total		Number	138	104	11	1	81	335
		Percent	41.2%	31.0%	3.3%	0.3%	24.2%	100.0%

2-Digit CIP Code and Title		How satisfied are you with the employee's work <i>habits</i> ?					Total	
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Don't Know/Not Familiar With Employee's Work		
01	Agricultural Business & Production	Number	3	9	4	1	4	21
		Percent	14.3%	42.9%	19.0%	4.8%	19.0%	100.0%
13	Education	Number	22	23	0	0	17	62
		Percent	35.5%	37.1%	0.0%	0.0%	27.4%	100.0%
50	Visual & Performing Arts	Number	18	15	2	2	15	52
		Percent	34.6%	28.8%	3.8%	3.8%	28.8%	100.0%
51	Health Professions & Related Sciences	Number	52	45	5	0	28	130
		Percent	40.0%	34.6%	3.8%	0.0%	21.5%	100.0%
08, 52	Business Management & Admin. Services, Marketing Operations/Marketing & Distribution	Number	35	14	3	0	17	69
		Percent	50.7%	20.3%	4.3%	0.0%	24.6%	100.0%
Total		Number	130	106	14	3	81	334
		Percent	38.9%	31.7%	4.2%	0.9%	24.3%	100.0%

¹Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

²For Casper College, Laramie County Community College, Northwest College, and Sheridan College (includes Sheridan and Gillette campuses).

³The five selected instructional programs have the largest total number of graduates from the four community colleges.

⁴Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.

employee work skills. Slightly fewer employers report they are satisfied or very satisfied with employee work habits (69.4%). Overall, 70.7 percent of employers report they are satisfied or very satisfied with employee work skills, while 69.9 percent of employers report

they are satisfied or very satisfied with employee work habits.

Nearly three-fourths of employers (72.2%) of graduates from selected instructional programs²⁶ are satisfied or very satisfied with employee work skills

Table 18: Employer Satisfaction* with Wyoming's Labor Supply in 2001 by Goods- and Services-Producing Sectors

		Sectors**					
		Total		Goods-Producing		Services-Producing	
		Number	Column %	Number	Column %	Number	Column %
How satisfied are you with the available <i>supply</i> of labor for this position?	Very Satisfied	58	9.8%	10	13.5%	48	9.3%
	Satisfied	238	40.3%	29	39.2%	209	40.4%
	Dissatisfied	109	18.4%	18	24.3%	91	17.6%
	Very Dissatisfied	38	6.4%	2	2.7%	36	7.0%
	Don't Know	148	25.0%	15	20.3%	133	25.7%
	Total	591	100.0%	74	100.0%	517	100.0%
How satisfied are you with the <i>skills</i> of the available supply of labor for this position?	Very Satisfied	51	8.6%	6	8.1%	45	8.7%
	Satisfied	259	43.9%	37	50.0%	222	43.0%
	Dissatisfied	100	16.9%	15	20.3%	85	16.5%
	Very Dissatisfied	26	4.4%	2	2.7%	24	4.7%
	Don't Know	154	26.1%	14	18.9%	140	27.1%
	Total	590	100.0%	74	100.0%	516	100.0%

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer.

**Based on the Standard Industrial Classification (SIC) code. Industries included in the goods-producing sector are Agriculture; Mining; Construction; and Manufacturing. Industries included in the services-producing sector are Transportation, Communicatio

(see Table 17). Slightly fewer employers are satisfied with employee work habits (70.6%).

The employers' satisfaction with the graduates' work skills and habits is not necessarily indicative of satisfaction with the training the graduates received. Deficiencies in the training may preclude graduates from obtaining jobs in expected occupations.

Table 18 depicts employer satisfaction with the general labor supply by goods- and services-producing sectors. While employers report they are generally satisfied with the graduates they employ, they are less satisfied with the available labor supply and the skills of the available labor supply. More than 20 percent of employers report they are either dissatisfied or very dissatisfied. Of goods-producing employers, 27.0 percent report they are dissatisfied or very dissatisfied with the supply of labor,

while 23.0 percent report they are dissatisfied or very dissatisfied with the skills of the available labor supply. Of services-producing employers, 24.6 percent report they are dissatisfied or very dissatisfied with the available labor supply, and 21.2 percent report they are dissatisfied or very dissatisfied with the skills of the available supply of labor.

A number of employers report "Don't Know/Not Familiar With Employee's Work." Three possible reasons for the responses are:

- The questionnaire may not have been completed by someone knowledgeable about the specific graduate's work. In general this occurred in larger organizations such as hospitals or schools where there are multiple layers of administration.
- Company policy prohibits disclosure of personnel

information, despite assurances that their responses would be kept confidential as required by Wyoming law, and used for statistical purposes only.

- A graduate only worked for an employer for a few days. Some employers reported that they did not deem it fair to evaluate a graduate with only a few days' work history with the organization.

A number of employers responded “Don't Know” to questions about labor supply as well. Again, “Don't Know” responses were more common from larger organizations. Individuals completing the questionnaire may not be involved in day-to-day hiring decisions. Consequently, they may be unaware of labor market conditions.

Future Research

This report represents the “tip of the iceberg” concerning what can be learned from survey data collected from employers about the community college graduates they employ. The potential exists for much more in-depth study of occupational outcomes. For example, are there certain skills acquired in college that allow a person to transition quickly into stable, well-paying employment? Are there certain occupations where long transition periods into stable employment are considered normal? Would early career intervention assist graduates in finding stable employment sooner? These kinds of questions and others like them would require evaluation of several years of data. Other examples of potential future research include:

- Earnings of graduates by occupation.
- Satisfaction of employers with graduates across occupations.

- Employer satisfaction with labor supply over time.
- Academic profiles of graduates.
- Retention and earnings of graduates over time.

These are but a few of the possibilities that exist to further understand the contribution of community colleges to the workforce development system.

Summary

In this report we focused on two separate but related analyses of Wyoming community college graduates. First, we examined what we know about graduates from available databases. Second, we evaluated results from the survey of employers of Casper College, LCCC, Northwest College, and Sheridan College graduates. Administrative data suggest a very dynamic period around the time of graduation. The majority of graduates of Wyoming's community colleges are involved in turnover activity of some type. However, over the period of three to nine months following graduation, a number of graduates enter into stable employment and see dramatic wage increases.

By examining employer survey data for 2001 graduates, we learn that those working in the state are predominantly employed in the Services and Retail Trade industries. In general, most graduates working in Wyoming for the same employer for at least six months see higher average hourly earnings. Furthermore, most employers report they are satisfied with the work skills and habits of the graduates they employ, but view the labor supply and the skills of the available labor supply somewhat less satisfactorily.

Because of labor market transitions among students around graduation, a

more accurate picture of the longer-term employment and earnings outcomes may be learned by surveying employers 12 to 18 months following graduation rather than the time period studied here. We plan to conduct such research provided we are able to secure continued funding.

Our knowledge of the extent to which community colleges fulfill their role within the workforce development system is still limited. However, R&P's survey of employers of community college graduates expands that knowledge. By learning how community colleges interact with the labor market, policymakers and others can make informed decisions about education and training in Wyoming.

Notes

¹The databases are Wyoming Unemployment Insurance (UI) Wage Records; Wage Records from Colorado, Idaho, South Dakota, and Utah; and student data from Wyoming's seven community colleges.

²Data from Central Wyoming College, Eastern Wyoming College, and Western Wyoming Community College were not yet available at the time the survey was conducted.

³105th Congress, "Workforce Investment Act of 1998," n.d., <<http://www.doleta.gov/usworkforce/asp/act.asp>> (May 30, 2001).

⁴Wyoming Department of Employment, Research & Planning, **Consumer Report Draft for Casper College**, September 19, 2001, p. 11.

⁵Wage Records is an administrative database. Each employer in Wyoming that has employees covered under Unemployment Insurance, by law, must submit quarterly tax reports to the State showing each employee's Social Security Number and wages earned. For more information, see Wayne M. Gosar, "Insurance Wage Record Summary: A New Way to Look at Wyoming," **Wyoming Labor Force Trends**, May 1995, pp. 4-8.

⁶See Research & Planning's website at <http://doe.state.wy.us/LMI/w_r_research/Symp2.htm>.

⁷A matched control group is a group of individuals having the same characteristics as study participants.

⁸Wyoming Department of Employment, Research & Planning, **Consumer Report Draft for Casper College**, September 19, 2001, p. 11.

⁹Information was derived by matching the student data of Wyoming community colleges to Wyoming Unemployment Insurance (UI) Wage Records.

¹⁰States with whom we have Memoranda of Understanding (MOUs) that are included in this analysis are Colorado, Idaho, South Dakota, and Utah.

¹¹Approximately ten percent of jobs are not in Unemployment Insurance (UI) covered employment. Among these are most production agriculture, the self-employed, and railroads. Therefore, it is also possible that graduates may be working in Wyoming or neighboring states, but not in a UI-covered job.

¹²F. E. "Skip" Gillum, et al., "Workforce Development and Community College Outcomes," **Wyoming Labor Force Trends**, July 2001, p. 1-8, 21; Tom Gallagher, "When Does Training Pay Off? Challenging the Assumptions of the Workforce Investment Act," **Wyoming Labor Force Trends**, July 2001, p. 1, 9; and Sara Saulcy, "Implementing the Workforce Investment Act: Results from an Employer

Survey Follow-up of Casper College Graduates,” **Wyoming Labor Force Trends**, July 2001, pp. 10-17.

¹³105th Congress, “Workforce Investment Act of 1998,” n.d., <<http://www.doleta.gov/usworkforce/asp/act.asp>> (May 30, 2001).

¹⁴For additional information regarding labor supply questions, see F. E. “Skip” Gillum, et al., “Workforce Development and Community College Outcomes,” **Wyoming Labor Force Trends**, July 2001, p. 7.

¹⁵U.S. Congress, “Family Educational Rights and Privacy Act (FERPA),” n.d., <<http://www.ed.gov/offices/OM/fpco/ferpa/ferparegs.html>> (August 6, 2002).

¹⁶For a complete listing of non-UI covered employment see Wyoming Department of Employment, Research & Planning, **Wyoming 2000 Annual Covered Employment and Wages**, Technical Appendix at <http://doe.state.wy.us/LMI/00202pub/tech_app.htm>.

¹⁷Two graduates did not have Social Security Numbers (SSN) because students are not required to report their SSN to institutions of higher education.

¹⁸The variation in the number of employers and graduates is attributable to the fact that many graduates often work for the same employer.

¹⁹Community colleges use information for both general administrative and accounting purposes. For accounting purposes (primarily tuition), community colleges determine residency based on a formula. In order for a person to be considered a (non)resident the individual must meet certain criteria. Colleges may use more than one field for residency in their student databases for maintaining residency information for administrative and accounting functions. Because of keying errors, missing transfers of residency data into a common field across databases, or lack of a residency variable across differing databases, not all residency data were made available to Research & Planning. Consequently, our data reflect a number of students for whom we do not know residency status. Furthermore, the residency characteristics colleges report to the Wyoming Community College Commission may vary from what colleges actually have on file. Dr. Sher Hruska, Dean of Instruction, Northwest College. Personal interview. December 5, 2002.

²⁰Dr. Sher Hruska, Dean of Instruction, Northwest College. Personal interview. December 5, 2002.

²¹Classification of Instructional Programs (CIP) Code is a standardized method of classifying instructional programs across educational institutions. For more information, see National Center for Educational Statistics, **Classification of Instructional Programs (CIP) 1990 Version**, July 1999, <<http://nces.ed.gov/ipeds/pdf/webBase2000/cipman.pdf>> (October 9, 2002).

²²Sylvia Jones, **Earnings by Age Gender and Industry**, 1997-2000, <<http://doe.state.wy.us/LMI/wfdemog/toc2.htm>>.

²³Employers were asked to report the graduates' occupations as of February 12, 2002. We requested information for this date because it is the Unemployment Insurance (UI) reporting date for wages paid by employers during first quarter 2002. The goal was to ease the reporting burden on employers by permitting them to draw information on employees from reports they were already required to submit. We anticipate that the response rate for occupational questions will improve if we move to a 12-month reference period.

²⁴For a complete listing of occupations, see U.S. Office of Management and Budget, ***Standard Occupational Classification Manual***, 2000.

²⁵The goods-producing sector includes Agriculture, Mining, Construction, and Manufacturing. The services-producing sector includes Transportation, Communications, & Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, & Real Estate (FIRE), Services, and Government.

²⁶The selected instructional programs are those that have the largest number of graduates.

Appendix A

Community College Comparison Figures and Tables

Note: The Figures and Tables are numbered to correspond to the aggregate Figures and Tables in the body of the report.

Casper College

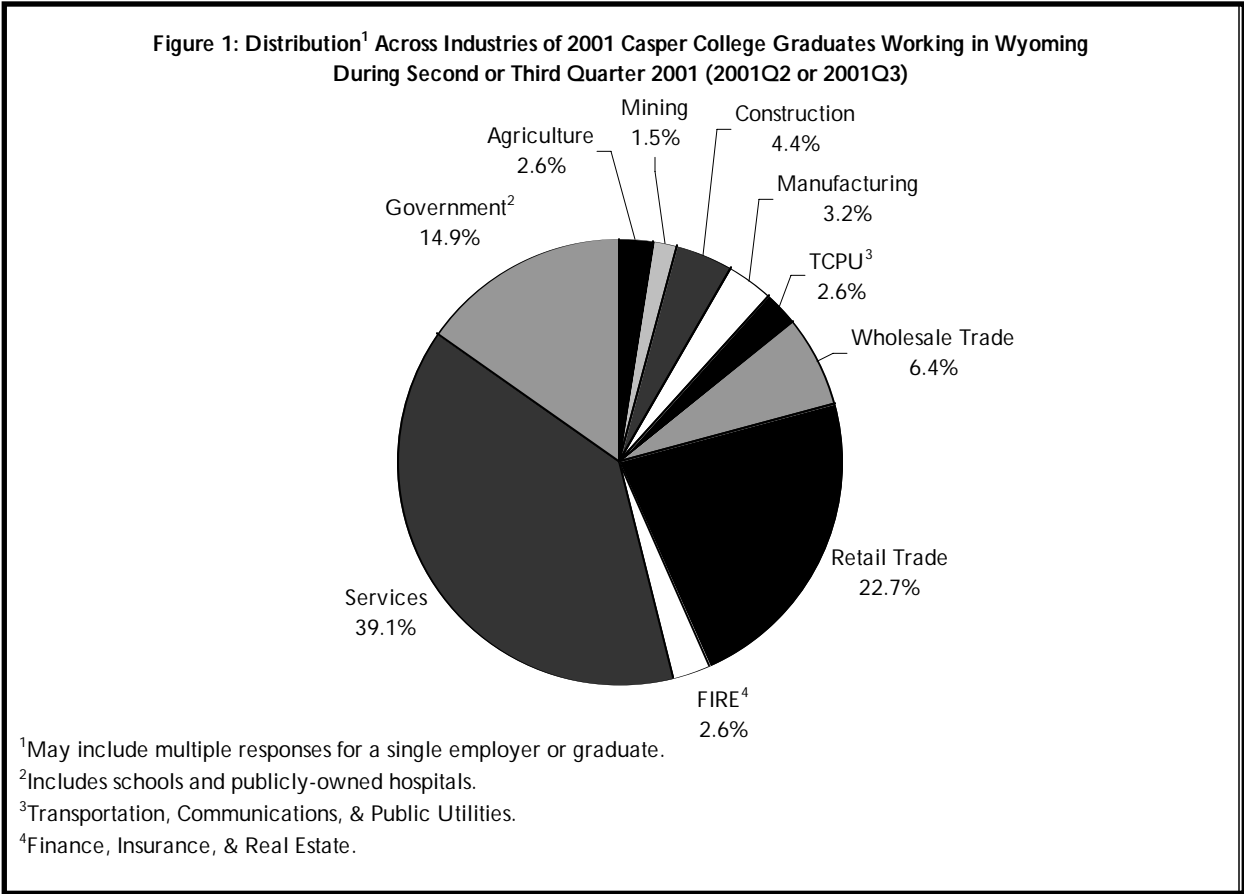


Table 4: Residency Status of 2001 Casper College Graduates by Gender

		Wyoming Residency Status						Total	
		Resident		Nonresident		Unknown			
		Number	Column %	Number	Column %	Number	Column %	Number	Column %
Female	Number	147	65.9%	13	59.1%	17	48.6%	177	63.2%
	Row %	83.1%		7.3%		9.6%		100.0%	
Male	Number	76	34.1%	9	40.9%	18	51.4%	103	36.8%
	Row %	73.8%		8.7%		17.5%		100.0%	
Total	Number	223	100.0%	22	100.0%	35	100.0%	280	100.0%
	Row %	79.6%		7.9%		12.5%		100.0%	

Source: 2001 student records of Casper College.

Table 5: Residency Status of 2001 Casper College Graduates by Age Group

Age Group		Wyoming Residency Status						Total	
		Resident		Nonresident		Unknown			
		Number	Column %	Number	Column %	Number	Column %	Number	Column %
24 and Under	Number	126	56.5%	ND*	ND	ND	ND	167	59.6%
	Row %	75.4%		ND		ND		100.0%	
25 to 34	Number	56	25.1%	ND	ND	ND	ND	67	23.9%
	Row %	83.6%		ND		ND		100.0%	
35 and Over**	Number	41	18.4%	0	0.0%	5	14.3%	46	16.4%
	Row %	89.1%		0.0%		10.9%		100.0%	
Total	Number	223	100.0%	22	100.0%	35	100.0%	280	100.0%
	Row %	79.6%		7.9%		12.5%		100.0%	

*Data not disclosable due to confidentiality.

**May include graduates whose age was not available.

Source: 2001 student records of Casper College.

Table 6: 2001 Casper College Graduates by CIP* Code

2-Digit CIP Code and Title**		Total Graduates	
		Number	Column %
01	Ag Business & Production	7	2.5%
02	Ag Sciences	9	3.0
11	Computer & Info Sciences	8	2.9
13	Education	26	9.3
14	Engineering	11	3.9
15	Engineering-Related Technologies	8	2.9
22	Law & Legal Studies	4	1.4
16, 23	English Lang. & Lit./Letters, Foreign Lang. & Lit.	6	2.1
24	Liberal Arts & Sciences, General Studies & Humanities	8	2.9
03, 26, 27	Conservation & Renewable Natural Resources, Biological Life Sciences, & Math	9	3.2
40	Physical Sciences	6	2.1
42	Psychology	6	2.1
43	Protective Services	9	3.2
44	Public Admin. & Services	7	2.5
45	Social Sciences & History	4	1.4
47	Mechanics & Repairers	4	1.4
48	Precision Production Trades	9	3.2
50	Visual & Performing Arts	18	6.4
51	Health Professions & Related Sciences	57	20.4
08, 52	Business Mgmt. & Admin. Services, Marketing Operations/Marketing & Distribution	25	8.9
	All Other Casper College CIP Codes	39	13.9
Total		280	100.0%

*Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.

** Selected CIP codes were grouped together to avoid disclosure of confidential information.

Table 7: Employment Status of 2001 Casper College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Gender

		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
Female	Number	148	63.5%	29	61.7%	177	63.2%
	Row %	83.6%		16.4%		100.0%	
Male	Number	85	36.5%	18	38.3%	103	36.8%
	Row %	82.5%		17.5%		100.0%	
Total	Number	233	100.0%	47	100.0%	280	100.0%
	Row %	83.2%		16.8%		100.0%	

Table 8: Employment Status of 2001 Casper College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Age Group

Age Group		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
24 and Under	Number	136	58.4%	31	66.0%	167	59.6%
	Row %	81.4%		18.6%		100.0%	
25 to 34	Number	59	25.3%	8	17.0%	67	23.9%
	Row %	88.1%		11.9%		100.0%	
35 and Over*	Number	38	16.3%	8	17.0%	46	16.4%
	Row %	82.6%		17.4%		100.0%	
Total	Number	233	100.0%	47	100.0%	280	100.0%
	Row %	83.2%		16.8%		100.0%	

*May include graduates whose age was not available.

Table 9: Employment Status of 2001 Casper College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Residency Status

Wyoming Residency Status		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
Resident	Number	191	82.0%	32	68.1%	223	79.6%
	Row %	85.7%		14.3%		100.0%	
Nonresident	Number	ND*	ND	ND	ND	22	7.9%
	Row %	ND		ND		100.0%	
Unknown	Number	ND	ND	ND	ND	35	12.5%
	Row %	ND		ND		100.0%	
Total	Number	233	100.0%	47	100.0%	280	100.0%
	Row %	83.2%		16.8%		100.0%	

*Data not disclosable due to confidentiality.

Table 10: Number of Jobs Held by 2001 Casper College Graduates¹ Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Industry and Gender

Industry		Total Graduates		Females		Males	
		Number	Column %	Number	Column %	Number	Column %
Agriculture	Number	9	2.6%	5	2.3%	4	3.1%
	Row %	100.0%		55.6%		44.4%	
Mining	Number	5	1.5%	ND ²	ND	ND	ND
	Row %	100.0%		ND		ND	
Construction	Number	15	4.4%	5	2.3%	10	7.8%
	Row %	100.0%		33.3%		66.7%	
Manufacturing	Number	11	3.2%	4	1.9%	7	5.5%
	Row %	100.0%		36.4%		63.6%	
TCPU ³	Number	9	2.6%	5	2.3%	4	3.1%
	Row %	100.0%		55.6%		44.4%	
Wholesale Trade	Number	22	6.4%	8	3.7%	14	10.9%
	Row %	100.0%		36.4%		63.6%	
Retail Trade	Number	78	22.7%	44	20.5%	34	26.6%
	Row %	100.0%		56.4%		43.6%	
FIRE ⁴	Number	9	2.6%	ND	ND	ND	ND
	Row %	100.0%		ND		ND	
Services	Number	134	39.1%	103	47.9%	31	24.2%
	Row %	100.0%		76.9%		23.1%	
Government ⁵	Number	51	14.9%	31	14.4%	20	15.6%
	Row %	100.0%		60.8%		39.2%	
Total	Number	343	100.0%	215	100.0%	128	100.0%
	Row %	100.0%		62.7%		37.3%	

¹May include multiple responses for a single employer or graduate.

²Data not disclosable due to confidentiality.

³Transportation, Communications, & Public Utilities.

⁴Finance, Insurance, & Real Estate.

⁵Includes schools and publicly-owned hospitals.

Table 11: Number of Jobs Held by 2001 Casper College Graduates¹ Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Industry and Age Group

Industry	Total Graduates		Age Group						
			24 and Under		25-34		35 and Over ²		
	Number	Column %	Number	Column %	Number	Column %	Number	Column %	
Agriculture	Number	9	2.6%	ND ³	ND	ND	ND	0	0.0%
	Row %	100.0%		ND		ND		0.0%	
Mining	Number	5	1.5%	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		ND		0.0%		ND	
Construction	Number	15	4.4%	9	4.4%	ND	ND	ND	ND
	Row %	100.0%		60.0%		ND		ND	
Manufacturing	Number	11	3.2%	ND	ND	ND	ND	0	0.0%
	Row %	100.0%		ND		ND		0.0%	
TCPU ⁴	Number	9	2.6%	4	1.9%	ND	ND	ND	ND
	Row %	100.0%		44.4%		ND		ND	
Wholesale Trade	Number	22	6.4%	16	7.8%	ND	ND	ND	ND
	Row %	100.0%		72.7%		ND		ND	
Retail Trade	Number	78	22.7%	58	28.2%	ND	ND	ND	ND
	Row %	100.0%		74.4%		ND		ND	
FIRE ⁵	Number	9	2.6%	ND	ND	ND	ND	ND	ND
	Row %	100.0%		ND		ND		ND	
Services	Number	134	39.1%	67	32.5%	36	41.4%	31	62.0%
	Row %	100.0%		50.0%		26.9%		23.1%	
Government ⁶	Number	51	14.9%	26	12.6%	15	17.2%	10	20.0%
	Row %	100.0%		51.0%		29.4%		19.6%	
Total	Number	343	100.0%	206	100.0%	87	100.0%	50	100.0%
	Row %	100.0%		60.1%		25.4%		14.6%	

¹May include multiple responses for a single employer or graduate.

²May include graduates whose age was not available.

³Data not disclosable due to confidentiality.

⁴Transportation, Communications, & Public Utilities.

⁵Finance, Insurance, & Real Estate.

⁶Includes schools and publicly-owned hospitals.

Table 12: Number of Jobs Held by 2001 Casper College Graduates* Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Occupation

2-Digit SOC** Code	Occupation	Total Graduates	
		Number	Column %
11, 13	Management, Business, & Financial Occupations	ND***	ND
15, 17, 19	Computer, Math Science, Architecture, Engineering, Life, Physical & Social Sciences Occupations	ND	ND
21, 23	Community, Social Services, & Legal Occupations	4	6.6%
25	Education, Training, & Library Occupations	ND	ND
29, 31	Healthcare Occupations	13	21.3%
35	Food Prep & Serving Related Occupations	7	11.5%
27, 33, 37, 39	Personal Care & Services; Arts, Design, Entertainment, Sports & Media; Protective Services; & Building & Grounds Cleaning & Maintenance	6	9.8%
41	Sales & Related Occupations	6	9.8%
43	Office & Administrative Support Occupations	10	16.4%
47	Construction & Extraction Occupations	5	8.2%
49	Installation, Maintenance, & Repair Occupations	0	0.0%
45, 51	Production, Farming, Fishing, & Forestry Occupations	4	6.6%
53	Transportation & Material Moving Occupations	6	9.8%
Total		61	100.0%

*Includes only graduates whose employer reported the graduate was still employed by them as of February 12, 2002. Data is based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**Standard Occupational Classification (SOC) code. Certain occupations were grouped together to avoid disclosure of confidential information.

***Data not disclosable due to confidentiality.

Table 14: Average Hourly Wage* of 2001 Casper College Graduates by Gender

		Gender		
		Total	Females	Males
Incumbent Workers	Number of Graduates	54	33	21
Graduates Working in 2nd Quarter 2001 (2001Q2) & 1st Quarter 2002 (2002Q1)	2001Q2 Hourly Wage	\$10.16	\$10.25	\$10.02
	2002Q1 Hourly Wage	\$11.15	\$11.16	\$11.14
	% Change	9.7%	8.9%	11.2%
New Workers	Number of Graduates	16	11	5
Graduates Working in 3rd Quarter 2001 (2001Q3) & 1st Quarter 2002 (2002Q1)	2001Q3 Hourly Wage	\$12.80	\$8.77	\$21.66
	2002Q1 Hourly Wage	\$12.26	\$9.83	\$17.59
	% Change	-4.2%	12.1%	-18.8%

* Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

Table 15: Average Hourly Wage* of 2001 Casper College Graduates by Age Group

		Age Group			
		Total	24 and Under	25-34	35 and Over**
Incumbent Workers	Number of Graduates	54	28	11	15
Graduates Working in 2nd Quarter 2001 (2001Q2) & 1st Quarter 2002 (2002Q1)	2001Q2 Hourly Wage	\$10.16	\$8.83	\$12.80	\$10.72
	2002Q1 Hourly Wage	\$11.15	\$9.68	\$14.33	\$11.55
	% Change	9.7%	9.6%	12.0%	7.7%
New Workers	Number of Graduates	16	7	ND***	ND
Graduates Working in 3rd Quarter 2001 (2001Q3) & 1st Quarter 2002 (2002Q1)	2001Q3 Hourly Wage	\$12.80	\$13.00	ND	ND
	2002Q1 Hourly Wage	\$12.26	\$11.01	ND	ND
	% Change	-4.2%	-15.3%	ND	ND

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**May include graduates whose age was not available.

***Data not disclosable due to confidentiality.

Table 16: Employer Satisfaction* with Work Skills and Habits of 2001 Casper College Graduates by Goods- and Services-Producing Sectors

		Sectors**					
		Total		Goods-Producing		Services-Producing	
		Number	Column %	Number	Column %	Number	Column %
How satisfied are you with the employee's work skills?	Very Satisfied	95	46.8%	11	47.8%	84	46.7%
	Satisfied	59	29.1%	7	30.4%	52	28.9%
	Dissatisfied	ND***	ND	ND	ND	ND	ND
	Very Dissatisfied	ND	ND	ND	ND	ND	ND
	Don't Know/Not Familiar with Employee's Work						
	Familiar with Employee's Work	41	20.2%	4	17.4%	37	20.6%
	Total	203	100.0%	23	100.0%	180	100.0%
How satisfied are you with the employee's work habits?	Very Satisfied	86	42.6%	9	39.1%	77	43.0%
	Satisfied	64	31.7%	9	39.1%	55	30.7%
	Dissatisfied	ND	ND	ND	ND	ND	ND
	Very Dissatisfied	ND	ND	ND	ND	ND	ND
	Don't Know/Not Familiar with Employee's Work						
	Familiar with Employee's Work	41	20.3%	4	17.4%	37	20.7%
	Total	202	100.0%	23	100.0%	179	100.0%

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

**Based on the Standard Industrial Classification (SIC) code. Industries included in the goods-producing sector are Agriculture; Mining; Construction; and Manufacturing. Industries included in the services-producing sector are Transportation, Communications & Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, & Real Estate (FIRE); Services; and Government.

***Data not disclosable due to confidentiality.

Table 17: Employer Satisfaction¹ with Work Skills and Habits of 2001 Casper College Graduates by Selected Instructional Program²

2-Digit CIP Code and Title ³		How satisfied are you with the employee's work <i>skills</i> ?					Total	
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Don't Know/Not Familiar With Employee's Work		
13	Education	Number	6	6	0	0	4	16
		Row %	37.5%	37.5%	0.0%	0.0%	25.0%	
03, 26, 27	Conservation & Renewable Natural Resources, Biological Life Sciences, & Math	Number	5	ND ⁴	0	0	ND	10
		Row %	50.0%	ND	0.0%	0.0%	ND	100.0%
50	Visual & Performing Arts	Number	7	4	0	0	4	15
		Row %	46.7%	26.7%	0.0%	0.0%	26.7%	100.0%
51	Health Professions & Related Sciences	Number	17	10	ND	0	ND	35
		Row %	48.6%	28.6%	ND	0.0%	ND	100.0%
08, 52	Business Mgmt. & Admin. Services, Marketing Operations/Marketing & Distribution	Number	9	ND	0	0	ND	15
		Row %	60.0%	ND	0.0%	0.0%	ND	100.0%
Total		Number	44	26	ND	0	ND	91
Total		Row %	48.4%	28.6%	ND	0.0%	ND	100.0%

2-Digit CIP Code and Title		How satisfied are you with the employee's work <i>habits</i> ?					Total	
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Don't Know/Not Familiar With Employee's Work		
13	Education	Number	5	7	0	0	4	16
		Row %	31.3%	43.8%	0.0%	0.0%	25.0%	
03, 26, 27	Conservation & Renewable Natural Resources, Biological Life Sciences, & Math	Number	5	ND	ND	0	ND	10
		Row %	50.0%	ND	ND	0.0%	ND	100.0%
50	Visual & Performing Arts	Number	6	4	ND	0	ND	15
		Row %	40.0%	26.7%	ND	0.0%	ND	100.0%
51	Health Professions & Related Sciences	Number	15	12	ND	0	ND	35
		Row %	42.9%	34.3%	ND	0.0%	ND	100.0%
08, 52	Business Mgmt. & Admin. Services, Marketing Operations/Marketing & Distribution	Number	7	ND	0	0	ND	14
		Row %	50.0%	ND	0.0%	0.0%	ND	100.0%
Total		Number	38	29	4	0	19	90
Total		Row %	42.2%	32.2%	4.4%	0.0%	21.1%	100.0%

¹Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

²The five selected instructional programs have the largest total number of graduates for Casper College.

³Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.

⁴Data not disclosable due to confidentiality.

Table 18: Employer Satisfaction* with Labor Supply in 2001 by Goods- and Services-Producing Sectors (For Employers of Casper College Graduates Only)

		Sectors**					
		Total		Goods-Producing		Services-Producing	
		Number	Column %	Number	Column %	Number	Column %
How satisfied are you with the available <i>supply</i> of labor for this position?	Very Satisfied	25	12.4%	ND***	ND	ND	ND
	Satisfied	76	37.6%	9	39.1%	67	37.4%
	Dissatisfied	43	21.3%	6	26.1%	37	20.7%
	Very Dissatisfied	15	7.4%	ND	ND	ND	ND
	Don't Know	43	21.3%	4	17.4%	39	21.8%
	Total	202	100.0%	23	100.0%	179	100.0%
How satisfied are you with the <i>skills</i> of the available supply of labor for this position?	Very Satisfied	25	12.4%	ND	ND	ND	ND
	Satisfied	86	42.8%	9	39.1%	77	43.3%
	Dissatisfied	37	18.4%	6	26.1%	31	17.4%
	Very Dissatisfied	10	5.0%	ND	ND	ND	ND
	Don't Know	43	21.4%	4	17.4%	39	21.9%
	Total	201	100.0%	23	100.0%	178	100.0%

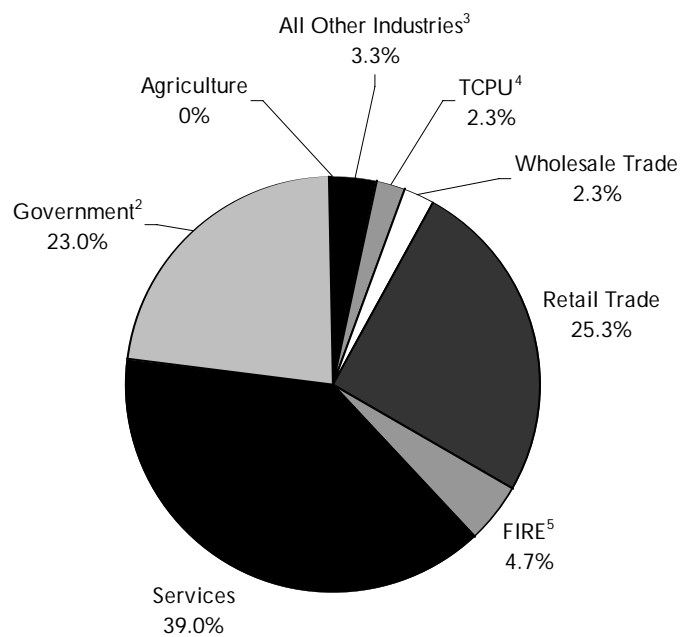
*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

**Based on the Standard Industrial Classification (SIC) code. Industries included in the goods-producing sector are Agriculture; Mining; Construction; and Manufacturing. Industries included in the services-producing sector are Transportation, Communications & Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, & Real Estate (FIRE); Services; and Government.

***Data not disclosable due to confidentiality.

Laramie County Community College

Figure 1: Distribution¹ Across Industries of 2001 Laramie County Community College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3)



¹May include multiple responses for a single employer or graduate.

²Includes schools and publicly-owned hospitals.

³Transportation, Communications, & Public Utilities.

⁴Includes Mining, Construction, and Manufacturing industries.

⁵Finance, Insurance, & Real Estate.

Table 4: Residency Status of 2001 Laramie County Community College Graduates by Gender

		Wyoming Residency Status						Total	
		Resident		Nonresident		Unknown			
		Number	Column %	Number	Column %	Number	Column %	Number	Column %
Female	Number	33	71.7%	12	60.0%	101	69.7%	146	69.2%
	Row %	22.6%		8.2%		69.2%		100.0%	
Male	Number	13	28.3%	8	40.0%	44	30.3%	65	30.8%
	Row %	20.0%		12.3%		67.7%		100.0%	
Total	Number	46	100.0%	20	100.0%	145	100.0%	211	100.0%
	Row %	21.8%		9.5%		68.7%		100.0%	

Source: 2001 student records of Laramie County Community College.

Table 5: Residency Status of 2001 Laramie County Community College Graduates by Age Group

Age Group		Wyoming Residency Status						Total	
		Resident		Nonresident		Unknown			
		Number	Column %	Number	Column %	Number	Column %	Number	Column %
24 and Under	Number	12	26.1%	12	60.0%	67	46.2%	91	43.1%
	Row %	13.2%		13.2%		73.6%		100.0%	
25 to 34	Number	21	45.7%	4	20.0%	47	32.4%	72	34.1%
	Row %	29.2%		5.6%		65.3%		100.0%	
35 and Over*	Number	13	28.3%	4	20.0%	31	21.4%	48	22.7%
	Row %	27.1%		8.3%		64.6%		100.0%	
Total	Number	46	100.0%	20	100.0%	145	100.0%	211	100.0%
	Row %	21.8%		9.5%		68.7%		100.0%	

*May include graduates whose age was not available.

Source: 2001 student records of Laramie County Community College.

Table 6: 2001 Laramie County Community College Graduates by CIP* Code

2-Digit CIP Code and Title**		Total Graduates	
		Number	Column %
01	Ag Business & Production	13	6.2%
09	Communications	4	1.9%
11	Computer & Info Sciences	15	7.1%
13	Education	19	9.0%
14, 15	Engineering & Engineering-Related Technologies	6	2.8%
22	Law & Legal Studies	5	2.4%
16, 23	English Lang. & Lit./Letters, Foreign Lang. & Lit.	4	1.9%
30	Multi/Interdisciplinary Studies	12	5.7%
42	Psychology	6	2.8%
47	Mechanics & Repairers	16	7.6%
50	Visual & Performing Arts	7	3.3%
51	Health Professions & Related Sciences	77	36.5%
52	Business Mgmt. & Admin. Services	20	9.5%
	All Other Laramie County Community College CIP Codes	7	3.3%
Total		211	100.0%

*Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.

**Selected CIP codes were grouped together to avoid disclosure of confidential information.

Table 7: Employment Status of 2001 Laramie County Community College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Gender

		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
Female	Number	102	69.9%	44	67.7%	146	69.2%
	Row %	69.9%		30.1%		100.0%	
Male	Number	44	30.1%	21	32.3%	65	30.8%
	Row %	67.7%		32.3%		100.0%	
Total	Number	146	100.0%	65	100.0%	211	100.0%
	Row %	69.2%		30.8%		100.0%	

Table 8: Employment Status of 2001 Laramie County Community College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Age Group

Age Group		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
24 and Under	Number	67	45.9%	24	36.9%	91	43.1%
	Row %	73.6%		26.4%		100.0%	
25 to 34	Number	48	32.9%	24	36.9%	72	34.1%
	Row %	66.7%		33.3%		100.0%	
35 and Over*	Number	31	21.2%	17	26.2%	48	22.7%
	Row %	64.6%		35.4%		100.0%	
Total	Number	146	100.0%	65	100.0%	211	100.0%
	Row %	69.2%		30.8%		100.0%	

*May include graduates whose age was not available.

Table 9: Employment Status of 2001 Laramie County Community College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Residency Status

Wyoming Residency Status		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
Resident	Number	ND*	ND	ND	ND	46	21.8%
	Row %	ND		ND		100.0%	
Nonresident	Number	0	0.0%	20	30.8%	20	9.5%
	Row %	0.0%		100.0%		100.0%	
Unknown	Number	ND	ND	ND	ND	145	68.7%
	Row %	ND		ND		100.0%	
Total	Number	146	100.0%	65	100.0%	211	100.0%
	Row %	69.2%		30.8%		100.0%	

*Data not disclosable due to confidentiality.

Table 10: Number of Jobs Held by 2001 Laramie County Community College Graduates¹ Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Industry and Gender

Industry		Total Graduates		Females		Males	
		Number	Column %	Number	Column %	Number	Column %
Agriculture	Number	0	0.0%	0	0.0%	0	0.0%
	Row %	0.0%		0.0%		0.0%	
Mining	Number	ND ²	ND	0	0.0%	ND	ND
	Row %	100.0%		0.0%		100.0%	
Construction	Number	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		0.0%		100.0%	
Manufacturing	Number	ND	ND	ND	ND	ND	ND
	Row %	100.0%		ND		33.3%	
TCPU ³	Number	5	2.3%	ND	ND	ND	ND
	Row %	100.0%		ND		40.0%	
Wholesale Trade	Number	5	2.3%	ND	ND	ND	ND
	Row %	100.0%		ND		60.0%	
Retail Trade	Number	54	25.4%	32	20.9%	22	36.7%
	Row %	100.0%		59.3%		40.7%	
FIRE ⁴	Number	10	4.7%	ND	ND	ND	ND
	Row %	100.0%		ND		30.0%	
Services	Number	83	39.0%	68	44.4%	15	25.0%
	Row %	100.0%		81.9%		18.1%	
Government ⁵	Number	49	23.0%	39	25.5%	10	16.7%
	Row %	100.0%		79.6%		20.4%	
Total	Number	213	100.0%	153	100.0%	60	100.0%
	Row %	100.0%		71.8%		28.2%	

¹May include multiple responses for a single employer or graduate.

²Data not disclosable due to confidentiality.

³Transportation, Communications, & Public Utilities.

⁴Finance, Insurance, & Real Estate.

⁵Includes schools and publicly-owned hospitals.

Table 11: Number of Jobs Held by 2001 Laramie County Community College Graduates¹ Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Industry and Age Group

Industry	Total Graduates		Age Group						
	Number	Column %	24 and Under		25-34		35 and Over ²		
			Number	Column %	Number	Column %	Number	Column %	
Agriculture	Number	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Row %	0.0%		0.0%		0.0%		0.0%	
Mining	Number	ND ³	ND	ND	0	0.0%	0	0.0%	
	Row %	100.0%		100.0%		0.0%		0.0%	
Construction	Number	ND	ND	ND	0	0.0%	0	0.0%	
	Row %	100.0%		100.0%		0.0%		0.0%	
Manufacturing	Number	ND	ND	ND	0	0.0%	ND	ND	
	Row %	100.0%		ND		0.0%		ND	
TCPU ⁴	Number	5	2.3%	ND	ND	ND	ND	0	0.0%
	Row %	100.0%		ND		ND		0.0%	
Wholesale Trade	Number	5	2.3%	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		ND		0.0%		ND	
Retail Trade	Number	54	25.4%	41	41.0%	8	11.6%	5	11.4%
	Row %	100.0%		75.9%		14.8%		9.3%	
FIRE ⁵	Number	10	4.7%	5	5.0%	ND	ND	ND	ND
	Row %	100.0%		50.0%		ND		ND	
Services	Number	83	39.0%	22	22.0%	39	56.5%	22	50.0%
	Row %	100.0%		26.5%		47.0%		26.5%	
Government ⁶	Number	49	23.0%	20	20.0%	16	23.2%	13	29.5%
	Row %	100.0%		40.8%		32.7%		26.5%	
Total	Number	213	100.0%	100	100.0%	69	100.0%	44	100.0%
	Row %	100.0%		46.9%		32.4%		20.7%	

¹May include multiple responses for a single employer or graduate.

²May include graduates whose age was not available.

³Data not disclosable due to confidentiality.

⁴Transportation, Communications, & Public Utilities.

⁵Finance, Insurance, & Real Estate.

⁶Includes schools and publicly-owned hospitals.

Table 12: Number of Jobs Held by 2001 Laramie County Community College Graduates* Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Occupation

2-Digit SOC** Code	Occupation	Total Graduates	
		Number	Column %
11, 13	Management, Business, & Financial Occupations	ND***	ND
15, 17, 19	Computer, Math Science, Architecture, Engineering, Life, Physical & Social Sciences Occupations	8	13.6%
21, 23	Community, Social Services, & Legal Occupations	ND	ND
25	Education, Training, & Library Occupations	0	0.0%
29, 31	Healthcare Occupations	24	40.7%
35	Food Prep & Serving Related Occupations	4	6.8%
27, 33, 37, 39	Personal Care & Services; Arts, Design, Entertainment, Sports & Media; Protective Services; & Building & Grounds Cleaning & Maintenance	4	6.8%
41	Sales & Related Occupations	ND	ND
43	Office & Administrative Support Occupations	9	15.3%
47	Construction & Extraction Occupations	ND	ND
49	Installation, Maintenance, & Repair Occupations	ND	ND
45, 51	Production, Farming, Fishing, & Forestry Occupations	0	0.0%
53	Transportation & Material Moving Occupations	ND	ND
Total		59	100.0%

*Includes only graduates whose employer reported the graduate was still employed by them as of February 12, 2002. Data is based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**Standard Occupational Classification (SOC) code. Certain occupations were grouped together to avoid disclosure of confidential information.

***Data not disclosable due to confidentiality.

Table 14: Average Hourly Wage* of 2001 Laramie County Community College Graduates by Gender

		Gender		
		Total	Females	Males
Incumbent Workers Graduates Working in 2nd Quarter 2001 (2001Q2) & 1st Quarter 2002 (2002Q1)	Number of Graduates	51	39	12
	2001Q2 Hourly Wage	\$10.36	\$10.56	\$9.74
	2002Q1 Hourly Wage	\$11.90	\$12.22	\$10.85
	% Change	14.9%	15.7%	11.4%
New Workers Graduates Working in 3rd Quarter 2001 (2001Q3) & 1st Quarter 2002 (2002Q1)	Number of Graduates	8	ND**	ND
	2001Q3 Hourly Wage	\$19.52	ND	ND
	2002Q1 Hourly Wage	\$19.78	ND	ND
	% Change	1.3%	ND	ND

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**Data not disclosable due to confidentiality.

Table 15: Average Hourly Wage* of 2001 Laramie County Community College Graduates by Age Group

		Total	Age Group		
			24 and Under	25-34	35 and Over**
Incumbent Workers Graduates Working in 2nd Quarter 2001 (2001Q2) & 1st Quarter 2002 (2002Q1)	Number of Graduates	51	15	20	16
	2001Q2 Hourly Wage	\$10.36	\$9.04	\$10.28	\$11.71
	2002Q1 Hourly Wage	\$11.90	\$10.38	\$12.51	\$12.56
	% Change	14.9%	14.8%	21.7%	7.3%
New Workers Graduates Working in 3rd Quarter 2001 (2001Q3) & 1st Quarter 2002 (2002Q1)	Number of Graduates	8	ND***	ND	ND
	2001Q3 Hourly Wage	\$19.52	ND	ND	ND
	2002Q1 Hourly Wage	\$19.78	ND	ND	ND
	% Change	1.3%	ND	ND	ND

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**May include graduates whose age was not available.

***Data not disclosable due to confidentiality.

Table 16: Employer Satisfaction* with Work Skills and Habits of 2001 Laramie County Community College Graduates by Goods- and Services-Producing Sectors

		Sector**					
		Total		Goods-Producing		Services-Producing	
		Number	Column %	Number	Column %	Number	Column %
How satisfied are you with the employee's work skills?	Very Satisfied	43	34.1%	0	0.0%	43	34.7%
	Satisfied	41	32.5%	ND***	ND	ND	ND
	Dissatisfied	ND	ND	0	0.0%	ND	ND
	Very Dissatisfied	ND	ND	0	0.0%	ND	ND
	Don't Know/Not Familiar with Employee's Work	38	30.2%	ND	ND	ND	ND
	Total	126	100.0%	ND	100.0%	ND	100.0%
	How satisfied are you with the employee's work habits?	Very Satisfied	41	32.5%	ND	ND	ND
Satisfied		44	34.9%	0	0.0%	44	35.5%
Dissatisfied		ND	ND	0	0.0%	ND	ND
Very Dissatisfied		ND	ND	0	0.0%	ND	ND
Don't Know/Not Familiar with Employee's Work		ND	ND	ND	ND	37	29.8%
Total		126	100.0%	ND	100.0%	ND	100.0%

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

**Based on the Standard Industrial Classification (SIC) code. Industries included in the goods-producing sector are Agriculture; Mining; Construction; and Manufacturing. Industries included in the services-producing sector are Transportation, Communications, & Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, & Real Estate (FIRE); Services; and Government.

***Data not disclosable due to confidentiality.

Table 17: Employer Satisfaction¹ with Work Skills and Habits of 2001 Laramie County Community College Graduates by Selected Instructional Program²

2-Digit CIP Code and Title ³		How satisfied are you with the employee's work <i>skills</i> ?					Total	
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Don't Know/Not Familiar With Employee's Work		
11	Computer & Info Sciences	Number	ND ⁴	0	0	0	ND	8
		Row %	ND	0.0%	0.0%	0.0%	ND	100.0%
13	Education	Number	ND	ND	0	0	6	14
		Row %	ND	ND	0.0%	0.0%	42.9%	100.0%
47	Mechanics & Repairers	Number	ND	ND	ND	ND	ND	9
		Row %	ND	ND	ND	ND	ND	100.0%
51	Health Professions & Related Sciences	Number	15	24	0	0	10	49
		Row %	30.6%	49.0%	0.0%	0.0%	20.4%	100.0%
52	Business Management & Admin. Services	Number	6	ND	0	0	ND	12
		Row %	50.0%	ND	0.0%	0.0%	ND	100.0%
Total		Number	32	32	ND	ND	ND	92
		Row %	34.8%	34.8%	ND	ND	ND	100.0%
2-Digit CIP Code and Title		How satisfied are you with the employee's work <i>habits</i> ?					Total	
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Don't Know/Not Familiar With Employee's Work		
01	Agricultural Business & Production	Number	4	ND	0	0	ND	8
		Row %	50.0%	ND	0.0%	0.0%	ND	100.0%
11	Computer & Info Sciences	Number	ND	ND	0	0	6	14
		Row %	ND	ND	0.0%	0.0%	42.9%	100.0%
47	Mechanics & Repairers	Number	ND	ND	ND	0	ND	9
		Row %	ND	ND	ND	0.0%	ND	100.0%
51	Health Professions & Related Sciences	Number	16	23	0	0	11	50
		Row %	32.0%	46.0%	0.0%	0.0%	22.0%	100.0%
52	Business Management & Admin. Services	Number	6	ND	0	0	ND	12
		Row %	50.0%	ND	0.0%	0.0%	ND	100.0%
Total		Number	32	32	ND	0	ND	93
		Row %	34.4%	34.4%	ND	0.0%	ND	100.0%

¹Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

²The five selected instructional programs have the largest total number of graduates for Laramie County Community College.

³Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.

⁴Data not disclosable due to confidentiality.

Table 18: Employer Satisfaction* with Labor Supply in 2001 by Goods- and Services-Producing Sectors (For Employers of Laramie County Community College Graduates Only)

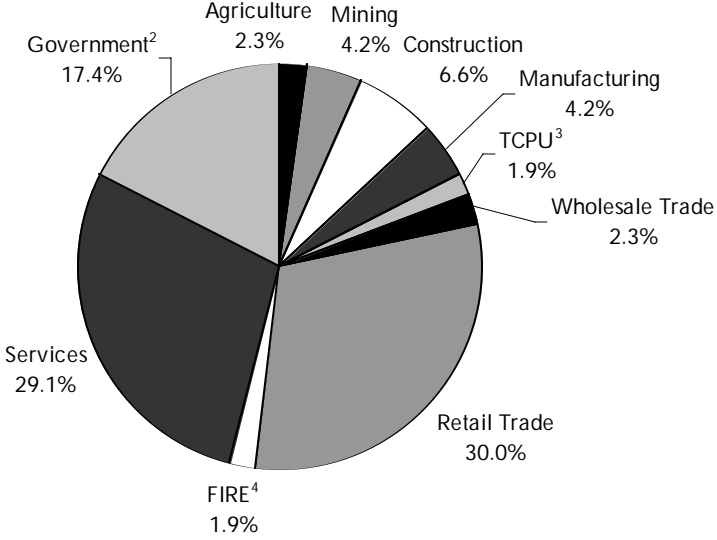
		Sector**					
		Total		Goods-Producing		Services-Producing	
		Number	Column %	Number	Column %	Number	Column %
How satisfied are you with the available <i>supply</i> of labor for this position?	Very Satisfied	9	7.1%	ND***	ND	ND	ND
	Satisfied	59	46.5%	ND	ND	ND	ND
	Dissatisfied	15	11.8%	0	0.0%	15	12.0%
	Very Dissatisfied	7	5.5%	0	0.0%	7	5.6%
	Don't Know	37	29.1%	0	0.0%	37	29.6%
	Total	127	100.0%	ND	100.0%	ND	100.0%
How satisfied are you with the <i>skills</i> of the available supply of labor for this position?	Very Satisfied	7	5.5%	0	0.0%	7	5.6%
	Satisfied	62	48.8%	ND	100.0%	ND	ND
	Dissatisfied	15	11.8%	0	0.0%	15	12.0%
	Very Dissatisfied	4	3.1%	0	0.0%	4	3.2%
	Don't Know	39	30.7%	0	0.0%	39	31.2%
	Total	127	100.0%	ND	100.0%	ND	100.0%

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer.

**Based on the Standard Industrial Classification (SIC) code. Industries included in the goods-producing sector are Agriculture; Mining; Construction; and Manufacturing. Industries included in the services-producing sector are Transportation, Communications, & Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, & Real Estate (FIRE); Services; and Government.

***Data not disclosable due to confidentiality.

Figure 1: Distribution¹ Across Industries of 2001 Northwest College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3)



¹May include multiple responses for a single employer or graduate.
²Includes schools and publicly-owned hospitals.
³Transportation, Communications, & Public Utilities.
⁴Finance, Insurance, & Real Estate.

Table 4: Residency Status of 2001 Northwest College Graduates by Gender

		Wyoming Residency Status						Total	
		Resident		Nonresident		Unknown			
		Number	Column %	Number	Column %	Number	Column %	Number	Column %
Female	Number	101	63.5%	ND*	ND	ND	ND	142	62.6%
	Row %	71.1%		ND		ND		100.0%	
Male	Number	58	36.5%	ND	ND	ND	ND	85	37.4%
	Row %	68.2%		ND		ND		100.0%	
Total	Number	159	100.0%	ND	100.0%	ND	100.0%	227	100.0%
	Row %	70.0%		ND		ND		100.0%	

*Data not disclosable due to confidentiality.

Source: 2001 student records of Northwest College.

Table 5: Residency Status of 2001 Northwest College Graduates by Age Group

Age Group		Wyoming Residency Status						Total	
		Resident		Nonresident		Unknown			
		Number	Column %	Number	Column %	Number	Column %	Number	Column %
24 and Under	Number	113	71.1%	ND*	ND	ND	100.0%	173	76.2%
	Row %	65.3%		ND		ND		100.0%	
25 to 34	Number	24	15.1%	4	6.1%	0	0.0%	28	12.3%
	Row %	85.7%		14.3%		0.0%		100.0%	
35 and Over**	Number	22	13.8%	4	6.1%	0	0.0%	26	11.5%
	Row %	84.6%		15.4%		0.0%		100.0%	
Total	Number	159	100.0%	ND	100.0%	ND	100.0%	227	100.0%
	Row %	70.0%		ND		ND		100.0%	

*Data not disclosable due to confidentiality.

**May include graduates whose age was not available.

Source: 2001 student records of Northwest College.

Table 6: 2001 Northwest College Graduates by CIP* Code

2-Digit CIP Code and Title**		Total Graduates	
		Number	Column %
01	Agricultural Business & Production	24	10.6%
02	Agricultural Sciences	11	4.8%
13	Education	23	10.1%
14	Engineering	6	2.6%
15	Engineering-Related Technologies	8	3.5%
24	Liberal Arts & Sciences, General Studies & Humanities	28	12.3%
03, 31	Parks, Recreation, Leisure, & Fitness Studies, Conservation & Renewable Natural Resources	4	1.8%
42, 45	Psychology, Social Sciences & History	5	2.2%
48	Precision Production Trades	12	5.3%
50	Visual & Performing Arts	43	18.9%
51	Health Professions & Related Sciences	31	13.7%
52	Business Management & Admin. Services	27	11.9%
	All Other Northwest College CIP Codes	5	2.2%
Total		227	100.0%

*Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.

**Selected CIP codes were grouped together to avoid disclosure of confidential information.

Table 7: Employment Status of 2001 Northwest College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Gender

		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
Female	Number	95	66.9%	47	55.3%	142	62.6%
	Row %	66.9%		33.1%		100.0%	
Male	Number	47	33.1%	38	44.7%	85	37.4%
	Row %	55.3%		44.7%		100.0%	
Total	Number	142	100.0%	85	100.0%	227	100.0%
	Row %	62.6%		37.4%		100.0%	

Table 8: Employment Status of 2001 Northwest College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Age Group

Age Group		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
24 and Under	Number	99	69.7%	74	87.1%	173	76.2%
	Row %	57.2%		42.8%		100.0%	
25 to 34	Number	21	14.8%	7	8.2%	28	12.3%
	Row %	75.0%		25.0%		100.0%	
35 and Over*	Number	22	15.5%	4	4.7%	26	11.5%
	Row %	84.6%		15.4%		100.0%	
Total	Number	142	100.0%	85	100.0%	227	100.0%
	Row %	62.6%		37.4%		100.0%	

*May include graduates whose age group was not available.

Table 9: Employment Status of 2001 Northwest College Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Residency Status

Wyoming Residency Status		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
Resident	Number	122	85.9%	37	43.5%	159	70.0%
	Row %	76.7%		23.3%		100.0%	
Nonresident	Number	ND*	ND	ND	ND	ND	ND
	Row %	ND		ND		100.0%	
Unknown	Number	ND	ND	ND	ND	ND	ND
	Row %	ND		ND		100.0%	
Total	Number	142	100.0%	85	100.0%	227	100.0%
	Row %	62.6%		37.4%		100.0%	

*Data not disclosable due to confidentiality.

Table 10: Number of Jobs Held by 2001 Northwest College Graduates¹ Working in Wyoming During Second or Third Quarter of 2001 (2001Q2 or 2001Q3) by Industry and Gender

Industry		Total Graduates		Females		Males	
		Number	Column %	Number	Column %	Number	Column %
Agriculture	Number	5	2.3%	ND ²	ND	ND	ND
	Row %	100.0%		ND		ND	
Mining	Number	9	4.2%	4	2.7%	5	7.5%
	Row %	100.0%		44.4%		55.6%	
Construction	Number	14	6.6%	ND	ND	ND	ND
	Row %	100.0%		ND		ND	
Manufacturing	Number	9	4.2%	ND	ND	ND	ND
	Row %	100.0%		ND		ND	
TCPU ³	Number	4	1.9%	ND	ND	ND	ND
	Row %	100.0%		ND		ND	
Wholesale Trade	Number	5	2.3%	ND	ND	ND	ND
	Row %	100.0%		ND		ND	
Retail Trade	Number	64	30.0%	48	32.9%	16	23.9%
	Row %	100.0%		75.0%		25.0%	
FIRE ⁴	Number	4	1.9%	ND	ND	ND	ND
	Row %	100.0%		ND		ND	
Services	Number	62	29.1%	48	32.9%	14	20.9%
	Row %	100.0%		77.4%		22.6%	
Government ⁵	Number	37	17.4%	28	19.2%	9	13.4%
	Row %	100.0%		75.7%		24.3%	
Total	Number	213	100.0%	146	100.0%	67	100.0%
	Row %	100.0%		68.5%		31.5%	

¹May include multiple responses for a single employer or graduate.

²Data not disclosable due to confidentiality.

³Transportation, Communications, & Public Utilities.

⁴Finance, Insurance, & Real Estate.

⁵Includes schools and publicly-owned hospitals.

Table 11: Number of Jobs Held by 2001 Northwest College Graduates¹ Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Industry and Age Group

Industry		Age Group							
		Total Graduates		24 and Under		25-34		35 and Over ²	
		Number	Column %	Number	Column %	Number	Column %	Number	Column %
Agriculture	Number	5	2.3%	ND ³	ND	ND	ND	ND	ND
	Row %	100.0%		ND		ND		ND	
Mining	Number	9	4.2%	ND	ND	ND	ND	ND	ND
	Row %	100.0%		ND		ND		ND	
Construction	Number	14	6.6%	10	6.7%	ND	ND	ND	ND
	Row %	100.0%		71.4%		ND		ND	
Manufacturing	Number	9	4.2%	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		ND		0.0%		ND	
TCPU ⁴	Number	4	1.9%	4	2.7%	0	0.0%	0	0.0%
	Row %	100.0%		100.0%		0.0%		0.0%	
Wholesale Trade	Number	5	2.3%	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		ND		0.0%		ND	
Retail Trade	Number	64	30.0%	55	36.9%	ND	ND	ND	ND
	Row %	100.0%		85.9%		ND		ND	
FIRE ⁵	Number	4	1.9%	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		ND		0.0%		ND	
Services	Number	62	29.1%	39	26.2%	7	21.2%	16	51.6%
	Row %	100.0%		62.9%		11.3%		25.8%	
Government ⁶	Number	37	17.4%	17	11.4%	13	39.4%	7	22.6%
	Row %	100.0%		45.9%		35.1%		18.9%	
Total	Number	213	100.0%	149	100.0%	33	100.0%	31	100.0%
	Row %	100.0%		70.0%		15.5%		14.6%	

¹May include multiple responses for a single employer or graduate.

²May include graduates whose age was not available.

³Data not disclosable due to confidentiality.

⁴Transportation, Communications, & Public Utilities.

⁵Finance, Insurance, & Real Estate.

⁶Includes schools and publicly-owned hospitals.

Table 12: Number of Jobs Held by 2001 Northwest College Graduates* Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Occupation

2-Digit SOC** Code	Occupation	Total Graduates	
		Number	Column %
11, 13	Management, Business, & Financial Occupations	ND***	ND
15, 17, 19	Computer, Math Science, Architecture, Engineering, Life, Physical & Social Sciences Occupations	0	0.0%
21, 23	Community, Social Services, & Legal Occupations	0	0.0%
25	Education, Training, & Library Occupations	5	17.9%
29, 31	Healthcare Occupations	11	39.3%
35	Food Prep & Serving Related Occupations	ND	ND
27, 33, 37, 39	Personal Care & Services; Arts, Design, Entertainment, Sports & Media; Protective Services; & Building & Grounds Cleaning & Maintenance	0	0.0%
41	Sales & Related Occupations	ND	ND
43	Office & Administrative Support Occupations	6	21.4%
47	Construction & Extraction Occupations	0	0.0%
49	Installation, Maintenance, & Repair Occupations	0	0.0%
45, 51	Production, Farming, Fishing, & Forestry Occupations	0	0.0%
53	Transportation & Material Moving Occupations	ND	ND
Total		28	100.0%

*Includes only graduates whose employer reported the graduate was still employed by them as of February 12, 2002. Data is based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**Standard Occupational Classification (SOC) code. Certain occupations were grouped together to avoid disclosure of confidential information.

***Data not disclosable due to confidentiality.

Table 14: Average Hourly Wage* of 2001 Northwest College Graduates by Gender

		Total	Gender	
			Females	Males
Incumbent Workers Graduates Working in 2nd Quarter 2001 (2001Q2) & 1st Quarter 2002 (2002Q1)	Number of Graduates	23	ND**	ND
	2001Q2 Hourly Wage	\$12.28	ND	ND
	2002Q1 Hourly Wage	\$12.73	ND	ND
	% Change	3.7%	ND	ND
New Workers Graduates Working in 3rd Quarter 2001 (2001Q3) & 1st Quarter 2002 (2002Q1)	Number of Graduates	5	ND	ND
	2001Q3 Hourly Wage	\$12.59	ND	ND
	2002Q1 Hourly Wage	\$14.43	ND	ND
	% Change	14.6%	ND	ND

* Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**Data not disclosable due to confidentiality.

Table 15: Average Hourly Wage* of 2001 Northwest College Graduates by Age Group

		Total	Age Group		
			24 and Under	25-34	35 and Over**
Incumbent Workers Graduates Working in 2nd Quarter 2001 (2001Q2) & 1st Quarter 2002 (2002Q1)	Number of Graduates	23	7	6	10
	2001Q2 Hourly Wage	\$12.28	\$9.75	\$11.15	\$14.72
	2002Q1 Hourly Wage	\$12.73	\$9.12	\$13.04	\$15.07
	% Change	3.7%	-6.5%	17.0%	2.4%
New Workers Graduates Working in 3rd Quarter 2001 (2001Q3) & 1st Quarter 2002 (2002Q1)	Number of Graduates	5	ND***	ND	ND
	2001Q3 Hourly Wage	\$12.59	ND	ND	ND
	2002Q1 Hourly Wage	\$14.43	ND	ND	ND
	% Change	14.6%	ND	ND	ND

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**May include graduates whose age was not available.

***Data not disclosable due to confidentiality.

Table 16: Employer Satisfaction* with Work Skills and Habits of 2001 Northwest College Graduates by Goods- and Services-Producing Sectors

		Sector**					
		Total		Goods-Producing		Services-Producing	
		Number	Column %	Number	Column %	Number	Column %
How satisfied are you with the employee's work <i>skills</i> ?	Very Satisfied	48	33.3%	5	20.0%	43	36.1%
	Satisfied	51	35.4%	12	48.0%	39	32.8%
	Dissatisfied	ND***	ND	0	0.0%	ND	ND
	Very Dissatisfied	ND	ND	0	0.0%	ND	ND
	Don't Know/Not Familiar with Employee's Work						
		34	23.6%	8	32.0%	26	21.8%
	Total	144	100.0%	25	100.0%	119	100.0%
How satisfied are you with the employee's work <i>habits</i> ?	Very Satisfied	47	32.6%	ND	ND	ND	ND
	Satisfied	51	35.4%	13	52.0%	38	31.9%
	Dissatisfied	9	6.3%	ND	ND	ND	ND
	Very Dissatisfied	4	2.8%	0	0.0%	4	3.4%
	Don't Know/Not Familiar with Employee's Work						
		33	22.9%	7	28.0%	26	21.8%
	Total	144	100.0%	25	100.0%	119	100.0%

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

**Based on the Standard Industrial Classification (SIC) code. Industries included in the goods-producing sector are Agriculture; Mining; Construction; and Manufacturing. Industries included in the services-producing sector are Transportation, Communications, & Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, & Real Estate (FIRE); Services; and Government.

***Data not disclosable due to confidentiality.

Table 17: Employer Satisfaction¹ with Work Skills and Habits of 2001 Northwest College Graduates by Selected Instructional Program²

2-Digit CIP Code and Title ³		How satisfied are you with the employee's work <i>skills</i> ?					Total	
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Don't Know/Not Familiar With Employee's Work		
13	Education	Number	9	ND ⁴	0	0	ND	20
		Row %	45.0%	ND	0.0%	0.0%	ND	100.0%
24	Liberal Arts & Sciences, General Studies & Humanities	Number	ND	7	0	0	ND	13
		Row %	ND	53.8%	0.0%	0.0%	ND	100.0%
50	Visual & Performing Arts	Number	13	9	ND	0	ND	31
		Row %	41.9%	29.0%	ND	0.0%	ND	100.0%
51	Health Professions & Related Sciences	Number	ND	8	ND	0	10	26
		Row %	ND	30.8%	ND	0.0%	38.5%	100.0%
52	Business Management & Admin. Services	Number	11	ND	ND	0	ND	18
		Row %	61.1%	ND	ND	0.0%	ND	100.0%
Total		Number	39	36	6	0	27	108
		Row %	36.1%	33.3%	5.6%	0.0%	25.0%	100.0%
2-Digit CIP Code and Title		How satisfied are you with the employee's work <i>habits</i> ?					Total	
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Don't Know/Not Familiar With Employee's Work		
13	Education	Number	9	ND	0	0	ND	20
		Row %	45.0%	ND	0.0%	0.0%	ND	100.0%
24	Liberal Arts & Sciences, General Studies & Humanities	Number	ND	7	0	0	ND	13
		Row %	ND	53.8%	0.0%	0.0%	ND	100.0%
50	Visual & Performing Arts	Number	12	9	ND	ND	ND	31
		Row %	38.7%	29.0%	ND	ND	ND	100.0%
51	Health Professions & Related Sciences	Number	ND	7	ND	0	10	26
		Row %	ND	26.9%	ND	0.0%	38.5%	100.0%
52	Business Management & Admin. Services	Number	10	ND	ND	0	ND	18
		Row %	55.6%	ND	ND	0.0%	ND	100.0%
Total		Number	38	36	ND	ND	27	108
		Row %	35.2%	33.3%	ND	ND	25.0%	100.0%

¹Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

²The five selected instructional programs have the largest total number of graduates for Northwest College.

³Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.

⁴Data not disclosable due to confidentiality.

Table 18: Employer Satisfaction* with Labor Supply in 2001 by Goods- and Services-Producing Sectors (For Employers of Northwest College Graduates Only)

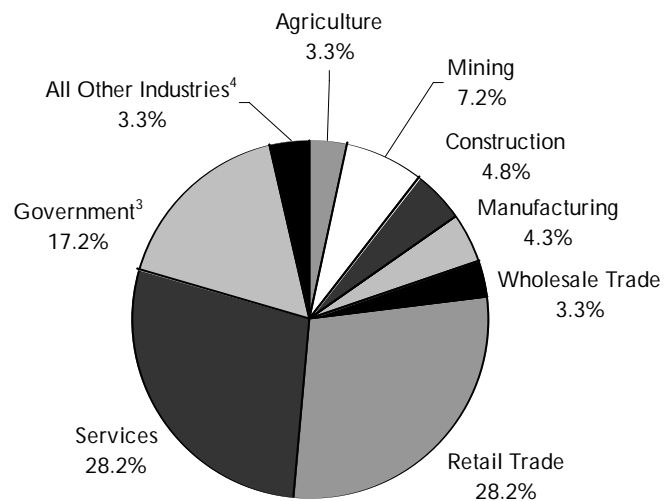
		Sector**					
		Total		Goods-Producing		Services-Producing	
		Number	Column %	Number	Column %	Number	Column %
How satisfied are you with the available supply of labor for this position?	Very Satisfied	13	9.0%	4	16.0%	9	7.6%
	Satisfied	60	41.7%	11	44.0%	49	41.2%
	Dissatisfied	31	21.5%	4	16.0%	27	22.7%
	Very Dissatisfied	10	6.9%	0	0.0%	10	8.4%
	Don't Know	30	20.8%	6	24.0%	24	20.2%
	Total	144	100.0%	25	100.0%	119	100.0%
How satisfied are you with the skills of the available supply of labor for this position?	Very Satisfied	9	5.9%	ND***	ND	ND	ND
	Satisfied	59	38.6%	12	35.3%	47	39.5%
	Dissatisfied	31	20.3%	ND	ND	ND	ND
	Very Dissatisfied	18	11.8%	9	26.5%	9	7.6%
	Don't Know	36	23.5%	6	17.6%	30	25.2%
	Total	153	100.0%	34	100.0%	119	100.0%

*Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer.

**Based on the Standard Industrial Classification (SIC) code. Industries included in the goods-producing sector are Agriculture; Mining; Construction; and Manufacturing. Industries included in the services-producing sector are Transportation, Communications, & Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, & Real Estate (FIRE); Services; and Government.

***Not disclosable due to confidentiality.

Figure 1: Distribution¹ Across Industries of 2001 Sheridan College² Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3)



¹May include multiple responses for a single employer or graduate.

²Includes Sheridan and Gillette campuses.

³Includes schools and publicly-owned hospitals.

⁴Includes Transportation, Communications, & Public Utilities (TCPU) and Finance, Insurance, & Real Estate (FIRE).

Table 4: Residency Status of 2001 Sheridan College* Graduates by Gender

		Wyoming Residency Status							
		Resident		Nonresident		Unknown		Total	
		Number	Column %	Number	Column %	Number	Column %	Number	Column %
Female	Number	88	60.3%	ND**	ND	ND	ND	103	62.4%
	Row %	85.4%		ND		ND		100.0%	
Male	Number	58	39.7%	ND	ND	ND	ND	62	37.6%
	Row %	93.5%		3.2%		ND		100.0%	
Total	Number	146	100.0%	ND	100.0%	ND	100.0%	165	100.0%
	Row %	88.5%		ND		ND		100.0%	

*Includes Sheridan and Gillette campuses.

**Data not disclosable due to confidentiality.

Source: 2001 student records of Sheridan College.

Table 5: Residency Status of 2001 Sheridan College* Graduates by Age Group

Age Group		Wyoming Residency Status							
		Resident		Nonresident		Unknown		Total	
		Number	Column %	Number	Column %	Number	Column %	Number	Column %
24 and Under	Number	90	61.6%	ND**	ND	ND	ND	95	57.6%
	Row %	94.7%		ND		ND		100.0%	
25 to 34	Number	24	16.4%	ND	ND	ND	ND	36	21.8%
	Row %	66.7%		ND		ND		100.0%	
35 and Over**	Number	32	21.9%	ND	ND	ND	ND	34	20.6%
	Row %	94.1%		2.9%		ND		100.0%	
Total	Number	146	100.0%	ND	100.0%	ND	100.0%	165	100.0%
	Row %	88.5%		ND		ND		100.0%	

*Includes Sheridan and Gillette campuses.

**Data not disclosable due to confidentiality.

***May include graduates whose age was not available.

Source: 2001 student records of Sheridan College.

Table 6: 2001 Sheridan College* Graduates by CIP Code**

2-Digit CIP Code and Title***		Total Graduates	
		Number	Column %
11	Computer & Info Sciences	8	4.8%
12	Personal & Misc. Services	6	3.6
13	Education	11	6.7
30	Multi/Interdisciplinary Studies	6	12.1
43	Protective Services	5	3.6
45	Social Sciences & History	7	3.0
47	Mechanics & Repairers	14	4.2
48	Precision Production Trades	11	8.5
24, 50	Liberal Arts & Sciences, General Studies & Humanities, Visual & Performing Arts	20	6.7
51	Health Professions & Related Sciences	41	24.8
52	Business Management & Admin. Services	29	17.6
	All Other Sheridan College CIP Codes	7	4.2
Total		165	100.0%

*Includes Sheridan and Gillette campuses.

**Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.

***Selected CIP codes were grouped together to avoid disclosure of confidential information.

Table 7: Employment Status of 2001 Sheridan College* Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Gender

		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
Female	Number	84	60.9%	19	70.4%	103	62.4%
	Row %	81.6%		18.4%		100.0%	
Male	Number	54	39.1%	8	29.6%	62	37.6%
	Row %	87.1%		12.9%		100.0%	
Total	Number	138	100.0%	27	100.0%	165	100.0%
	Row %	83.6%		16.4%		100.0%	

*Includes Sheridan and Gillette campuses.

Table 8: Employment Status of 2001 Sheridan College* Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Age Group

Age Group		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
24 and Under	Number	83	60.1%	12	44.4%	95	57.6%
	Row %	87.4%		12.6%		100.0%	
25 to 34	Number	26	18.8%	10	37.0%	36	21.8%
	Row %	72.2%		27.8%		100.0%	
35 and Over**	Number	29	21.0%	5	18.5%	34	20.6%
	Row %	85.3%		14.7%		100.0%	
Total	Number	138	100.0%	27	100.0%	165	100.0%
	Row %	83.6%		16.4%		100.0%	

*Includes Sheridan and Gillette campuses.

**May include graduates whose age was not available.

Table 9: Employment Status of 2001 Sheridan College* Graduates Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Residency Status

Wyoming Residency Status		Working in Wyoming		Not Working in Wyoming		Total	
		Number	Column %	Number	Column %	Number	Column %
Resident	Number	129	93.5%	17	63.0%	146	88.5%
	Row %	88.4%		11.6%		100.0%	
Nonresident	Number	ND**	ND	10	37.0%	ND	ND
	Row %	ND		58.8%		100.0%	
Unknown	Number	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		0.0%		100.0%	
Total	Number	138	100.0%	27	100.0%	165	100.0%
	Row %	83.6%		16.4%		100.0%	

*Includes Sheridan and Gillette campuses.

**Data not disclosable due to confidentiality.

Table 10: Number of Jobs Held by 2001 Sheridan College¹ Graduates² Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Industry and Gender

Industry		Total Graduates		Females		Males	
		Number	Column %	Number	Column %	Number	Column %
Agriculture	Number	7	3.3%	ND ³	ND	ND	ND
	Row %	100.0%		ND		ND	
Mining	Number	15	7.2%	4	3.2%	11	12.9%
	Row %	100.0%		26.7%		73.3%	
Construction	Number	10	4.8%	4	3.2%	6	7.1%
	Row %	100.0%		40.0%		60.0%	
Manufacturing	Number	9	4.3%	ND	ND	ND	ND
	Row %	100.0%		ND		ND	
TCPU ⁴	Number	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		0.0%		100.0%	
Wholesale Trade	Number	7	3.3%	ND	ND	ND	ND
	Row %	100.0%		ND		ND	
Retail Trade	Number	59	28.2%	42	33.9%	17	20.0%
	Row %	100.0%		71.2%		28.8%	
FIRE ⁵	Number	ND	ND	ND	ND	0	0.0%
	Row %	100.0%		100.0%		0.0%	
Services	Number	59	28.2%	39	31.5%	20	23.5%
	Row %	100.0%		66.1%		33.9%	
Government ⁶	Number	36	17.2%	26	21.0%	10	11.8%
	Row %	100.0%		72.2%		27.8%	
Total	Number	209	100.0%	124	100.0%	85	100.0%
	Row %	100.0%		59.3%		40.7%	

¹Includes Sheridan and Gillette campuses.

²May include multiple responses for a single employer or graduate.

³Data not disclosable due to confidentiality.

⁴Transportation, Communications, & Public Utilities.

⁵Finance, Insurance, & Real Estate.

⁶Includes schools and publicly-owned hospitals.

Table 11: Number of Jobs Held by 2001 Sheridan College¹ Graduates² Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Industry and Age Group

Industry	Total Graduates		Age Group						
			24 and Under		25-34		35 and Over ³		
	Number	Column %	Number	Column %	Number	Column %	Number	Column %	
Agriculture	Number	7	3.3%	ND ⁴	ND	ND	ND	0	0.0%
	Row %	100.0%		ND		ND		0.0%	
Mining	Number	15	7.2%	ND	ND	ND	ND	0	0.0%
	Row %	100.0%		ND		ND		0.0%	
Construction	Number	10	4.8%	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		ND		0.0%		ND	
Manufacturing	Number	9	4.3%	ND	ND	ND	ND	ND	ND
	Row %	100.0%		ND		ND		ND	
TCPU ⁵	Number	ND	ND	ND	ND	0	0.0%	0	0.0%
	Row %	100.0%		100.0%		0.0%		0.0%	
Wholesale Trade	Number	7	3.3%	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		ND		0.0%		ND	
Retail Trade	Number	59	28.2%	39	28.9%	13	37.1%	7	17.9%
	Row %	100.0%		66.1%		22.0%		11.9%	
FIRE ⁶	Number	ND	ND	ND	ND	0	0.0%	ND	ND
	Row %	100.0%		ND		0.0%		ND	
Services	Number	59	28.2%	34	25.2%	12	34.3%	13	33.3%
	Row %	100.0%		57.6%		20.3%		22.0%	
Government ⁷	Number	36	17.2%	17	12.6%	7	20.0%	12	30.8%
	Row %	100.0%		47.2%		19.4%		33.3%	
Total	Number	209	100.0%	135	100.0%	35	100.0%	39	100.0%
	Row %	100.0%		64.6%		16.7%		18.7%	

¹Includes Sheridan and Gillette campuses.

²May include multiple responses for a single employer or graduate.

³May include graduates whose age was not available.

⁴Data not disclosable due to confidentiality.

⁵Transportation, Communications, & Public Utilities.

⁶Finance, Insurance, & Real Estate.

⁷Includes schools and publicly-owned hospitals.

Table 12: Number of Jobs Held by 2001 Sheridan College¹ Graduates² Working in Wyoming During Second or Third Quarter 2001 (2001Q2 or 2001Q3) by Occupation

2-Digit SOC ³ Code	Occupation	Total Graduates	
		Number	Column %
11, 13	Management, Business, & Financial Occupations	ND ⁴	ND
15, 17, 19	Computer, Math Science, Architecture, Engineering, Life, Physical & Social Sciences Occupations	ND	ND
21, 23	Community, Social Services, & Legal Occupations	ND	ND
25	Education, Training, & Library Occupations	ND	ND
29, 31	Healthcare Occupations	7	20.0%
35	Food Prep & Serving Related Occupations	5	14.3%
27, 33, 37, 39	Personal Care & Services; Arts, Design, Entertainment, Sports & Media; Protective Services; & Building & Grounds Cleaning & Maintenance	ND	ND
41	Sales & Related Occupations	ND	ND
43	Office & Administrative Support Occupations	4	11.4%
47	Construction & Extraction Occupations	ND	ND
49	Installation, Maintenance, & Repair Occupations	6	17.1%
45, 51	Production, Farming, Fishing, & Forestry Occupations	ND	ND
53	Transportation & Material Moving Occupations	ND	ND
Total		35	100.0%

¹Includes Sheridan and Gillette campuses.

²Includes only graduates whose employer reported the graduate was still employed by them as of February 12, 2002. Data is based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

³Standard Occupational Classification (SOC) code. Certain occupations were grouped together to avoid disclosure of confidential information.

⁴Data not disclosable due to confidentiality.

Table 14: Average Hourly Wage* of 2001 Sheridan College** Graduates by Gender

		Gender		
		Total	Females	Males
Incumbent Workers Graduates Working in 2nd Quarter 2001 (2001Q2) & 1st Quarter 2002 (2002Q1)	Number of Graduates	26	14	12
	2001Q2 Hourly Wage	\$10.69	\$8.65	\$13.07
	2002Q1 Hourly Wage	\$12.13	\$9.34	\$15.40
	% Change	13.5%	8.0%	17.8%
New Workers Graduates Working in 3rd Quarter 2001 (2001Q3) & 1st Quarter 2002 (2002Q1)	Number of Graduates	13	9	4
	2001Q3 Hourly Wage	\$12.01	\$11.47	\$13.25
	2002Q1 Hourly Wage	\$13.46	\$13.09	\$14.30
	% Change	12.1%	14.1%	7.9%

* Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

**Includes Sheridan and Gillette campuses.

Table 15: Average Hourly Wage¹ of 2001 Sheridan College² Graduates by Age Group

		Age Group			
		Total	24 and Under	25-34	35 and Over ³
Incumbent Workers Graduates Working in 2nd Quarter 2001 (2001Q2) & 1st Quarter 2002 (2002Q1)	Number of Graduates	26	16	4	6
	2001Q2 Hourly Wage	\$10.69	\$9.01	\$8.60	\$16.56
	2002Q1 Hourly Wage	\$12.13	\$11.13	\$9.05	\$16.87
	% Change	13.5%	23.5%	5.2%	1.9%
New Workers Graduates Working in 3rd Quarter 2001 (2001Q3) & 1st Quarter 2002 (2002Q1)	Number of Graduates	13	9	ND ⁴	ND
	2001Q3 Hourly Wage	\$12.01	\$12.29	ND	ND
	2002Q1 Hourly Wage	\$13.46	\$12.50	ND	ND
	% Change	12.1%	1.7%	ND	ND

¹Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single graduate.

²Includes Sheridan and Gillette campuses.

³May include graduates whose age was not available.

⁴Data not disclosable due to confidentiality.

Table 16: Employer Satisfaction¹ with Work Skills and Habits of 2001 Sheridan College² Graduates by Goods- and Services-Producing Sectors

		Sector ³					
		Total		Goods-Producing		Services-Producing	
		Number	Column %	Number	Column %	Number	Column %
How satisfied are you with the employee's work <i>skills</i> ?	Very Satisfied	48	40.0%	9	37.5%	39	40.6%
	Satisfied	34	28.3%	11	45.8%	23	24.0%
	Dissatisfied	ND ⁴	ND	ND	ND	ND	ND
	Very Dissatisfied	ND	ND	ND	ND	ND	ND
	Don't Know/Not Familiar with Employee's Work						
		31	25.8%	ND	ND	ND	ND
	Total	120	100.0%	24	100.0%	96	100.0%
How satisfied are you with the employee's work <i>habits</i> ?	Very Satisfied	48	40.3%	11	45.8%	37	38.9%
	Satisfied	32	26.9%	7	29.2%	25	26.3%
	Dissatisfied	ND	ND	ND	ND	ND	ND
	Very Dissatisfied	ND	ND	ND	ND	ND	ND
	Don't Know/Not Familiar with Employee's Work						
		30	25.2%	ND	ND	ND	ND
	Total	119	100.0%	24	100.0%	95	100.0%

¹Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

²Includes Sheridan and Gillette campuses.

³Based on the Standard Industrial Classification (SIC) code. Industries included in the goods-producing sector are Agriculture; Mining; Construction; and Manufacturing. Industries included in the services-producing sector are Transportation, Communications, & Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, & Real Estate (FIRE); Services; and Government.

⁴Data not disclosable due to confidentiality.

Table 17: Employer Satisfaction¹ with Work Skills and Habits of 2001 Sheridan College² Graduates by Selected Instructional Program³

2-Digit CIP Code and Title ⁴		How satisfied are you with the employee's work <i>skills</i> ?					Total	
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Don't Know/Not Familiar With Employee's Work		
47	Mechanics & Repairers	Number	ND ⁵	ND	0	0	ND	10
		Row %	ND	ND	0.0%	0.0%	ND	100.0%
48	Precision Production Trades	Number	6	ND	0	ND	ND	12
		Row %	50.0%	ND	0.0%	ND	ND	100.0%
24, 50	Liberal Arts & Sciences, General Studies & Humanities, Visual & Performing Arts	Number	ND	6	0	0	ND	13
		Row %	ND	46.2%	0.0%	0.0%	ND	100.0%
51	Health Professions & Related Sciences	Number	14	ND	0	0	ND	19
		Row %	73.7%	ND	0.0%	0.0%	ND	100.0%
52	Business Management & Admin. Services	Number	12	ND	ND	0	8	26
		Row %	46.2%	ND	ND	0.0%	30.8%	100.0%
Total		Number	35	26	ND	ND	ND	80
		Row %	43.8%	32.5%	ND	ND	ND	100.0%

2-Digit CIP Code and Title		How satisfied are you with the employee's work <i>habits</i> ?					Total	
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Don't Know/Not Familiar With Employee's Work		
47	Mechanics & Repairers	Number	ND	ND	ND	0	ND	10
		Row %	ND	ND	ND	0.0%	ND	100.0%
48	Precision Production Trades	Number	7	ND	ND	0	ND	12
		Row %	58.3%	ND	ND	0.0%	ND	100.0%
24, 50	Liberal Arts & Sciences, General Studies & Humanities, Visual & Performing Arts	Number	ND	5	ND	0	ND	13
		Row %	ND	38.5%	ND	0.0%	ND	100.0%
51	Health Professions & Related Sciences	Number	15	ND	0	0	ND	19
		Row %	78.9%	ND	0.0%	0.0%	ND	100.0%
52	Business Management & Admin. Services	Number	12	ND	ND	0	8	25
		Row %	48.0%	ND	ND	0.0%	32.0%	100.0%
Total		Number	37	22	4	0	16	79
		Row %	46.8%	27.8%	5.1%	0.0%	20.3%	100.0%

¹Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

²Includes Sheridan and Gillette campuses.

³The five selected instructional programs have the largest total number of graduates for Sheridan College.

⁴Classification of Instructional Programs (CIP) code - a standardized method of classifying instructional programs across educational institutions.

⁵Data not disclosable due to confidentiality.

Table 18: Employer Satisfaction¹ with Labor Supply in 2001 by Goods- and Services-Producing Sectors (For Employers of Sheridan College² Graduates Only)

		Sector ³					
		Total		Goods-Producing		Services-Producing	
		Number	Column %	Number	Column %	Number	Column %
How satisfied are you with the available <i>supply</i> of labor for this position?	Very Satisfied	11	9.3%	ND ⁴	ND	ND	ND
	Satisfied	43	36.4%	8	33.3%	35	37.2%
	Dissatisfied	20	16.9%	8	33.3%	12	12.8%
	Very Dissatisfied	6	5.1%	ND	ND	ND	ND
	Don't Know	38	32.2%	ND	ND	ND	ND
	Total	118	100.0%	24	100.0%	94	100.0%
How satisfied are you with the <i>skills</i> of the available supply of labor for this position?	Very Satisfied	ND	ND	ND	ND	ND	ND
	Satisfied	52	44.1%	14	58.3%	38	40.4%
	Dissatisfied	17	14.4%	5	20.8%	12	12.8%
	Very Dissatisfied	ND	ND	0	0.0%	ND	ND
	Don't Know	36	30.5%	ND	ND	32	34.0%
	Total	118	100.0%	24	100.0%	94	100.0%

¹Based on information obtained from a survey of employers of graduates by Research & Planning. May include multiple responses for a single employer or graduate.

²Includes Sheridan and Gillette campuses.

³Based on the Standard Industrial Classification (SIC) code. Industries included in the goods-producing sector are Agriculture; Mining; Construction; and Manufacturing. Industries included in the services-producing sector are Transportation, Communications, & Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, & Real Estate (FIRE); Services; and Government.

⁴Data not disclosable due to confidentiality.

Appendix B

Community College Perspectives

Casper College

By: Dr. F. E. "Skip" Gillum, Vice President

Casper College enrolls students from all 23 Wyoming counties, 33 different states and from 17 foreign countries. The college is steeped in the tradition of providing strong academic and technical curricula that prepare students for life in the 21st century. The college's technical programs take students to the cutting edge in preparation for the workforce while the transfer program prepares students to continue their education at baccalaureate institutions throughout the country.

Casper College serves over 4,000 each year in its credit programs. The ethnicity of the student population reflects that of Natrona County. The largest portion (95.2%) of our students are White (Non-Hispanic). The remainder of the population is comprised of Hispanic (2.24%), American Indian/Alaskan (.99%), Black (Non-Hispanic) (.62%), Non-Resident Alien (.62%) and Asian/Pacific Islander students (.33%). A gender analysis of the students attending the College reflects that 61 percent are female while 39 percent are male. Distributed by age, 52 percent of our students are 24 years of age or younger, while 42 percent are between the ages of 25 and 59. Six percent of our students are from the age group of 60 and above. Full-time students comprise 43 percent of our enrollment, while 57 percent of our students attend part-time. Finally, 40 percent of our students have majors in the traditional transfer programs with 22 percent majoring in programs within the career and technical areas, and 38

percent of our credit-seeking students list their major as undecided.

Strong advisory committees comprised of industry representatives are the backbone of our technical programs. This linkage to business and industry ensures that the information being taught is up to date and accurate. That linkage between the work world and academia continues at the college through collaborations that allow students to work in local area businesses to gain practical experience in their practicum classes.

To assist students in remaining in the Central Wyoming area, Casper College has established several partnerships with regional universities including the University of Wyoming, Chadron State College, Montana State University, the University of North Dakota, which allow area residents to complete bachelor and master degrees without leaving the area. This arrangement allows individuals to continue their employment while furthering their education.

Sheridan College

By: Sharon Elwood, Director of Institutional Research

Sheridan College is located in north-central Wyoming near the Wyoming-Montana border. Sheridan College primarily services the northeast quarter of Wyoming, as well as southern Montana, and western South Dakota.

With campuses in Sheridan and Gillette, Sheridan College serves two diverse communities. Sheridan has a

strong Arts/Music/Performance culture. It's also strongly influenced by an ag/ranching culture, grounded in conservative views. While Gillette offers some of the same Arts culture, the community is strongly influenced by the Mining industry and related industries. Sheridan also offer classes in Buffalo. Buffalo is a small community that enjoys a culture similar to Sheridan.

Approximately 45 percent of Sheridan College's full-time students receive need-based financial aid, while approximately 55 percent of their full-time students receive non-need-based financial assistance. Dental Hygiene is a widely recognized program in the region and Canada as being an exceptional program. We also offer a program in Dental Assisting. Massage Therapy is very popular and has just recently become accredited. The Welding, Diesel, and Machine Tool programs also have very strong reputations, with strong employer ties in Wyoming and around the country.

The "big industry" influence in Campbell County has potential impact. Young people can get jobs with the mines, railroad, gas exploration companies, etc., without an education and earn a very good living. However, as the economy fluctuates and those jobs come and go, these workers are often unprepared to sustain themselves long term.

Many of the employers served by Sheridan College are in Services industries. Unique relationships are generally more closely identified with the vocational programs of the school. Vocational faculty work closely with employers who are hiring locally or outside Wyoming. For example, the Diesel Program has a strong working relationship with Caterpillar and

Wyoming Machinery. Mechanics, welders, and machinists find jobs in Campbell County in the heavy equipment, fabrication, and coal industries. Sheridan College is the primary provider for dental hygienists in this region, and the Nursing Program works closely with health care providers in the area to meet their needs.

Sheridan College is committed to student success. Students come to us with a variety of needs and have goals that may be related to preparing for transfer to a four-year school, learning new skills, upgrading current skills, exploring career opportunities, or personal enrichment. Student goals may be met in one or more semesters, and time with the school may or may not lead to a degree.

Sheridan College has articulation agreements with several schools in surrounding states. Students may choose to transfer before or after earning a degree from Sheridan College. Many of our Police Science students transfer to Chadron State to complete a Bachelor's Degree. Also, many students benefit from our transfer agreement with the University of Wyoming.

The college is committed to a Tech Prep program and has developed strong relationships with area high schools that has led to many opportunities for students to take college-level classes. Sheridan College continues to play an important role in helping young adults understand the importance of education.

As we go further in this process, we hope that the Institutional Research people and others will have the opportunity to come together to discuss the results and explore any enhancements the colleges might pursue in the future.

